

THE LAW FIRM OF THE FUTURE

WOMEN IN LEADERSHIP: TIPS FROM THE TRENCHES

An MPF Webinar – February 3, 2021

by

Dr. Sharon Meit Abrahams

President, Legal Talent Advisors

Lisa Ramsay Cole, Esq.

President and Managing Shareholder, Lewis Thomason

Leslie C. Packer, Esq.

Managing Partner, Ellis & Winters

John Remsen, Jr.

President, TheRemsenGroup

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BIOGRAPHICAL PROFILE

Dr. Sharon M. Abrahams

President

Legal Talent Advisors

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Dr. Sharon Meit Abrahams is a legal talent development expert helping lawyers and law firms improve their productivity and profitability through skill assessments, coaching, initiative implementation, and interactive workshops. Dr. Abrahams has written three books published by the American Bar Association, contributed to others' books and penned more than 100 articles related to professional and business development in the legal profession. Dr. Abrahams has more than 25 years of experience in client relationship building, diversity and inclusion initiatives, business development techniques, communication skills, and management/leadership development training. She has conducted more than 200 seminars on a wide variety of topics for esteemed audiences at the ABA, ALA, NALP, local bar associations, Harvard, Yale, Cornell, Northwestern, University of Virginia, University of Chicago and Duke Law Schools and others.

She was appointed to the Professional Development Committee of the Law Practice Division of the ABA and served as the chair of the Professional Development Advisory Committee of the Association of Legal Administrators.

Because of her love of teaching Dr. Abrahams served on the faculty for a decade at the Center for Management Development at Florida International University. She also served as an adjunct professor in the Organizational Leadership doctoral program at Nova Southeastern University.

Dr. Abrahams has a Bachelor of Business Administration and a Master of Science in Education from the University of Miami and a doctorate from Nova Southeastern University.

She gives back to the community by conducting workshops gratis for 501(c)(3) organizations across the country.

September 2020



LEWIS THOMASON



Lisa Ramsay Cole
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Lisa Ramsay Cole is president and managing shareholder of Lewis Thomason and the managing partner of the firm's Nashville office. As president of the firm, Lisa serves as the firm's General Counsel and risk manager handling all ethical and professional responsibility matters for the firm. Lisa is a Supreme Court Rule 31 Mediator, and she practices in the areas of employment law, professional liability, workers' compensation, and general casualty defense litigation. Ms. Cole's practice for over 25 years has concentrated in the area of complex civil trial litigation in state and federal courts. She has achieved successful results through defense jury verdicts, summary judgment, mediation, and arbitration in each of her practice areas. Ms. Cole's current clients are national, regional and local employers; regional and local health care facilities; and insurance companies. In addition, Ms. Cole routinely defends public entities in medical malpractice and civil rights matters.

AFFILIATIONS

- American Bar Association
- Tennessee Bar Association
- Nashville Bar Association
- American Bar Foundation
- Tennessee Bar Foundation
- Nashville Bar Foundation

PROFESSIONAL HONORS AND ACTIVITIES

- Life Fellow, American Bar Association
- *Best Lawyers®* 2014 & 2019 Workers' Compensation Law "Lawyer of the Year", in Nashville
- Featured in 2019 Best Lawyers "Women in the Law" Business Edition
- Trustee, Nashville Bar Foundation
- Member, The Board of the Women's Fund
- Recipient, 2014 Women of Influence award, Company Executive
- Named on the list of "Mid-South Super Lawyers," 2010-2020
- Named to *The Best Lawyers in America®*, Employment Law – Management; Litigation – Labor and Employment; Personal Injury Litigation – Defendants and Product Liability Litigation – Defendants
- AV-rated by Martindale-Hubbell
- Graduate, Leadership Nashville, 2013
- Fellow, American Bar Foundation
- Fellow, Tennessee Bar Foundation
- Fellow, Nashville Bar Foundation
- Past Board Chair, Sexual Assault Center
- Past Board member, Sexual Assault Center, 2009-2014
- Past Board member, Nashville Ballet
- Member, Tennessee Bar Association Glass Ceiling Initiative, 2011-2012; 2018-2019
- Tennessee Bar Association Lawyer Well-Being Committee, 2011-2015; 2018-2019
- Past Board member, Nashville Junior League
- Elder, Westminster Presbyterian Church
- Advisory Board member, University of Tennessee College of Law Institute for Professional Leadership
- Member, Dean's Circle, University of Tennessee College of Law
- Member, Board of Trustees, Bethel University
- Member, ALFA International Women's Initiative Practice Group Steering Committee

COMMUNITY ACTIVITIES

Ms. Cole is very active in community and professional organizations. Ms. Cole was appointed by ABA President Robert Grey to serve a three-year term on the ABA Standing Committee on Pro Bono and Public Service. Ms. Cole is a Member of the Board of Women's Fund. Ms. Cole has chaired various aspects of fundraisers and volunteered for the Sexual Assault Center, Vanderbilt Children's Hospital, the Nashville Symphony, Belle Meade Plantation, the Ensworth School, the Harpeth Hall School, Montgomery Bell Academy, the American Heart Association, and the Nashville Public Library.



LESLIE C. PACKER

Direct: 919-865-7009

E-mail: leslie.packer@elliswinters.com

Office: Raleigh



BIOGRAPHY

Leslie Packer serves as the firm's managing partner and is a client-oriented litigator who practices civil litigation with a focus on products liability (including drugs and medical devices), medical malpractice, and high-end commercial litigation.

For over three decades, Leslie has helped clients navigate disputes at the cutting edge of health care-product liability. She has been part of a regional and national trial team in the breast implant litigation, and her litigation practice primarily involves the representation of pharmaceutical companies, product manufacturers, health care practitioners and institutions, engineering companies and other businesses. She has also been retained by corporate boards to provide assistance in internal investigations.

Leslie was initially drawn to the practice of law due to the case variety. She is always looking for a new challenge, and in litigation, the facts of every case are always different and sometimes unexpected. Leslie has built her career working with complex litigation teams regionally and nationally.

Leslie is known for her serious, goal-driven approach to legal service. Every detail matters in litigation and she invests significant energy and resources towards understanding each client, its goals, the surrounding circumstances, and applicable law.

Leslie's approach is fundamentally dynamic and centered around the client's objectives. Depending on the case, Leslie may seek a pre-trial settlement or push aggressively for trial. Given the diverse possibilities explored over the course of litigation, understanding key client goals is core to Leslie's practice.

Leslie's commitment to community involvement reflects her service-oriented approach to legal representation. Over the decades, Leslie has contributed substantially to the betterment of underserved communities. In the late 90s, when the Special Olympics World Games came to Raleigh, Leslie was recruited to perform the legal work for the 1999 Games on a pro bono basis, and to serve on the Board of the 1999 World Games. This experience was so rewarding that she has continued to work on behalf of Special Olympics North Carolina since that time. She is extremely proud to assist an organization that provides such meaningful opportunities to these extraordinary athletes.

Leslie has also contributed to the legal community itself, providing presentations on *Daubert*, trial skills, company documents, and other topics for organizations such as

the North Carolina Association of Defense Attorneys, the Defense Research Institute, the Federation of Defense & Corporate Counsel, the North Carolina Bar Association, the North Carolina Chapter of the American College of Trial Lawyers, and the National Institute for Trial Advocacy. She received the 2009 Andrew C. Hecker Award, honoring the best article published in the *Federation of Defense & Corporate Counsel Quarterly*, for "Admitting We're Litigating in the Digital Age: A Practical Overview of Issues of Admissibility in the Technological Courtroom."

Leslie obtained her undergraduate degree from Brown University and her J.D. from the University of North Carolina where she was a Morehead Law Fellow. Leslie was a member of the *Order of the Coif* and served as Research Editor of the *North Carolina Law Review*. She has served as the President of the Raleigh Professional Women's Forum and as Secretary of the 1999 Special Olympics World Summer Games. She has also served as the chair for the Board of Special Olympics North Carolina and as the President of the UNC Law Alumni Association.

Leslie is proud to have completed the New York Marathon in 2004, the Virginia Beach Marathon in 2006 and the Chicago Marathon in 2007.

LEGAL ASSISTANT

Sharon Adams

Direct: [919-865-7095](tel:919-865-7095)

E-mail: sharon.adams@elliswinters.com

CREDENTIALS



PRESENTATIONS/PUBLICATIONS



AWARDS/RECOGNITION



BIOGRAPHICAL PROFILE

John Remsen, Jr.

President

TheRemsenGroup

Atlanta, Georgia

404.885.9100 – jremsen@therem sengroup.com

John Remsen, Jr., is widely recognized as one of the country's leading authorities on law firm leadership, management, marketing and business development. Since 1997 TheRemsenGroup has consulted with more than 400 law firms and thousands of law firm leaders to help them develop and implement long-term strategic objectives to improve cohesiveness, profitability and sustainability.

John is a frequent speaker and author on law-firm leadership and marketing topics. He has spoken at national and regional conferences of the Legal Marketing Association, Association of Legal Administrators, American Bar Association, and numerous state and local bar associations. His articles have appeared in dozens of highly respected legal publications, including the *ABA Journal*, *Law Practice Management*, *Law Practice Today*, *Law360*, *Legal Management*, *Marketing for Lawyers*, *Marketing the Law Firm*, *Managing Partner*, *National Law Review* and *New York Law Journal*.

Since 1988, John has been an active member of the Legal Marketing Association, and he has served as President of LMA's Southeastern Chapter, Executive Editor of *Strategies* (LMA's newsletter) and a member of LMA's national Board of Directors. He is also an active member of the Association of Legal Administrators and a popular speaker at ALA meetings and conferences.

In 2002, John created The Managing Partner Forum, a highly acclaimed conference series and community for managing partners and law firm leaders. More than 1,200 firm leaders from 900 law firms and 43 states have participated in 26 conferences. In addition, John distributes *The MPF Weekly*, an electronic newsletter to more than 10,500 firm leaders throughout the U.S., Canada and 28 other countries.

John's influence was underscored when he was inducted as a Fellow of the College of Law Practice Management in 2013, in recognition of his 25 years of demonstrated expertise in law firm leadership and management. Founded in 1994, the College honors those who "inspire excellence and innovation in law practice management." Membership is by invitation only and includes just 200 individuals.

And the College was not alone: in 2016, John was recognized by LawDragon as one of the "Top 100 Consultants and Strategists" to the legal profession; and in 2017, John was recognized as one of the world's top "leaders and influencers" in the business of law by the Association of International Law Firm Networks.

A native of West Palm Beach, Florida, John holds an MBA from The University of Virginia (1985) and a bachelor's degree in Business Administration from the University of Florida (1980). Prior to enrolling in graduate school, John was Executive Director of The Florida Council of 100, an organization comprised of Florida's top CEOs and other business leaders.

September 2020

MPF WEBINAR

Law Firm of the Future

**Managing Partner Forum®**
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The MPF Webinar Series: The Law Firm of the Future
Women in Leadership: Tips from the Trenches
An MPF Webinar with Lisa Ramsay Cole and Leslie Packer
February 3, 2021 – 2:00-3:00pm ET





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**Dr. Sharon
Meit Abrahams**



- President, Legal Talent Advisors
- Former Professional Development Director @ Greenberg, McDermott, Foley
- Speaker:
 - American Bar Association
 - Association of Legal Administrators
 - Law Schools
 - MPF Annual Conference
 - Law Firm Networks
- Education:
 - PhD – Nova Southeastern University
 - BBA, MS – University of Miami



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John Remsen, Jr.

- President, TheRemsenGroup
- President & CEO, Managing Partner Forum
- Strategic Planning, Marketing/Business Development, Firm Retreats, COO/CMO Search
- Fellow, College of Law Practice Management
- Speaker:
 - American Bar Association
 - Association of Legal Administrators
 - Legal Marketing Association
 - MPF Annual Conference
 - Law Firm Networks
- Education:
 - MBA – University of Virginia
 - BSBA – University of Florida



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IN MEMORIAM



Karen MacKay

- May 17, 1955 – January 11, 2021
- Leading Canadian law firm consultant
- President, Phoenix Legal
- Goodman & Carr – HR, COO, CEO
- Fellow, College of Law Practice Management
- Donations to Hill House Hospice – Richmond Hill, ON



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MPF PROGRAMS IN 2021

- MPF Webinar Series – First Wednesday @ 2pm ET
- MPF Virtual Conferences – TBD
- MPF Listserv and Conference Calls
- *The MPF Weekly* – Friday mornings
- MPF Website – www.ManagingPartnerForum.org
- The MPF Leadership Conference – May 5-6 in Atlanta *
- The MPF Fall Symposium – October 7 in Chicago *



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ADVANCING THE BUSINESS OF LAW

TODAY'S WEBINAR

- Introductions
- Registrant Survey Results
- Panel Discussion
- Live Audience Polling
- Your Questions
- Next MPF Webinar: Wednesday, March 3rd



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Lisa Ramsay Cole, Esq.

- President and Managing Shareholder, Lewis Thomason
- 115 lawyers, Founded in 1960
- Three TN office locations, based Nashville
- ALFA International
- Supreme Court Mediator, employment, professional liability
- Fellow - ABA, TBA, NBA
- TBA Glass Ceiling Initiative and Lawyer Well-Being Committee
- Chair, Sexual Assault Center
- Education:
 - JD – University Tennessee
 - BS – Bethel College



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Leslie C. Packer, Esq.

- Managing Partner, Ellis & Winters
- 35-lawyer commercial real estate and litigation boutique
- Based in Raleigh, North Carolina
- Product liability, medical malpractice, commercial litigation
- President, NC Association of Defense Attorneys
- President, ABOTA, Eastern Carolina Chapter
- President, UNC Law Alumni Association
- Chair, Special Olympics NC
- Education:
 - JD – University of North Carolina
 - AB – Brown University



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TODAY'S REGISTRANT SURVEY RESULTS

- January 30-February 3, 2021
- 136 managing partners and firm leaders



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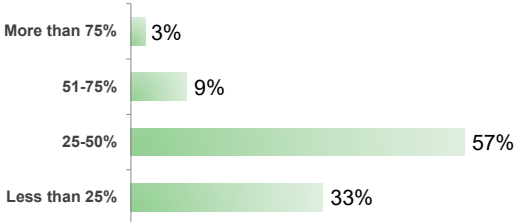
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PERCENTAGE OF WOMEN LAWYERS AT YOUR FIRM



Percentage of Women Lawyers	Percentage of Firms
More than 75%	3%
51-75%	9%
25-50%	57%
Less than 25%	33%



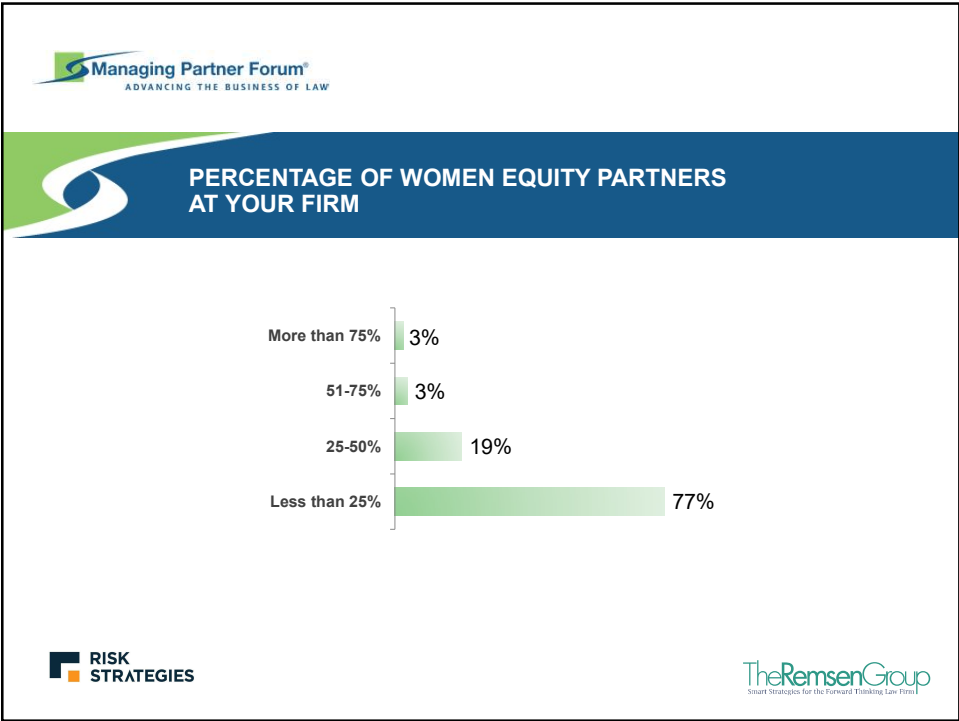
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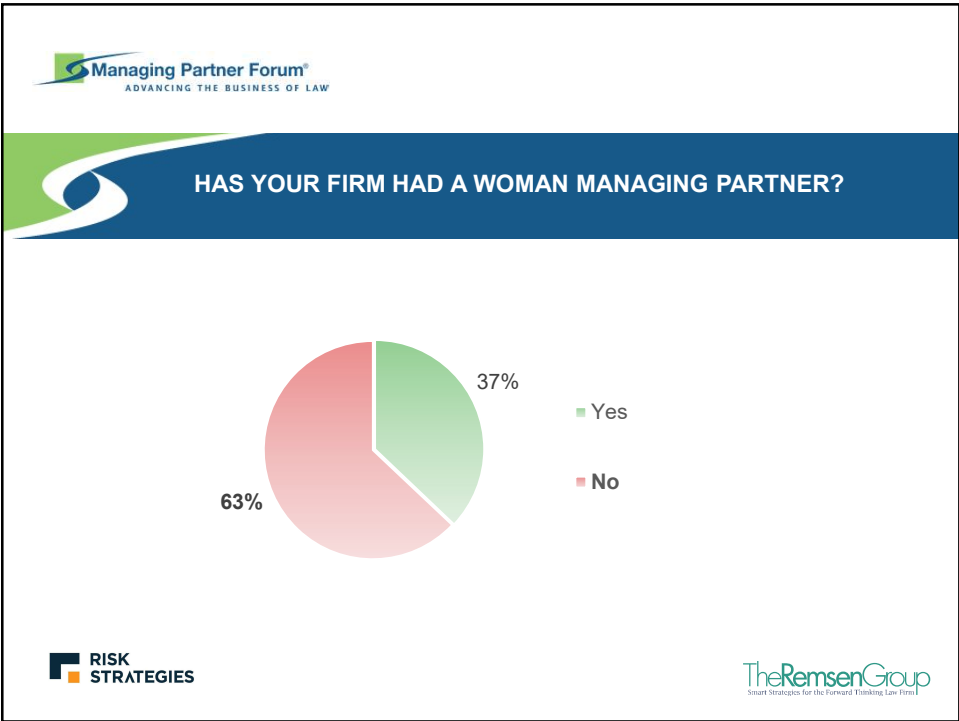
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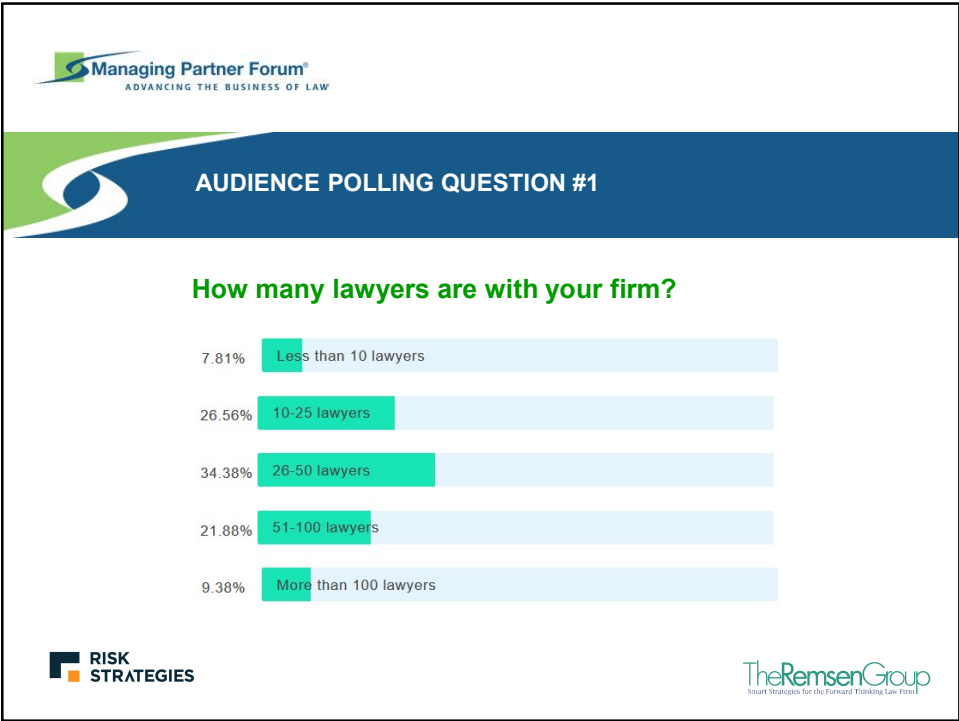


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Success at the Top

 **LEWIS THOMASON**
KNOXVILLE | MEMPHIS | NASHVILLE

Lisa Ramsay Cole, Esq.
lcole@lewisthomason.com

The contents of this presentation are for informational purposes and should not be considered legal advice.
This presentation does not establish an attorney-client relationship.

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Women in Leadership

- Lewis Thomason led by female president for 25 years
- 30% of our shareholders are women
- Compensation: formula: some collections; some originations so everyone is treated fairly



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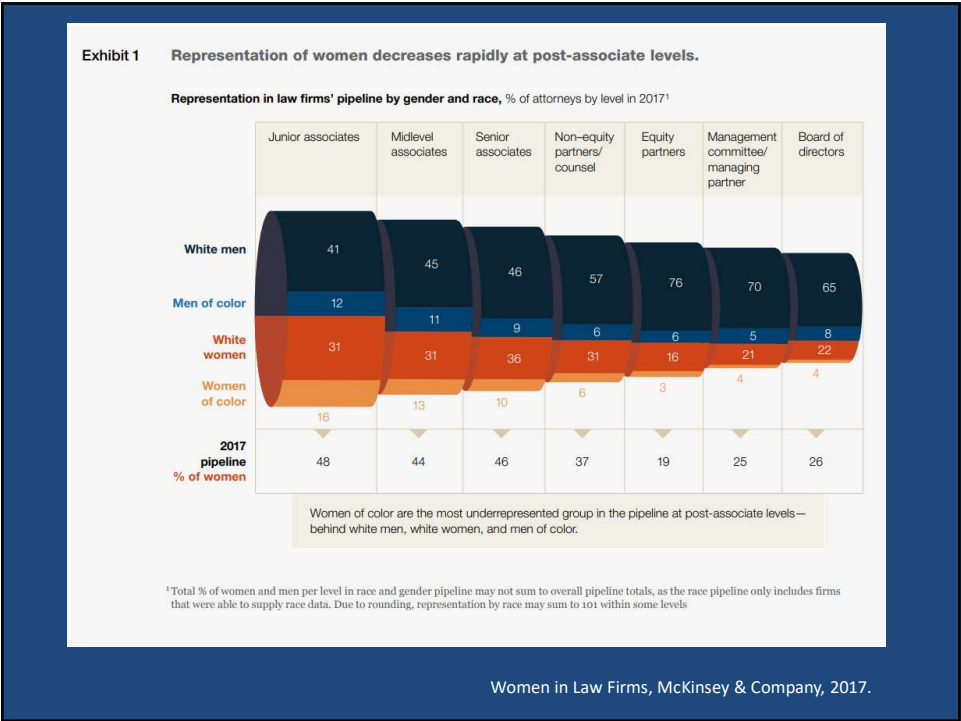
Statistics

- Clients are demanding diversity, including gender diversity
- 50% of law graduates are women
- 1 in 3 lawyers are women but only 24% are partners
 - Numbers drop in leadership positions



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Recent
Outside
Counsel
guidelines:

“Half the partners leading the matter and half the team as a whole should be diverse”

Former GC at Ford publishes new diversity requirements at Coca-Cola: “at least 30% billing of a file needs to be worked on by a diverse lawyer”


LEWIS THOMASON

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Looking to the Future

- Sponsorship and mentoring are crucial for career advancement
 - Sponsorship: A person of influence and an advocate who champions the woman lawyer to others in the firm
 - Mentorship: in a mentor relationship, the focus is on the mentee's success



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“A genuine leader is not a searcher for consensus but a molder of consensus”

- Martin Luther King, Jr.

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Perceptions of Leadership and Gender

Strong leader	Pushy
Effective	Manipulative
Go-getter	Aggressive

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ELLIS | WINTERS

OBSTACLES

- Path to equity partner
- Perceptions
 - Attire
 - Work life balance
 - Toughness
 - Voice

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SUCCESSSES

Public acceptance of women in important roles

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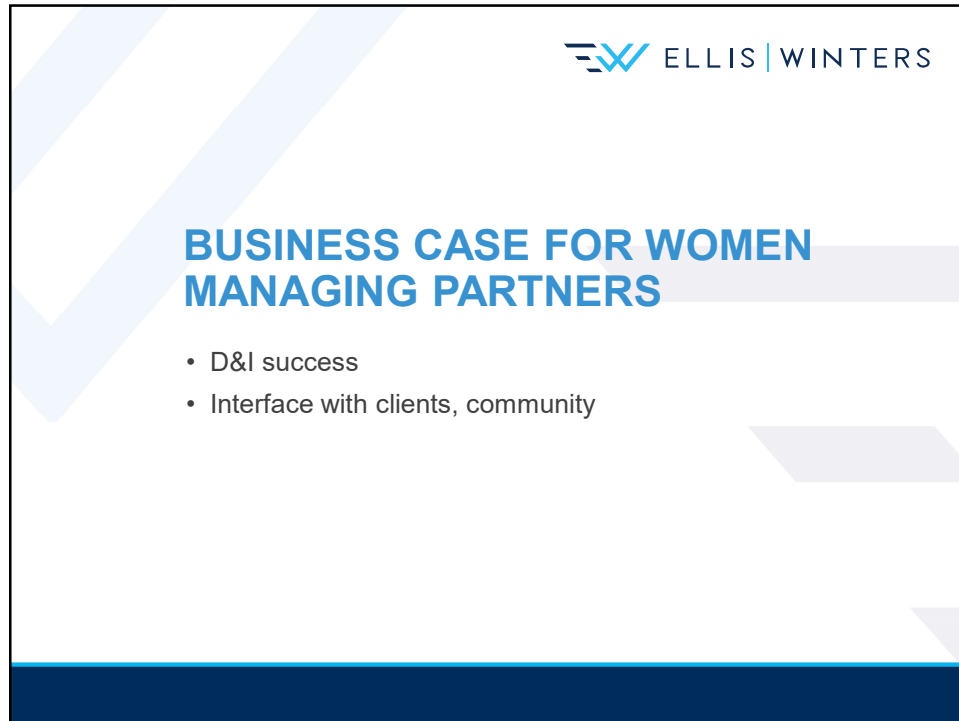


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 ELLIS | WINTERS

**Keep your shoes on ladies,
there's glass everywhere!**

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ELLIS | WINTERS

BUSINESS CASE FOR WOMEN MANAGING PARTNERS

- D&I success
- Interface with clients, community

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DEMONSTRATED SUSTAINED ABILITY RESULTS IN OPPORTUNITY, AND GENUINE RESPECT FROM COLLEAGUES

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Women in Leadership: Tips from the Trenches
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AUDIENCE POLLING QUESTION #2

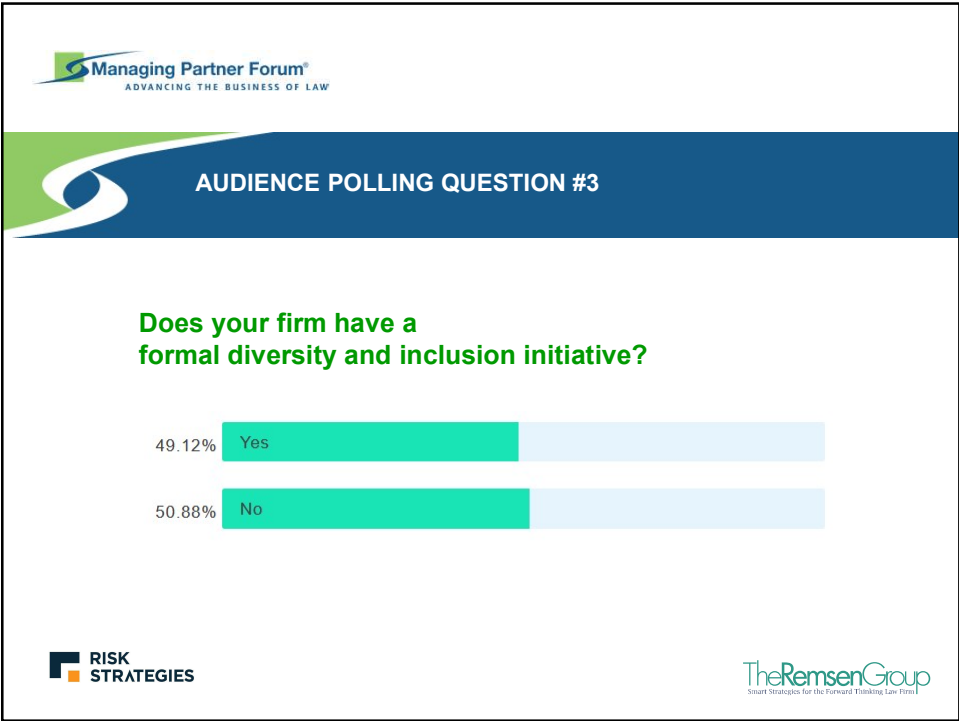
Does your firm have challenges retaining women lawyers?

63.64%	Yes	
36.36%	No	

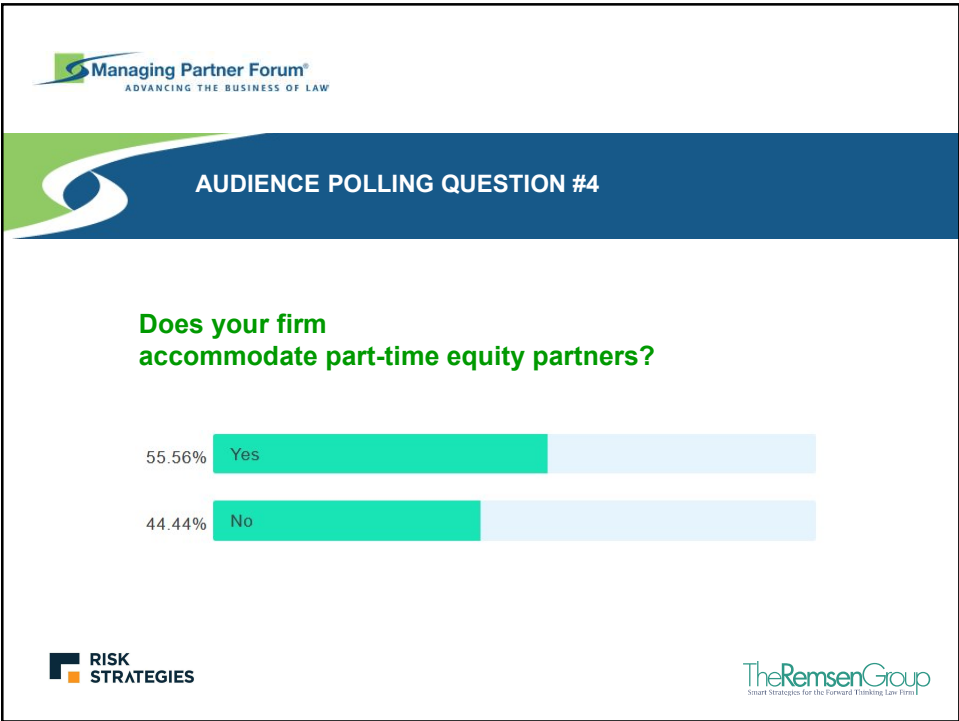


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DEI RESOURCES

- ABA www.americanbar.org/groups/diversity/women/
- ALA www.alanet.org/resources/diversity/ala-diversity-toolkit
- ALFDP www.lfdp.com/
- LCLD www.lclldnet.org/
- LMA www.legalmarketing.org/page/diversity-and-inclusion-resource-center
- NAWL www.nawl.org/





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MPF GUIDANCE FOR FIRM LEADERS

- Demonstrate Care for People, Clients and Community
- Stay Educated and Updated
- Communicate Clearly and Frequently
- Keep Open Communication Lines
- Stay Cool, Calm and Collected
- Refer to the Experts
- Be Credible, Reliable and Intimate



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CONTACT US

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ABA PROFILE OF THE LEGAL PROFESSION – 2019

by

American Bar Association

**FEATURED
WHITE PAPER**

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ABA Profile of the Legal Profession



2019

ABA Profile of the Legal Profession

ABA AMERICAN **BAR** ASSOCIATION



Letter from ABA President Bob Carlson

This spring, I had the honor of giving the commencement address at my alma mater, the Alexander Blewett III School of Law at the University of Montana. Looking around, I saw signs of change everywhere. The campus looked different. The law school building is now sleek and modern. The technology inside would be unimaginable to a law student several decades ago.

No matter where we went to law school or when we graduated, lawyers across the country are aware of the extraordinary transformation of the legal profession. In this report, for the first time, the American Bar Association has compiled a comprehensive look at these changes and provided a vivid picture of the legal profession as it exists today.

The report, for example, highlights the growth of the profession and the striking changes in its diversity. In 1979, when I became a lawyer, there were about 500,000 lawyers in the United States, and only 1 in 12 were women. Today, there are more than 1.3 million lawyers – and more than a third of them are women. Also, in 1979, just 41 federal judges were African American and 14 were Hispanic. On Jan. 1, 2019, 135 federal judges were African American and 88 were Hispanic.

This report is an important reference for anyone who wants to understand where the legal profession came from – and where it stands today.

Bob Carlson
President, American Bar Association
August 2019



ABA Profile of the Legal Profession

ABA AMERICAN **BAR** ASSOCIATION



Introducing the ABA Profile of the Legal Profession

The state of the legal profession changes every year. Fortunately, the ABA has access to a wealth of data that makes it possible to capture a snapshot of the profession at a moment in time – August 2019 – that measures everything from demographics to discipline, pay to pro bono.

This compilation was produced by the ABA Media Relations and Strategic Communications Division and will be updated annually. Our goal is to provide authoritative data for those involved in and covering the legal profession, including lawyers, academics and journalists.

Statistics are from many authoritative sources, primarily within the ABA, but also from the federal government and nonprofit groups that work closely with the profession.

We are particularly grateful to the **National Association for Law Placement**, which helped with several chapters and provided information on diversity in law firms and salary data for law firm associates and public service attorneys.

We are also indebted to the following organizations that provided information presented in this report:

- AccessLex
- Association of American Law Schools
- Federal Judicial Center
- Hazelden Betty Ford Foundation
- Law School Admission Council
- National Conference of Bar Examiners

Within the ABA, we offer profound thanks to:

- ABA Center for Pro Bono
- ABA Center for Professional Responsibility
- ABA Commission on Disability Rights
- ABA Commission on Lawyer Assistance Programs
- ABA Commission on Women in the Profession
- ABA Diversity and Inclusion Center
- ABA Law Practice Division
- ABA Marketing Analytics Division
- ABA Section of Legal Education & Admissions to the Bar
- ABA Standing Committee on Pro Bono & Public Service
- ABA Standing Committee on Professional Discipline

Population statistics are from the U.S. Census Bureau and inflation figures are from the U.S. Bureau of Labor Statistics [CPI Inflation Calculator](#).

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- Lawyer growth
- Lawyers by state
- Lawyers by gender
- Race and ethnicity
- Diversity at law firms
- LGBT
- Lawyers with disabilities

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- Wages by metro area
- Public service lawyers
- Wages for law firm associates

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- Law school demographics
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- Student debt

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- Type of help
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Appendix

DEMOGRAPHICS

Chapter 1



DEMOGRAPHICS

Lawyer Growth Nationwide since 1900

The growth of the legal industry has slowed in recent years, according to the 2019 ABA National Lawyer Population Survey, a tally of lawyers by every state bar association and licensing agency.

In the past year, from 2018 to 2019, the number of active lawyers grew 0.7%. It was the third time in the past four years that annual growth was less than 1%, a marked slowdown from earlier in this century.

Despite this slowdown, the legal profession has grown nearly twice as fast as the nation's population since 2010. As of Jan. 1, 2019, there were 1,352,027 active lawyers in the United States. That's up 12.4% since 2010, when there were 1,203,097 lawyers. Over the same period, the population of the United States grew 6.3%, according to the U.S. Census Bureau.

Since 2000, the number of lawyers nationwide has grown an average of 1.7% each year – from 1,022,462 in 2000 to 1,352,027 in 2019, a 32% increase. In the entire 20th century, the number of lawyers grew 793% – from 114,460 to just over 1 million.

