



South Carolina Bar

Continuing Legal Education Division

Beyond Nuts & Bolts: Keys to Building a Dynamic Law Firm in Modern Era

S2023-059

Thursday, November 9 & Friday, November 10, 2023

presented by
The South Carolina Bar
Continuing Legal Education Division

Cle.scbar.org

SC Supreme Court Commission on CLE Course No. 930897

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Beyond Nuts and Bolts: Keys to Building a Dynamic Law Firm in the Modern Era

Thursday, November 9 and Friday, November 10, 2023

*This program qualifies for 13.5 MCLE credit hours, including up to 1.0 LEPR and 1.0 SA/MH credit hour.
Commission on CLE Course # 930897*

Day 1: Thursday November 9, 2023

- 8 a.m.** **Registration**
- 8:15 a.m.** **Opening Statement: Tips to Make the Beginning Process Easier and the Great Checklist**
Stefan B. Feidler, Feidler Law Firm, LLC, Charleston
- 9 a.m.** **The Skinny is Running a Business; the Fat is Running the Firm**
Deyaska Spencer Sweatman, Deyaska Spencer Law Firm, LLC, Columbia
- 10 a.m.** **Break**
- 10:15 a.m.** **The Playbook to Build and Grow Your Law Firm**
Mark J. Bringardner, Bringardner Injury Law Firm, LLC, Charleston
- 11:15 a.m.** **Do's and Dont's: The Practical Side to Practicing Law**
Shaheena R. Bennett, Bennett Law Firm & Mediation, LLC, Moncks Corner
- 12:15 p.m.** **Lunch (provided)**
- 1:15 p.m.** **Working with Your Team: How to Engage with Accounting, IT and Marketing Introduction (Moderator):**
Douglas W. Kim, Kim, Lahey & Killough Law Firm, Greenville
Accounting:
Mike Mellinger, Owner, Meilinger CPA Advisors to the 1%SM
Marketing:
Marie Limnios, President, RCMA (Redhype Creative Marketing Agency)
Ty Thornhill, VP Client Services, The Brand LeaderSM
IT, MSP, and Security:
Greg Peralta, VP Business Development, Cantey Tech Consulting
- 3:15 p.m.** **Break**
- 3:30 p.m.** **Representing the Hispanic Community**
Estfany (Stef) I. Figueroa, Figueroa Law, LLC, Charleston
- 4:30p.m.** **Adjourn**

Day 2: Friday November 10, 2023

8:30 a.m. Business Plan Workshop

Lindsay Loignon, Commonwealth Financial Group, Charleston

Michael Henry, Commonwealth Financial Group, Charleston

12 p.m. Lunch (provided)

1 p.m. 12 Lessons from the Last 12 Years

Kenneth E. Berger, The Law Office of Kenneth E. Berger, LLC, Columbia

2:15 p.m. Break

2:30 p.m. 6 Ethical Considerations When Starting Your Own Law Practice

Barbara M. Seymour, Clawson & Staubes, LLC, Columbia

3:30 p.m. Closing Argument: Addressing Stress & Burnout in the Legal Profession

Beth Padgett, South Carolina Bar Lawyers Helping Lawyers

Briana Suhr, South Carolina Bar Lawyers Helping Lawyers

4:30 p.m. Adjourn

Beyond Nuts & Bolts: Keys to Building a Dynamic Law Firm in the Modera Era

SPEAKER BIOGRAPHIES

(by order of presentation)

Stefan B. Feidler

Feidler Law Firm, LLC, Charleston

Stefan Feidler is a graduate of the University of South Carolina and Charleston School of Law. He clerked for The Honorable Roger Young, Sr. Stefan worked at large Plaintiff's firm for approximately six years before opening his own practice.

Stefan is a member of the South Carolina Bar, Georgia Bar, South Carolina Association of Justice, Georgia Association of Justice, Charleston County Bar Association (CLE Committee), AAJ, Nursing Home Negligence Section of the AAJ.

Deyaska Spencer Sweatman

Deyaska Spencer Law Firm, LLC, Columbia

Deyaska is a native of Columbia, SC and graduate of Dreher High School. She began her undergraduate studies at Spelman College in Atlanta, Georgia and finished her undergraduate degree at the University of South Carolina-Columbia where she majored in Political Science with an emphasis in Public Policy. After college Deyaska attended North Carolina Central University School of Law ("NCCU School of Law") where she graduated with a Certificate in Dispute Resolution.

While a student at NCCU School of Law, Deyaska served as a Director on the Board of the National Black Law Students Association, a body of law students from across the country. She also represented her law school as its' student liaison to the North Carolina Bar Association.

In 2015, Deyaska was appointed to serve as the North Carolina State Bar Young Lawyer Delegate to the American Bar Association House of Delegates. She was the only African American in the North Carolina delegation. Her appointment came shortly after receiving the Charles F. Blanchard Young Lawyer of the Year award in 2015, an award presented by the North Carolina Bar Association to one young lawyer each year.

Deyaska currently works as a personal injury attorney and is licensed to practice law in South Carolina and North Carolina. Her law firm is located in Downtown Columbia.

She currently serves as Chair of the SC Bar Diversity Committee and 5th Circuit delegate to the SC Bar House of Delegates.

Mark J. Bringardner

Bringardner Injury Law Firm, LLC, Charleston

Mark Bringardner is a trial attorney who represents victims in personal injury and wrongful death cases. He and his legal team help people across the entire state of South Carolina. Mark founded the Bringardner Injury Law Firm with the goal of providing exceptional customer service and world-class legal representation for the people that need it the most.

Mark has received some of the top reported car accident and truck accident settlements and jury verdicts in South Carolina over multiple years, according to South Carolina Lawyers Weekly. He has successfully recovered over \$100 million for his clients, including seven and eight-figure results. In light of his success, many of Mark's clients are referred to him by other attorneys, members of the community, and former clients.

Mark serves on the Board of Governors for the South Carolina Association for Justice and is the current Chairman of Torts & Negligence Section. He has written number of articles on the practice of law and is a frequent guest lecturer at legal seminars, teaching on subjects such as trial advocacy, motor vehicle litigation, insurance coverage, and obtaining significant car accident settlements. Mark is also the creator and host of "The Sidebar Podcast", a monthly podcast for trial lawyers in South Carolina, the Southeast, and beyond.

Mark has been recognized as a "Super Lawyer – Rising Star" from 2017 to the present. He has also been named in The National Trial Lawyers Top 100 and Top 40 under 40 lawyers in South Carolina from 2019 to the present. From 2021 to the present, Mark has been included in "Best Lawyers" a peer reviewed publication for legal professionals.

Shaheena R. Bennett

Bennett Law Firm & Mediation, LLC, Moncks Corner

Shaheena Bennett serves as Chief Judge for the town of Moncks Corner Municipal Court. She is the Principal at Bennett Law Firm and Mediation, LLC where she practices in the areas of Probate, Trust and Estates, Personal Injury, Wrongful Death, and Civil Litigation. She is a Supreme Court Certified Mediator.

Shaheena earned her Bachelor of Science degree in business administration from Western New England College in Springfield MA in 1997. She received her Juris Doctor from Western New England College School of Law in 2001. She began her legal career as a law clerk to the honorable Clifton J. Newman. She then worked for Pierce Hems Sloan and McLeod in Charleston SC in the Asbestos Litigation Department. She established Bennett Law Firm in 2008 and was admitted to practice in the Supreme Court of the United States of America in 2016.

She currently serves as the President-Elect of the South Carolina Bar Association and she is actively engaged in the South Carolina Bar Association Board of Governors and House of Delegates. She is a Life Fellow of the American Bar Foundation. She currently Chairs the Lawyers Helping Lawyers Commission. She serves on the Chief Justice's Commission on the Profession. She is a member of the South Carolina Women Lawyers Association the National Black Lawyers Association and the Municipal Association of South Carolina.

While Shaheena actively serves on a host of committees, but she is most proud of her work to help feed the hungry and those without homes in this great State of South Carolina.

Douglas W. Kim

Kim, Lahey & Killough Law Firm, Greenville

Doug concentrates on legal counseling concerning the protection and enforcement of intellectual property (IP) rights both domestically and internationally. Doug assists with analyzing and developing IP protection strategies with the goal of leveraging IP to increase company value. When working with clients from new ventures to multinational corporations, Doug combines his business experience with his legal experience to provide comprehensive and integrated IP legal services for companies whose products or services are technical in nature.

As a former computer engineer, Doug worked with companies such as IBM, Symbol Technologies, Food Lion, and others in several specialized projects including radio frequency networks, point-of-sale, customer relationship managers, data mining from legacy systems, and source code conversation from legacy to modern platforms.

Doug's practice of patents, trademarks, copyrights, trade secrets, and IP litigation focuses on the creation of IP rights and judicial enforcement of these rights. Doug has worked in industries including manufacturing, medical devices, medical supplies, advanced materials, the casino industry, automated expert systems, e-commerce, data encryption systems, color processing, nuclear waste processing, nuclear power, medical imaging, automotive components and accessories, computer networking, tires and the sports industry.

Estfany I. Figueroa

Figueroa Law, LLC, Charleston

Stef Figueroa is a dedicated professional with a distinguished background in both military service and the legal field. During her Undergrad at Arizona State relocated from Arizona to the coastal area, Stef embarked on her military career at Marine Corps Recruit Depot, Parris Island. Prior to pursuing law, she proudly served in the United States Marine Corps as a Federal Defense Travel Administrator, attached to Marine Air Group-31 in Beaufort, South Carolina. Her service concluded with an honorable retirement in 2017, marking the beginning of her legal endeavors.

Stef's commitment to excellence led her to graduate early from the Charleston School of Law, where she attained her Juris Doctor degree and was admitted to the bar in 2021. During her time in law school, Stef demonstrated her dedication by interning with a reputable defense firm in Georgia, as well as with the Military Justice and Administrative Law division of the U.S. Army in Ft. Stewart. Additionally, she contributed her legal skills through pro bono work at the Glynn County Solicitor General's Office in Brunswick, Georgia.

Beyond her legal pursuits, Stef maintains a passion for martial arts, actively practicing Jiu-Jitsu, Boxing, and Muay Thai. Moreover, Stef's fluency in Spanish allows her to serve the Spanish-speaking community in the area, further enhancing her ability to connect and assist clients from diverse backgrounds.

Bar Admissions & Associations: South Carolina Bar; State Bar of Georgia; Georgia Trial Lawyer Association; South Carolina Association of Justice.

Education: Juris Doctor (J.D.), Charleston School of Law; Bachelor of Science (B.S.), Arizona State University, New College of Interdisciplinary Arts and Sciences.

Lindsay Loignon

Commonwealth Financial Group, Charleston

Lindsay Loignon is a Financial Advisor for Commonwealth Financial Group based in Charleston, SC and has over 13 years of industry experience. As a fiduciary, she offers a comprehensive approach to investment management, asset management and financial planning for individuals, families and businesses. Lindsay offers both advice and implementation of strategies by providing access to a variety of competitive financial products and services. She works with clients in the following areas:

- Investment & Portfolio Management
- Comprehensive Fee-Based Financial Planning
- Retirement Strategies
- Wealth Accumulation Strategies
- Tax-Favored Investment Strategies*
- Risk Management, Asset Protection, and Liability Protection*
- Estate Planning*

Before joining Commonwealth, Lindsay began as a Trade Specialist at Automated Trading Desk, where she managed client relationships by providing support, trade analysis, crisis management and problem resolution. She also led the clearing team for equity & option reconciliation. A couple of years later, Lindsay transitioned to the role of Vice President of Trading and Client Support for Citi Cross ATS, where she led the team for 7 years. Prior to the start of her career, Lindsay earned an Economics degree from the University of South Carolina. Lindsay is a Registered Representative and Investment Advisor Representative of Cetera Advisor Networks LLC. She holds her Series 7, 55, 63 and 65 registrations, as well as life, accident and health insurance licenses.

Lindsay is a native of South Carolina and currently resides in Mount Pleasant, SC, with her husband Michael, daughter Eleanor, and son William. In her current role at Commonwealth, Lindsay enjoys getting to know each client on an individual level. She enjoys helping them identify their goals and concerns, then figuring out how she can help them achieve those goals and mitigate their risks. She believes in building meaningful and long-lasting relationships with her clients and with her colleagues. Lindsay truly values the team-based approach that Commonwealth upholds.

Commonwealth Financial Group is an independent financial services firm with a vision to reshape the look of the traditional financial services firm and a mission to positively impact the lives of the individuals, the families and the businesses with which it works.

Michael Henry

Commonwealth Financial Group, Charleston

Michael Henry is a Financial Advisor for Commonwealth Financial Group based in Charleston, SC. His experience provides him with an opportunity to navigate the various stages of an individual's personal and professional lifecycle. Michael specializes in helping attorneys, physicians, and business owners identify and attain their financial goals through strategic planning decisions for all stages of life. He assists his clients through:

- Comprehensive Fee-based Financial Planning
- Financial Risk Management, Asset Protection, and Liability Protection
- Wealth Accumulation
- Tax-Favored Investment Strategies*
- Estate Planning*
- Benefits Management
- Business Continuity and Exit Strategies

Michael received a Bachelor of Science degree in Criminal Justice from The Helms School of Government at Liberty University. He also went on to complete his Masters of Business Administration at Liberty University. Mike is a Registered Representative and Investment Advisor Representative of Cetera Advisor Networks, LLC. His financial industry background includes FINRA series 7 and 66 registrations, as well as life, accident and health insurance licenses.

Michael lives in Charleston with his wife Rachel, daughters Faith, Summer, Hope & Daisy and their chocolate lab, Charlie. Michael enjoys staying active in the community through involvement in his local church and the Rotary Club of Daniel Island. He also enjoys the outdoors and spending quality time with family and friends.

Commonwealth Financial Group is an independent financial services firm with a vision to reshape the look of the traditional financial services firm and a mission to positively impact the lives of the individuals, the families and the businesses owners with which it works.

Kenneth E. Berger

The Law Office of Kenneth E. Berger, LLC, Columbia

Kenneth "Kenny" E. Berger has dedicated his professional life to protecting the rights, lives, and dignity of those who have been harmed. After studying at the University of Washington and Harvard University, Kenny returned to South Carolina to serve the state that helped raise him. A graduate of USC Law, Kenny has been focused on life-changing injury and wrongful death cases since his first day in practice. He was recognized as a Rising Star by Super Lawyers® from 2013-2018, and a Super Lawyer® every year since. Kenny also takes pride in his firm's "Giving (Every) Tuesday" initiative which has resulted in more than \$250,000 in charitable donations over the last two years.

Kenny is also the principal author and editor of *Traumatic Brain Injury Litigation*, a South Carolina Bar CLE publication that received the Association for Continuing Legal Education's (ACLEA) Professional Excellence Award in 2023.

Barbara M. Seymour

Clawson & Staubes, LLC, Columbia

Barbara Seymour represents lawyers, law firms, judges, and law students in matters related to ethics, professional discipline, and Bar admissions at Clawson & Staubes, LLC. She earned her Bachelor's Degree in Management and Marketing from the University of North Carolina at Greensboro in 1990 and her Juris Doctor from the University of Georgia in 1993. Barbara worked as a trial lawyer until 2000 when she joined the staff of the Office of Disciplinary Counsel. She served as the Deputy Disciplinary Counsel from 2007 until 2017. Barbara is a member of the South Carolina Bar, the State Bar of Georgia, the Association of Professional Responsibility Lawyers, the ABA Center for Professional Responsibility, and the South Carolina Women Lawyers Association. She currently serves on the Law Related Education, Professional Responsibility, Unauthorized Practice of Law, and Diversity Committees at the South Carolina Bar. She was a 2006 and 2011 Fellow of the National Institute for the Teaching of Ethics and Professionalism. She is the author of *Trust Accounting for South Carolina Lawyers: An Annotated Practice Manual*, published by the SC Bar. She has also taught a variety of Paralegal Studies courses for the past twenty-five years.

Beth Padgett

South Carolina Bar Lawyers Helping Lawyers

Beth Padgett was named Director of Lawyers Helping Lawyers at the SC Bar in August of 2022, after having served as Co-Director and Assistant Director since coming to LHL in December of 2010. Beth received a Bachelor of Arts Degree from the University of South Carolina, a Master of Education from the University of South Carolina and a Master of Arts in Human Behavior and Conflict Management from Columbia College. She has completed numerous graduate hours in counseling and addiction studies at USC and holds a certification in drug and alcohol counseling through the South Carolina Association of Alcoholism and Drug Abuse Counselors. She recently completed certification as a Grief Specialist through University of Wisconsin at Madison Continuing Education Program. Mindfulness and other contemplative practices have been the foundation of her life and work for over twenty years. She completed the Mindfulness for Professionals Program at Duke Integrative Medicine Center in 2011, Phase 1 of Koru Mindfulness Teacher Certification, a mindfulness program for emerging adults developed at Duke University; a 200-hour yoga teacher training course in 2014, teacher training in Y12SR (Yoga for 12-Step Recovery) in 2015, and numerous continuing education hours in yoga, including laughter yoga and yoga for grief recovery, and mindfulness, including Mindfulness Based Addiction Recovery.



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Continuing Legal Education Division

Opening Statement: Tips to Make the Beginning
Process Easier and the Great Checklist

Stefan B. Feidler



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The Skinny is Running a Business; the Fat is
Running the Firm

Deyaska Spencer Sweatman

BEYOND NUTS AND BOLTS: KEYS TO BUILDING A
DYNAMIC LAW FIRM IN THE MODERN ERA

The Skinny is Running a Business; the Fat
is Running the Firm

How do I start a Business?



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- SCBOS (South Carolina Business One Stop)
www.scbos.sc.gov
- Multi-jurisdictional practice
 - ▣ Registering as a foreign business in other states
 - ▣ Trust accounts for each jurisdiction
- Choosing the right location for your business
- Developing relationships with prospective community partners

Technology



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- Not everything and not all at once
- Website
- Internet
- Phone
 - Answering Service
- Practice Management Software
- Scaling your law office technology to grow with your law firm

How do I develop a law practice?



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- Finding your practice niche
- Hiring staff
 - To use a staffing agency, or not to use a staffing agency, that is the question
 - Friends, family and followers
- Developing your client base
- Generating referrals
- Social Media

Exercise #1

Wearing Two Hats



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- You are a solo firm owner with one legal assistant.
- You are scheduled to appear at a virtual hearing before Judge Curtis at 2:00pm.
- Shortly before 2:00pm your legal assistant comes to you with a question and as she is walking into your office the desk phone starts ringing.
- The door chime to your front door then signals someone has walked into the lobby.
- What's the best way to proceed?

Multiple Choice

1

Answer the phone first, because it may be your next big case.

2

Inform your assistant that you will answer her questions and any others immediately after the hearing.

3

Answer your assistant's question, ignore the client who walked in and delay the hearing.

4

Throw the entire day away.



Is running a business, and to be successful you must:

- Plan the business
- File the paperwork
- Open an operating account
- Open a Trust account
- Lease a building (or an office space)
- Share your plans with your network
- Start the business

Exercise #2



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- You have two staff people including your legal assistant and a paralegal.
- You can't seem to find enough minutes to complete your daily tasks and on this particular day you told your spouse you'd pick up your son from school.
- As you are preparing to leave the office for the day your assistant pages you to tell you that there's a client on the phone for you.
- You look at the caller ID and quickly realize that you've spoken with this client "3" times this week.
- Do you take the call?

Multiple Choice

1

Tell your legal assistant that the day is almost over so you won't be talking with anyone else for the rest of the day.

2

Tell your assistant you're not taking another call today and leave.

3

Tell the client that you want to talk with them but think an in-person meeting may help them understand the process better, then proceed to schedule them in-person meeting.

4

Offer to call the client back first thing the next day.

The Fat



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Is running a firm, and to be successful you must:

- ▣ Find a mentor
- ▣ Build relationships with prospective clients and community partners
- ▣ Show up everyday for yourself and your business
- ▣ Work, Life, Work, Balance, Life and Work some more
- ▣ Manage your day
- ▣ Manage your clients
- ▣ Manage your schedule



You can do this!



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The Playbook to Build and Grow Your Law Firm

Mark J. Bringardner



South Carolina Bar
Continuing Legal Education Division

The Playbook to Build and Grow Your Law Firm

November 9, 2023

Mark Bringardner
Mark's Cell: (614) 204-0321
mark@bringardner.com



BRINGARDNER
INJURY LAW FIRM

The background consists of a dense, overlapping collage of small, rectangular sticky notes in various colors: pink, light blue, light green, and yellow. Each sticky note has a large, black, hand-drawn question mark on it. The notes are scattered across the entire frame, creating a textured, busy appearance.

WHY?

PREGAME PREPARATION



What is Your Why?



Goals



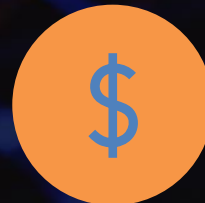
FEAR



Legal Work vs.
Running a Business



Experience is the
Best Teacher



How much money do
you want to make?

FEAR OF THE UNKNOWN





SCOUT THE COMPETITION: Learn from Others!

-
- Do everything you can to educate yourself through those you look up to
 - People will help you – reach up!
 - Do not compare yourself to others
 - There is no teacher like failure – keep going and embrace the challenges
 - With great risk comes the potential for great reward
 - Don't let perfect be the enemy of good

REMEMBER THE 5 PS

Proper Planning Prevents
Poor Performance

WRITE DOWN YOUR GAME PLAN

- Ethical Considerations and Ethics Counsel
- Business Formation
- Budgeting, Accounting and Financial Record Keeping
- Letters to Clients
- Professionalism
- Use the resources around you – SC Bar Checklists!
- Write down your 1, 3, 5, and 10-years goals
- Focus on your practice, don't dabble

SET YOUR LINEUP (OPERATIONS INFRASTRUCTURE)



FINANCING

Bank
loans

Credit

Legal
Practice
Funds

OPM

RECRUITING (MARKETING)

- Website
- SEO
- Social media
- Networking
- Guerilla marketing

EXECUTE YOUR GAMEPLAN



- Goals
- Problems
- Diagnosis
- Design
- DO IT

SCALING

- Overhead considerations
- Culture
- Outsourcing
- Hiring, Onboarding, Training, Supervision, and Retention
- Golden Handcuffs





**TIME IS YOUR MOST
VALUABLE ASSET**

QUESTIONS?

Mark Bringardner
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Do's and Don'ts:
The Practical Side to Practicing Law

Shaheena R. Bennett

BEYOND NUTS AND BOLTS: KEYS TO BUILDING A DYNAMIC LAW FIRM IN THE MODERN ERA

SCBAR CLE 11.09.2023

Statistics on Solo Firms



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- According to the ABA, less than 1% of all law school graduates start a solo practice since half of graduates take jobs at law firms and approximately 12% choose to work for the government.
- Approximately 2/3 of all solo firms generate revenues less than \$200,000.00.
- Only 3% of solos have revenues of \$600,000 to \$1,000,000.00

Smart Goals



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- Super star staff
- Measure twice and cut once
- Arrive early often and leave late occasionally
- Relationship building is central to success
- Technology is your friend
- Seek leadership opportunities
- Be active in local, State and National Bar Associations.

Exercise #1



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- Visualization exercise –

Super Star Staff



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- Hire slowly, and fire quickly
- Never stop looking for talent, be a constant recruiter
- Be careful of poison pills in a small office environment

Measure Twice and Cut Once



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- If you don't know, ask a colleague
- Research is imperative, have all of the facts
- Utilize your resources when drafting pleadings and other court filings
- Avoid digging holes for yourself by avoiding pitfalls; most issues aren't novel issues

Arrive early often
Leave late occasionally



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- As a leader of your firm it's important to set the pace for your team
- Morning meetings set the course of the day and give staff goals and guide posts to follow for the day and week ahead

Relationship building is central to success



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- You are a forever mentee when you're in solo practice
- Network, local bars, state bars and national bars are a great way to connect with other solo practitioners
- Find your network early, develop your network over the years
- Don't Forget Client Management

Technology is your friend



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- Start off with the best technology (if you can) and grow it from there
- Changing IT systems is a nightmare, if you find yourself going through this process an IT person can be a dream
- If you don't know how to do it, hire people that can do it for you
- The great majority of lawyers (81%) personally maintain a presence on social media for professional purposes
- Software for conflict of interest checking (67% of firms use) and practice management (51% of firms use) are the most commonly used software in firms

Exercise #2



**South
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- Visualization exercise –



RISING STARS BADGES



Be SMART, Be dynamic, and go after it!



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AMERICAN BAR ASSOCIATION™

ABA Profile of the Legal Profession 2022



Judges

Lawyer
Demo-
graphics



Legal
Technology

Law
Schools





LETTER FROM ABA PRESIDENT REGINALD TURNER

Last year, my hometown federal courthouse in Detroit got a new judge. Her name is Shalina Kumar and she is the first federal judge of South Asian descent in Michigan. Her father is a physician from India.

A year earlier, the western side of the state got a new federal judge named Hala Jarbou. She is the first Chaldean American federal judge in the nation. She migrated from Iraq as a child with her family.

Judge Kumar and Judge Jarbou are welcome additions to the bench. Besides their wisdom and experience, they bring a small measure of diversity to our federal judiciary, which is still largely white and largely male.

Times are changing. This 2022 ABA Profile of the Legal Profession includes a new chapter with many details about the growing diversity of the federal judiciary – and how far we still have to go. For example, consider:

- The 8th Circuit Court of Appeals, based in St. Louis, has 18 judges, but only one is female.
- Alaska's population is 40% non-white, yet all seven of its federal trial judges are white.
- Sixteen states with a combined 104 federal trial judges have no federal judges of color.

This new Profile report is a treasure trove of information about lawyers and the legal field. Take a look. I am confident you will learn something new about our profession.

Reginald M. Turner
President, American Bar Association
July 2022



ABA President Reginald M. Turner



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INTRODUCTION AND ACKNOWLEDGMENTS

The federal judiciary is vast, but not terribly varied. Across the nation, there are more than 1,400 sitting Article III federal judges. They are overwhelmingly male and overwhelmingly white. But times are slowly changing.

This 2022 Profile of the Legal Profession documents that gradual change. Chapter 1 is an in-depth look at the changing face of the judiciary, beyond the confirmation of the first Black female justice of the U.S. Supreme Court. It's a snapshot of the federal judiciary at a moment when new appointments are making it more diverse.

This fourth annual Profile report was produced by the ABA Media Relations and Strategic Communications Division. Our goal is to provide authoritative data for lawyers, academics and journalists. Statistics are from sources within the ABA, the federal government and nonprofit groups.

We are indebted to the following organizations and government agencies that provided information for this report:

- [The Association of American Law Schools](#)
- [The Brennan Center for Justice](#)
- [The Federal Judicial Center](#)
- [The Law School Admission Council](#)
- [The National Association for Law Placement](#)
- [The National Association of Women Lawyers](#)
- [The National Conference of Bar Examiners](#)
- [Rosenblatt's Deans Database](#)
- [The U.S. Bureau of Labor Statistics](#)
- [The U.S. Census Bureau](#)
- Courts, state bars and bar associations in every state

Within the ABA, we offer profound thanks to:

- [The Center for Pro Bono](#)
- The Center of Member Operations
- [The Center for Professional Responsibility](#)
- [The Commission on Women in the Profession](#)
- [The Diversity and Inclusion Center](#)
- [The Section of Legal Education & Admissions to the Bar](#)
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Population statistics are from the [U.S. Census Bureau](#) and inflation figures are from the U.S. Bureau of Labor Statistics [CPI Inflation Calculator](#).

JUDGES

- Black women on the federal bench
- Diversity on the federal bench
 - Black judges
 - Hispanic judges
 - Asian American judges
 - Female judges
- Where the judges aren't
- Firsts
- President appointments – Gender, race and ethnicity
- Education
- Where judges were born
- State Supreme Courts

ARTICLE III FEDERAL JUDGES

1,409 TOTAL

(as of July 1, 2022)

U.S. Supreme Court

- 9 justices
- 5 men, 4 women
- 6 white, 2 Black, 1 Hispanic

U.S. Courts of Appeals

- 292 judges
- 207 men, 85 women
- 233 white
- 26 Black
- 19 Hispanic
- 14 Asian American

U.S. District Courts

- 1,088 judges
- 759 men, 329 women
- 838 white
- 118 Black
- 78 Hispanic
- 32 Asian American
- 4 Native American
- 18 mixed race or ethnicity





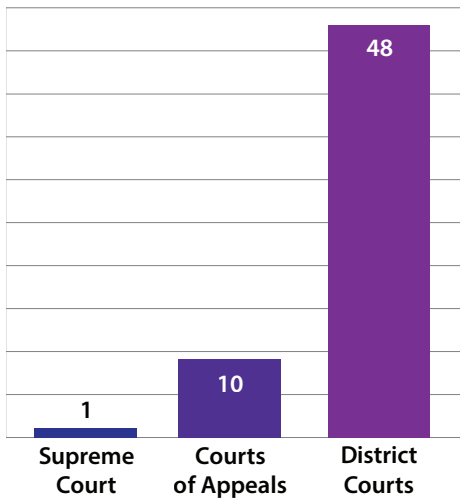
JUDGES *

BLACK WOMEN ON THE FEDERAL BENCH

* In this chapter, all references to “federal judges” refer to Article III judges. This does not include magistrate judges and bankruptcy judges.

BLACK FEMALE FEDERAL JUDGES

BY COURT as of July 1, 2022



In the history of the United States, there have been 116 justices of the U.S. Supreme Court and until 2022, none of them was a Black woman. That changed on April 7, 2022, when the Senate confirmed Ketanji Brown Jackson as the first Black female justice.



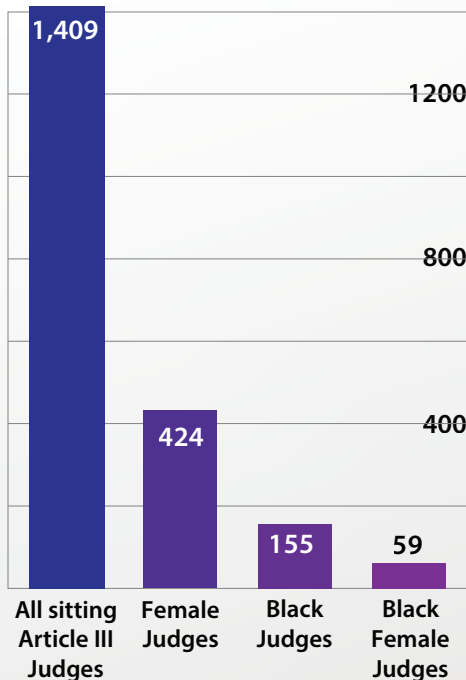
Ketanji Brown Jackson, the first Black female justice of the U.S. Supreme Court

Many other Black female judges serve in federal courts, although they account for just 4% of all federal judges.

Nationwide, there were 59 Black female judges among the 1,409 sitting Article III judges in the federal court system on July 1, 2022, according to the Federal Judicial Center, the education and research agency of the federal courts. That included 54 judges who identified themselves as Black or African American, and five who identified as partly Black or African American.

BLACK FEMALE FEDERAL JUDGES

IN CONTEXT as of July 1, 2022



Most serve at the federal trial court level – the U.S. district courts. Of the 1,088 sitting judges on federal district courts, there were 48 Black women as of July 1, 2022. That’s just 4.4% of all the district court judges. California had six Black female judges in district court, while Illinois and New York each had four. Twenty-seven states had none.

On the appeals court level, 10 Black female judges were among the 292 sitting judges on July 1, 2022. That’s 3.4% of all appeals court judges. Two appeals courts – the Second Circuit (based in New York) and the Ninth (based in California) – each had two Black female judges. Six circuit courts had none.

The vast majority of sitting Black female federal judges were nominated by Democratic presidents – 52 out of 59, or 88%. Among the 59 currently sitting Black female judges, 25 were nominated by Barack Obama, 15 by Joe Biden, nine by Bill Clinton and three by Jimmy Carter. The remaining seven Black female federal judges were nominated by Republicans: Five by George W. Bush and one each by Donald Trump and George H.W. Bush.

In the nation’s history, there have been 73 Black female federal judges. Most were appointed since 2000 – 53 from 2000 and later.

The first Black female federal judge – civil rights icon Constance Baker Motley – took office in 1966 in New York City. Twelve years passed before the next Black female federal judge (Mary Johnson Lowe, also of New York) was confirmed in 1978. Only five Black women became federal judges in the 1970s and three in the 1980s. ■

Source: Federal Judicial Center



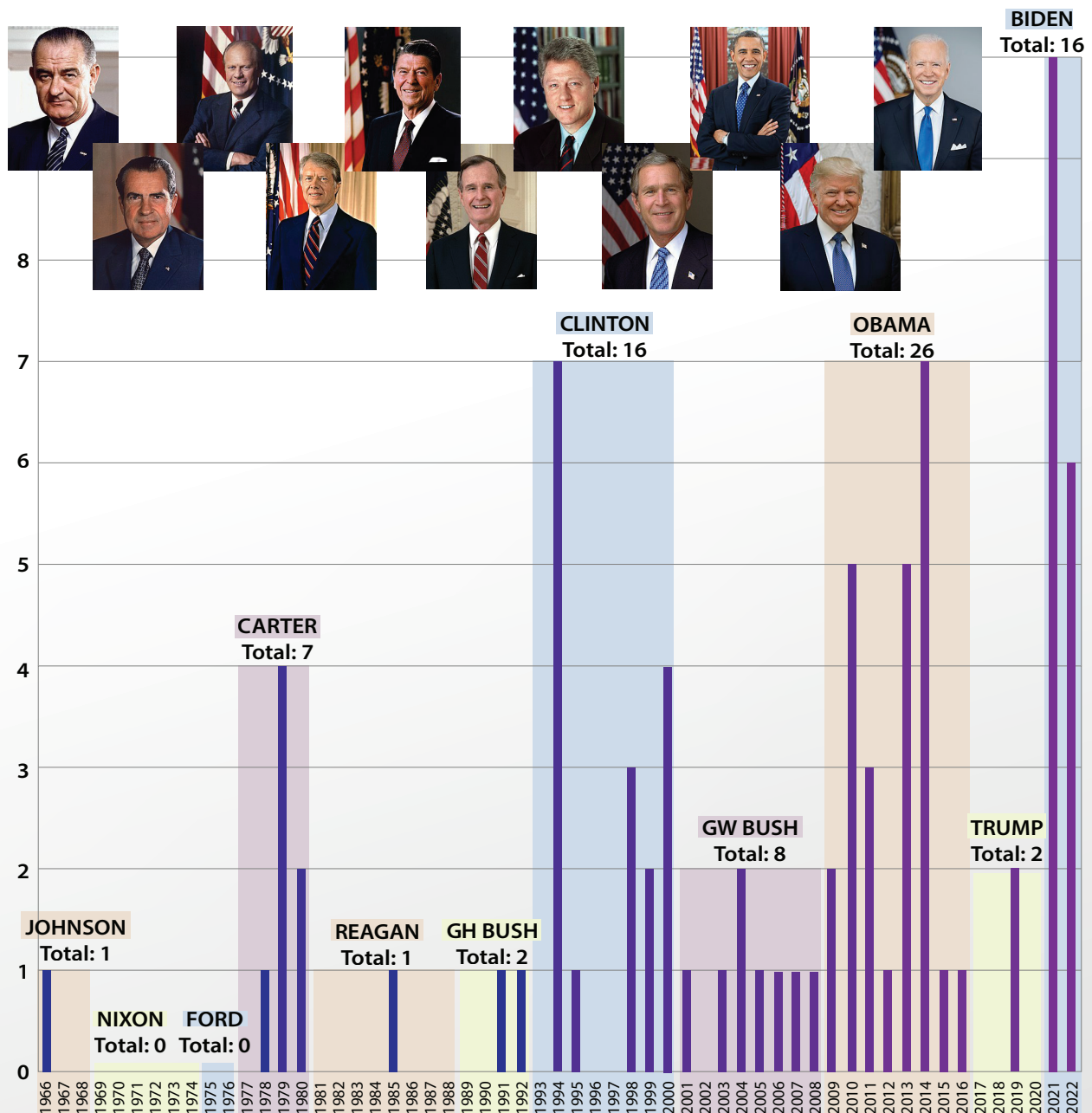
Profile of the Legal Profession

JUDGES

BLACK WOMEN ON THE FEDERAL BENCH *continued from previous page*

BLACK FEMALE FEDERAL JUDGES BY YEAR AND PRESIDENTIAL APPOINTMENT

as of July 1, 2022



Source: Federal Judicial Center



Profile of the Legal Profession

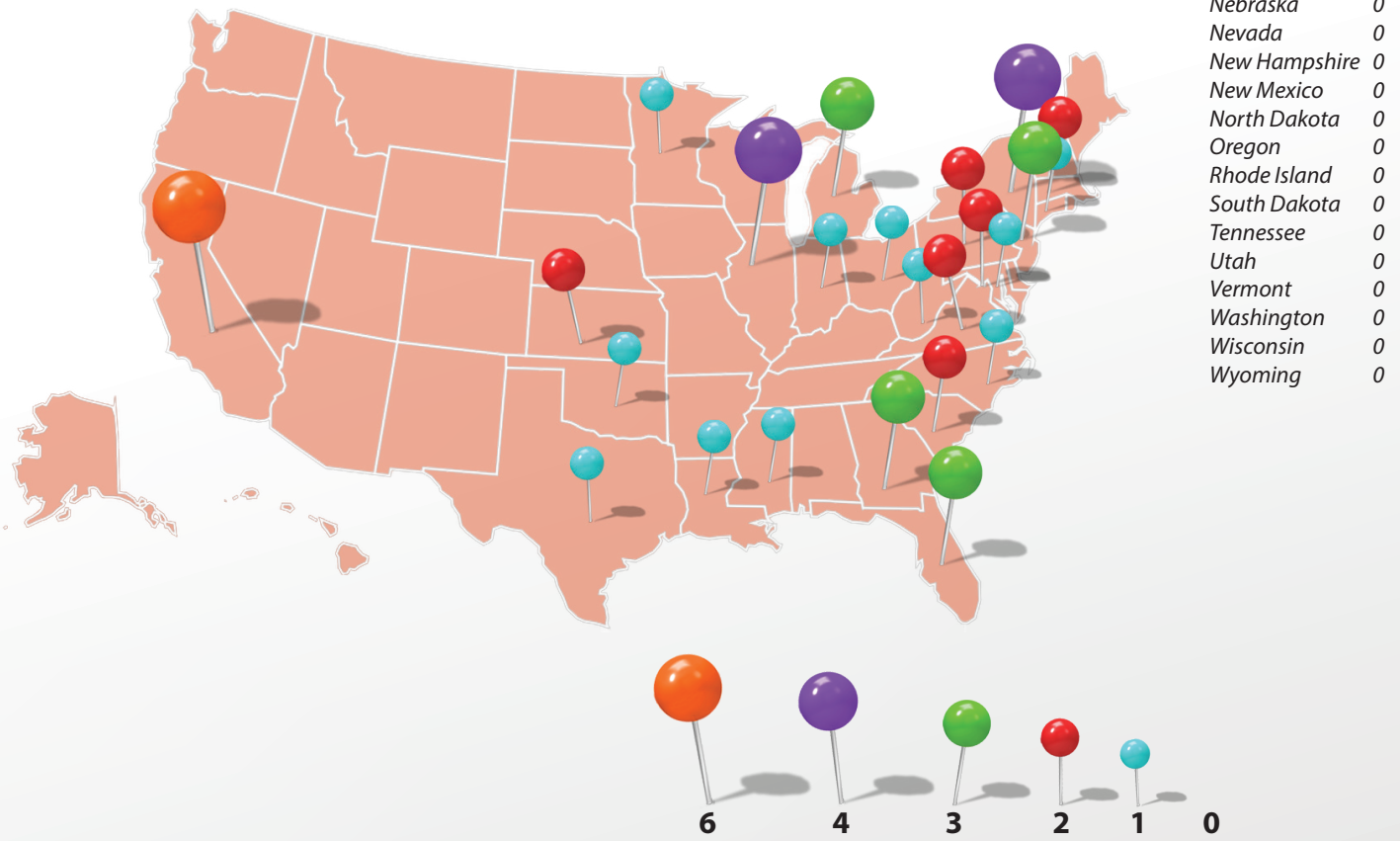
JUDGES

BLACK FEMALE FEDERAL TRIAL JUDGES BY STATE

<i>California</i>	6	<i>New Jersey</i>	3	<i>Connecticut</i>	1	<i>Mississippi</i>	1	<i>Alabama</i>	0
<i>Illinois</i>	4	<i>DC</i>	2	<i>Indiana</i>	1	<i>North Carolina</i>	1	<i>Alaska</i>	0
<i>New York</i>	4	<i>Massachusetts</i>	2	<i>Kansas</i>	1	<i>Ohio</i>	1	<i>Arizona</i>	0
<i>Florida</i>	3	<i>Pennsylvania</i>	2	<i>Louisiana</i>	1	<i>Oklahoma</i>	1	<i>Arkansas</i>	0
<i>Georgia</i>	3	<i>South Carolina</i>	2	<i>Maryland</i>	1	<i>Texas</i>	1	<i>Colorado</i>	0
<i>Michigan</i>	3	<i>Virginia</i>	2	<i>Minnesota</i>	1	<i>West Virginia</i>	1	<i>Delaware</i>	0

CURRENT BLACK FEMALE FEDERAL TRIAL JUDGES BY STATE

as of July 1, 2022



Source: Federal Judicial Center



JUDGES

DIVERSITY ON THE FEDERAL BENCH

In 2021 and 2022, the federal judiciary grew more diverse. Although the 1,409 sitting federal judges are still largely white and male, many new appointments of women and judges of color made the judiciary less homogeneous, according to the Federal Judicial Center.

From Jan. 1, 2021, to July 1, 2022, the Senate confirmed 68 new federal judges. As a group, they were very different from their predecessors. Only three of the new judges (4%) were white men. The remaining 65 new judges (96%) were a mix of women, Blacks, Hispanics, Asian Americans, two Native Americans and five lawyers of mixed race or ethnicity.

As a result, the percentage of Blacks on the federal bench rose slightly – from 9.5% in 2020 to 11% in 2022. Overall, 144 federal judges identified as Black and nine identified as partially Black. The first African American federal judge took office in 1945.

Meanwhile, 7.7% of federal judges in 2022 were Hispanic – up slightly from 6.5% in 2020. Ninety-eight federal judges identified as Hispanic and 11 others identified as partially Hispanic, as of July 1, 2022. The first Hispanic federal judge took office in 1961.

The share of Asian Americans in the federal judiciary rose from 2.6% in 2020 to 3.8% in 2022. Forty-five federal judges nationwide identified as Asian American and six others identified as partially Asian. One identified as Chaldean and one as Pakistani. The first Asian American federal judge was appointed in 1971.

Four federal judges are Native American. Two other judges identify as partially Native American. The total of six judges is just four-tenths of 1% of all federal judges. Nationally, 1.3% of the U.S. population is Native American. The first Native American federal judge took office in 1979.

The percentage of female federal judges grew from 27% in 2020 to 30% in 2022. The first female federal judge was appointed in 1928. ■

FAST FACTS:

The racial composition of the federal bench has changed gradually over the past four decades. In 1980, 91% of all federal judges were white. In 2022, that percentage was 78%.

The gender makeup of the federal bench has changed more substantially. In 1980, 5% of all federal judges were women. In 2022, that percentage was 30%.



Genevieve Rose Cline, the first female federal judge, appointed in 1928 by President Calvin Coolidge.



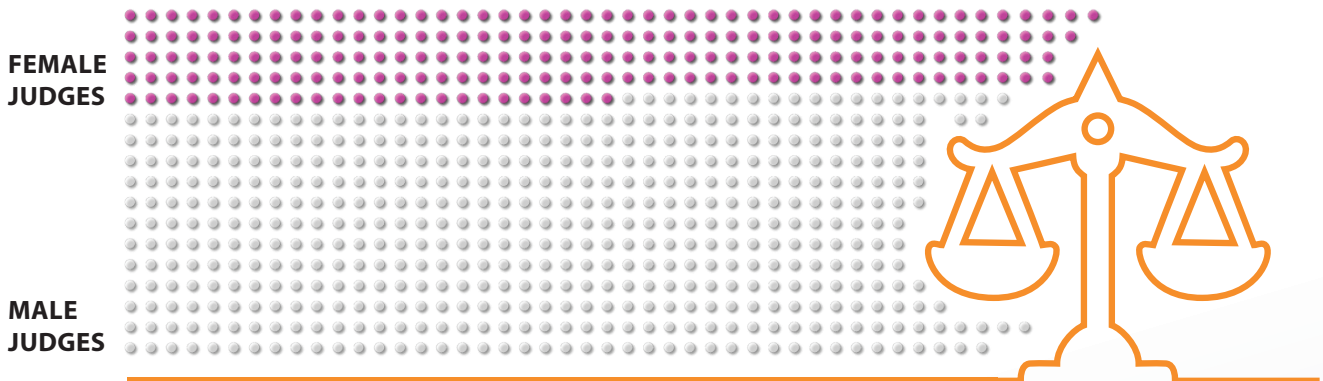
Profile of the Legal Profession

JUDGES

FEDERAL JUDGES BY GENDER, RACE AND ETHNICITY

FEDERAL JUDGES BY GENDER: 2022

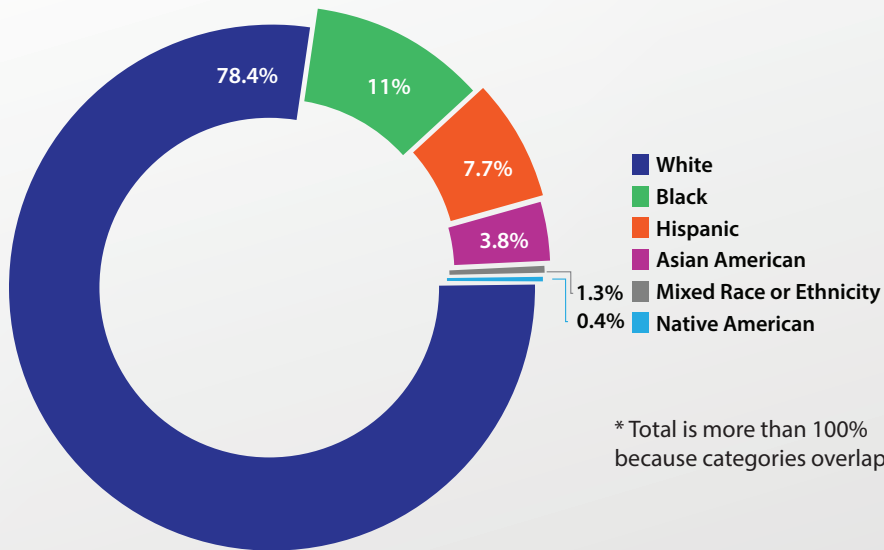
1 dot = 2 judges



TOTAL FEDERAL JUDGES: 1,409
as of July 1, 2022

GENDER of the Federal Bench: **70% MALE**

FEDERAL JUDGES BY RACE AND ETHNICITY: 2022



* Total is more than 100% because categories overlap.

Source: Federal Judicial Center



Profile of the Legal Profession

JUDGES

FEDERAL JUDGES BY RACE AND ETHNICITY

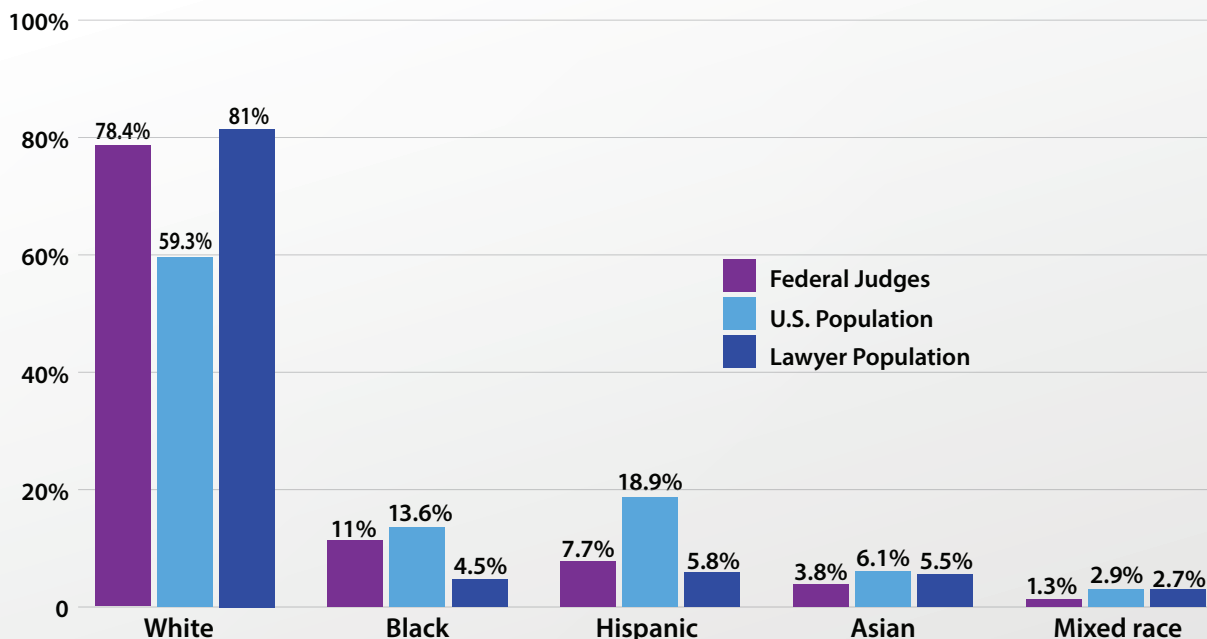
Are lawyers of color underrepresented on the federal bench? The question has more than one answer.

Compared to the U.S. population, lawyers of color are underrepresented, particularly Hispanics. For example, 7.7% of all federal judges were Hispanic as of July 1, 2022 – less than half the percentage of Hispanics in the U.S. population (18.9%).

Blacks and Asian Americans are also underrepresented compared to the U.S. population, but the difference is not as great. For example, 11.0% of federal judges were Black as of July 1, 2022, compared to 13.6% of the population. Similarly, 3.8% of federal judges were Asian American, compared with 6.1% of the population.

But compared to the pool of U.S. lawyers, from which all judges are drawn, lawyers of color are not underrepresented. For example, 7.7% of federal judges were Hispanic, but only 5.8% of all lawyers are Hispanic. Similarly, 11.0% of federal judges were Black, compared with 4.5% of all lawyers. And 3.8% of federal judges were Asian American, compared with 5.5% of all U.S. lawyers. ■

FEDERAL JUDGES BY RACE AND ETHNICITY
COMPARED TO U.S. POPULATION AND LAWYER POPULATION: 2022



Source: Federal Judicial Center / ABA National Lawyer Population Survey / U.S. Census Bureau



JUDGES

DIVERSITY ON THE FEDERAL BENCH / BLACK FEDERAL JUDGES

Eleven percent of the country’s federal judges are Black, according to the Federal Judicial Center, the research and education arm of the federal courts. Roughly one-third of all Black federal judges (38%) are women.

Most of the 155 Black federal judges are found in the trial courts – the U.S. district courts. There were 128 Black judges in district courts throughout the country, as of July 1, 2022. They are mostly concentrated in a few large states: 17 in California, 10 in New York, eight in Florida, seven in the District of Columbia, and six each in Georgia, Illinois and Texas.

Eighteen states have no Black federal judges. Most of those states have small Black populations – for example, Montana, Idaho, Wyoming and Vermont. On the other hand, Delaware, a state whose population is 24% Black, has no Blacks among its five federal judges.

There are also 26 Black judges on the U.S. appeals courts. Every circuit court has at least one Black judge. The largest number – four each – are in the Second Circuit (based in New York City) and the Sixth Circuit (based in Ohio).

There were two Black justices on the U.S. Supreme Court as of July 1, 2022: Clarence Thomas, confirmed in 1991, and Ketanji Brown Jackson, confirmed in 2022. ■

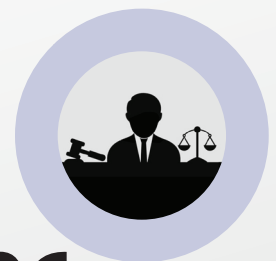
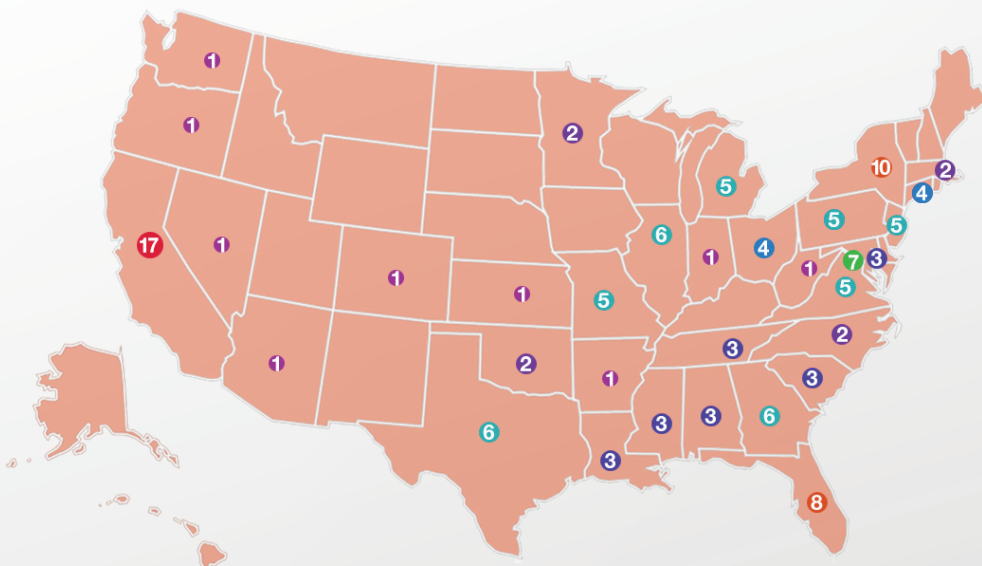
BLACK FEDERAL JUDGES



Supreme Court	2
Courts of Appeals	26
District Courts	128

BLACK FEDERAL TRIAL JUDGES IN EACH STATE: 2022

as of July 1, 2022



96 MALE



59 FEMALE

Source: Federal Judicial Center



JUDGES

DIVERSITY ON THE FEDERAL BENCH / HISPANIC FEDERAL JUDGES

Nearly 8% of the country’s federal judges are Hispanic, according to the Federal Judicial Center. Roughly one-third of all Hispanic federal judges (35%) are women.

Most of the 109 Hispanic federal judges are found in the trial courts – the U.S. district courts. There were 86 Hispanic judges in district courts throughout the country, as of July 1, 2022. They are mostly concentrated in three big states with large Hispanic populations: 17 in Texas, 14 in California and 10 in Florida.

Thirty-three states have no Hispanic federal judges. Most of those states have small Hispanic populations – for example, West Virginia, Maine, Vermont and Kentucky. But Rhode Island has a population that is 17% Hispanic and none of its five federal trial judges are Hispanic.

Nineteen Hispanic judges serve on the U.S. appeals courts. The Ninth Circuit, based in California, has the most Hispanic judges: seven. Four circuit courts – the Sixth (based in Cincinnati), the Seventh (based in Chicago), the Eighth (based in St. Louis) and the District of Columbia Circuit – have no Hispanic judges.

There is one Hispanic justice on the U.S. Supreme Court: Sonia Sotomayor, of Puerto Rican descent, confirmed in 2009. ■

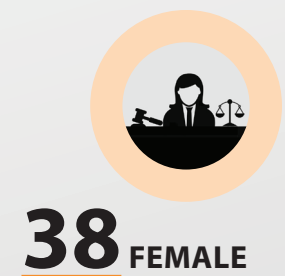
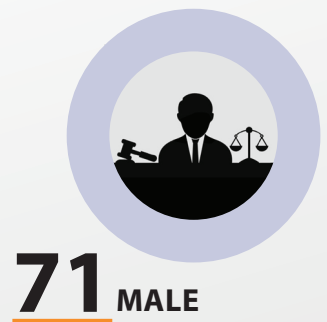
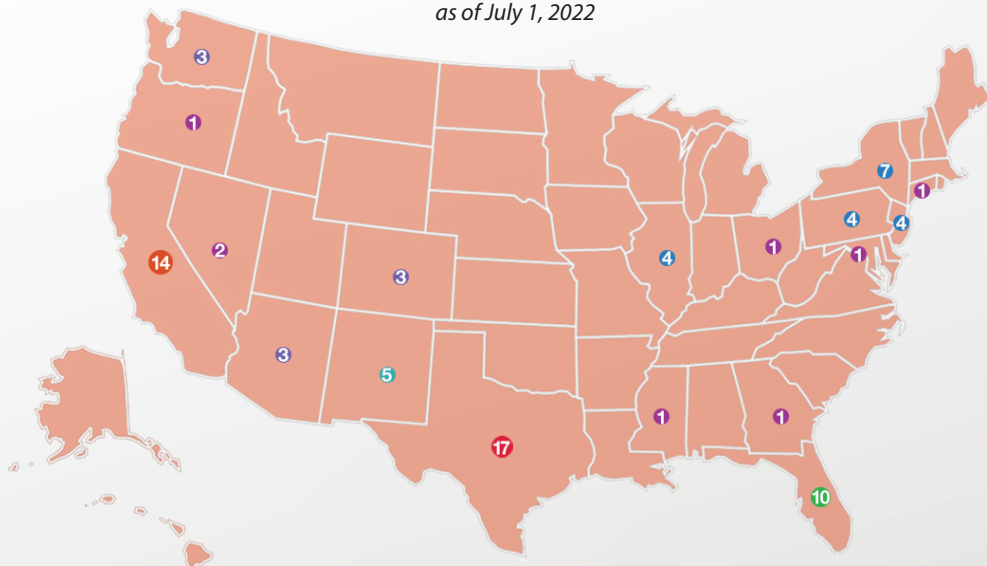
HISPANIC FEDERAL JUDGES



Supreme Court	1
Courts of Appeals	19
District Courts	87

HISPANIC FEDERAL TRIAL JUDGES IN EACH STATE: 2022

as of July 1, 2022



Source: Federal Judicial Center



JUDGES

DIVERSITY ON THE FEDERAL BENCH / ASIAN AMERICAN FEDERAL JUDGES

Nearly 4% of the country’s federal judges are Asian American, according to the Federal Judicial Center, and more than half of all Asian American federal judges (51%) are women. That’s significantly higher than the national average. Nationwide, 30% of all federal judges are female.

Most of the 51 Asian American federal judges serve in the trial courts – the U.S. district courts. There were 38 Asian American judges in district courts throughout the country, as of July 1, 2022. Nearly half were in four states: California with nine, and New York, Illinois and Hawaii with four each.

Thirty-six states have no Asian American federal judges. Most of those states have small Asian American populations – for example, West Virginia, Montana, Mississippi and Wyoming. The state with the largest percentage of Asian American residents – Hawaii, whose population is 37% Asian American – has eight federal district judges. Half (four) are Asian American.

Fourteen Asian American judges serve on the U.S. appeals courts. Nearly half of those judges (six) are in the huge Ninth Circuit, based in California. Seven circuits have no Asian American judges.

There has never been an Asian American justice on the U.S. Supreme Court. ■

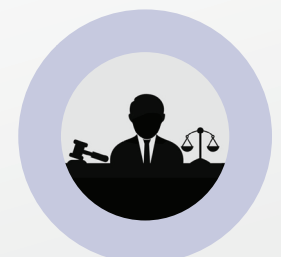
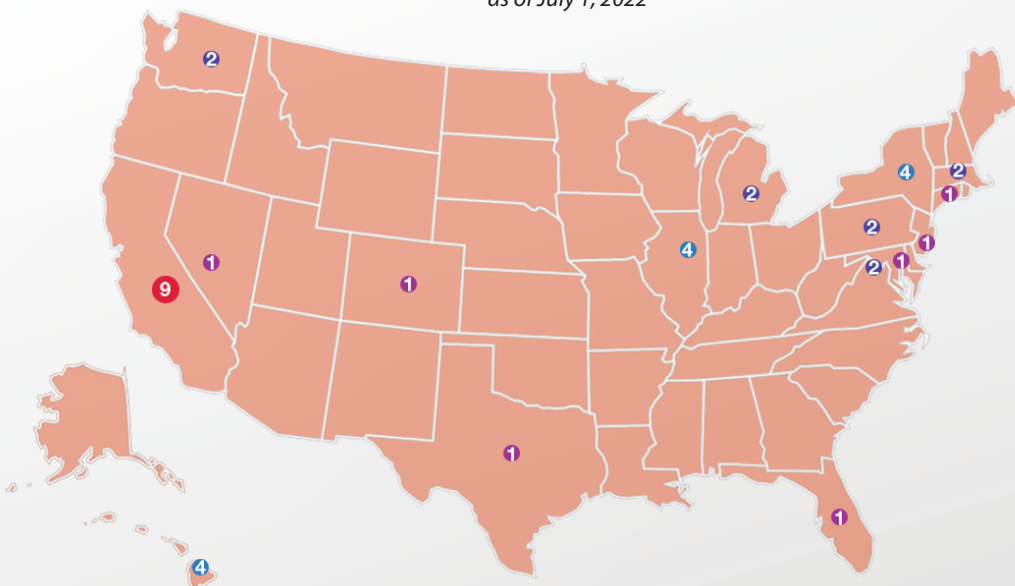
ASIAN AMERICAN FEDERAL JUDGES



Supreme Court	0
Courts of Appeals	14
District Courts	38

ASIAN AMERICAN FEDERAL TRIAL JUDGES IN EACH STATE: 2022

as of July 1, 2022



25 MALE



26 FEMALE

Source: Federal Judicial Center



JUDGES

DIVERSITY ON THE FEDERAL BENCH / FEMALE FEDERAL JUDGES

Three out of 10 federal judges (30%) were women as of July 1, 2022, according to the Federal Judicial Center.

That corps of female federal judges was more diverse than their male colleagues: 81% of all male federal judges were white, compared with 71% of female judges. Roughly 1 in 4 female federal judges (29%) were lawyers of color – 13% Black, 8% Hispanic, 5% Asian and 2% mixed race or other.

New Jersey is the only state where a majority of federal trial judges are female: 13 of 25, or 52%. Hawaii is 50-50 male-female: four men, four women.

Nine other states – Connecticut, Delaware, Maryland, Minnesota, New Hampshire, New Mexico, Rhode Island, Vermont and Wyoming – are within one judge of being majority female or 50-50 male-female.

Three states have no female judges: Nebraska (six judges), North Dakota (four judges) and Idaho (three judges).

More than a quarter of the judges on the U.S. appeals courts are female – 85 women total, or 29%. No circuit has a female majority or even a 50-50 split, but the Eleventh Circuit, based in Atlanta, comes close. It has eight women among its 20 judges, or 40%. The Eighth Circuit, based in St. Louis, has the fewest female judges, with only one woman among 18 judges – or just 6% of all the circuit’s judges.

There are four female justices on the U.S. Supreme Court: Amy Coney Barrett, Ketanji Brown Jackson, Elena Kagan and Sonia Sotomayor. ■

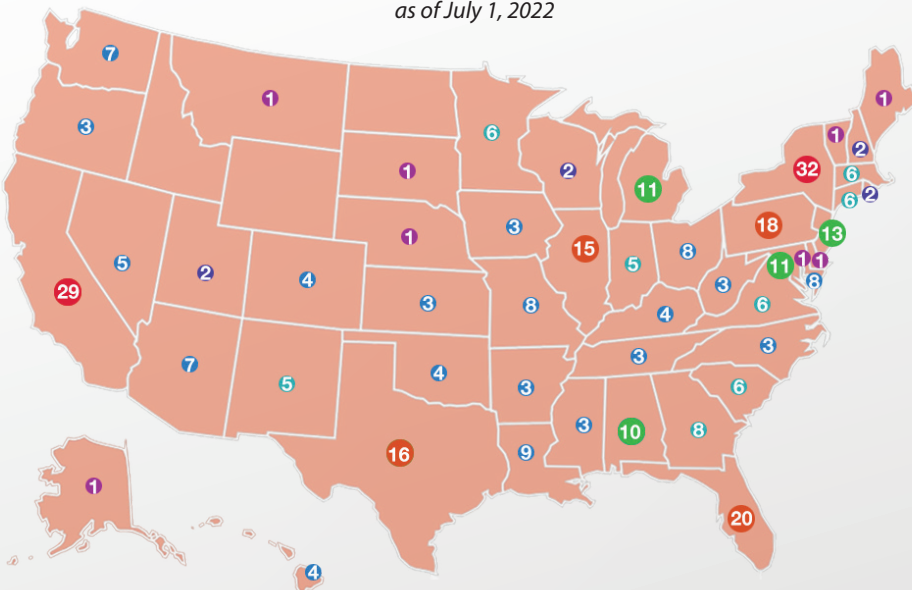
FEMALE FEDERAL JUDGES



Supreme Court	4
Courts of Appeals	85
District Courts	328

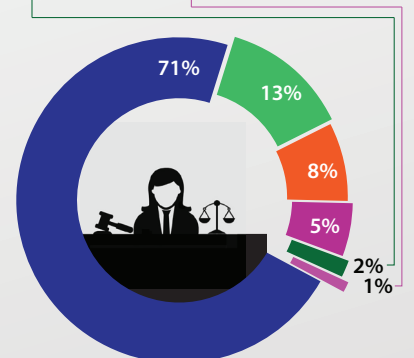
FEMALE FEDERAL TRIAL JUDGES IN EACH STATE: 2022

as of July 1, 2022



FEMALE FEDERAL JUDGES BY RACE AND ETHNICITY: 2022

- White
- Black
- Hispanic
- Asian American
- Mixed Race or Other
- Native American



Source: Federal Judicial Center



JUDGES

WHERE THE JUDGES AREN'T

Sometimes, what's notable about lawyers and judges isn't where they are – it's where they aren't. Some states with large populations of Blacks, Hispanics, Asians or Native Americans have few federal trial judges of color. And some states have a surprising lack of female federal judges. For example, as of July 1, 2022:

JUDGES OF COLOR:

Sixteen states have no federal trial judges of color. Combined, those states have 30 million residents and 104 federal trial judges. All those judges are white. In Alaska, 41% of the population is non-white. A large portion is indigenous (16%) or mixed race (8%). Yet all seven federal trial judges in Alaska are white.

BLACK JUDGES:

Delaware is 39% non-white and its largest city, Wilmington, is 57% Black. Yet all four federal trial judges in Delaware are white.

HISPANIC JUDGES:

Rhode Island is 17% Hispanic, but all five federal trial judges are white. Connecticut is 18% Hispanic and only recently added its first Hispanic among 14 federal trial judges: U.S. District Judge Omar Williams, who is Black and Hispanic, took office in November 2021. However, in New Mexico, half the population is Hispanic and nearly half the federal trial judges are Hispanic (five of 12, or 42%).

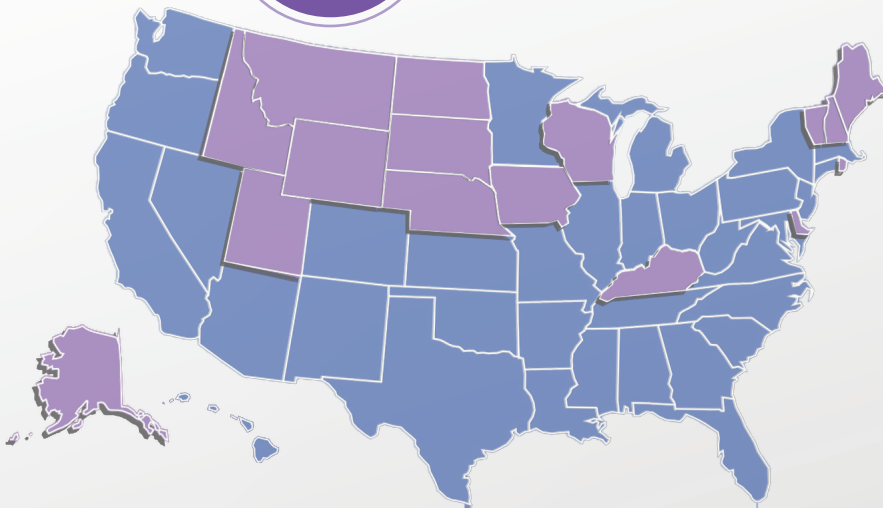
ASIAN AMERICAN JUDGES:

New Jersey is 10% Asian, but until last year, none of its 25 federal trial judges was Asian. That changed when U.S. District Judge Zahid Quraishi, the son of Pakistani immigrants, took office in June 2021. However, in Hawaii, where the population is 37% Asian, half of its federal trial judges (four of eight) are Asian.

FEMALE JUDGES:

Three states have no female federal trial judges: Nebraska (six judges), North Dakota (four judges) and Idaho (three judges). Tennessee has 23 federal trial judges but only three are female – 13%. Only one of the 18 judges on the Eighth Circuit Court of Appeals is female. The seven states in the Eighth Circuit include such large cities as Kansas City, Minneapolis and St. Louis. One state has a female majority among its federal trial judges: New Jersey, with 13 women and 12 men. Hawaii's eight federal trial judges are 50-50 male-female.

STATES WITH NO FEDERAL TRIAL JUDGES OF COLOR



Source: Federal Judicial Center



JUDGES

FEDERAL JUDGES - FIRSTS

For 138 years, every judge appointed to the federal bench was white and male. From George Washington to Warren Harding, each president nominated only white men – 715 judges over nearly a century and a half. No female judges were appointed to the federal bench until 1928 and no judges of color until 1945.

- **Female judges:** President Calvin Coolidge made history in 1928 by nominating Genevieve Rose Cline to a seat on the U.S. Customs Court. She was the first female federal judge, according to the Federal Judicial Center, the research and education arm of the federal judiciary.

Cline earned a bachelor of laws degree from Baldwin-Wallace College in Ohio, had a private law practice in Cleveland and was a merchandise appraiser for the U.S. Treasury Department. She served on the Customs Court for 25 years before retiring in 1953. After Cline’s appointment, only three more women were appointed to the federal bench over the next 32 years.



Cline

- **Black judges:** Just after World War II ended, President Harry Truman broke the color barrier on the federal bench in 1945 by nominating Irvin Charles Mollison to the Customs Court. Mollison became the first African American federal judge a few weeks later.

Mollison earned a juris doctor degree from the University of Chicago and was a private practitioner in Chicago for 22 years. He served on the Customs Court for 17 years and died in office in 1962.



Mollison

After Mollison’s appointment, only two more Black lawyers were appointed to the federal bench in the next 15 year.

- **Hispanic judges:** Just two months after his inauguration in 1961, President John F. Kennedy nominated the first Hispanic federal judge. Reynaldo Guerra Garza was confirmed to the U.S. District Court for the Southern District of Texas three weeks later.

Garza earned a bachelor of laws degree from the University of Texas, went into private practice in Brownsville and served in the Army during World War II. He eventually became chief judge, then was named to the 5th Circuit Court of Appeals.



Garza

- **Asian American judges:** It wasn’t until the 1970s that the U.S. got its first Asian American federal judge. President Richard Nixon nominated Herbert Young Cho Choy of Hawaii to the 9th Circuit Court of Appeals in 1971.

Born to Korean immigrants, Choy earned a juris doctor degree from Harvard University in 1941, served in the Army during World War II, then went into private practice in Honolulu. He was an active judge from 1971 to 1984, then took senior status.



Choy

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JUDGES

FEDERAL JUDGES - FIRSTS *continued from previous page*

- **Native American judges:** President Bill Clinton nominated Billy Michael Burrage to the U.S. District Court in Oklahoma in 1994 and Burrage was confirmed three months later. At the time, it was believed that Burrage was the first Native American federal judge.

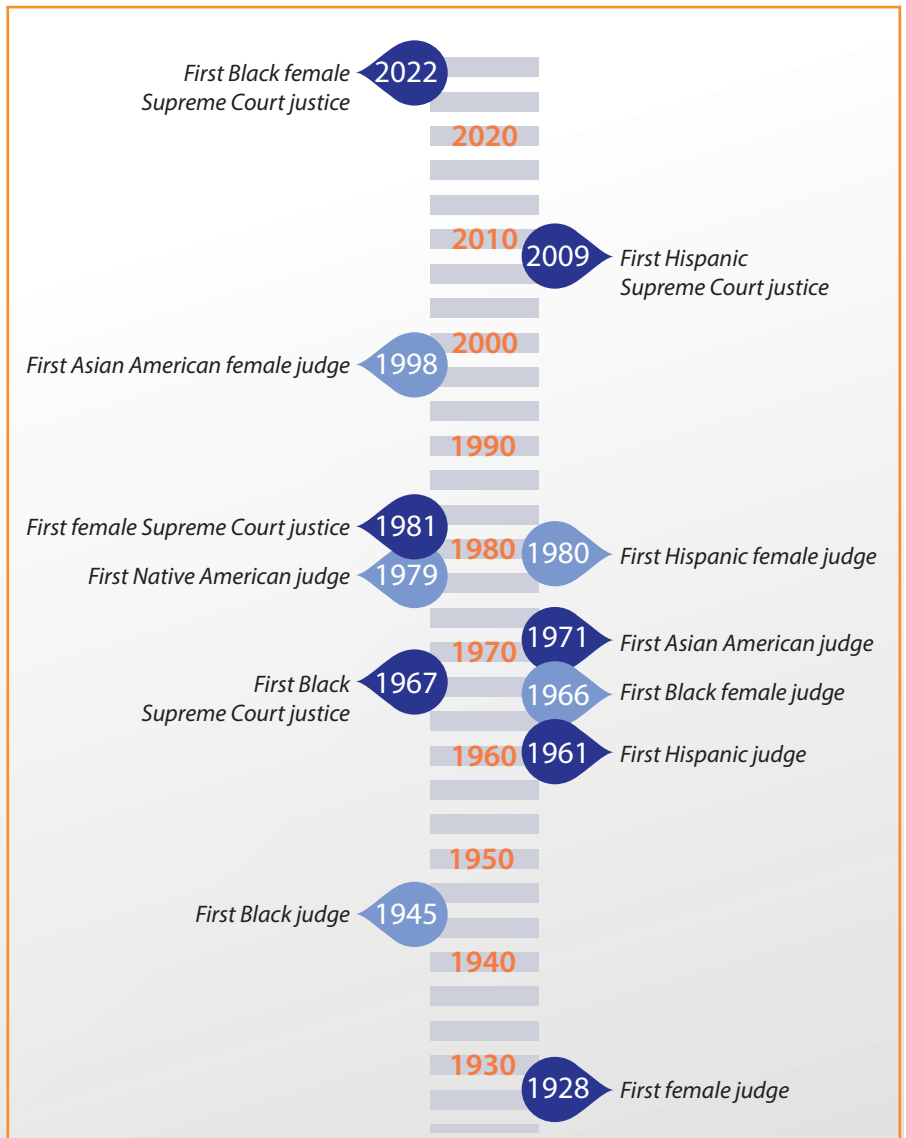


Burrage

A member of the Choctaw Nation of Oklahoma, Burrage earned a juris doctor degree from the University of Oklahoma and entered private practice in the small town of Antlers, Oklahoma. He served on the federal bench for seven years, including five years as chief judge.

Another Oklahoman, Frank Howell Seay, was partly Native American, though he didn't know about his heritage when he became a District Court judge in Oklahoma in 1979. His paternal great-grandfather was an American Indian. Seay was chief justice on the court for 16 years, from 1980 to 1996. ■

FEDERAL COURTS – TIMELINE OF FIRSTS: 1928 – 2022



Source: Federal Judicial Center



JUDGES

FEDERAL JUDGES APPOINTED BY RECENT PRESIDENTS

The federal judiciary has become increasingly diverse over time, but the changes aren't constant. Diversity varies year by year, depending on the president and who controls the Senate.

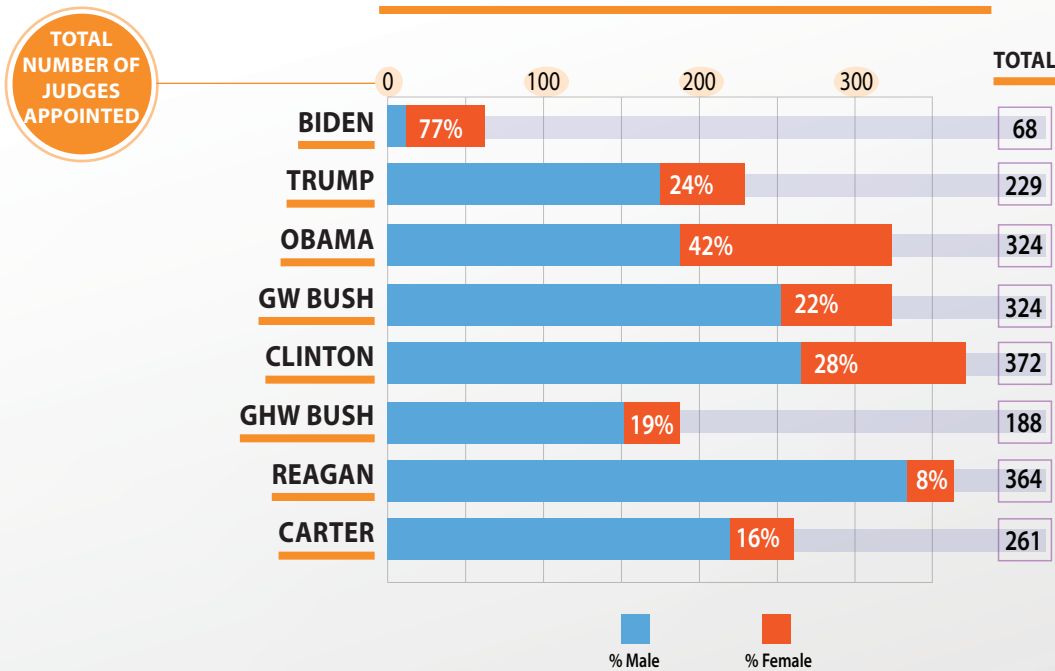
Among recent presidents, Democrats have appointed many more women and judges of color than Republicans, according to the Federal Judicial Center, the research and education arm of the federal courts.

As of July 1, 2022, more than three-quarters of President Joe Biden's confirmed judicial appointments (77%) have been women. Among other recent presidents, only Barack Obama (42%) can say that nearly half of his appointments were women. When it comes to appointing female judges, the other recent presidents are, in order: Bill Clinton (28%), Donald Trump (24%), George W. Bush (22%), George H.W. Bush (19%) and Jimmy Carter (16%). Despite the fact that Ronald Reagan appointed the first female Supreme Court justice in 1981 (Sandra Day O'Connor), only 8% of his judicial appointments were female.

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FEDERAL JUDGES BY GENDER

PRESIDENTIAL APPOINTMENTS: CARTER TO BIDEN as of July 1, 2022



Source: Federal Judicial Center



Profile of the Legal Profession

JUDGES

FEDERAL JUDGES APPOINTED BY RECENT PRESIDENTS *continued from previous page*

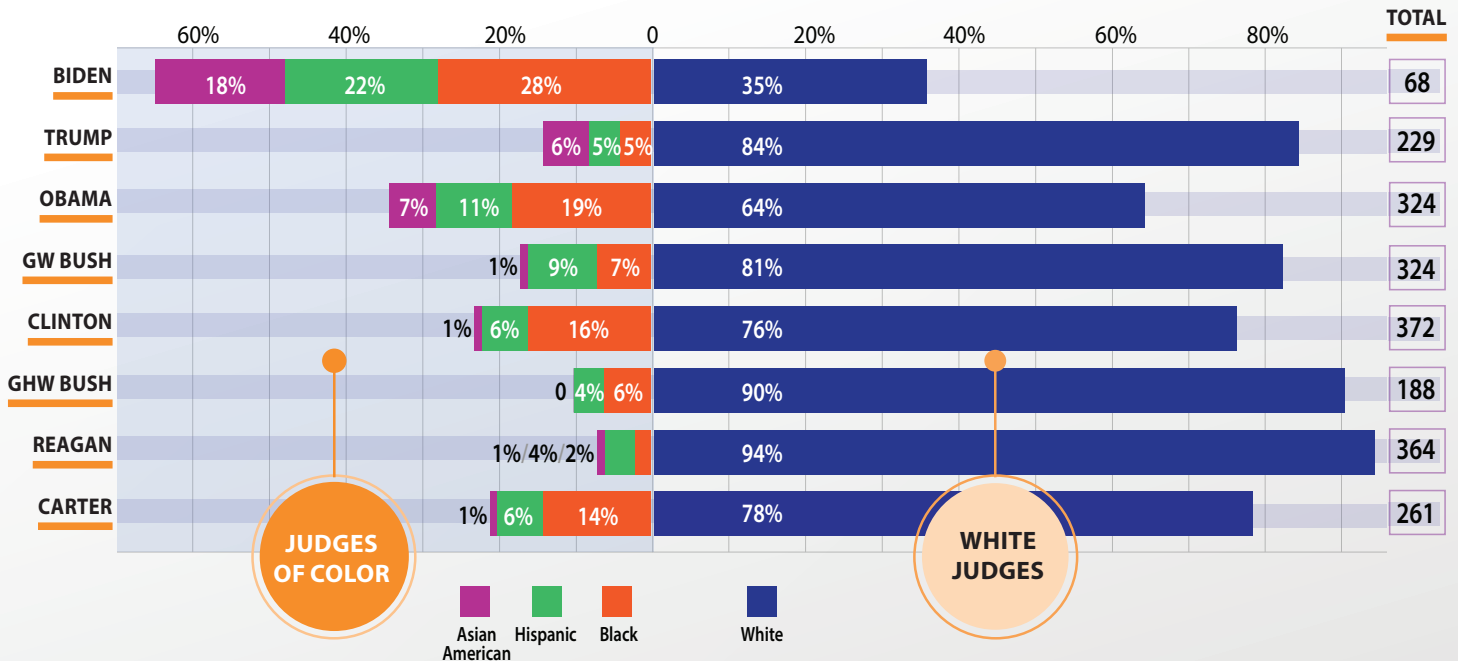
Republicans also were less likely to appoint judges of color. Among the eight most recent presidents, judicial appointments for all four Republicans were more than 80% white: Reagan 94%, George H.W. Bush 90%, Trump 84% and George W. Bush 81%.

As of July 1, 2022, Biden has been the most likely to appoint Black judges (28%), Hispanic judges (22%) and Asian judges (18%) among the eight most recent presidents.

While much was made of the large number of judges appointed by Trump (229), he actually appointed fewer than another recent one-term president, Carter (261), but more than one-termer George H.W. Bush (188). Recent two-term presidents all appointed more than 300 judges each. In order, they are: Clinton (372), Reagan (364), George W. Bush (324) and Obama (324). ■

FEDERAL JUDGES BY RACE AND ETHNICITY

PRESIDENTIAL APPOINTMENTS: CARTER TO BIDEN *as of July 1, 2022*



Source: Federal Judicial Center



JUDGES

FEDERAL JUDGES BY EDUCATION

Ivy League law schools are heavily represented in the federal judiciary. Eight of the nine current Supreme Court justices have law degrees from Harvard or Yale. So do three of the four retired justices.

Among the rest of the federal judiciary, Harvard and Yale are the most common law schools, according to the Federal Judicial Center. As of March 25, 2022, there were 111 federal judges with juris doctor degrees from Harvard. Another 72 were from Yale.

Three other Ivy League schools are represented on the federal bench: 22 federal judges have J.D.s from Columbia, 15 from the University of Pennsylvania and 12 from Cornell. That makes 232 judges with Ivy League law degrees – 18% of the federal judiciary.

Only four other law schools have more than 30 alums on the federal bench: Georgetown 41, University of Texas 35, University of Michigan 31 and University of Virginia 31. Federal judges attended 156 different law schools, representing a large swath of educational diversity. ■



WHERE SUPREME COURT JUSTICES WENT TO LAW SCHOOL



WHERE FEDERAL JUDGES

GOT JD DEGREES

(Top 12 schools as of March 25, 2022)

Harvard	111
Yale	72
Georgetown	41
University of Texas	35
University of Michigan	31
University of Virginia	31
University of Chicago	27
Stanford	25
University of Cal, Berkeley	23
Columbia	22
New York University	22
University of Florida	22
All others	824

John Roberts	Harvard
Clarence Thomas	Yale
Samuel Alito	Yale
Sonia Sotomayor	Yale
Elena Kagan	Harvard
Neil Gorsuch	Harvard
Brett Kavanaugh	Yale
Amy Coney Barrett	Notre Dame
Ketanji Brown Jackson	Harvard



JUDGES

FEDERAL JUDGES BY NATION OF BIRTH

The vast majority of federal judges were born in the United States, but 61 were born in 28 foreign countries as of April 1, 2022, according to the Federal Judicial Center. They are 4.5% of the federal bench.

All told, 1,345 federal judges were born within the United States. Among those born outside the U.S., the most common countries are Cuba (six judges), Canada (five), England, Germany and Japan (four each).

Foreign-born judges are found throughout the federal judiciary, except for the Supreme Court. Forty-nine were in district courts and 12 in courts of appeals. Most are men: 61% male and 39% female. ■

WHERE FEDERAL JUDGES WERE BORN OUTSIDE THE U.S.

as of April 1, 2022



Source: Federal Judicial Center



JUDGES

DIVERSITY IN STATE SUPREME COURTS

White men are more heavily represented among justices of the 50 top state courts than they are in the population overall, according to a 2022 study by the Brennan Center for Justice at New York University.

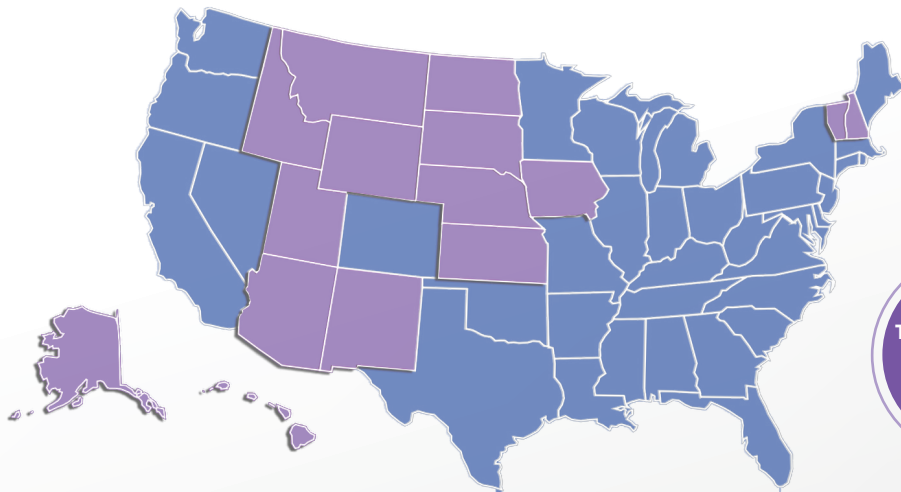
Across all state high courts, 18% percent of justices are Black, Hispanic, Asian American, Native American or multiracial. By contrast, people of color make up 40% of the U.S. population.

Also, 59% of all state supreme court justices are male, compared with 49% of the U.S. population.

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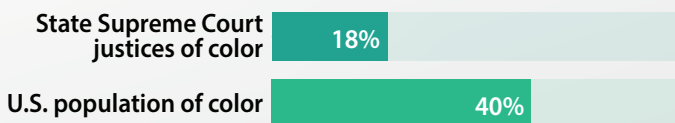
FAST FACT:

Fifteen states have never had a Black Supreme Court justice: Alaska, Arizona, Hawaii, Idaho, Iowa, Kansas, Montana, Nebraska, New Hampshire, New Mexico, North Dakota, South Dakota, Utah, Vermont and Wyoming



STATES THAT HAVE NEVER HAD A BLACK SUPREME COURT JUSTICE

STATE SUPREME COURT JUSTICES OF COLOR: 2022



FEMALE STATE SUPREME COURT JUSTICES: 2022



Source: Brennan Center for Justice, State Supreme Court Diversity report, May 2022



JUDGES

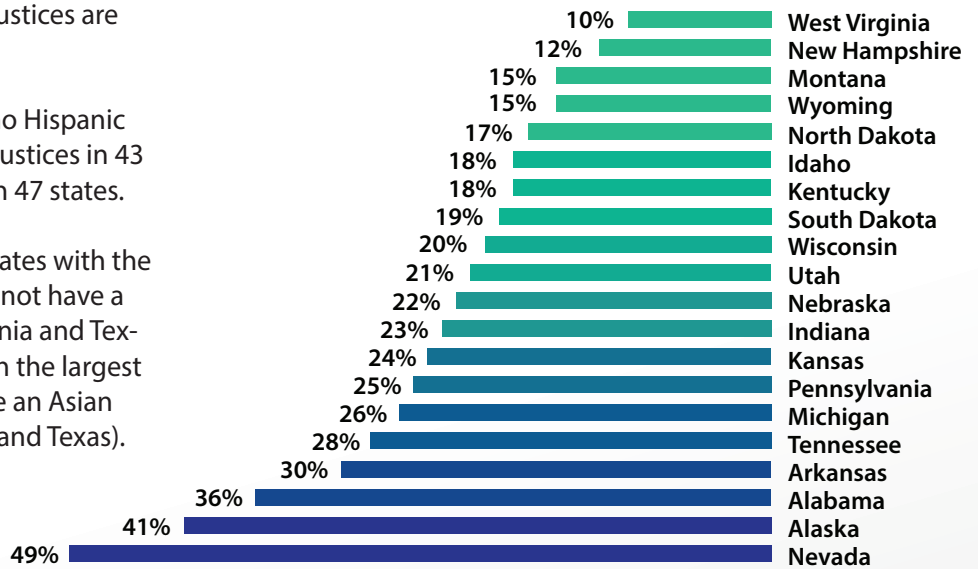
DIVERSITY IN STATE SUPREME COURTS *continued from previous page*

The study found 20 states have no justices that publicly identify as a person of color on their highest courts. In one state, Nevada, nearly half the population (49%) is non-white, but all seven justices are white.