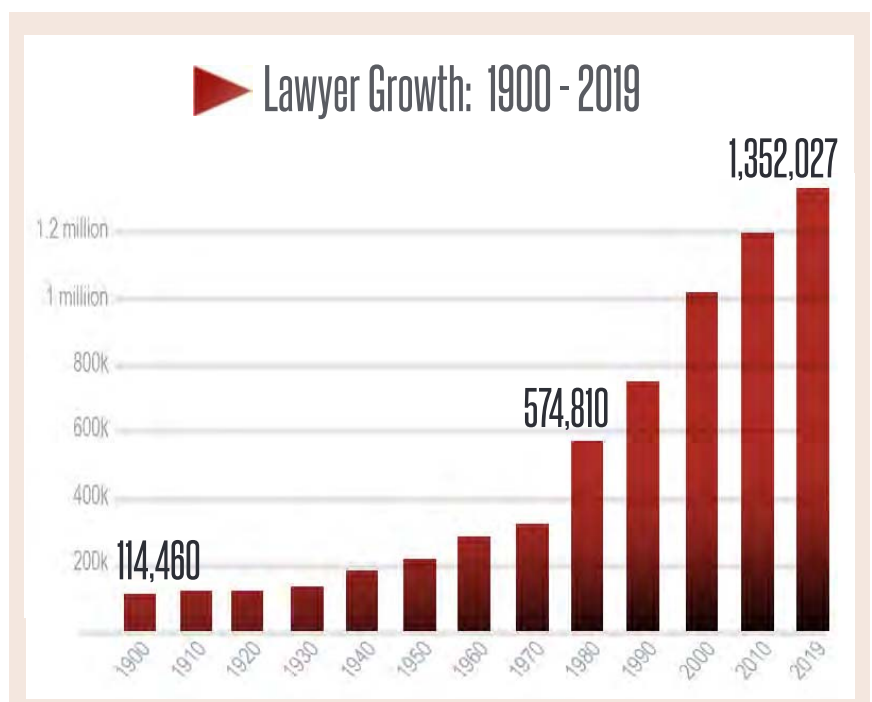
The largest increase in the number of lawyers occurred in the 1970s, a decade when the number of lawyers jumped 76% – from 326,000 in 1970 to 574,810 in 1980.

For much of the 20th century, the industry's growth was much slower. It took 50 years for the number of lawyers to nearly double – from 114,000 in 1900 to 221,000 in 1950. It took less than 30 years for that number to double again – from 221,000 in 1950 to 464,000 in 1978.

Source: ABA National Lawyer Population Survey

Fast Facts:

- 12.4% – Increase in the number of lawyers from 2010 to 2019.
- 1970s – Decade when the number of lawyers grew fastest, by 76%.



ABA Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION



DEMOGRAPHICS

Number of Lawyers per State

The states with the fastest-growing lawyer populations over the last decade are not necessarily the largest states.

The number of lawyers in Utah grew 27% since 2009. That's the second-fastest growth in the nation, even though Utah is only the 30th-largest state by population. North Dakota is also one of the smallest states by population, but it, too, experienced large growth in the number of lawyers in the past decade – 22% since 2009.

However, some large states did record large increases in the number of lawyers. Florida (28%) was the fastest-growing state in the nation for lawyers since 2009. Texas (22%), New York (19%) and Georgia (18%) were also among the 10 largest states by population and among the top 10 states for lawyer growth in the past decade.

Three states – Maryland, Vermont and Louisiana – reported unusually large lawyer growth in the past decade because they changed how they reported lawyer residents, not necessarily because they experienced large growth.

California, which has the largest population in the nation, ranks second in the number of lawyers (170,000) behind New York State (182,000), which has about half the population of California.

Two states have lost lawyers since 2000: Alaska (down 3%) and Oklahoma (down 5%).

Fast Fact:

- Where will you find the most lawyers per capita? The District of Columbia has just over 700,000 residents – less than Alaska – but it ranks in the Top 10 for number of lawyers (56,000). There is one lawyer in D.C. for every 13 residents.

States with the Most Lawyers:





DEMOGRAPHICS

Lawyers by Gender

Over the past decade, the percentage of female lawyers has increased slowly. It stood at 31% in 2009 and is now at 36% in 2019.

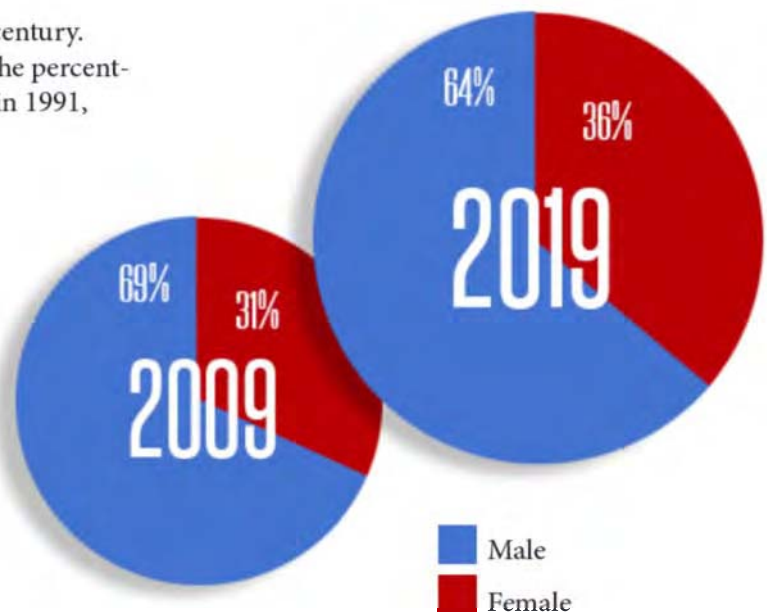
Although the percentage of female lawyers in the profession did not change from 2016 to 2019 – remaining at 36% – over the course of past 10 years, from 2009 to 2019, it rose by 5 percentage points.

Today, 64% of all lawyers are male and 36% are female. In other words, male attorneys still outnumber female attorneys by a ratio of nearly 2 to 1.

The numbers have changed drastically over the past half-century. From 1950 to 1970, only 3% of all lawyers were women. The percentage has edged up gradually since then – 8% in 1980, 20% in 1991, 27% in 2000, 36% today.

The first female lawyer in the United States was Margaret Brent, in 1648 in Maryland. The ABA created the Margaret Brent Award in 1991 to recognize and celebrate the accomplishments of female lawyers.

The American Bar Association admitted the first two women as members in 1918 – Mary Florence Lathrop of Denver and Mary Grossman of Cleveland. The first female president of the American Bar Association was Roberta Cooper Ramo of New Mexico in 1995.



Source: ABA National Lawyer Population Survey

Fast Fact:

- Most state bars and state licensing agencies track gender in the profession, but not all do. In 2019, 44 states reported the number of male and female lawyers – up from 40 states in 2009.

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DEMOGRAPHICS

Race and Ethnicity

The percentage of lawyers who are racial or ethnic minorities – Hispanic, African American, Asian, Native American and mixed race – grew slowly over the past decade. Collectively, the number of minority lawyers grew 3 percentage points in the past 10 years, from 12% of all lawyers in 2009 to 15% of all lawyers in 2019, according to the ABA National Lawyer Population Survey.

White men and women are still overrepresented in the legal profession compared with their presence in the overall U.S. population. In 2019, 85% of all lawyers are white, a decline from 88% a decade ago. By comparison, 76.6% of all U.S. residents are white in 2019.

Nearly all minorities are underrepresented in the legal profession compared with their presence in the U.S. population. For example, 5% of all lawyers are African American – the same percentage as 10 years earlier – but the U.S. population is 13.4% African American.

Similarly, 5% of all lawyers are Hispanic – the same as a decade earlier – although the U.S. population is 18.1% Hispanic. And 2% of all lawyers are Asian – no change from 10 years earlier – while the U.S. population is 5.8% Asian.

Native Americans are represented in the legal profession at roughly the same proportion as their presence in the general population. One percent of all lawyers are Native American – the same as a decade ago – and the U.S. population is 1.3% Native American.

The number of mixed-race lawyers is slowly rising. The National Lawyer Population Survey began tracking the number in 2014, when it was close to zero. In 2019, it stood at 2% of the profession.

Fast Fact:

- Most state bars and state licensing agencies do not track race and ethnicity in the profession. In 2019, 20 states reported the race and ethnicity of lawyers – up from 16 states in 2009.

Sources: ABA National Lawyer Population Survey, U.S. Census Bureau



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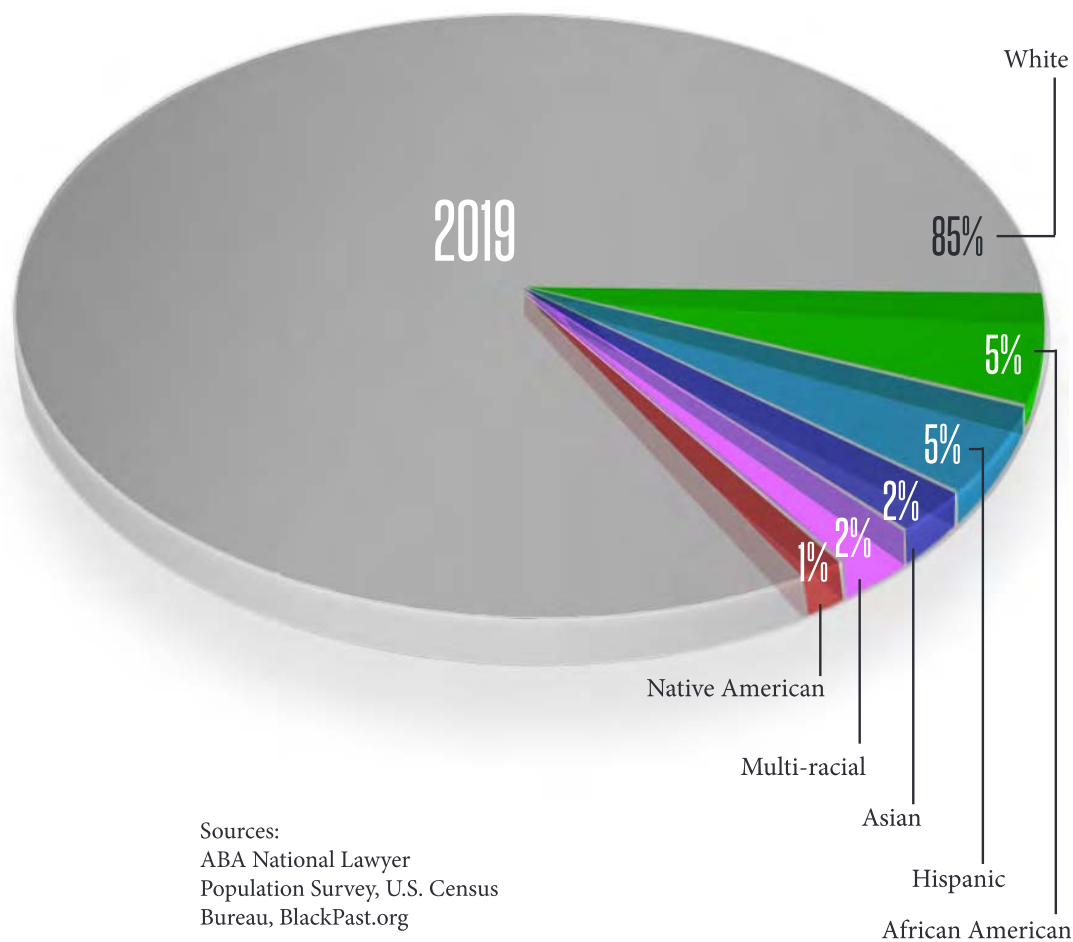
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DEMOGRAPHICS

Race and Ethnicity (continued...)

► 2019 Race and Ethnicity



Did you know?

The first African American lawyer in the U.S. was Macon Bolling Allen, who passed the Maine bar exam in 1844.



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DEMOGRAPHICS

Diversity in U.S. Law Firms

Minorities continued to make small gains among law firm partners in 2018. A decade ago, in 2009, 6% of law firm partners were Hispanic, African American, Asian, Native American or mixed race. In 2018, 9% of partners were minorities.

The number of minority law firm associates is also rising slowly. In 2009, nearly 20% of all associates were minorities. In 2018, the number was 24%.

The percentage of minority partners at law firms varies dramatically across the country. At one extreme, nearly 38% of all law firm partners in Miami are minorities – the largest percentage in the country. At the other extreme, 3% of partners in Cleveland are minorities – the lowest percentage in the country.

In California, five metropolitan areas – San Jose, Los Angeles, San Francisco, San Diego and Orange County – rank in the top 10 nationally for firms with the highest percentage of minority partners. Two Texas metropolitan areas – Houston and Austin – also rank in the top 10.

On the other hand, six of the bottom 10 areas for firms with minority partners are in the Midwest: Cleveland, Indianapolis, Cincinnati, Kansas City, Milwaukee and Minneapolis.

Five of the 10 largest cities in the U.S. are also among the 10 best cities for minority partners: San Jose, Los Angeles, San Diego, Houston and New York. However, Philadelphia – the nation's 6th-biggest city – is in the bottom half for minority partners.

Source: National Association for Law Placement
2018 Report on Diversity in U.S. Law Firms

Fast Facts:

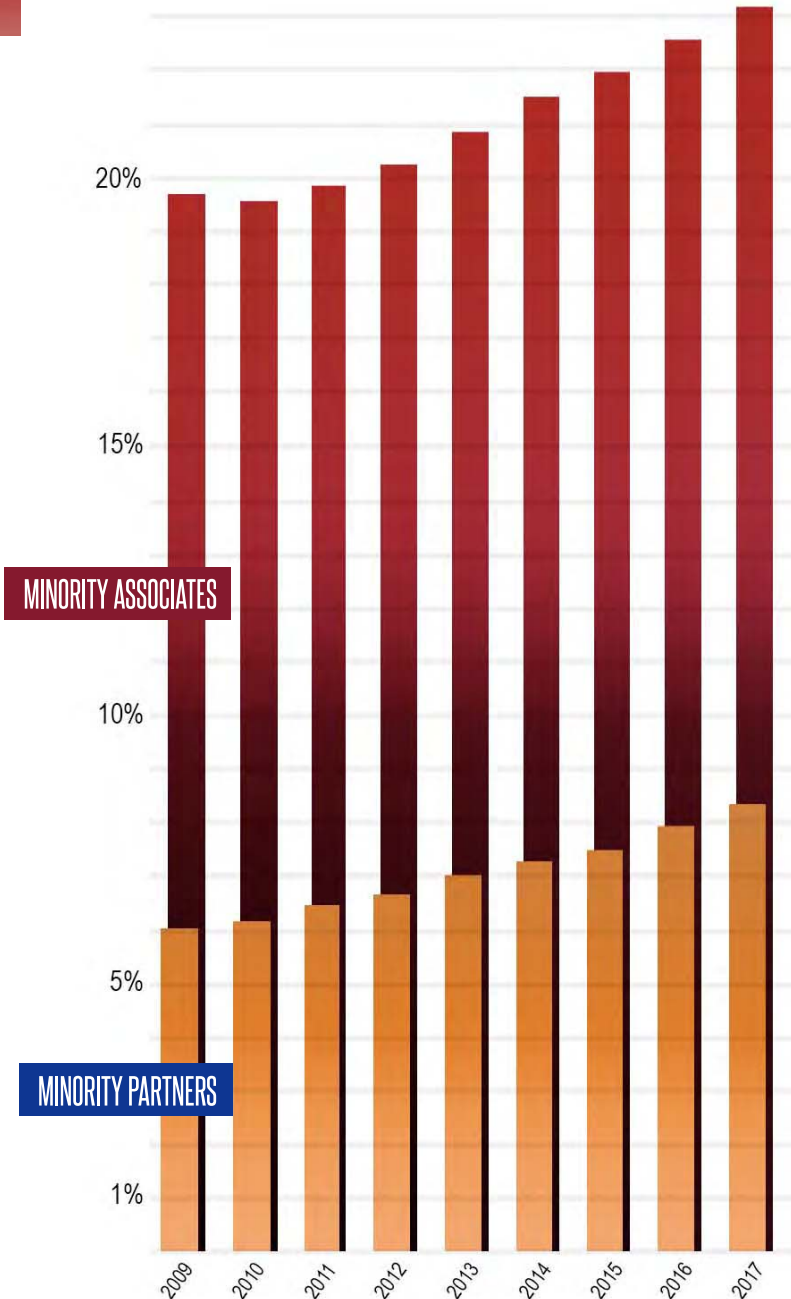
- Miami has the highest percentage of minority partners, at 38%.
- Cleveland has the lowest percentage of minority partners, at 3%.



DEMOGRAPHICS

Diversity in U.S. Law Firms (continued...)

► Percentage of Law Firm Partners and Associates Who are Minorities



Source: National Association for Law Placement 2018 Report on Diversity in U.S. Law Firms

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DEMOGRAPHICS

Lawyers with Disabilities

The number of lawyers at American law firms who report having disabilities remains small, at roughly one-half of 1% of all lawyers, but the percentage is double today what it was a decade ago, according to an annual survey by the National Association for Law Placement.

The survey found 368 lawyers with disabilities at 693 law offices across the country. That represents 0.53% of the 69,854 lawyers in those offices – slightly more than one-half of 1%.

The percentage of law firm partners who have disabilities is roughly the same – 0.52%. That is about double the percentage for most of the past decade, when it fluctuated between 0.2% and 0.3%.

The same trend of more lawyers reporting that they have disabilities is true at the associate level. Today, 0.46% of all law firm associates report having a disability – nearly the same percentage as partners. This is double the percentage of associates who reported having a disability 10 years ago.

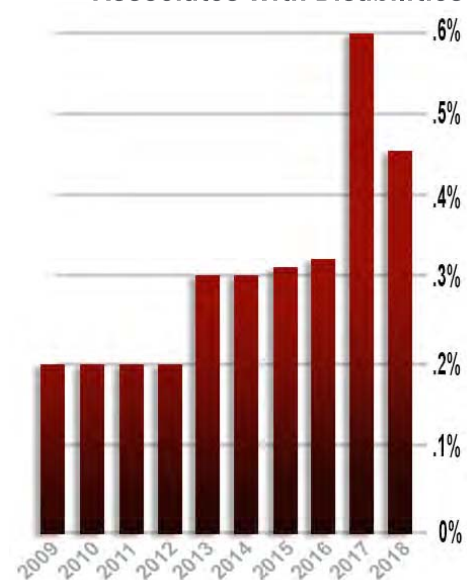
No reliable statistics exist on the total number of lawyers with disabilities in all parts of the legal profession.

Source: National Association for Law Placement 2018 Report on Diversity in U.S. Law Firms

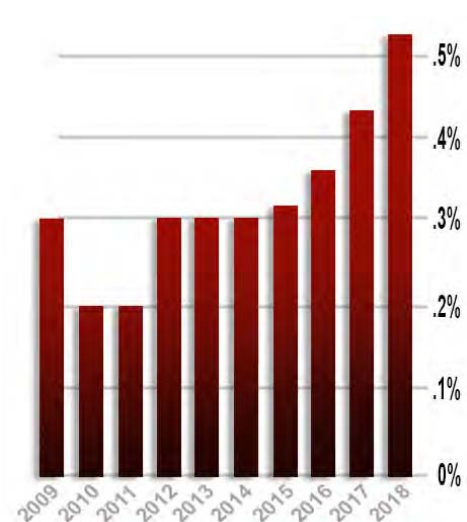
Fast Fact:

- Larger law firms have a greater percentage of lawyers who report having disabilities. Roughly two-thirds of 1% (0.64%) of all lawyers at very large firms (more than 700 attorneys) have a disability. The percentage of lawyers with a disability at smaller firms (250 lawyer or fewer) is half that.

Percentage of Law Firm Associates with Disabilities



Percentage of Law Firm Partners with Disabilities



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DEMOGRAPHICS

LGBT Lawyers

The number of openly lesbian, gay, bisexual and transgender (LGBT) lawyers at American law firms is growing slowly, according to an annual survey by the National Association for Law Placement.

The 2018 survey found 2,827 LGBT lawyers at 914 law offices across the country. That represents 2.86% of all the 98,942 lawyers at those firms. Two years earlier, the same survey found 2,431 LGBT lawyers at American law firms, or 2.48% of all lawyers.

Over the past decade, the percentage of law firm partners who are openly LGBT has increased. In 2009, 1.4% of all law firm partners were LGBT. Today, the figure is 2.11%.

The same trend is evident among law firm associates. In 2009, 2.3% of all associates reported they were LGBT. Today, the figure is 3.8%.

The percentage of law firm summer associates who report they are LGBT is substantially higher. In 2018, 5.73% of all summer associates were LGBT, according to the survey.

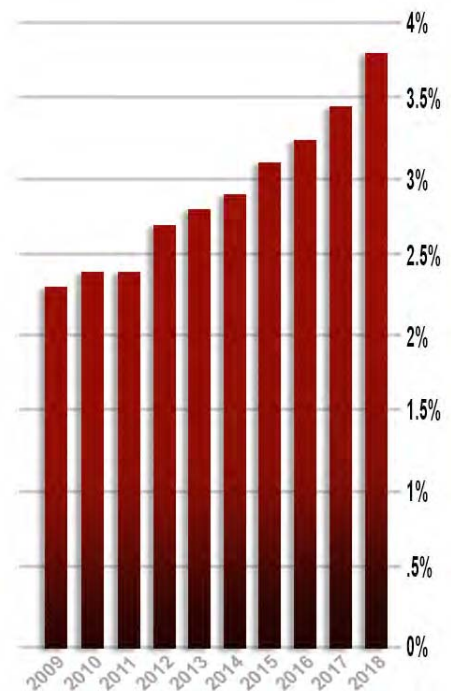
No reliable statistics are available on the total number of LGBT lawyers in all parts of the legal profession.

Source: National Association for Law Placement 2018 Report on Diversity in U.S. Law Firms

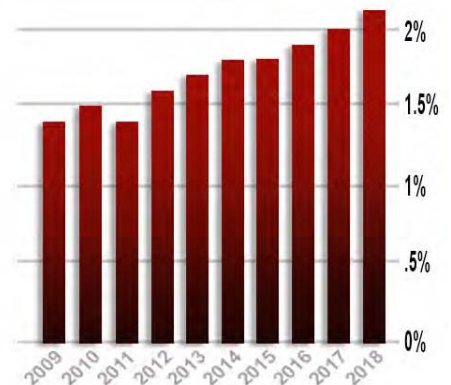
Fast Facts:

- The larger the firm, the greater likelihood of finding LGBT lawyers: 3.26% of all attorneys at very large firms (more than 700 lawyers) are LGBT.
- Law students are more likely to be openly LGBT than law firm lawyers: 5.73% of law firm summer associates are LGBT – double the percentage of all law firm lawyers who are LGBT (2.86%).

Percentage of Law Firm Associates Who are LGBT



Percentage of Law Firm Partners Who are LGBT



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LAWYER WAGES

Chapter 2





LAWYER WAGES

Wage trends over 20 years

The average lawyer's salary has increased slowly in recent years, but at less than the rate of inflation since 2010. For example, in the most recent year, from 2017 to 2018, it rose 1.6%, according to the U.S. Bureau of Labor Statistics. That's a little lower than the 2.1% rate of inflation for the same period. (Note: BLS statistics cover wages for all lawyers but do not include profits for law firm partners and shareholders.)

The average lawyer salary today is \$144,230, according to the BLS.

In recent years, the increase in lawyers' wages has slowed down, particularly after the recession of 2008-09. The fastest growth over the past two decades was from 1997-2002, when the average lawyer wage rose 45% – from \$72,840 in 1997 to \$105,890 in 2002, not adjusted for inflation. In the most recent five-year period, the average wage rose 9.3% – from \$131,990 in 2013 to \$144,230 in 2018.

Lawyers, on average, continue to earn less than many medical professionals, according to the BLS. The average wage for physicians and surgeons is \$210,980. Closer to the average for lawyers are financial managers at \$146,830, aircraft pilots and flight engineers at \$146,660 and marketing and sales managers at \$143,000.

In related fields, the average wage for judges, magistrate judges and magistrates is \$121,130, according to the BLS. For paralegals and legal assistants, it is \$54,500.

Fast Facts:

- From 1998 to 2018, lawyer salaries almost doubled.
At the same time, the cost of living rose 53%.
- The biggest jump in lawyer salaries came in 1997 to 2002 – up 45%.
- Which workers earn half as much as lawyers? Writers and editors - \$71,920.

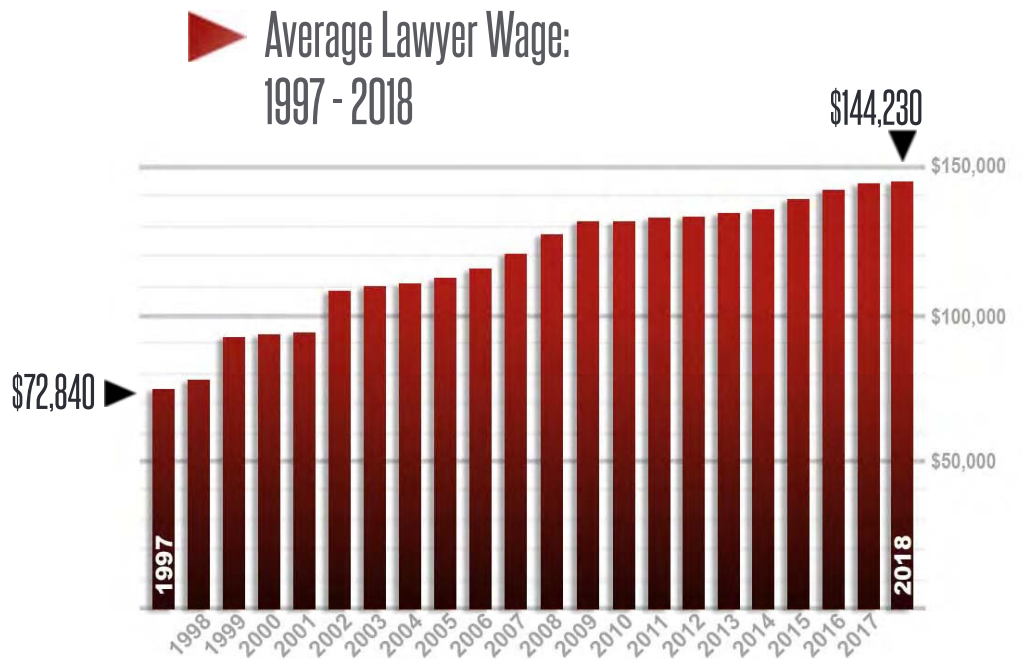
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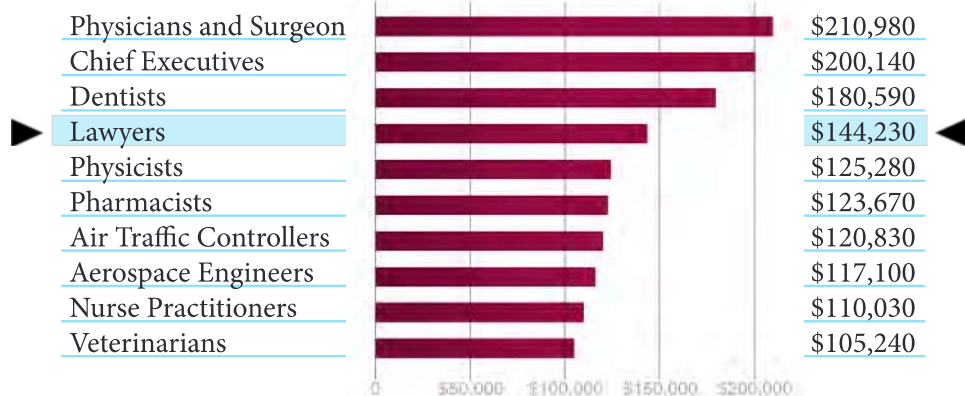
LAWYER WAGES

Wage trends over 20 years (continued...)



Source:
U.S. Bureau of Labor Statistics

► Average Industry Wage Based on Occupation: 2018





LAWYER WAGES

Average Lawyer Wage by Metropolitan Area

The average wage for lawyers is highly dependent on geography – where the lawyers practice. Four of the 10 areas with the highest average wages for lawyers are in California: San Jose, San Francisco, Los Angeles and Oxnard, according to the U.S. Bureau of Labor Statistics. (Note: BLS statistics cover wages for all lawyers but do not include profits for law firm partners and shareholders.)

On the flip side, the four areas with the lowest average wages for lawyers are in Puerto Rico: Arecibo, Aguadilla, Mayaguez and Ponce. Another three of the lowest-paid areas are in the South: Hickory, N.C.; Enid, Okla., and Lawton, Okla.

The disparity between some areas is enormous. The average lawyer wage in Arecibo (\$39,980) is less than one-fifth of the average wage in San Jose (\$207,950) – the lowest and highest in the U.S.

The midpoint among all 359 metropolitan areas in the BLS survey is Salisbury, Md., where the average lawyer wage is \$109,580. Other metro areas near the midpoint include Allentown, Pa.; Bangor, Maine; Parkersburg, WV; and Evansville, Ind.

Fast Facts:

- Coincidentally, the two cities are almost exactly in the middle of the pack for lawyer salaries are only 125 miles apart: Evansville, Ind., and Louisville, Ky.
- The lowest average lawyer salary in the continental U.S. is in Hickory, N.C.

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LAWYER WAGES

Average Lawyer Wage by Metropolitan Area (continued...)

▲ Metropolitan Areas with HIGHEST Average Wages for Lawyers

1. San Jose-Sunnyvale-Santa Clara, CA	... \$207,950
2. San Francisco-Oakland-Hayward, CA	... \$183,070
3. Washington-Arlington-Alex., DC-VA-MD	... \$179,980
4. Los Angeles-Long Beach-Anaheim, CA	... \$176,020
5. Houston-The Woodlands-Sugar Land, TX	... \$175,380
6. Oxnard-Thousand Oaks-Ventura, CA	... \$172,900
7. New York-Newark-Jersey City, NY-NJ-PA	... \$172,020
8. Bridgeport-Stamford-Norwalk, CT	... \$171,690
9. Boston-Cambridge-Nashua, MA-NH	... \$170,720
10. Sheboygan, WI	... \$170,350

▼ Metropolitan Areas with LOWEST Average Wages for Lawyers

10. Lawton, OK	... \$73,120
9. Grants Pass, OR	... \$71,330
8. Bay City, MI	... \$70,810
7. Enid, OK	... \$67,690
6. Lebanon, PA	... \$66,860
5. Hickory-Lenoir-Morganton, NC	... \$63,360
4. Ponce, PR	... \$59,870
3. Mayaguez, PR	... \$56,800
2. Aguadilla-Isabela, PR	... \$49,050
1. Arecibo, PR	... \$39,980



Source:
U.S. Bureau of Labor Statistics

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LAWYER WAGES

Public Service Lawyers

Wages for lawyers in public service jobs – local prosecutors, public defenders, legal aid attorneys and lawyers for nonprofit groups – have risen modestly since 2004, according to a survey by the National Association for Law Placement. For entry-level lawyers, the median salary increase over the past 14 years has been between 37% and 49% – just ahead of the 34% rise in inflation for the same period.

In general, public service lawyers are paid far less than lawyers in other settings. For example, the median salary for a first-year lawyer working at a private law firm with 50 or fewer attorneys is about \$90,000. The median salary for a first-year public service lawyer is \$48,000 to \$58,300.

The gap is even wider between first-year public service lawyers and first-year lawyers at large law firms in big cities. Starting salaries for new associates at large law firms can be \$180,000 to \$190,000 – double what even the most experienced public service lawyers earn.

Of all the categories of public service lawyers, those who work in civil legal aid offices, on average, are the lowest paid – both at the entry level and at the most-experienced level. For example, entry-level legal aid lawyers are paid, on average, \$48,000, but entry-level local prosecutors earn \$56,200 and entry-level public defenders earn \$58,300.

The same holds true at the more-experienced levels. Legal aid lawyers with 11 to 15 years experience are paid, on average, \$69,400. Local prosecutors with similar experience earn \$84,400 and public defenders with similar experience earn \$96,400.

Fast Facts:

- Entry-level salaries at civil legal services organizations are higher in the Northeast, with a median of more than \$58,000.
- Public defenders earn more than local prosecutors, on average: \$96,400 for a defender with 11-15 years' experience versus \$84,400 for a prosecutor with the same experience.

Source: National Association for Law Placement
2018 Public Service Attorney Salary Survey

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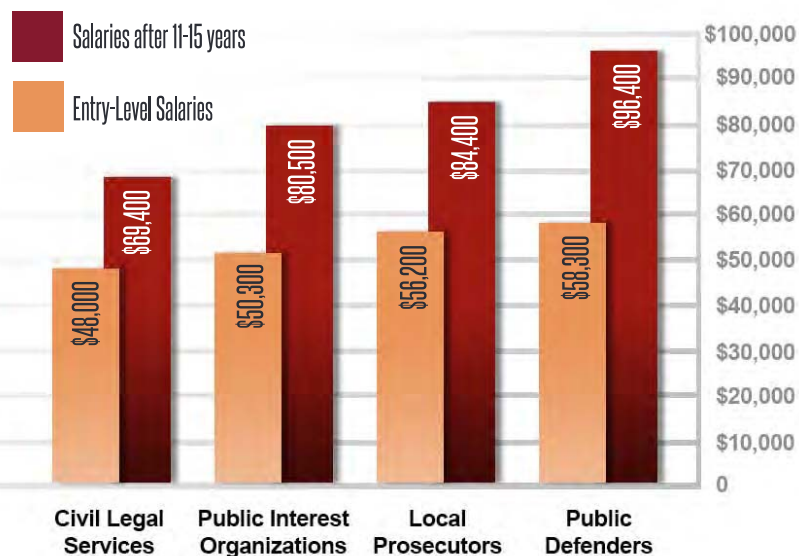
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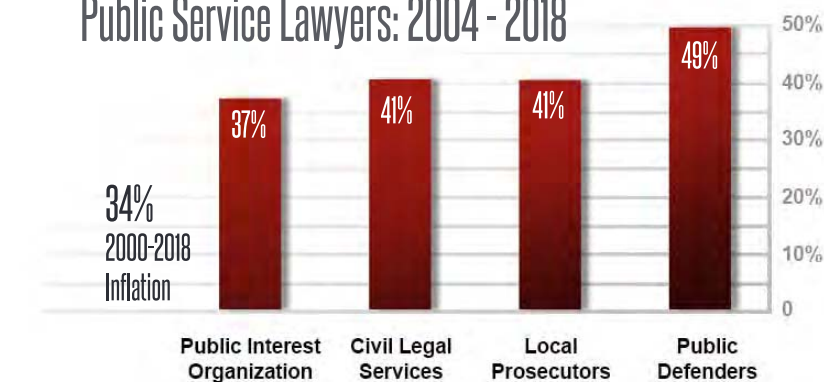
LAWYER WAGES

Public Service Lawyers (continued...)

Median Salaries for Public Service Lawyers: 2018



Median Salary Increases for Entry-Level Public Service Lawyers: 2004 - 2018



Source:
National Association for Law Placement
2018 Public Service Attorney Salary Survey,
U.S. Bureau of Labor Statistics



LAWYER WAGES

Law Firm Associates

The median salary for first-year law firm associates rose \$20,000 (or 14.8%) from 2017 to 2019, to \$155,000, according to survey data from the National Association of Law Placement. Associates' salaries vary widely depending on the size of the law firm and where it is located.

Starting first-year salaries of \$190,000 were announced at some firms in 2018, but that was not the norm, according to the survey. Law offices paying \$190,000 are concentrated in a few big cities, including New York City, Los Angeles/Orange County, Dallas and Washington, D.C., and accounted for about 29% of all first-year salaries in 2019, according to the survey.

The median salary of \$155,000 for first-year associates at private law firms was almost triple the median salary for a first-year lawyer in a public service job (\$48,000 to \$58,300 for lawyers at legal aid offices, public interest groups, local prosecutor's offices and public defender's offices).

Law firm size was a major determining factor in the salaries of first-year associates. At every level of seniority, larger firms generally paid more than smaller firms. The highest median salary for first-year associates (\$180,000) was at firms with more than 700 lawyers. At the lower end, firms of 50 lawyers or fewer paid a median salary of \$98,750 to first-year associates.

By comparison, the average 2018 salary for all lawyers nationwide – whether they work in law firms, corporations, government, nonprofits or elsewhere – was \$144,230, according to the U.S. Bureau of Labor Statistics. That includes only wages and does not include profits for law firm partners and shareholders.

Fast Facts:

- In 2019, summer associates started at around \$2,875 a week, on average, or the equivalent of \$149,500 a year.
- The highest-paid summer associates, in their third year, earned around \$3,650 a week (the equivalent of \$189,800 a year).