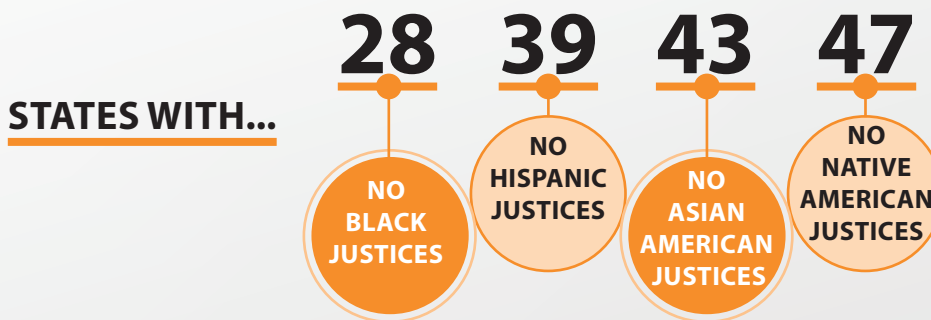
There are no Black justices in 28 states, no Hispanic justices in 39 states, no Asian American justices in 43 states and no Native American justices in 47 states.

The study found that three of the four states with the largest Native American populations do not have a Native American justice (Arizona, California and Texas). Likewise, three of the four states with the largest Asian American populations do not have an Asian American justice (New Jersey, New York and Texas).

STATES WITH ALL-WHITE SUPREME COURTS: 2022 (PERCENTAGE OF RESIDENTS OF COLOR)



Over the past year (April 2021 to May 2022), 25 new state Supreme Court justices took office. As a result, the courts became more diverse. Fifteen of the 25 justices were women, 10 were people of color and seven were women of color. ■



Source: Brennan Center for Justice, State Supreme Court Diversity report, May 2022



DEMOGRAPHICS

- Growth of the Legal Profession
- Lawyers by State
- Lawyers by Gender
- Lawyers by Race and Ethnicity
- Diversity in U.S. Law Firms
- LGBTQ Lawyers
- Lawyers with Disabilities
- Age
- Legal Demand in Metro Areas





Profile of the Legal Profession

DEMOGRAPHICS

GROWTH OF THE LEGAL PROFESSION

There are more than 1.3 million lawyers in the United States. To be more precise, there were 1,327,010 active lawyers as of Jan. 1, 2022, according to the ABA National Lawyer Population Survey, a tally of lawyers in every U.S. state and territory.

Over the past year, from 2021 to 2022, the number of active lawyers counted by the survey fell slightly, by one-tenth of one percent. The drop was largely because of a change in how Alabama counts its lawyers. Previously, Alabama did not distinguish between active and inactive lawyers. For 2022, Alabama tracked only active lawyers. As a result, the Alabama count dropped by 2,843. Consider that the total number of lawyers nationwide dropped by 900 in the survey, so the change in Alabama accounted for all of that drop and more.

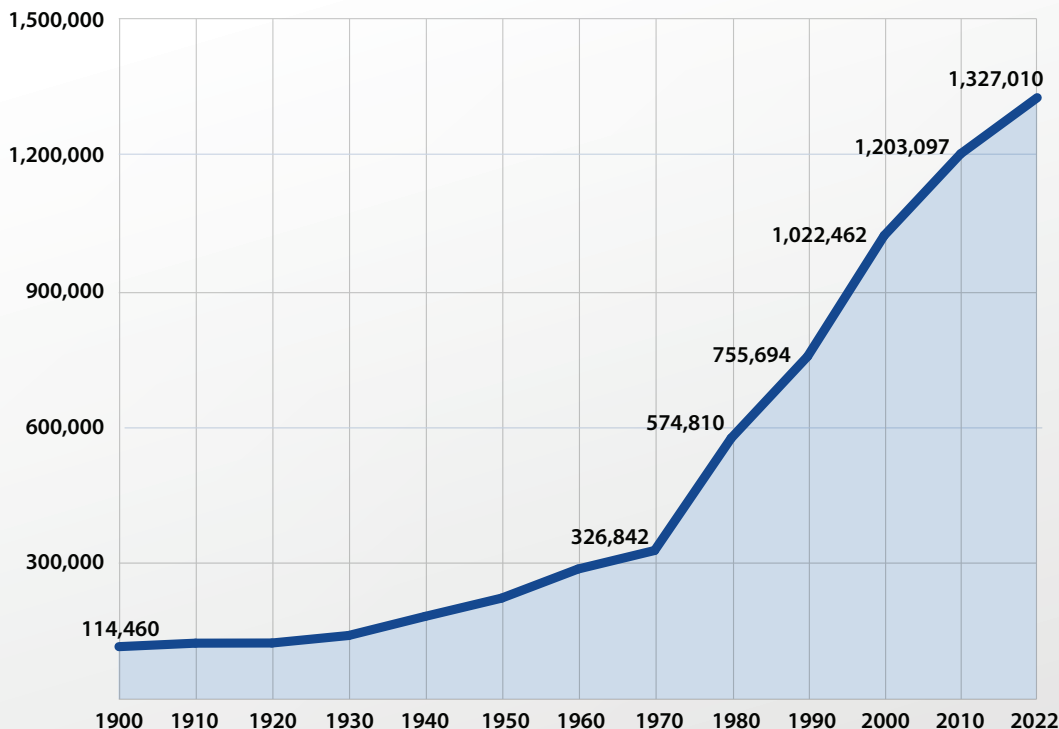
Over the past decade, the number of lawyers nationwide has grown by more than 80,000 – an increase of 6.6% from 2012 to 2022.

In the 21st century, the growth of the legal profession has slowed. In the previous century, from 1900 to 2000, the number of lawyers rose 793% – from 114,460 to just over 1 million, an average growth of nearly 8% a year. By contrast, the number of lawyers nationwide has grown roughly 1.4% a year since 2000 – from 1,022,462 in 2000 to 1,327,010 in 2022, an increase of 30%.

FAST FACTS:

- 6.6% – Increase in the number of lawyers from 2012 to 2022
- 1970s – Decade when the number of lawyers grew fastest, by 76%

LAWYER GROWTH: 1900 - 2022



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



DEMOGRAPHICS

LAWYERS BY STATE

One-fourth of all the lawyers are in just two states: New York (187,246 lawyers) and California (170,306 lawyers). Combined, they have 27% of the nation’s lawyers.

North Dakota has the fewest lawyers: 1,685.

Nationwide, there are four lawyers for every 1,000 residents, but some states have far more. Not surprisingly, New York tops the list with 9.3 lawyers per 1,000 residents. California is NOT second on the list; it has 4.3 lawyers per 1,000 residents – just slightly more than the national average. Maryland is No. 2 with 6.6 lawyers per 1,000 residents.

South Carolina has the fewest lawyers per capita: 2.1 lawyers for every 1,000 residents, or roughly half the national average.

Where is the lawyer population growing fastest? It’s not in the largest states. Topping the list is North Carolina, where the number of active lawyers grew 21% in the past decade, followed by Georgia and Texas (both 18%) and Utah (17%).

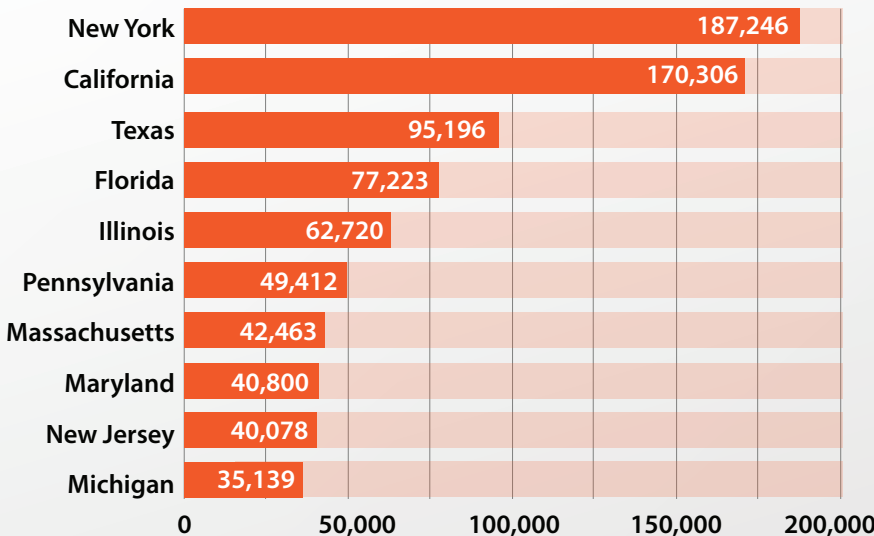
Maryland reported unusually large lawyer growth in the past decade because the state changed how it reported lawyer residents, not necessarily because it experienced large growth.

Ten states reported they lost lawyers over the past decade, led by Alabama (-15%), Alaska (-12%) and Ohio (-8%). ■

FAST FACT:

Where will you find the most lawyers per capita? The District of Columbia has just under 700,000 residents – less than Alaska – but it has one lawyer living in the district for every 40 residents.

10 STATES WITH THE MOST LAWYERS: 2022



Source: ABA National Lawyer Population Survey / U.S. Census Bureau



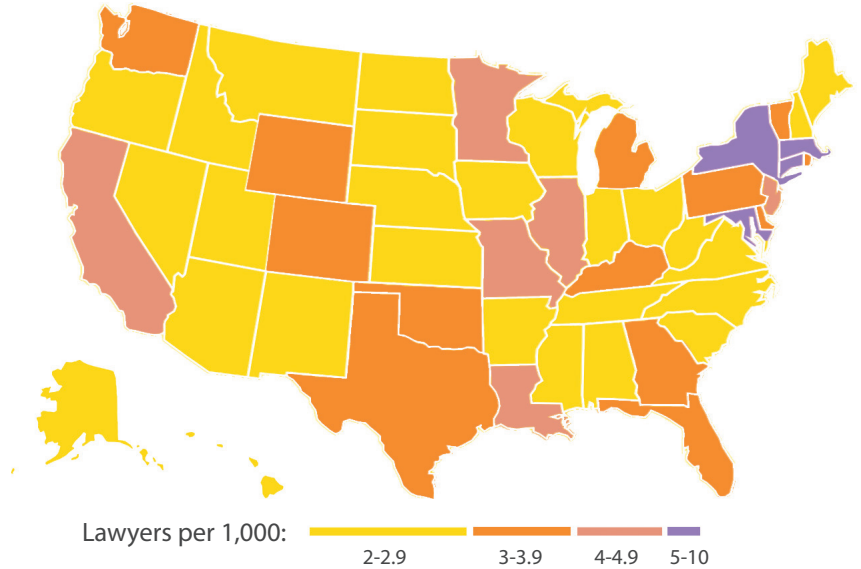
Profile of the Legal Profession

DEMOGRAPHICS

LAWYERS BY STATE *continued from previous page*

STATE	LAWYERS	2021 POPULATION	LAWYERS PER 1,000 POPULATION
New York	187,246	20,201,249	9.3
Maryland	40,800	6,177,224	6.6
Massachusetts	42,635	7,029,917	6.1
Connecticut	21,036	3,605,944	5.8
Illinois	62,720	12,812,508	4.9
Minnesota	26,065	5,706,494	4.6
New Jersey	40,078	9,288,994	4.3
California	170,306	39,538,223	4.3
Louisiana	19,714	4,657,757	4.2
Missouri	24,674	6,154,913	4.0
Colorado	22,802	5,773,714	3.9
Pennsylvania	49,412	13,002,700	3.8
Rhode Island	4,081	1,097,379	3.7
Florida	77,223	21,538,187	3.6
Michigan	35,139	10,077,331	3.5
Washington	26,428	7,705,281	3.4
Vermont	2,198	643,077	3.4
Oklahoma	13,415	3,959,353	3.4
Texas	95,196	29,145,505	3.3
Georgia	33,729	10,711,908	3.1
Delaware	3,058	989,948	3.1
Kentucky	13,672	4,505,836	3.0
Wyoming	1,704	576,851	3.0
Montana	3,191	1,084,225	2.9
Ohio	34,692	11,799,448	2.9
Nebraska	5,689	1,961,504	2.9
Oregon	12,285	4,237,256	2.9
Alaska	2,118	733,391	2.9
Hawaii	4,184	1,455,271	2.9
Virginia	23,923	8,631,393	2.8
Tennessee	18,818	6,910,840	2.7
Kansas	7,918	2,937,880	2.7
Maine	3,669	1,362,359	2.7
New Mexico	5,634	2,117,522	2.7
Utah	8,581	3,271,616	2.6
Wisconsin	15,384	5,893,718	2.6
West Virginia	4,673	1,793,716	2.6
New Hampshire	3,495	1,377,529	2.5
North Carolina	25,735	10,439,388	2.5
Nevada	7,484	3,104,614	2.4
Alabama	12,054	5,024,279	2.4
Indiana	15,794	6,785,528	2.3
Iowa	7,405	3,190,369	2.3
Mississippi	6,814	2,961,279	2.3
South Dakota	2,026	886,667	2.3
Arkansas	6,808	3,011,524	2.3
Arizona	15,805	7,151,502	2.2
Idaho	4,047	1,839,106	2.2
North Dakota	1,685	779,094	2.2
South Carolina	11,003	5,118,425	2.1
TOTAL	1,327,010	330,759,736	4.0

LAWYERS PER 1,000 RESIDENTS IN EACH STATE: 2022



For number of lawyers in each U.S. county as of Jan. 1, 2020, see [2021 Profile of the Legal Profession](#).

Source: ABA National Lawyer Population Survey / U.S. Census Bureau



DEMOGRAPHICS

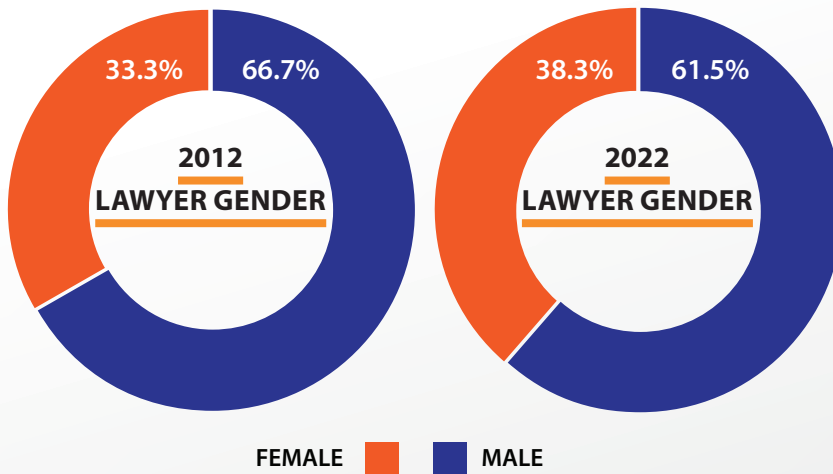
LAWYERS BY GENDER

Over the past decade, the percentage of female lawyers has increased slowly. It stood at 33% in 2012 and grew to 38% in 2022. In other words, male attorneys still greatly outnumber female attorneys – though that is gradually changing as more women, and fewer men, are enrolling in law school every year.

The gender 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 – to 8% in 1980, 20% in 1991, 27% in 2000 and 37% in 2021.

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. There have been 10 female ABA presidents, including five of the last seven, as of 2022. ■



FAST FACT:

Most state bars and state licensing agencies track gender in the profession, but not all do. In 2022, 44 states reported the number of male and female lawyers – up from 42 states in 2011.

Source: ABA National Lawyer Population Survey



DEMOGRAPHICS

LAWYERS BY RACE AND ETHNICITY

The number of Asian American, Hispanic and mixed-race lawyers reported in the ABA National Lawyer Population Survey grew substantially in the past decade.

White people are still overrepresented in the legal profession compared with their presence in the U.S. population, but that is slowly changing. Ten years ago, in 2012, lawyers of color were 12% of the profession. A decade later, in 2022, they were 19% of the profession.

The biggest change was in the number of Asian American lawyers. Last year, in 2021, the National Lawyer Population Survey found 2.5% of all lawyers were Asian American. That number more than doubled in 2022 to 5.5%. The change occurred largely because California began reporting the race and ethnicity of its lawyers in 2022. California has a huge number of lawyers – 170,000 – and 13% of them are Asian American. Asian Americans are now represented in the legal profession very close to their share of the U.S. population (5.9%).

The percentage of Hispanic lawyers nationwide also rose – from 3.5% in 2012 to 5.8% a decade later in 2022, according to the survey. It rose a full percentage point in 2022 alone. Again, this was likely caused by California starting to count race and ethnicity among its lawyers. Still, Hispanics are underrepresented among lawyers compared with their share of the U.S. population (18.5%).

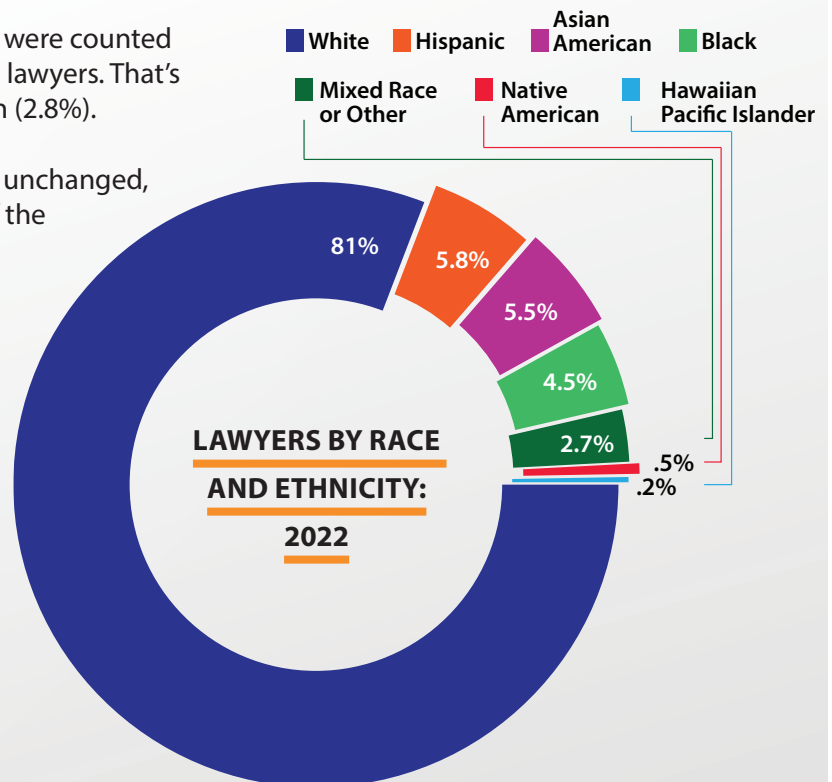
The number of mixed-race lawyers also grew. None were counted in 2014 and 2015, but by 2022 they were 2.7% of all lawyers. That’s almost identical to their share of the U.S. population (2.8%).

Meanwhile, the number of Black lawyers is virtually unchanged, according to the survey. Black lawyers were 4.7% of the profession in 2012 and 4.5% in 2022. That’s far less than the percentage of Black people in the U.S. population (13.4%).

Native Americans are the smallest racial or ethnic group among U.S. lawyers. One-half of 1% of all lawyers (0.5%) were Native American in 2022 – nearly unchanged from 0.6% a decade earlier. The U.S. population is 1.3% Native American.

Finally, the percentage of white lawyers has declined. White lawyers were 88.4% of the profession in 2012, but 81.0% in 2022. They are still overrepresented compared to the U.S. population. Non-Hispanic white people are 60.1% of the national population. ■

About half of all state bars and licensing agencies track race and ethnicity in the profession. In 2022, 26 states reported the race and ethnicity of lawyers.



Source: ABA National Lawyer Population Survey / U.S. Census Bureau



DEMOGRAPHICS

DIVERSITY IN U.S. LAW FIRMS

For the 28th consecutive year, the percentage of law firm partners who are lawyers of color rose in 2021, according to the National Association for Law Placement Report on Diversity in U.S. Law Firms.

The increase has been slow but steady. Viewed year by year, the change is almost imperceptible. But viewed over the span of decades, it is easier to see, and it is accelerating.

In 1993, when NALP began tracking race and ethnicity of law firm partners, 2.55% of all partners were lawyers of color. The number has increased every year since then.

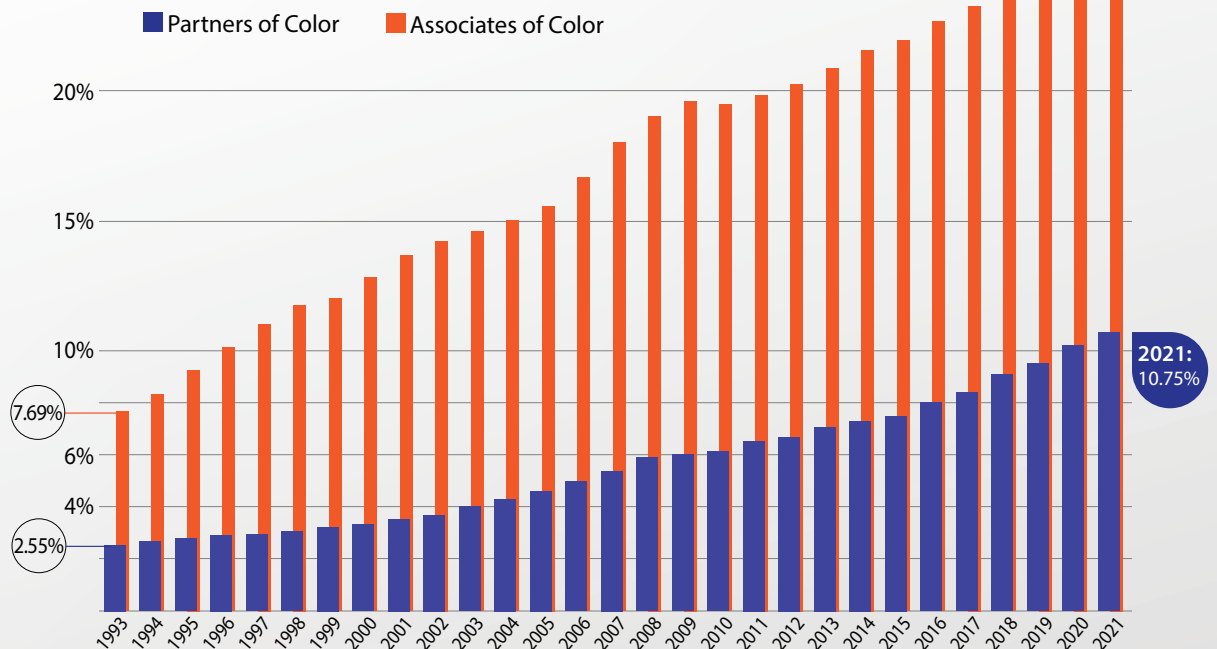
In 2021, 10.75% of all law firm partners were lawyers of color, according to the NALP report. Nearly half of those partners of color (46%) were Asian American. Another 31% were Hispanic and 24% Black.

The accelerating change from decade to decade is striking. During the 1990s and 2000s, the increase in the percentage of partners of color was very slow – usually between 0.1 and 0.3 percentage points each year. But in recent years, the change has accelerated. From 2019 to 2020, the percentage of partners who are lawyers of color increased by 0.68 percentage points. From 2020 to 2021, it increased by 0.52 percentage points.

The numbers are much higher for law firm associates. In 2021, 27.6% of all associates were lawyers of color. That number increased more than 1 percentage point each year in 2019, 2020 and 2021.

...continued on next page

PARTNERS AND ASSOCIATES OF COLOR: 1993 - 2021



Source: National Association for Law Placement 2021 Report on Diversity in U.S. Law Firms



DEMOGRAPHICS

DIVERSITY IN U.S. LAW FIRMS *continued from previous page*

Law firm diversity varies dramatically across the country. At one extreme, 30% of all law firm partners in Miami are lawyers of color – the largest percentage in the country. At the other extreme, just 3% of partners in Pittsburgh are lawyers of color – the lowest percentage in the country.

Law firm diversity is particularly strong in California. Among the top six cities and metro areas in the country for law firm diversity, all but one are in California: Silicon Valley, San Diego, Los Angeles, San Francisco and Orange County. Two more are in the Washington, D.C. metro area: Northern Virginia and the capital city itself.

On the flip side, half of the bottom 10 areas for law firm diversity are in the Midwest: Cleveland, Indianapolis, Cincinnati, Grand Rapids, Milwaukee and Kansas City.

City size appears to have no correlation to law firm diversity. For example, while Los Angeles, Houston, San Diego and San Jose are among the 10 largest U.S. cities by population and by diversity of law firms, Philadelphia – the nation’s sixth-largest city – fares poorly for law firm diversity. Only 7% of all law firm partners in Philadelphia are lawyers of color. ■

Miami has the highest percentage of law firm partners who are lawyers of color:

30%



• MIAMI •

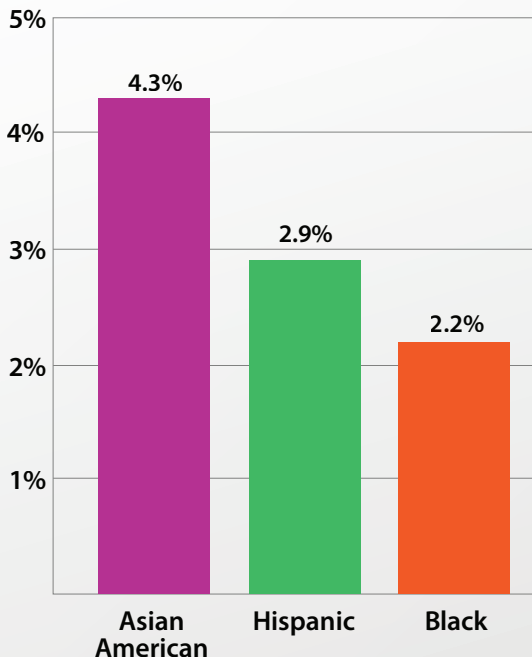
Pittsburgh has the lowest percentage of partners who are lawyers of color:

3%



• PITTSBURGH •

LAW FIRM PARTNERS OF COLOR: 2021



Source: National Association for Law Placement 2021 Report on Diversity in U.S. Law Firms



DEMOGRAPHICS

LGBTQ LAWYERS

The number of openly lesbian, gay, bisexual, transgender or queer (LGBTQ) lawyers at American law firms continues to grow slowly, according to an annual survey by the National Association for Law Placement.

The 2021 survey found 3,653 lawyers who identify as LGBTQ at 849 law offices across the country. That represents 3.7% of the 99,606 lawyers at those firms. A decade earlier, in 2011, the same survey found 2,087 lawyers who identify as LGBTQ at American law firms, or 1.9% of all lawyers.

The same trend is evident among law firm associates. In 2011, 2.4% of all associates reported they were LGBTQ. In 2021, the figure was 5.4%.

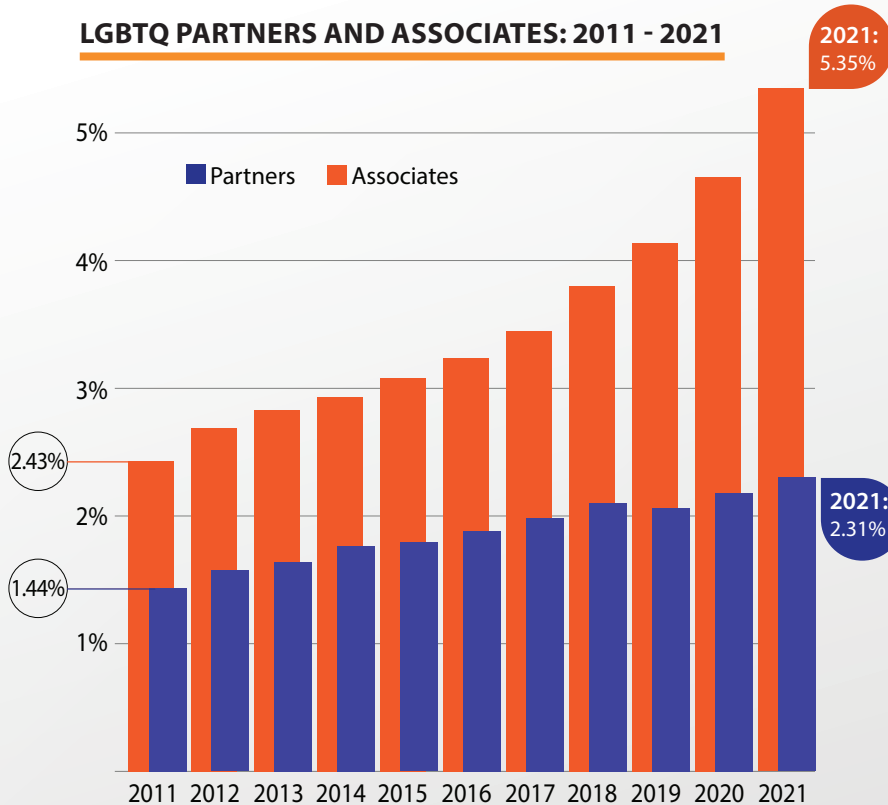
The percentage of law firm summer associates who report they are LGBTQ is substantially higher. In 2021, 8.47% of all summer associates said they were LGBTQ, according to the survey.

No reliable statistics are available on the total number of lawyers who identify as LGBTQ in the legal profession overall. ■

FAST FACT:

Law students are much more likely to be openly LGBTQ than law firm lawyers: 8.4% of law firm summer associates describe themselves as LGBTQ – more than double the percentage of all law firm lawyers who describe themselves as LGBTQ (3.7%).

LGBTQ PARTNERS AND ASSOCIATES: 2011 - 2021



Source: National Association for Law Placement 2021 Report on Diversity in U.S. Law Firms



DEMOGRAPHICS

LAWYERS WITH DISABILITIES

The number of lawyers at American law firms who report having disabilities remains small – just over 1% of all lawyers. Because the number is so small, it is difficult to draw any conclusions about trends, according to a 2021 survey by the National Association for Law Placement.

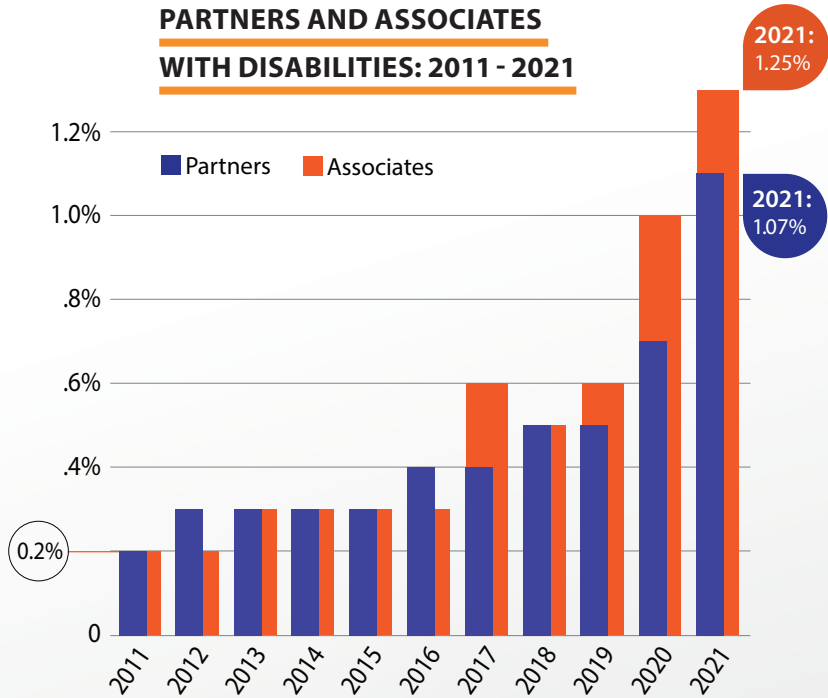
The survey found 865 lawyers who say they have disabilities at 641 law offices across the country. That represents 1.22% of the 70,980 lawyers in those offices.

The percentage of law firm partners who say they have disabilities is slightly lower – 1.07% – according to the 2021 survey. Still, that is more than triple the percentage for most of the past decade, when it fluctuated between 0.2% and 0.3%.

More lawyers who are associates are also reporting they have disabilities. In 2021, a little over 1% of all law firm associates (1.25%) reported having a disability. This is double the percentage of associates who reported having a disability just two years earlier (0.59%).

No reliable statistics exist on the total number of lawyers with disabilities throughout the legal profession. ■

PARTNERS AND ASSOCIATES WITH DISABILITIES: 2011 - 2021



Source: National Association for Law Placement 2021 Report on Diversity in U.S. Law Firms



Profile of the Legal Profession

DEMOGRAPHICS

AGE

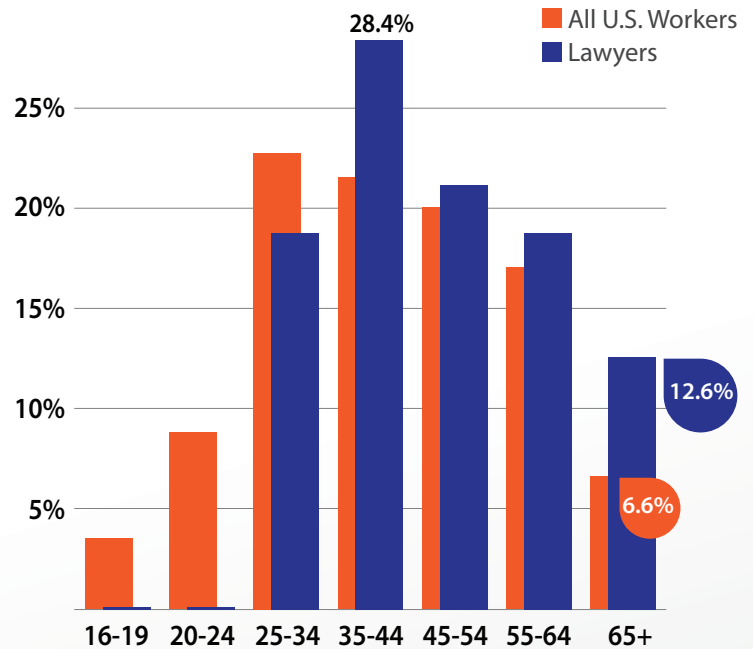
Lawyers are older than most American workers, on average, according to the U.S. Bureau of Labor Statistics. The median age for lawyers in 2021 was 46.5 years old, which means half were younger and half older. By comparison, the median age of all U.S. workers was 42.2 – four years younger than the typical lawyer.

There are two reasons. First, very few lawyers are younger than 25, but roughly 12% of all American workers are younger than 25. Second, many lawyers work past age 65. Nearly 13% of all lawyers – that’s 1 in 8 – are 65 or older. Only 7% of all U.S. workers are 65 or older.

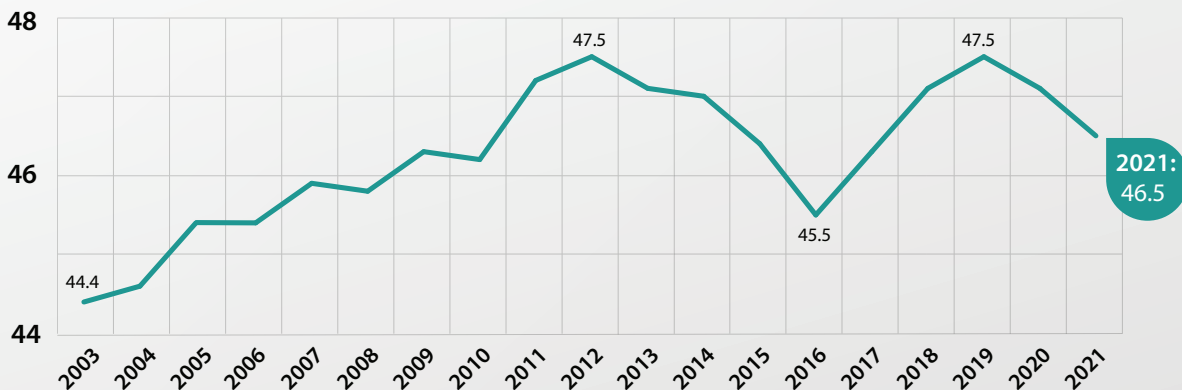
The age of a typical lawyer varies year by year. It rose steadily from 2003 to 2012, then dropped for a few years, bottoming out in 2016, then rose again. It dropped a bit again in 2020 and 2021, but it’s not clear if that’s an actual drop caused by, say, the retirement of older lawyers during the COVID-19 pandemic or by random variation in the small sample in the Bureau of Labor Statistics annual survey.

Going back several decades, the typical lawyer was younger than today. In 1980, the median age for all U.S. lawyers was 39. That’s more than seven years younger than the median age of 46.5 in 2021. ■

AGE 2021: LAWYERS COMPARED WITH ALL U.S. WORKERS



MEDIAN AGE OF LAWYERS: 2003 - 2021



Source: U.S. Bureau of Labor Statistics



Profile of the Legal Profession

DEMOGRAPHICS

LEGAL DEMAND IN METRO AREAS

The demand for lawyers is high in Washington, D.C., and New York City. But did you know the demand is also high in Tallahassee and Miami, Florida, and Santa Fe, New Mexico? Those are the five metropolitan areas with the highest demand for legal services in the United States in 2021, according to the U.S. Bureau of Labor Statistics.

The bureau measures employment and wages for more than 800 occupations in more than 380 metropolitan areas. One thing the bureau measures is demand for each occupation in each metro area. It's called the "location quotient" – a single number that shows demand for an occupation in one area compared to the nation as a whole.*

For 2021 – as in all previous years – the Washington, D.C., area had the highest demand for lawyers of all metro areas. In fact, the location quotient for lawyers in the D.C. area was 3.12 – three times the national average. The demand for lawyers in the New York City area was 2.03 – double the national average.

Surprisingly, most of the other top 10 metro areas for lawyer demand in 2021 were not huge cities, but many were state capitals. They were, in order: Tallahassee (2.51), Miami (2.09), Santa Fe (1.95), Trenton, New Jersey (1.85), Charleston, West Virginia (1.85), Denver (1.60), Philadelphia (1.54) and San Francisco (1.53).

Many other state capitals have high demand for lawyers. For example, Albany, New York; Oklahoma City, Oklahoma; Cheyenne, Wyoming; Montgomery, Alabama; Hartford, Connecticut; and Sacramento, California; are all in the top 20 metro areas nationally for lawyer demand.

But not all state capitals have high location quotients for lawyers. Twelve state capitals are actually below the national average for lawyer demand, including such large cities as Phoenix, Arizona; Honolulu, Hawaii; Columbus, Ohio; and Nashville, Tennessee. ■

METROPOLITAN AREAS WITH THE HIGHEST DEMAND FOR LAWYERS

(Location Quotient)*

Washington, DC	3.12
Tallahassee, FL	2.51
Miami, FL	2.09
New York, NY	2.03
Santa Fe, NM	1.95
Trenton, NJ	1.85
Charleston, WV	1.85
Denver, CO	1.60
Philadelphia, PA	1.54
San Francisco, CA	1.53

METROPOLITAN AREAS WITH THE LOWEST DEMAND FOR LAWYERS

(Location Quotient)*

Hickory, NC	0.26
Abilene, TX	0.26
Lebanon, PA	0.26
Lima, OH	0.25
Leominster, MA	0.23
Niles, MI	0.23
Sheboygan, WI	0.23
Hot Springs, AR	0.20
Elkhart, IN	0.16
Morristown, TN	0.16

**The location quotient represents the ratio of an occupation's share of employment in a given area to that occupation's share of employment in the U.S. as a whole. For example, an occupation that makes up 10% of employment in a metro area compared with 2% of U.S. employment would have a location quotient of 5 for that area.*

Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics



WAGES

- Wage Trends over 20 Years
- Average Lawyer Wages by Metropolitan Area
- Public Service Lawyers





Profile of the Legal Profession

WAGES

WAGE TRENDS OVER 20 YEARS

For the first time in 20 years, the average wage for lawyers dipped in 2021, according to the U.S. Bureau of Labor Statistics. The average wage was \$148,910 in 2020 and declined slightly to \$148,030 in 2021 — a decrease of 0.6%, according to the BLS. Over the same period, inflation was 1.4%. (Note: BLS statistics cover wages for all lawyers but do not include profits for law firm partners and shareholders.)

Over the past 20 years, the average lawyer’s salary has grown faster than inflation. From 2001 to 2021, the average lawyer’s salary rose 61%. Over the same period, the inflation rate was 49%.

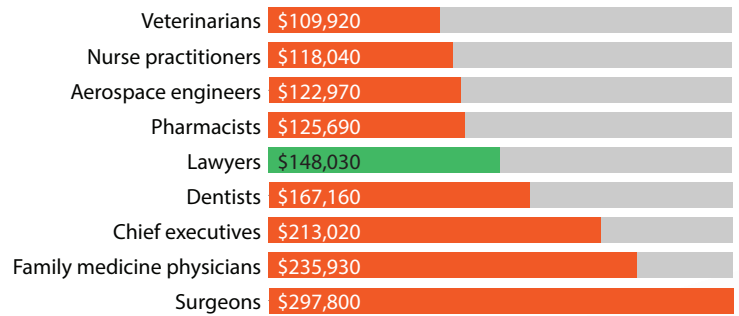
But in recent years, the increase in lawyers’ wages has slowed. The fastest growth was from 1997-2002, when the average lawyer wage rose 45%. By comparison, in the most recent five-year period, the average wage rose 5.8% — from \$139,880 in 2016 to \$148,030 in 2021.

Lawyers who are paid wages continue to earn less, on average, than many medical professionals, according to the BLS. The average wage for family medicine physicians is \$235,930. Closer to the average for lawyers are physicists at \$151,580 and petroleum engineers at \$145,720.

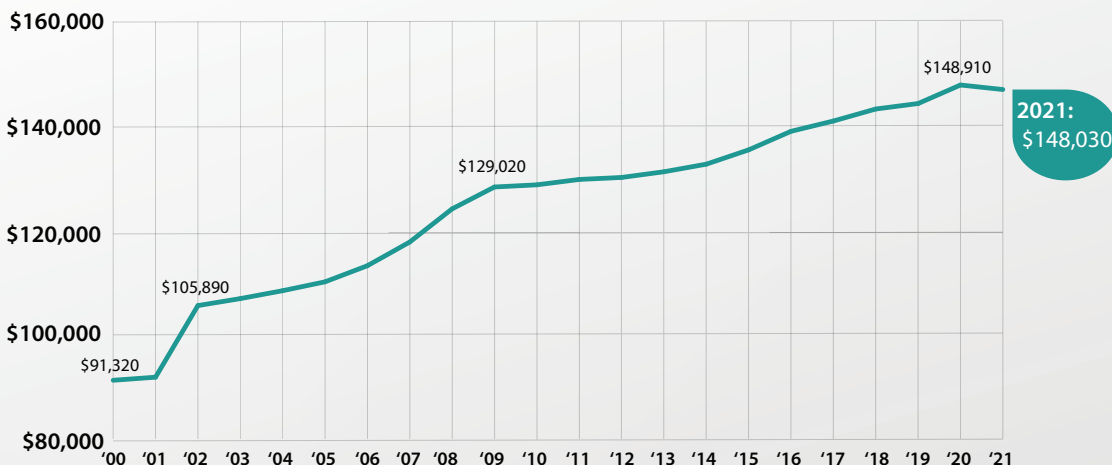
In related legal fields, the average wage for judges, magistrate judges and magistrates was \$142,520 in 2021, according to the BLS. For paralegals and legal assistants, it was \$58,330. ■

AVERAGE INDUSTRY WAGE

BASED ON OCCUPATION: 2021



AVERAGE LAWYER WAGE: 2000 - 2021



Highest-paid job in 2021:

CARDIOLOGIST

average wage \$353,970

Lowest-paid job in 2021:

SHAMPOOER

average wage \$25,160

National average in 2021:

\$58,260

Source: U.S. Bureau of Labor Statistics



WAGES

AVERAGE LAWYER WAGES BY METROPOLITAN AREA

The average wage for lawyers is highly dependent on geography — where the lawyer practices. Half of the 10 metropolitan statistical areas with the highest average wages for lawyers in 2021 were in California: San Jose, San Francisco, Los Angeles, San Diego and Oxnard, according to the U.S. Bureau of Labor Statistics.

At the other extreme, all five areas with the lowest average wages for lawyers are in Puerto Rico: Aguadilla, Mayaguez, Ponce, Arecibo and San Juan. In the Continental United States, four of the five areas with the lowest lawyer wages are in the Midwest and South: Pine Bluff, Arkansas; Enid, Oklahoma; Hammond, Louisiana; and Weirton, West Virginia.

The disparity between some areas is huge. The average lawyer wage in the highest-paid area (San Jose, California, at \$231,200) is five times greater than the average wage in the lowest-paid area (Aguadilla, Puerto Rico, at \$44,290).

FAST FACT:

Ten of the 20 highest-paid metro areas in the U.S. for lawyers are in California: San Jose, San Francisco, Los Angeles, San Diego, Oxnard, Napa, Santa Rosa, Sacramento, Vallejo and Santa Maria.

FAST FACT:

The lowest average lawyer salary in the continental U.S. is in Pine Bluff, Arkansas, at \$75,030.

There is one surprise among the top 10 areas with highest lawyer wages: Midland, Michigan, near Saginaw, is No. 9 at \$164,430. The BLS lists only 110 lawyers in the Midland area, so it's possible the numbers are skewed by a few high earners.

Where's the midpoint among all 384 metropolitan areas measured by the BLS? That's Santa Fe, New Mexico, at \$115,640 and Bend, Oregon, at \$115,580. ■

Source: U.S. Bureau of Labor Statistics



Profile of the Legal Profession

WAGES

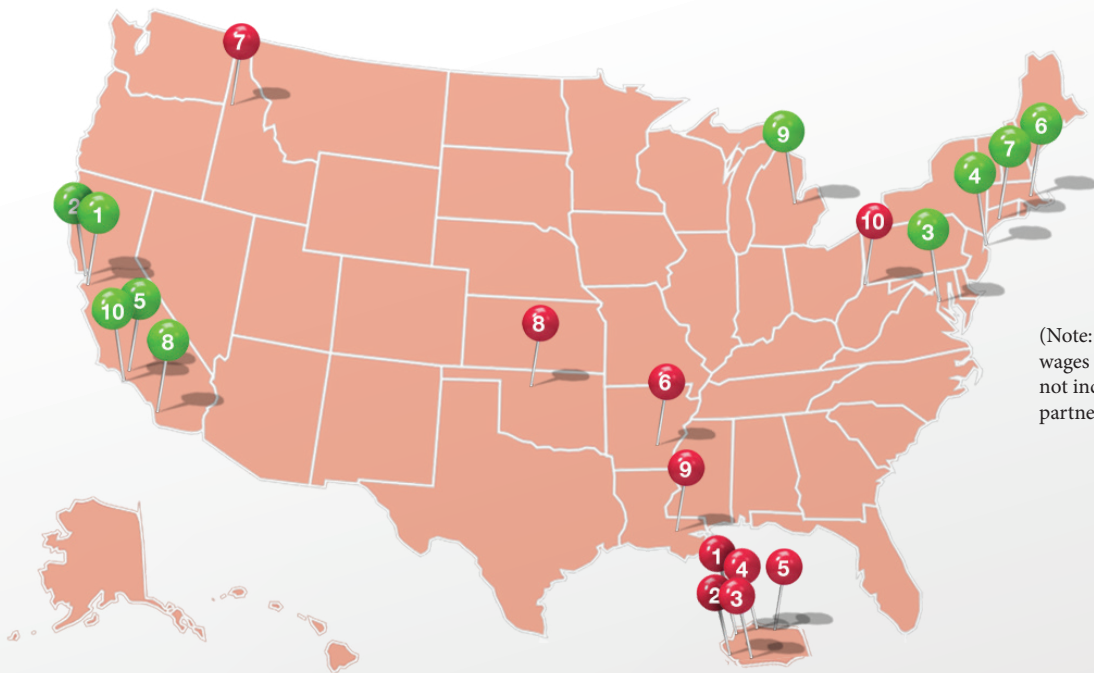
AVERAGE LAWYER WAGES BY METROPOLITAN AREA *continued from previous page*

METROPOLITAN AREAS WITH HIGHEST AVERAGE WAGE FOR LAWYERS

1. San Jose, CA.....	\$231,200
2. San Francisco, CA.....	\$191,460
3. Washington, DC.....	\$186,610
4. New York, NY.....	\$183,870
5. Los Angeles, CA.....	\$177,550
6. Boston, MA.....	\$171,660
7. Bridgeport, CT.....	\$171,100
8. San Diego, CA.....	\$165,480
9. Midland, MI.....	\$164,430
10. Oxnard, CA.....	\$163,560

METROPOLITAN AREAS WITH LOWEST AVERAGE WAGE FOR LAWYERS

10. Weirton, WV.....	\$84,380
9. Hammond, LA.....	\$84,350
8. Enid, OK.....	\$83,730
7. Lewiston, ID.....	\$82,830
6. Pine Bluff, AR.....	\$75,030
5. San Juan, PR.....	\$68,450
4. Arecibo, PR.....	\$55,170
3. Ponce, PR.....	\$52,540
2. Mayaguez, PR.....	\$52,400
1. Aguadilla, PR.....	\$44,290



(Note: BLS statistics cover wages for all lawyers but do not include profits for law firm partners and shareholders.)

Source: U.S. Bureau of Labor Statistics

WAGES

PUBLIC SERVICE LAWYERS

Entry-level pay for lawyers at nonprofits and legal aid offices rose more than inflation during the past four years, from 2018 to 2022, according to the National Association for Law Placement. But entry-level pay for public defenders remained nearly stagnant.

According to the NALP, the median entry-level salary for public service lawyers in 2022 was:

- \$63,200 for lawyers at public interest organizations
- \$59,700 for public defenders
- \$57,500 for lawyers at civil legal services offices

That’s much less than the entry-level salary at some big law firms in major cities: \$215,000 in 2022. In fact, even highly experienced public service lawyers – those with 11 to 15 years in the job – earn less than half of that \$215,000 for rookie lawyers at big law firms.

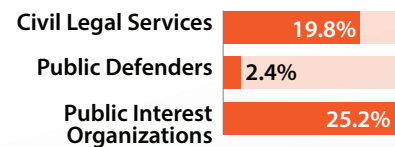
The 2022 survey shows that experienced public defenders are paid more than experienced legal aid lawyers and nonprofit lawyers. Public defenders with 11 to 15 years’ experience earned a median salary of \$100,500 in 2022. For nonprofit lawyers with similar experience, it was \$95,000. And for legal aid lawyers with the same experience, it was \$78,500.

For comparison purposes, the average salary for all lawyers – not counting law firm profit sharing – was \$148,030 in 2021, according to the U.S. Bureau of Labor Statistics.

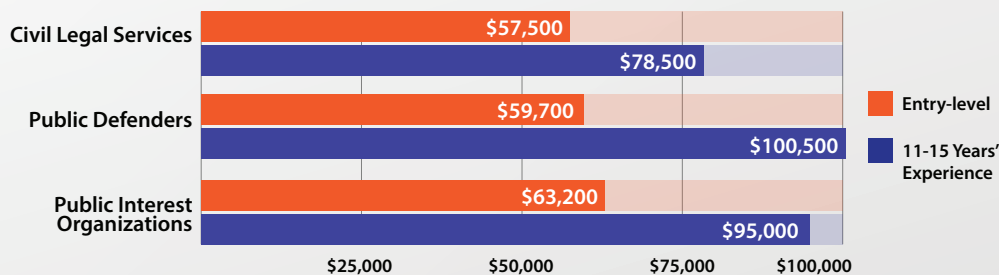
Starting pay for nonprofit lawyers rose 25.2% from 2018 to 2022, according to the NALP. That’s nearly double the inflation rate of 13% over the same period. Starting pay for legal aid lawyers rose 19.8% over those four years, but starting pay for public defenders barely budged, rising just 2.4%.

The NALP Public Service Attorney Salary Survey is conducted every four years and usually includes pay data for prosecutors, but the 2022 report does not. The 2022 survey did not receive enough responses from prosecutors’ offices to provide a nationally representative sample. ■

MEDIAN SALARY INCREASES FOR ENTRY-LEVEL PUBLIC SERVICE LAWYERS: 2018 - 2022



MEDIAN SALARIES FOR PUBLIC SERVICE LAWYERS: 2022



Source: National Association for Law Placement 2022 Public Service Attorney Salary Survey



LEGAL EDUCATION

- Law School Applicants and Enrollees
- Why Law School?
- Law School Demographics
- Employment after Graduation
- Bar Passage Rates
- Bar Passage Rates - Race, Ethnicity and Gender
- Law School Debt





LEGAL EDUCATION

LAW SCHOOL APPLICANTS AND ENROLLEES

For the fourth straight year, enrollment was up in 2021 at U.S. law schools accredited by the American Bar Association. That was a rebound after seven years of declining enrollment from 2010 to 2017.

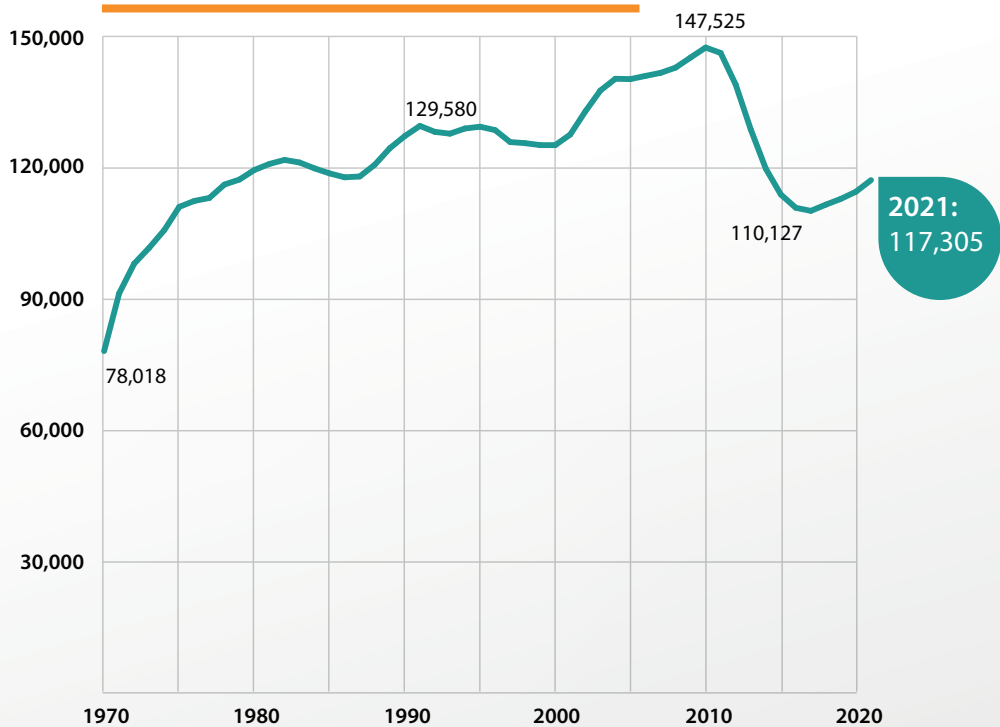
FAST FACT:

The average law school applicant applies to nearly seven law schools – 6.8 per student, to be exact.

The number of students pursuing juris doctor degrees hit 117,305 in 2021 – the highest number since 2014. That was an increase of 2,981 students (or 2.4%) over the previous year. Still, it was far below the peak of 147,525 enrolled law school students in 2010.

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LAW SCHOOL ENROLLMENT: 1970 - 2021*



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



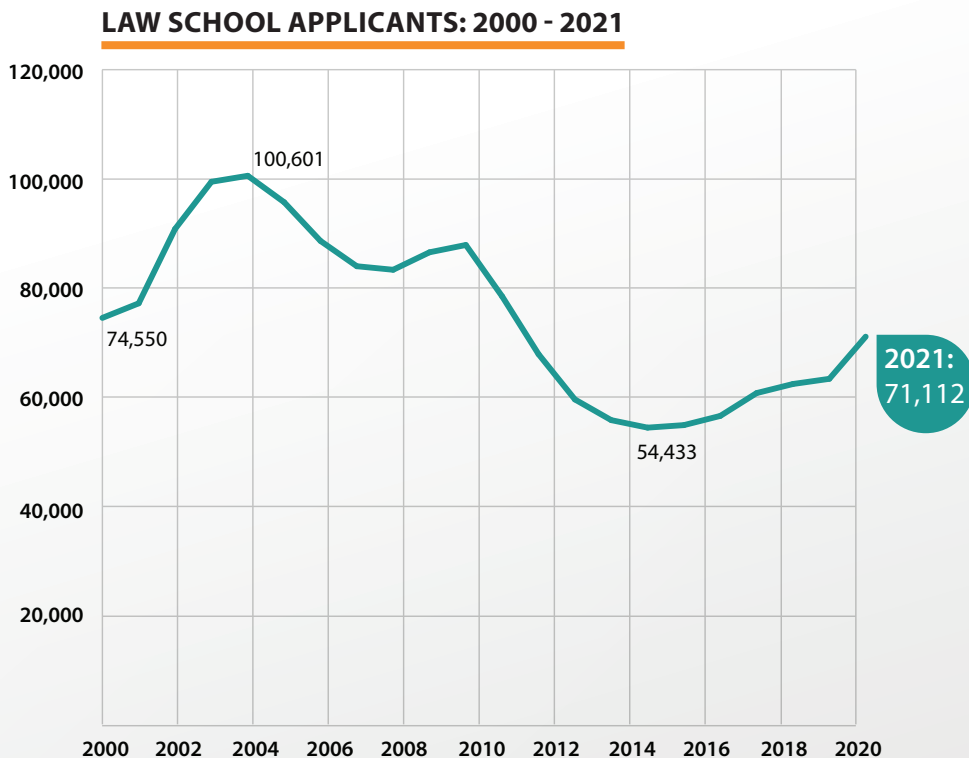
LEGAL EDUCATION

LAW SCHOOL APPLICANTS AND ENROLLEES *continued from previous page*

An additional 21,044 students were in non-JD programs in U.S. law schools, pursuing master of law degrees and other degrees, as well as certificates. Participation in these non-JD programs has boomed in recent years, increasing 76% from 2014, when there were 11,973 students.

Applications to law schools rose significantly in 2021, with 71,112 students applying to law schools – an increase of 12% from 2020, according to the Law School Admission Council. Even so, the number of applicants was still far below the peak year of 2004, when more than 100,000 people applied to ABA-accredited law schools.

Roughly two-thirds (68.3%) of all applicants were accepted to at least one law school. The acceptance rate declined slightly in the past year, from 69.6% in 2020. ■



Source: ABA Section of Legal Education and Admissions to the Bar / Law School Admission Council

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. ■

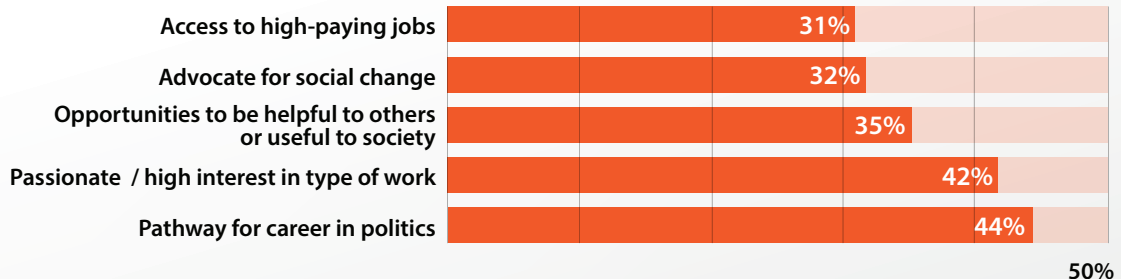
WHEN DID STUDENTS ENROLL IN LAW SCHOOL?

- 35%** Immediately after undergraduate degree
- 65%** Took time off after undergraduate degree

FOR STUDENTS WHO DELAYED LAW SCHOOL, HOW MANY YEARS?

- 25%** 1 year or less
- 21%** 2 years
- 53%** 3 years or more

WHY DO UNDERGRADUATES ASPIRE TO GO TO LAW SCHOOL?



FAST FACT:

Students with higher LSAT scores were more likely to delay law school (74%) than students with lower scores (58%).

FAST FACT:

Asian and Black students were more likely to delay law school (73% and 71%) than Hispanic and white students (69% and 64%).

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



LEGAL EDUCATION

LAW SCHOOL DEMOGRAPHICS

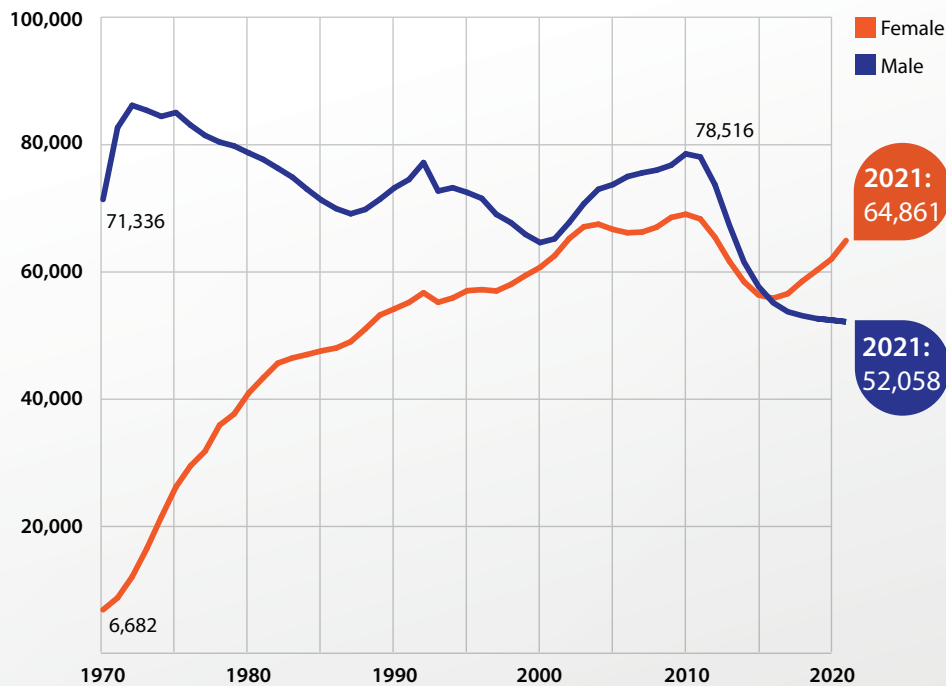
Most students at ABA-accredited law schools in 2021 were women – and the gap between the number of men and women law students grew wider for the fifth straight year.

For decades, law school students were overwhelmingly 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, but 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 all law students at ABA-accredited schools for the first time. That year, 50.3% of all students pursuing JD degrees were female.

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LAW SCHOOL ENROLLMENT BY GENDER: 1970 - 2021



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



Profile of the Legal Profession

LEGAL EDUCATION

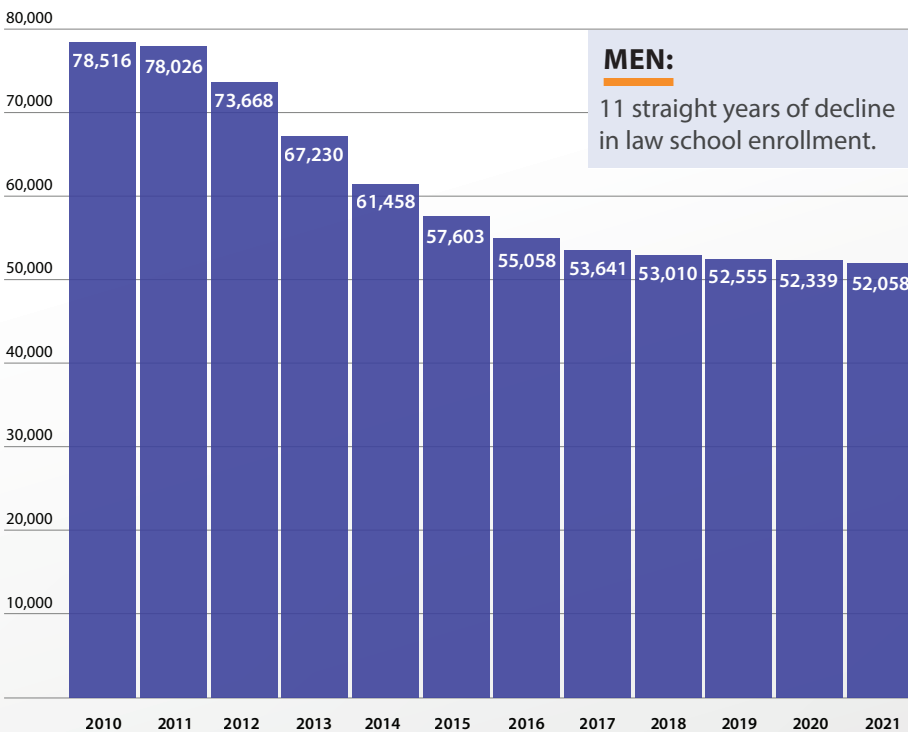
LAW SCHOOL DEMOGRAPHICS *continued from previous page*

In 2021, 55.3% of all students at ABA-accredited law schools were women. In raw numbers, for the 2021-22 academic year, there were 12,803 more women JD students than men – 64,861 women and 52,058 men. An additional 378 students said they were neither male nor female.

In fact, men are increasingly turning away from law schools while women are increasingly drawn to them. The number of men in ABA-accredited law schools has declined every year in the past 11 years -- from 78,516 in 2010 to 52,058 in 2021. Meanwhile, the number of women has increased each of the past five years – from 55,766 in 2016 to 64,861 in 2021.

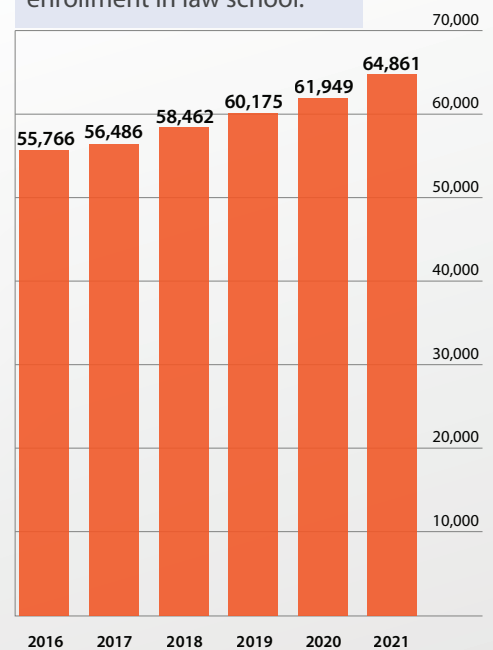
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RECENT LAW SCHOOL ENROLLMENT BY GENDER



WOMEN:

5 straight years of increasing enrollment in law school.



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

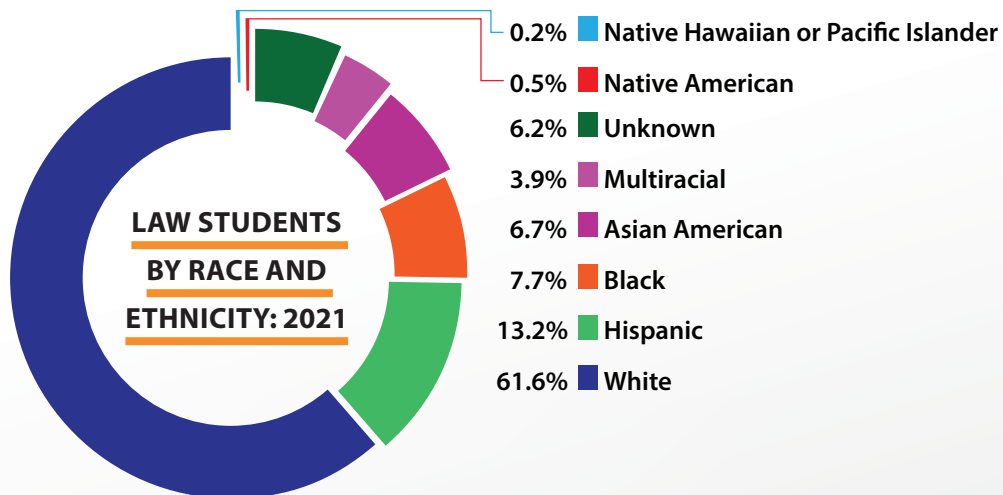


LEGAL EDUCATION

LAW SCHOOL DEMOGRAPHICS *continued from previous page*

Meanwhile, law school classes have become gradually more diverse by race and ethnicity. In 2011, 25% of all law students were students of color. A decade later, in 2021, roughly one-third of all students pursuing a JD degree (32%) were students of color.

The demographic change is more dramatic when considering first-year law students over the past four decades. Back in 1978, students of color occupied just 9% of first-year law school seats. In 2021, that number was three times larger: 33%. Among all 1L's in 2021, 13% were Hispanic, 8% Black, 7% Asian American, 4% multiracial. An additional 7% were classified as race unknown or other. ■

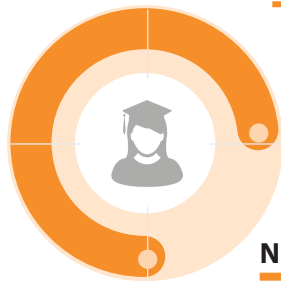




LEGAL EDUCATION

DEMOGRAPHICS FOR INDIVIDUAL LAW SCHOOLS

Highest ratio of WOMEN TO MEN: **72%** FEMALE



NORTHEASTERN

Highest ratio of MEN TO WOMEN: **58%** MALE



NEW HAMPSHIRE



Number of law schools where **WOMEN OUTNUMBER MEN 2-TO-1:**

5

Northeastern, Howard, North Carolina Central, Florida A&M, American



Law schools* with the **HIGHEST PERCENTAGE OF STUDENTS OF COLOR:**

Howard 96%
Texas Southern 89%
St. Thomas of Florida 79%

Law schools with the **SMALLEST PERCENTAGE OF STUDENTS OF COLOR:**

Drake 11%
Nebraska 11%
West Virginia 9%

* outside Puerto Rico

Law students in 2021 identified as **NEITHER MALE NOR FEMALE:**

378

The largest number (24) were at Columbia.

Number of law schools where **women outnumber men:**
162

Number of law schools where **men outnumber women:**
33

Number of law schools exactly **50-50 male-female:**
1





LEGAL EDUCATION

EMPLOYMENT AFTER GRADUATION

Unemployment among new law school graduates fell to the lowest level in at least a decade in 2021, according to data compiled by the ABA Section of Legal Education and Admissions to the Bar.

For the law school Class of 2021, unemployment 10 months after graduation dropped three percentage points to 5.3%. A year earlier, unemployment 10 months after graduation for the Class of 2020 stood at 8.3%.

Also for the first time in at least a decade, more than half of all new law school graduates were working at law firms 10 months after graduation. That number has been climbing steadily over the past 10 years. For the Class of 2012, it was 39.3%. For the Class of 2021, it was 50.6%.

On the other hand, the number of new law graduates getting jobs in the business sector has been falling. For the Class of 2014, more than 15% worked in businesses 10 months after graduation. For the Class of 2021, it was 10%.

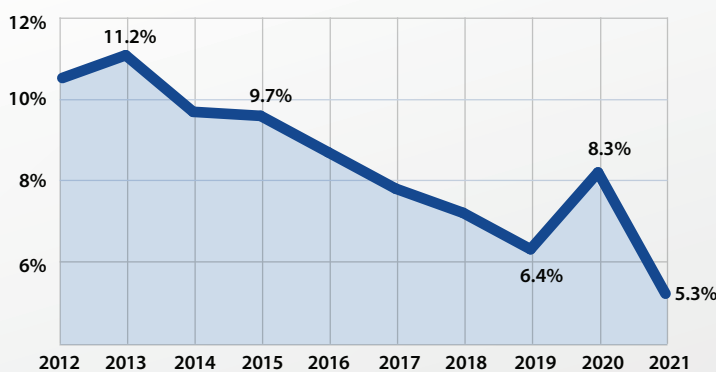
In almost every other sector, the numbers held roughly steady. For example, 1 in 10 graduates from the Class of 2021 (10.4%) took government jobs – up slightly from 10.2% a year earlier. It was nearly the same (10%) a decade ago.

For several years, judicial clerkships grew more popular as first jobs out of law school, but that number declined for the Class of 2020 and remained lower for the Class of 2021. Nearly 1 out of 10 graduates in the Class of 2021 (9.6%) took a clerkship after graduation.

FAST FACT:

Three-quarters of new lawyers got jobs requiring bar passage within 10 months of graduation in 2021: 75.6%.

**LAW SCHOOL GRADUATES UNEMPLOYED
10 MONTHS AFTER GRADUATION: CLASS OF 2012-2021**



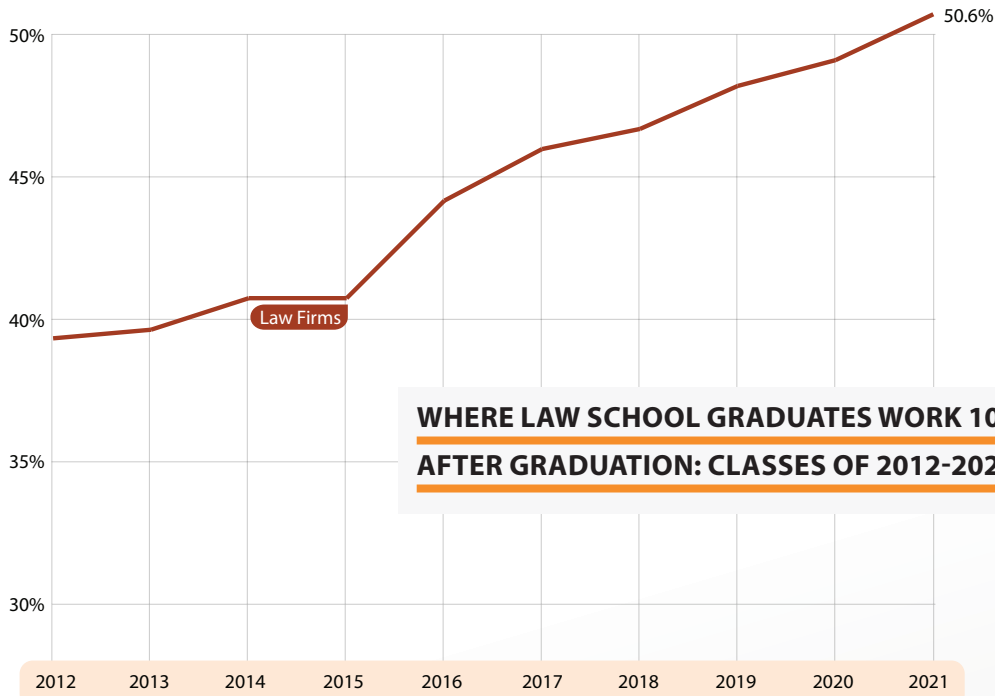
Meanwhile, the number of graduates who went into solo practice straight out of law school continued to decline. Less than 1% of all 2021 grads (0.7%) took the solo route. A decade ago, 2.3% of the Class of 2012 practiced solo – a small number but triple the current rate. ■

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

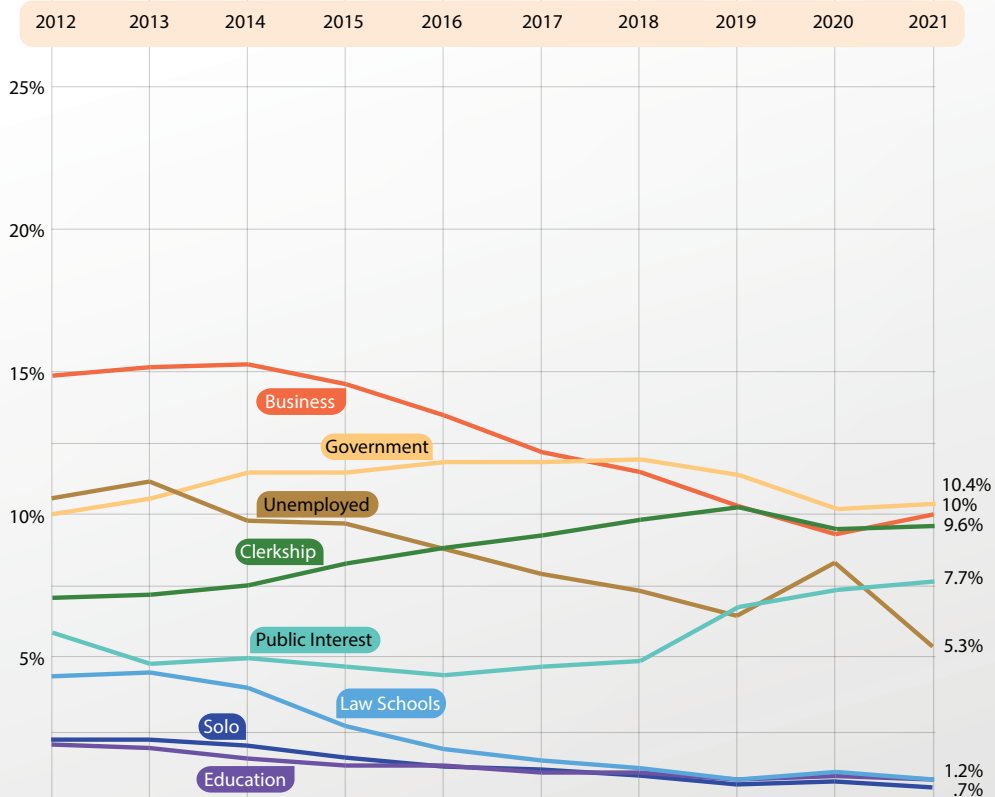


LEGAL EDUCATION

EMPLOYMENT AFTER GRADUATION *continued from previous page*



WHERE LAW SCHOOL GRADUATES WORK 10 MONTHS AFTER GRADUATION: CLASSES OF 2012-2021



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

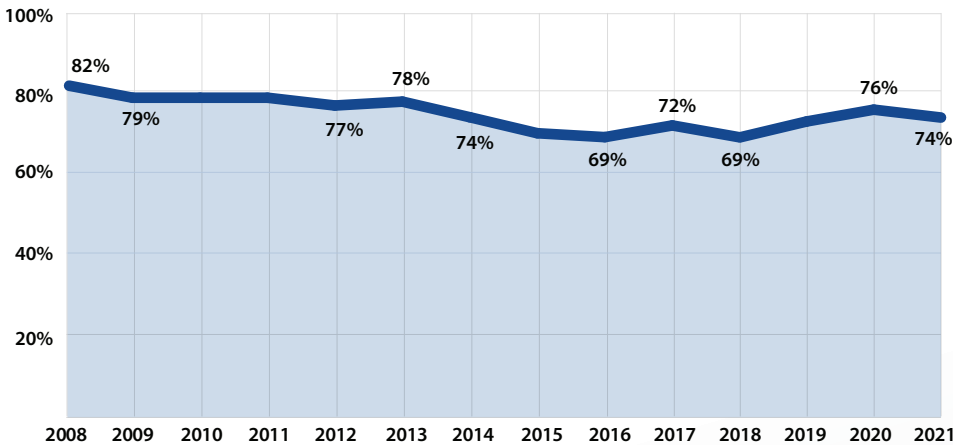


LEGAL EDUCATION

BAR PASSAGE RATES

The bar exam passage rate dipped slightly in 2021, after two straight rising years, according to the National Conference of Bar Examiners, which develops the test and collects data from the states.

FIRST-TIME BAR PASSAGE RATES: 2008 - 2021

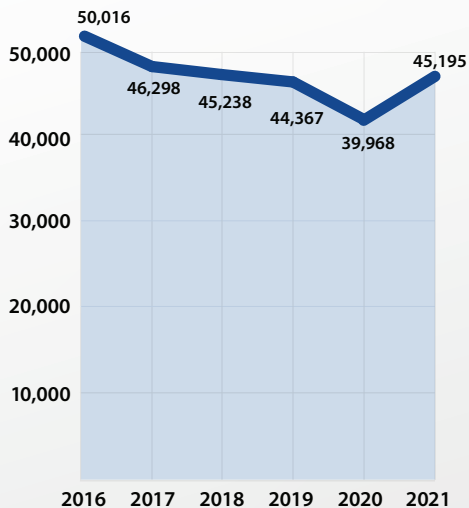


Among first-time test-takers, nearly 3 out of 4 (74%) passed the bar exam in 2021. That's the highest passage rate since 2014, except for 2020, when 76% passed the exam. The highest passage rate in recent years was 82% in 2008. The lowest was 69% in 2016 and 2018.

The number of people taking the exam for the first time rebounded in 2021, to the highest level in three years. First-time test-takers rose 13% in 2021 to 45,195, after dropping nearly 10% in 2020, most likely because of the COVID-19 epidemic.

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NUMBER OF PEOPLE TAKING THE BAR EXAM FOR THE FIRST TIME: 2016 - 2021



FAST FACT:

The vast majority of test-takers in 2021 (85%) went to ABA-accredited law schools.

FAST FACT:

Forty-eight people who took the bar exam in 2021 skipped law school and studied at law offices, which is allowed in a few states. Nearly half (23) were from Washington state. Nationwide, just 40% of those who studied in law offices passed the exam. (California did not report data in this category.)

Source: National Conference of Bar Examiners



LEGAL EDUCATION

BAR PASSAGE RATES *continued from previous page*

As usual, there was a significant difference in passage rates between first-time test-takers and repeat test-takers in 2021. Among first-timers, 74% passed the bar exam. Among repeaters, only 28% passed. There were more than twice as many first-time test-takers as repeaters in 2021 (45,195 versus 19,638).

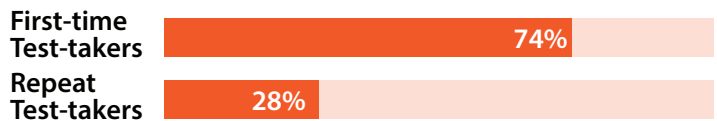
Passage rates also varied widely based on where test-takers learned the law. The passage rate for all test-takers from ABA-accredited schools — both first-timers and repeaters — was 66% in 2021. Just 25% of students who attended non-accredited law schools passed the bar.

There was also a significant difference in passage rates among the 50 states. In 2021, Utah had the highest passage rate among first-time test-takers at 90%. West Virginia had the lowest passage rate at 60%.

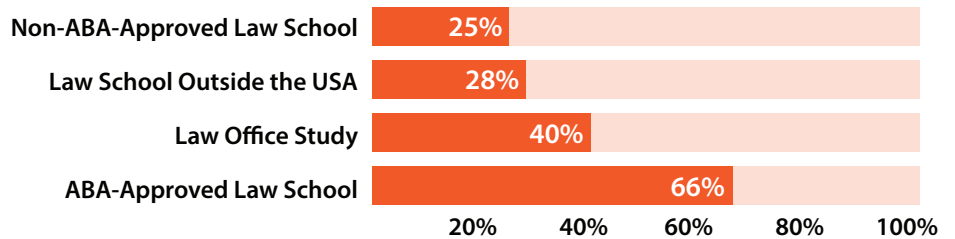
State size doesn't seem to have any relation to passage rate. New York, with nearly 8,000 first-time bar exam takers, the most in the country, had a passage rate of 76% — slightly higher than the national 74% rate. But California, second in the nation with more than 6,000 first-time test-takers, had one of the lowest passage rates at 67%. ■

BAR PASSAGE RATES

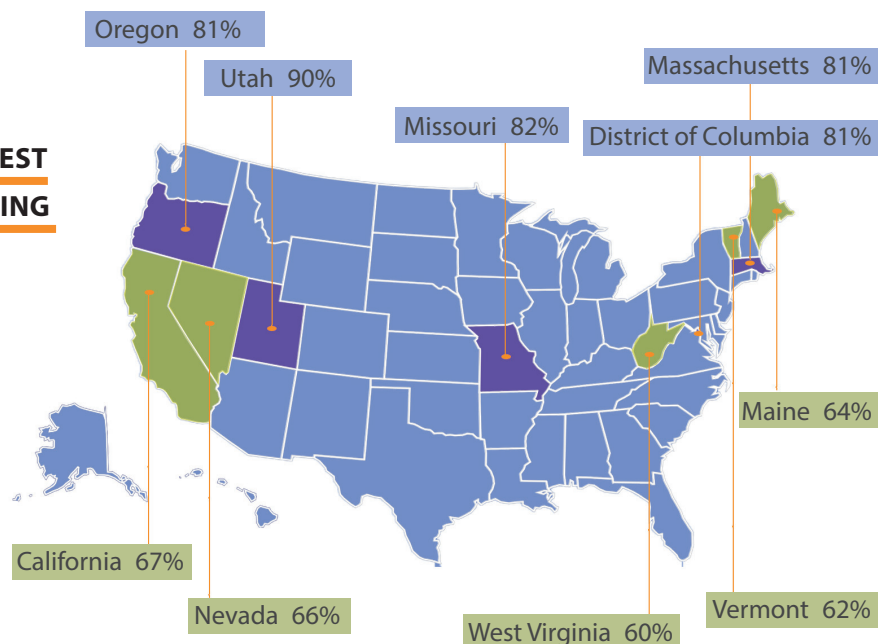
FOR FIRST-TIME TEST-TAKERS AND REPEATERS: 2021



BAR PASSAGE RATES BY TYPE OF LEGAL EDUCATION: 2021



STATES WITH HIGHEST AND LOWEST PASSING RATES: 2021



Source: National Conference of Bar Examiners



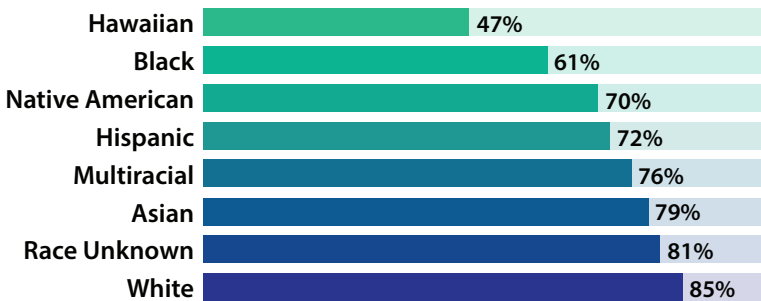
LEGAL EDUCATION

BAR PASSAGE RATES – RACE, ETHNICITY AND GENDER

To comply with ABA standards, a law school must show that three-quarters of its graduating class passes the bar exam within two years. In the most recent study, white test-takers in 2021 were more likely to pass than test-takers of other

racess and ethnicities, according to the ABA Section of Legal Education and Admissions to the Bar.

2021 BAR PASSAGE RATES BY RACE AND ETHNICITY FOR FIRST-TIME TEST-TAKERS



Among white graduates taking the exam for the first time, 85% passed in 2021. By comparison, 61% of Black first-time test-takers passed, 72% of Hispanics, 70% of Native Americans and 79% of Asians. Among all first-time test-takers of color, the passage rate was 71%.

ULTIMATE BAR PASSAGE RATE BY RACE AND ETHNICITY: CLASS OF 2019



The gap narrows over time. For the Class of 2019, 94% of white test-takers ultimately passed the exam within two years of graduation, as did 81% of Blacks, 87% of Hispanics, 89% of Asians and 89% of Native Americans.

There was a small difference in bar passage rates between men and women in 2021: 82% of men passed the exam on the first try, as did 79% of women.

BAR EXAM PASSAGE RATE FIRST-TIME TEST-TAKERS OF COLOR: 2021

BLACK, HISPANIC, ASIAN, NATIVE AMERICAN, HAWAIIAN AND MULTIRACIAL

70.9%



BAR EXAM PASSAGE RATE BY GENDER: 2021 FIRST-TIME TEST-TAKERS



82.1%
MALE



79.2%
FEMALE

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

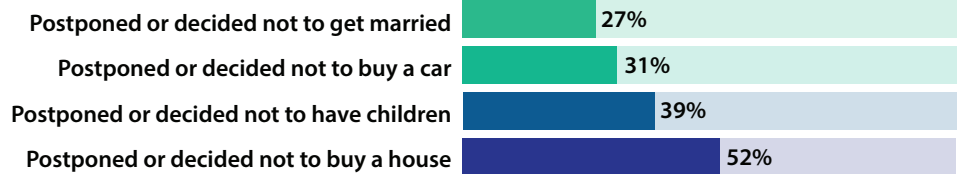


LEGAL EDUCATION

LAW SCHOOL DEBT

Many new lawyers postpone major life decisions like marriage, having children and buying houses, or reject them outright, because they carry huge student loan debts. Those debts make many young lawyers anxious, depressed and regretful.

HOW LAW SCHOOL DEBT AFFECTED MAJOR LIFE DECISIONS



Those are the conclusions of a 2021 survey by the ABA Young Lawyers Division and AccessLex. The survey of more than 1,300 new lawyers – most in their 20s and 30s – showed that student loan debt forces the newest generation of lawyers to make major financial, personal and career sacrifices.

Nearly all law school graduates are affected. More than 90% of the lawyers surveyed took out law school loans. Their average total education debt upon graduation – money owed from law school, undergraduate school and other education expenses – was \$120,000.

For many young lawyers, student debt actually increases over time. More than a quarter (27%) said they have more debt now than when they graduated from law school. The median current debt at the time of the survey was \$100,000.

Participants said heavy student loan debt affected virtually every aspect of their lives, including:

Having children: More than one-third (39%) said they postponed or decided not to have children because of their debts. That was especially true for Asian lawyers (48%) and white lawyers (42%).