Source: National Association for Law Placement 2019 Associate Salary Survey

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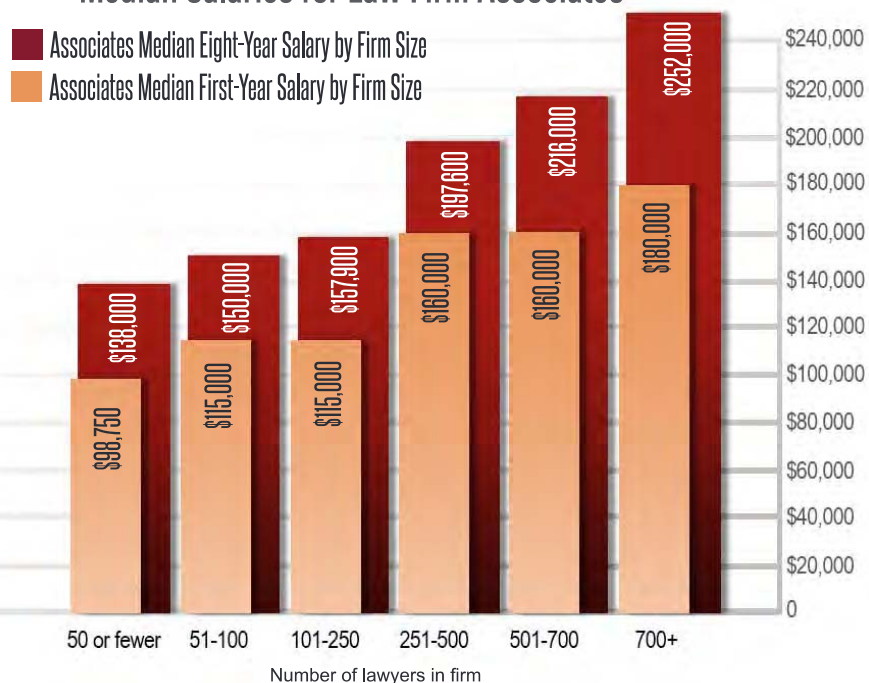


LAWYER WAGES

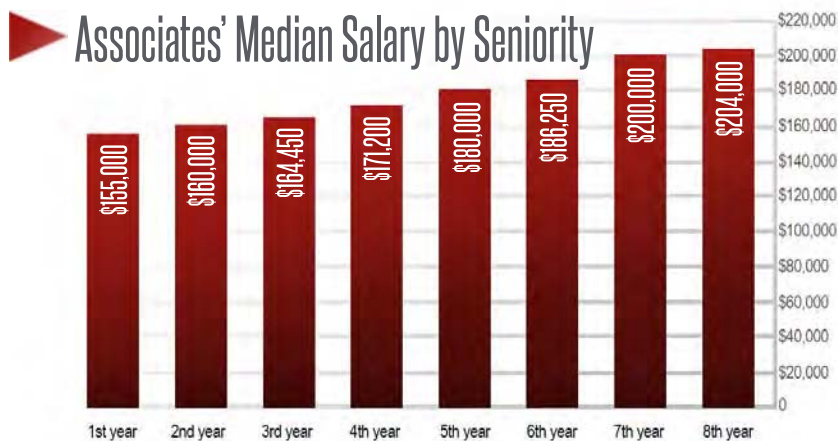
Law Firm Associates (continued...)

Median Salaries for Law Firm Associates

Associates Median Eight-Year Salary by Firm Size
Associates Median First-Year Salary by Firm Size



Associates' Median Salary by Seniority



Source:
National Association for Law Placement
2019 Associate Salary Survey

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LEGAL EDUCATION

Chapter 3

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LEGAL EDUCATION

Law School Applicants and Enrollees

After several years of declining interest in legal education, the number of applicants and enrolled students at law schools approved by the American Bar Association is increasing.

Law school applications and enrollment have increased over the previous few years, according to statistics from the Law School Admission Council. For 2018, there were 60,700 law school applicants, 44,000 of whom were accepted. The number of applicants was up 7.6% from 2017, when there were 56,400 applicants. The 2018 numbers are far below the peak year of 2004, when more than 100,000 people applied to ABA-accredited law schools. The acceptance rate declined slightly in the past year, from 75% in 2017 to 72.5% in 2018.

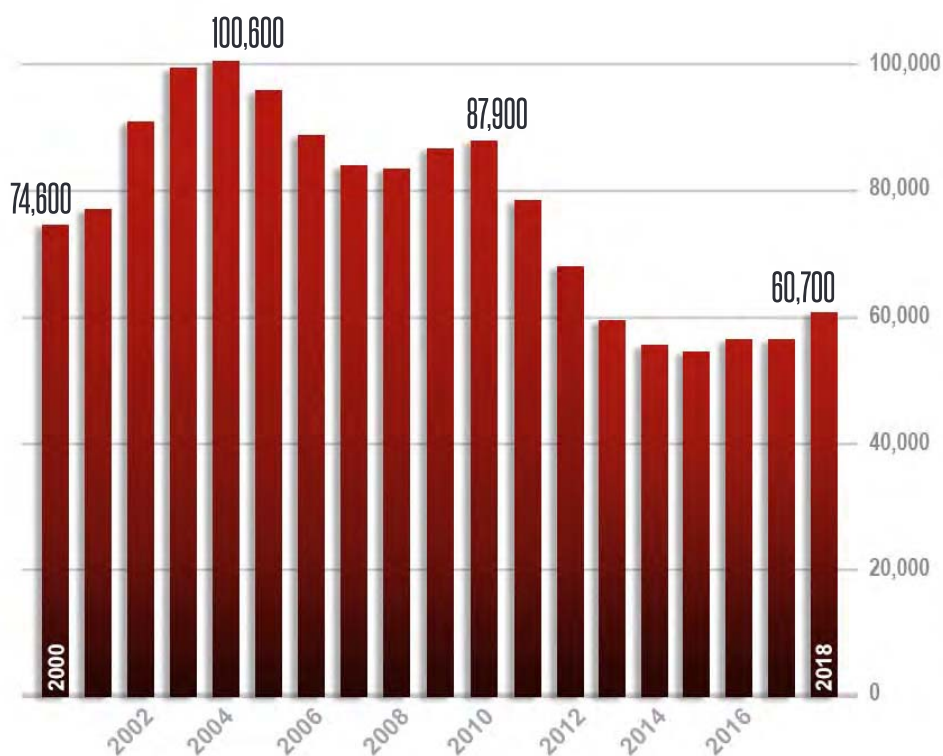
Overall enrollment of students pursuing a juris doctor degree hit 111,472 in 2018 – the highest number in three years. This represented an increase of 1,345 students (or 1.2%) over the previous year. Still, it was far below the high of 147,000 enrolled law-school students in 2010.

Enrollment is growing faster for students in non-JD legal programs in law schools – for example, those seeking master of law degrees and certificates. In 2018, there were 18,523 students in these programs – a 55% increase from 11,973 non-JD students in 2014.

Source: Law School Admission Council, ABA Section on Legal Education and Admissions to the Bar.

* For 2000-2015, includes fall term and deferrals only. For 2016-2018, includes all terms.

▶ Law School Applicants: 2000 - 2018



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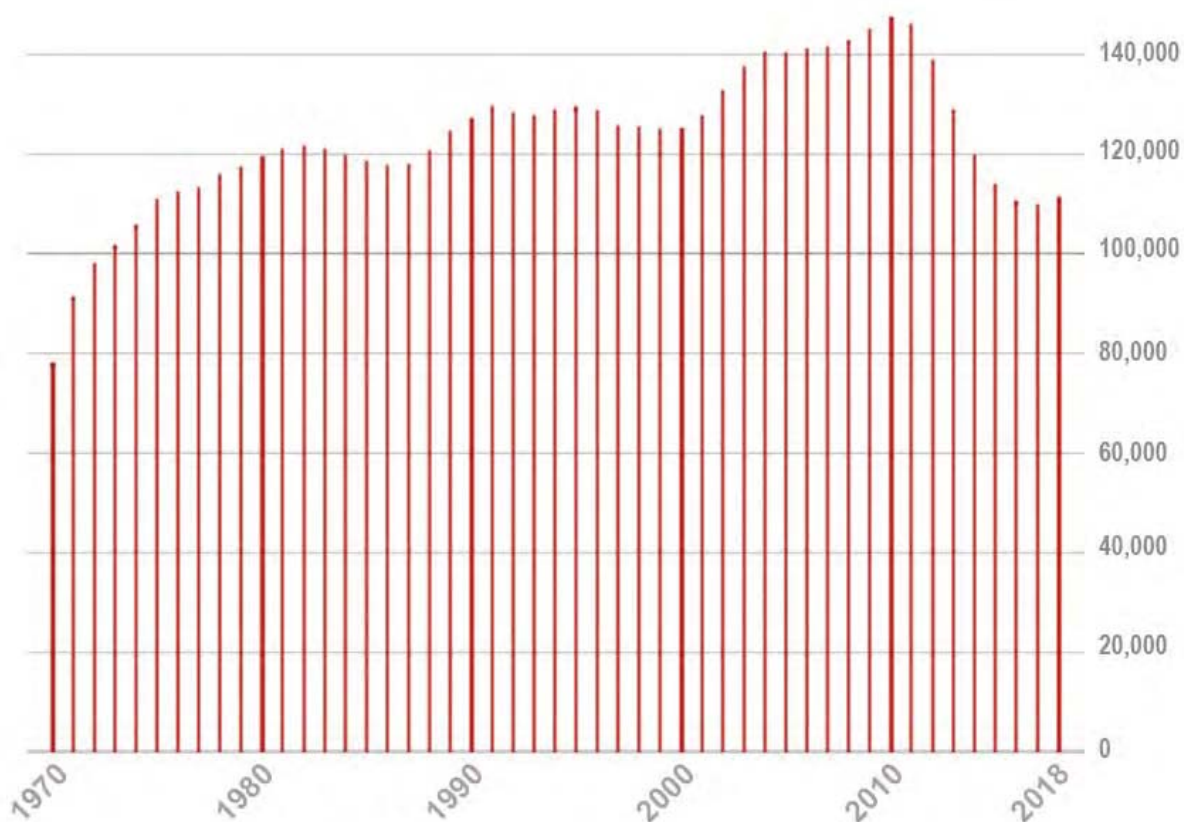


LEGAL EDUCATION

Law School Applicants and Enrollees (continued...)

► Total Law School Enrollment: 1970 - 2018

Enrollment for 1970-2013 includes all students, but for 2014 to present only JD students



Source: Law School Admission Council,
ABA Section on Legal Education and
Admissions to the Bar.

Fast Fact:

- The average law school applicant applies to six or seven law schools. In 2018, 60,700 applicants submitted 387,100 applications – an average of 6.4 applications per student.

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LEGAL EDUCATION

Why Law School?

More students pursue law degrees because of their interest in public service than for high salaries, according to a 2018 national survey, “Before the JD,” conducted by the Association of American Law Schools and co-sponsored by the ABA Section on Legal Education and Admissions to the Bar.

The survey evaluated responses from 22,189 undergraduates at 25 four-year institutions and from 2,727 first-year law students at 44 law schools.

The most commonly cited reasons for attending law school were as a path to careers in politics, government or public service (44%); a passion for that type of work (42%); an opportunity to be helpful (35%), and to advocate for social change (32%). About 1 in 3 students (31%) said they were motivated by access to high-paying jobs.

Most students did not enter law school immediately after college. Two-thirds (65%) delayed law school for a year or more, compared to 1 in 3 (35%) who enrolled directly after college. Of those who postponed law school, just over half (53%) waited three years or more after getting their undergraduate degree.

More than half (55%) of the law students reported that they first considered going to law school before their first year of college. Roughly one-third (35%) first considered pursuing law school before high school.

Source: Association of American Law Schools “Before the JD” report

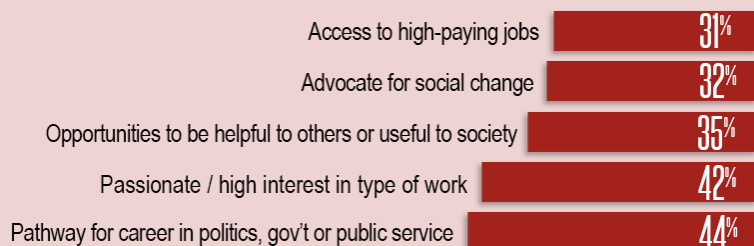
When Did Students Enroll in Law School?



For Students Who Delayed Law School, How Many Years?



Why Do Undergraduates Aspire to Go to Law School?



Fast Facts:

- Students with higher LSAT scores were more likely to delay law school (74%) than students with lower scores (58%).
- Asian and African-American students were more likely to delay law school (73% and 71%) than Hispanic and white students (69% and 64%).

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LEGAL EDUCATION

Law School Demographics

For decades, most law school students were white and male, but the gender gap began to narrow markedly after 1970. That year, 91% of all law students were men. The gap came close to vanishing in 2001 and 2002, when women were 49% of all law students, then widened again.

In 2014, for the first time, there were more first-year female students than male students. Two years later, in 2016, women made up a majority of students in ABA-accredited law schools for the first time. That year, 50.3% of all students pursuing JD degrees were female.

Since then, female law students continue to outnumber male law students. In fact, the gap is starting to widen in favor of women. In 2018, the percentage of female law students rose to 52.4%. In raw numbers, for the 2018-19 academic year, there were 5,400 more women JD students than men – 58,462 women and 53,010 men.

Minority enrollment in law school has gradually risen in recent years. In 2011, 25% of law students were minorities. In 2018, minority enrollment was 31%. Forty years ago, in 1978, minorities occupied just 9% of first-year law school seats. Today, 63% of law students are white, 13% Hispanic, 8% African-American, 6% Asian and 10% race unknown or other.

Source: ABA Section on Legal Education and Admissions to the Bar.

Fast Facts:

- In 2018, 64 law students identified as neither male nor female.
- The number of ABA-accredited law schools rose from 146 in 1970 to 203 in 2019. About two dozen law schools have opened since 2000, while six have closed or announced shutdowns.

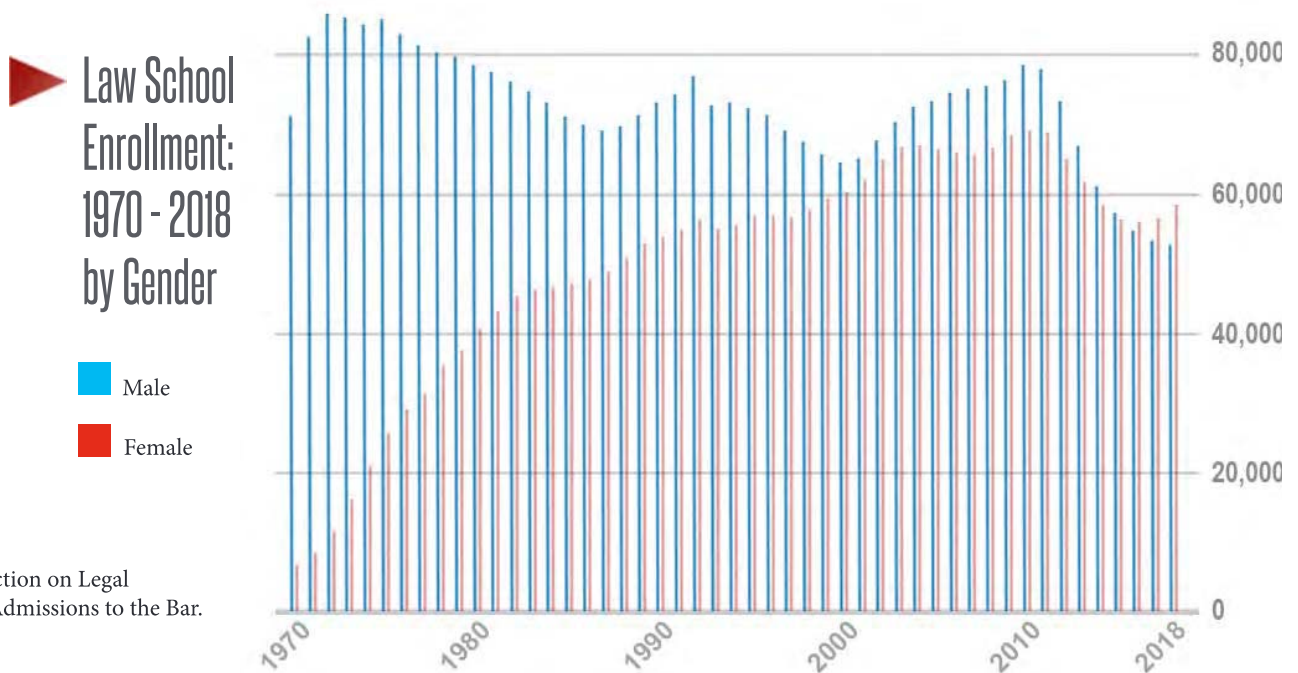
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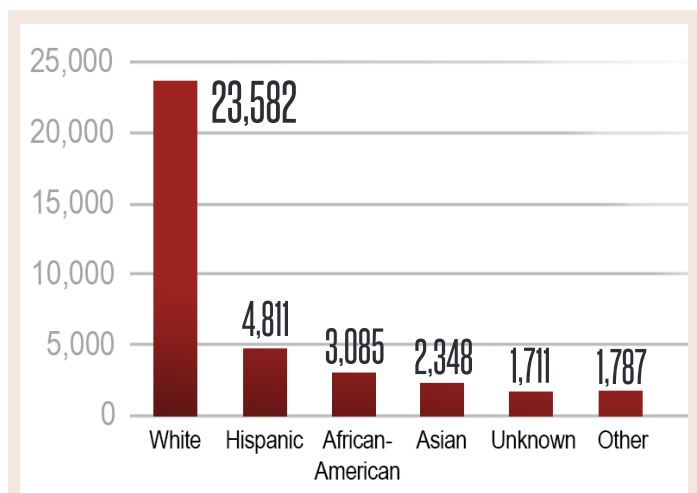
LEGAL EDUCATION

Law School Demographics (continued...)

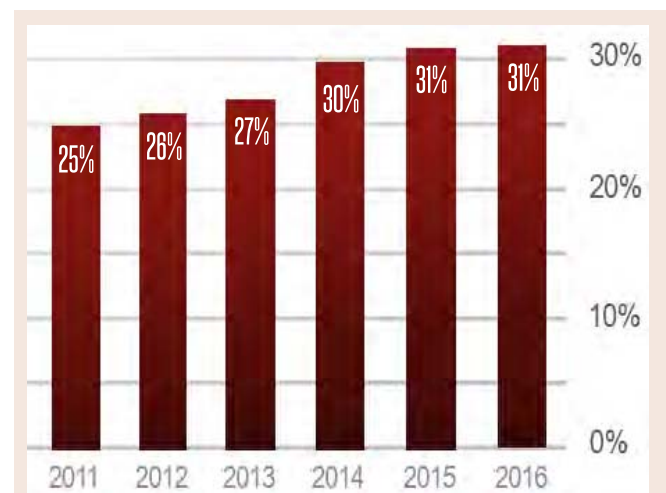


Source: ABA Section on Legal Education and Admissions to the Bar.

► First-Year Law Students by Race and Ethnicity: 2018



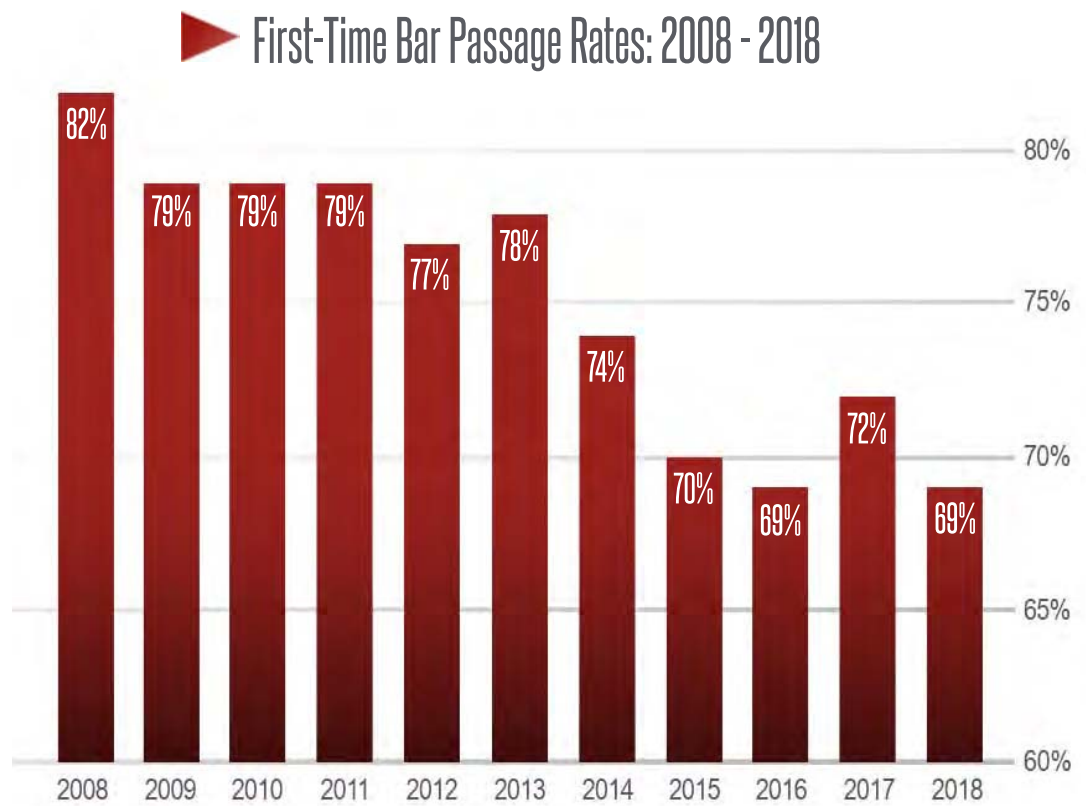
► Minority First-Year Law School Students



LEGAL EDUCATION

Bar Passage Rates

The national bar passage rate for first-time test-takers has declined in the last decade, according to data from the National Conference of Bar Examiners, which administers the test. A decade ago, in 2008, 82% of first-time test-takers passed the exam. Since then, the number has declined – to 74% in 2014, 70% in 2015, and 69% in 2016. The bar passage rate rose to 72% in 2017 but dropped back to 69% in 2018.



Includes all bar-takers, from ABA-accredited school and non-accredited schools
Source: National Conference of Bar Examiners

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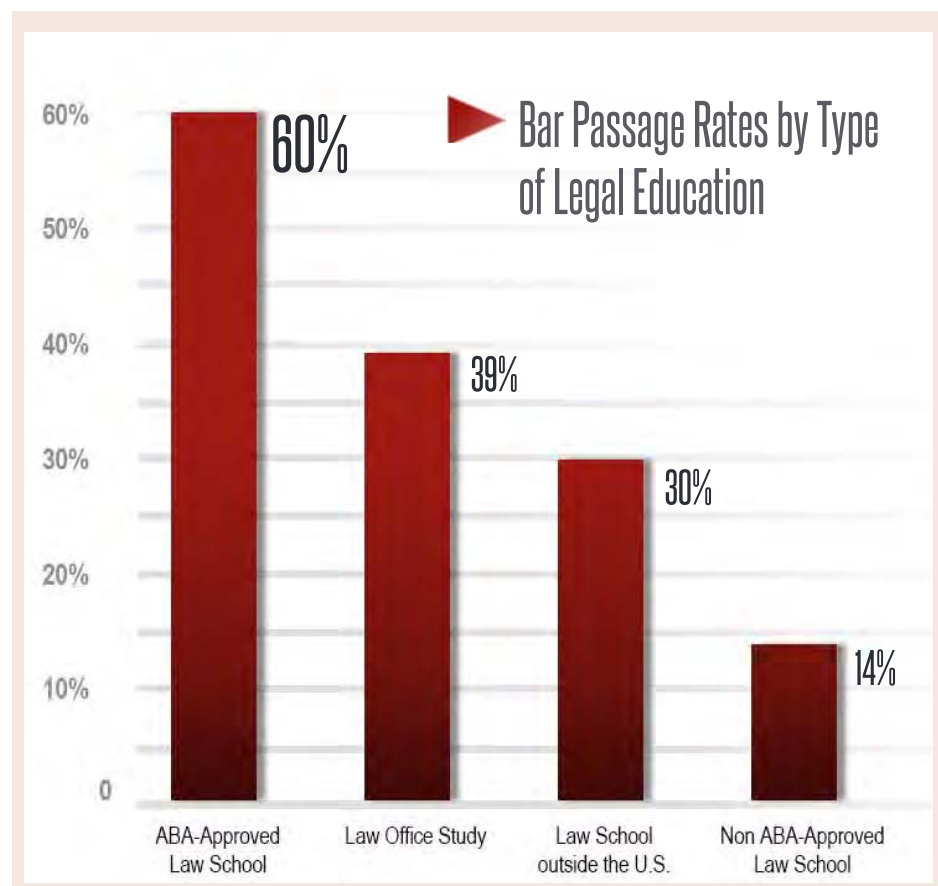


LEGAL EDUCATION

Bar Passage Rates (continued...)

Passing scores differ significantly among states. South Carolina has the lowest “cut score,” or passing grade, in the nation on the Multistate Bar Exam portion of the test at 125. Delaware has the highest at 145, with California next at 144. As a result, it’s difficult to compare pass rates among states. In 2018, Iowa and Utah had the highest pass rates among first-time takers at 84%. California had the lowest at 52%.

Passage rates also vary widely based on where test-takers learned the law. The pass rate for all test-takers from ABA-accredited schools – both first-timers and repeat takers – was 60% in 2018, according to the NCBE. Just 14% of students who attended non-accredited law schools passed the bar in their states.



Fast Facts:

- The vast majority of test-takers in 2018 (84%) went to ABA-accredited law schools.
- 54 people who took the bar exam in 2018 skipped law school and studied at law offices, which is allowed in a handful of states. More than half (28) were from Washington state. Just 39% of those who studied in law offices passed the exam. (California did not report its data in this category.)

Source: National Conference of Bar Examiners



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LEGAL EDUCATION

Bar Passage Rates (continued...)

► Bar Passage Rates for First-Time Exam-Takers, by State: 2018

▲ States with HIGHEST Bar Passing Rate: 2018

Iowa	84%
Utah	84%
Missouri	82%
Hawaii	80%
Oklahoma	80%

▼ States with LOWEST Bar Passing Rate: 2018

Connecticut	63%
Rhode Island	63%
Mississippi	62%
New Hampshire	56%
California	52%



Source: National Conference of Bar Examiners

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LEGAL EDUCATION

Employment after Graduation

More law school graduates are accepting jobs at law firms and in government after graduation and fewer are heading to corporations, nonprofits and law school jobs, according to the most recent data compiled by the ABA Section of Legal Education and Admissions to the Bar.

In 2019 – 10 months after graduating from law school – nearly half of the Class of 2018 (46.6%) had found work at law firms. That number is up significantly from the 39.3% who found work at law firms within 10 months of graduating in the Class of 2012, the first graduating class after the Great Recession ended.

Nearly 12% of 2018 graduates took government jobs – up from 10% for the Class of 2012. Another 11.5% of 2018 graduates took jobs in business and industry – down from 14.9% for graduates six years earlier.

Judicial clerkships provide a steady source of employment for law school graduates. Six years ago, 7.3% of law school graduates took clerkships. Most recently, that number is 9.8%.

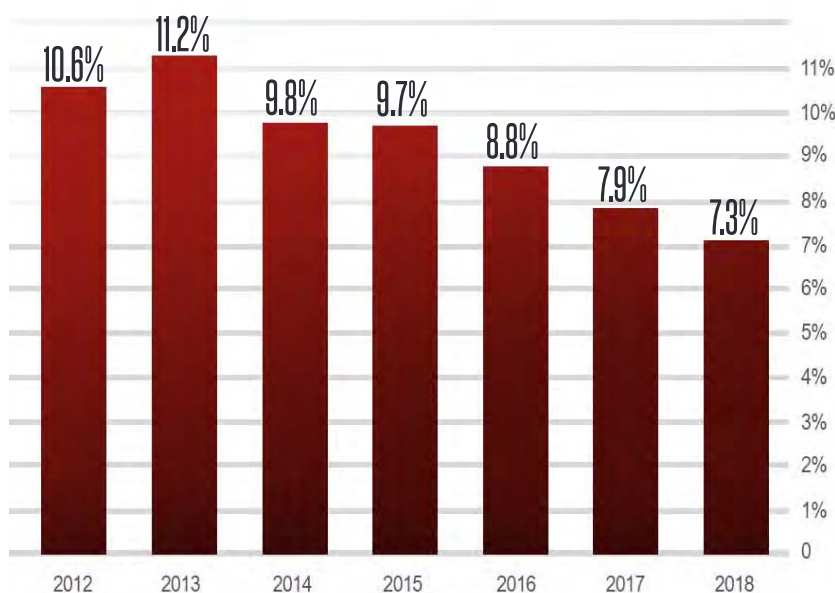
Meanwhile, the number of law school graduates who went into solo practice remains small and is shrinking. Just 1.1% of graduates took the solo route in 2018 – down from 2.3% in 2012.

In recent years, unemployment among new lawyers has decreased. For the Class of 2018, 7.3% were unemployed 10 months after graduation. That's an improvement over the Class of 2013, which had 11.2% unemployment 10 months after graduation.

Fast Fact:

- 71.1% of 2018 law school graduates work at jobs that require bar passage. That's up from 68.7% for 2017 graduates.

Law School Graduates Unemployed 10 Months After Graduation



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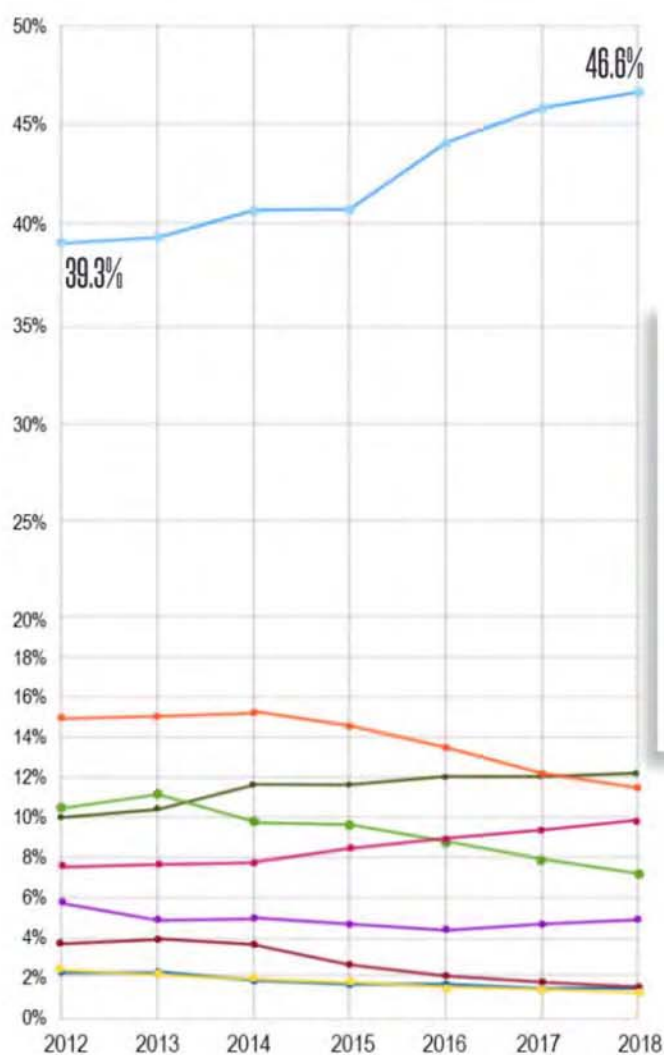
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LEGAL EDUCATION

Employment after Graduation (continued...)

Where Law School Graduates Work 10 Months After Graduation: 2012-2018



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LEGAL EDUCATION

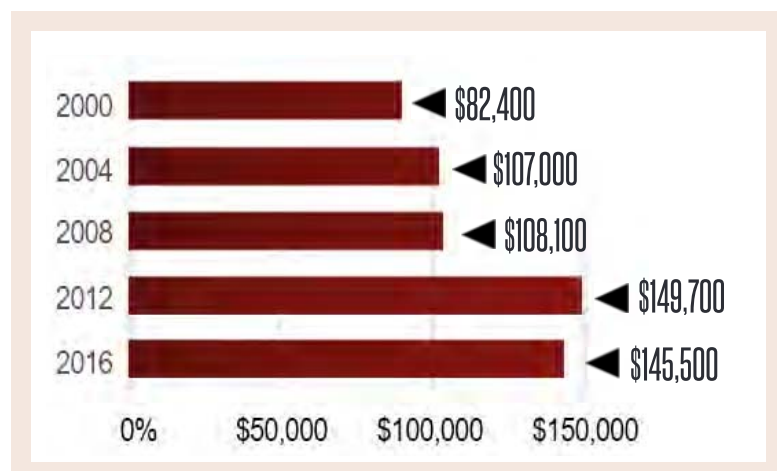
Law School Debt

The average law school graduate had \$145,500 in student loan debt in 2016, according to the U.S. Department of Education's National Center for Education Statistics. The average was down slightly from \$149,700 in 2012.

This is the most recent nationwide data available. The Education Department compiles data on graduate student debt every four years. It is scheduled to do so again in 2020.

Among all doctoral graduates in 2016, average cumulative debt for law students was in the middle of the pack. Average debt was higher for medical students (\$246,000) and doctoral students in health science professional practices (\$202,400). Average debt was lower for Ph.D.s in education, (\$111,900), Ph.D.s in fields other than education (\$98,800) and doctorates that are not Ph.D.s (\$132,200).

► Average Cumulative Student Debt from Law School: 2000-2016



Source: U.S. Department of Education,
National Center for Education Statistics

From 2000 to 2016, average law student debt rose 77% – from \$82,400 to \$145,500. The average debt increase over the same period for medical students was 97%, and for Ph.D. students in fields other than education it rose 104%. The average debt increase was higher for law students than the increase for education doctoral students (66%) and nearly equal to the debt increase for doctoral students in other health science professional practices (75%).

Fast Facts:

- 71% of all law school graduates borrowed money for law school in 2016. That was down from 92% in 2008.
- 57% of all law school students worked while they were in law school in 2016.



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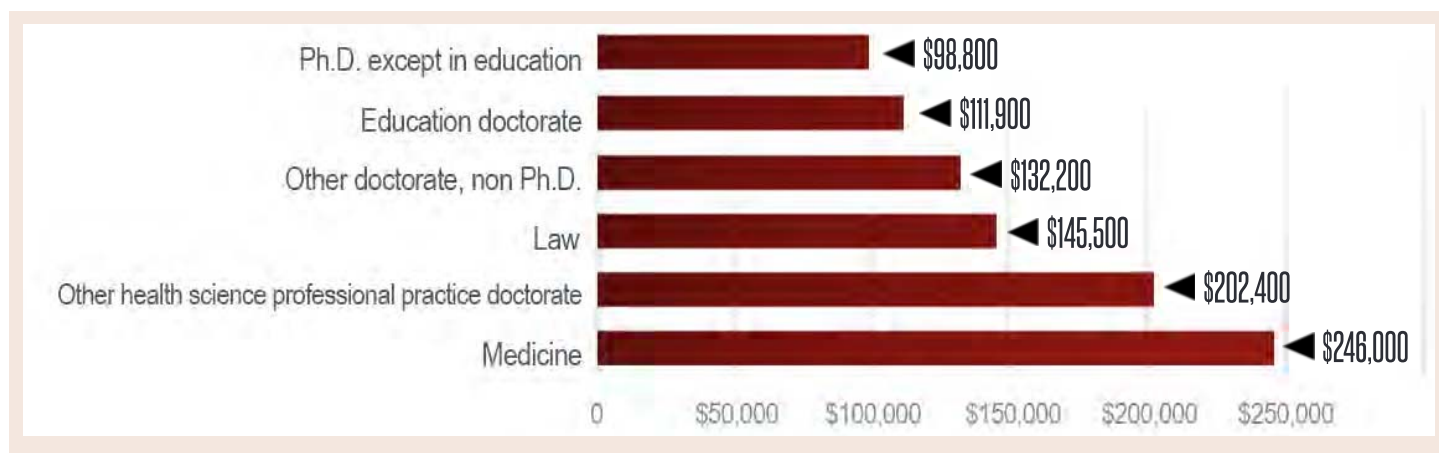
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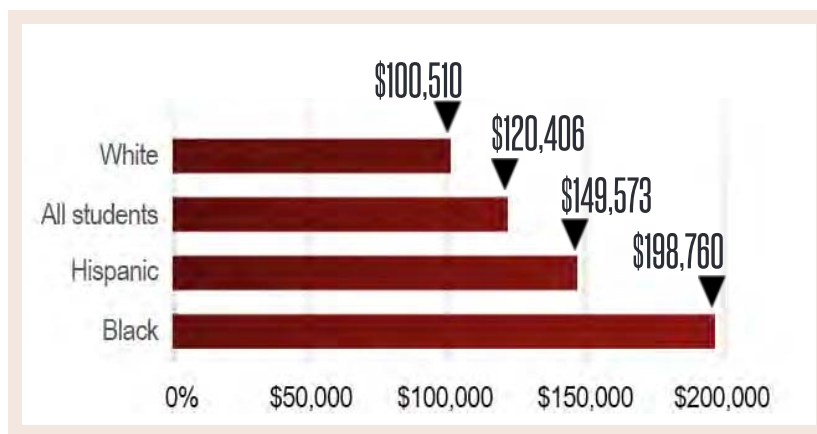
LEGAL EDUCATION

Law School Debt (continued...)