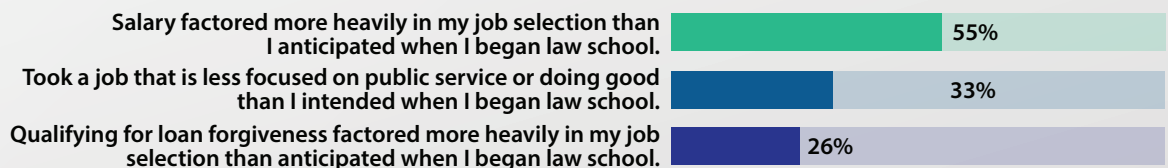
Getting married: More than 1 in 4 (27%) said they postponed or decided not to get married because of their debts. That was especially true for white and Asian lawyers (both 39%).

Housing: More than half (52%) said they postponed or decided not to buy a house because of their debts. That was especially true for Asian lawyers (64%) and Black lawyers (60%).

Transportation: Nearly one-third (31%) said they postponed or decided not to buy a car because of their debt. That was especially true for Hispanic lawyers (35%).

Career: More than half (55%) said salary factored more heavily in their job selection than they anticipated when they began law school. One-third (33%) said they took a job that is less focused on public service or doing good than they intended when they began law school because of debt.

HOW LAW SCHOOL DEBT AFFECTED CAREER DECISIONS



Source: ABA Young Lawyers Division and AccessLex, 2021 Student Loan Debt Survey

LEGAL EDUCATION

LAW SCHOOL DEBT *continued from previous page*

The survey also found that student loan debt is hurting the mental health of young lawyers. Among the survey's findings:

Nearly two-thirds (65%) said student loan debts made them feel anxious or stressed in the last month.

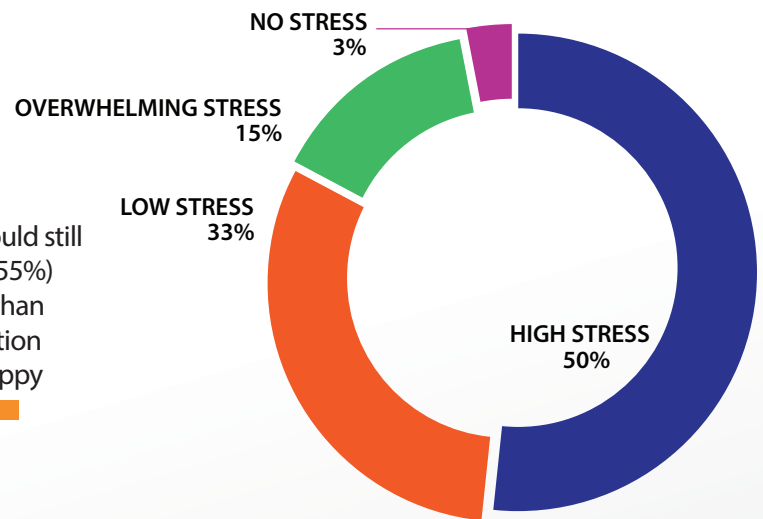
More than half (53%) felt regretful or guilty.

Nearly half (44%) felt depressed or hopeless.

Nearly two-thirds (65%) said they felt overwhelming or high stress about their personal finances in general.

In spite of the findings, a strong majority (61%) said they would still get a J.D. degree knowing what they know now, and most (55%) said they would attend the same law school. However, less than half (47%) agreed with the statement "My law school education was worth the cost." And only 1 in 5 (22%) said they were happy with the loan counseling they received before graduation. ■

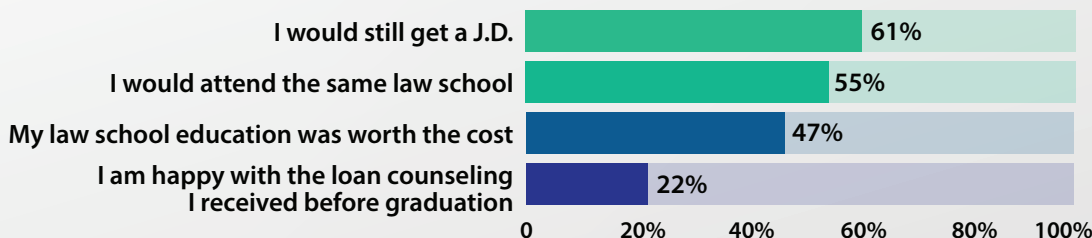
HOW STRESSED DO YOU FEEL ABOUT YOUR PERSONAL FINANCES IN GENERAL?



IN THE LAST MONTH, MY STUDENT LOAN DEBT HAS CAUSED ME TO FEEL:



KNOWING WHAT I KNOW NOW ABOUT DEBT, LAW SCHOOL AND THE LEGAL PROFESSION:



Source: ABA Young Lawyers Division and AccessLex, 2021 Student Loan Debt Survey



PRO BONO

- Hours Worked
- Type of Help
- Top States
- ABA Free Legal Answers
- Law Students

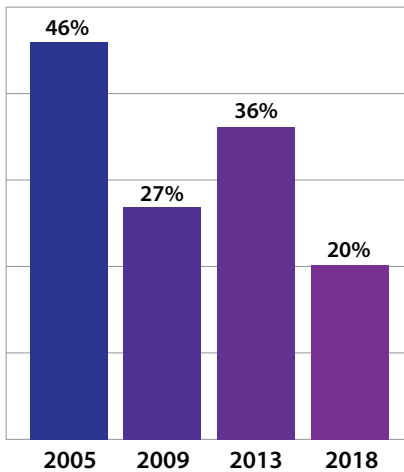




PRO BONO

HOURS WORKED

MET THE 50-HOUR ASPIRATIONAL GOAL



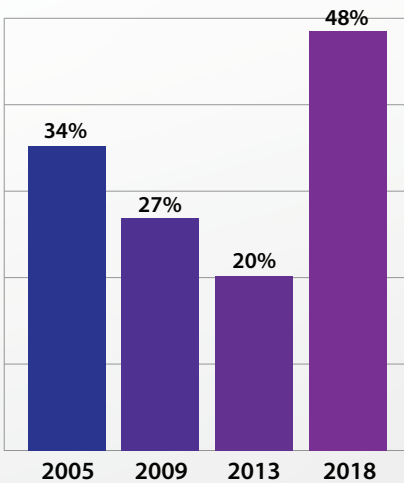
More than half of all American lawyers perform free pro bono services for clients who cannot afford to hire an attorney, according to a nationwide ABA survey released in 2018.

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.

NO PRO BONO WORK IN THE PAST YEAR



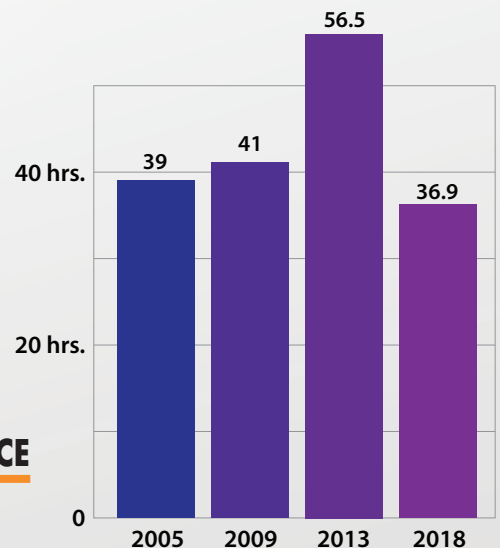
The average hours worked fluctuates year by year, with no apparent trend. It was 39 hours in 2005, 41 hours in 2009, 56 hours in 2013 and 37 hours in 2018.

FAST FACTS:

- 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.

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). ■

AVERAGE HOURS OF PRO BONO SERVICE



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.

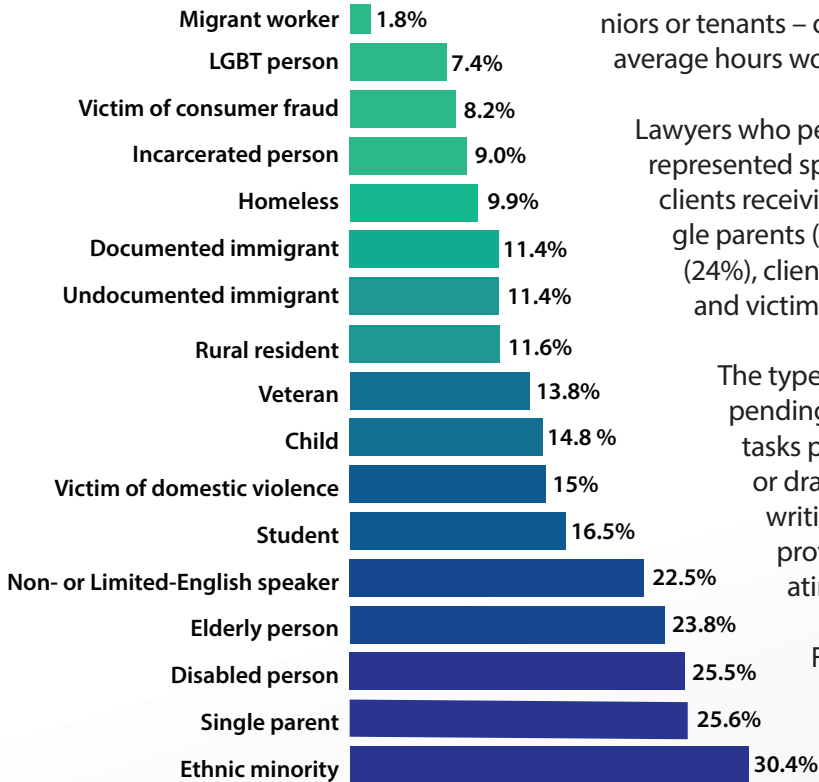


Profile of the Legal Profession

PRO BONO

TYPE OF HELP

PROFILE OF PRO BONO CLIENTS

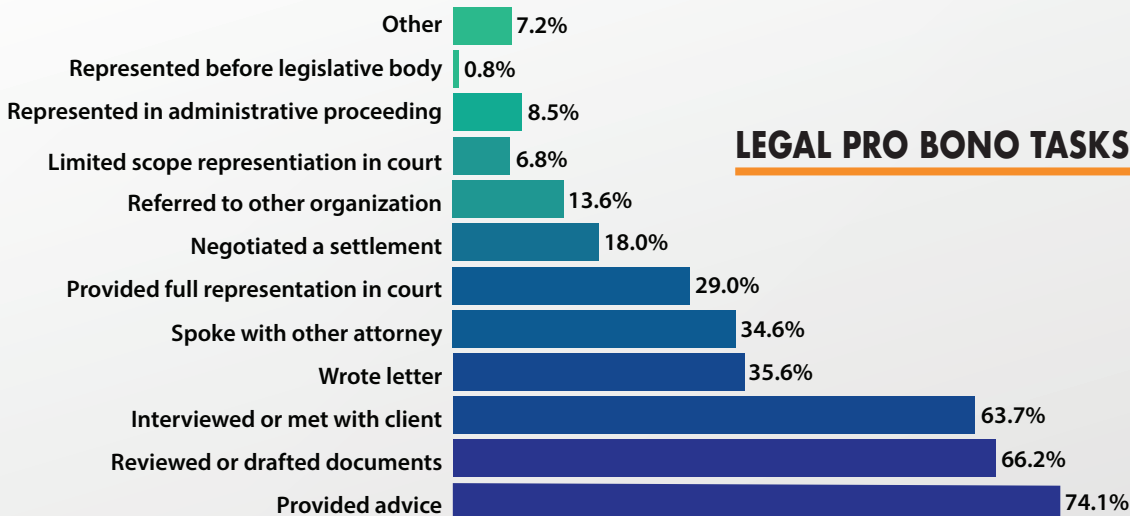


Most lawyers who provide pro bono services do so for individuals in need – 85%. Others help classes of individuals – such as a group of seniors or tenants – or organizations. For those who help individuals, the average hours worked were relatively high – 57 hours a year.

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. ■



LEGAL PRO BONO TASKS PERFORMED

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.



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%.

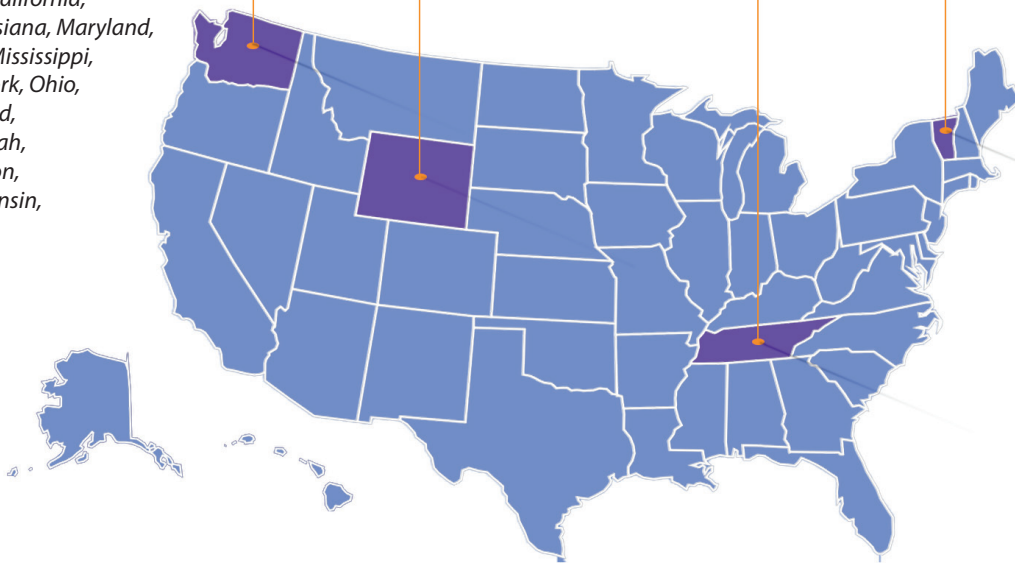
Wyoming:

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.



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.



PRO BONO

ABA FREE LEGAL ANSWERS

During the COVID-19 pandemic, ABA Free Legal Answers has experienced a big jump in the number of questions posed by people with legal problems, along with a dramatic increase in the number of lawyers volunteering to answer those questions.

Sponsored by the ABA Standing Committee on Pro Bono and Public Service, ABA Free Legal Answers – www.abafreelegalanswers.org -- is a virtual legal clinic through which income-eligible clients can post civil legal questions, which are then answered by pro bono attorneys. Currently, lawyers in 41 states are available to answer questions. Another two have committed to participate.

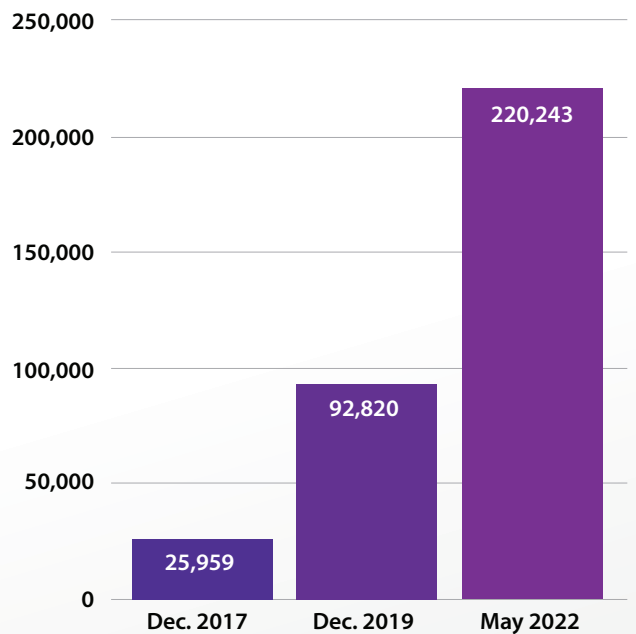
Since Free Legal Answers launched in 2106, 220,000 civil legal questions have been submitted, and more than 10,600 volunteer attorneys have registered to answer those questions. The most common questions concern legal issues related to family and children (40%), housing and homelessness (15%) and consumer or financial issues (10%).

Since March 2020, when the pandemic began, Free Legal Answers has received 116,177 questions – an increase of 84% over the same pre-pandemic period. Also since March 2020, 3,685 volunteer lawyers have registered to answer civil legal questions.

In early 2021, ABA Free Legal Answers expanded to accept questions on immigration and veterans issues. The website for that service is at <https://abafederal.freelegalanswers.org>.

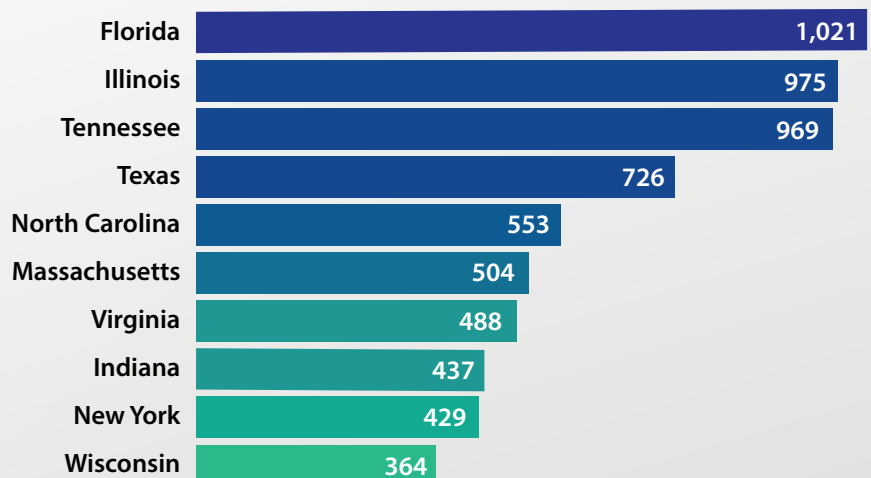
QUESTIONS SUBMITTED SINCE

ABA FREE LEGAL ANSWERS LAUNCHED IN 2016



TOP 10 STATES FOR VOLUNTEERS WITH

ABA FREE LEGAL ANSWERS



Source: ABA Free Legal Answers



PRO BONO

LAW STUDENTS

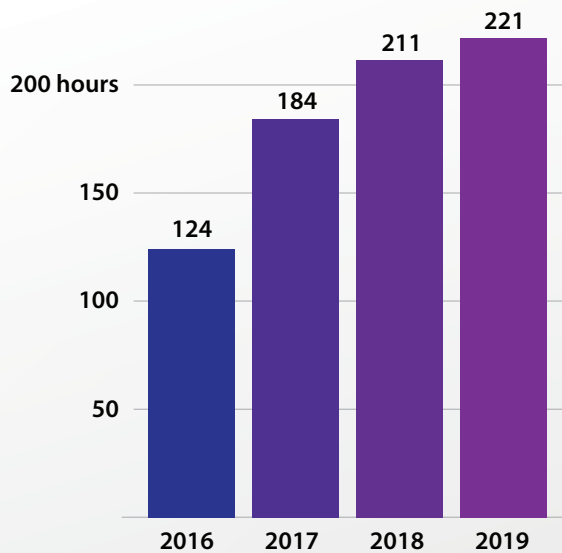
The typical third-year law student performs 221 hours of pro bono legal work through clinics, other experiential courses and pro bono activities, according to the 2019 Law Student Pro Bono Hours Survey conducted by the Association of American Law Schools.

That figure is an average of the 4.38 million hours of pro bono service performed by 19,885 law students in the Class of 2019 at 105 law schools across the country. The schools represent more than half of all students in the Class of 2019 at ABA-accredited law schools.

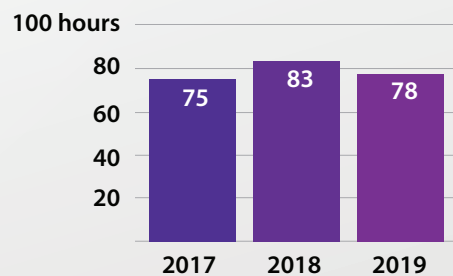
The hours worked is rising over time. AALS has conducted the survey since 2016. The 2016 survey found each graduating law student performed an average of 124 hours of pro bono work. In 2017, that figure rose to 184 hours, and in 2018 it was 211. AALS estimated that pro bono work by third-year law students in 2019 was worth \$112 million.

For all students surveyed in all years of law school – not just third-year students – the number of pro bono hours worked in 2019 was 4.69 million. That’s an average of about 78 hours per student. ■

AVERAGE HOURS OF PRO BONO WORK PER THIRD-YEAR LAW STUDENT



AVERAGE HOURS OF PRO BONO WORK BY ALL LAW STUDENTS



Source: Association of American Law Schools' Law Student Pro Bono Survey 2019



WOMEN IN THE LEGAL PROFESSION

- Demographics
- Women in Law Firms
- Women in Law Schools
- Walking out the Door





WOMEN IN THE LEGAL PROFESSION

DEMOGRAPHICS

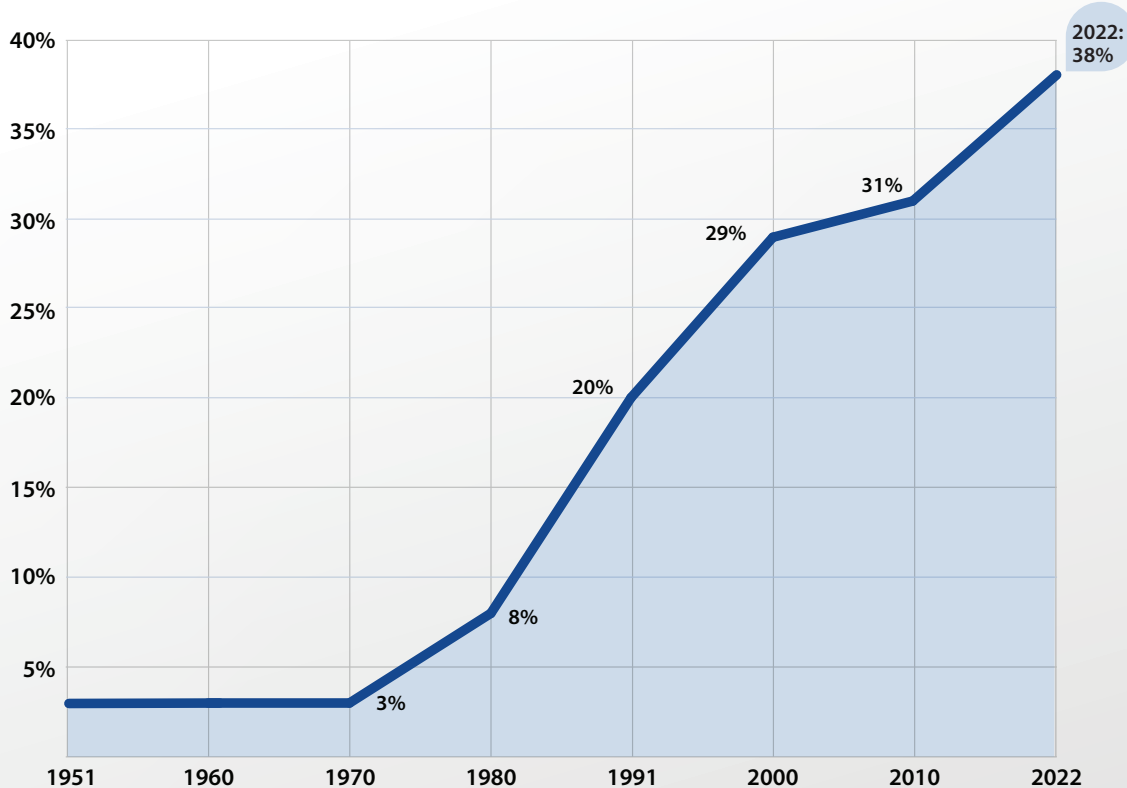
The percentage of female lawyers has slowly inched up in recent years, according to the ABA National Lawyer Population Survey, a tally of lawyers by licensing agencies in every state. In 2010, fewer than one-third of all lawyers (31%) were women. Twelve years later, in 2022, 38% of all lawyers were women.

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 trend is also apparent at law schools. The number of male students has declined every year for the past 11 years – from 78,516 in 2010 to 52,058 in 2021. Meanwhile, the number of female law school students has increased every year for the past five years – from 55,766 in 2016 to 64,861 in 2021. Women now significantly outnumber men in U.S. law schools, and the gap is widening. In 2021, there were 12,800 more female students than male students.

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WOMEN IN THE LEGAL PROFESSION BY DECADE: 1951 - 2022



Sources: ABA National Lawyer Population Survey; American Bar Foundation Lawyer Statistical Reports; ABA Section of Legal Education and Admissions to the Bar



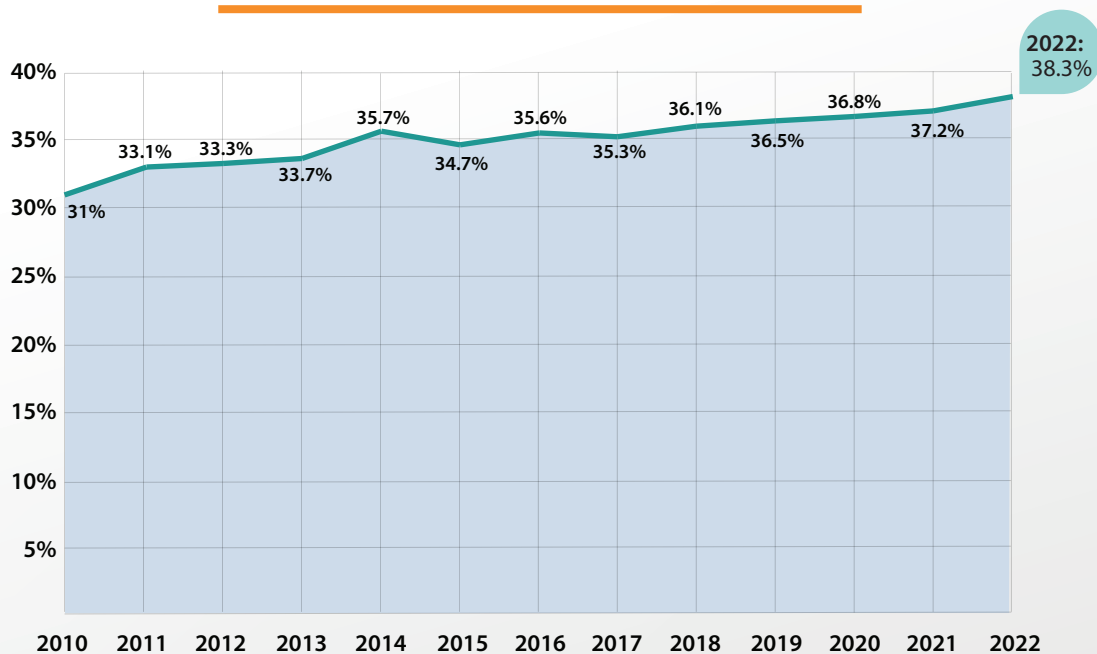
WOMEN IN THE LEGAL PROFESSION

DEMOGRAPHICS *continued from previous page*

The number of female federal judges has increased dramatically. The first woman was appointed to the federal judiciary in 1928, when 217 men held that position. By 1950, there were still only three female federal judges. That rose to 46 in 1980. And by July 1, 2022, there were 424 women on the federal bench – nearly one-third of all federal judges (30%).

Women fare better in state Supreme Courts, where they make up 41% of all high-court justices, according to a 2022 survey by the Brennan Center for Justice at New York University. That’s nearly the same as the share of all lawyers who are women nationally: 38%. ■

WOMEN IN THE LEGAL PROFESSION: 2010 - 2022



Sources: Federal Judicial Center; Brennan Center for Justice



WOMEN IN THE LEGAL PROFESSION

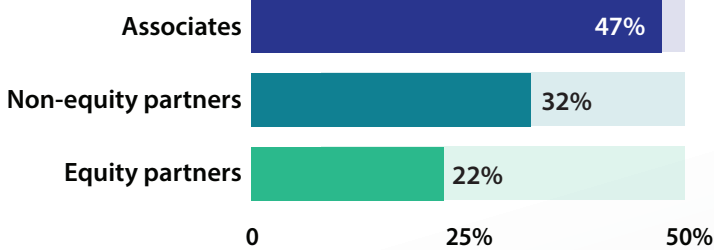
WOMEN IN LAW FIRMS

Although more than half of all law school graduates are women, the number of women in senior leadership roles at U.S. law firms is far less than half – even with the number slowly edging up in recent years.

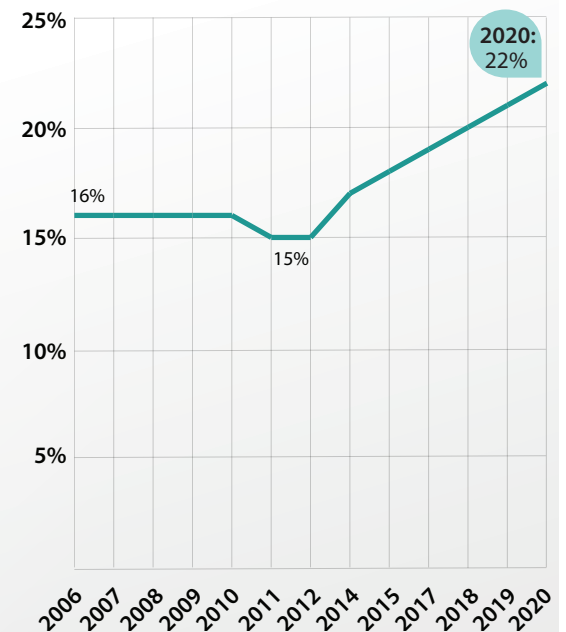
About 22% of all equity partners were female in 2020, according to the National Association of Women Lawyers. The number has risen every year since 2012, when it was 15%. Female lawyers are found in greater numbers at lower levels in the law firm hierarchy. Nearly half of all associates (47%) were women in 2020, as were nearly a third of all non-equity partners (32%).

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WOMEN IN LAW FIRMS: 2020

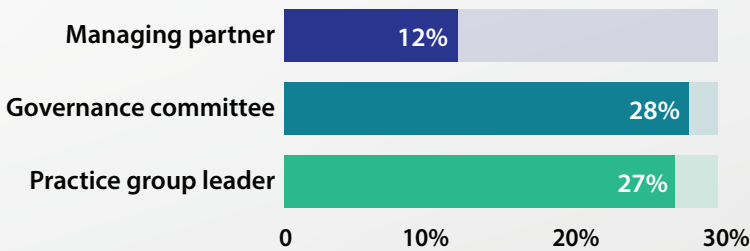


FEMALE EQUITY PARTNERS: 2006 - 2020



Women also held only a small percentage of law firm leadership jobs in 2020. They were 12% of managing partners, 28% of governance committee members and 27% of practice group leaders, according to the NAWL.

WOMEN IN LAW FIRM LEADERSHIP ROLES: 2020



Sources: National Association of Women Lawyers 2021 Survey Report



WOMEN IN THE LEGAL PROFESSION

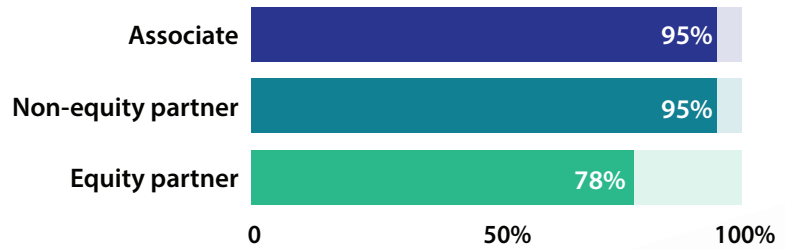
WOMEN IN LAW FIRMS

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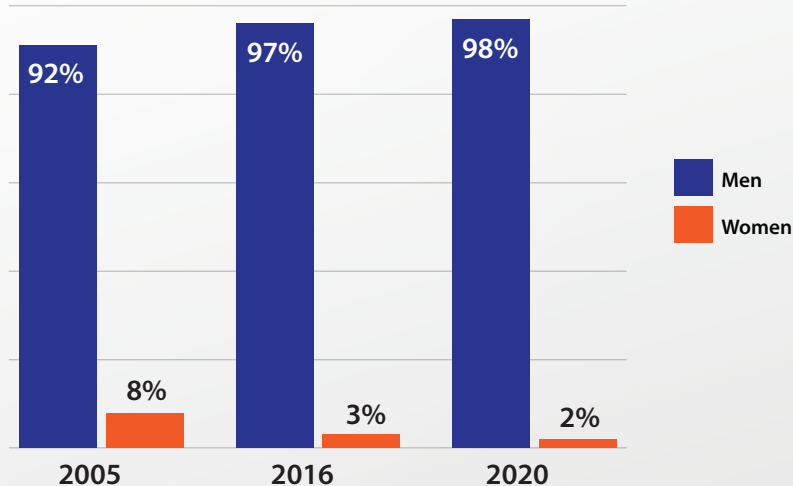
Law firm pay for women almost caught up to pay for men among associates and non-equity partners in 2020, but a sizable gap still existed at the highest levels. In 2020, female associates and female non-equity partners received, on average, 95% of the compensation of their male counterparts. But among equity partners, women received just 78% of the compensation of men, on average.

There were virtually no women among the very highest-compensated law firm attorneys in 2020. Only 2% of law firms said their highest-paid attorney is female – and that number actually dropped from 8% in 2005. ■

COMPENSATION OF FEMALE LAWYERS AS A PERCENTAGE OF COMPENSATION OF MALE LAWYERS: 2020



GENDER OF HIGHEST-PAID ATTORNEY IN THE FIRM: 2005 - 2020



Sources: National Association of Women Lawyers 2021 Survey Report



WOMEN IN THE LEGAL PROFESSION

WOMEN IN LAW SCHOOLS

Women make up a majority of law school students in the United States: 55.3% in 2021. That’s up from 48.4% in 2000.

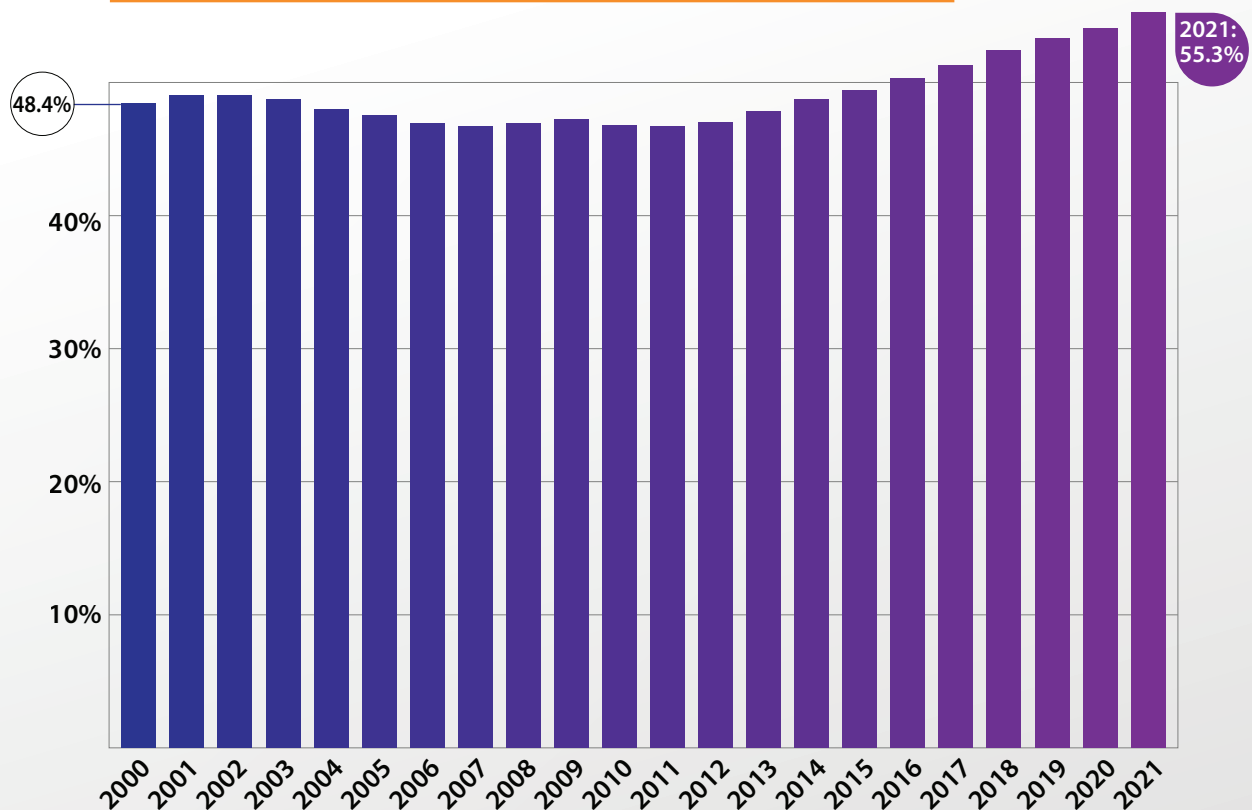
Women achieved majority status in ABA-accredited law schools only recently. The first time first-year female students outnumbered first-year male students was in 2014. Two years later, in 2016, women made up a majority of all students in law schools for the first time.

Here’s another way of looking at the gender trend in law schools: In 2021, nearly five times as many law schools had female majorities (162 law schools) versus those with male majorities (33 law schools). And at five law schools in 2021 (Northeastern, Howard, North Carolina Central, Florida A&M and American), women outnumbered men by a 2-to-1 ratio.

The change came slowly over several decades. In 1963, only 4% of first-year law students were female, rising to 20% in 1973, 39% in 1983 and 44% by 1993.

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WOMEN AS A PERCENTAGE OF ALL LAW STUDENTS: 2000 - 2021



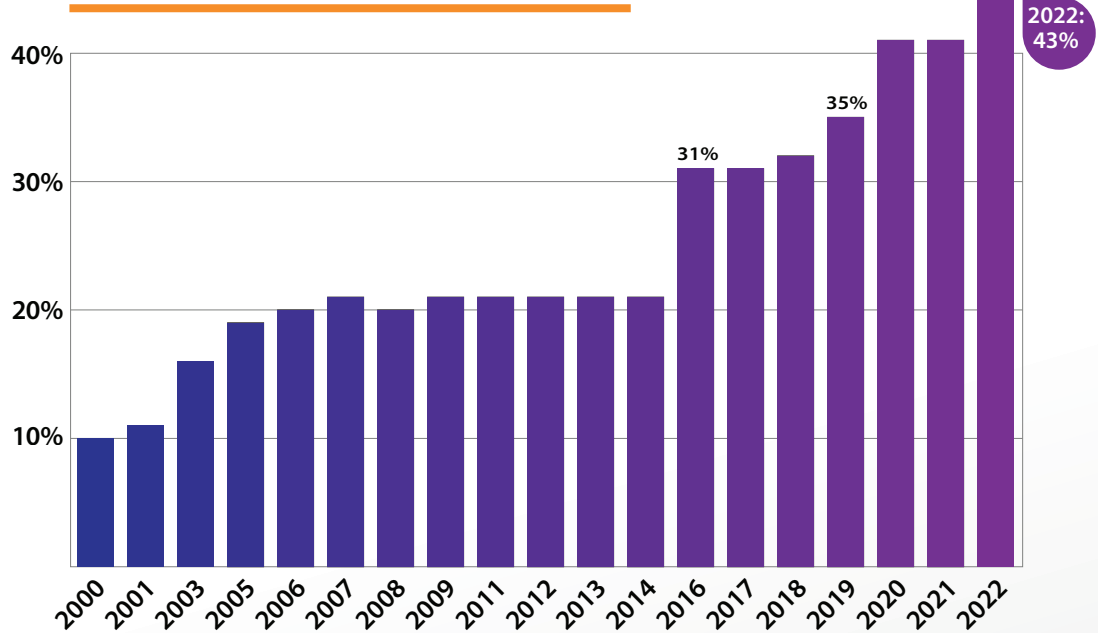
Sources: ABA Section of Legal Education and Admissions to the Bar

WOMEN IN THE LEGAL PROFESSION

WOMEN IN LAW SCHOOLS *continued from previous page*

More women than ever are also leading U.S. law schools. In 2000, only 10% of law school deans were women. By 2009, the percentage of female deans rose to 21%. And as of July 1, 2022, 43% of all law school deans were women, according to Rosenblatt's Deans Database at the Mississippi College School of Law. ■

FEMALE LAW SCHOOL DEANS: 2000 - 2022



1951

877
Number of women enrolled as first-year law students in **1964**



23,928

Number of women enrolled as first-year law students in **2021**



Year that Miriam Theresa Rooney became the first female dean of an ABA-approved law school, Seton Hall Law School

Sources: ABA Section of Legal Education and Admissions to the Bar and Rosenblatt's Deans Database



WOMEN IN THE LEGAL PROFESSION

WALKING OUT THE DOOR

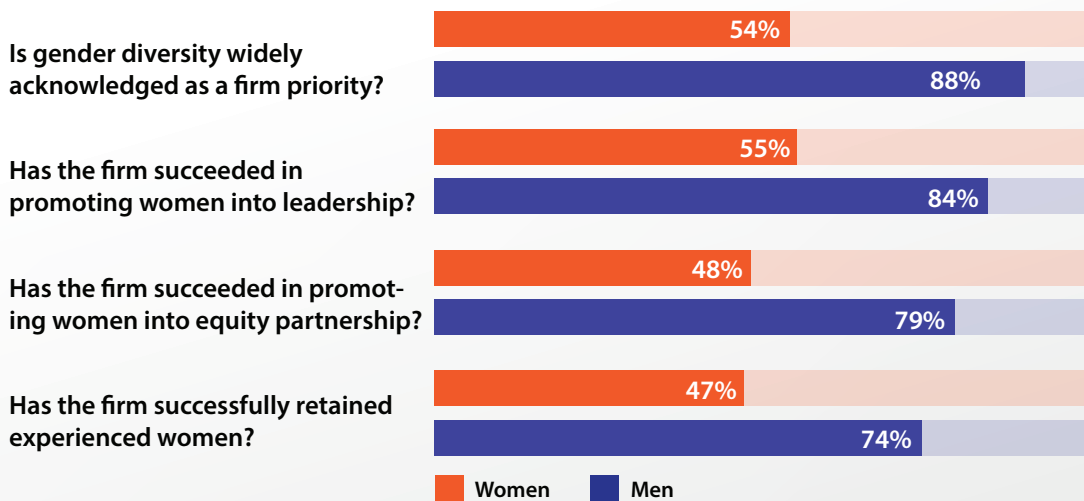
Male and female lawyers strongly disagree on how well their law firms foster long-term careers for women. That is one conclusion from a study published in October 2019 by the ABA and ALM Intelligence, which explored why experienced female lawyers are leaving law firms. The report, "Walking Out the Door," includes results from a survey of more than 1,200 senior lawyers at the nation's biggest private law firms.

Generally, men thought their law firms treated women fairly, but women disagreed. For example, the vast majority of men (88%) said gender diversity is widely acknowledged as a firm priority. Barely half of women (54%) agreed. Also, nearly 3 out of 4 men (74%) said their law firms successfully retained experienced women. Less than half of women (47%) agreed.