► Average Cumulative Law Student Debt Compared with Other Graduate Students: 2016



► Average Cumulative Student Law School Debt by Race and Ethnicity: 2016



Not enough available data for Asian students.

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FEDERAL JUDGES

Chapter 4





FEDERAL JUDGES

Diversity on the Federal Bench

The racial diversity of the federal judiciary has decreased slightly since 2016, while gender diversity has grown slightly, according to statistics from the Federal Judicial Center, the research and educational arm of the U.S. court system.

As of July 1, 2019, there were 1,345 sitting federal judges nationwide. Four out of five of those judges (80.1%) were white. That's a slight increase from 79.9% in 2016. Overall, 1,077 federal judges identified as white and four others identified themselves as partially white. As recently as 1992, more than 90% of federal judges were white.

Meanwhile, the percentage of African Americans on the federal bench has dropped slightly – from 10.8% in 2016 to 10.0% in 2019. Overall, 135 federal judges identified as African American and three identified as partially African American. The first African American federal judge took office in 1937.

The percentage of Asian Americans in the federal judiciary rose slightly – from 2% in 2016 to 2.5% in 2019. Thirty-three federal judges nationwide identified as Asian American and three others identified as partially Asian. The first Asian American federal judge was appointed in 1971.

The percentage of federal judges who are Hispanic was 6.7% in 2019 – a slight rise from 6.6% in 2016. Ninety federal judges identified as Hispanic and five others identified as partially Hispanic, as of July 1, 2019. The first Hispanic federal judge took office in 1961.

Two federal judges are Native American. That number has not changed since 2014. The first Native American federal judge took office in 1979.

Meanwhile, women continued to make small gains in the federal judiciary. The percentage of female federal judges grew slightly, from 25.9% in 2016 to 27.0% in 2019. The first female federal judge was appointed in 1928.

Source: Federal Judicial Center

Fast Facts:

- The racial composition of the federal bench has changed slowly in the past four decades. In 1980, 91% of all federal judges were white. In 2019, that percentage was 80%.
- The gender of the federal bench has changed more substantially. In 1980, 5% of all federal judges were women. In 2019, that percentage was 27%.

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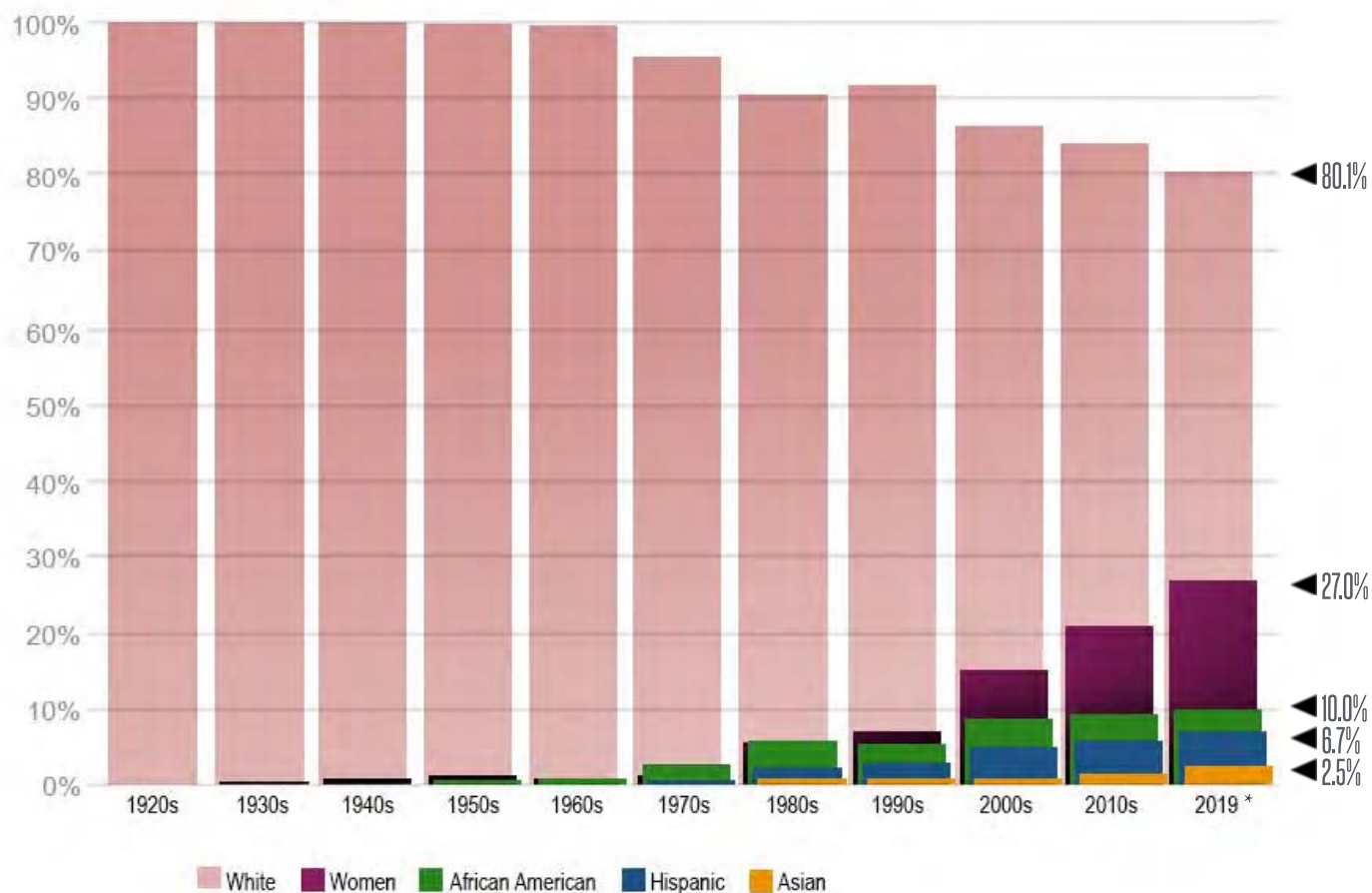
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FEDERAL JUDGES

Diversity on the Federal Bench (continued...)

Federal Judges (Race, Ethnicity and Gender)



Source: Federal Judicial Center

* As of July 1, 2019



FEDERAL JUDGES

New Appointments

As of July 1, 2019, the U.S. Senate had confirmed 122 federal judges in 2017, 2018 and 2019. Of those, 106 (87%) were white, eight (7%) were Asian American, three were African American (3%) and five were Hispanic (4%), according to the Federal Judicial Center, the research and educational arm of the U.S. court system.

Over the same time frame, 95 of the 122 federal judges confirmed by the Senate (78%) were men and 27 (22%) were women.

Historically, very few women were confirmed to the federal bench before the 1970s. For example, only four of the 332 federal judges confirmed in the 1960s were women. The number of confirmed female judges grew steadily after that. By the 1990s, 25% of all federal judges confirmed in that decade were women.

Similarly, the number of minorities confirmed as federal judges has grown since the 1940s. In the 1940s and '50s, only three federal judges confirmed by the Senate were African American. In the current decade, 13% of all judges confirmed have been African American, while 71% were white, 8% Hispanic and 6% Asian American. One judge was Native American.

The Federal Judicial Center also began tracking judges of mixed race and ethnicity in recent years. For example, among the 434 federal judges confirmed in the 2010s, two were African American/Hispanic, one African American/white, one Asian American/Hispanic, one Asian American/Pacific Islander, one Asian American/white and two Hispanic/white.

Fast Facts:

- 1994 – the year the most African-American judges were confirmed: 24.
- 2014 – the year the most female judges were confirmed: 34.
- 2011 – the year the most Hispanic judges were confirmed: 9.

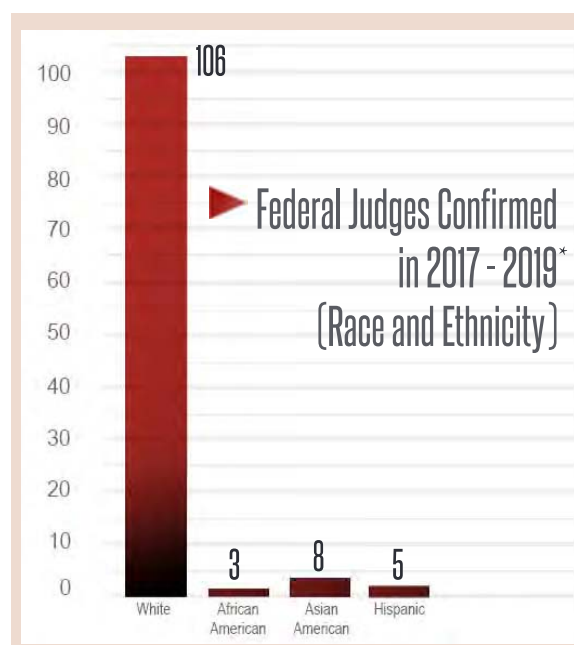
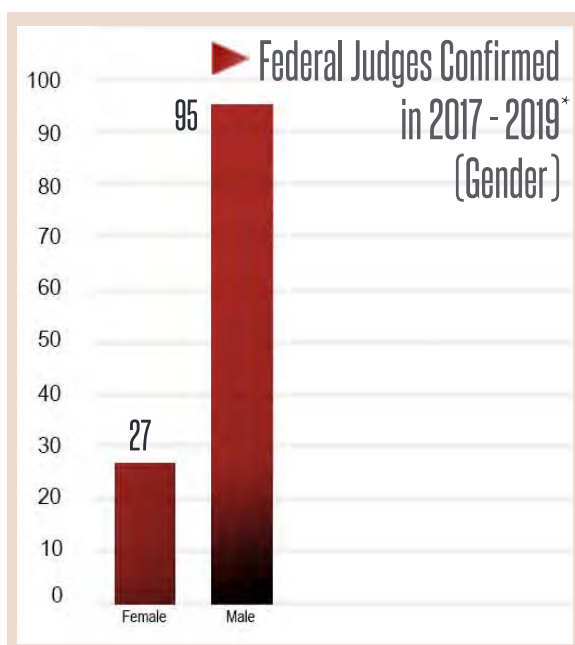
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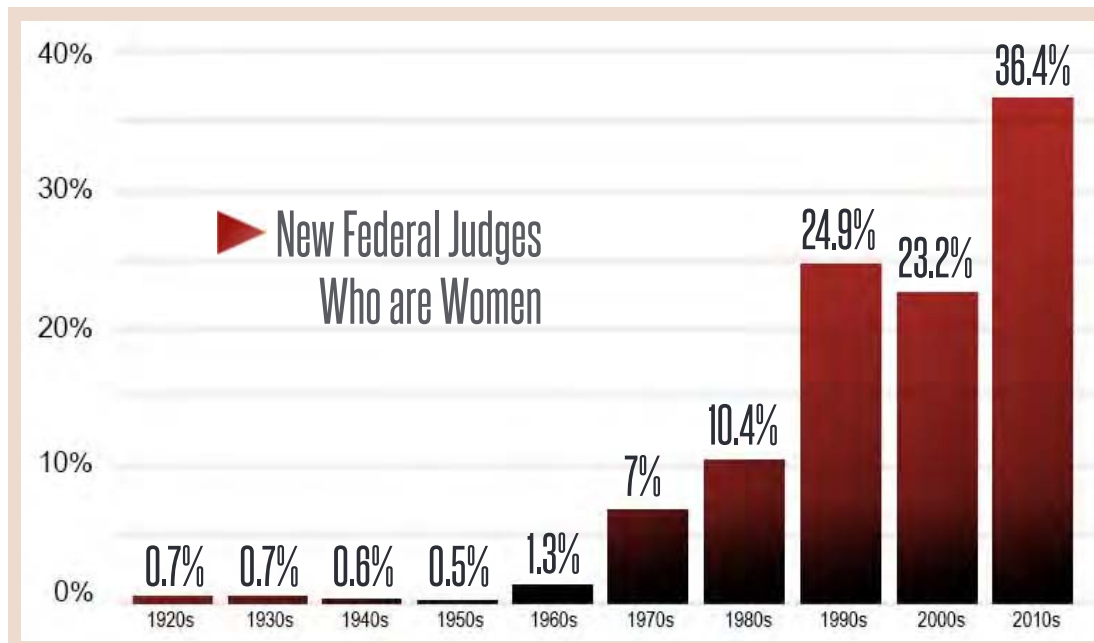


FEDERAL JUDGES

New Appointments (continued...)



* As of July 1, 2019



Source: Federal Judicial Center

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PRO BONO

Chapter 5

ABA Profile of the Legal Profession

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PRO BONO

Hours Worked

More than half of all American lawyers perform free pro bono services for clients who cannot afford to hire an attorney, according to a nationwide ABA survey released in 2018.

The survey of 47,000 lawyers in 24 states revealed that 52% provided pro bono services in the previous year, with the average lawyer working 37 hours. Some lawyers provide much more pro bono work. According to the survey, 9% provided 50 to 79 hours of pro bono work, and 11% provided more than 80 hours.

The ABA recommends that all lawyers perform at least 50 hours a year of pro bono services “to those unable to pay.” Approximately 20% of all lawyers meet this aspirational goal, according to the survey. This is down from 36% in the last survey, released in 2013.

The survey shows that 48% of lawyers did no pro bono work in the previous year, and 19% said they have never done pro bono work.

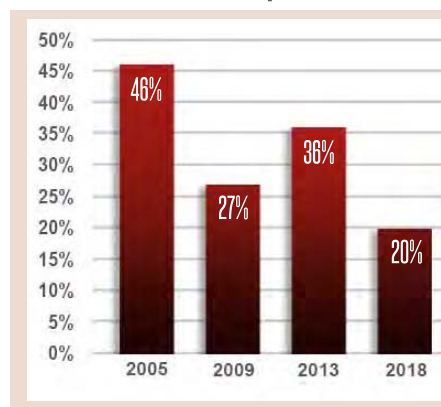
The average hours worked fluctuates year by year, with no apparent trend. It was 39 hours in 2005, 41 hours in 2009, 56 hours in 2013 and 37 hours in 2018. Older lawyers – age 70 to 74 – perform the most hours (58 per year). Solo practitioners and lawyers from large firms and very large firms provide the most pro bono hours (45 hours, 48 hours and 73 hours, respectively).

Source: “Supporting Justice: A Report on the Pro Bono Work of America’s Lawyers,” ABA Standing Committee on Pro Bono & Public Service, 2018, 2013, 2008 and 2004.

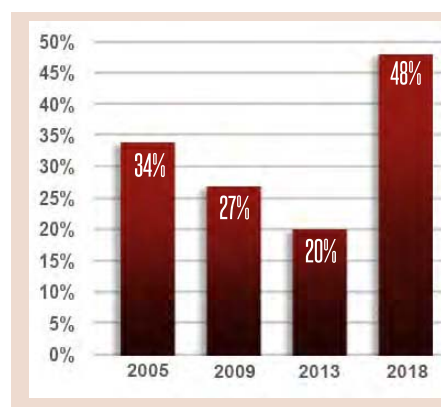
Fast Fact:

- Lawyers generally do more pro bono work later in life. On average, lawyers in their 60s did 41 to 42 hours of pro bono work per year.
- 81% of attorneys believe pro bono work is somewhat or very important.

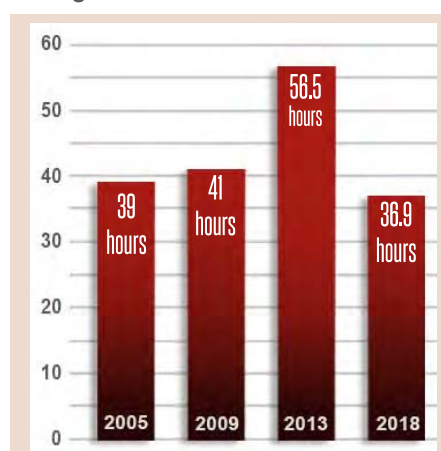
Met the 50-hour Aspirational Goal



No Pro Bono Work in the Past Year



Average Hours of Pro Bono Service



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PRO BONO

Type of Help

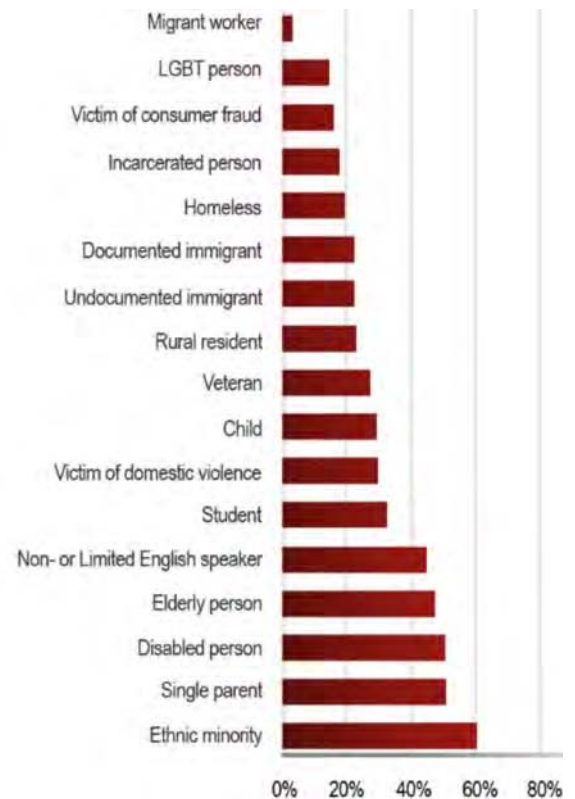
Most lawyers who provide pro bono services do so for individuals in need – 85%. Others help classes of individuals – such as a group of seniors or tenants – or organizations. For those who help individuals, the average hours worked were relatively high – 57 hours a year.

Lawyers who performed pro bono work were asked if they had represented specific types of vulnerable clients. The most common clients receiving pro bono help were ethnic minorities (30%), single parents (26%), disabled individuals (26%), elderly individuals (24%), clients with limited English abilities (23%), students (17%) and victims of domestic violence (15%).

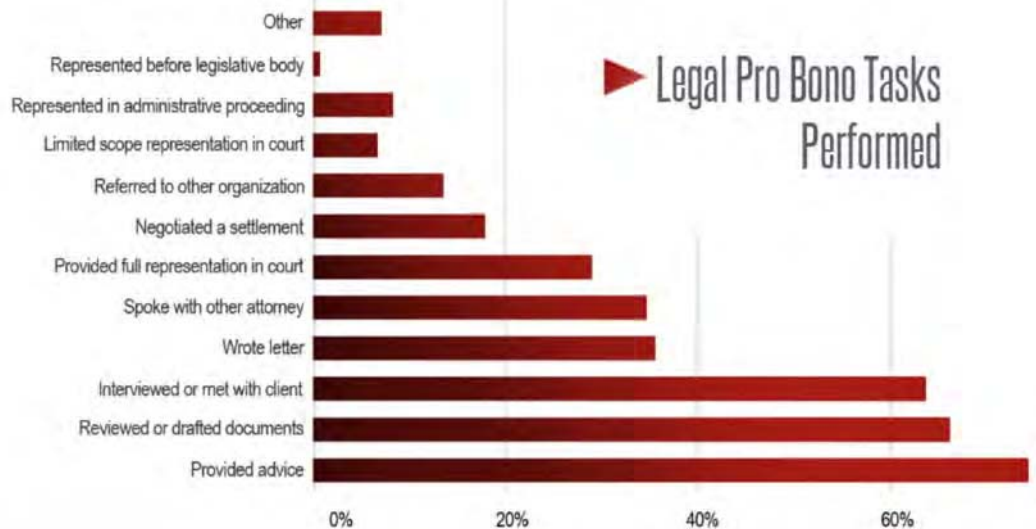
The type of pro bono legal work performed varies widely, depending on the client and type of case. The most common tasks performed were providing advice (74%), reviewing or drafting documents (66%), interviewing clients (64%), writing letters (36%), working with other attorneys (35%), providing full representation in court (29%) and negotiating a settlement with other parties (18%).

Family law was the most common legal area of service for pro bono services, followed by criminal law, litigation, estate planning or probate, immigration and real estate law. Most lawyers tend to accept pro bono cases in their areas of expertise.

Profile of Pro Bono Clients



Legal Pro Bono Tasks Performed



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PRO BONO

Top States

In the 24 states where lawyers were surveyed about their pro bono work, results in several states were notable.

Washington state:

An average of 57 hours of pro bono service per lawyer for all lawyers – the highest among all states surveyed. Two-thirds of all lawyers in Washington (68%) reported doing at least some pro bono work. Among those, the average amount of pro bono work performed was 77 hours. Washington also had the lowest percentage of lawyers who have never performed pro bono work – 10%.

Tennessee:

Lawyers reported working an average of 53 hours of pro bono service – the second-highest among the states surveyed. Tennessee was tops among states in percentage of lawyers who provided more than 80 hours of pro bono service – 20%.

Wyoming:

Lawyers reported working an average of 49 hours of pro bono service – the third-highest among the states surveyed.

Vermont:

Three-quarters of all lawyers (78%) reported providing some type of public service – the highest among all the states surveyed.



The 24 states surveyed in the "Supporting Justice" pro bono 2018 report are Alabama, Arkansas, Arizona, California, Illinois, Kansas, Louisiana, Maryland, Maine, Minnesota, Mississippi, New Mexico, New York, Ohio, Oregon, Rhode Island, Tennessee, Texas, Utah, Vermont, Washington, West Virginia, Wisconsin, Wyoming.



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WOMEN IN THE LEGAL PROFESSION

Chapter 6

ABA Profile of the Legal Profession

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WOMEN IN THE LEGAL PROFESSION

Demographics

The percentage of lawyers who are female remained at 36% in 2019, according to the ABA National Lawyer Population Survey, a tally of lawyers by every attorney-licensing agency in every state. That number has barely changed since 2014, when it was also 36%. Since then, the number has fluctuated between 35% and 36% every year.

The percentage of female lawyers in the profession has grown slowly but steadily in the past two decades. In 2000, 29% of all U.S. lawyers were female. By 2009, that had grown slightly to 31%, according to the survey.

The long-term trend is easier to see when viewed over the course of decades. The biggest growth in female lawyers came in the 1980s and '90s. From 1950 to 1970, only 3% of all lawyers were women. The percentage increased to 8% in 1980, 20% in 1991 and 29% in 2000.

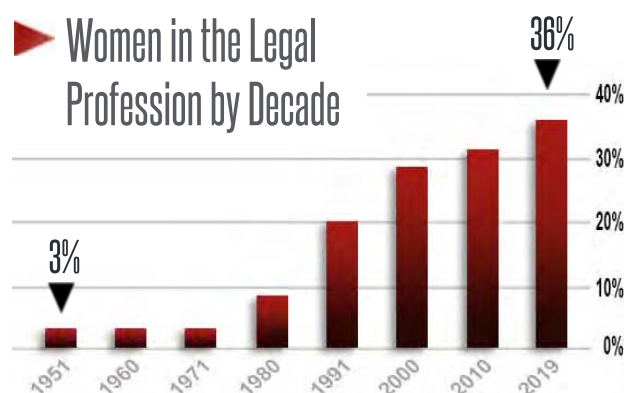
The number of female federal judges – including federal district courts, circuit courts of appeals and the U.S. Supreme Court – has increased more dramatically. The first woman was appointed to the federal judiciary in 1928, when 217 men held that position. By 1950, there were three female federal judges, by 1980 there were 46, and by 2017 there were 354. In state courts, 30% of judges were women in 2016.

Sources: ABA National Lawyer Population Survey, American Bar Foundation Lawyer Statistical Reports

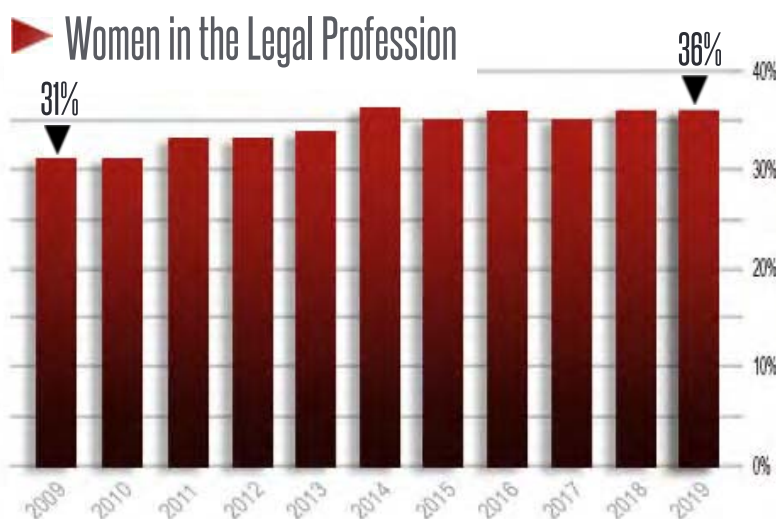
Fast Facts:

- Female lawyers are younger than their male counterparts on average (42 years vs. 50 years).
- The percentage of female attorneys who work full-time, year-round is higher than for women in all careers who work full-time, year-round (82% vs. 63%), but less than for male attorneys (85%).
- Janet Reno, the first woman to serve as attorney general of the United States, was confirmed in 1993.

Women in the Legal Profession by Decade



Women in the Legal Profession



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WOMEN IN THE LEGAL PROFESSION

Women in Law Firms

Although nearly half of all law school graduates have been female since 2000, the number of females in senior leadership roles of law firms has been largely stagnant for at least a decade. About 19% of all equity partners were female in 2019, up from 15% in 2012.

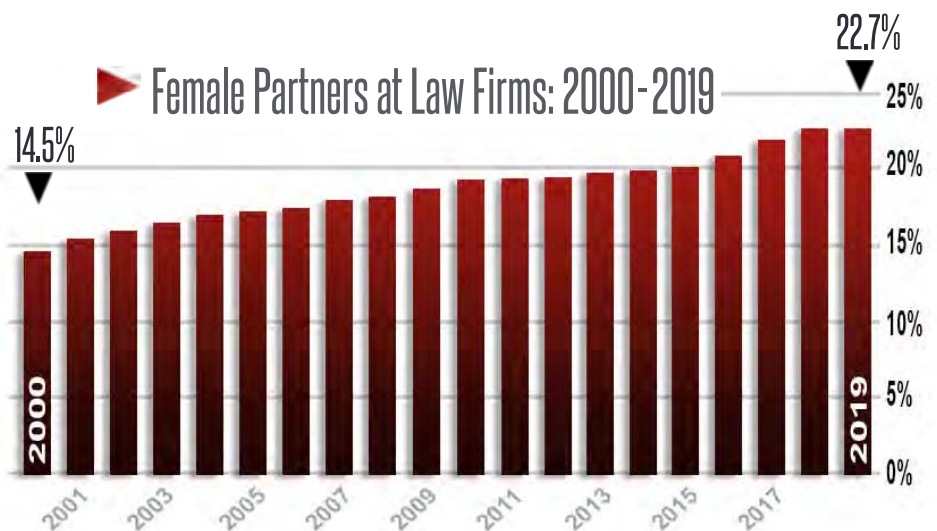
Women continue to increase their presence in all roles at law firms, from first-year associates to partners. In 2019, 22.7% of law firm partners were female, a percentage that has risen incrementally each year since 2000, when the percentage was 14.5%. In 2019, 45.9% of all law firm associates were female, rising steadily from 40.9% in 2000.

Women at large firms have fared better, holding the position of managing partner at 22% of the 200 largest firms in the country, up from just 4% in 2014.

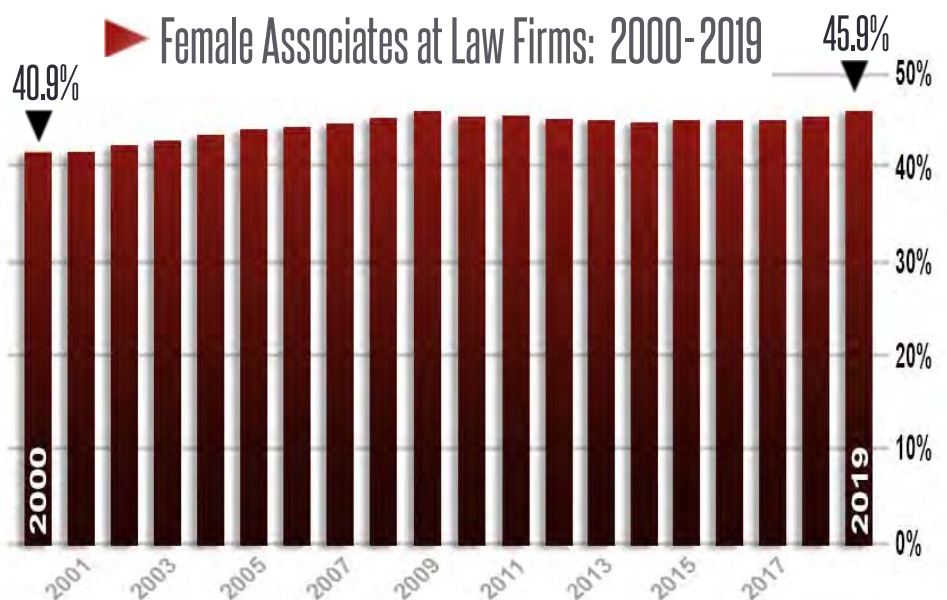
Fast Facts:

- \$1,762 - Average weekly salary for female lawyers in 2018. Men earned \$2,202.
- \$182,902 - Median pay for female associates in 2018. Men earned \$190,614.
- Male equity partners are paid 27% more than female equity partners.

Female Partners at Law Firms: 2000-2019



Female Associates at Law Firms: 2000-2019



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WOMEN IN THE LEGAL PROFESSION

Women in Law Schools

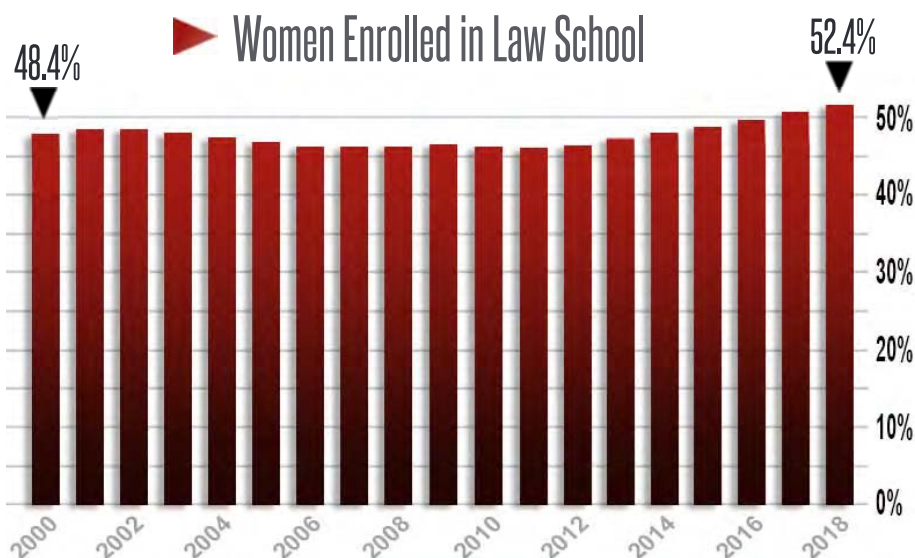
In 2018, more than half of all law students – 52.4% – were female. That's up from 48.4% in 2000.

In 2014, for the first time, there were more first-year female students than male students. Two years later, in 2016, women made up a majority of students in ABA-accredited law schools for the first time.

Women increasingly entered the workforce from the 1960s through 1999 when they peaked at 60% of the labor force. Those four decades also saw a huge growth for women attending law school. In 1963, only 8.3% of first-year law students were females, rising to 16% in 1973, 38% in 1983 and 43% by 1993. The percentage of women receiving law degrees stands at 50%, up from 47.3%, where it stood from 2012-2018.

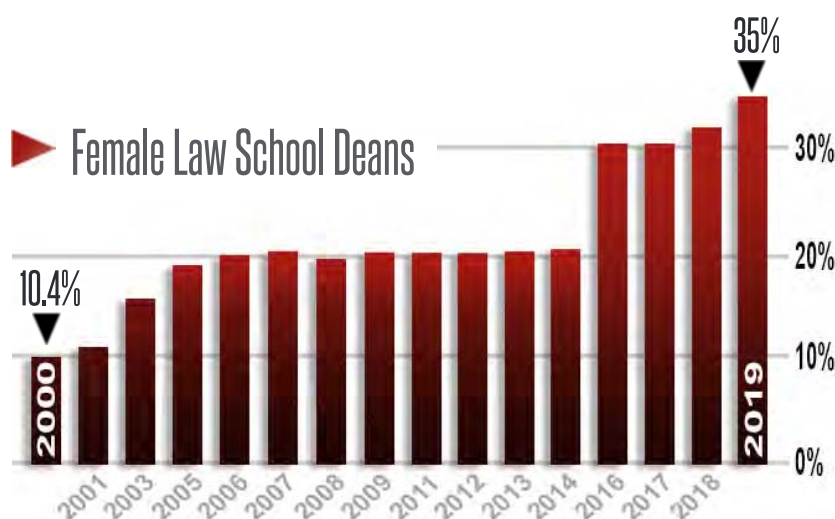
More women serve as law school deans than ever before. In 2000, only 10% of law school deans were women. By 2009, it rose to 20.6%. And by 2019, it was 35%.

Sources: ABA Section of Legal Education and Admissions to the Bar, ABA Commission on Women in the Profession



Fast Facts:

- 877 – Number of women enrolled as first-year law students in 1964.
- 16,235 – Number of women enrolled as first year-law students in 1984.
- 1951 – Year that Miriam Theresa Rooney became the first female dean of an ABA-approved law school, Seton Hall Law School.



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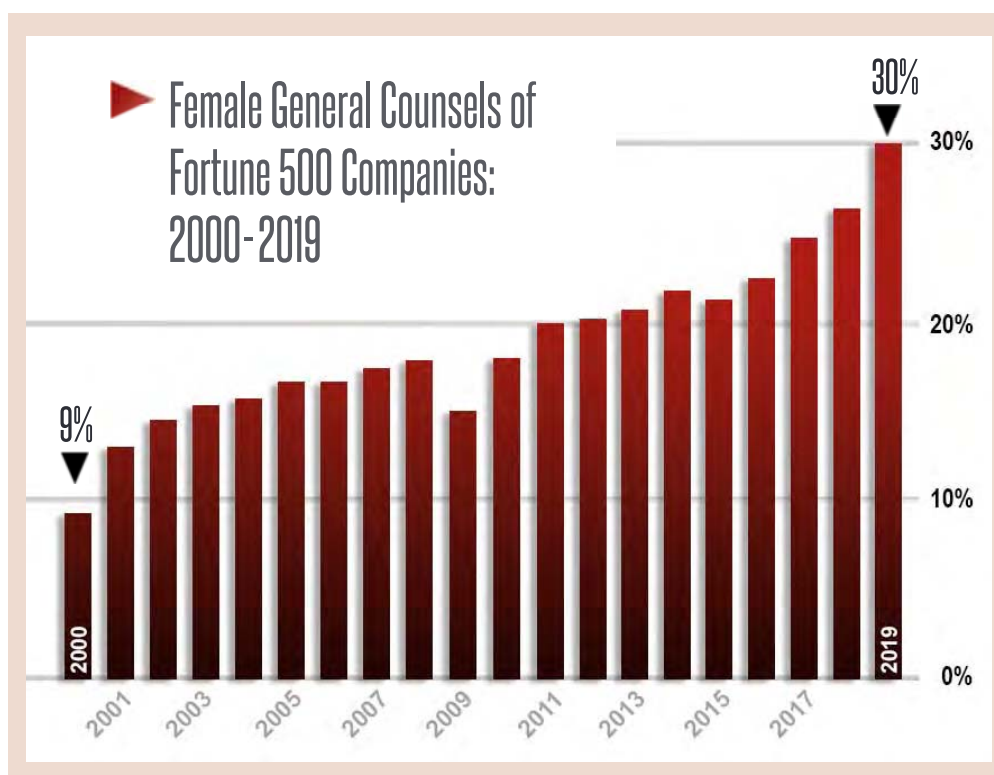


WOMEN IN THE LEGAL PROFESSION

Women as General Counsels

The number of female general counsels in Fortune 500 companies continues to increase, with women now holding the top legal job in nearly one-third (30%) of those companies. That's up from 26.4% in 2018. For perspective, only 9% of these jobs were held by women in 2000.

The percentage of female general counsels in Fortune 500 companies has decreased only once, in 2009 (to 15%), and has increased each year since. Similarly, among Fortune 501-1000 companies, 23.8% of general counsels were women in 2017, up from 15.7% in 2006.



Fast Facts:

- Finance – The industry within the Fortune 1000 with the most female general counsels (30), followed by technology (24) and energy (30).
- 24 – Number of minority females who were Fortune 500 general counsels in 2017. Another 33 were minority males and 108 were white females.
- 251 – The number of female general counsels in Fortune 1000 companies, an 82% jump since 2000, when there were 43.

ABA Profile of the Legal Profession

ABA AMERICAN **BAR** ASSOCIATION



LEGAL TECHNOLOGY

Chapter 7



LEGAL TECHNOLOGY

Security

Law firms reported a slight uptick in security breaches in 2018, according to the American Bar Association 2018 Legal Technology Survey Report.

Overall, 23% of lawyers said their firms experienced a security breach (for example, lost or stolen computer or smartphone, hack, break-in or exploited website), compared with 22% in 2017, and 14% in 2016.

Roughly two-thirds of lawyers who reported a security breach (65%) said their firms suffered no significant business disruption or loss. Even so, 41% said the breach caused some downtime or a loss of billable hours.

Viruses, spyware and malware were reported as fairly common problems, but that threat is slowly dwindling. In 2018, 40% of lawyers said their law firm had been infected at some point in the past. That's down from 43% in 2017 and 45% in 2016.

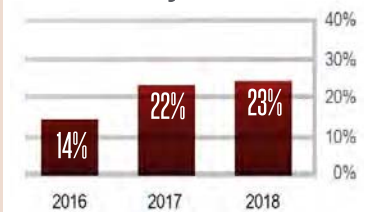
Most law firms use spam filters (87%), anti-spyware (80%), a firewall (79%) and pop-up blockers (75%). About half (46%) say they encrypt their files.

To protect from losses caused by cyber breaches, about a third of lawyers (34%) said their firms have cyber liability insurance. The number has been steadily rising – from 11% that had cyber insurance in 2015, to 17% in 2016, to 26% in 2017.

Fast Facts:

- The bigger the firm, the more likely they've experienced a security breach: 31% of firms with 100 lawyers or more reported in 2018 that they had experienced a breach in the past. For solo practitioners, it was half that – 14%.
- Forget the cloud. The most common method of backing up computer files is an external hard drive: 38% of firms used that method. Only 30% used offsite backups.

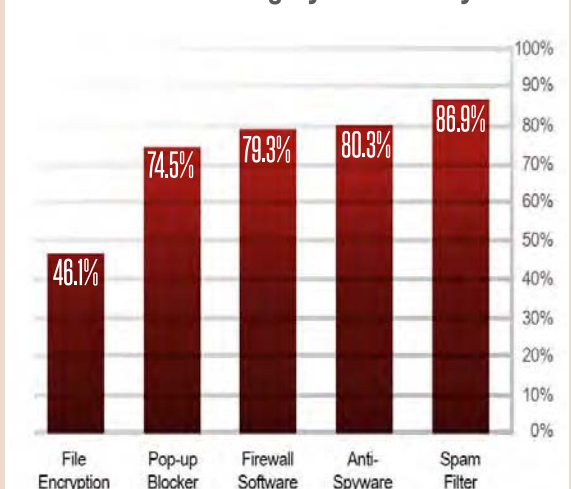
Law Firms Suffering Security Breaches



Law Firms that have Cyber Liability Insurance



Law Firms using Cybersecurity Tools



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LEGAL TECHNOLOGY

Online Research

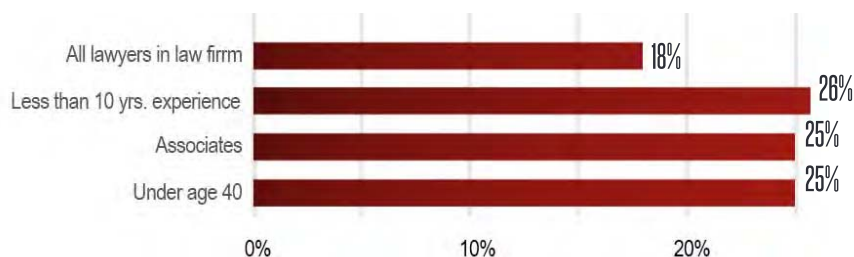
The typical lawyer spends, on average, 18% of his or her time conducting legal research, according to the ABA 2018 Legal Technology Survey Report – up slightly from 16% in 2017, but down slightly from 19% in 2016. When lawyers begin a research project, one-third (37%) say they start with a general search engine like Google. Another third (31%) start with a paid online resource and 11% start with a free state bar-sponsored legal research service.

Nearly all lawyers (90%) say they use free online resources to conduct legal research, and a large majority (72%) use fee-based online resources for research. Westlaw is the most-used paid online legal research service, used by nearly two-thirds of all lawyers (64%) and preferred over other paid online services by nearly half of all lawyers (46%).

Asked which one free website they use most often for legal research, 19% said Cornell's Legal Information Institute, followed by Findlaw, Fastcase and government websites (17% each).

Despite the popularity of online sources, many lawyers – nearly half (44%) – say they still use print materials regularly for legal research. Five percent say they never use print materials during research.

▶ Time Spent on Legal Research



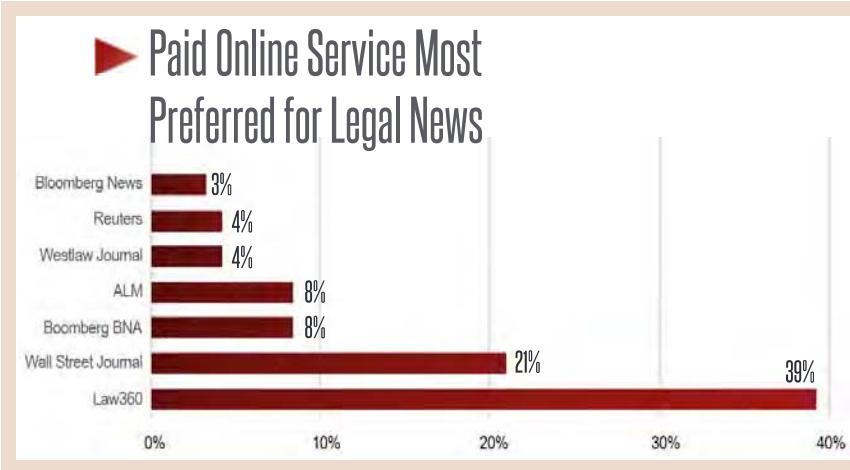
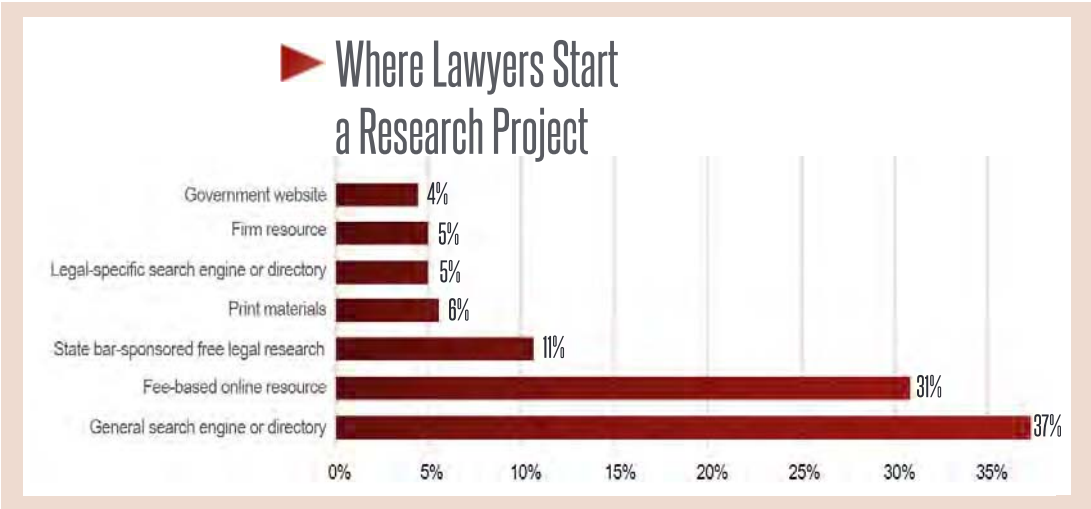
When it comes to getting legal news, Law360 is the most-used paid online legal news source, followed closely by The Wall Street Journal (29% and 27%, respectively).

Fast Facts:

- 10% of lawyers say their firms use artificial intelligence-based technology tools.
- 36% think artificial intelligence tools will become mainstream in the legal profession in the next three to five years.

LEGAL TECHNOLOGY

Online Research [continued...]



ABA Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION



LEGAL TECHNOLOGY

Social Media

Law firms and lawyers maintain a significant presence on social media, according to the ABA 2018 Legal Technology Survey Report. Three-quarters of all lawyers (76%) say their firms are on social networks. Roughly one-third (35%) say they got or retained clients because of social media.

A third of all lawyers (35%) say their firms use Facebook for marketing. Other common marketing tools and websites include email (33%), print (25%), Avvo (20%), direct mail (17%), Yellow Pages (16%), Lawyers.com (13%) and Findlaw (10%).

The great majority of lawyers (79%) personally use or maintain a presence on social media for professional purposes. The most popular networks are LinkedIn (82%), Facebook (47%), Avvo (27%), Twitter (25%), Martindale (15%) and Google Plus (7%).

▶ Top Social Network Sites used by Law Firms*:

 **LinkedIn** – 69% (down from a high of 93% in 2015)

 **Facebook** – 63% (up from 58% in 2017)



Avvo – 36% (up from 29% in 2017)



Martindale – 31% (down from a high 41% in 2016)



Twitter – 14% (down from a high of 21% in 2016)



Google Plus – 14% (down from a high of 15% in 2016)

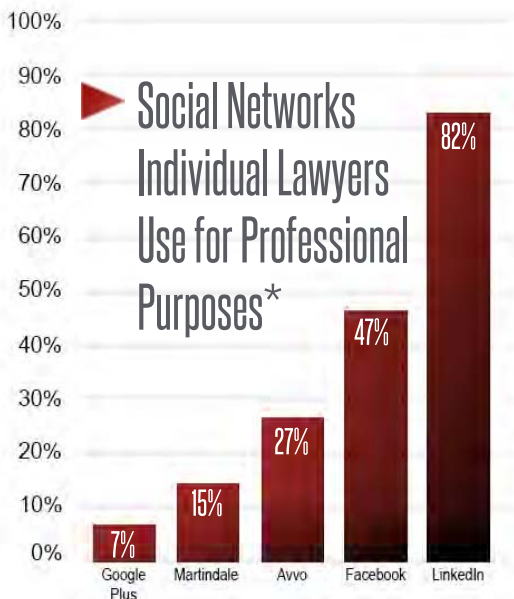
*Among the 76% of law firms that maintain a presence on social networks.

Fast Facts:

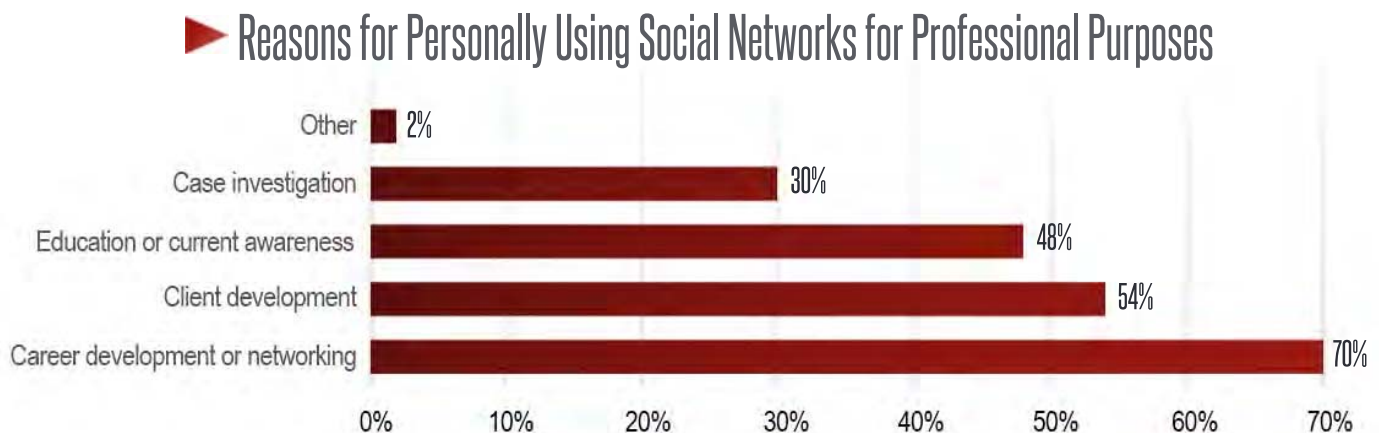
- 76% of lawyers say their firms use social media.
- Slightly more than one-third of lawyers (38%) say their firms have a social media policy. That increases to 79% for large firms of 100 lawyers or more.

LEGAL TECHNOLOGY

Social Media (continued...)



*Among the 79% of individual lawyers who maintain a presence on social networks for professional purposes.



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LEGAL TECHNOLOGY

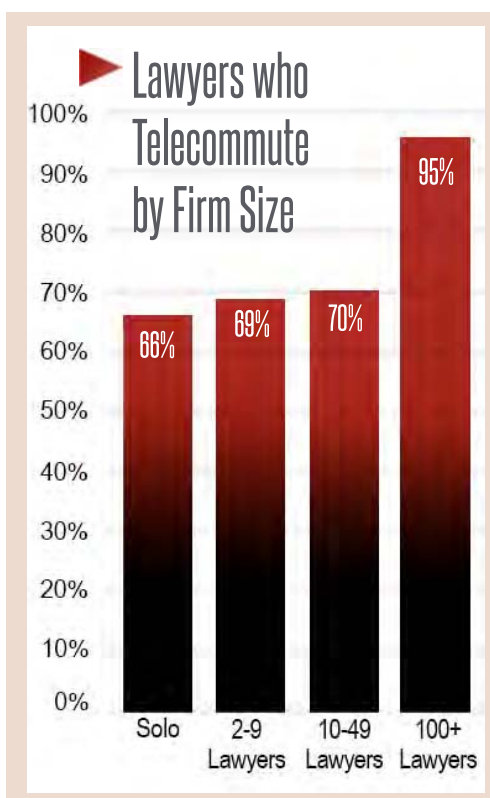
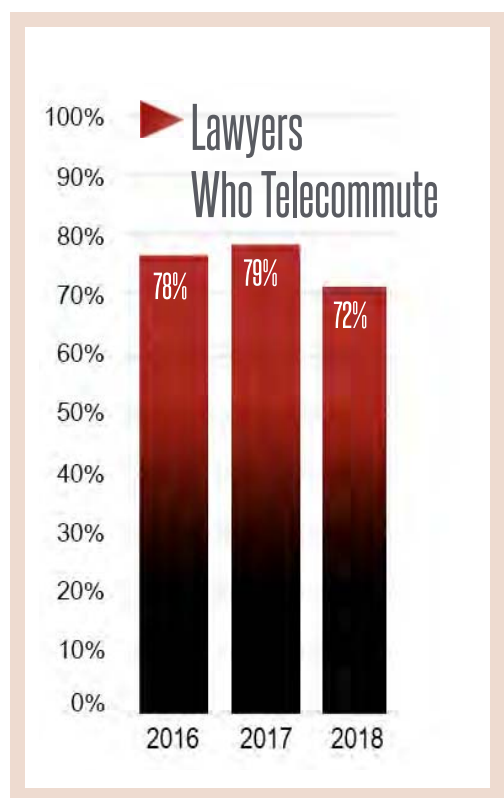
Mobile Devices and Telecommuting

Fewer lawyers use laptops, tablets and cellphones to telecommute to work, according to the ABA 2018 Legal Technology Survey Report. The percentage of lawyers who said they telecommute dropped from 79% in 2017 to 72% in 2018.

Nearly all lawyers in large firms of 100 lawyers or more (95%) report that they sometimes telecommute, but only two-thirds of solo practitioners (66%) do it.

On average, the typical lawyer telecommutes 40 times a year, according to the survey. A third of all lawyers who telecommute (33%) do it one to three days a month. Nearly another third of lawyers who telecommute (29%) do it just three to 11 times a year.

Nearly all lawyers who work away from the office use a smartphone (95%) and the vast majority use laptops (81%). About half (49%) use a tablet. A third of all lawyers say their law firms have policies regarding the use of mobile devices outside of the main workplace.



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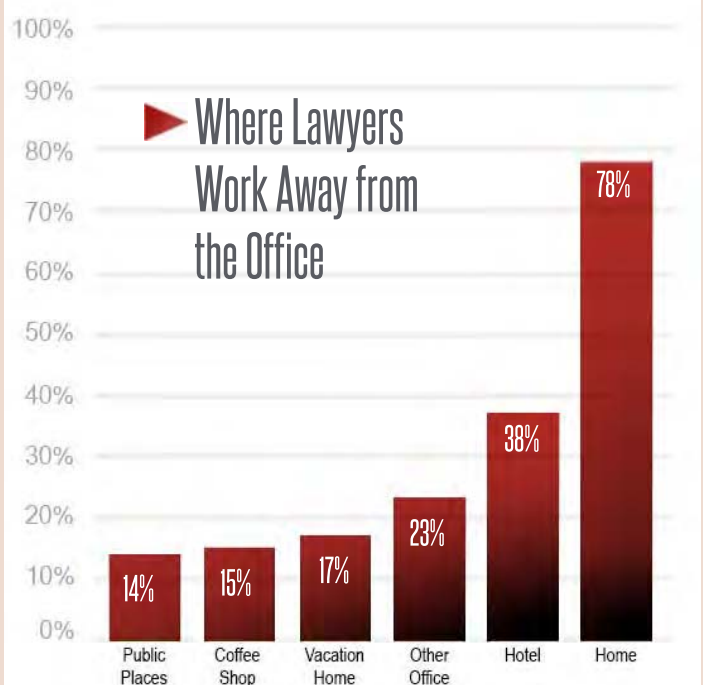
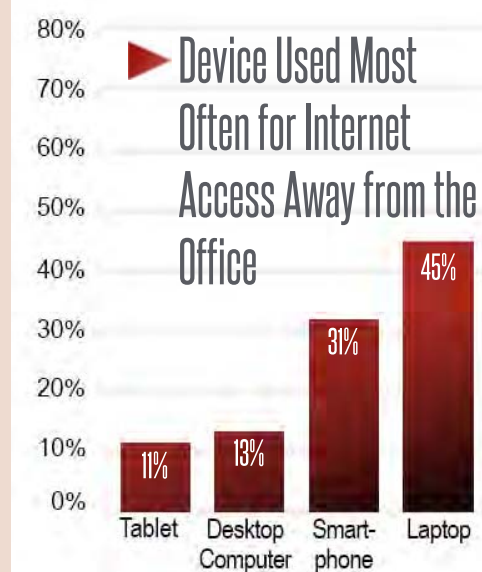
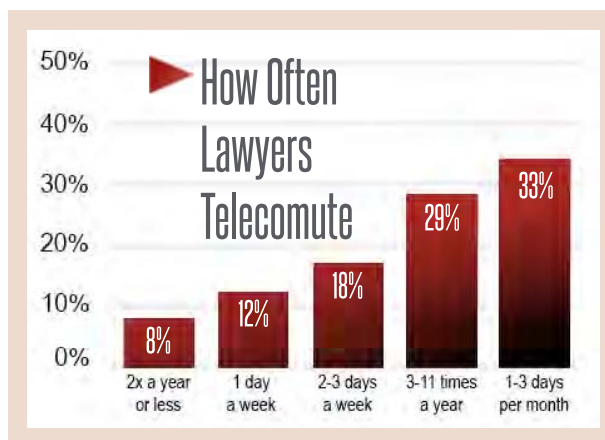


LEGAL TECHNOLOGY

Mobile Devices and Telecommuting (continued...)

Fast Facts:

- The average lawyer telecommutes 40 days a year.
- Less than half of all lawyers (43%) have used an e-book with legal-related subject matter.
- Roughly half of all lawyers (49%) use tablets to work on law-related tasks away from the office.



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ABA AMERICAN **BAR** ASSOCIATION



LAWYER WELL-BEING

Chapter 8





LAWYER WELL-BEING

Substance Use and Mental Health

In September 2018, the American Bar Association launched a campaign to address the troubling rates of alcohol use, substance use and mental health issues among lawyers. Recent studies show that lawyers struggle with these problems at levels substantially higher than the general population and other highly educated professionals.

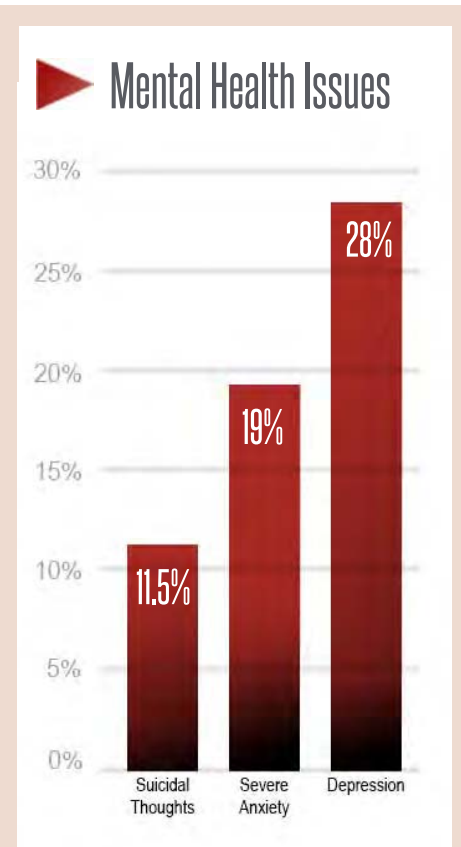
As of July 1, 2019, more than 120 legal employers – including law firms, corporations and universities – have signed a pledge to support this initiative and to adopt its framework for improved well-being among lawyers.

In 2016, the ABA partnered with the Hazelden Betty Ford Foundation on a comprehensive study of the issue. Among nearly 13,000 lawyers surveyed, it found:

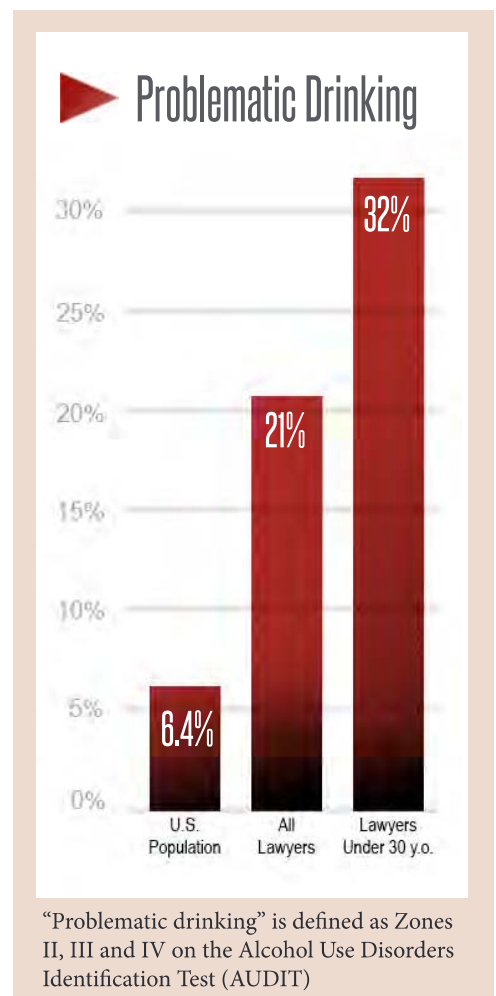
- 21% qualify as problem drinkers. That's more than triple the rate for the general population (6%) and nearly double the rate for other highly educated professionals (12%).
- 28% struggle with depression.
- 19% have symptoms of anxiety.

These issues can have major consequences. Studies show that 25% to 30% of lawyers facing disciplinary charges suffer from some type of addiction or mental illness.

Source: "The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys," Journal of Addiction Medicine, January-February 2016



Mental health issues are defined under the Depression Anxiety Stress Scales (DASS-21)



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LAWYER WELL-BEING

Law Students

For many lawyers, substance use and mental health issues start early. In 2014, academics surveyed 3,300 students at 15 American law schools to determine the extent of these issues. The results were reported in 2016. The survey found 53% of law students got drunk in the prior 30 days, 43% binge drank at least once in the prior two weeks and 22% binge drank at least twice in the prior two weeks.

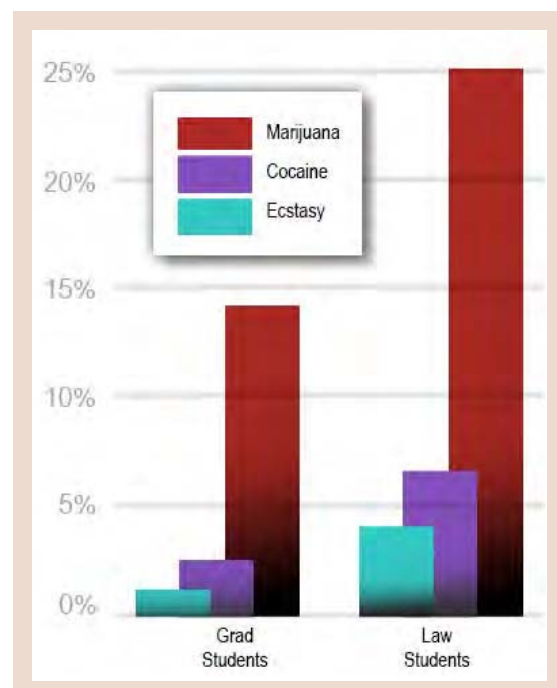
In each case, male students were more likely to binge drink than female students (47% versus 40%) and such drinking was worse among third-year students than first-year students (45% versus 40%).

One-quarter of law students (25%) reported using marijuana in the previous year, 6% used cocaine and 4% used ecstasy. Also, 14% reported using prescription drugs without a prescription. Stimulants were the prescription drug most commonly used without a prescription (9%).

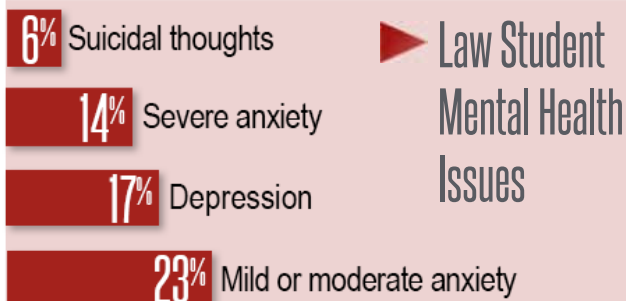
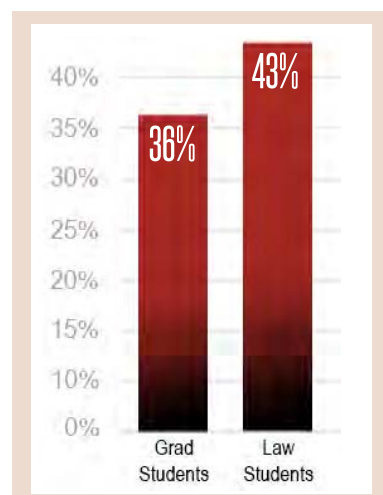
The survey also found some mental health concerns: 17% of students reported suffering from depression, 14% from severe anxiety, 23% from mild or moderate anxiety, and 6% reported suicidal thoughts in the previous year.

Law students told surveyors they were reluctant to seek help because they thought it would threaten their job, academic status or bar admission or because of the social stigma of seeking assistance.

Drug Use in Past Year



Binge Drank at Least Once in the Past 2 Weeks



Source: "Suffering in Silence: The Survey of Law Student Well-Being and the Reluctance of Law Students to Seek Help for Substance Use and Mental Health Concerns," Journal of Legal Education, Autumn 2016

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LAWYER DISCIPLINE

Chapter 9

ABA Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION



LAWYER DISCIPLINE

Public Discipline and Disbarment

In 2017, 2,742 lawyers were publicly disciplined for misconduct in 44 states and the District of Columbia, according to the 2017 Survey on Lawyer Discipline Systems conducted by the American Bar Association Center for Professional Responsibility. That represents roughly one-quarter of 1 percent (0.23%) of all practicing lawyers with active licenses in those states.

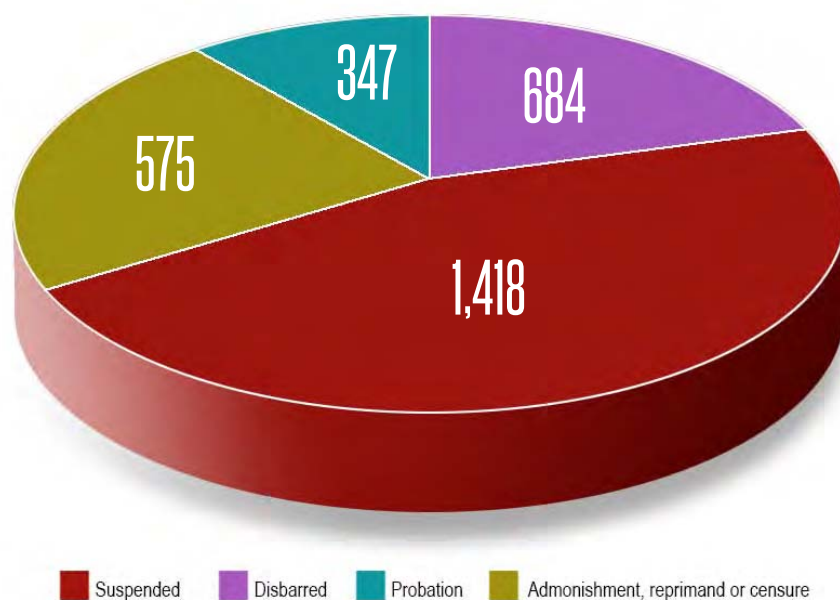
The most common form of public discipline was a suspension. Of the 2,742 lawyers who received public discipline in 2017, more than half – 1,418 – were suspended. An additional 684 were disbarred, 347 were placed on probation and 575 received admonishments, reprimands or censures.

The ABA Center for Professional Responsibility is the only organization that collects, analyzes and compiles statistics about lawyer regulatory systems on a national basis. The numbers are collected from 56 lawyer disciplinary agencies, representing every state and the District of Columbia. However, comparisons over time can be difficult to make because not every agency participates in the survey every year. For the 2017 survey (conducted in 2018), all states participated except California, Connecticut, Massachusetts, Montana, South Carolina, South Dakota and part of New York.

Based on the 42-50 states that have participated each year since 1998, the percentage of lawyers disciplined has remained relatively constant, fluctuating between 0.22% and 0.38% of all lawyers during the past two decades.

The percentage of lawyers disbarred is generally trending downward. From 1998 to 2004, roughly 0.07% to 0.08% of all active lawyers were disbarred each year. That was down in 2012 to 2017, when 0.05% to 0.06% of all lawyers were disbarred each year.

Types of Public Discipline: 2017



Source: 2017 ABA Survey on Lawyer Discipline Systems

ABA Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION



LAWYER DISCIPLINE

Public Discipline and Disbarment (continued...)

Fast Facts:

- Lawyer discipline is a state function, usually handled by the state Supreme Court or state licensing agency. The ABA does not handle lawyer discipline.
- In 2017, state disciplinary agencies received 76,981 complaints in 44 states and the District of Columbia.

* Does not include California, Connecticut, Massachusetts, Montana, South Carolina, South Dakota and part of New York
Source: 2017 ABA Survey on Lawyer Discipline Systems

► Public Discipline: 2017
1,176,296 Active Lawyers *



Public Discipline by State

Lawyer discipline rates vary significantly from state to state. In 2017, Nevada and Arizona had the highest rates of public disciplinary actions against lawyers. In those states, nearly 1% of all active lawyers received some form of public discipline (0.93% and 0.79%, respectively). Jurisdictions with the lowest rates of public disciplinary actions against lawyers in 2017 were Nebraska and the District of Columbia, where fewer than 1 in 1,000 active lawyers received public discipline (both 0.07%).

▲ States with HIGHEST Percentage of Public Discipline: 2017

Nevada	0.93%
Arizona	0.79%
New Hampshire	0.56%
Oregon	0.47%
Louisiana	0.47%



▼ States with LOWEST Percentage of Public Discipline: 2017

Pennsylvania	0.14%
Rhode Island	0.13%
Oklahoma	0.11%
District of Columbia	0.07%
Nebraska	0.07%

National Lawyer Population: 1878 - 2018

Year	Lawyers	Change from previous year	Year	Lawyers	Change from previous year
2019	1,352,027	0.7%	1979	498,249	7.2%
2018	1,342,335	0.5%	1978	464,851	7.6%
2017	1,335,963	1.8%	1977	431,918	1.6%
2016	1,312,869	0.9%	1976	424,980	5.0%
2015	1,300,705	1.5%	1975	404,772	5.0%
2014	1,281,432	1.1%	1974	385,515	5.4%
2013	1,268,011	1.8%	1973	365,875	2.1%
2012	1,245,205	1.6%	1972	358,520	4.5%
2011	1,225,452	1.9%	1971	342,980	4.9%
2010	1,203,097	1.9%	1970	326,842	1.7%
2009	1,180,386	1.6%	1969	321,473	1.7%
2008	1,162,124	1.6%	1968	316,104	1.7%
2007	1,143,358	2.4%	1967	310,736	1.8%
2006	1,116,967	1.1%	1966	305,368	1.8%
2005	1,104,766	1.9%	1965	300,000	0.9%
2004	1,084,504	2.4%	1964	297,186	1.0%
2003	1,058,662	0.8%	1963	294,372	1.0%
2002	1,049,751	0.1%	1962	291,559	1.0%
2001	1,048,903	2.6%	1961	288,746	1.0%
2000	1,022,462	2.2%	1960	285,933	2.6%
1999	1,000,440	1.5%	1959	278,746	2.6%
1998	985,921	3.4%	1958	271,560	2.7%
1997	953,260	0.7%	1957	264,373	2.8%
1996	946,499	5.6%	1956	257,186	2.9%
1995	896,140	3.5%	1955	250,000	12.8%
1994	865,614	2.3%	1950	221,605	10.8%
1993	846,036	5.8%	1945	200,000	10.4%
1992	799,760	2.9%	1940	181,220	13.3%
1991	777,119	2.8%	1935	160,000	15.1%
1990	755,694	4.2%	1930	139,059	6.2%
1989	725,579	1.7%	1925	131,000	6.9%
1988	713,456	2.7%	1920	122,519	0.4%
1987	695,020	2.7%	1915	122,000	-0.1%
1986	676,584	3.5%	1910	122,149	3.5%
1985	653,686	0.9%	1905	118,000	3.1%
1984	647,575	4.0%	1900	114,460	27.7%
1983	622,625	0.9%	1890	89,630	39.7%
1982	617,320	0.8%	1880	64,137	0.0%
1981	612,593	6.6%	1878	64,137	N/A
1980	574,810	15.4%			

Data Source: 1998 forward - American Bar Association's National Lawyer Population Survey, prior to 1998 - ABA Archives, specific source unknown.

* For data from 1998 forward, individual state bar associations or licensing agencies are asked to provide the number of resident and active attorneys as of December 31st of the prior year, e.g. 2019 data is as of 12/31/2018. The numbers reflected here are the best available data provided to us from the respective associations or agencies.

Notes: In 2018, Indiana corrected the resident active figures for 2016; this report has been updated to reflect the new total attorney count for 2016 than was previously reported. In 2019, Maryland, Nevada, and New York provided corrected 2018 lawyer counts; this report reflects the corrected 2018 total attorney count.