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HOW MEN AND WOMEN VIEW LAW FIRM POLICIES

(% WHO SAID YES)



Source: Walking Out the Door, 2019, ABA and ALM Intelligence

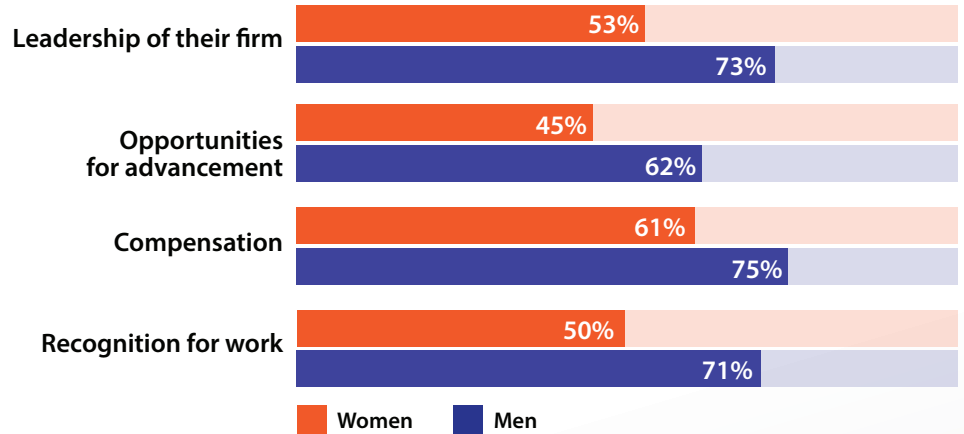
WOMEN IN THE LEGAL PROFESSION

WALKING OUT THE DOOR *continued from previous page*

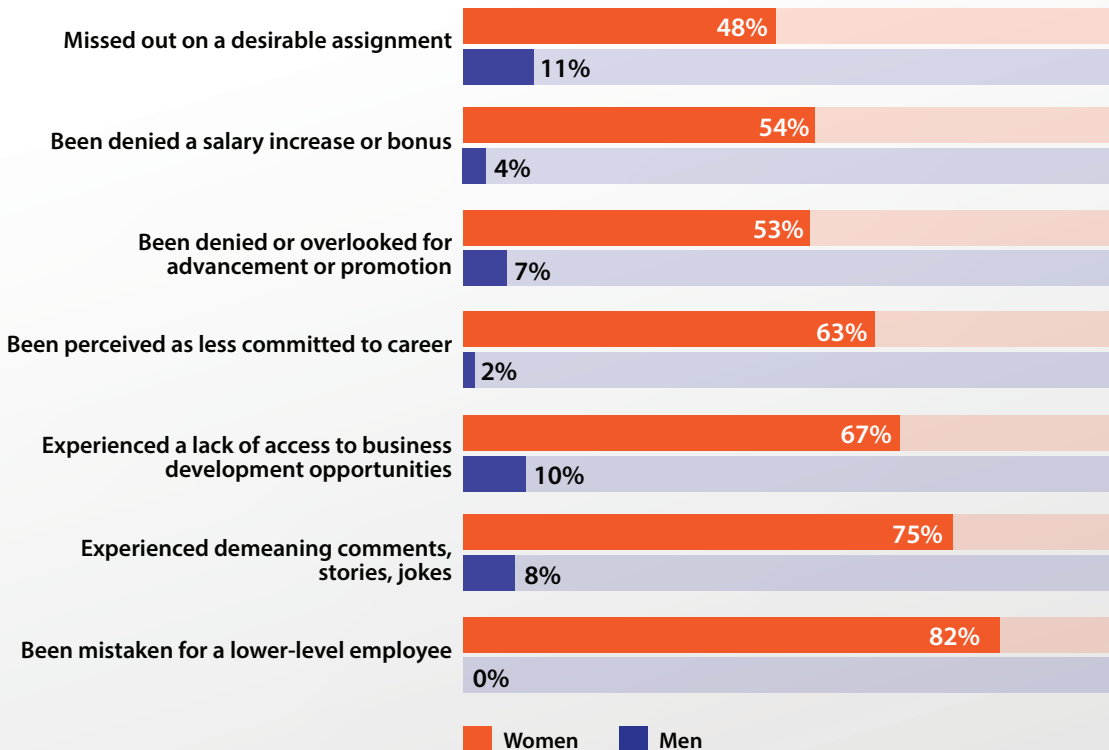
Female lawyers also reported significantly less job satisfaction than men in several important areas. For example, 71% of men said they were satisfied with the recognition they received at work, but only 50% of women said the same. Likewise, 62% of men said they were satisfied with opportunities for advancement at their law firms, but only 45% of women felt the same.

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JOB SATISFACTION (EXTREMELY OR SOMEWHAT SATISFIED)



EVERYDAY EXPERIENCES BECAUSE OF GENDER



Source: *Walking Out the Door*, 2019, ABA and ALM Intelligence

WOMEN IN THE LEGAL PROFESSION

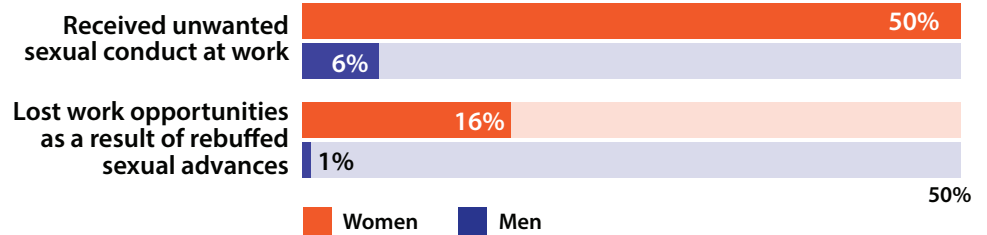
WALKING OUT THE DOOR *continued from previous page*

The survey also revealed that half of all female lawyers (50%) said they experienced unwanted sexual conduct at work, and 1 in 4 women said they avoided reporting sexual harassment due to fear of retaliation. One in six female lawyers (16%) said they lost work opportunities as a result of rebuffing sexual advances.

Finally, the women surveyed said caretaking commitments are the No. 1 reason (58%) why experienced female lawyers leave their law firms, followed by stress at work (54%) and emphasis on marketing or originating business (51%). ■

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SEXUAL HARASSMENT



FAST FACT:

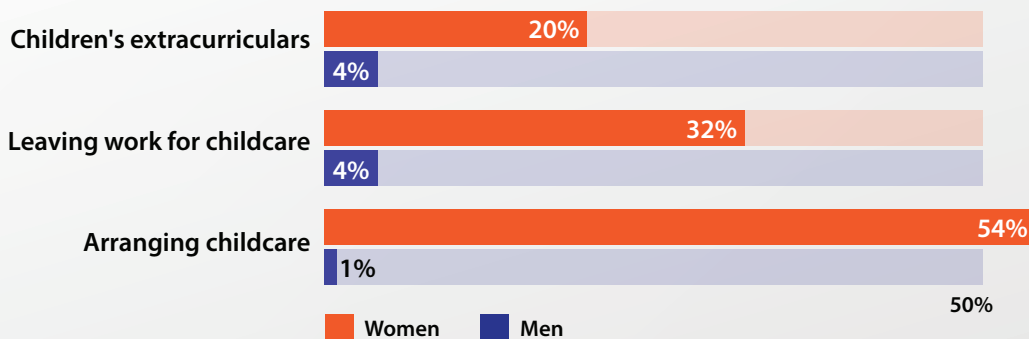
63% of female lawyers said they had been perceived as less committed to their careers.

FAST FACT:

75% of female lawyers said they experienced demeaning comments, stories or jokes.

CHILD CARE RESPONSIBILITIES

(% WHO SAY IT IS THEIR FULL RESPONSIBILITY)



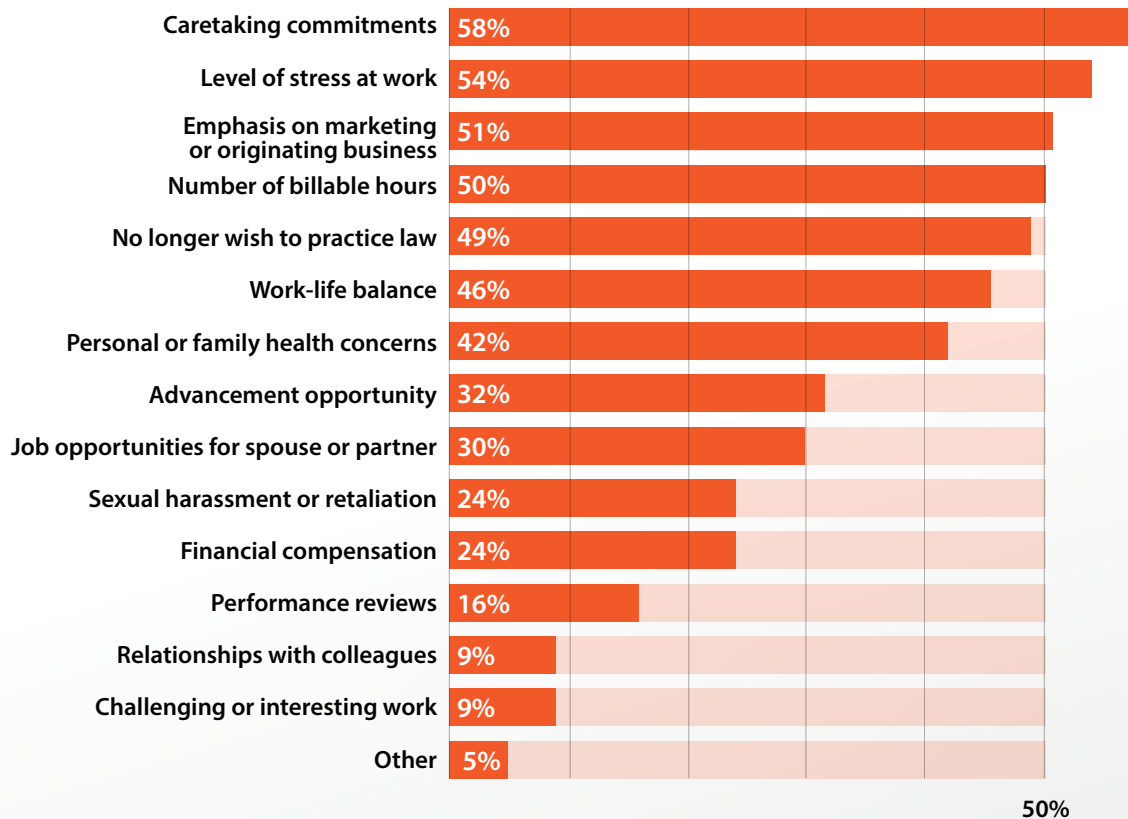


WOMEN IN THE LEGAL PROFESSION

WALKING OUT THE DOOR *continued from previous page*

WHY DO EXPERIENCED FEMALE LAWYERS LEAVE THEIR JOBS?

(VERY OR SOMEWHAT IMPORTANT)



Source: *Walking Out the Door*, 2019, ABA and ALM Intelligence



LEGAL TECHNOLOGY

- Security
- Online Research
- Social Media
- Hardware and Software





LEGAL TECHNOLOGY

SECURITY

The number of computer security breaches reported by lawyers has remained relatively steady in recent years, but the number of law firms with cyber liability insurance has rapidly increased over the same period, according to the American Bar Association’s 2021 Legal Technology Survey Report.

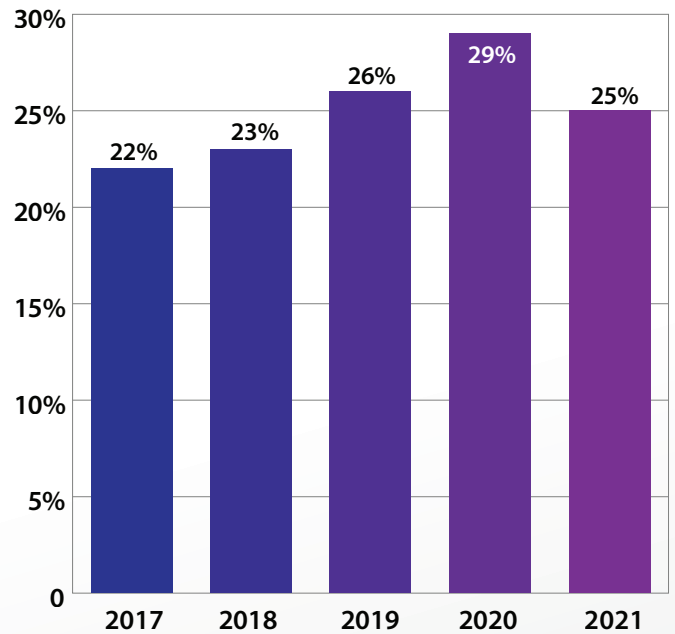
Overall, 1 in 4 lawyers (25%) in 2021 said their firms had experienced a security breach (for example, lost or stolen computer or smartphone, hack, break-in or exploited website). That’s up slightly from 22% in 2017.

Nearly two-thirds of lawyers who reported a security breach (64%) said their firms suffered no significant business disruption or loss. Even so, 36% said the breach caused some down time or loss of billable hours.

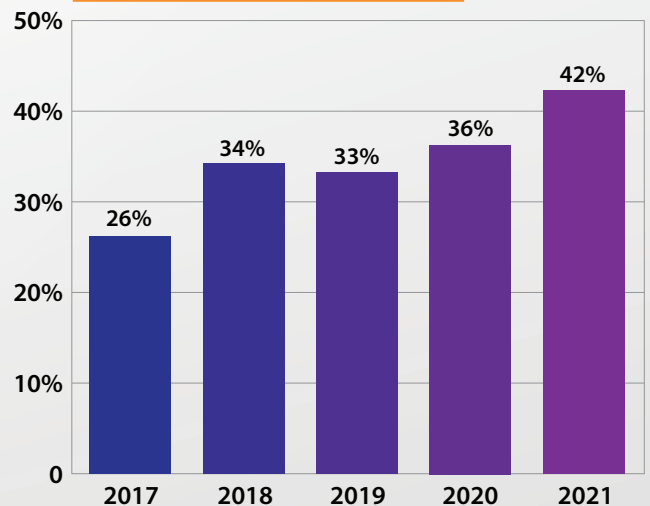
To protect from losses caused by cyber breaches, more than one-third of lawyers (42%) said their firms have cyber liability insurance. That’s up significantly from 26% in 2017.

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LAW FIRMS SUFFERING SECURITY BREACHES



LAW FIRMS THAT HAVE CYBER LIABILITY INSURANCE



Source: 2021 ABA Legal Technology Survey Report

LEGAL TECHNOLOGY

SECURITY *continued from previous page*

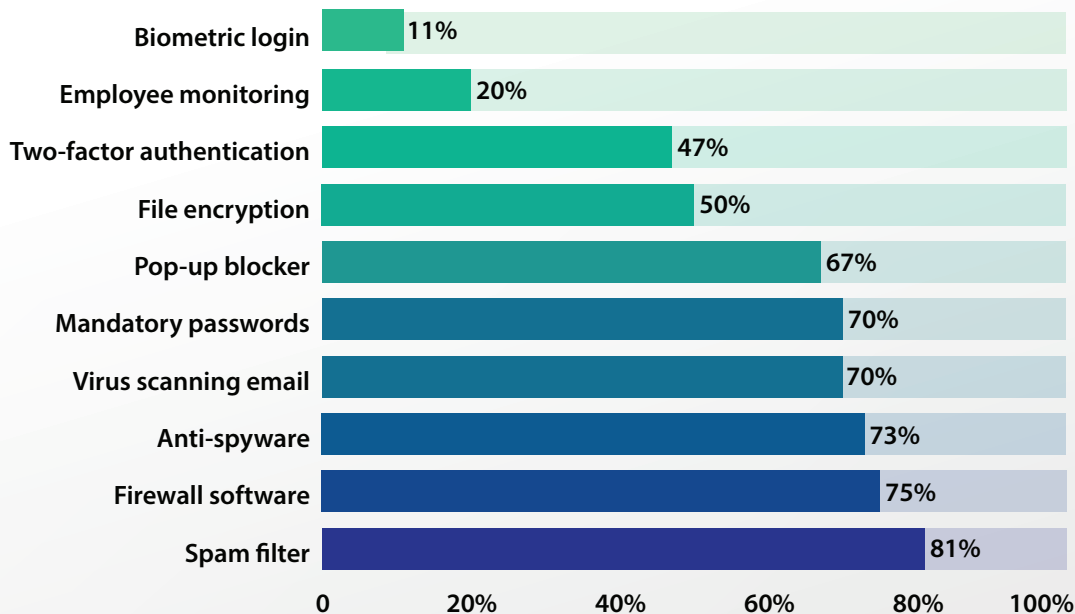
Viruses, spyware and malware were reported as common problems, but that threat appeared to be dwindling. In 2021, 29% of lawyers said their law firm technology had been infected at some point in the past. That’s down from 43% in 2017.

Most lawyers said their firms used spam filters (81%), firewall software (75%), anti-spyware (73%), virus-scanning email (70%) and mandatory passwords (70%) to fight against security threats. Half (50%) said their firms encrypt files. Most lawyers said their firms do not use two-factor authentication (47%), do not monitor employees (20%) and do not use biometric login techniques (11%). ■

FAST FACT:

On average, solo practitioners suffered fewer security breaches than law firms with 10 lawyers or more. Only 17% of solos said they had suffered a breach compared with 35% of lawyers in firms with 10 to 49 lawyers, and 24% of lawyers in firms with 100 lawyers or more.

LAW FIRMS USING CYBERSECURITY TOOLS



Source: 2021 ABA Legal Technology Survey Report



LEGAL TECHNOLOGY

ONLINE RESEARCH

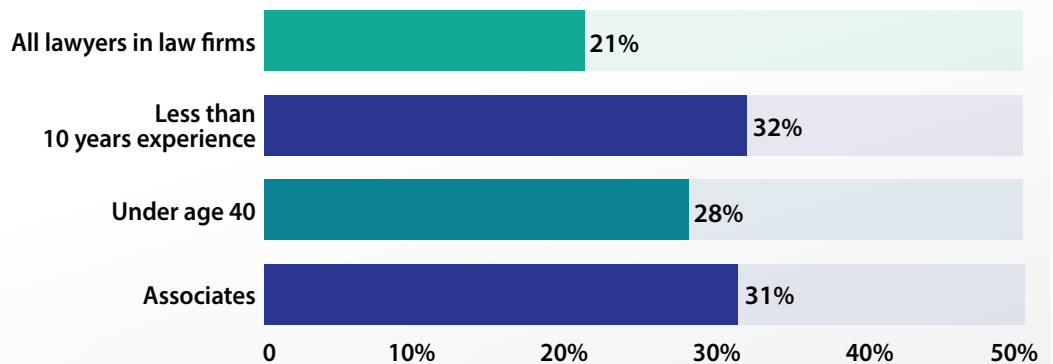
The typical lawyer spends, on average, roughly one-fifth of their time (21%) of his or her time conducting legal research, according to the ABA's 2021 Legal Technology Survey Report. That's up slightly from 2020 (18%) and 2019 (17%).

When lawyers begin a research project, nearly half (42%) say they start with a general search engine like Google. Roughly a third (34%) start with a paid online resource and 11% start with a free state bar-sponsored legal research service.

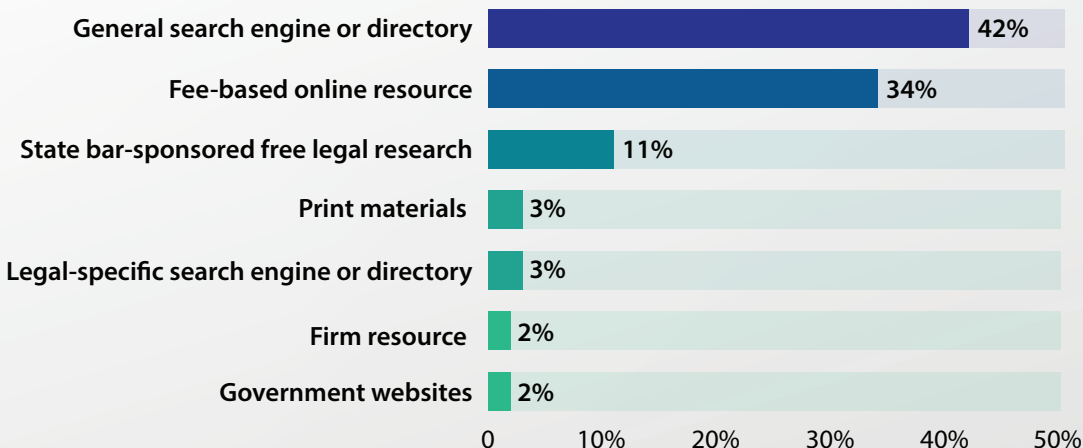
Most lawyers (60%) said they regularly use paid online resources for research and nearly as many (59%) said they use free online sources. When asked which paid online legal research service they use, nearly two-thirds (62%) said Westlaw/Westlaw Edge, followed by Lexis/Lexis+ (45%), Practical Law (17%), Bloomberg Law (15%) and Fastcase (10%).

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TIME SPENT ON LEGAL RESEARCH



WHERE LAWYERS START A RESEARCH PROJECT



FAST FACT:

Only 10% of lawyers said their law firms use artificial intelligence-based technology tools. That figure is substantially higher (19%) at law firms with 100 lawyers or more.

Source: 2021 ABA Legal Technology Survey Report



LEGAL TECHNOLOGY

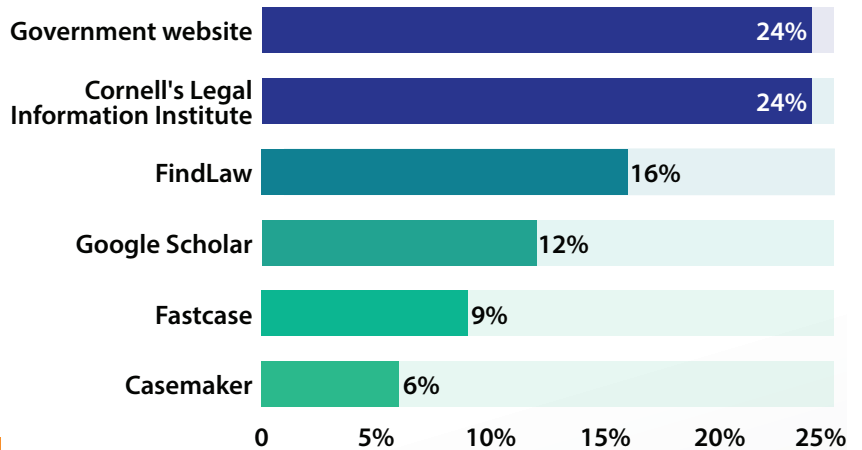
ONLINE RESEARCH *continued from previous page*

Asked which free websites they use most often for legal research, 24% of lawyers said Cornell's Legal Information Institute and another 24% said government websites, followed by FindLaw (16%), Google Scholar (12%), Fastcase (9%) and Casemaker (6%).

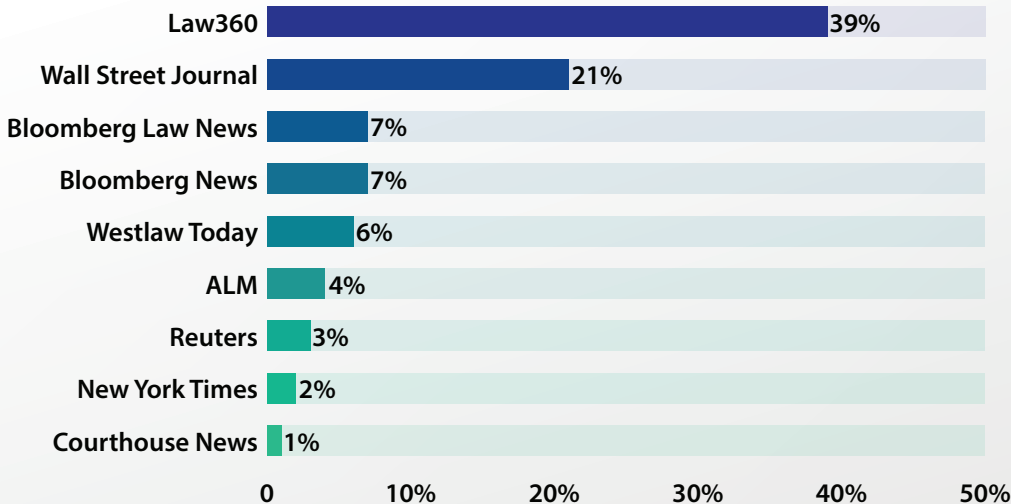
Despite the popularity of online sources, many lawyers (37%) said they still regularly use print materials for legal research. Seven percent said they never use print materials during research.

When it comes to getting legal news, the most preferred paid sources of online legal news are Law360 (39%) and the Wall Street Journal (21%). ■

FREE WEBSITES USED MOST OFTEN FOR LEGAL RESEARCH



PAID ONLINE SERVICE MOST PREFERRED FOR LEGAL NEWS



FAST FACT:

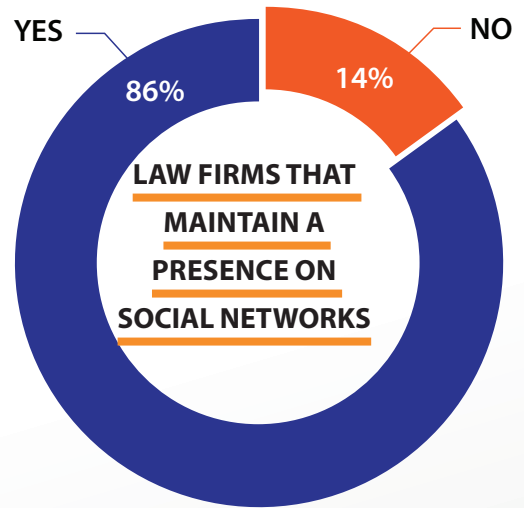
17% think artificial intelligence tools will become mainstream in the legal profession in the next three years. Five percent said they are already mainstream.

LEGAL TECHNOLOGY

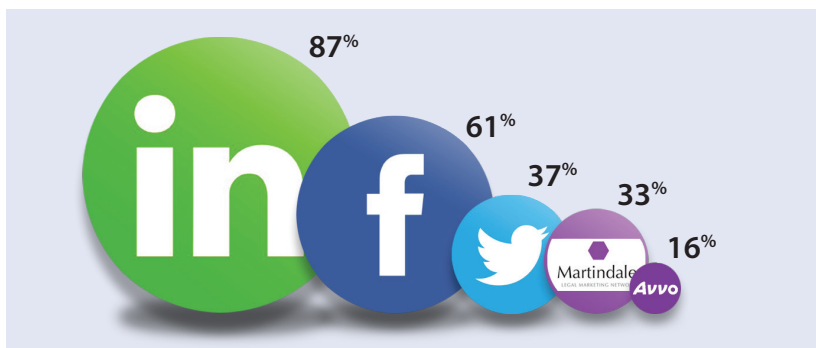
SOCIAL MEDIA

Law firms and lawyers maintain a significant presence on social media, according to the ABA's 2021 Legal Technology Survey Report. Most lawyers (86%) said their law firms are on social networks.

The most popular social network for law firms is LinkedIn. Among the lawyers who said their firms use social networks, nearly 9 out of 10 (87%) said their firms maintain a presence on LinkedIn. A majority (61%) also said their firms are on Facebook. Only one-third (37%) said their firms use Twitter.

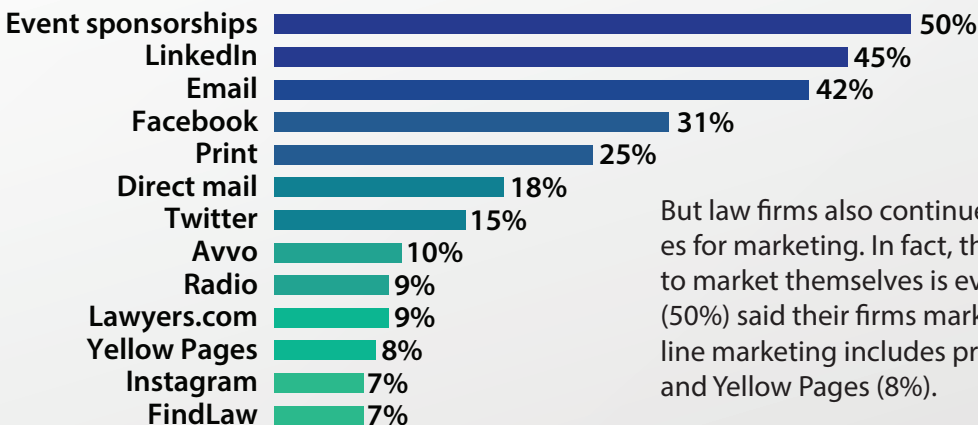


TOP SOCIAL NETWORK SITES USED BY LAW FIRMS



Law firms also use social media to market themselves, according to the survey, but no single online source is used by most firms. The most popular site for marketing purposes is LinkedIn (45%), followed by Facebook (31%), Twitter (15%) and Avvo (10%). Nearly half of all lawyers (42%) also said their firms market by email.

WHERE LAW FIRMS MARKET THEMSELVES



But law firms also continue to use traditional, non-online sources for marketing. In fact, the most common method for firms to market themselves is event sponsorships. Half of all lawyers (50%) said their firms market themselves this way. Other non-online marketing includes print (25%), direct mail (18%), radio (9%) and Yellow Pages (8%).

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Source: 2021 ABA Legal Technology Survey Report

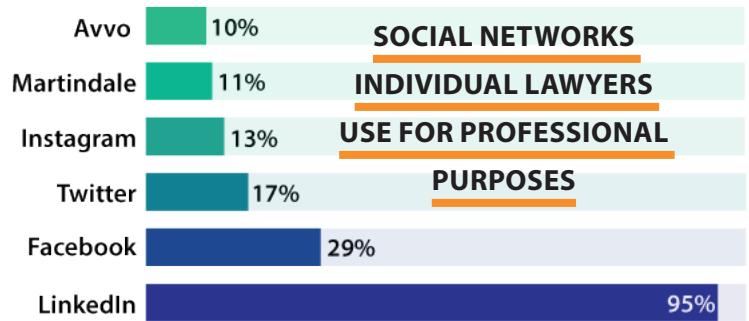


Profile of the Legal Profession

LEGAL TECHNOLOGY

SOCIAL MEDIA *continued from previous page*

The great majority of lawyers (81%) personally maintain a presence on social media for professional purposes. Among those lawyers, virtually all (95%) are on LinkedIn. Only 29% are on Facebook professionally, followed by Twitter (17%), Instagram (13%), Martindale (11%) and Avvo (10%).

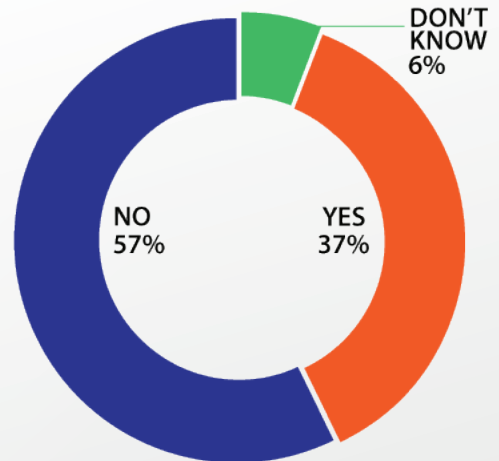
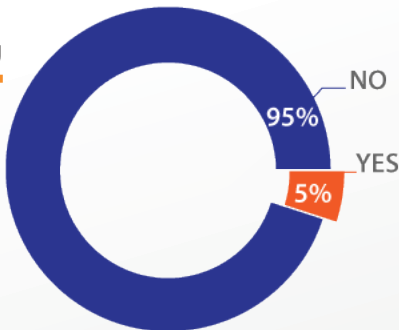


Blogging is becoming more popular among law firms. In the survey, 37% of lawyers said their firms have a blog. That's up substantially from 24% in 2018. Blogs are far more popular among big firms. The bigger the firm, the more likely it is to have a blog. Only 12% of solo practitioners blog. But among law firms with 100 lawyers or more, more than half (62%) blog. Among those lawyers whose firms blog, 1 in 4 (26%) said their firm retained a client as a result of blogging.

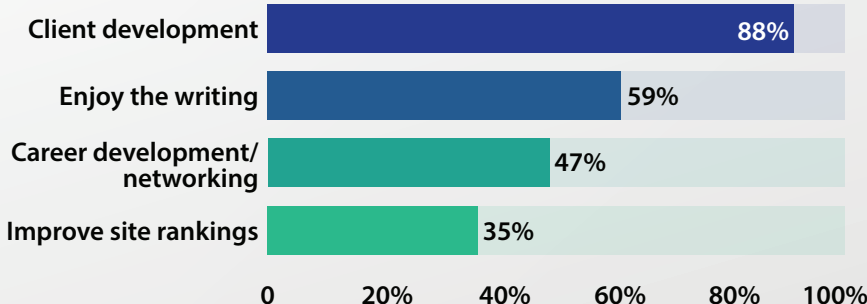
Very few lawyers – only 5% -- said they personally maintain a legal topic blog. Of those, nearly all (88%) said they blog for client development.

DOES YOUR FIRM HAVE A BLOG?

DO YOU PERSONALLY MAINTAIN A LEGAL TOPIC BLOG?



WHY DO YOU BLOG?



FAST FACT:

Nearly half of all lawyers (48%) said their firms have a social media policy. That increases to 91% for law firms with 500 lawyers or more.

Source: 2021 ABA Legal Technology Survey Report



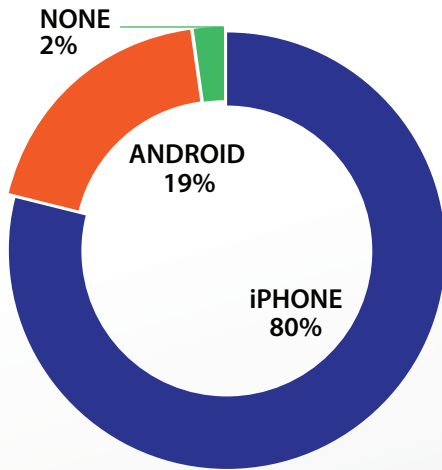
LEGAL TECHNOLOGY

HARDWARE AND SOFTWARE

The most common smartphone for lawyers is the iPhone (80%), according to the 2021 Legal Technology Survey Report. Only 19% use an Android phone. It appears the BlackBerry has finally disappeared. In 2019, 1% of lawyers said they still used Blackberries. In the 2021 survey, it was zero.

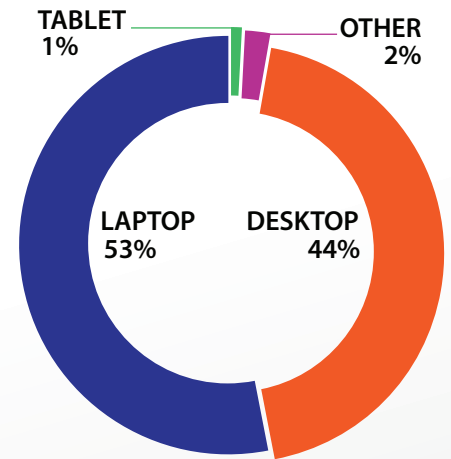
Laptop use continues to rise. For the first time in the survey, a majority of lawyers (53%) said a laptop is their primary work computer. That number has increased every year recently – from 38% in 2018, 41% in 2019 and 47% in 2020. Meanwhile, the use of desktop computers declines. Just 44% of lawyers said a desktop is their main work computer. Only 1% said a tablet is their primary work computer.

WHICH SMARTPHONE DO LAWYERS USE FOR WORK?

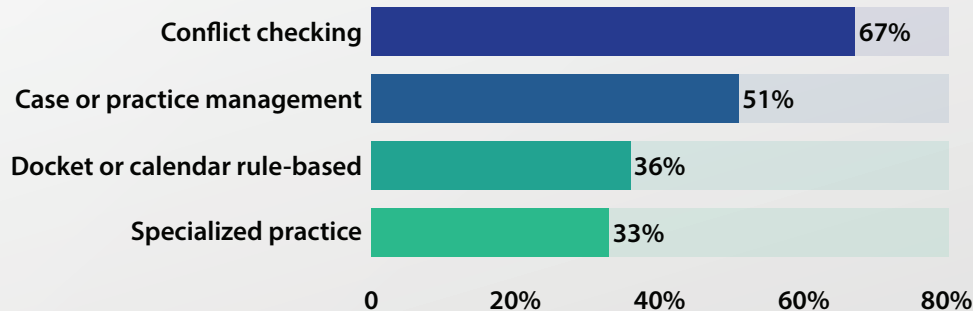


When it comes to legal-specific software available at law firms, software used for conflict of interest checking (67%) and case/practice management (51%) are common, but docket/calendaring rule-based software (36%) and specialized practice software (33%) are not. ■

PRIMARY WORK COMPUTER



TYPES OF LEGAL-SPECIFIC SOFTWARE AVAILABLE FOR USE AT LAW FIRMS



Source: 2021 ABA Legal Technology Survey Report



LAWYER WELL-BEING

- Women and Men
- Life and Practice
- Judges





LAWYER WELL-BEING

WOMEN AND MEN

Female lawyers were more likely to experience stress, anxiety and depression in 2020 than male lawyers and were more likely to engage in hazardous drinking, according to a survey of nearly 3,000 attorneys sponsored by the California Lawyers Association and the D.C. Bar.

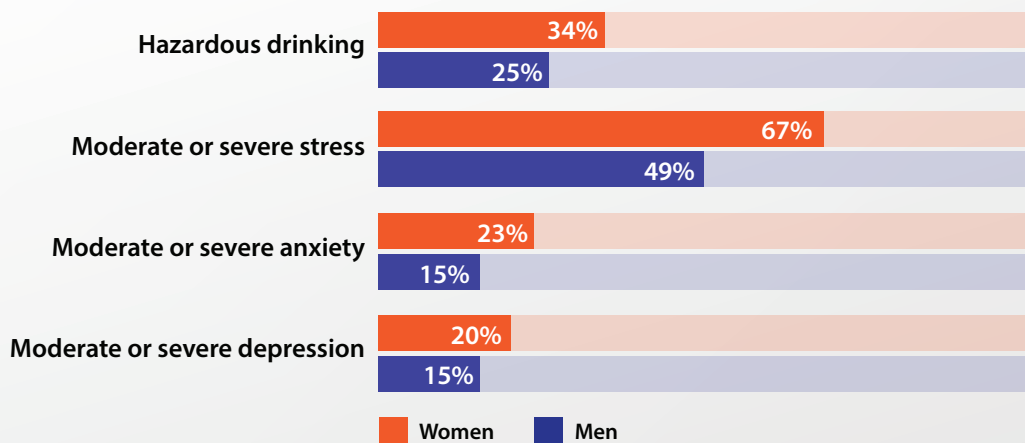
The survey also found that more women than men (24% versus 17%) considered leaving the legal profession due to mental health problems, burnout or stress.

According to the survey:

- Two-thirds of women (67%) reported moderate or severe stress compared with less than half of men (49%).
- Nearly one-quarter of women (23%) reported moderate or severe anxiety compared with 15% of men.
- One in five women (20%) reported moderate or severe depression compared with 15% of men.
- One-third of women (34%) reported hazardous drinking compared with 25% of men. Hazardous drinking is measured on a scale that depends on how often one drinks, how many drinks one has when one drinks and how often one has six or more drinks on one occasion.

The survey concluded that women who experienced more conflicts between work and family were four times more likely to leave the legal profession, or consider leaving, due to mental health issues, burnout and stress. Work-family conflict was also a significant factor for men, but less so, the study found. ■

MENTAL HEALTH PROBLEMS AND DRINKING: FEMALE LAWYERS VS. MALE LAWYERS 2020



Source: Stress, drink, leave: An examination of gender-specific risk factors for mental health problems and attrition among licensed attorneys, May 2021



LAWYER WELL-BEING

LIFE & PRACTICE

Most lawyers said their law firms support their mental health and family needs, with some caveats, according to the 2021 ABA Legal Technology Survey Report.

More than half (55%) of the lawyers surveyed agreed with the statement “My workplace is supportive of my mental health needs.” Only 9% disagreed. Nearly half (46%) said their firm provides resources on substance use and addiction or other mental health services and support. One out of six lawyers (16%) said they don’t know if their firms provide such services.

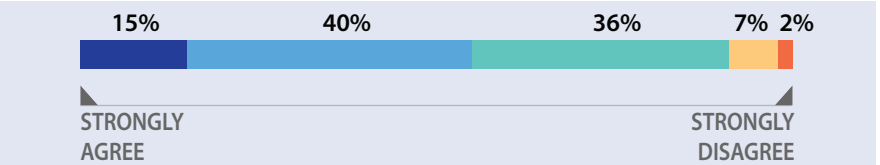
Likewise, nearly two-thirds of lawyers (65%) said they agree with the statement “My job allows me to spend adequate time with my family.” Just 17% disagreed.

Views are mixed on questions about time spent at work, breaks during the day and vacations. A majority (51%) said they “take adequate breaks during the workday,” but a quarter (28%) said they do not. And one-quarter of the lawyers surveyed (27%) said they feel pressure to not take vacation time.

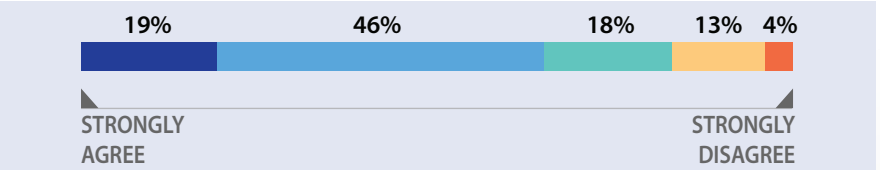
Despite that, most lawyers (63%) said they agree with the statement “I make time for myself.”

- STRONGLY AGREE
- AGREE
- NEITHER AGREE NOR DISAGREE
- DISAGREE
- STRONGLY DISAGREE

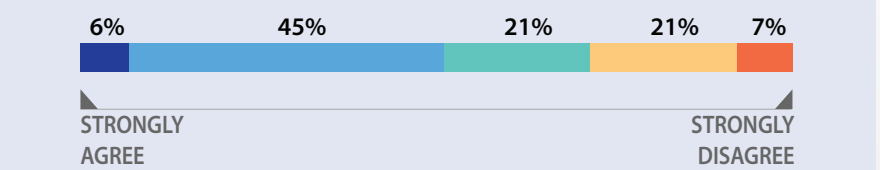
MY WORKPLACE IS SUPPORTIVE OF MY MENTAL HEALTH NEEDS



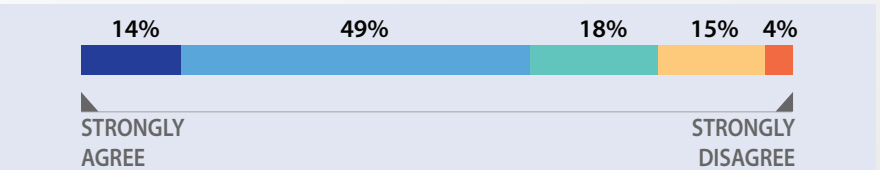
MY JOB ALLOWS ME TO SPEND ADEQUATE TIME WITH MY FAMILY



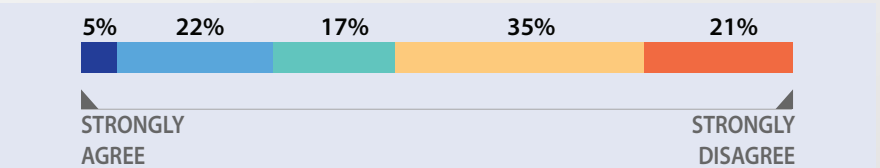
I TAKE ADEQUATE BREAKS DURING THE WORKDAY



I MAKE TIME FOR MYSELF



I FEEL PRESSURE NOT TO TAKE VACATION TIME



Source: 2021 ABA Legal Technology Survey Report

LAWYER WELL-BEING

LIFE & PRACTICE *continued from previous page*

Lawyers report nearly universal employer support for working parents. Nearly 3 out of 4 lawyers (74%) said their firm’s support for working parents is good or very good. Only 5% said it is poor or very poor.

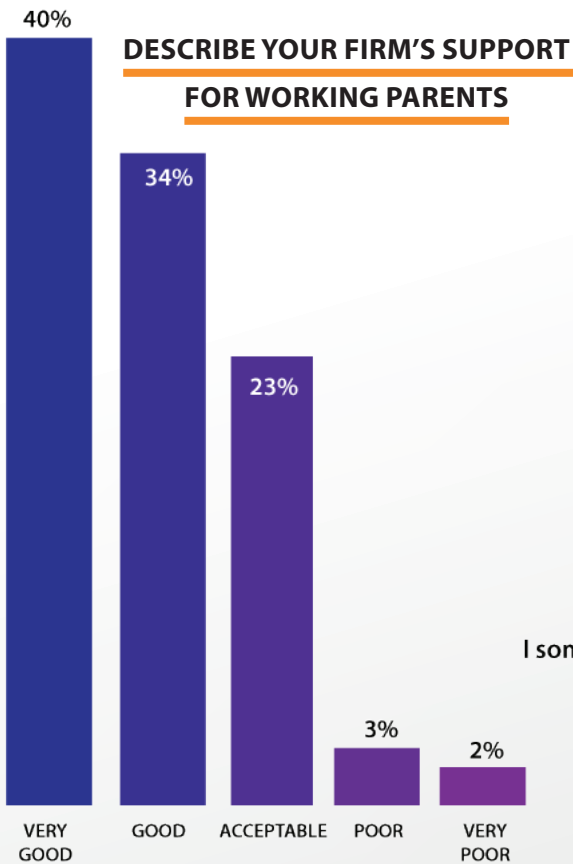
Yet more than half of all lawyers (51%) said they work long hours. Asked to “generally describe your work week,” one-third of the lawyers surveyed (39%) said they often work long hours and another 12% said they “never stop working.” ■

FAST FACT:

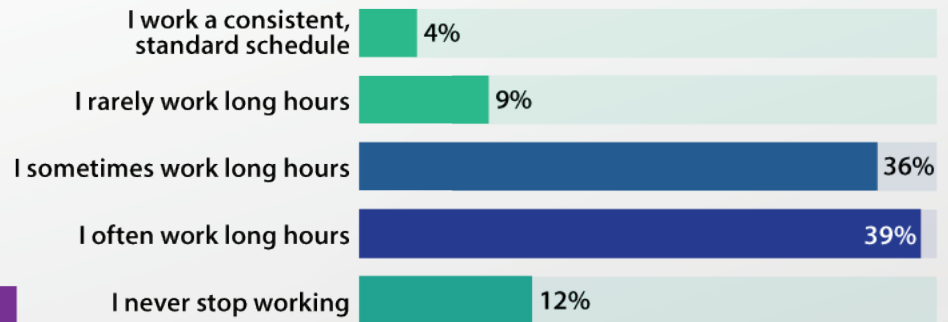
Most lawyers (82%) agree with the statement “In general, technology makes it easier to balance work and family obligations.” Only 8% disagree.

FAST FACT:

The vast majority of lawyers (83%) said their firm offers flexible hours – work schedules outside the typical 9 a.m. to 5 p.m. workday.