Lawyers by State: 2009-2019

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	% Change from 2009
Alabama (1)	13,443	13,655	13,876	14,135	14,303	14,531	14,630	14,666	14,717	14,822	14,821	10.3%
Alaska	2,362	2,418	2,451	2,418	2,442	2,469	2,456	2,439	2,402	2,311	2,324	-1.6%
American Samoa (13)	45	44	47	44	64	102	102	98	59	59	55	22.2%
Arizona (4)	13,028	13,384	14,471	14,471	16,208	15,993	16,155	15,926	14,960	15,601	15,081	15.8%
Arkansas (7,11,18)	5,700	5,789	5,545	5,928	5,953	5,970	5,970	7,320	6,851	7,080	6,693	17.4%
California	149,982	153,155	157,388	159,824	163,163	163,327	165,952	167,690	168,746	170,044	170,117	13.4%
Colorado	19,340	19,737	20,211	20,768	21,094	21,545	21,761	21,781	22,164	21,099	22,802	17.9%
Connecticut (7,11)	19,427	20,309	20,585	20,842	21,150	18,655	18,655	21,517	21,341	21,111	21,036	8.3%
Delaware	2,592	2,706	2,820	2,853	2,888	2,881	2,921	2,952	2,978	2,978	3,058	18.0%
Dist. of Columbia (6)	48,456	49,207	50,440	51,271	51,928	51,928	52,089	52,711	54,692	53,778	56,135	15.8%
Florida (6)	61,426	62,875	64,715	66,556	68,464	68,464	74,258	75,697	77,008	78,244	78,448	27.7%
Georgia	27,457	27,398	28,871	28,520	28,974	30,463	31,340	31,499	31,672	32,802	32,409	18.0%
Guam (2,4,5)	243	256	256	256	256	313	313	266	266	270	262	7.8%
Hawaii	4,100	4,077	4,054	4,107	4,132	4,260	4,193	4,224	4,236	4,261	4,270	4.1%
Idaho	3,221	3,299	3,553	3,627	3,725	3,705	3,736	3,714	3,836	3,882	3,911	21.4%
Illinois (2,4)	58,457	60,069	60,069	60,069	62,496	61,871	63,211	63,060	62,782	63,422	62,720	7.3%
Indiana (3,7,11,13)	14,379	13,850	14,016	15,512	15,646	15,883	15,883	15,854	15,826	15,826	15,845	10.2%
Iowa	7,036	7,080	7,200	7,308	7,383	7,183	7,526	7,560	7,523	7,454	7,306	3.8%
Kansas (7)	7,951	8,009	8,129	8,156	8,199	8,261	8,266	8,234	8,218	8,131	8,045	1.2%
Kentucky	12,088	12,334	12,579	12,891	13,061	13,328	13,448	13,451	13,509	13,540	13,570	12.3%
Louisiana (7,18)	17,279	17,688	17,974	18,327	18,528	18,532	18,775	19,099	19,307	18,918	20,568	19.0%
Maine (6)	3,647	3,663	3,718	3,865	3,863	3,863	3,944	3,931	3,940	3,988	3,995	9.5%
Maryland (12,17)	21,554	22,149	22,172	22,477	23,068	23,508	23,902	24,142	38,800	40,309	40,800	89.3%
Massachusetts	43,198	44,121	41,920	42,483	43,008	44,257	43,974	43,221	43,442	42,926	42,788	-0.9%
Michigan (7)	32,321	32,731	33,370	33,692	33,995	34,739	34,739	35,087	35,236	35,362	35,453	9.7%
Minnesota (7,18)	22,448	22,585	23,363	23,774	24,091	25,272	24,522	24,952	25,483	25,252	25,823	15.0%
Mississippi (6)	6,748	6,786	6,886	6,955	6,955	6,955	7,059	7,094	7,067	7,007	6,886	2.0%
Missouri (7)	23,362	23,728	23,933	24,276	24,423	25,337	25,337	24,922	24,787	24,754	24,369	4.3%
Montana	2,885	2,921	2,980	3,008	3,046	3,084	3,126	3,140	3,159	3,179	3,184	10.4%
Nebraska (6)	5,215	5,149	5,238	4,983	5,028	5,028	5,361	5,506	5,545	5,565	5,555	6.5%
Nevada (6,17)	6,395	6,523	6,732	6,850	7,080	7,080	6,858	7,219	7,281	7,333	7,030	9.9%
New Hampshire (19)	3,397	3,396	3,423	3,449	3,507	3,515	3,521	3,506	3,507	3,523	3,523	3.7%
New Jersey (10)	40,060	40,286	40,754	40,997	40,993	41,250	41,569	41,569	41,168	41,021	41,152	2.7%
New Mexico (6)	5,542	5,269	5,318	5,513	5,468	5,468	5,547	5,581	5,524	5,428	5,612	1.3%
New York (17)	153,552	157,778	161,031	163,798	166,317	169,756	172,630	175,195	177,035	179,600	182,296	18.7%
North Carolina (7)	19,637	20,226	20,706	21,280	21,855	23,136	23,136	23,325	23,694	24,087	24,253	23.5%
North Dakota	1,381	1,397	1,448	1,546	1,560	1,599	1,665	1,669	1,698	1,694	1,687	22.2%
North Mariana Islands	128	129	130	135	135	210	210	126	123	128	134	4.7%
Ohio	37,467	37,335	38,118	37,745	38,541	38,234	38,849	38,237	38,623	37,873	38,189	1.9%
Oklahoma (9,16)	11,511	11,711	11,704	12,978	11,970	13,465	13,465	13,431	13,470	11,695	11,768	2.2%
Oregon (5,6)	11,532	11,766	12,065	12,276	12,276	12,276	12,464	12,475	12,227	12,427	12,274	6.4%
Pennsylvania	46,276	47,453	48,492	48,947	49,697	50,072	48,992	49,644	49,406	50,112	50,039	8.1%
Puerto Rico (2,4,6,11)	13,071	13,282	13,282	13,282	14,193	14,193	15,318	13,673	14,293	14,008	13,944	6.7%
Rhode Island (7)	4,044	4,098	4,114	4,060	4,173	4,179	4,224	4,219	4,167	4,154	4,071	0.7%
South Carolina	9,059	9,264	9,384	9,537	9,587	9,874	10,031	10,208	10,316	10,445	10,568	16.7%
South Dakota (19)	1,794	1,839	1,880	1,865	1,905	1,934	1,939	1,960	1,933	1,995	1,995	11.2%
Tennessee (6)	15,855	16,365	16,630	16,947	17,203	17,203	17,965	18,288	18,461	18,695	18,702	18.0%
Texas	75,087	77,049	78,844	80,657	82,607	84,800	86,494	87,957	89,361	90,485	91,244	21.5%
Utah (6)	6,568	6,778	6,552	7,309	7,840	7,840	8,413	8,468	8,204	8,285	8,362	27.3%
Vermont (6,14,18)	2,185	2,166	2,263	2,270	2,300	2,300	2,272	2,326	2,326	2,227	3,612	65.3%
Virgin Islands (4,5,8,13,15,19)	700	700	650	650	650	456	456	561	372	776	776	10.9%
Virginia (7)	21,682	22,472	23,936	24,091	24,468	24,064	24,062	24,193	24,249	24,208	24,230	11.8%
Washington	22,973	23,204	23,503	23,741	24,032	24,620	24,844	25,577	25,786	26,057	26,182	14.0%
West Virginia (7)	4,672	4,725	4,753	4,854	4,901	4,942	4,918	4,922	4,862	4,849	4,770	2.1%
Wisconsin (7)	14,906	15,078	15,252	15,364	15,538	15,481	15,481	15,072	15,549	15,539	15,512	4.1%

Data Source: American Bar Association's National Lawyer Population Survey

* Individual state bar associations or licensing agencies are asked to provide the number of resident and active attorneys as of December 31st of the prior year, e.g. 2019 data is as of 12/31/2018. The numbers reflected here are the best available data provided to us from the respective associations or agencies; significant exceptions are noted on the next page.

Lawyers by State: 2009-2019 [continued...]

- (1) The Alabama number reflects all resident attorneys regardless of whether they were active or not.
- (2) Illinois, Guam, and Puerto Rico did not provide current data for 2011 so prior year's stats were used.
- (3) During 2011, Indiana began using a new system for attorney registration leading to greater accuracy in reporting in 2012.
- (4) Arizona, Illinois, Guam, Puerto Rico, and the Virgin Islands did not provide current data for 2012 so prior year's stats were used.
- (5) Oregon, Guam, and the Virgin Islands did not provide current data for 2013 so prior year's stats were used.
- (6) Dist. of Columbia, Florida, Maine, Mississippi, Nebraska, Nevada, New Mexico, Oregon, Puerto Rico, Tennessee, Utah, and Vermont did not provide current data for 2014 so the data from the most recent submission were used.
- (7) Due to timing of the survey in 2014, the following states submitted data from Fall 2014 rather than as of December 31, 2013: Arkansas, Connecticut, Indiana, Kansas, Louisiana, Michigan, Minnesota, Missouri, North Carolina, Rhode Island, Virginia, Wisconsin, West Virginia, and Wyoming. All but Kansas, Louisiana, Minnesota, Rhode Island, Virginia, and West Virginia chose not to submit updated data for the 2015 survey.
- (8) Prior to the 2014 survey, the Virgin Islands did not report on active/inactive status. The decrease in 2014 is a more accurate representation of Resident Active lawyers.
- (9) Prior to the 2014 survey, Oklahoma excluded lawyers categorized as "Over 70" from their Resident Active submission. The 2014 results include this group.
- (10) In 2016, New Jersey was in the process of a system conversion and was not able to provide information in time to be included in the survey. As a result, the most recent prior submission was used.
- (11) In 2016, four agencies had changes in the availability of Active/Inactive status data. Arkansas, Connecticut, and Indiana were not able to provide a breakout of Active/Inactive status for Resident attorneys as they had in prior years. Puerto Rico had not provided Active/Inactive status details in prior years, but was able to provide it for the 2016 survey. In 2018, Indiana corrected the resident active figures for 2016; this report has been updated to reflect the new total attorney count for 2016 than was previously reported.
- (12) In 2017, the source of the Maryland data changed from the voluntary Maryland State Bar to the Maryland Supreme Court. The Maryland Supreme Court does not track residency status, leading to larger results than prior years.
- (13) In 2017, three agencies had changes in the availability of Active/Inactive status data. Indiana was not able to provide a breakout of Active/Inactive status for Resident attorneys in 2016, but was able to for 2017. American Samoa had not provided Residency or Active status details in recent years, but was able to provide it for the 2017 survey. Virgin Islands changed its classifications for the Active/Inactive status for the 2017 survey.
- (14) Vermont was not able to provide current data for 2017 so the data from the most recent submission were used.
- (15) Virgin Islands was not able to provide residency in 2018 due to Hurricanes Irma and Maria.
- (16) In 2018, Oklahoma removed senior members from the Resident Active count (they can still practice but are over the age of 70).
- (17) In 2019, Maryland, Nevada, and New York provided corrected 2018 lawyer counts; this report reflects the corrected 2018 total attorney count.
- (18) In 2019, four agencies had changes in the availability of residency data. Arkansas adopted a new software system and cleaned up data; the decrease in 2019 is a more accurate representation of Resident Active Lawyers. Louisiana changed how it reports residency status, causing an increase in the reported lawyer count. Minnesota and Vermont no longer track resident/non-resident status; the counts now reflect all active lawyers.
- (19) New Hampshire, South Dakota, and Virgin Islands did not provide current data for 2019, so prior year's stats were used.

Lawyer Demographics: 2009-2019

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Male	68.7%	69.0%	66.9%	66.7%	66.3%	64.3%	65.3%	64.4%	64.7%	63.6%	63.5%
Female	31.3%	31.0%	33.1%	33.3%	33.7%	35.7%	34.7%	35.6%	35.3%	36.1%	36.5%
Other (1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.3%	0.0%
States Reporting	40	41	42	44	43	43	43	45	46	45	44
% of Lawyers Reported	55.5%	56.8%	57.4%	59.4%	58.9%	61.3%	63.4%	66.0%	61.4%	63.2%	61.1%
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
African-American	4.8%	4.8%	4.9%	4.7%	4.8%	4.8%	4.7%	5.3%	5.2%	4.9%	5.1%
Asian	1.6%	1.6%	1.7%	2.3%	1.9%	2.4%	2.5%	2.7%	2.4%	2.7%	2.5%
Caucasian/White	87.6%	88.5%	88.3%	88.4%	88.7%	88.1%	86.1%	85.4%	84.9%	84.8%	84.8%
Hawaiian/Pacific Islander	0.3%	0.6%	0.2%	0.5%	0.3%	0.3%	0.6%	0.3%	0.4%	0.3%	0.4%
Hispanic	5.1%	3.7%	3.9%	3.5%	3.7%	3.8%	5.2%	4.7%	5.0%	5.2%	4.7%
Multiracial (1)	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	1.2%	1.6%	1.5%	1.9%
Native American	0.5%	0.7%	1.0%	0.6%	0.6%	0.5%	0.8%	0.5%	0.6%	0.6%	0.5%
States Reporting	16	19	17	16	16	17	18	19	22	20	20
% of Lawyers Reported	18.9%	21.7%	20.6%	20.6%	20.6%	21.5%	24.7%	30.4%	29.1%	27.8%	34.8%

Data Source: American Bar Association's National Lawyer Population Survey

* Individual state bar associations or licensing agencies are asked to provide demographics data for resident and active attorneys as of December 31st of the prior year, e.g. 2019 data is as of 12/31/2018. The numbers reflected here are the best available data provided to us from the respective associations or agencies.

Notes: In 2018, Indiana corrected the resident active figures for 2016; this report has been updated to reflect the new total attorney count for 2016 than was previously reported. In 2019, Maryland, Nevada, and New York provided corrected 2018 lawyer counts; this report reflects the corrected 2018 total attorney count.

(1) Beginning with the 2016 survey, choices included "Multiracial" as an option for race/ethnicity and "Other" as an option for gender.

(2) Race/ethnicity percentages may total to more than 100% as many states allow responders to choose more than one option for race/ethnicity.

Women and Minorities by City – Partners and Associates: 2018

	Partners			Associates			# of Offices
	Total #	% Women	% Minority	Total #	% Women	% Minority	
Atlanta	1,051	21.98	7.99	919	47.01	20.46	23
Austin	301	25.58	11.96	199	42.71	20.6	17
Boston area	1,563	24.25	4.48	1,832	45.85	19.43	34
Charlotte	430	16.05	4.65	297	42.09	14.14	13
Chicago	3,260	22.94	7.91	2,575	44.12	21.32	53
Cincinnati	308	24.35	3.25	152	41.45	9.87	6
Cleveland	405	18.52	2.96	283	43.46	5.65	6
Columbus	378	24.07	6.88	199	42.71	15.58	10
Dallas	985	20.3	9.75	908	40.97	21.92	32
Denver	511	27.59	6.65	491	48.27	13.85	22
Detroit area	550	25.82	6.18	227	44.93	17.18	9
Ft. Lauderdale/W. Palm Beach	158	23.42	6.33	95	46.32	14.74	8
Houston	1,129	17.98	12.05	1,281	39.27	25.92	43
Indianapolis	335	24.48	2.99	162	50.62	14.2	6
Kansas City, MO	493	24.54	3.85	274	47.08	13.5	7
Los Angeles area	1,832	24.45	16.65	2,294	48.78	32.13	72
Miami	384	25.78	37.76	282	47.87	47.16	14
Milwaukee	631	25.04	3.96	320	38.75	8.13	8
Minneapolis	1,127	29.19	4.08	606	41.75	13.7	20
New York City	6,254	20.37	10.89	12,270	45.76	28.4	95
Northern NJ/Newark area	426	19.48	5.63	331	47.13	21.15	8
Northern Virginia	152	15.79	6.58	130	49.23	22.31	8
Orange Co., CA	510	18.04	12.94	463	41.47	32.4	17
Philadelphia	630	19.84	5.24	538	50	14.87	11
Phoenix	524	22.33	6.87	214	44.86	14.95	12
Pittsburgh	325	21.23	4.31	234	40.17	8.97	6
Portland, OR area	448	27.01	6.25	204	43.14	16.18	11
Salt Lake City	156	16.03	3.85	102	30.39	7.84	7
San Diego	277	21.66	13.36	355	39.72	27.61	16
San Francisco	1,311	27.99	15.48	1,581	53.26	33.08	49
San Jose area	709	22.99	19.18	1,189	47.35	42.72	36
Seattle area	831	28.76	10.11	551	46.28	24.68	23
St. Louis	774	24.81	5.43	394	45.69	16.75	11
Tampa	145	15.86	5.52	88	43.18	12.5	7
Washington, DC	4,558	23.56	10.14	4,947	46.31	23.47	96
Wilmington	282	22.34	4.96	279	41.94	11.83	13

Source: National Association for Law Placement, 2018 Report on Diversity in U.S. Law Firms

Partner and Associate Demographics at Law Firms: 2009-2018

	Partners						Associates					
	Asian		Black/ African-American		Hispanic		Asian		Black/ African-American		Hispanic	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2009	2.20%	0.76%	1.71%	0.57%	1.65%	0.41%	9.28%	5.12%	4.66%	2.93%	3.89%	2.00%
2010	2.3	0.81	1.7	0.56	1.7	0.44	9.39	5.15	4.36	2.75	3.81	1.94
2011	2.36	0.82	1.71	0.58	1.92	0.48	9.65	5.31	4.29	2.61	3.83	1.92
2012	2.48	0.89	1.73	0.6	1.91	0.48	10.01	5.4	4.19	2.55	3.9	1.95
2013	2.67	0.91	1.78	0.6	1.99	0.54	10.48	5.64	4.1	2.43	3.82	1.89
2014	2.74	0.99	1.72	0.63	2.16	0.6	10.8	5.81	4.01	2.31	3.95	1.89
2015	2.89	1.07	1.77	0.64	2.19	0.63	10.93	6	3.95	2.25	4.28	2.03
2016	3.13	1.17	1.81	0.64	2.31	0.68	11.25	6.35	4.11	2.32	4.42	2.15
2017	3.31	1.23	1.83	0.66	2.4	0.73	11.4	6.52	4.28	2.42	4.57	2.23
2018	3.63	1.38	1.83	0.68	2.49	0.77	11.69	6.64	4.48	2.55	4.71	2.45

Source: National Association for Law Placement, 2019 Report on Diversity in U.S. Law Firms

Women and Minorities at Law Firms: 2009-2018

	Partners		Associates		Total Lawyers		Summer Associates	
	% Women	% Minority	% Women	% Minority	% Women	% Minority	% Women	% Minority
2009	19.21%	6.05%	45.66%	19.67%	32.97%	12.59%	46.62%	24.04%
2010	19.43	6.16	45.41	19.53	32.69	12.4	47.35	26.99
2011	19.54	6.56	45.35	19.9	32.61	12.7	47.71	27.11
2012	19.91	6.71	45.05	20.32	32.67	12.91	46.26	29.55
2013	20.22	7.1	44.79	20.93	32.78	13.36	45.32	29.51
2014	21.05	7.33	44.94	21.63	33.48	13.83	46.33	30.27
2015	21.46	7.52	44.68	22	33.38	13.97	47.78	31.16
2016	22.13	8.05	45	22.72	33.89	14.62	48.71	32.33
2017	22.7	8.42	45.48	23.32	34.54	15.18	49.87	32.33
2018	23.36	9.13	45.91	24.22	35.41	16.1	51.42	35.04

Source: National Association for Law Placement, 2019 Report on Diversity in U.S. Law Firms

LGBT Lawyers: 2018

	All firms		Firms of 100 or Fewer Lawyers		Firms of 101-250 Lawyers		Firms of 251-500 Lawyers		Firms of 501- 700 Lawyers		Firms of 701 + Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Reported	# Reported	% of Total	# Reported	% of Total
Partners	900	2.11%	45	2.08%	130	1.88%	158	1.87%	105	1.93%	462	2.33%
Associates	1,581	3.8	39	2.99	90	2.25	194	3.25	210	4.02	1,048	4.17
Other lawyers	346	2.37	6	0.77	33	1.98	61	2.38	44	2.24	202	2.65
All lawyers	2,827	2.86	90	2.12	253	2.01	413	2.43	359	3.59	17,121	3.26
Summer Associates	333	5.73	4	1.94	17	3.77	38	5.11	42	5.32	232	6.42

Source: National Association for Law Placement 2018 Report on Diversity in U.S. Law Firms
Note: Figures for LGBT lawyers are based on 914 offices/firms reporting counts, including zero, in all lawyer categories; figures for LGBT summer associates are based on 594 offices/firms with a summer program and reporting counts, including zero. Overall, LGBT counts, including zero, cover 98,942 lawyers and 5,807 summer associates.

Lawyers with Disabilities: 2018

	All firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Reported	# Reported	% of Total
Partners	167	0.52%	31	0.33%	33	0.51%	21	0.49%	82	0.69%
Associates	127	0.46	13	0.25	28	0.63	18	0.43	68	0.5
All lawyers	368	0.53	52	0.3	73	0.57	52	0.52	191	0.64

Source: National Association for Law Placement 2018 Report on Diversity in U.S. Law Firms
Note: Figures for lawyers with disabilities are based on 693 offices/firms reporting counts, including zero, in all lawyer categories. Counts of individuals with disabilities, including zero, cover 69,854 lawyers. Because so few summer associates with disabilities were reported (15 total), they are not included in the table.

Average Annual Salary for U.S. Lawyers: 1997-2018

Year	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Avg annual salary	\$72,840	\$75,890	\$90,360	\$91,320	\$91,920	\$105,890	\$107,250	\$108,790	\$110,520	\$113,660	\$118,280	\$124,750	\$129,020	\$129,440

Year	2011	2012	2013	2014	2015	2016	2017	2018
Avg annual salary	\$130,490	\$130,880	\$131,990	\$133,470	\$136,260	\$139,880	\$141,890	\$144,230

Source: U.S. Bureau of Labor Statistics
Includes only salaries, not law firm profits

Average Lawyer Wages by Metropolitan Area: 2018

Metropolitan area	Annual average wage
Arecibo, PR	\$39,980
Aguadilla-Isabela, PR	\$49,050
Mayaguez, PR	\$56,800
Ponce, PR	\$59,870
Hickory-Lenoir-Morganton, NC	\$63,360
Lebanon, PA	\$66,860
Enid, OK	\$67,690
Bay City, MI	\$70,810
Grants Pass, OR	\$71,330
Lawton, OK	\$73,120
Hot Springs, AR	\$73,140
Pine Bluff, AR	\$73,780
Clarksville, TN-KY	\$73,920
Elizabethtown-Fort Knox, KY	\$74,300
San Juan-Carolina-Caguas, PR	\$76,330
Elkhart-Goshen, IN	\$76,460
Lima, OH	\$76,460
Sebring, FL	\$76,490
Monroe, LA	\$76,640
Ogden-Clearfield, UT	\$77,380
Kingston, NY	\$77,810
Lake Charles, LA	\$78,200
East Stroudsburg, PA	\$78,360
Hattiesburg, MS	\$78,700
Lafayette-West Lafayette, IN	\$79,030
Charleston-North Charleston, SC	\$79,060
St. Joseph, MO-KS	\$79,160
Gainesville, GA	\$79,440
Cumberland, MD-WV	\$80,070
Leominster-Gardner, MA	\$80,210
Bowling Green, KY	\$80,690
South Bend-Mishawaka, IN-MI	\$80,730
Hammond, LA	\$80,740
Anniston-Oxford-Jacksonville, AL	\$80,920
Crestview-Fort Walton Beach-Destin, FL	\$80,990
Oshkosh-Neenah, WI	\$81,200
Texarkana, TX-AR	\$81,200
Rochester, MN	\$82,050
Albany, OR	\$82,470
Manhattan, KS	\$82,540
Warner Robins, GA	\$82,690
Binghamton, NY	\$82,860
Mansfield, OH	\$82,900
Rapid City, SD	\$83,160
Lancaster, PA	\$83,400
Prescott, AZ	\$83,560
Mankato-North Mankato, MN	\$83,820
Pueblo, CO	\$84,470
Dalton, GA	\$84,510
Glens Falls, NY	\$84,620
Kankakee, IL	\$84,960
Bloomington, IN	\$85,140
Pocatello, ID	\$85,180
Sierra Vista-Douglas, AZ	\$85,500
Williamsport, PA	\$85,510
Wilmington, NC	\$86,230
Wichita, KS	\$86,250
Bellingham, WA	\$86,620
Longview, WA	\$86,680
Chambersburg-Waynesboro, PA	\$86,810

Metropolitan area	Annual average wage
Fort Smith, AR-OK	\$87,010
Dubuque, IA	\$87,180
Owensboro, KY	\$87,250
Muskegon, MI	\$87,340
Mount Vernon-Anacortes, WA	\$87,800
Jefferson City, MO	\$88,120
Lakeland-Winter Haven, FL	\$88,290
Altoona, PA	\$88,530
Terre Haute, IN	\$88,590
Tuscaloosa, AL	\$88,730
Waterloo-Cedar Falls, IA	\$89,230
Wichita Falls, TX	\$89,420
Sumter, SC	\$89,510
Athens-Clarke County, GA	\$89,720
Missoula, MT	\$89,880
Joplin, MO	\$89,970
College Station-Bryan, TX	\$90,400
Danville, IL	\$90,550
Alexandria, LA	\$90,960
Scranton--Wilkes-Barre--Hazleton, PA	\$91,010
Carbondale-Marion, IL	\$91,110
Walla Walla, WA	\$91,370
Idaho Falls, ID	\$91,670
Iowa City, IA	\$91,670
Gettysburg, PA	\$91,770
Tyler, TX	\$92,100
Rome, GA	\$92,540
Greeley, CO	\$92,740
Brownsville-Harlingen, TX	\$92,820
Lafayette, LA	\$92,910
Bremerton-Silverdale, WA	\$93,470
St. George, UT	\$93,510
Hinesville, GA	\$93,660
St. Cloud, MN	\$93,690
Monroe, MI	\$93,740
Winchester, VA-WV	\$94,080
Morristown, TN	\$94,100
Farmington, NM	\$94,730
Jacksonville, NC	\$95,040
Syracuse, NY	\$95,050
Valdosta, GA	\$95,190
Lake Havasu City-Kingman, AZ	\$95,630
Topeka, KS	\$95,730
Columbia, MO	\$95,900
Ocala, FL	\$95,900
Charleston, WV	\$95,990
Staunton-Waynesboro, VA	\$96,270
Yuma, AZ	\$96,270
Eau Claire, WI	\$96,340
Little Rock-North Little Rock-Conway, AR	\$96,500
Grand Rapids-Wyoming, MI	\$96,790
Corvallis, OR	\$97,550
Atlantic City-Hammonton, NJ	\$97,560
Fond du Lac, WI	\$97,940
Rochester, NY	\$97,940
Spokane-Spokane Valley, WA	\$98,020
Santa Fe, NM	\$98,280
Decatur, AL	\$98,440
Florence, SC	\$98,610
Carson City, NV	\$98,710

Average Lawyer Wages by Metropolitan Area: 2018 (continued...)

Metropolitan area	Annual average wage
Grand Forks, ND-MN	\$98,910
Racine, WI	\$98,910
Savannah, GA	\$98,940
Shreveport-Bossier City, LA	\$99,020
Auburn-Opelika, AL	\$99,280
Niles-Benton Harbor, MI	\$99,600
Lincoln, NE	\$99,790
Saginaw, MI	\$100,450
Goldsboro, NC	\$101,200
El Centro, CA	\$101,300
Lewiston-Auburn, ME	\$101,510
Hagerstown-Martinsburg, MD-WV	\$101,600
Macon, GA	\$101,650
Kennewick-Richland, WA	\$101,790
Kalamazoo-Portage, MI	\$101,830
Baton Rouge, LA	\$102,260
Huntington-Ashland, WV-KY-OH	\$102,320
Duluth, MN-WI	\$103,000
Roanoke, VA	\$103,380
Janesville-Beloit, WI	\$103,410
Greensboro-High Point, NC	\$103,450
Youngstown-Warren-Boardman, OH-PA	\$103,680
Augusta-Richmond County, GA-SC	\$103,780
Billings, MT	\$104,040
Gainesville, FL	\$104,530
Buffalo-Cheektowaga-Niagara Falls, NY	\$104,640
Bismarck, ND	\$104,680
La Crosse-Onalaska, WI-MN	\$104,780
Houma-Thibodaux, LA	\$104,810
Myrtle Beach-Conway-North Myrtle Beach, SC-NC	\$105,050
Wenatchee, WA	\$105,160
New Bedford, MA	\$105,300
Colorado Springs, CO	\$105,740
Lansing-East Lansing, MI	\$105,760
Vineland-Bridgeton, NJ	\$105,900
Eugene, OR	\$106,040
Boise City, ID	\$106,070
Grand Junction, CO	\$106,070
Columbus, GA-AL	\$106,370
Florence-Muscle Shoals, AL	\$106,510
Kahului-Wailuku-Lahaina, HI	\$106,850
Jackson, TN	\$106,910
Flint, MI	\$107,000
Springfield, MO	\$107,030
Jackson, MS	\$107,090
Barnstable Town, MA	\$107,110
Rockford, IL	\$107,190
Pensacola-Ferry Pass-Brent, FL	\$107,520
Brunswick, GA	\$107,560
Green Bay, WI	\$107,730
Stockton-Lodi, CA	\$107,750
State College, PA	\$108,480
Burlington-South Burlington, VT	\$108,760
Blacksburg-Christiansburg-Radford, VA	\$108,860
Dayton, OH	\$109,020
Watertown-Fort Drum, NY	\$109,030
Allentown-Bethlehem-Easton, PA-NJ	\$109,180
Bangor, ME	\$109,290
Salisbury, MD-DE	\$109,580
Parkersburg-Vienna, WV	\$109,670

Metropolitan area	Annual average wage
Evansville, IN-KY	\$109,690
Louisville/Jefferson County, KY-IN	\$109,690
Johnson City, TN	\$110,190
Albuquerque, NM	\$110,370
Gadsden, AL	\$110,850
Wheeling, WV-OH	\$111,120
Memphis, TN-MS-AR	\$111,350
Indianapolis-Carmel-Anderson, IN	\$111,430
Olympia-Tumwater, WA	\$111,430
San Antonio-New Braunfels, TX	\$111,690
Dothan, AL	\$111,880
Battle Creek, MI	\$111,930
Killeen-Temple, TX	\$112,140
Corpus Christi, TX	\$112,530
Urban Honolulu, HI	\$112,890
Fairbanks, AK	\$112,950
Rocky Mount, NC	\$112,980
Johnstown, PA	\$113,210
Ames, IA	\$113,450
Tampa-St. Petersburg-Clearwater, FL	\$113,490
Asheville, NC	\$113,990
Worcester, MA-CT	\$114,170
Utica-Rome, NY	\$114,200
Cheyenne, WY	\$114,400
Oklahoma City, OK	\$114,400
Lexington-Fayette, KY	\$114,470
Erie, PA	\$114,490
Redding, CA	\$114,520
Sherman-Denison, TX	\$114,600
Albany-Schenectady-Troy, NY	\$114,700
Lawrence, KS	\$115,100
Elmira, NY	\$115,110
Detroit-Warren-Dearborn, MI	\$115,140
Omaha-Council Bluffs, NE-IA	\$115,160
Amarillo, TX	\$115,190
Punta Gorda, FL	\$115,200
Visalia-Porterville, CA	\$115,430
Panama City, FL	\$115,720
Ithaca, NY	\$116,350
Lewiston, ID-WA	\$116,380
Las Cruces, NM	\$116,880
Modesto, CA	\$117,170
Mobile, AL	\$117,240
Medford, OR	\$117,250
Bend-Redmond, OR	\$117,440
California-Lexington Park, MD	\$117,480
Yakima, WA	\$117,480
Salt Lake City, UT	\$117,600
Springfield, IL	\$117,660
Salem, OR	\$117,900
Cedar Rapids, IA	\$117,940
Tallahassee, FL	\$118,010
Virginia Beach-Norfolk-Newport News, VA-NC	\$118,220
San Angelo, TX	\$118,470
Odessa, TX	\$118,710
Greenville-Anderson-Mauldin, SC	\$118,730
Spartanburg, SC	\$118,880
Charlottesville, VA	\$119,080
Montgomery, AL	\$119,120
Columbia, SC	\$119,180

Average Lawyer Wages by Metropolitan Area: 2018 (continued...)

Metropolitan area	Annual average wage
Ann Arbor, MI	\$119,210
Lynchburg, VA	\$119,220
Tucson, AZ	\$119,250
El Paso, TX	\$119,290
Laredo, TX	\$119,580
Fargo, ND-MN	\$119,880
Cape Coral-Fort Myers, FL	\$120,000
Port St. Lucie, FL	\$120,190
Jacksonville, FL	\$120,320
Portland-South Portland, ME	\$120,340
Fayetteville, NC	\$120,350
Burlington, NC	\$120,650
Anchorage, AK	\$120,820
Kingsport-Bristol-Bristol, TN-VA	\$120,920
Trenton, NJ	\$120,950
Harrisburg-Carlisle, PA	\$120,960
Columbus, OH	\$121,030
Hilton Head Island-Bluffton-Beaufort, SC	\$121,290
Akron, OH	\$121,590
St. Louis, MO-IL	\$121,630
Norwich-New London-Westerly, CT-RI	\$121,670
Waterbury, CT	\$121,860
Cleveland-Elyria, OH	\$121,920
Sioux City, IA-NE-SD	\$122,100
Providence-Warwick, RI-MA	\$122,250
Knoxville, TN	\$122,280
San Luis Obispo-Paso Robles-Arroyo Grande, CA	\$122,380
Baltimore-Columbia-Towson, MD	\$122,390
New Orleans-Metairie, LA	\$122,640
Kansas City, MO-KS	\$122,750
Madison, WI	\$122,980
York-Hanover, PA	\$123,050
Casper, WY	\$123,350
Fresno, CA	\$123,450
Provo-Orem, UT	\$123,660
Orlando-Kissimmee-Sanford, FL	\$123,940
Minneapolis-St. Paul-Bloomington, MN-WI	\$123,970
Toledo, OH	\$124,020
Des Moines-West Des Moines, IA	\$124,190
Morgantown, WV	\$124,210
Peoria, IL	\$124,520
Manchester, NH	\$125,050
Waco, TX	\$125,100
Santa Maria-Santa Barbara, CA	\$125,850
Austin-Round Rock, TX	\$126,120
Jackson, MI	\$126,480
Grand Island, NE	\$126,860
Nashville-Davidson--Murfreesboro--Franklin, TN	\$126,870
New Bern, NC	\$127,060
Longview, TX	\$127,130
Palm Bay-Melbourne-Titusville, FL	\$127,140
Birmingham-Hoover, AL	\$127,170
Portland-Vancouver-Hillsboro, OR-WA	\$127,370
Canton-Massillon, OH	\$128,320
Fayetteville-Springdale-Rogers, AR-MO	\$128,900
North Port-Sarasota-Bradenton, FL	\$129,140
Huntsville, AL	\$129,190
Fort Wayne, IN	\$129,950
Fort Collins, CO	\$130,070
Harrisonburg, VA	\$130,530

Metropolitan area	Annual average wage
Decatur, IL	\$130,930
Deltona-Daytona Beach-Ormond Beach, FL	\$131,090
Yuba City, CA	\$131,590
Pittsburgh, PA	\$132,330
Springfield, MA-CT	\$132,370
Sacramento--Roseville--Arden-Arcade, CA	\$133,860
Wausau, WI	\$133,870
Chico, CA	\$134,010
Lubbock, TX	\$134,830
Cincinnati, OH-KY-IN	\$135,400
Raleigh, NC	\$135,700
Danbury, CT	\$135,880
Atlanta-Sandy Springs-Roswell, GA	\$136,890
Winston-Salem, NC	\$137,600
Salinas, CA	\$137,690
Vallejo-Fairfield, CA	\$138,720
Las Vegas-Henderson-Paradise, NV	\$139,080
Sioux Falls, SD	\$139,800
Dover, DE	\$140,170
Dover-Durham, NH-ME	\$140,400
Charlotte-Concord-Gastonia, NC-SC	\$140,820
Flagstaff, AZ	\$141,610
Durham-Chapel Hill, NC	\$141,830
Tulsa, OK	\$143,080
Davenport-Moline-Rock Island, IA-IL	\$143,390
Greenville, NC	\$144,640
Beaumont-Port Arthur, TX	\$144,910
Miami-Fort Lauderdale-West Palm Beach, FL	\$145,430
Portsmouth, NH-ME	\$146,270
Hartford-West Hartford-East Hartford, CT	\$147,370
Richmond, VA	\$147,500
Milwaukee-Waukesha-West Allis, WI	\$147,650
Seattle-Tacoma-Bellevue, WA	\$147,670
Abilene, TX	\$148,360
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	\$152,100
Phoenix-Mesa-Scottsdale, AZ	\$154,200
Reno, NV	\$154,370
New Haven, CT	\$154,930
Santa Rosa, CA	\$154,980
Denver-Aurora-Lakewood, CO	\$156,000
San Diego-Carlsbad, CA	\$156,650
Napa, CA	\$157,900
Bakersfield, CA	\$158,360
Santa Cruz-Watsonville, CA	\$158,890
Chicago-Naperville-Elgin, IL-IN-WI	\$159,900
Dallas-Fort Worth-Arlington, TX	\$160,860
Boulder, CO	\$162,050
Pittsfield, MA	\$163,150
Riverside-San Bernardino-Ontario, CA	\$165,880
Sheboygan, WI	\$170,350
Boston-Cambridge-Nashua, MA-NH	\$170,720
Bridgeport-Stamford-Norwalk, CT	\$171,690
New York-Newark-Jersey City, NY-NJ-PA	\$172,020
Oxnard-Thousand Oaks-Ventura, CA	\$172,900
Houston-The Woodlands-Sugar Land, TX	\$175,380
Los Angeles-Long Beach-Anaheim, CA	\$176,020
Washington-Arlington-Alexandria, DC-VA-MD-WV	\$179,980
San Francisco-Oakland-Hayward, CA	\$183,070
San Jose-Sunnyvale-Santa Clara, CA	\$207,950

Source: U.S. Bureau of Labor Statistics. Includes only salaries, not law firm profits.

Average Lawyer Wages Compared to Other Occupations: 2018 (100 top-paying occupations)

	Average annual wage
Anesthesiologists	\$267,020
Surgeons	\$255,110
Oral and Maxillofacial Surgeons	\$242,370
Obstetricians and Gynecologists	\$238,320
Orthodontists	\$225,760
Psychiatrists	\$220,380
Family and General Practitioners	\$211,780
Physicians and Surgeons	\$210,980
Physicians and Surgeons, All Other	\$203,880
Chief Executives	\$200,140
Internists, General	\$196,490
Prosthodontists	\$191,400
Pediatricians, General	\$183,240
Dentists	\$180,590
Dentists, All Other Specialists	\$178,800
Dentists, General	\$175,840
Nurse Anesthetists	\$174,790
Airline Pilots, Copilots, and Flight Engineers	\$169,560
Petroleum Engineers	\$156,370
Computer and Information Systems Managers	\$152,860
Architectural and Engineering Managers	\$148,970
Podiatrists	\$148,220
Marketing Managers	\$147,240
Financial Managers	\$146,830
Aircraft Pilots and Flight Engineers	\$146,660
Lawyers	\$144,230
Marketing and Sales Managers	\$143,000
Lawyers and Judicial Law Clerks	\$142,130
Advertising, Marketing, Promotions, Public Relations, and Sales Managers	\$141,500
Sales Managers	\$140,320
Lawyers, Judges, and Related Workers	\$139,850
Natural Sciences Managers	\$139,680
Advertising and Promotions Managers	\$133,090
Compensation and Benefits Managers	\$132,860
Operations Specialties Managers	\$132,680
Public Relations and Fundraising Managers	\$131,570
Law Teachers, Postsecondary	\$130,710
Top Executives	\$128,240
Human Resources Managers	\$126,700
Purchasing Managers	\$125,630
Physicists	\$125,280
General and Operations Managers	\$123,880
Computer and Information Research Scientists	\$123,850
Astronomers and Physicists	\$123,730
Pharmacists	\$123,670
Health Specialties Teachers, Postsecondary	\$122,320
Personal Financial Advisors	\$121,770
Training and Development Managers	\$121,730
Management Occupations	\$121,560
Judges, Magistrate Judges, and Magistrates	\$121,130
Air Traffic Controllers	\$120,830
Optometrists	\$119,980

	Average annual wage
Computer Hardware Engineers	\$117,840
Economics Teachers, Postsecondary	\$117,180
Aerospace Engineers	\$117,100
Actuaries	\$116,250
Economists	\$116,020
Managers, All Other	\$115,590
Political Scientists	\$115,300
Chemical Engineers	\$114,470
Software Developers, Systems Software	\$114,000
Medical and Health Services Managers	\$113,730
Engineering Teachers, Postsecondary	\$113,680
Industrial Production Managers	\$113,370
Health Teachers, Postsecondary	\$113,370
Engineering and Architecture Teachers, Postsecondary	\$111,450
Education Administrators, Postsecondary	\$111,210
Computer Network Architects	\$111,130
Astronomers	\$111,090
Nuclear Engineers	\$110,790
Physical Scientists, All Other	\$110,090
Nurse Practitioners	\$110,030
Judges, Magistrates, and Other Judicial Workers	\$109,170
Industrial-Organizational Psychologists	\$109,030
Legal Occupations	\$108,690
Sales Engineers	\$108,610
Physician Assistants	\$108,430
Software Developers, Applications	\$108,080
Electronics Engineers, Except Computer	\$107,930
Geoscientists, Except Hydrologists and Geographers	\$107,800
Nurse Midwives	\$106,910
Administrative Services Managers	\$106,050
Biochemists and Biophysicists	\$105,940
Veterinarians	\$105,240
Mathematicians	\$104,870
Art Directors	\$104,590
Software Developers and Programmers	\$104,480
Electrical and Electronics Engineers	\$104,250
Financial Analysts and Advisors	\$104,050
Physics Teachers, Postsecondary	\$103,830
Business Teachers, Postsecondary	\$103,330
Construction Managers	\$103,110
Transportation, Storage, and Distribution Managers	\$102,850
Information Security Analysts	\$102,470
Materials Scientists	\$102,450
Health Diagnosing and Treating Practitioners	\$101,960
Air Transportation Workers	\$101,910
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	\$101,890
Electrical Engineers	\$101,600
Administrative Law Judges, Adjudicators, and Hearing Officers	\$101,210

Source: U.S. Bureau of Labor Statistics
Includes only salaries, not law firm profits

Average Annual Wage for Legal Occupations: 2018

Source: U.S. Bureau of Labor Statistics
Includes only salaries, not law firm profits

	Average annual wage
All Legal Occupations	\$108,690
Lawyers, Judges, and Related Workers	\$139,850
Lawyers and Judicial Law Clerks	\$142,130
Lawyers	\$144,230
Judicial Law Clerks	\$59,540
Judges, Magistrates, and Other Judicial Workers	\$109,170
Administrative Law Judges, Adjudicators, and Hearing Officers	\$101,210
Arbitrators, Mediators, and Conciliators	\$72,760
Judges, Magistrate Judges, and Magistrates	\$121,130
Legal Support Workers	\$56,130
Paralegals and Legal Assistants	\$54,500
Miscellaneous Legal Support Workers	\$60,710
Court Reporters	\$62,390
Title Examiners, Abstractors, and Searchers	\$51,380
Legal Support Workers, All Other	\$71,420

Public Service Lawyer Salaries by Type, Year and Seniority: 2004-2018

Years of Experience	2004	2006	2008	2010	2012	2014	2018
Civil Legal Services							
Entry-level	\$34,000	\$36,000	\$40,000	\$42,000	\$42,800	\$44,600	\$48,000
5 years	\$40,000	\$43,300	\$48,000	\$49,400	\$50,200	\$51,000	\$54,800
11-15-years	\$51,900	\$55,000	\$60,000	\$62,500	\$64,900	\$65,000	\$69,400
Public Defenders							
Entry-level	\$39,000	\$43,300	\$47,400	\$47,500	\$50,500	\$50,400	\$58,300
5 years	\$50,000	\$54,700	\$60,000	\$60,300	\$62,800	\$63,000	\$68,000
11-15 years	\$65,000	\$65,500	\$75,000	\$76,200	\$78,600	\$84,500	\$96,400
Local Prosecuting Attorneys							
Entry-Level	\$40,000	\$43,900	\$45,700	\$50,000	\$50,000	\$51,100	\$56,200
5 years	\$52,000	\$54,500	\$60,000	\$62,300	\$61,400	\$63,600	\$66,300
11-15 years	\$69,300	\$73,000	\$77,500	\$81,500	\$76,700	\$80,000	\$84,400
Public Interest Organizations							
Entry-level	\$36,700	\$40,000	\$41,000	\$45,000	\$45,000	\$46,000	\$50,300
5 years	\$46,300	\$52,000	\$53,800	\$53,600	\$56,300	\$59,000	\$65,000
11-15 years	\$64,000	\$65,000	\$69,200	\$70,900	\$75,000	\$75,000	\$80,500

Source: National Association for Law Placement, 2018 Public Service Attorney Salary Survey

Note: Findings are based on a nationwide survey conducted by NALP among civil legal services organizations; offices of public defenders; local prosecuting attorneys; and public interest organizations. A total of 347 organizations completed the 2018 survey. Response counts in 2004, 2006, 2008, 2010, 2012, and 2014 were 415, 430, 658, 572, 423, and 362 organizations, respectively. All figures have been rounded to the nearest \$100.

Law Firm Associates Pay by Associate Year and Firm Size: 2019

	Firm Size — Number of lawyers													
	50 or fewer		51-100		101-250		251-500		501-700		701+		All Sizes	
Associate Year	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.	Median	# Rept.
First	\$98,750	18	\$115,000	21	\$115,000	78	\$160,000	68	\$160,000	53	\$180,000	148	\$155,000	386
Second	\$105,000	13	\$120,000	22	\$115,000	73	\$165,000	66	\$170,000	43	\$190,000	149	\$160,000	366
Third	\$107,500	14	\$122,000	23	\$125,000	76	\$170,000	73	\$175,000	44	\$200,000	152	\$164,450	382
Fourth	\$114,000	16	\$127,500	24	\$132,825	76	\$173,000	71	\$190,000	43	\$207,000	160	\$171,200	390
Fifth	\$136,600	9	\$130,500	24	\$136,000	77	\$178,000	74	\$197,000	45	\$222,500	158	\$180,000	387
Sixth	\$133,250	10	\$132,750	22	\$148,000	78	\$183,000	75	\$193,650	45	\$242,500	150	\$186,250	380
Seventh	\$140,500	8	\$139,000	20	\$150,000	73	\$200,500	65	\$211,000	39	\$260,000	149	\$200,000	354
Eighth	\$138,000	7	\$150,000	13	\$157,900	61	\$197,600	51	\$216,000	39	\$252,000	149	\$204,000	320
Summer Associates (\$/week)														
1st year	\$1,500	8	\$2,150	10	\$2,050	54	\$3,100	73	\$3,150	52	\$2,975	161	\$2,875	358
2nd year	\$1,725	14	\$2,100	17	\$2,050	70	\$3,100	77	\$3,100	51	\$2,975	161	\$2,800	390
3rd year	\$1,650	6	—	—	\$1,900	9	\$3,650	24	\$3,075	22	\$3,600	53	\$3,475	117

Source: National Association for Law Placement, 2019 Associate Salary Survey

Note: All figures are based on average salaries reported.

The “# Rept.” column indicates the number of offices reporting. Medians have been rounded to the nearest \$25.

Law School Applicants and Admissions: 2000-2018

	Applicants		Admitted Applicants		Applications	
	Final End-of-Year Count	% Change from Prior Year	Final End-of-Year Count	% Change from Prior Year	Final End-of-Year Count	% Change from Prior Year
All Terms 2018	60,700	7.6%	44,000	4.2%	387,100	8.6%
All Terms 2017	56,400	-0.1%	42,300	-1.3%	356,500	1.5%
All Terms 2016	56,500	-	42,800	-	351,100	-
Fall 2015	54,500	-2.2%	42,300	-2.7%	340,300	-4.2%
Fall 2014	55,700	-6.3%	43,500	-4.9%	355,100	-8.0%
Fall 2013	59,400	-12.4%	45,700	-9.8%	385,800	-17.8%
Fall 2012	67,900	-13.5%	50,600	-9.2%	469,600	-12.3%
Fall 2011	78,500	-10.7%	55,800	-7.7%	535,500	-11.4%
Fall 2010	87,900	1.5%	60,400	3.5%	604,300	6.8%
Fall 2009	86,600	3.8%	58,400	5.1%	565,700	6.2%
Fall 2008	83,400	-0.8%	55,500	0.0%	532,600	3.0%
Fall 2007	84,000	-5.2%	55,500	-0.9%	517,100	-2.5%
Fall 2006	88,700	-7.4%	56,000	-0.2%	530,400	-3.3%
Fall 2005	95,800	-4.8%	56,100	0.3%	548,400	-1.3%
Fall 2004	100,600	1.1%	55,900	-1.6%	555,400	5.5%
Fall 2003	99,500	9.5%	56,800	0.6%	526,600	17.2%
Fall 2002	90,900	17.6%	56,500	9.1%	449,200	25.5%
Fall 2001	77,200	3.6%	51,800	2.9%	358,000	6.9%
Fall 2000	74,600	-	50,300	-	334,800	-

Source: Law School Admission Council

Law School Enrollment, Total and by Gender: 1970-2018

	Male	Female	TOTAL
1970	71,336	6,682	78,018
1971	82,658	8,567	91,225
1972	86,164	11,878	98,042
1973	85,372	16,303	101,675
1974	84,425	21,283	105,708
1975	85,027	26,020	111,047
1976	83,058	29,343	112,401
1977	81,430	31,650	113,080
1978	80,375	35,775	116,150
1979	79,763	37,534	117,297
1980	78,667	40,834	119,501
1981	77,634	43,245	120,879
1982	76,252	45,539	121,791
1983	74,840	46,361	121,201
1984	72,950	46,897	119,847
1985	71,214	47,486	118,700
1986	69,893	47,920	117,813
1987	69,077	48,920	117,997
1988	69,762	50,932	120,694
1989	71,358	53,113	124,471
1990	73,164	54,097	127,261
1991	74,470	55,110	129,580
1992	77,146	56,637	133,783
1993	72,668	55,134	127,802
1994	73,181	55,808	128,989
1995	72,436	56,961	129,397

	Male	Female	TOTAL
1996	71,500	57,123	128,623
1997	68,971	56,915	125,886
1998	67,675	57,952	125,627
1999	65,822	59,362	125,184
2000	64,540	60,633	125,173
2001	65,134	62,476	127,610
2002	67,706	65,179	132,885
2003	70,649	67,027	137,676
2004	72,938	67,438	140,376
2005	73,685	66,613	140,298
2006	74,946	66,085	141,031
2007	75,523	66,196	141,719
2008	75,954	66,968	142,922
2009	76,737	68,502	145,239
2010	78,516	69,009	147,525
2011	78,026	68,262	146,288
2012	73,668	65,387	139,055
2013	67,230	61,569	128,799
2014	61,458	58,360	119,818
2015	57,603	56,273	113,876
2016	55,058	55,766	110,824
2017	53,641	56,486	110,127
2018	53,010	58,462	111,472

* Enrollment for 1970-2013 includes all students, but for 2014 to present only JD students
Source: ABA Section of Legal Education and Admissions to the Bar

First-Year Law School Enrollment, Total and by Gender: 1963-2018

	Male	Female	Other	Total
1963 - 1964	19,899	877	0	20,776
1965 - 1966	23,103	1,064	0	24,167
1966 - 1967	23,018	1,059	0	24,077
1967 - 1968	23,088	1,179	0	24,267
1968 - 1969	21,910	1,742	0	23,652
1969 - 1970	27,025	2,103	0	29,128
1970 - 1971	30,747	3,542	0	34,289
1971 - 1972	31,845	4,326	0	36,171
1972 - 1973	29,623	5,508	0	35,131
1973 - 1974	29,554	7,464	0	37,018
1974 - 1975	29,068	9,006	0	38,074
1975 - 1976	28,566	10,472	0	39,038
1976 - 1977	28,642	11,354	0	39,996
1977 - 1978	27,748	11,928	0	39,676
1978 - 1979	27,155	13,324	0	40,479
1979 - 1980	27,227	13,490	0	40,717
1980 - 1981	27,024	15,272	0	42,296
1981 - 1982	26,710	15,811	0	42,521
1982 - 1983	25,898	16,136	0	42,034
1983 - 1984	25,110	16,049	0	41,159
1984 - 1985	24,512	16,235	0	40,747
1985 - 1986	24,286	16,510	0	40,796
1986 - 1987	25,704	14,491	0	40,195
1987 - 1988	23,549	17,506	0	41,055
1988 - 1989	24,465	18,395	0	42,860
1989 - 1990	25,104	18,722	0	43,826
1990 - 1991	25,512	18,592	0	44,104
1991 - 1992	25,277	18,773	0	44,050
1992 - 1993	24,468	18,325	0	42,793
1993 - 1994	24,585	19,059	0	43,644
1994 - 1995	24,986	19,312	0	44,298
1995 - 1996	24,214	19,462	0	43,676
1996 - 1997	23,843	19,402	0	43,245
1997 - 1998	22,777	19,409	0	42,186
1998 - 1999	22,485	20,319	0	42,804
1999 - 2000	22,144	21,008	0	43,152

	Male	Female	Other	Total
2000 - 2001	22,019	21,499	0	43,518
2001 - 2002	22,816	22,254	0	45,070
2002 - 2003	24,846	23,587	0	48,433
2003 - 2004	25,499	23,368	0	48,867
2004 - 2005	25,335	22,904	0	48,239
2005 - 2006	25,550	22,582	0	48,132
2006 - 2007	26,322	22,615	0	48,937
2007 - 2008	25,864	23,218	0	49,082
2008 - 2009	26,007	23,407	0	49,414
2009 - 2010	27,341	24,305	0	51,646
2010 - 2011	28,266	24,182	0	52,448
2011 - 2012	25,899	22,798	0	48,697
2012 - 2013	23,229	21,252	0	44,481
2013 - 2014	20,973	19,829	0	40,802
2014 - 2015	19,725	20,568	6	40,299
2015 - 2016	19,059	19,080	13	38,152
2016 - 2017	18,301	19,443	155	37,899
2017 - 2018	19,490	21,423	24	40,937
2018 - 2019	18,437	20,894	64	39,395

Source: ABA Section of Legal Education & Admissions to the Bar

First-Year Law School Enrollees by Race and Gender: Fall 2018

Non-resident alien men	449
Non-resident alien women	666
Non-resident alien other	1
Race unknown men	965
Race unknown women	732
Race unknown other	14
White men	11,726
White women	11,833
White other	23
Hispanic men	2,017
Hispanic women	2,791
Hispanic other	3
American Indian men	89
American Indian women	114
American Indian other	0
Asian men	932
Asian women	1,413
Asian other	3
Black or African American men	1,106
Black or African American women	1,927
Black or African American other	2
Native Hawaiian or Pacific Islander men	31
Native Hawaiian or Pacific Islander women	28
Native Hawaiian or Pacific Islander other	0
Two or more races men	662
Two or more races women	862
Two or more races other	1
TOTALS	
Minority men	4,837
Minority women	7,135
Minority other	9
Minority total	11,981
Total men	17,977
Total women	20,366
Total other	47
Total all	38,390

Source: ABA Section of Legal Education & Admissions to the Bar

Minority First-Year Law School Students

2011	25%
2012	26%
2013	27%
2014	30%
2015	31%
2016	31%

Source: AccessLex Legal Education Data Deck, October 2018

Reasons Undergraduates Consider Law School and Other Degrees (asked for top three factors)

	Undergraduates considering law school	Undergraduates considering other advanced degrees
Pathway for career in politics, government or public service	44%	6%
Passionate or high interest in type of work	42%	52%
Opportunities to be helpful to others or useful to society/giving back	35%	24%
Advocate for social change	32%	7%
There are high-paying jobs in the field	31%	38%
Advanced/law degree prepares for many different types of jobs	25%	27%
Advanced/law education develops analytic abilities/intellectual challenge	25%	25%
High prestige or status	21%	19%
Graduate/professional-level education develops communication skills, including persuasive speech	15%	7%
My family think it'd be a good choice	9%	9%
There are advancement opportunities in field	7%	34%
Ability for work-life balance in jobs in the field	4%	15%
Opportunities to be original and creative/innovative	3%	13%
Following in familial footsteps	3%	3%
Ability to work with or develop cutting-edge technology	1%	10%

Source: Association of American Law Schools, "Before the JD: Undergraduate Views on Law School," 2018

When Students Enter Law School

	All first-year law students	LSAT 165+	LSAT 157-164	LSAT 156 or less	Asian	Black	Hispanic	White
Immediately after completing undergraduate degree	35%	26%	35%	42%	27%	29%	31%	36%
Took time off between undergraduate degree and law school	65%	74%	65%	58%	73%	71%	69%	64%

Source: Association of American Law Schools, "Before the JD: Undergraduate Views on Law School," 2018

How Long Students Delayed Law School After Undergraduate Degree (among students who delayed law school)

	All first-year law students	LSAT 165+	LSAT 157-164	LSAT 156 or less	Asian	Black	Hispanic
One year or less	25%	23%	24%	33%	19%	34%	29%
2 years	21%	25%	23%	17%	24%	21%	27%
3 yearsw	13%	19%	12%	10%	17%	10%	20%
4-5 years	18%	19%	20%	15%	17%	14%	11%
6-10 years	13%	10%	15%	11%	13%	13%	11%
More than 10 years	9%	3%	6%	15%	10%	8%	3%

Source: Association of American Law Schools, "Before the JD: Undergraduate Views on Law School," 2018

Bar Exam Passage Rates, by State and Total: 2009-2018

	Bar Passage Type	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Alabama	Overall	65%	67%	65%	64%	64%	62%	54%	53%	52%	46%
Alabama	First-Time	77%	78%	77%	76%	78%	79%	71%	70%	70%	70%
Alaska	Overall	58%	71%	59%	67%	66%	66%	62%	61%	53%	59%
Alaska	First-Time	72%	81%	71%	78%	80%	78%	76%	71%	62%	70%
Arizona	Overall	73%	73%	70%	75%	73%	67%	57%	51%	50%	53%
Arizona	First-Time	80%	81%	76%	80%	78%	73%	66%	63%	64%	69%
Arkansas	Overall	67%	65%	71%	68%	65%	63%	65%	57%	63%	53%
Arkansas	First-Time	74%	72%	84%	76%	76%	76%	77%	69%	77%	70%
California	Overall	49%	49%	51%	51%	51%	47%	44%	40%	44%	36%
California	First-Time	66%	65%	67%	65%	65%	60%	57%	54%	58%	52%
Colorado	Overall	74%	74%	79%	77%	76%	74%	69%	69%	69%	64%
Colorado	First-Time	85%	83%	86%	84%	82%	78%	76%	76%	75%	73%
Connecticut	Overall	75%	71%	71%	73%	73%	75%	72%	67%	64%	49%
Connecticut	First-Time	83%	81%	82%	82%	81%	86%	82%	77%	76%	63%
Delaware	Overall	63%	66%	67%	63%	72%	63%	66%	66%	69%	60%
Delaware	First-Time	71%	72%	73%	69%	78%	69%	73%	69%	76%	68%
District of Columbia	Overall	49%	41%	48%	51%	47%	40%	42%	57%	64%	62%
District of Columbia	First-Time	65%	60%	69%	68%	61%	57%	55%	68%	70%	67%
Florida	Overall	68%	69%	72%	71%	70%	65%	59%	54%	55%	51%
Florida	First-Time	78%	78%	80%	79%	78%	72%	68%	66%	68%	65%
Georgia	Overall	76%	75%	76%	75%	76%	71%	64%	62%	58%	53%
Georgia	First-Time	86%	84%	85%	84%	85%	80%	76%	71%	72%	70%
Hawaii	Overall	76%	68%	75%	68%	73%	67%	66%	71%	68%	68%
Hawaii	First-Time	86%	77%	83%	75%	81%	74%	76%	79%	76%	80%
Idaho	Overall	81%	78%	79%	80%	79%	68%	69%	72%	74%	67%
Idaho	First-Time	86%	83%	85%	86%	83%	73%	72%	79%	79%	75%
Illinois	Overall	84%	84%	83%	81%	82%	79%	74%	69%	69%	66%
Illinois	First-Time	91%	89%	89%	87%	88%	85%	80%	77%	79%	76%
Indiana	Overall	75%	75%	74%	72%	74%	69%	71%	61%	61%	60%
Indiana	First-Time	83%	81%	83%	79%	83%	79%	79%	70%	73%	73%
Iowa	Overall	88%	87%	84%	88%	88%	83%	82%	68%	78%	74%
Iowa	First-Time	93%	91%	90%	92%	93%	84%	89%	74%	86%	84%
Kansas	Overall	82%	84%	86%	84%	85%	82%	78%	72%	75%	66%
Kansas	First-Time	86%	90%	89%	89%	89%	86%	82%	77%	82%	75%
Kentucky	Overall	77%	77%	80%	76%	75%	76%	71%	70%	61%	63%
Kentucky	First-Time	86%	82%	86%	82%	81%	81%	76%	74%	69%	74%
Louisiana	Overall	69%	61%	66%	59%	50%	62%	63%	65%	68%	66%
Louisiana	First-Time	72%	65%	70%	63%	58%	69%	68%	72%	77%	75%
Maine	Overall	77%	88%	68%	68%	76%	71%	61%	68%	63%	55%
Maine	First-Time	82%	89%	73%	73%	81%	76%	69%	76%	74%	66%
Maryland	Overall	69%	71%	74%	71%	73%	69%	58%	60%	55%	51%
Maryland	First-Time	78%	80%	81%	78%	80%	76%	65%	70%	66%	65%
Massachusetts	Overall	79%	81%	80%	77%	78%	73%	68%	65%	64%	62%
Massachusetts	First-Time	87%	88%	87%	83%	85%	81%	77%	76%	77%	76%
Michigan	Overall	81%	80%	76%	58%	62%	64%	61%	65%	64%	63%
Michigan	First-Time	89%	85%	82%	64%	69%	72%	72%	75%	75%	74%
Minnesota	Overall	85%	86%	88%	85%	85%	79%	73%	71%	68%	69%
Minnesota	First-Time	90%	92%	93%	91%	90%	84%	81%	79%	80%	78%
Mississippi	Overall	78%	76%	73%	73%	77%	79%	75%	69%	52%	48%
Mississippi	First-Time	85%	80%	81%	81%	85%	87%	84%	75%	64%	62%
Missouri	Overall	87%	86%	89%	89%	87%	84%	83%	78%	79%	72%
Missouri	First-Time	91%	90%	93%	92%	90%	87%	87%	83%	86%	82%
Montana	Overall	87%	89%	90%	91%	85%	65%	66%	74%	77%	74%
Montana	First-Time	89%	93%	91%	93%	89%	70%	70%	80%	83%	72%
Nebraska	Overall	78%	81%	78%	73%	74%	70%	76%	77%	74%	70%
Nebraska	First-Time	88%	90%	83%	83%	77%	77%	82%	83%	82%	78%
Nevada	Overall	60%	59%	65%	64%	61%	57%	60%	52%	59%	54%
Nevada	First-Time	73%	73%	76%	73%	73%	68%	71%	60%	71%	68%

Source:
National Conference
of Bar Examiners

Bar Exam Passage Rates, by State and Total: 2009-2018 (continued...)

	Bar Passage Type	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
New Hampshire	Overall	84%	80%	78%	82%	71%	81%	67%	68%	68%	46%
New Hampshire	First-Time	85%	82%	81%	84%	75%	86%	70%	72%	75%	56%
New Jersey	Overall	77%	76%	77%	71%	75%	71%	65%	58%	58%	54%
New Jersey	First-Time	84%	82%	84%	78%	79%	76%	71%	67%	70%	70%
New Mexico	Overall	84%	81%	82%	84%	83%	83%	75%	66%	77%	68%
New Mexico	First-Time	91%	88%	88%	89%	91%	88%	82%	73%	86%	73%
New York	Overall	65%	65%	64%	61%	64%	60%	56%	57%	61%	56%
New York	First-Time	77%	76%	76%	74%	76%	73%	68%	71%	76%	71%
North Carolina	Overall	67%	68%	70%	65%	59%	60%	53%	52%	52%	47%
North Carolina	First-Time	77%	78%	80%	75%	69%	69%	65%	62%	65%	65%
North Dakota	Overall	80%	78%	83%	78%	72%	63%	64%	58%	54%	58%
North Dakota	First-Time	87%	84%	85%	81%	80%	65%	80%	73%	71%	75%
Ohio	Overall	76%	78%	79%	76%	79%	73%	71%	67%	65%	65%
Ohio	First-Time	86%	86%	86%	84%	86%	81%	78%	75%	75%	77%
Oklahoma	Overall	80%	82%	83%	80%	81%	76%	68%	68%	81%	72%
Oklahoma	First-Time	87%	89%	88%	84%	86%	84%	75%	77%	87%	80%
Oregon	Overall	69%	68%	68%	72%	73%	65%	61%	58%	75%	70%
Oregon	First-Time	77%	75%	78%	81%	80%	73%	68%	64%	82%	76%
Pennsylvania	Overall	76%	74%	77%	73%	73%	71%	66%	66%	68%	66%
Pennsylvania	First-Time	86%	83%	85%	82%	81%	81%	77%	75%	80%	77%
Rhode Island	Overall	74%	74%	69%	78%	71%	73%	63%	58%	58%	54%
Rhode Island	First-Time	78%	79%	74%	83%	76%	77%	69%	65%	65%	63%
South Carolina	Overall	72%	73%	73%	67%	75%	68%	69%	63%	65%	60%
South Carolina	First-Time	78%	80%	77%	73%	79%	73%	73%	71%	72%	72%
South Dakota	Overall	83%	94%	94%	83%	87%	72%	56%	50%	58%	56%
South Dakota	First-Time	90%	99%	94%	86%	91%	75%	70%	55%	68%	78%
Tennessee	Overall	68%	70%	69%	68%	73%	66%	61%	59%	60%	56%
Tennessee	First-Time	77%	79%	77%	73%	82%	72%	72%	72%	74%	74%
Texas	Overall	78%	76%	80%	75%	80%	70%	65%	66%	65%	59%
Texas	First-Time	85%	83%	86%	82%	85%	77%	71%	75%	75%	71%
Utah	Overall	83%	82%	84%	77%	82%	80%	76%	71%	76%	74%
Utah	First-Time	89%	89%	88%	82%	87%	87%	79%	78%	83%	84%
Vermont	Overall	61%	76%	68%	65%	76%	67%	50%	65%	59%	68%
Vermont	First-Time	68%	87%	71%	69%	83%	75%	57%	68%	69%	77%
Virginia	Overall	69%	70%	72%	69%	71%	66%	68%	68%	66%	66%
Virginia	First-Time	76%	77%	79%	77%	77%	72%	74%	75%	76%	76%
Washington	Overall	67%	71%	66%	64%	76%	76%	73%	67%	68%	63%
Washington	First-Time	69%	70%	67%	66%	82%	80%	79%	74%	74%	73%
West Virginia	Overall	73%	65%	74%	72%	68%	73%	68%	63%	65%	60%
West Virginia	First-Time	81%	75%	83%	82%	76%	82%	78%	73%	75%	69%
Wisconsin	Overall	89%	90%	84%	83%	83%	74%	68%	61%	69%	63%
Wisconsin	First-Time	93%	92%	88%	86%	88%	81%	77%	70%	77%	71%
Wyoming	Overall	75%	71%	62%	53%	81%	72%	74%	70%	63%	69%
Wyoming	First-Time	79%	75%	62%	60%	84%	78%	77%	72%	73%	75%
Guam	Overall	52%	80%	67%	57%	63%	68%	50%	58%	72%	50%
Guam	First-Time	60%	90%	81%	60%	64%	77%	56%	83%	85%	50%
N. Mariana Islands	Overall	100%	63%	83%	100%	92%	88%	100%	100%	67%	83%
N. Mariana Islands	First-Time	100%	57%	100%	100%	92%	88%	100%	100%	67%	80%
Palau	Overall	17%	57%	25%	30%	63%	18%	8%		10%	44%
Palau	First-Time	17%	67%		38%	67%	15%	20%		25%	40%
Puerto Rico	Overall	41%	42%	44%	36%	40%	39%	34%	36%	35%	36%
Puerto Rico	First-Time	48%	50%	50%	45%	45%	45%	38%	39%	40%	38%
Virgin Islands	Overall	65%	71%	49%	64%	61%	73%	74%	58%	50%	68%
Virgin Islands	First-Time	70%	77%	52%	70%	70%	77%	76%	57%	52%	77%
Averages for All Jurisdictions	Overall	68%	68%	69%	67%	68%	64%	59%	58%	59%	54%
Averages for All Jurisdictions	First-Time	79%	79%	79%	77%	78%	74%	70%	69%	72%	69%

Source:
National Conference
of Bar Examiners

Bar Exam Passage Rates, by State and Type of Education: 2018

Jurisdiction	Legal Education	Taking	Passing	% Passing
Alabama	ABA-Approved Law School	491	328	67%
Alabama	Non-ABA-Approved Law School	346	62	18%
Alabama	Law School Outside the USA	4	1	25%
Alabama	Law Office Study	—	—	—
Alaska	ABA-Approved Law School	80	48	60%
Alaska	Non-ABA-Approved Law School	—	—	—
Alaska	Law School Outside the USA	2	0	—
Alaska	Law Office Study	—	—	—
Arizona	ABA-Approved Law School	956	503	53%
Arizona	Non-ABA-Approved Law School	1	0	—
Arizona	Law School Outside the USA	4	2	50%
Arizona	Law Office Study	—	—	—
Arkansas	ABA-Approved Law School	308	164	53%
Arkansas	Non-ABA-Approved Law School	—	—	—
Arkansas	Law School Outside the USA	—	—	—
Arkansas	Law Office Study	—	—	—
California	ABA-Approved Law School	7,930*	3,593*	45%
California	Non-ABA-Approved Law School	2,178*	240*	11%
California	Law School Outside the USA	1,716	242	14%
California	Law Office Study	†	†	—
Colorado	ABA-Approved Law School	1,069	693	65%
Colorado	Non-ABA-Approved Law School	—	—	—
Colorado	Law School Outside the USA	12	3	25%
Colorado	Law Office Study	—	—	—
Connecticut	ABA-Approved Law School	480	249	52%
Connecticut	Non-ABA-Approved Law School	19	—	—
Connecticut	Law School Outside the USA	23	5	22%
Connecticut	Law Office Study	—	—	—
Delaware	ABA-Approved Law School	172	104	60%
Delaware	Non-ABA-Approved Law School	—	—	—
Delaware	Law School Outside the USA	—	—	—
Delaware	Law Office Study	—	—	—
District of Columbia	ABA-Approved Law School	2,095	1,376	66%
District of Columbia	Non-ABA-Approved Law School	7	1	14%
District of Columbia	Law School Outside the USA	223	58	26%
District of Columbia	Law Office Study	—	—	—
Florida	ABA-Approved Law School	4,203	2,165	52%
Florida	Non-ABA-Approved Law School	1	0	—
Florida	Law School Outside the USA	—	—	—
Florida	Law Office Study	—	—	—
Georgia	ABA-Approved Law School	1,573	869	55%
Georgia	Non-ABA-Approved Law School	20	1	5%
Georgia	Law School Outside the USA	59	8	14%
Georgia	Law Office Study	—	—	—
Hawaii	ABA-Approved Law School	256	174	68%
Hawaii	Non-ABA-Approved Law School	—	—	—
Hawaii	Law School Outside the USA	—	—	—
Hawaii	Law Office Study	—	—	—
Idaho	ABA-Approved Law School	172	116	67%

Jurisdiction	Legal Education	Taking	Passing	% Passing
Idaho	Non-ABA-Approved Law School	—	—	—
Idaho	Law School Outside the USA	—	—	—
Idaho	Law Office Study	—	—	—
Illinois	ABA-Approved Law School	2,603	1,743	67%
Illinois	Non-ABA-Approved Law School	—	—	—
Illinois	Law School Outside the USA	79	15	19%
Illinois	Law Office Study	—	—	—
Indiana	ABA-Approved Law School	723	432	60%
Indiana	Non-ABA-Approved Law School	—	—	—
Indiana	Law School Outside the USA	—	—	—
Indiana	Law Office Study	—	—	—
Iowa	ABA-Approved Law School	249	184	74%
Iowa	Non-ABA-Approved Law School	—	—	—
Iowa	Law School Outside the USA	1	1	100%
Iowa	Law Office Study	—	—	—
Kansas	ABA-Approved Law School	148	97	66%
Kansas	Non-ABA-Approved Law School	—	—	—
Kansas	Law School Outside the USA	—	—	—
Kansas	Law Office Study	—	—	—
Kentucky	ABA-Approved Law School	499	315	63%
Kentucky	Non-ABA-Approved Law School	—	—	—
Kentucky	Law School Outside the USA	—	—	—
Kentucky	Law Office Study	—	—	—
Louisiana	ABA-Approved Law School	775	519	67%
Louisiana	Non-ABA-Approved Law School	—	—	—
Louisiana	Law School Outside the USA	15	5	33%
Louisiana	Law Office Study	—	—	—
Maine	ABA-Approved Law School	158	88	56%
Maine	Non-ABA-Approved Law School	4	1	25%
Maine	Law School Outside the USA	—	—	—
Maine	Law Office Study	—	—	—
Maryland	ABA-Approved Law School	1,226	637	52%
Maryland	Non-ABA-Approved Law School	—	—	—
Maryland	Law School Outside the USA	27	6	22%
Maryland	Law Office Study	—	—	—
Massachusetts	ABA-Approved Law School	1,566	1,083	69%
Massachusetts	Non-ABA-Approved Law School	223	44	20%
Massachusetts	Law School Outside the USA	63	14	22%
Massachusetts	Law Office Study	—	—	—
Michigan	ABA-Approved Law School	1,070	677	63%
Michigan	Non-ABA-Approved Law School	—	—	—
Michigan	Law School Outside the USA	—	—	—
Michigan	Law Office Study	—	—	—
Minnesota	ABA-Approved Law School	798	551	69%
Minnesota	Non-ABA-Approved Law School	—	—	—
Minnesota	Law School Outside the USA	—	—	—
Minnesota	Law Office Study	—	—	—
Mississippi	ABA-Approved Law School	269	129	48%
Mississippi	Non-ABA-Approved Law School	—	—	—

Bar Exam Passage Rates, by State and Type of Education: 2018 (continued...)