GENERALLY DESCRIBE YOUR WORK WEEK



Source: 2021 ABA Legal Technology Survey Report



LAWYER WELL-BEING

JUDGES

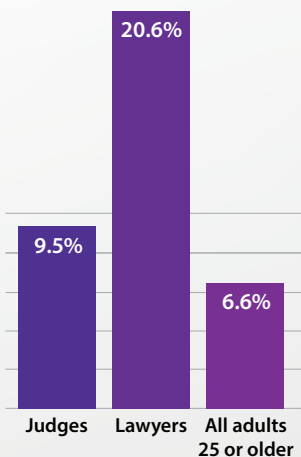
Nearly one-quarter of all judges (23%) meet the criteria for experiencing stress at a level that could be debilitating, according to the National Judicial Stress and Resiliency Survey, a groundbreaking study released in December 2020 by the ABA Center for Professional Responsibility. Female judges are more likely than male judges to report one or more symptoms of stress (73% versus 54%), according to the survey.

The survey of 1,034 judges – mostly in state courts – found that 1 in 5 meet at least one criterion for depressive disorder, such as depressed mood, not having initiative, preoccupation with negative thoughts, feelings that work is no longer meaningful and feelings that they can't wait for the day's work to end.

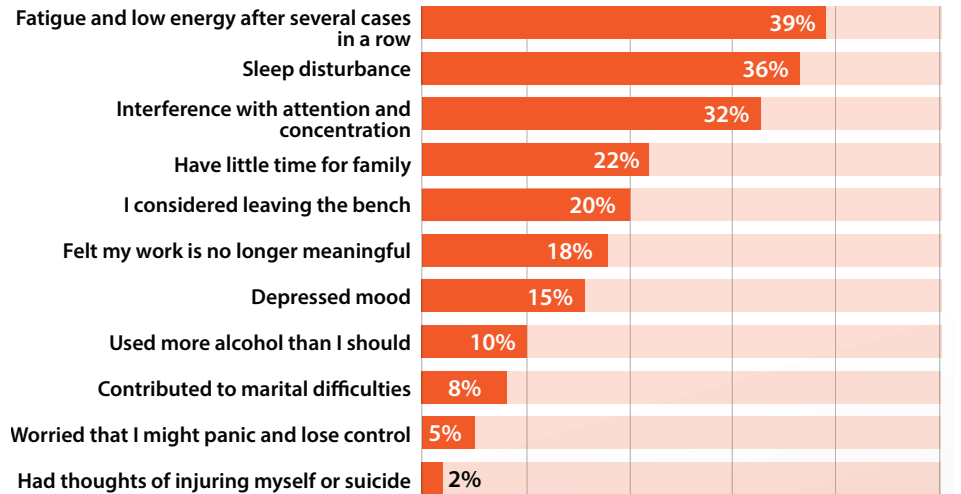
Nearly 1 in 10 judges (9.5%) reported problematic alcohol use in the past year. That's half the rate of lawyers overall who reported problematic drinking in a previous study (20.6%) and one-third the rate of young lawyers age 30 or less (32%).

Twenty-two judges who participated in the survey (2%) said they had experienced thoughts of suicide or self-injury in the previous year. The study concluded that this "is very troubling" and that "judges would benefit from increased suicide awareness." Among lawyers overall in a previous study, 11.5% reported suicidal thoughts over their entire careers. ■

PROBLEMATIC ALCOHOL USE IN THE PAST YEAR

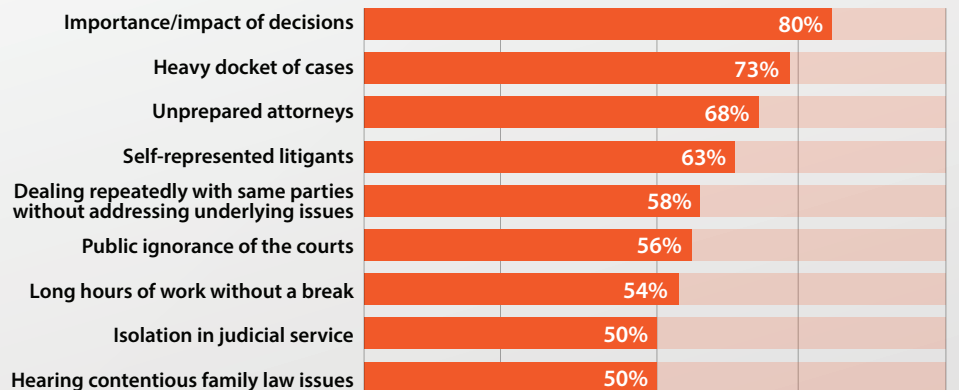


EFFECTS OF STRESS FELT BY JUDGES IN THE PREVIOUS YEAR



50%

SOURCES OF JUDICIAL STRESS



100%

Source: National Judicial Stress and Resiliency Survey, 2020 ABA Journal of the Professional Lawyer



LAWYER DISCIPLINE

- Public Discipline and Disbarment
- Public Discipline by State





LAWYER DISCIPLINE

PUBLIC DISCIPLINE AND DISBARMENT

In 2019, 2,308 lawyers were publicly disciplined for misconduct in 43 states and the District of Columbia, according to the 2019 ABA Survey on Lawyer Discipline Systems. That represents roughly one-fifth of 1% (0.2%) of all practicing lawyers with active licenses in those states.

The most common form of public discipline was a suspension. Of all the lawyers who were publicly disciplined in 2019, nearly half (44%) were suspended. An additional 21% were disbarred, 11% were placed on probation and 24% received admonishments, reprimands or censures.

FAST FACT:

Lawyer discipline is a state function, usually handled by the state Supreme Court or state licensing agency. The ABA does not handle lawyer discipline.

FAST FACT:

In 2019, state disciplinary agencies received 69,716 complaints in 43 states and the District of Columbia.

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 because not every agency participates in the survey every year. For the 2019 survey, all states participated except California, Massachusetts, New Jersey, South Carolina, South Dakota, Vermont, West Virginia and part of New York.

Based on the states that have participated each year since 1998, the percentage of lawyers publicly disciplined has remained relatively constant, fluctuating between 0.20% and 0.38% of all lawyers.

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 2019, when 0.05% to 0.06% of all lawyers were disbarred each year. ■

PUBLIC DISCIPLINE: 2019

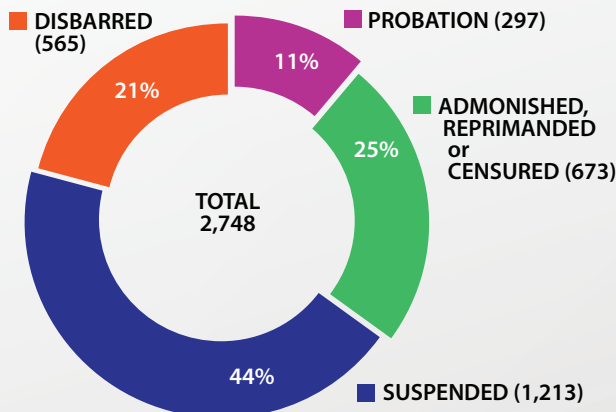
2,308 LAWYERS DISCIPLINED

0.20%



* Does not include California, Massachusetts, New Jersey, South Carolina, South Dakota, Vermont, West Virginia and part of New York

TYPES OF PUBLIC DISCIPLINE: 2019



Source: 2019 ABA Survey on Lawyer Discipline Systems



LAWYER DISCIPLINE

PUBLIC DISCIPLINE BY STATE

Lawyer discipline rates vary significantly from state to state. In 2019, Alabama and Iowa 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 (0.68% and 0.63%, respectively). States with the lowest rates of public disciplinary actions against lawyers in 2019 were Rhode Island and Alaska, where fewer than 1 in 1,000 active lawyers received public discipline. ■

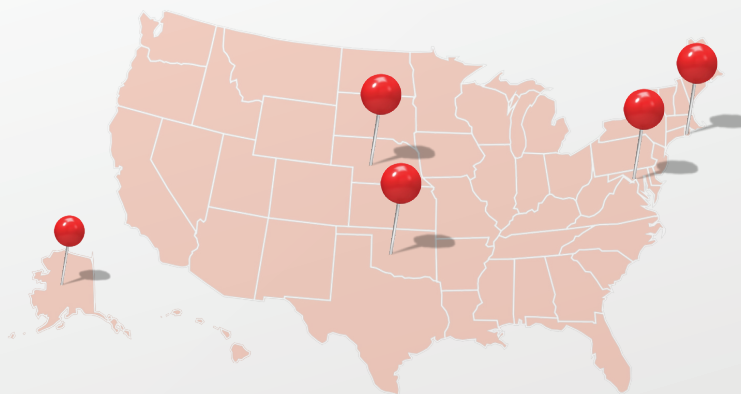
STATES WITH HIGHEST RATES OF PUBLIC DISCIPLINE: 2019

Alabama.....	0.68%
Iowa.....	0.63%
Arizona.....	0.59%
Louisiana.....	0.56%
Oregon.....	0.41%



STATES WITH LOWEST RATES OF PUBLIC DISCIPLINE: 2019

Nebraska.....	0.07%
District of Columbia.....	0.07%
Oklahoma.....	0.07%
Rhode Island.....	0.06%
Alaska.....	0.03%



Source: 2019 ABA Survey on Lawyer Discipline Systems



APPENDIX – JUDGES

Black Female Judges in U.S. District Courts - (as of July 1, 2022)

District Courts	Black Female Judges
N Alabama	0
S Alabama	0
Middle Alabama	0
Alaska	0
Arizona	0
E Arkansas	0
W Arkansas	0
N California	3
S California	0
Central California	3
E California	0
Colorado	0
DC	2
Connecticut	1
Delaware	0
N Florida	0
S Florida	1
Middle Florida	2
N Georgia	2
S Georgia	0
Middle Georgia	1
Hawaii	0
Idaho	0
N Illinois	3
S Illinois	1
Central Illinois	0
N Indiana	0
S Indiana	1
N Iowa	0
S Iowa	0
Kansas	1
E Kentucky	0
W Kentucky	0
E Louisiana	1
W Louisiana	0
Middle Louisiana	0

District Courts	Black Female Judges
Maine	0
Maryland	1
Massachusetts	2
E Michigan	3
W Michigan	0
Minnesota	1
N Mississippi	1
S Mississippi	0
E Missouri	0
W Missouri	0
Montana	0
Nebraska	0
Nevada	0
New Hampshire	0
New Jersey	3
New Mexico	0
N New York	0
S New York	2
E New York	2
W New York	0
E North Carolina	0
W North Carolina	0
Middle North Carolina	1
North Dakota	0
N Ohio	1
S Ohio	0
E Oklahoma	0
W Oklahoma	1
N Oklahoma	0
Oregon	0

District Courts	Black Female Judges
E Pennsylvania	2
W Pennsylvania	0
Middle Pennsylvania	0
Puerto Rico	0
Rhode Island	0
South Carolina	2
South Dakota	0
E Tennessee	0
W Tennessee	0
Middle Tennessee	0
E Texas	0
W Texas	0
N Texas	1
S Texas	0
Utah	0
Vermont	0
E Virginia	2
W Virginia	0
W Washington	0
N West Virginia	0
S West Virginia	1
E Wisconsin	0
W Wisconsin	0
Wyoming	0

Black Female Judges in U.S. Courts of Appeals - (as of July 1, 2022)

Appeals Courts - Circuits	Black female judges
First	1
Second	2
Third	0
Fourth	0
Fifth	0
Sixth	2
Seventh	1
Eighth	0
Ninth	2
Tenth	0
Eleventh	0
DC	1
Federal	1
TOTAL	10

Source: Federal Judicial Center



APPENDIX – JUDGES

Federal Judges Appointed by President Joe Biden

- (as of July 1, 2022)

Gender		
Men	16	23.5%
Women	52	76.5%
TOTAL	68	

Race and Ethnicity		
Black	16	23.5%
Black/Native American	1	1.5%
Black/Asian American	1	1.5%
Black/Hispanic	1	1.5%
Native American	2	2.9%
Asian American	8	11.8%
Asian American/Hispanic	1	1.5%
Asian American/Hispanic/White	1	1.5%
Hispanic	12	17.6%
Pakistani	1	1.5%
White	24	35.3%
TOTAL	68	

Source: Federal Judicial Center

Sitting Article III Federal Judges by Gender, Race and Ethnicity

- (as of July 1, 2022)

Gender		
Male	985	69.9%
Female	424	30.1%
TOTAL	1,409	

Race and Ethnicity		
Black	146	10.4%
Black/Native American	2	0.1%
Black/Asian American	1	0.1%
Black/Hispanic	3	0.2%
Black/White	2	0.1%
Afro-Latino/Hispanic	1	0.1%
Native American	4	0.3%
Asian American	45	3.2%
Asian American/Hispanic	2	0.1%
Asian American/Hispanic/White	1	0.1%
Asian American/Pacific Islander	1	0.1%
Asian American/White	1	0.1%
Chaldean	1	0.1%
Hispanic	98	7.0%
Hispanic/White	4	0.3%
Pakistani	1	0.1%
White	1,096	77.8%
TOTAL	1,409	



Profile of the Legal Profession

APPENDIX – JUDGES

Federal Trial Judges of Color by State - (as of July 1, 2022)

States	Black judges	Hispanic judges	Asian American judges	Native American judges	TOTAL
ALABAMA	3	0	0	0	3
ALASKA	0	0	0	0	0
ARIZONA	1	3	0	1	5
ARKANSAS	1	0	0	0	1
CALIFORNIA	17	12	8	1	38
COLORADO	1	3	1	0	5
CONNECTICUT	4	1	1	0	6
DC	7	1	2	0	10
DELAWARE	0	0	0	0	0
FLORIDA	8	10	1	0	19
GEORGIA	6	1	0	0	7
HAWAII	0	0	4	0	4
IDAHO	0	0	0	0	0
ILLINOIS	6	4	4	0	14
INDIANA	1	0	0	0	1
IOWA	0	0	0	0	0
KANSAS	1	0	0	0	1
KENTUCKY	0	0	0	0	0
LOUISIANA	3	0	0	0	3
MAINE	0	0	0	0	0
MARYLAND	3	0	1	1	5
MASSACHUSETTS	2	0	2	0	4
MICHIGAN	5	0	2	0	7
MINNESOTA	2	0	0	0	2
MISSISSIPPI	3	1	0	0	4
MISSOURI	5	0	0	0	5
MONTANA	0	0	0	0	0
NEBRASKA	0	0	0	0	0
NEVADA	1	2	1	0	4
NEW HAMPSHIRE	0	0	0	0	0
NEW JERSEY	5	4	1	0	10
NEW MEXICO	0	5	0	0	5
NEW YORK	10	7	4	0	21
NORTH CAROLINA	2	0	0	0	2
NORTH DAKOTA	0	0	0	0	0
OHIO	4	1	0	0	5
OKLAHOMA	2	0	0	1	3

Source: Federal Judicial Center

[View the interactive report at: ABALegalProfile.com](https://www.abalegalprofile.com)

**APPENDIX – JUDGES**Federal Trial Judges of Color by State - (as of July 1, 2022) ... *continued*

States	Black judges	Hispanic judges	Asian American judges	Native American judges	TOTAL
OREGON	1	1	0	0	2
PENNSYLVANIA	5	4	2	0	11
RHODE ISLAND	0	0	0	0	0
SOUTH CAROLINA	3	0	0	0	3
SOUTH DAKOTA	0	0	0	0	0
TENNESSEE	3	0	0	0	3
TEXAS	6	17	1	1	25
UTAH	0	0	0	0	0
VERMONT	0	0	0	0	0
VIRGINIA	5	0	0	0	5
WASHINGTON	1	3	2	1	7
WEST VIRGINIA	1	0	0	0	1
WISCONSIN	0	0	0	0	0
WYOMING	0	0	0	0	0
TOTAL	128	80	37	6	251

Source: Federal Judicial Center



Profile of the Legal Profession

APPENDIX – JUDGES

Female Judges in U.S. District Courts - (as of July 1, 2022)

District Courts	Female Judges	% Female
Alabama N	7	53.8%
Alabama S	2	33.3%
Alabama Mid	1	20.0%
Alaska	1	14.3%
Arizona	7	29.2%
Arkansas E	2	28.6%
Arkansas W	1	20.0%
California N	9	40.9%
California S	7	33.3%
California Cen	10	29.4%
California E	3	25.0%
Colorado	4	33.3%
DC	11	39.3%
Connecticut	6	42.9%
Delaware	1	25.0%
Florida N	1	12.5%
Florida S	8	28.6%
Florida Mid	11	39.3%
Georgia N	6	30.0%
Georgia S	1	20.0%
Georgia Mid	1	14.3%
Hawaii	4	50.0%
Idaho	0	0.0%
Illinois N	11	30.6%
Illinois S	2	40.0%
Illinois Cen	2	28.6%
Indiana N	2	22.2%
Indiana S	3	42.9%
Iowa N	1	33.3%
Iowa S	2	33.3%
Kansas	3	30.0%
Kentucky E	2	22.2%
Kentucky W	2	25.0%
Louisiana E	7	50.0%
Louisiana W	1	8.3%
Louisiana Mid	1	33.3%
Maine	1	16.7%
Maryland	8	47.1%
Massachusetts	6	33.3%
Michigan E	7	33.3%
Michigan W	3	42.9%
Minnesota	6	42.9%

District Courts	Female Judges	% Female
Mississippi N	2	40.0%
Mississippi S	1	10.0%
Missouri E	5	33.3%
Missouri W	3	23.1%
Montana	1	16.7%
Nebraska	0	0.0%
Nevada	5	38.5%
New Hampshire	2	40.0%
New Jersey	13	52.0%
New Mexico	5	41.7%
New York N	2	22.2%
New York S	14	33.3%
New York E	15	53.6%
New York W	1	12.5%
North Carolina E	1	16.7%
North Carolina W	0	0.0%
North Carolina Mid	2	40.0%
North Dakota	0	0.0%
Ohio N	5	26.3%
Ohio S	3	20.0%
Oklahoma E	0	0.0%
Oklahoma W	3	20.0%
Oklahoma N	1	16.7%
Oregon	3	30.0%
Pennsylvania E	7	20.6%
Pennsylvania W	8	47.1%
Pennsylvania Mid	3	42.9%
Puerto Rico	2	28.6%
Rhode Island	2	40.0%
South Carolina	6	40.0%

Source: Federal Judicial Center

District Courts	Female Judges	% Female
South Dakota	1	16.7%
Tennessee E	1	10.0%
Tennessee W	1	11.1%
Tennessee Mid	1	25.0%
Texas E	1	10.0%
Texas W	2	12.5%
Texas N	4	22.2%
Texas S	9	31.0%
Utah	2	18.2%
Vermont	1	25.0%
Virginia E	5	26.3%
Virginia W	1	20.0%
Washington E	2	20.0%
Washington W	5	33.3%
West Virginia N	2	40.0%
West Virginia S	1	14.3%
Wisconsin E	1	20.0%
Wisconsin W	1	33.3%
Wyoming	1	33.3%

Female Judges in U.S. Appeals Courts - (as of July 1, 2022)

Appeals Courts - Circuits	Female Judges	% Female
First	2	20.0%
Second	9	33.3%
Third	5	21.7%
Fourth	5	29.4%
Fifth	6	23.1%
Sixth	10	34.5%
Seventh	5	35.7%
Eighth	1	5.6%
Ninth	18	35.3%
Tenth	6	27.3%
Eleventh	8	40.0%
DC	5	31.3%
Federal	5	26.3%
TOTAL	85	29.1%

[View the interactive report at: ABA Legal Profile.com](https://www.abalegalprofile.com)



APPENDIX – DEMOGRAPHICS

National Lawyer Population: 1878 - 2022

Year	Resident Active Lawyers	% Change from Prior Year
2022	1,327,010	-0.1%
2021	1,327,910	-0.1%
2020	1,328,742	-1.7%
2019	1,352,077	0.7%
2018	1,342,379	0.5%
2017	1,335,963	1.8%
2016	1,312,869	0.9%
2015	1,300,705	1.5%
2014	1,281,432	1.1%
2013	1,268,011	1.8%
2012	1,245,205	1.6%
2011	1,225,452	1.9%
2010	1,203,097	1.9%
2009	1,180,386	1.6%
2008	1,162,124	1.6%
2007	1,143,358	2.4%
2006	1,116,967	1.1%
2005	1,104,766	1.9%
2004	1,084,504	2.4%
2003	1,058,662	0.8%
2002	1,049,751	0.1%
2001	1,048,903	2.6%
2000	1,022,462	2.2%
1999	1,000,440	1.5%
1998	985,921	3.4%
1997	953,260	0.7%
1996	946,499	5.6%
1995	896,140	3.5%
1994	865,614	2.3%
1993	846,036	5.8%
1992	799,760	2.9%
1991	777,119	2.8%
1990	755,694	4.2%
1989	725,579	1.7%
1988	713,456	2.7%
1987	695,020	2.7%
1986	676,584	3.5%
1985	653,686	0.9%
1984	647,575	4.0%
1983	622,625	0.9%
1982	617,320	0.8%
1981	612,593	6.6%

Year	Resident Active Lawyers	% Change from Prior Year
1980	574,810	15.4%
1979	498,249	7.2%
1978	464,851	7.6%
1977	431,918	1.6%
1976	424,980	5.0%
1975	404,772	5.0%
1974	385,515	5.4%
1973	365,875	2.1%
1972	358,520	4.5%
1971	342,980	4.9%
1970	326,842	1.7%
1969	321,473	1.7%
1968	316,104	1.7%
1967	310,736	1.8%
1966	305,368	1.8%
1965	300,000	0.9%
1964	297,186	1.0%
1963	294,372	1.0%
1962	291,559	1.0%
1961	288,746	1.0%
1960	285,933	2.6%
1959	278,746	2.6%
1958	271,560	2.7%
1957	264,373	2.8%
1956	257,186	2.9%
1955	250,000	12.8%
1950	221,605	10.8%
1945	200,000	10.4%
1940	181,220	13.3%
1935	160,000	15.1%
1930	139,059	6.2%
1925	131,000	6.9%
1920	122,519	0.4%
1915	122,000	-0.1%
1910	122,149	3.5%
1905	118,000	3.1%
1900	114,460	27.7%
1890	89,630	39.7%
1880	64,137	0.0%
1878	64,137	N/A

* 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. 2022 data is as of 12/31/2021. The numbers reflected here are the best available data provided to the ABA 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. In 2020, the District of Columbia changed how it reports residency status, causing a decrease of more than 28,000 reported resident active attorneys in DC. In 2021, Vermont began tracking residency, causing a decrease of more than 1,400 reported resident active attorneys in VT. In 2022, Alabama began distinguishing resident active and resident inactive numbers, causing a decrease of more than 2,800 reported resident active attorneys in AL.

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

[View the interactive report at: ABA Legal Profile.com](https://www.abalegalprofile.com)



Profile of the Legal Profession

APPENDIX – DEMOGRAPHICS

Resident Lawyers by State: 2012 - 2022

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	% Change from Prior Year
Alabama (1,24,26)	14,135	14,303	14,531	14,630	14,666	14,717	14,822	14,821	14,897	14,897	12,054	-14.7%
Alaska (22)	2,418	2,442	2,469	2,456	2,439	2,402	2,311	2,324	2,324	2,340	2,118	-12.4%
American Samoa (13,22,24,27)	44	64	102	102	98	59	59	55	55	55	55	25.0%
Arizona (4,22)	14,471	16,208	15,993	16,155	15,926	14,960	15,601	15,081	15,081	15,688	15,805	9.2%
Arkansas (7,11,18,27)	5,928	5,953	5,970	5,970	7,320	6,851	7,080	6,693	6,299	6,808	6,808	14.8%
California	159,824	163,163	163,327	165,952	167,690	168,746	170,044	170,117	168,569	167,709	170,306	6.6%
Colorado (22,24,27)	20,768	21,094	21,545	21,761	21,781	22,164	21,099	22,802	22,802	22,802	22,802	9.8%
Connecticut (7,11,22,24,27)	20,842	21,150	18,655	18,655	21,517	21,341	21,111	21,036	21,036	21,036	21,036	0.9%
Delaware (22,24,27)	2,853	2,888	2,881	2,921	2,952	2,978	2,978	3,058	3,058	3,058	3,058	7.2%
Dist. of Columbia (6,20)	51,271	51,928	51,928	52,089	52,711	54,692	53,778	56,135	27,743	28,011	27,552	-46.3%
Florida (6,27)	66,556	68,464	68,464	74,258	75,697	77,008	78,244	78,448	79,328	77,223	77,223	16.0%
Georgia	28,520	28,974	30,463	31,340	31,499	31,672	32,802	32,409	32,584	33,158	33,729	18.3%
Guam (2,4,5,22,24,27)	256	256	313	313	266	266	270	262	262	262	262	2.3%
Hawaii (22,27)	4,107	4,132	4,260	4,193	4,224	4,236	4,261	4,270	4,270	4,184	4,184	1.9%
Idaho	3,627	3,725	3,705	3,736	3,714	3,836	3,882	3,911	3,967	4,029	4,047	11.6%
Illinois (2,4,22,24,27)	60,069	62,496	61,871	63,211	63,060	62,782	63,422	62,720	62,720	62,720	62,720	4.4%
Indiana (3,7,11,13)	15,512	15,646	15,883	15,883	15,854	15,826	15,826	15,845	15,761	15,802	15,794	1.8%
Iowa (22)	7,308	7,383	7,183	7,526	7,560	7,523	7,454	7,306	7,306	7,452	7,405	1.3%
Kansas (7,22)	8,156	8,199	8,261	8,266	8,234	8,218	8,131	8,045	8,045	7,932	7,918	-2.9%
Kentucky (22,24)	12,891	13,061	13,328	13,448	13,451	13,509	13,540	13,570	13,570	13,570	13,672	6.1%
Louisiana (7,18,22)	18,327	18,528	18,532	18,775	19,099	19,307	18,918	20,568	20,568	21,414	19,714	7.6%
Maine (6,22)	3,865	3,863	3,863	3,944	3,931	3,940	3,988	3,995	3,995	3,985	3,669	-5.1%
Maryland (12,17,22,24,27)	22,477	23,068	23,508	23,902	24,142	38,800	40,309	40,800	40,800	40,800	40,800	81.5%
Massachusetts	42,483	43,008	44,257	43,974	43,221	43,442	42,926	42,788	42,908	42,720	42,635	0.4%
Michigan (7,22,24)	33,692	33,995	34,739	34,739	35,087	35,236	35,362	35,453	35,453	35,453	35,139	4.3%
Minnesota (7,18,22,27)	23,774	24,091	25,272	24,522	24,952	25,483	25,252	25,823	25,823	26,065	26,065	9.6%
Mississippi (6,22)	6,955	6,955	6,955	7,059	7,094	7,067	7,007	6,886	6,886	6,845	6,814	-2.0%
Missouri (7,22,24)	24,276	24,423	25,337	25,337	24,922	24,787	24,754	24,369	24,369	24,369	24,674	1.6%
Montana	3,008	3,046	3,084	3,126	3,140	3,159	3,179	3,184	3,167	3,183	3,191	6.1%
Nebraska (6,24)	4,983	5,028	5,028	5,361	5,506	5,545	5,565	5,555	5,546	5,546	5,689	14.2%
Nevada (6,17)	6,850	7,080	7,080	6,858	7,219	7,281	7,333	7,030	7,509	7,482	7,484	9.3%
New Hampshire (19,24,27)	3,449	3,507	3,515	3,521	3,506	3,507	3,523	3,523	3,495	3,495	3,495	1.3%
New Jersey (10,22)	40,997	40,993	41,250	41,569	41,569	41,168	41,021	41,152	41,152	40,137	40,078	-2.2%
New Mexico (6,22,24)	5,513	5,468	5,468	5,547	5,581	5,524	5,428	5,612	5,612	5,612	5,634	2.2%

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

[View the interactive report at: ABA Legal Profile.com](https://www.abalegalprofile.com)

**APPENDIX – DEMOGRAPHICS**Resident Lawyers by State: 2012 - 2022 ... *continued*

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	% Change from Prior Year
New York (17)	163,798	166,317	169,756	172,630	175,195	177,035	179,600	182,296	184,662	185,076	187,246	14.3%
North Carolina (7,22,24)	21,280	21,855	23,136	23,136	23,325	23,694	24,087	24,253	24,253	24,253	25,735	20.9%
North Dakota	1,546	1,560	1,599	1,665	1,669	1,698	1,694	1,687	1,697	1,696	1,685	9.0%
North Mariana Islands (22,24,27)	135	135	210	210	126	123	128	134	134	134	134	-0.7%
Ohio (22,24)	37,745	38,541	38,234	38,849	38,237	38,623	37,873	38,189	38,189	38,189	34,692	-8.1%
Oklahoma (9,16,21)	12,978	11,970	13,465	13,465	13,431	13,470	11,695	11,768	13,549	13,713	13,415	3.4%
Oregon (5,6)	12,276	12,276	12,276	12,464	12,475	12,227	12,427	12,274	12,196	12,158	12,285	0.1%
Palau (22,25)	N/A	N/A	N/A	N/A	N/A	N/A	44	50	50	44	42	N/A
Pennsylvania	48,947	49,697	50,072	48,992	49,644	49,406	50,112	50,039	49,249	49,087	49,412	1.0%
Puerto Rico (2,4,6,11,22,24,27)	13,282	14,193	14,193	15,318	13,673	14,293	14,008	13,944	13,944	13,944	13,944	5.0%
Rhode Island (7,22,24)	4,060	4,173	4,179	4,224	4,219	4,167	4,154	4,071	4,071	4,071	4,081	0.5%
South Carolina	9,537	9,587	9,874	10,031	10,208	10,316	10,445	10,568	10,798	10,853	11,003	15.4%
South Dakota (19)	1,865	1,905	1,934	1,939	1,960	1,933	1,995	1,995	1,907	1,985	2,026	8.6%
Tennessee (6,24,27)	16,947	17,203	17,203	17,965	18,288	18,461	18,695	18,702	18,818	18,818	18,818	11.0%
Texas	80,657	82,607	84,800	86,494	87,957	89,361	90,485	91,244	92,833	93,821	95,196	18.0%
Utah (6,27)	7,309	7,840	7,840	8,413	8,468	8,204	8,285	8,362	8,473	8,581	8,581	17.4%
Vermont (6,14,18,22,23,27)	2,270	2,300	2,300	2,272	2,326	2,326	2,227	3,612	3,612	2,198	2,198	-3.2%
Virgin Islands (4,5,8,13,15,19,22,24,27)	650	650	456	456	561	372	776	776	776	776	776	19.4%
Virginia (7,22,24)	24,091	24,468	24,064	24,062	24,193	24,249	24,208	24,230	24,230	24,020	23,923	-0.7%
Washington	23,741	24,032	24,620	24,844	25,577	25,786	26,057	26,182	26,316	26,701	26,428	11.3%
West Virginia (7,22,24)	4,854	4,901	4,942	4,918	4,922	4,862	4,849	4,770	4,770	4,770	4,673	-3.7%
Wisconsin (7)	15,364	15,538	15,481	15,481	15,072	15,549	15,539	15,512	15,482	15,488	15,384	0.1%
Wyoming (7,22,24)	1,668	1,681	1,778	1,778	1,715	1,776	1,716	1,773	1,773	1,692	1,704	2.2%
TOTAL	1,245,205	1,268,011	1,281,432	1,300,705	1,312,869	1,335,963	1,342,379	1,352,077	1,328,742	1,327,910	1,327,010	6.6%

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

**APPENDIX – DEMOGRAPHICS**Resident Lawyers by State: 2012 - 2022 ... *continued*

* 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. 2022 data is as of 12/31/2021. The numbers reflected here are the best available data provided to us from the respective associations or agencies; significant exceptions are noted below.

- (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 reflects 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.
- (20) In 2020, the District of Columbia changed how it reports residency status to report DC addresses only and not the DC metro area.
- (21) In 2020, Oklahoma returned senior members to the Resident Active count after excluding them in 2018 and 2019.
- (22) Due to the COVID-19 pandemic and other reasons, not all states and territories participated in 2020; prior year responses were used for the following: Alaska, American Samoa, Arizona, Colorado, Connecticut, Delaware, Guam, Hawaii, Illinois, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Michigan, Minnesota, Mississippi, Missouri, New Jersey, New Mexico, North Carolina, North Mariana Islands, Ohio, Palau, Puerto Rico, Rhode Island, Vermont, Virgin Islands, Virginia, West Virginia, Wyoming.
- (23) In 2021, Vermont returned to tracking resident/non-resident status; the count now reflects resident active attorneys.
- (24) Due to the COVID-19 pandemic and other reasons, not all states and territories participated in 2021; prior year responses (2019 or 2020) were used for the following: Alabama, American Samoa, Colorado, Connecticut, Delaware, Guam, Illinois, Kentucky, Maryland, Michigan, Missouri, Nebraska, New Hampshire, New Mexico, North Carolina, Northern Mariana Islands, Ohio, Puerto Rico, Rhode Island, Tennessee, West Virginia. Responses from 2018 were used for Virgin Islands.
- (25) Data for Palau not available prior to 2018.
- (26) In 2022, Alabama began distinguishing resident active and resident inactive numbers.
- (27) Not all states and territories participated in 2022; prior year responses (2019, 2020, or 2021) were used for the following: American Samoa, Arkansas, Colorado, Connecticut, Delaware, Florida, Guam, Hawaii, Illinois, Maryland, Minnesota, New Hampshire, Northern Mariana Islands, Puerto Rico, Tennessee, Utah, Vermont. Responses from 2018 were used for Virgin Islands.



Profile of the Legal Profession

APPENDIX – DEMOGRAPHICS

Lawyers by Gender: 2012 - 2022

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Change from 2012
Male	66.7%	66.3%	64.3%	65.3%	64.4%	64.7%	63.6%	63.5%	63.2%	62.8%	61.5%	-5.2
Female	33.3%	33.7%	35.7%	34.7%	35.6%	35.3%	36.1%	36.5%	36.8%	37.2%	38.3%	5
Other	N/A	N/A	N/A	N/A	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.2%	0.2
Count of States Reporting Statistic	44	43	43	43	45	46	46	45	44	45	44	0
% of Lawyers with Reported Statistic	59%	59%	61%	63%	66%	61%	63%	61%	60%	62%	73%	13.3 pp

Source: 2022 ABA National Lawyer Population Survey

Lawyers by Race and Ethnicity: 2012 - 2022

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Change from 2012
Black	4.7%	4.8%	4.8%	4.7%	5.3%	5.2%	4.9%	5.1%	4.7%	4.7%	4.5%	-0.2
Asian American	2.3%	1.9%	2.4%	2.5%	2.7%	2.4%	2.7%	2.5%	2.1%	2.5%	5.5%	3.1
White	88.4%	88.7%	88.1%	86.1%	85.4%	84.9%	84.8%	84.8%	85.8%	85.4%	81.0%	-7.5
Hawaiian/Pacific Islander	0.5%	0.3%	0.3%	0.6%	0.3%	0.4%	0.3%	0.4%	0.4%	0.3%	0.2%	-0.4
Hispanic	3.5%	3.7%	3.8%	5.2%	4.7%	5.0%	5.2%	4.7%	4.6%	4.8%	5.8%	2.3
Multiracial	N/A	N/A	0.0%	0.0%	1.2%	1.6%	1.5%	1.9%	1.9%	2.0%	2.7%	2.7
Native American	0.6%	0.6%	0.5%	0.8%	0.5%	0.6%	0.6%	0.5%	0.4%	0.4%	0.5%	-0.1
Count of States Reporting Statistic	16	16	17	18	19	22	21	20	21	26	26	10
% of Lawyers with Reported Statistic	20.6%	20.6%	21.5%	24.7%	30.4%	29.1%	27.8%	34.8%	31.4%	35.6%	45.3%	24.7

Source: 2022 ABA National Lawyer Population Survey



Profile of the Legal Profession

APPENDIX – DEMOGRAPHICS

Law Firm Partners and Associates Demographics: 2009 - 2021

	Partners						Associates					
	Asian		Black		Hispanic		Asian		Black		Hispanic	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2021	4.30%	1.73%	2.22%	0.86%	2.86%	0.92%	12.49%	7.39%	5.22%	3.17%	6.11%	3.25%
2020	4.08	1.62	2.1	0.8	2.8	0.9	12.12	7.18	5.1	3.04	5.64	2.99
2019	3.89	1.46	1.97	0.75	2.52	0.8	12.17	7.17	4.76	2.8	5.17	2.7
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
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
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
2015	2.89	1.07	1.77	0.64	2.19	0.63	10.93	6	3.95	2.25	4.28	2.03
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
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
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
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
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
2009	2.2	0.76	1.71	0.57	1.65	0.41	9.28	5.12	4.66	2.93	3.89	2

Source: National Association for Law Placement, 2021 Report on Diversity in U.S. Law Firms

**APPENDIX – DEMOGRAPHICS**

Women and Lawyers of Color at Law Firms by Metro Area: 2021

	Partners				Associates				
	Total	% Women	% People of color	% Women of color	Total	% Women	% People of color	% Women of color	Number of offices
Atlanta	779	23.75	10.14	3.59	710	47.18	24.51	13.38	20
Austin	254	28.74	13.39	3.94	201	44.28	20.4	8.96	16
Boston	1,260	26.67	7.06	2.78	1,524	47.83	22.9	12.86	33
Charlotte	408	18.63	5.15	1.72	356	43.26	14.89	7.87	11
Chicago	2,672	25.82	9.47	3.59	2,241	45.92	22.98	12.94	45
Cincinnati	236	25.42	4.24	1.69	128	41.41	14.06	5.47	5
Cleveland	412	21.84	3.16	0.97	292	38.7	10.27	5.14	6
Columbus	386	26.17	9.07	3.37	211	47.39	16.11	8.06	10
Dallas	780	21.41	11.03	3.85	740	43.51	24.59	11.35	33
Denver	572	29.37	8.04	2.97	445	49.21	17.53	9.89	19
Detroit	528	29.17	6.82	2.46	190	46.84	15.26	9.47	9
Grand Rapids	282	23.4	4.26	1.06	101	47.52	17.82	10.89	5
Houston	786	21.12	16.41	5.34	972	43	29.22	14.81	31
Indianapolis	313	21.41	3.19	1.28	118	43.22	14.41	11.86	5
Kansas City, MO	442	27.15	4.75	1.81	228	46.49	16.23	9.21	6
Los Angeles	1,513	26.9	17.91	6.28	1,888	51.59	37.55	23.2	64
Miami	281	28.83	30.25	10.32	251	52.99	49.4	28.29	15
Milwaukee	511	25.83	4.7	2.15	263	47.91	13.31	8.37	5
Minneapolis	799	26.66	6.26	2.25	441	49.43	14.97	9.52	15
New York City	5,590	23.74	12.47	4.81	11,685	47.64	30.9	18.19	81
Northern NJ/Newark	283	23.32	6.01	1.77	178	46.63	21.91	11.24	6
Northern Virginia	111	15.32	13.51	4.5	84	46.43	26.19	15.48	6
Orange County, CA	431	20.65	16.94	6.03	348	47.13	42.82	26.15	14
Philadelphia	498	25.7	6.83	2.21	406	47.54	18.97	11.08	10
Phoenix	252	25.79	11.11	3.17	117	41.03	19.66	5.98	9
Pittsburgh	258	25.19	3.1	1.94	170	43.53	13.53	8.82	7
Portland, OR	367	27.79	7.36	2.72	161	40.37	19.88	9.94	10
Salt Lake City	115	17.39	6.09	2.61	91	36.26	9.89	5.49	5
San Diego	141	29.79	19.15	9.22	227	41.41	33.48	16.74	10
San Francisco	1,225	32.65	17.55	7.35	1,416	54.24	37.08	23.38	43
Seattle	621	30.92	11.59	4.99	475	47.37	28.42	16	19
Silicon Valley, CA	641	26.52	22.62	8.42	1,027	49.95	47.71	27.46	36
St. Louis	557	28.55	7.18	2.33	248	45.56	14.11	6.85	9
Tampa	115	15.65	7.83	0.87	75	53.33	16	10.67	6
Washington, DC	3,682	27.43	12.49	5	4,099	48.91	27.81	15.71	77
Wilmington, DE	309	26.21	5.5	2.59	325	43.38	12.92	7.08	15

Source: National Association for Law Placement, 2021 Report on Diversity in U.S. Law Firms

[View the interactive report at: ABA Legal Profile.com](https://www.abalegalprofile.com)



APPENDIX – DEMOGRAPHICS

Lawyers with Disabilities at Law Firms: 2021

	All firms		Firms of 250 Lawyers or Fewer		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Partners	340	1.07%	81	1.19%	66	1.02%	19	0.71%	174	1.11%
Associates	361	1.25	33	0.89	67	1.42	17	0.72	244	1.34
Other Lawyers	164	1.59	24	1.35	25	1.38	13	1.33	102	1.77
All Lawyers	865	1.22	138	1.12	158	1.22	49	0.82	520	1.31

Source: National Association for Law Placement, 2021 Report on Diversity in U.S. Law Firms

LGBTQ Lawyers at Law Firms: 2021

	All firms		Firms of 100 or Fewer Lawyers		Firms of 101-2150 Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total
Partners	976	2.31%	34	2.34%	122	2.13%	170	2.08%	83	2.06%	567	2.47%
Associates	2,276	5.35	32	4.08	123	3.83	246	4.39	171	4.92	1,704	5.78
Other Lawyers	401	2.73	4	1.06	25	1.59	61	2.47	37	2.46	274	3.12
All Lawyers	3,653	3.67	70	2.67	270	2.57	477	2.94	291	3.23	2,545	4.16
Summer Associates	522	8.41	5	2.94	26	6.7	44	7.31	40	7.5	407	9.02

Source: National Association for Law Placement, 2021 Report on Diversity in U.S. Law Firms

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APPENDIX – DEMOGRAPHICS

Legal Demand by Metro Area: 2021

Metro area	Location quotient*
Washington-Arlington-Alexandria, DC-VA-MD-WV	3.12
Tallahassee, FL	2.51
Miami-Fort Lauderdale-West Palm Beach, FL	2.09
New York-Newark-Jersey City, NY-NJ-PA	2.03
Santa Fe, NM	1.95
Trenton, NJ	1.85
Charleston, WV	1.85
Denver-Aurora-Lakewood, CO	1.60
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	1.54
San Francisco-Oakland-Hayward, CA	1.53
Los Angeles-Long Beach-Anaheim, CA	1.49
Albany-Schenectady-Troy, NY	1.48
Tampa-St. Petersburg-Clearwater, FL	1.47
Oklahoma City, OK	1.47
Cheyenne, WY	1.43
New Orleans-Metairie, LA	1.41
Montgomery, AL	1.41
Hartford-West Hartford-East Hartford, CT	1.40
Sacramento--Roseville--Arden-Arcade, CA	1.39
Bridgeport-Stamford-Norwalk, CT	1.38
Boston-Cambridge-Nashua, MA-NH	1.34
Austin-Round Rock, TX	1.34
Missoula, MT	1.34
Carson City, NV	1.29
Jackson, MS	1.29
Chicago-Naperville-Elgin, IL-IN-WI	1.28
Buffalo-Cheektowaga-Niagara Falls, NY	1.27
Naples-Immokalee-Marco Island, FL	1.22
Albuquerque, NM	1.21
Harrisburg-Carlisle, PA	1.20
Topeka, KS	1.20
San Diego-Carlsbad, CA	1.18
North Port-Sarasota-Bradenton, FL	1.17
Columbia, SC	1.15
Manchester, NH	1.14
Detroit-Warren-Dearborn, MI	1.14
Atlanta-Sandy Springs-Roswell, GA	1.13
Raleigh, NC	1.13
Boulder, CO	1.12
Minneapolis-St. Paul-Bloomington, MN-WI	1.12

Metro area	Location quotient*
Springfield, IL	1.12
Pensacola-Ferry Pass-Brent, FL	1.11
Providence-Warwick, RI-MA	1.10
Portland-South Portland, ME	1.10
Richmond, VA	1.09
Baltimore-Columbia-Towson, MD	1.08
Pittsburgh, PA	1.06
San Jose-Sunnyvale-Santa Clara, CA	1.05
Bismarck, ND	1.05
Hilton Head Island-Bluffton-Beaufort, SC	1.04
Jefferson City, MO	1.04
Las Vegas-Henderson-Paradise, NV	1.03
Anchorage, AK	1.02
Burlington-South Burlington, VT	1.02
Des Moines-West Des Moines, IA	1.01
Birmingham-Hoover, AL	1.00
Madison, WI	1.00
Olympia-Tumwater, WA	1.00
Lansing-East Lansing, MI	0.98
Charleston-North Charleston, SC	0.98
Urban Honolulu, HI	0.98
Atlantic City-Hammonton, NJ	0.96
Jacksonville, FL	0.96
Lexington-Fayette, KY	0.96
Milwaukee-Waukesha-West Allis, WI	0.95
Salt Lake City, UT	0.95
St. Louis, MO-IL	0.95
Cleveland-Elyria, OH	0.94
Omaha-Council Bluffs, NE-IA	0.94
Sebastian-Vero Beach, FL	0.93
Seattle-Tacoma-Bellevue, WA	0.92
Kansas City, MO-KS	0.92
Salem, OR	0.90
Oxnard-Thousand Oaks-Ventura, CA	0.89
Little Rock-North Little Rock-Conway, AR	0.89
Brunswick, GA	0.89
Portland-Vancouver-Hillsboro, OR-WA	0.88
Phoenix-Mesa-Scottsdale, AZ	0.88
Corpus Christi, TX	0.87
Indianapolis-Carmel-Anderson, IN	0.87
Rochester, NY	0.87
Louisville/Jefferson County, KY-IN	0.87
Houston-The Woodlands-Sugar Land, TX	0.86
Great Falls, MT	0.86