Jurisdiction	Legal Education	Taking	Passing	% Passing
Mississippi	Law School Outside the USA	—	—	—
Mississippi	Law Office Study	—	—	—
Missouri	ABA-Approved Law School	873	637	73%
Missouri	Non-ABA-Approved Law School	—	—	—
Missouri	Law School Outside the USA	10	1	10%
Missouri	Law Office Study	—	—	—
Montana	ABA-Approved Law School	117	86	74%
Montana	Non-ABA-Approved Law School	—	—	—
Montana	Law School Outside the USA	—	—	—
Montana	Law Office Study	—	—	—
Nebraska	ABA-Approved Law School	195	136	70%
Nebraska	Non-ABA-Approved Law School	—	—	—
Nebraska	Law School Outside the USA	—	—	—
Nebraska	Law Office Study	—	—	—
Nevada	ABA-Approved Law School	488	272	56%
Nevada	Non-ABA-Approved Law School	—	—	—
Nevada	Law School Outside the USA	12	0	—
Nevada	Law Office Study	—	—	—
New Hampshire	ABA-Approved Law School	200	92	46%
New Hampshire	Non-ABA-Approved Law School	3	1	33%
New Hampshire	Law School Outside the USA	2	1	50%
New Hampshire	Law Office Study	—	—	—
New Jersey	ABA-Approved Law School	1,446	778	54%
New Jersey	Non-ABA-Approved Law School	—	—	—
New Jersey	Law School Outside the USA	—	—	—
New Jersey	Law Office Study	—	—	—
New Mexico	ABA-Approved Law School	299	204	68%
New Mexico	Non-ABA-Approved Law School	1	1	100%
New Mexico	Law School Outside the USA	—	—	—
New Mexico	Law Office Study	—	—	—
New York	ABA-Approved Law School	8,563	5,751	67%
New York	Non-ABA-Approved Law School	4	1	25%
New York	Law School Outside the USA	4,864	1,763	36%
New York	Law Office Study	7	1	14%
North Carolina	ABA-Approved Law School	1,198	565	47%
North Carolina	Non-ABA-Approved Law School	4	2	50%
North Carolina	Law School Outside the USA	—	—	—
North Carolina	Law Office Study	—	—	—
North Dakota	ABA-Approved Law School	84	49	58%
North Dakota	Non-ABA-Approved Law School	—	—	—
North Dakota	Law School Outside the USA	—	—	—
North Dakota	Law Office Study	—	—	—
Ohio	ABA-Approved Law School	1,224	796	65%
Ohio	Non-ABA-Approved Law School	—	—	—
Ohio	Law School Outside the USA	13	2	15%
Ohio	Law Office Study	—	—	—
Oklahoma	ABA-Approved Law School	363	261	72%
Oklahoma	Non-ABA-Approved Law School	—	—	—
Oklahoma	Law School Outside the USA	—	—	—

Jurisdiction	Legal Education	Taking	Passing	% Passing
Oklahoma	Law Office Study	—	—	—
Oregon	ABA-Approved Law School	607	426	70%
Oregon	Non-ABA-Approved Law School	4	3	75%
Oregon	Law School Outside the USA	11	4	36%
Oregon	Law Office Study	—	—	—
Pennsylvania	ABA-Approved Law School	1,800	1,186	66%
Pennsylvania	Non-ABA-Approved Law School	—	—	—
Pennsylvania	Law School Outside the USA	8	1	13%
Pennsylvania	Law Office Study	—	—	—
Rhode Island	ABA-Approved Law School	115	62	54%
Rhode Island	Non-ABA-Approved Law School	—	—	—
Rhode Island	Law School Outside the USA	—	—	—
Rhode Island	Law Office Study	—	—	—
South Carolina	ABA-Approved Law School	653	395	60%
South Carolina	Non-ABA-Approved Law School	—	—	—
South Carolina	Law School Outside the USA	—	—	—
South Carolina	Law Office Study	—	—	—
South Dakota	ABA-Approved Law School	116	64	55%
South Dakota	Non-ABA-Approved Law School	—	—	—
South Dakota	Law School Outside the USA	1	1	100%
South Dakota	Law Office Study	—	—	—
Tennessee	ABA-Approved Law School	708	447	63%
Tennessee	Non-ABA-Approved Law School	190	56	29%
Tennessee	Law School Outside the USA	2	1	50%
Tennessee	Law Office Study	—	—	—
Texas	ABA-Approved Law School	3,788	2,333	62%
Texas	Non-ABA-Approved Law School	5	3	60%
Texas	Law School Outside the USA	275	67	24%
Texas	Law Office Study	—	—	—
Utah	ABA-Approved Law School	357	265	74%
Utah	Non-ABA-Approved Law School	—	—	—
Utah	Law School Outside the USA	1	1	100%
Utah	Law Office Study	—	—	—
Vermont	ABA-Approved Law School	104	73	70%
Vermont	Non-ABA-Approved Law School	—	—	—
Vermont	Law School Outside the USA	1	0	—
Vermont	Law Office Study	12	7	58%
Virginia	ABA-Approved Law School	1,096	727	66%
Virginia	Non-ABA-Approved Law School	—	—	—
Virginia	Law School Outside the USA	1	1	100%
Virginia	Law Office Study	7	3	43%
Washington	ABA-Approved Law School	873	594	68%
Washington	Non-ABA-Approved Law School	14	1	7%
Washington	Law School Outside the USA	91	24	26%
Washington	Law Office Study	28	10	36%
West Virginia	ABA-Approved Law School	249	149	60%
West Virginia	Non-ABA-Approved Law School	—	—	—
West Virginia	Law School Outside the USA	—	—	—

Bar Exam Passage Rates, by State and Type of Education: 2018 (continued...)

Jurisdiction	Legal Education	Taking	Passing	% Passing
West Virginia	Law Office Study	—	—	—
Wisconsin	ABA-Approved Law School	166	116	70%
Wisconsin	Non-ABA-Approved Law School	5	5	100%
Wisconsin	Law School Outside the USA	31	7	23%
Wisconsin	Law Office Study	—	—	—
Wyoming	ABA-Approved Law School	84	58	69%
Wyoming	Non-ABA-Approved Law School	—	—	—
Wyoming	Law School Outside the USA	—	—	—
Wyoming	Law Office Study	—	—	—
Guam	ABA-Approved Law School	12	6	50%
Guam	Non-ABA-Approved Law School	—	—	—
Guam	Law School Outside the USA	—	—	—
Guam	Law Office Study	—	—	—
N. Mariana Islands	ABA-Approved Law School	6	5	83%
N. Mariana Islands	Non-ABA-Approved Law School	—	—	—
N. Mariana Islands	Law School Outside the USA	—	—	—
N. Mariana Islands	Law Office Study	—	—	—
Palau	ABA-Approved Law School	5	4	80%
Palau	Non-ABA-Approved Law School	—	—	—
Palau	Law School Outside the USA	4	0	—
Palau	Law Office Study	—	—	—
Puerto Rico	ABA-Approved Law School	930	330	35%
Puerto Rico	Non-ABA-Approved Law School	5	2	40%
Puerto Rico	Law School Outside the USA	—	—	—
Puerto Rico	Law Office Study	—	—	—
Virgin Islands	ABA-Approved Law School	19	13	68%
Virgin Islands	Non-ABA-Approved Law School	—	—	—
Virgin Islands	Law School Outside the USA	—	—	—
Virgin Islands	Law Office Study	—	—	—
Total for All Jurisdictions	ABA-Approved Law School	56,607	33,717	60%
Total for All Jurisdictions	Non-ABA-Approved Law School	3,034	424	14%
Total for All Jurisdictions	Law School Outside the USA	7,555	2,234	30%
Total for All Jurisdictions	Law Office Study	54	21	39%

Source: National Conference of Bar Examiners

* California does not recognize U.S. attorneys taking the General Bar Examination as being from either ABA-approved or non-ABA-approved law schools. This number of applicants (875 taking, 484 passing) is therefore omitted from either category. California's "U.S. Attorneys Taking the General Bar Exam" category is composed of attorneys admitted in other jurisdictions less than four years who must take, and those admitted four or more years who have elected to take, the General Bar Examination. Applicants under California's four-year qualification rule who did not earn J.D. degrees (62 taking, 1 passing) are not included in either the ABA-approved or non-ABA-approved category. California's four-year qualification rule allows applicants to take the General Bar Examination through a combination of four years of law study without graduating from a law school.

† California did not report 2018 data for persons taking and passing the General Bar Examination with education obtained by law office study. (As of 2016, California no longer reports statistics for categories with fewer than 11 takers.)

Law School Graduate Employment Outcomes 10 Months After Graduation: 2012-2018

	Law Firms	Business	Government	Unemployed	Clerkship	Public Interest	Solo	Education
2012	39.3%	14.9%	10.0%	10.6%	7.3%	5.9%	2.3%	2.2%
2013	39.6%	15.2%	10.6%	11.2%	7.4%	4.8%	2.3%	2.1%
2014	40.7%	15.3%	11.6%	9.8%	7.7%	5.0%	2.1%	1.8%
2015	40.7%	14.6%	11.6%	9.7%	8.4%	4.7%	1.7%	1.6%
2016	44.1%	13.5%	12.0%	8.8%	8.9%	4.4%	1.4%	1.6%
2017	45.9%	12.2%	12.0%	7.9%	9.3%	4.7%	1.3%	1.4%
2018	46.6%	11.5%	12.1%	7.3%	9.8%	4.9%	1.1%	1.4%

Source: ABA Section of legal Education and Admissions to the Bar

Loan Balances for Law School Graduates and Other Doctoral Degree Graduates: 2000-2016

	2000-2004	2005-2009	2010-2014	2015-2016	2017-2018	2019-2020
9777	10477	10477	189477	188477	19477	10477
977	10477	10477	18477	189477	187477	19477
977	10477	10477	18477	189477	187477	1878477
9789	10477	1877477	18477	18477	18477	189477
978	10477	1888477	19477	1979477	18477	189477

Source: National Center for Education Statistics, Trends in Student Loan Debt for Graduate School Completers, May 2018

Law School Student Debt by Race: 2016

	Average	Median
White	\$100,510	\$94,464
Black	\$198,760	\$206,700
Hispanic	\$149,573	\$167,408
Total	\$120,406	\$111,914

Source: AccessLex Legal Education Data Deck, October 2018
Note: For Asian students, available data could not provide a reliable estimate

Federal Judges: Race and Ethnicity: 1940-2019

	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959
African American						1	1	1	1	1	2	2	2	2	2	2	2	3	3	3
African American/Hispanic																				
African American/White																				
American Indian																				
Asian American																				
Asian American/Hispanic																				
Asian American/Pacific Islander																				
Asian American/White																				
Hispanic																				
Hispanic/White																				
Pacific Islander/White																				
White	298	310	308	313	311	317	315	316	311	318	340	342	338	334	360	371	382	392	394	404
TOTAL	298	310	308	313	311	318	316	317	312	319	342	344	340	336	362	373	384	395	397	407
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.3%	0.3%	0.3%	0.3%	0.6%	0.6%	0.6%	0.6%	0.6%	0.5%	0.5%	0.8%	0.8%	0.7%

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
African American	3	5	6	5	7	8	10	13	13	15	15	17	18	18	20	20	22	21	26	41	53	53	53	52	53	55
African American/Hispanic																										
African American/White																										
American Indian																				1	1	1	1	1	1	1
Asian American												1	2	2	2	3	4	5	5	4	5	5	6	6	6	6
Asian American/Hispanic																										
Asian American/Pacific Islander																						1				
Asian American/White																										
Hispanic		1	1	1	1	1	2	4	4	4	5	5	6	6	7	6	6	6	8	14	21	20	22	24	26	30
Hispanic/White																										
Pacific Islander/White														1	1	1	1	1	1	1	1	1	1	1	1	1
White	405	440	483	483	481	489	521	538	551	558	599	642	654	653	666	652	654	659	669	749	770	792	812	827	845	897
TOTAL	408	446	490	489	489	498	533	555	568	577	619	665	681	680	696	682	687	692	709	810	851	873	895	911	932	990
% Minority	0.7%	1.3%	1.4%	1.2%	1.6%	1.8%	2.3%	3.1%	3.0%	3.3%	3.2%	3.5%	4.0%	4.0%	4.3%	4.4%	4.8%	4.8%	5.6%	7.5%	9.5%	9.3%	9.3%	9.2%	9.3%	9.4%

	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
African American	55	55	58	55	56	62	65	71	90	95	96	99	108	109	109	109	112	115	115	115	115	114	113	113
African American/Hispanic																								
African American/White																								
American Indian	1	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	1	1	1	1	1	1	1	1
Asian American	6	6	6	6	6	6	6	6	7	8	6	7	8	8	8	8	8	9	9	8	8	9	11	12
Asian American/Hispanic																								
Asian American/Pacific Islander																								
Asian American/White																								
Hispanic	30	30	32	31	30	31	35	35	43	45	45	43	45	49	52	53	55	61	69	67	69	71	72	72
Hispanic/White																								
Pacific Islander/White	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
White	921	935	950	935	960	976	1,007	1,004	1,046	1,071	1,056	1,059	1,086	1,078	1,080	1,075	1,108	1,133	1,132	1,119	1,124	1,132	1,132	1,110
TOTAL	1014	1028	1046	1029	1054	1077	1115	1118	1189	1222	1206	1211	1250	1247	1252	1248	1285	1320	1327	1311	1318	1328	1330	1309
% Minority	9.2%	9.0%	9.2%	9.1%	8.9%	9.4%	9.7%	10.2%	12.0%	12.4%	12.4%	12.6%	13.1%	13.6%	13.7%	13.9%	13.8%	14.2%	14.7%	14.6%	14.7%	14.8%	14.9%	15.2%

	2010	2011	2012	2013	2014	2015	2016	2017	2019
African American	122	124	128	133	147	147	148	146	135
African American/Hispanic				2	2	2	2	2	2
African American/White					1	1	1	1	1
American Indian	1	1	1	1	2	2	2	2	2
Asian American	15	16	19	22	26	26	27	27	33
Asian American/Hispanic		1	1	1	1	1	1	1	1
Asian American/Pacific Islander				1	1	1	1	1	1
Asian American/White					1	1	1	1	1
Hispanic	74	83	86	89	93	93	90	88	90
Hispanic/White					1	1	2	2	2
Pacific Islander/White	1								0
White	1,111	1,123	1,117	1,119	1,147	1,123	1,093	1,070	1,077
TOTAL	1324	1348	1352	1368	1422	1398	1368	1341	1345
% Minority	16.1%	16.7%	17.4%	18.2%	19.3%	19.7%	20.1%	20.2%	19.9%

* As of July 1, 2019

Source: Federal Judicial Center

Federal Judges: Race, Ethnicity by Year Confirmed: 1940-2019

	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959
African American						1				1								1		
African American/Hispanic																				
African American/White																				
American Indian																				
Asian American																				
Asian American/Hispanic																				
Asian American/Pacific Islander																				
Asian American/White																				
Hispanic																				
Hispanic/White																				
Pacific Islander/White																				
White	21	20	14	12	9	19	16	12	5	41	14	16	3	15	37	26	16	18	15	25
TOTAL	21	20	14	12	9	20	16	12	5	42	14	16	3	15	37	26	16	19	15	25
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984
African American		3			2	1	3	2		2		2	1		2		2		6	16	12				1
African American/Hispanic																									
African American/White																									
American Indian																			1						
Asian American												1	1			1	1	1		1		1			
Asian American/Hispanic																									
Asian American/Pacific Islander																					1				
Asian American/White																									
Hispanic		1					1	2			1		1		1				2	6	7		2	3	2
Hispanic/White																									
Pacific Islander/White													1												
White	13	67	35	13	18	25	50	29	27	19	59	60	27	19	28	13	23	26	23	102	43	37	38	29	37
TOTAL	13	71	35	13	20	26	54	33	27	21	60	63	31	19	31	14	26	27	31	125	63	38	41	32	40
% Minority	0.0%	5.6%	0.0%	0.0%	10.0%	3.8%	7.4%	12.1%	0.0%	9.5%	1.7%	4.8%	12.9%	0.0%	9.7%	7.1%	11.5%	3.7%	25.8%	18.4%	31.7%	2.6%	7.3%	9.4%	7.5%

	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
African American	2	1		2		2	6	3	6	24	5	2	4	11	3	5	2	5	4	2	1	2	3	3	2
African American/Hispanic																									
African American/White																									
American Indian										1															
Asian American			1						1	1			1	1					1				1	2	1
Asian American/Hispanic																									
Asian American/Pacific Islander																									
Asian American/White																									
Hispanic	4			2		1	1	4	1	8	2	1		2	4	3	1	5	7	8	1	3	2	2	
Hispanic/White																									
Pacific Islander/White																									
White	72	42	37	34	11	47	43	51	19	60	45	17	28	47	25	30	22	57	56	24	13	30	30	23	3
TOTAL	78	43	38	38	11	50	50	58	26	94	53	20	33	61	32	38	25	67	68	34	15	35	36	30	6
% Minority	7.7%	2.3%	2.6%	10.5%	0.0%	6.0%	14.0%	12.1%	26.9%	36.2%	15.1%	15.0%	15.2%	23.0%	21.9%	21.1%	12.0%	14.9%	17.6%	29.4%	13.3%	14.3%	16.7%	23.3%	50.0%

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	* As of July 1, 2019
African American	12	6	7	8	15	3	2		1	2	
African American/Hispanic				2							
African American/White					1						
American Indian					1						
Asian American	4	1	3	3	4		1		3	3	
Asian American/Hispanic		1									
Asian American/Pacific Islander				1							
Asian American/White					1						
Hispanic	3	9	4	5	5	2			1	4	
Hispanic/White					1		1				
Pacific Islander/White											
White	27	39	32	29	57	6	6	13	60	29	
TOTAL	46	56	46	48	85	11	10	13	65	38	
% Minority	41.3%	30.4%	30.4%	39.6%	32.9%	45.5%	40.0%	0.0%	7.7%	23.7%	

Source: Federal Judicial Center

Gender of Federal Judges: 1920-2019

	1920	1921	1922	1923	1924	1925	1926	1927	1928	1929	1930	1931	1932	1933	1934	1935	1936	1937
Female									1	1	1	1	1	1	2	2	2	2
Male	164	168	175	186	194	199	202	205	216	235	234	235	237	239	238	246	249	268
TOTAL	164	168	175	186	194	199	202	205	217	236	235	236	238	240	240	248	251	270
% Female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.4%	0.4%	0.4%	0.4%	0.4%	0.8%	0.8%	0.8%	0.7%

	1938	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955
Female	2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	3	2	3
Male	266	285	296	308	306	311	309	316	314	315	310	317	339	341	337	333	360	370
TOTAL	268	287	298	310	308	313	311	318	316	317	312	319	342	344	340	336	362	373
% Female	0.7%	0.7%	0.7%	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%	0.9%	0.9%	0.9%	0.9%	0.6%	0.8%

	1956	1957	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973
Female	3	3	3	3	3	3	4	4	4	4	5	4	6	6	7	7	7	7
Male	381	392	394	404	405	443	486	485	485	494	528	551	562	571	612	658	674	673
TOTAL	384	395	397	407	408	446	490	489	489	498	533	555	568	577	619	665	681	680
% Female	0.8%	0.8%	0.8%	0.7%	0.7%	0.7%	0.8%	0.8%	0.8%	0.8%	0.9%	0.7%	1.1%	1.0%	1.1%	1.1%	1.0%	1.0%

	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
Female	7	7	8	9	13	35	46	48	50	56	59	65	68	69	71	71	74	82
Male	689	675	679	683	696	775	805	825	845	855	873	925	946	959	975	958	980	995
TOTAL	696	682	687	692	709	810	851	873	895	911	932	990	1014	1028	1046	1029	1054	1077
% Female	1.0%	1.0%	1.2%	1.3%	1.8%	4.3%	5.4%	5.5%	5.6%	6.1%	6.3%	6.6%	6.7%	6.7%	6.8%	6.9%	7.0%	7.6%

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Female	98	108	136	150	155	158	177	186	193	199	208	219	228	230	233	243	248	252
Male	1,017	1,010	1,053	1,072	1,051	1,053	1,073	1,061	1,059	1,049	1,077	1,101	1,099	1,081	1,085	1,085	1,082	1,057
TOTAL	1115	1118	1189	1222	1206	1211	1250	1247	1252	1248	1285	1320	1327	1311	1318	1328	1330	1309
% Female	8.8%	9.7%	11.4%	12.3%	12.9%	13.0%	14.2%	14.9%	15.4%	15.9%	16.2%	16.6%	17.2%	17.5%	17.7%	18.3%	18.6%	19.3%

	2010	2011	2012	2013	2014	2015	2016	2017	2019	* As of July 1, 2019
Female	275	294	303	322	351	353	354	354	363	
Male	1,049	1,054	1,049	1,046	1,071	1,045	1,014	987	982	
TOTAL	1324	1348	1352	1368	1422	1398	1368	1341	1345	
% Female	20.8%	21.8%	22.4%	23.5%	24.7%	25.3%	25.9%	26.4%	27.0%	

Source: Federal Judicial Center

Federal Judges by Gender by Year Confirmed: 1920-2019

	1920	1921	1922	1923	1924	1925	1926	1927	1928	1929	1930	1931	1932	1933	1934	1935	1936	1937
Female									1						1			
Male	5	9	14	25	10	21	12	12	17	26	9	19	10	10	5	17	11	23
TOTAL	5	9	14	25	10	21	12	12	18	26	9	19	10	10	6	17	11	23
% Female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%

	1938	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955
Female												1						1
Male	10	29	21	20	14	12	9	20	16	12	5	41	14	16	3	15	37	25
TOTAL	10	29	21	20	14	12	9	20	16	12	5	42	14	16	3	15	37	26
% Female	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%

	1956	1957	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973
Female						1					1		2		1			
Male	16	19	15	25	13	70	35	13	20	26	53	33	25	21	59	63	31	19
TOTAL	16	19	15	25	13	71	35	13	20	26	54	33	27	21	60	63	31	19
% Female	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	1.9%	0.0%	7.4%	0.0%	1.7%	0.0%	0.0%	0.0%

	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
Female			1	1	5	22	12	2	2	7	5	6	4	1	3	2	3	9
Male	31	14	25	26	26	103	51	36	39	25	35	72	39	37	35	9	47	41
TOTAL	31	14	26	27	31	125	63	38	41	32	40	78	43	38	38	11	50	50
% Female	0.0%	0.0%	3.8%	3.7%	16.1%	17.6%	19.0%	5.3%	4.9%	21.9%	12.5%	7.7%	9.3%	2.6%	7.9%	18.2%	6.0%	18.0%

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Female	16	10	28	16	5	4	19	9	10	7	11	12	10	4	6	12	6	4
Male	42	16	66	37	15	29	42	23	28	18	56	56	24	11	29	24	24	2
TOTAL	58	26	94	53	20	33	61	32	38	25	67	68	34	15	35	36	30	6
% Female	27.6%	38.5%	29.8%	30.2%	25.0%	12.1%	31.1%	28.1%	26.3%	28.0%	16.4%	17.6%	29.4%	26.7%	17.1%	33.3%	20.0%	66.7%

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	* As of July 1, 2019
Female	24	22	15	22	34	5	4	4	16	7	
Male	22	34	31	26	51	6	6	9	49	31	
TOTAL	46	56	46	48	85	11	10	13	65	38	
% Female	52.2%	39.3%	32.6%	45.8%	40.0%	45.5%	40.0%	30.8%	24.6%	18.4%	

Source: Federal Judicial Center

Average Annual Pro Bono Hours Worked Per Lawyer: 2005-2018

2005	2009	2013	2018
39	41	56.5	36.9

Percentage of Lawyers Who Met 50-Hour Aspirational Goal: 2005-2018

2005	2009	2013	2018
46%	27%	36%	20%

Percentage of Lawyers Who Did No Pro Bono Work: 2005-2018

2005	2009	2013	2018
34%	27%	20%	48%

Average Annual Pro Bono Hours Worked by Age: 2018

29 or younger	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80-84
28	33.4	31.2	30	31.4	35.6	41.9	42.1	41.7	58	46.7	41.2

Average Annual Pro Bono Hours Worked by Firm Size: 2018

1 lawyer	2-5 lawyers	6-10 lawyers	11-20 lawyers	21-50 lawyers	51-100 lawyers	101-300 lawyers	301 lawyers or more
44.7	36.1	27.8	29.7	28	31.8	48.1	72.8

Pro Bono Clients: 2018

Ethnic minority	30.4%
Single parent	25.6%
Disabled person	25.5%
Elderly person	23.8%
Non- or Limited-English speaker	22.5%
Student	16.5%
Victim of domestic violence	15.0%
Child	14.8%
Veteran	13.8%
Rural resident	11.6%
Undocumented immigrant	11.4%
Documented immigrant	11.4%
Homeless	9.9%
Incarcerated person	9.0%
Victim of consumer fraud	8.2%
LGBT person	7.4%
Migrant worker	1.8%

Pro Bono Legal Tasks Performed: 2018

Provided advice	74.1%
Reviewed or drafted documents	66.2%
Interviewed or met with client	63.7%
Wrote letter	35.6%
Spoke with other attorney	34.6%
Provided full representation in court	29.0%
Negotiated a settlement	18.0%
Referred to other organization	13.6%
Limited scope representation in court	6.8%
Represented in administrative proceeding	8.5%
Represented before legislative body	0.8%
Other	7.2%

Source: ABA Supporting Justice: A Report on the Pro Bono Work of America's Lawyers

Women Lawyers in the U.S.: 2009-2019
(as a percentage of all lawyers)

2009	31.3%
2010	31.0%
2011	33.1%
2012	33.3%
2013	33.7%
2014	35.7%
2015	34.7%
2016	35.6%
2017	35.3%
2018	36.1%
2019	36.5%

Source: ABA National Lawyer Population Survey

Women lawyers in the U.S. by decade: 1951-2019
(as a percentage of all lawyers)

1951	3%
1960	3%
1971	3%
1980	8%
1991	20%
2000	29%
2010	31%
2019	36%

Source: ABA National Lawyer Population Survey; American Bar Foundation Lawyer Statistical Reports

Female Partners at U.S. Law Firms: 2000-2019
(percentage of all partners)

2000	14.5%
2001	15.6%
2003	16.3%
2005	17.1%
2006	17.3%
2007	17.9%
2008	18.3%
2009	19.2%
2011	19.4%
2012	19.5%
2013	19.9%
2014	20.2%
2016	21.5%
2018	22.7%
2019	22.7%

Source: ABA Commission on Women in the Profession, A Current Glance at Women in the Law

Female Equity Partners at U.S. Law Firms: 2012-2019
(percentage of all equity partners)

2012	15.0%
2013	15.0%
2014	15.0%
2015	17.0%
2016	18.0%
2017	18.0%
2018	19.0%
2019	19.0%

Source: ABA Commission on Women in the Profession, A Current Glance at Women in the Law

Female Managing Partners at U.S. Law Firms: 2011-2019 (percentage of all equity partners)

2011	6.0%
2012	5.0%
2013	4.0%
2014	4.0%
2016	18.0%
2017	18.0%
2018	25.0%
2019	22.0%

Source: ABA Commission on Women in the Profession, A Current Glance at Women in the Law

Female Associates at U.S. Law Firms: 2000-2019 (percentage of all associates)

2000	40.9%
2001	41.7%
2003	42.4%
2005	43.4%
2006	44.1%
2007	44.3%
2008	45.1%
2009	45.7%
2011	45.4%
2012	45.4%
2013	45.0%
2014	44.8%
2016	44.7%
2017	45.0%
2018	45.0%
2019	45.9%

Source: ABA Commission on Women in the Profession, A Current Glance at Women in the Law

Female General Counsel at Fortune 500 Companies: 2000-2019 (percentage of all general counsels)

2000	9.0%
2001	13.7%
2003	14.9%
2005	15.4%
2006	16.6%
2007	16.6%
2008	18.4%
2009	15.0%
2011	18.8%
2012	20.2%
2013	20.2%
2014	21.6%
2015	21.0%
2016	24.0%
2018	26.4%
2019	30.0%

Source: ABA Commission on Women in the Profession, A Current Glance at Women in the Law

Female Deans at U.S. Law Schools: 2000-2019 (percentage of all deans)

2000	10.4%
2001	10.9%
2003	16.1%
2005	19.0%
2006	20.4%
2007	20.8%
2008	19.8%
2009	20.6%
2011	20.6%
2012	20.6%
2013	20.6%
2014	20.6%
2016	31.1%
2017	31.1%
2018	32.4%
2019	35.0%

Source: ABA Commission on Women in the Profession, A Current Glance at Women in the Law

Lawyers Who Say Their Law Firm Has Ever Experienced a Security Breach

	Law Firm Size				
	Solo	2-9 lawyers	10-49 lawyers	100-499 lawyers	500 or more
2015	11%	16%	14%	23%	23%
2016	8%	11%	25%	16%	26%
2017	11%	27%	35%	17%	23%
2018	14%	24%	25%	31%	31%

Law Firms with Cyber Liability Insurance

	Law Firm Size				
	Solo	2-9 lawyers	10-49 lawyers	100-499 lawyers	500 or more
2015	10%	11%	15%	11%	13%
2016	16%	17%	22%	20%	14%
2017	19%	27%	35%	34%	27%
2018	27%	36%	47%	38%	31%

Methods Law Firms Use to Back Up Computer Files: 2018

Tape	7%
RAID	7%
USB	9%
Network attached storage	15%
Online	29%
Offsite	30%
External hard drive	38%

Where Lawyers Start a Legal Research Project: 2018

Government websites	4%
Legal-specific search engine or directory	5%
Firm resource	5%
Print materials	6%
State bar sponsored free legal research	11%
Fee-based online resource	31%
General search engine or directory	37%

Free Website Used Most Often For Legal Research

(among lawyers who use free online resources to conduct legal research)

	2015	2016	2017	2018
Casemaker	NA	NA	11%	11%
Google Scholar	NA	NA	14%	13%
Fastcase	NA	NA	17%	17%
FindLaw	8%	9%	19%	17%
Government website	12%	12%	15%	17%
Cornell's Legal Information Institute	10%	10%	16%	19%

Where Lawyers Work When They Telecommute: 2108

Public places	14%
Coffees shops or cafes	15%
Vacation home	17%
Other office	23%
Hotel	38%
Home	78%

Source: ABA 2018 Legal Technology Survey Report

Fee-Based Online Services Used for Legal Research: 2018

Westlaw	64%
Lexis	30%
Lexis Advance	28%
Fastcase	15%
Bloomberg BNA	14%
Practical Law	10%
Casemaker	9%
RIA Checkpoint	7%
CCH	7%
Bloomberg Law	7%
Lexis Practice Advisor	5%
HeinOnline	5%
Casetext	1%
Other	3%

Types of Policies or Plans Law Firms Have Governing Technology: 2018

None	29%
Personal technology use/BYOD policy	21%
Incident response plan	25%
Employee privacy policy	32%
Remote access policy	37%
Social media policy	38%
Disaster recover or business continuity	40%
Computer acceptable use policy	41%
Internet use policy	44%
E-mail use policy	50%

Hardware Lawyers Use Most Often to Access Internet for Law-Related Tasks While Away from the Office

Laptop computer	44.6%
Smartphone	30.7%
Dekstop computer	12.8%
Tablet	11.0%
Public terminal or kiosk	0.3%
Other	0.60%

Social Networks Where Law Firms Maintain a Presence

(among law firms on social networks)

	2015	2016	2017	2018
LawLink	1%	2%	1%	0%
Avvo	3%	0%	29%	36%
Martindale	NA	41%	38%	31%
Google Plus	16%	15%	13%	14%
Facebook	58%	56%	58%	63%
LinkedIn	93%	78%	77%	69%

Lawyers Who Telecommute by Firm Size

	Law Firm Size			
	Solo	2-9 lawyers	10-49 lawyers	100 or more
2015	70%	66%	75%	86%
2016	70%	76%	79%	89%
2017	72%	80%	82%	93%
2018	66%	69%	70%	95%

Average Days Per Year Lawyers Telecommute by Firm Size

	Law Firm Size			
	Solo	2-9 lawyers	10-49 lawyers	100 or more
2015	42	45	37	23
2016	47	43	32	32
2017	51	32	40	31
2018	49	36	26	34

Source: ABA 2018 Legal Technology Survey Report

Lawyers Experiencing Problematic Drinking: 2016

General U.S. population	6.4%
All lawyers	20.6%
Male lawyers	25.1%
Female lawyers	15.5%
Lawyers age 30 or younger	31.9%
Lawyers age 31-40	25.1%
Lawyers age 41-50	19.1%
Lawyers age 51-60	16.2%
Lawyers age 61-70	14.4%
Lawyers age 71 or older	12.1%

Source: ABA-Hazelden Betty Ford Foundation Study, 2016

Lawyers Reporting Mental Health Issues: 2016

Depression	28%
Severe anxiety	19%
Suicidal thoughts during career	11.5%

Source: ABA-Hazelden Betty Ford Foundation Study, 2016

Law Student Alcohol Use: 2016

	Law students	Other graduate students
Got drunk prior 30 days	53%	39%
Binge drank at least once in prior 2 weeks	43%	36%
Binge drank at least twice in prior 2 weeks	22%	21%

"Suffering in Silence: The Survey of Law Student Well-Being and the Reluctance of Law Students to Seek Help," 2016

Lawyers Substance Use in Past 12 Months: 2016

Alcohol	84.1%
Tobacco	16.9%
Sedatives	15.7%
Marijuana or hash	10.2%
Opioids	5.6%
Stimulants	4.8%
Cocaine or crack	0.8%

Source: ABA-Hazelden Betty Ford Foundation Study, 2016

Lawyers Citing Barriers to Seeking Help, 2016

Didn't want others to find out	55.0%
Confidentiality concerns	47.3%
Didn't have money	30.4%
Didn't have insurance	29.2%
Don't know who to ask	22.6%
Concerns about my license being impacted	18.6%
Other	8.3%

Source: ABA-Hazelden Betty Ford Foundation Study, 2016

Law Students Reporting Mental Health Issues: 2016

Mild or moderate anxiety	23%
Depression	17%
Severe anxiety	14%
Suicidal thoughts in the last year	6%

"Suffering in Silence: The Survey of Law Student Well-Being and the Reluctance of Law Students to Seek Help," 2016

Discipline by State: 2017

	# of Lawyers with Active License	# of Complaints Received by Disciplinary Agency	# of Lawyers Publicly Disciplined	Public Sanctions: # of Lawyers Involuntarily Disbarred	Public Sanctions: # of Lawyers Disbarred on Consent	Public Sanctions: # of Lawyers Suspended (Excluding Interim Suspensions)	Public Sanctions: # of Lawyers Interimly Suspended (for Risk of Harm or Criminal Conviction)	Public Sanctions: # of Lawyers Admonished / Reprimanded / Censured	Public Sanctions: # of Lawyers Placed on Probation	Public Sanctions: # of Lawyers Ordered to Pay Restitution	Public Sanctions: # of Lawyers Ordered to Pay Costs
Alabama	13,841	1,176	49	4	8	32	9	10	14	8	79
Alaska	3,072	227	5	1	N/A	2	0	2	0	0	2
Arizona	18,643	3,221	148	12	9	42	6	20	70	10	147
Arkansas	9,042	616	20	1	0	3	2	11	0	5	9
Colorado	26,590	3,477	81	13	13	29	9	9	11	4	81
Delaware	3,562	151	6	1	1	0	1	3	2	0	2
District of Columbia	78,310	942	58	21	7	26	55	13	3	2	N/A
Florida	87,893	3,976	275	39	2	105	4	71	19	N/A	N/A
Georgia	39,100	1,991	69	24	0	24	15	6	N/A	N/A	N/A
Hawaii	4,879	313	9	0	1	6	1	1	0	0	9
Idaho	5,205	330	19	0	4	11	0	5	6	5	7
Illinois	72,062	5,199	122	16	21	56	0	21	11	7	122
Indiana	18,517	1,485	38	4	5	19	3	1	6	N/A	38
Iowa	9,800	948	43	2	2	13	0	26	N/A	0	13
Kansas		893	77	4	13	7	0	24	2	N/A	19
Kentucky	18,645	1,104	42	10	3	25	1	3	10	8	21
Louisiana	22,306	2,800	104	16	7	35	15	10	21	N/A	104
Maine	5,390	223	17	1	0	5	0	11	1	0	0
Maryland	39,890	2,015	93	14	19	31	3	26	N/A	N/A	19
Michigan	42,078	1,944	121	26	4	63	24	31	15	33	121
Minnesota	25,241	1,110	44	5	0	26	0	4	17	0	0
Mississippi	9,048	516	13	3	0	4	0	6	0	0	16
Missouri	30,937	1,830	59	13	2	22	2	7	14	0	0
Nebraska	6,933	431	5	1	0	2	N/A	9	2	N/A	2
Nevada	11,700	1,728	109	3	0	36	1	28	42	N/A	144,000
New Hampshire	5,200	219	29	4	4	6	3	13	4	N/A	29
New Jersey	75,131	3,600	155	28	14	37	36	76	N/A	0	155
New Mexico	7,200	663	18	3	0	11	2	4	7	3	14
New York (part)	72,372	6517	194	42	13	107	17	15	n/a	1	N/A
North Carolina	28,975	1,305	95	6	13	16	3	82	16	N/A	95
North Dakota	3,039	161	7	1	N/A	2	0	0	0	0	N/A
Ohio	44,073	2,598	65	5	12	31	12	5	N/A	N/A	41
Oklahoma	17,859	1,187	20	1	7	3	0	5	0	0	20
Oregon	15,211	1,435	72	3	7	23	1	27	4	0	9
Pennsylvania	65,617	3,707	94	15	18	31	15	18	5	0	213
Rhode Island	5,245	311	7	0	3	4	0	0	0	0	0
Tennessee	22,832	1,552	97	21	2	18	13	10	4	22	40
Texas	100,000	7,640	262	21	23	116	0	25	N/A	N/A	N/A
Utah	9,427	755	23	3	1	10	0	8	1	N/A	N/A
Vermont	2,728	147	7	2	0	2	1	0	0	0	0
Virginia	31,667	3,304	63	6	9	24	N/A	24	N/A	N/A	63
Washington	31,919	2,113	88	12	20	35	19	21	36	24	62
West Virginia	6,934	634	18	2	3	10	1	2	3	1	12
Wisconsin	25,283	1,760	40	2	3	18	13	13	0	10	19
Wyoming	2,900	162	6	0	0	3	1	1	1	1	5
TOTAL	1,176,296	76,981	2742	411	273	1131	287	575	347	145	145575

Source: 2017 Survey on Lawyer Discipline Systems

Note: California, Connecticut, Massachusetts, Montana, South Carolina, South Dakota and part of New York are not included.