Metro area	Location quotient*
Dallas-Fort Worth-Arlington, TX	0.85
Dover, DE	0.84
Durham-Chapel Hill, NC	0.84
Columbus, OH	0.83
Boise City, ID	0.83
Syracuse, NY	0.82
Gainesville, FL	0.81
Orlando-Kissimmee-Sanford, FL	0.81
Bloomington, IL	0.81
Baton Rouge, LA	0.81
Kingston, NY	0.80
New Bern, NC	0.80
Savannah, GA	0.79
Colorado Springs, CO	0.79
Lafayette, LA	0.79
Tulsa, OK	0.78
Wheeling, WV-OH	0.78
Panama City, FL	0.78
New Haven, CT	0.77
Bloomington, IN	0.77
Macon, GA	0.77
Carbondale-Marion, IL	0.77
Charlotte-Concord-Gastonia, NC-SC	0.76
Nashville-Davidson--Murfreesboro--Franklin, TN	0.76
Tucson, AZ	0.76
Palm Bay-Melbourne-Titusville, FL	0.76
Charlottesville, VA	0.74
Virginia Beach-Norfolk-Newport News, VA-NC	0.74
Billings, MT	0.74
Rapid City, SD	0.73
Fresno, CA	0.72
Coeur d'Alene, ID	0.72
Tyler, TX	0.71
Bend-Redmond, OR	0.71
Lincoln, NE	0.71
Punta Gorda, FL	0.71
Mobile, AL	0.70
San Antonio-New Braunfels, TX	0.70
Cape Coral-Fort Myers, FL	0.70
Port St. Lucie, FL	0.70
Bowling Green, KY	0.70
Parkersburg-Vienna, WV	0.70

Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics

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APPENDIX – DEMOGRAPHICS

Legal Demand by Metro Area: 2021 ... *continued*

Metro area	Location quotient*	Metro area	Location quotient*	Metro area	Location quotient*
Santa Maria-Santa Barbara, CA	0.69	Lakeland-Winter Haven, FL	0.58	Lubbock, TX	0.52
Ithaca, NY	0.69	Terre Haute, IN	0.58	South Bend-Mishawaka, IN-MI	0.52
Waterbury, CT	0.69	Asheville, NC	0.58	Cedar Rapids, IA	0.52
Morgantown, WV	0.69	Flagstaff, AZ	0.58	Wilmington, NC	0.52
Lake Charles, LA	0.69	Lake Havasu City-Kingman, AZ	0.58	Evansville, IN-KY	0.52
Crestview-Fort Walton Beach-Destin, FL	0.68	Grand Rapids-Wyoming, MI	0.57	Jacksonville, NC	0.52
Myrtle Beach-Conway-North Myrtle Beach, SC-NC	0.68	Memphis, TN-MS-AR	0.57	Shreveport-Bossier City, LA	0.52
Midland, MI	0.67	Fairbanks, AK	0.57	Idaho Falls, ID	0.52
Santa Rosa, CA	0.67	Monroe, LA	0.57	Kahului-Wailuku-Lahaina, HI	0.52
Dothan, AL	0.67	Wichita, KS	0.57	Huntsville, AL	0.51
Springfield, MO	0.67	Homosassa Springs, FL	0.57	Greeley, CO	0.51
Bangor, ME	0.67	Fort Wayne, IN	0.56	Reading, PA	0.51
Ann Arbor, MI	0.66	California-Lexington Park, MD	0.56	Gulfport-Biloxi-Pascagoula, MS	0.51
Ocean City, NJ	0.66	Redding, CA	0.56	Yakima, WA	0.51
Binghamton, NY	0.66	Elmira, NY	0.56	Canton-Massillon, OH	0.51
Muncie, IN	0.65	St. Cloud, MN	0.56	Kokomo, IN	0.51
Reno, NV	0.65	Dayton, OH	0.56	Salisbury, MD-DE	0.50
Akron, OH	0.65	Duluth, MN-WI	0.56	Sioux Falls, SD	0.50
Cincinnati, OH-KY-IN	0.65	Lewiston-Auburn, ME	0.56	Elizabethtown-Fort Knox, KY	0.50
Grand Junction, CO	0.65	Salinas, CA	0.55	Fayetteville-Springdale-Rogers, AR-MO	0.49
Alexandria, LA	0.65	San Luis Obispo-Paso Robles-Arroyo Grande, CA	0.55	Utica-Rome, NY	0.49
Pocatello, ID	0.65	Peoria, IL	0.55	Beaumont-Port Arthur, TX	0.49
Greenville-Anderson-Mauldin, SC	0.64	Columbia, MO	0.55	Kingsport-Bristol-Bristol, TN-VA	0.49
Greenville, NC	0.64	Glens Falls, NY	0.55	Allentown-Bethlehem-Easton, PA-NJ	0.49
Deltona-Daytona Beach-Ormond Beach, FL	0.64	Vineland-Bridgeton, NJ	0.54	Saginaw, MI	0.49
Chattanooga, TN-GA	0.62	Grand Forks, ND-MN	0.54	Winston-Salem, NC	0.48
Barnstable Town, MA	0.62	Brownsville-Harlingen, TX	0.54	Norwich-New London-Westerly, CT-RI	0.48
Fargo, ND-MN	0.62	Mankato-North Mankato, MN	0.54	Kalamazoo-Portage, MI	0.48
Spokane-Spokane Valley, WA	0.62	Rome, GA	0.54	Amarillo, TX	0.48
Enid, OK	0.62	Bellingham, WA	0.54	Champaign-Urbana, IL	0.48
New Bedford, MA	0.61	Valdosta, GA	0.54	Racine, WI	0.48
Las Cruces, NM	0.61	Napa, CA	0.53	Scranton-Wilkes-Barre-Hazleton, PA	0.48
Ocala, FL	0.61	Pittsfield, MA	0.53	Hagerstown-Martinsburg, MD-WV	0.48
Rockford, IL	0.61	Provo-Orem, UT	0.53	Bay City, MI	0.47
Hattiesburg, MS	0.61	Davenport-Moline-Rock Island, IA-IL	0.53	Cape Girardeau, MO-IL	0.47
Eugene, OR	0.60	Harrisonburg, VA	0.53	St. George, UT	0.47
Casper, WY	0.60	Williamsport, PA	0.53	The Villages, FL	0.47
Danbury, CT	0.59	Huntington-Ashland, WV-KY-OH	0.53	Manhattan, KS	0.47
Knoxville, TN	0.59	Sebring, FL	0.53	Augusta-Richmond County, GA-SC	0.47
Columbus, GA-AL	0.59	Lawrence, KS	0.53	Owensboro, KY	0.47
Prescott, AZ	0.59	Santa Cruz-Watsonville, CA	0.52	College Station-Bryan, TX	0.46
Athens-Clarke County, GA	0.59	Portsmouth, NH-ME	0.52	Yuba City, CA	0.46
Hammond, LA	0.59	Springfield, MA-CT	0.52	Tuscaloosa, AL	0.46
Wausau, WI	0.58			Weirton-Steubenville, WV-OH	0.46

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Profile of the Legal Profession

APPENDIX – DEMOGRAPHICS

Legal Demand by Metro Area: 2021 ... *continued*

Metro area	Location quotient*	Metro area	Location quotient*	Metro area	Location quotient*
Waco, TX	0.45	Daphne-Fairhope-Foley, AL	0.40	Clarksville, TN-KY	0.34
Greensboro-High Point, NC	0.45	Twin Falls, ID	0.40	Johnstown, PA	0.34
Texarkana, TX-AR	0.45	Sioux City, IA-NE-SD	0.39	Walla Walla, WA	0.33
San Angelo, TX	0.45	Green Bay, WI	0.39	La Crosse-Onalaska, WI-MN	0.33
Erie, PA	0.45	Oshkosh-Neenah, WI	0.39	Mansfield, OH	0.33
Springfield, OH	0.45	Hanford-Corcoran, CA	0.39	Fort Smith, AR-OK	0.33
Lafayette-West Lafayette, IN	0.45	St. Joseph, MO-KS	0.39	Dubuque, IA	0.32
Florence, SC	0.45	Anniston-Oxford-Jacksonville, AL	0.39	Monroe, MI	0.32
Youngstown-Warren-Boardman, OH-PA	0.45	Odessa, TX	0.38	Cleveland, TN	0.32
Sierra Vista-Douglas, AZ	0.45	Lancaster, PA	0.38	Bloomsburg-Berwick, PA	0.32
Grand Island, NE	0.45	Lynchburg, VA	0.38	Laredo, TX	0.32
Beckley, WV	0.45	Wenatchee, WA	0.38	Gettysburg, PA	0.32
Stockton-Lodi, CA	0.44	Mount Vernon-Anacortes, WA	0.38	Flint, MI	0.31
Medford, OR	0.44	Hinesville, GA	0.38	Jonesboro, AR	0.31
Bremerton-Silverdale, WA	0.44	Lewiston, ID-WA	0.38	Lawton, OK	0.31
Fayetteville, NC	0.44	Midland, TX	0.37	Dalton, GA	0.31
Farmington, NM	0.44	El Paso, TX	0.37	Auburn-Opelika, AL	0.30
Pueblo, CO	0.44	Corvallis, OR	0.37	Chambersburg-Waynesboro, PA	0.30
Fort Collins, CO	0.43	Staunton-Waynesboro, VA	0.37	Columbus, IN	0.30
Appleton, WI	0.43	State College, PA	0.37	Dover-Durham, NH-ME	0.30
Fond du Lac, WI	0.43	Muskegon, MI	0.37	Ogden-Clearfield, UT	0.30
Iowa City, IA	0.43	Decatur, IL	0.37	Sumter, SC	0.30
York-Hanover, PA	0.43	Gadsden, AL	0.37	Decatur, AL	0.30
Yuma, AZ	0.43	Killeen-Temple, TX	0.36	Michigan City-La Porte, IN	0.29
Albany, GA	0.43	Cumberland, MD-WV	0.36	Pine Bluff, AR	0.29
Gainesville, GA	0.43	Janesville-Beloit, WI	0.36	Vallejo-Fairfield, CA	0.28
Riverside-San Bernardino-Ontario, CA	0.42	Spartanburg, SC	0.36	Jackson, MI	0.28
Modesto, CA	0.42	Warner Robins, GA	0.36	Victoria, TX	0.28
Toledo, OH	0.42	Kankakee, IL	0.36	Longview, WA	0.28
Winchester, VA-WV	0.42	El Centro, CA	0.35	Grants Pass, OR	0.27
McAllen-Edinburg-Mission, TX	0.42	Blacksburg-Christiansburg-Radford, VA	0.35	Houma-Thibodaux, LA	0.27
Florence-Muscle Shoals, AL	0.42	Albany, OR	0.35	Wichita Falls, TX	0.27
Waterloo-Cedar Falls, IA	0.41	Goldsboro, NC	0.35	Battle Creek, MI	0.26
Ames, IA	0.41	Altoona, PA	0.35	Hickory-Lenoir-Morganton, NC	0.26
East Stroudsburg, PA	0.41	Chico, CA	0.34	Abilene, TX	0.26
Bakersfield, CA	0.40	Sherman-Denison, TX	0.34	Lebanon, PA	0.26
Kennewick-Richland, WA	0.40	Visalia-Porterville, CA	0.34	Lima, OH	0.25
Watertown-Fort Drum, NY	0.40	Merced, CA	0.34	Leominster-Gardner, MA	0.23
Eau Claire, WI	0.40	Joplin, MO	0.34	Niles-Benton Harbor, MI	0.23
Logan, UT-ID	0.40	Johnson City, TN	0.34	Sheboygan, WI	0.23
Jackson, TN	0.40	Burlington, NC	0.34	Hot Springs, AR	0.20
Rochester, MN	0.40	Rocky Mount, NC	0.34	Elkhart-Goshen, IN	0.16
				Morristown, TN	0.16

*The location quotient represents the ratio of an occupation's share of employment in a given area to that occupation's share of employment in the U.S. as a whole. For example, an occupation that makes up 10% of employment in a metro area compared with 2% of U.S. employment would have a location quotient of 5 for that area.

**APPENDIX – WAGES**

Average Annual Salary for U.S. Lawyers: 2000 - 2021

	Average annual pay	% Increase
2000	\$91,320	
2001	\$91,920	0.7%
2002	\$105,890	15.2%
2003	\$107,250	1.3%
2004	\$108,790	1.4%
2005	\$110,520	1.6%
2006	\$113,660	2.8%
2007	\$118,280	4.1%
2008	\$124,750	5.5%
2009	\$129,020	3.4%
2010	\$129,440	0.3%
2011	\$130,490	0.8%
2012	\$130,880	0.3%
2013	\$131,990	0.8%
2014	\$133,470	1.1%
2015	\$136,260	2.1%
2016	\$139,880	2.7%
2017	\$141,890	1.4%
2018	\$144,230	1.6%
2019	\$145,300	0.7%
2020	\$148,910	2.5%
2021	\$148,030	-0.6%

Source: U.S. Bureau of Labor Statistics

**APPENDIX – WAGES**

Average Lawyer Wages by Metro Area: 2021

Metropolitan Area	Average Annual Lawyer Salary
San Jose-Sunnyvale-Santa Clara, CA	\$231,200
San Francisco-Oakland-Hayward, CA	\$191,460
Washington-Arlington-Alexandria, DC-VA-MD-WV	\$186,610
New York-Newark-Jersey City, NY-NJ-PA	\$183,870
Los Angeles-Long Beach-Anaheim, CA	\$177,550
Boston-Cambridge-Nashua, MA-NH	\$171,660
Bridgeport-Stamford-Norwalk, CT	\$171,100
San Diego-Carlsbad, CA	\$165,480
Midland, MI	\$164,430
Oxnard-Thousand Oaks-Ventura, CA	\$163,560
Napa, CA	\$162,430
Midland, TX	\$161,850
Dallas-Fort Worth-Arlington, TX	\$161,650
Santa Rosa, CA	\$160,560
Houston-The Woodlands-Sugar Land, TX	\$160,120
Danbury, CT	\$159,710
Sacramento-Roseville-Arden-Arcade, CA	\$157,540
Chicago-Naperville-Elgin, IL-IN-WI	\$153,930
Vallejo-Fairfield, CA	\$153,510
Santa Maria-Santa Barbara, CA	\$153,410
Leominster-Gardner, MA	\$153,010
Fayetteville-Springdale-Rogers, AR-MO	\$151,200
Riverside-San Bernardino-Ontario, CA	\$151,180
Tyler, TX	\$150,740
Portland-Vancouver-Hillsboro, OR-WA	\$147,890
Milwaukee-Waukesha-West Allis, WI	\$147,070
Hartford-West Hartford-East Hartford, CT	\$146,540
Pittsfield, MA	\$146,290
Corpus Christi, TX	\$146,230
Durham-Chapel Hill, NC	\$145,910
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	\$145,720
Providence-Warwick, RI-MA	\$145,450
Charlotte-Concord-Gastonia, NC-SC	\$145,430
Santa Cruz-Watsonville, CA	\$145,320

Metropolitan Area	Average Annual Lawyer Salary
Dothan, AL	\$144,830
Seattle-Tacoma-Bellevue, WA	\$144,740
Provo-Orem, UT	\$144,520
Charlottesville, VA	\$144,440
Atlanta-Sandy Springs-Roswell, GA	\$144,380
New Bedford, MA	\$144,290
Denver-Aurora-Lakewood, CO	\$143,890
Salinas, CA	\$142,560
Richmond, VA	\$142,490
Portsmouth, NH-ME	\$142,450
Birmingham-Hoover, AL	\$141,410
Orlando-Kissimmee-Sanford, FL	\$141,250
San Luis Obispo-Paso Robles-Arroyo Grande, CA	\$140,920
Austin-Round Rock, TX	\$140,790
New Haven, CT	\$140,560
Fresno, CA	\$140,370
Baltimore-Columbia-Towson, MD	\$139,660
Mobile, AL	\$139,660
Dubuque, IA	\$138,920
Stockton-Lodi, CA	\$138,850
Sebastian-Vero Beach, FL	\$138,650
Miami-Fort Lauderdale-West Palm Beach, FL	\$138,390
Minneapolis-St. Paul-Bloomington, MN-WI	\$138,210
Utica-Rome, NY	\$137,660
Chico, CA	\$137,450
Manchester, NH	\$137,380
Winston-Salem, NC	\$137,370
Reno, NV	\$137,050
Jackson, MI	\$136,960
Norwich-New London-Westerly, CT-RI	\$136,960
Bakersfield, CA	\$136,760
Odessa, TX	\$136,510
Las Vegas-Henderson-Paradise, NV	\$136,310
Atlantic City-Hammonton, NJ	\$136,260
Niles-Benton Harbor, MI	\$136,010
Ithaca, NY	\$135,660
Chattanooga, TN-GA	\$135,400
Trenton, NJ	\$134,780
Syracuse, NY	\$134,570

Metropolitan Area	Average Annual Lawyer Salary
Beaumont-Port Arthur, TX	\$134,450
Modesto, CA	\$134,430
Indianapolis-Carmel-Anderson, IN	\$134,400
Salem, OR	\$134,310
San Antonio-New Braunfels, TX	\$133,900
Kansas City, MO-KS	\$133,880
Waterbury, CT	\$132,960
Greenville-Anderson-Mauldin, SC	\$132,750
Fort Collins, CO	\$132,590
Springfield, MA-CT	\$131,830
Salt Lake City, UT	\$131,450
Sioux City, IA-NE-SD	\$131,430
Huntsville, AL	\$131,420
Kingsport-Bristol-Bristol, TN-VA	\$131,230
Phoenix-Mesa-Scottsdale, AZ	\$131,160
Peoria, IL	\$130,920
Green Bay, WI	\$130,670
Wausau, WI	\$130,210
Waco, TX	\$130,130
El Centro, CA	\$130,040
Cleveland-Elyria, OH	\$129,790
Fort Wayne, IN	\$129,680
California-Lexington Park, MD	\$129,590
Raleigh, NC	\$129,430
Auburn-Opelika, AL	\$129,130
St. Louis, MO-IL	\$128,660
El Paso, TX	\$128,430
Albany-Schenectady-Troy, NY	\$128,270
Greensboro-High Point, NC	\$128,060
Tulsa, OK	\$127,920
Madison, WI	\$127,510
Corvallis, OR	\$127,380
Lakeland-Winter Haven, FL	\$127,090
Appleton, WI	\$127,080
Rochester, NY	\$126,980
Allentown-Bethlehem-Easton, PA-NJ	\$126,560
Tampa-St. Petersburg-Clearwater, FL	\$126,560
Killeen-Temple, TX	\$126,410
Kennewick-Richland, WA	\$126,160
Nashville-Davidson--Murfreesboro--Franklin, TN	\$126,130
Bloomington, IL	\$126,070
Pittsburgh, PA	\$125,860

Source: U.S. Bureau of Labor Statistics

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Profile of the Legal Profession

APPENDIX – WAGES

Average Lawyer Wages by Metro Area: 2021 ... *continued*

Metropolitan Area	Average Annual Lawyer Salary
Columbus, OH	\$125,850
Kalamazoo-Portage, MI	\$125,370
Sherman-Denison, TX	\$125,340
Lubbock, TX	\$125,250
Knoxville, TN	\$125,200
Fond du Lac, WI	\$125,180
Oshkosh-Neenah, WI	\$124,430
Lansing-East Lansing, MI	\$124,420
Longview, TX	\$124,230
Des Moines-West Des Moines, IA	\$124,220
Cape Coral-Fort Myers, FL	\$124,110
Roanoke, VA	\$123,770
Visalia-Porterville, CA	\$123,750
Detroit-Warren-Dearborn, MI	\$123,730
Amarillo, TX	\$123,670
Iowa City, IA	\$123,670
Monroe, MI	\$123,500
Watertown-Fort Drum, NY	\$123,460
Grand Rapids-Wyoming, MI	\$123,320
Barnstable Town, MA	\$122,790
Victoria, TX	\$122,730
Port St. Lucie, FL	\$122,620
Texarkana, TX-AR	\$122,250
Savannah, GA	\$122,240
Jacksonville, FL	\$122,150
South Bend-Mishawaka, IN-MI	\$122,060
Akron, OH	\$121,940
Cincinnati, OH-KY-IN	\$121,930
Eau Claire, WI	\$121,930
Merced, CA	\$121,750
Toledo, OH	\$121,530
College Station-Bryan, TX	\$121,290
Lancaster, PA	\$121,280
Salisbury, MD-DE	\$121,270
Cedar Rapids, IA	\$121,110
Joplin, MO	\$121,040
Johnson City, TN	\$120,590
Staunton-Waynesboro, VA	\$120,450
Greeley, CO	\$120,410
Buffalo-Cheektowaga-Niagara Falls, NY	\$120,390

Metropolitan Area	Average Annual Lawyer Salary
Flint, MI	\$120,360
Albuquerque, NM	\$120,290
Harrisburg-Carlisle, PA	\$120,270
Redding, CA	\$120,020
Yuba City, CA	\$119,810
Ann Arbor, MI	\$119,750
Medford, OR	\$119,580
Charleston, WV	\$119,520
Cleveland, TN	\$119,490
Carson City, NV	\$119,140
Wheeling, WV-OH	\$119,020
Pensacola-Ferry Pass-Brent, FL	\$118,920
Kingston, NY	\$118,890
Bay City, MI	\$118,810
New Orleans-Metairie, LA	\$118,690
San Angelo, TX	\$118,310
Lynchburg, VA	\$118,120
Cape Girardeau, MO-IL	\$118,110
Naples-Immokalee-Marco Island, FL	\$118,040
Las Cruces, NM	\$117,910
Davenport-Moline-Rock Island, IA-IL	\$117,750
Winchester, VA-WV	\$117,460
Greenville, NC	\$117,020
Hanford-Corcoran, CA	\$117,020
New Bern, NC	\$116,790
Reading, PA	\$116,730
Vineland-Bridgeton, NJ	\$116,720
Ocean City, NJ	\$116,690
Abilene, TX	\$116,590
Tucson, AZ	\$116,560
St. George, UT	\$116,420
Terre Haute, IN	\$116,360
Columbia, MO	\$116,340
Chambersburg-Waynesboro, PA	\$116,070
Olympia-Tumwater, WA	\$115,780
Morgantown, WV	\$115,760
Santa Fe, NM	\$115,640
Bend-Redmond, OR	\$115,580
Bremerton-Silverdale, WA	\$115,450
Champaign-Urbana, IL	\$115,310
Fargo, ND-MN	\$114,820
McAllen-Edinburg-Mission, TX	\$114,670

Metropolitan Area	Average Annual Lawyer Salary
Montgomery, AL	\$114,550
Harrisonburg, VA	\$114,460
Wilmington, NC	\$114,240
North Port-Sarasota-Bradenton, FL	\$114,120
Logan, UT-ID	\$113,980
Virginia Beach-Norfolk-Newport News, VA-NC	\$113,860
Cumberland, MD-WV	\$113,440
Anchorage, AK	\$113,260
Racine, WI	\$113,100
Springfield, MO	\$112,710
Deltona-Daytona Beach-Ormond Beach, FL	\$112,660
Houma-Thibodaux, LA	\$112,620
St. Joseph, MO-KS	\$112,440
Elkhart-Goshen, IN	\$112,260
Bloomsburg-Berwick, PA	\$112,220
Blacksburg-Christiansburg-Radford, VA	\$112,180
Memphis, TN-MS-AR	\$112,160
Jackson, TN	\$112,140
Florence-Muscle Shoals, AL	\$112,130
Springfield, IL	\$112,040
Grand Forks, ND-MN	\$112,020
Baton Rouge, LA	\$111,800
Gulfport-Biloxi-Pascagoula, MS	\$111,700
State College, PA	\$111,540
Sheboygan, WI	\$111,390
Asheville, NC	\$111,240
Waterloo-Cedar Falls, IA	\$111,190
Lincoln, NE	\$111,160
Scranton--Wilkes-Barre--Hazleton, PA	\$111,070
Elmira, NY	\$110,990
Columbus, IN	\$110,830
Wenatchee, WA	\$110,710
York-Hanover, PA	\$110,640
Omaha-Council Bluffs, NE-IA	\$110,610
Yakima, WA	\$110,330
Flagstaff, AZ	\$110,270
Rochester, MN	\$110,200
Laredo, TX	\$109,990
Columbus, GA-AL	\$109,880
Dover-Durham, NH-ME	\$109,870
St. Cloud, MN	\$109,820

Source: U.S. Bureau of Labor Statistics

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Profile of the Legal Profession

APPENDIX – WAGES

Average Lawyer Wages by Metro Area: 2021 ... continued

Metropolitan Area	Average Annual Lawyer Salary
Saginaw, MI	\$109,680
Spokane-Spokane Valley, WA	\$109,660
Bloomington, IN	\$108,870
Williamsport, PA	\$108,850
Longview, WA	\$108,620
Daphne-Fairhope-Foley, AL	\$108,580
Panama City, FL	\$108,540
Fairbanks, AK	\$108,040
Burlington, NC	\$107,920
Erie, PA	\$107,770
Boise City, ID	\$107,610
Crestview-Fort Walton Beach-Destin, FL	\$107,570
Eugene, OR	\$107,570
Walla Walla, WA	\$107,420
Mount Vernon-Anacortes, WA	\$107,340
Springfield, OH	\$107,060
Yuma, AZ	\$107,020
Albany, OR	\$106,590
Casper, WY	\$106,560
Colorado Springs, CO	\$106,560
Ames, IA	\$106,500
Evansville, IN-KY	\$106,500
Lafayette, LA	\$106,480
Portland-South Portland, ME	\$106,410
Binghamton, NY	\$106,380
Louisville/Jefferson County, KY-IN	\$106,340
Muskegon, MI	\$106,300
Tuscaloosa, AL	\$106,290
Wichita Falls, TX	\$106,280
Billings, MT	\$105,990
Punta Gorda, FL	\$105,910
Lexington-Fayette, KY	\$105,820
Charleston-North Charleston, SC	\$105,650
Hagerstown-Martinsburg, MD-WV	\$105,330
Rocky Mount, NC	\$105,310
Grand Junction, CO	\$105,170
Decatur, IL	\$105,130
Brownsville-Harlingen, TX	\$105,050
Ogden-Clearfield, UT	\$105,050
Bowling Green, KY	\$104,650
Bismarck, ND	\$104,640
Jacksonville, NC	\$104,430

Metropolitan Area	Average Annual Lawyer Salary
Glens Falls, NY	\$104,390
Lafayette-West Lafayette, IN	\$104,270
Columbia, SC	\$103,710
Monroe, LA	\$103,670
Dayton, OH	\$103,650
Parkersburg-Vienna, WV	\$103,490
Anniston-Oxford-Jacksonville, AL	\$102,930
Sioux Falls, SD	\$102,920
Hilton Head Island-Bluffton-Beaufort, SC	\$102,870
The Villages, FL	\$102,810
Morristown, TN	\$102,410
Urban Honolulu, HI	\$102,400
Manhattan, KS	\$102,090
Rapid City, SD	\$101,970
Fayetteville, NC	\$101,850
Janesville-Beloit, WI	\$101,830
Burlington-South Burlington, VT	\$101,440
Jackson, MS	\$101,330
Jefferson City, MO	\$101,220
Bangor, ME	\$101,160
La Crosse-Onalaska, WI-MN	\$101,100
Lake Charles, LA	\$101,040
Jonesboro, AR	\$100,980
Shreveport-Bossier City, LA	\$100,650
Huntington-Ashland, WV-KY-OH	\$100,200
Macon, GA	\$100,070
Great Falls, MT	\$100,050
Coeur d'Alene, ID	\$100,040
Sebring, FL	\$99,980
Myrtle Beach-Conway-North Myrtle Beach, SC-NC	\$99,870
Albany, GA	\$99,830
Mankato-North Mankato, MN	\$99,290
Farmington, NM	\$99,240
Rome, GA	\$99,240
Florence, SC	\$99,180
Gainesville, GA	\$99,080
Ocala, FL	\$98,990
Little Rock-North Little Rock-Conway, AR	\$98,940
Lebanon, PA	\$98,780
Oklahoma City, OK	\$98,550

Metropolitan Area	Average Annual Lawyer Salary
Spartanburg, SC	\$98,280
Palm Bay-Melbourne-Titusville, FL	\$98,110
Idaho Falls, ID	\$98,070
Sumter, SC	\$97,870
Duluth, MN-WI	\$97,840
Gadsden, AL	\$97,510
Wichita, KS	\$97,480
Brunswick, GA	\$97,300
Goldsboro, NC	\$97,180
Pueblo, CO	\$97,060
Prescott, AZ	\$97,040
Alexandria, LA	\$96,290
Gettysburg, PA	\$96,180
Lawrence, KS	\$95,720
Warner Robins, GA	\$94,770
Lake Havasu City-Kingman, AZ	\$94,630
Kahului-Wailuku-Lahaina, HI	\$94,620
Lawton, OK	\$94,520
Rockford, IL	\$94,350
Carbondale-Marion, IL	\$94,210
Canton-Massillon, OH	\$94,180
Tallahassee, FL	\$93,880
Lewiston-Auburn, ME	\$93,850
Youngstown-Warren-Boardman, OH-PA	\$93,690
Athens-Clarke County, GA	\$93,550
Mansfield, OH	\$93,230
Sierra Vista-Douglas, AZ	\$92,820
Dalton, GA	\$92,610
Hattiesburg, MS	\$92,580
East Stroudsburg, PA	\$92,380
Topeka, KS	\$92,170
Bellingham, WA	\$92,160
Grand Island, NE	\$91,730
Homosassa Springs, FL	\$91,690
Missoula, MT	\$91,630
Altoona, PA	\$90,600
Cheyenne, WY	\$90,520
Augusta-Richmond County, GA-SC	\$90,320
Kankakee, IL	\$90,180
Hinesville, GA	\$90,160
Michigan City-La Porte, IN	\$90,030
Owensboro, KY	\$89,660

Source: U.S. Bureau of Labor Statistics

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**APPENDIX – WAGES**Average Lawyer Wages by Metro Area: 2021 ... *continued*

Metropolitan Area	Average Annual Lawyer Salary
Clarksville, TN-KY	\$89,040
Elizabethtown-Fort Knox, KY	\$88,900
Johnstown, PA	\$88,800
Pocatello, ID	\$88,470
Valdosta, GA	\$88,140
Twin Falls, ID	\$87,920
Fort Smith, AR-OK	\$86,940
Hot Springs, AR	\$86,530
Decatur, AL	\$86,360
Kokomo, IN	\$84,920
Beckley, WV	\$84,580
Lima, OH	\$84,470
Weirton-Steubenville, WV-OH	\$84,380
Hammond, LA	\$84,350
Enid, OK	\$83,730
Lewiston, ID-WA	\$82,830
Pine Bluff, AR	\$75,030
San Juan-Carolina-Caguas, PR	\$68,450
Arecibo, PR	\$55,170
Ponce, PR	\$52,540
Mayaguez, PR	\$52,400
Aguadilla-Isabela, PR	\$44,290

Source: U.S. Bureau of Labor Statistics

Public Service Lawyer Salaries by Type and Seniority: 2004 - 2022

Years of Experience	2004	2006	2008	2010	2012	2014	2018	2022
Civil Legal Services								
Entry-level	\$34,000	\$36,000	\$40,000	\$42,000	\$42,800	\$44,600	\$48,000	\$57,500
5 years	40,000	43,300	48,000	49,400	50,200	51,000	54,800	67,100
11-15 years	51,900	55,000	60,000	62,500	64,900	65,000	69,400	78,500
Public Defenders								
Entry-level	39,000	43,300	47,400	47,500	50,500	50,400	58,300	59,700
5 years	50,000	54,700	60,000	60,300	62,800	63,000	68,000	75,700
11-15 years	65,000	65,500	75,000	76,200	78,600	84,500	96,400	100,500
Public Interest Organizations								
Entry-level	36,700	40,000	41,000	45,000	45,000	46,000	50,300	63,000
5 years	46,300	52,000	53,800	53,600	56,300	59,000	65,000	78,700
11-15 years	64,000	65,000	69,200	70,900	75,000	75,000	80,500	95,000

Source: National Association for Law Placement, 2022 Public Service Attorney Salary Survey

[View the interactive report at: ABA Legal Profile.com](https://www.abalegalprofile.com)



Profile of the Legal Profession

APPENDIX – LEGAL EDUCATION

Law School Applicants and Admissions: 2000-2021

Year	Applicants	% Change from Previous Year	Applicants Admitted	% Change from Previous Year	Applications	% Change from Previous Year
2021	71,112	12.2%	48,586	10.1%	481,584	26.0%
2020	63,384	1.5%	44,115	0.7%	382,174	0.3%
2019	62,434	2.7%	43,824	-0.4%	380,900	-1.6%
2018	60,770	7.4%	43,991	3.8%	387,034	8.5%
2017	56,583	-0.1%	42,369	-1.0%	356,762	1.6%
2016	54,897	0.9%	42,176	-0.3%	345,666	1.8%
2015	54,433	-2.5%	42,316	-2.9%	339,426	-4.2%
2014	55,808	-6.4%	43,565	-5.2%	354,368	-8.0%
2013	59,602	-12.2%	45,936	-9.3%	385,032	-17.8%
2012	67,897	-13.5%	50,645	-9.2%	468,128	-12.6%
2011	78,478	-10.7%	55,784	-7.7%	535,505	-11.4%
2010	87,916	1.5%	60,437	3.5%	604,313	6.8%
2009	86,576	3.8%	58,374	5.0%	565,656	6.2%
2008	83,371	-0.8%	55,595	-0.0%	532,580	3.0%
2007	84,021	-5.2%	55,607	-0.8%	517,110	-2.5%
2006	88,662	-7.4%	56,035	-0.2%	530,433	-3.3%
2005	95,760	-4.8%	56,135	0.4%	548,407	-1.3%
2004	100,601	1.1%	55,902	-1.7%	555,420	5.5%
2003	99,503	9.5%	56,868	0.7%	526,647	17.2%
2002	90,852	17.7%	56,475	9.1%	449,240	25.5%
2001	77,221	3.6%	51,761	3.0%	358,021	6.9%
2000	74,550		50,273		334,829	

Source: Law School Admission Council

**APPENDIX – LEGAL EDUCATION**

Law School Enrollment, Total and by Gender: 1970-2021

	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
2019	52,555	60,175	112,730
2020	52,339	61,949	114,288
2021	52,058	64,861	116,919

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

**APPENDIX – LEGAL EDUCATION**

Gender by Law School: 2021

School	Men	% Men	Women	% Women	Other	% Other	TOTAL
AKRON, UNIVERSITY OF	215	51.7%	200	48.1%	1	0.2%	416
ALABAMA, UNIVERSITY OF	195	47.3%	215	52.2%	2	0.5%	412
ALBANY LAW SCHOOL OF UNION UNIVERSITY	247	45.5%	296	54.5%	0	0.0%	543
AMERICAN UNIVERSITY	370	33.2%	743	66.8%	0	0.0%	1,113
APPALACHIAN SCHOOL OF LAW	89	56.3%	69	43.7%	0	0.0%	158
ARIZONA STATE UNIVERSITY	435	51.2%	410	48.2%	5	0.6%	850
ARIZONA, UNIVERSITY OF	198	50.1%	196	49.6%	1	0.3%	395
ARKANSAS, FAYETTEVILLE, UNIVERSITY OF	187	51.2%	178	48.8%	0	0.0%	365
ARKANSAS, LITTLE ROCK, UNIVERSITY OF	225	47.0%	252	52.6%	2	0.4%	479
ATLANTA'S JOHN MARSHALL LAW SCHOOL	121	40.2%	180	59.8%	0	0.0%	301
AVE MARIA SCHOOL OF LAW	135	45.2%	164	54.8%	0	0.0%	299
BALTIMORE, UNIVERSITY OF	294	42.1%	401	57.4%	3	0.4%	698
BARRY UNIVERSITY	285	39.1%	443	60.9%	0	0.0%	728
BAYLOR UNIVERSITY	217	47.0%	245	53.0%	0	0.0%	462
BELMONT UNIVERSITY	137	36.2%	238	63.0%	3	0.8%	378
BOSTON COLLEGE	405	47.0%	457	53.0%	0	0.0%	862
BOSTON UNIVERSITY	364	45.7%	432	54.3%	0	0.0%	796
BRIGHAM YOUNG UNIVERSITY	211	55.1%	172	44.9%	0	0.0%	383
BROOKLYN LAW SCHOOL	461	39.4%	700	59.8%	10	0.9%	1,171
CALIFORNIA WESTERN SCHOOL OF LAW	252	38.6%	401	61.4%	0	0.0%	653
CALIFORNIA-BERKELEY, UNIVERSITY OF	403	37.0%	671	61.7%	14	1.3%	1,088
CALIFORNIA-DAVIS, UNIVERSITY OF	257	38.5%	411	61.5%	0	0.0%	668
CALIFORNIA-HASTINGS, UNIVERSITY OF	424	39.0%	660	60.7%	3	0.3%	1,087
CALIFORNIA-IRVINE, UNIVERSITY OF	181	40.9%	254	57.3%	8	1.8%	443
CALIFORNIA-LOS ANGELES, UNIVERSITY OF	457	44.0%	574	55.3%	7	0.7%	1,038
CAMPBELL UNIVERSITY	213	40.2%	317	59.8%	0	0.0%	530
CAPITAL UNIVERSITY	218	45.4%	262	54.6%	0	0.0%	480
CARDOZO SCHOOL OF LAW	393	41.9%	540	57.5%	6	0.6%	939
CASE WESTERN RESERVE UNIVERSITY	174	43.8%	223	56.2%	0	0.0%	397
CATHOLIC UNIVERSITY OF AMERICA	164	40.4%	242	59.6%	0	0.0%	406
CHAPMAN UNIVERSITY	207	45.2%	251	54.8%	0	0.0%	458
CHARLESTON SCHOOL OF LAW	243	40.0%	364	60.0%	0	0.0%	607
CHICAGO, UNIVERSITY OF	316	50.5%	309	49.4%	1	0.2%	626
CHICAGO-KENT COLLEGE OF LAW-IIT	315	42.9%	414	56.3%	6	0.8%	735
CINCINNATI, UNIVERSITY OF	170	43.4%	221	56.4%	1	0.3%	392
CITY UNIVERSITY OF NEW YORK	223	32.0%	461	66.2%	12	1.7%	696
CLEVELAND STATE UNIVERSITY	191	45.5%	229	54.5%	0	0.0%	420
COLORADO, UNIVERSITY OF	242	47.3%	268	52.3%	2	0.4%	512
COLUMBIA UNIVERSITY	654	50.6%	615	47.6%	24	1.9%	1,293
CONNECTICUT, UNIVERSITY OF	205	41.8%	284	58.0%	1	0.2%	490
CORNELL UNIVERSITY	283	48.8%	296	51.0%	1	0.2%	580
CREIGHTON UNIVERSITY	207	53.9%	177	46.1%	0	0.0%	384
DAYTON, UNIVERSITY OF	148	41.9%	202	57.2%	3	0.8%	353

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

[View the interactive report at: ABA Legal Profile.com](https://www.abalegalprofile.com)

APPENDIX – LEGAL EDUCATION

Gender by Law School: 2021 ... *continued*

School	Men	% Men	Women	% Women	Other	% Other	TOTAL
DENVER, UNIVERSITY OF	327	40.1%	488	59.8%	1	0.1%	816
DEPAUL UNIVERSITY	235	40.9%	335	58.4%	4	0.7%	574
DETROIT MERCY, UNIVERSITY OF	260	42.5%	352	57.5%	0	0.0%	612
DISTRICT OF COLUMBIA	78	34.4%	149	65.6%	0	0.0%	227
DRAKE UNIVERSITY	169	50.8%	164	49.2%	0	0.0%	333
DREXEL UNIVERSITY	176	38.9%	270	59.7%	6	1.3%	452
DUKE UNIVERSITY	309	41.6%	423	57.0%	10	1.3%	742
DUQUESNE UNIVERSITY	215	46.6%	245	53.1%	1	0.2%	461
ELON UNIVERSITY	163	38.0%	265	61.8%	1	0.2%	429
EMORY UNIVERSITY	370	45.6%	441	54.4%	0	0.0%	811
FAULKNER UNIVERSITY	114	51.4%	108	48.6%	0	0.0%	222
FLORIDA A&M UNIVERSITY	130	31.3%	286	68.8%	0	0.0%	416
FLORIDA INTERNATIONAL UNIVERSITY	243	43.3%	317	56.5%	1	0.2%	561
FLORIDA STATE UNIVERSITY	247	43.2%	325	56.8%	0	0.0%	572
FLORIDA, UNIVERSITY OF	376	53.5%	327	46.5%	0	0.0%	703
FORDHAM UNIVERSITY	603	45.3%	729	54.7%	0	0.0%	1,332
GEORGE MASON UNIVERSITY	327	54.1%	277	45.9%	0	0.0%	604
GEORGE WASHINGTON UNIVERSITY	740	44.1%	938	55.9%	0	0.0%	1,678
GEORGETOWN UNIVERSITY	911	45.2%	1093	54.2%	13	0.6%	2,017
GEORGIA STATE UNIVERSITY	312	43.8%	401	56.2%	0	0.0%	713
GEORGIA, UNIVERSITY OF	289	50.6%	281	49.2%	1	0.2%	571
GOLDEN GATE UNIVERSITY	171	40.5%	249	59.0%	2	0.5%	422
GONZAGA UNIVERSITY	204	45.4%	240	53.5%	5	1.1%	449
HARVARD UNIVERSITY	832	47.6%	909	52.0%	6	0.3%	1,747
HAWAII, UNIVERSITY OF	131	39.6%	199	60.1%	1	0.3%	331
HOFSTRA UNIVERSITY	384	46.3%	446	53.7%	0	0.0%	830
HOUSTON, UNIVERSITY OF	350	48.0%	379	52.0%	0	0.0%	729
HOWARD UNIVERSITY	134	28.7%	331	70.9%	2	0.4%	467
IDAHO, UNIVERSITY OF	243	55.6%	194	44.4%	0	0.0%	437
ILLINOIS, UNIVERSITY OF	256	52.0%	235	47.8%	1	0.2%	492
INDIANA UNIVERSITY - BLOOMINGTON	270	48.4%	285	51.1%	3	0.5%	558
INDIANA UNIVERSITY - INDIANAPOLIS	361	46.5%	415	53.5%	0	0.0%	776
INTER AMERICAN UNIVERSITY OF PUERTO RICO	248	37.9%	403	61.6%	3	0.5%	654
IOWA, UNIVERSITY OF	252	50.4%	244	48.8%	4	0.8%	500
KANSAS, UNIVERSITY OF	141	44.8%	174	55.2%	0	0.0%	315
KENTUCKY, UNIVERSITY OF	180	48.8%	189	51.2%	0	0.0%	369
LEWIS AND CLARK COLLEGE	236	40.0%	354	60.0%	0	0.0%	590
LIBERTY UNIVERSITY	165	56.5%	127	43.5%	0	0.0%	292
LINCOLN MEMORIAL	154	46.8%	175	53.2%	0	0.0%	329
LOUISIANA STATE UNIVERSITY	296	47.9%	322	52.1%	0	0.0%	618
LOUISVILLE, UNIVERSITY OF	165	48.1%	178	51.9%	0	0.0%	343
LOYOLA MARYMOUNT UNIVERSITY-LOS ANGELES	421	39.8%	635	60.1%	1	0.1%	1,057

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

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Profile of the Legal Profession

APPENDIX – LEGAL EDUCATIONGender by Law School: 2021 ... *continued*

School	Men	% Men	Women	% Women	Other	% Other	TOTAL
LOYOLA UNIVERSITY-CHICAGO	350	38.1%	568	61.8%	1	0.1%	919
LOYOLA UNIVERSITY-NEW ORLEANS	230	41.5%	318	57.4%	6	1.1%	554
MAINE, UNIVERSITY OF	120	46.5%	138	53.5%	0	0.0%	258
MARQUETTE UNIVERSITY	297	50.0%	297	50.0%	0	0.0%	594
MARYLAND, UNIVERSITY OF	235	33.1%	470	66.2%	5	0.7%	710
MCGEORGE SCHOOL OF LAW	224	44.0%	283	55.6%	2	0.4%	509
MEMPHIS, UNIVERSITY OF	175	50.4%	172	49.6%	0	0.0%	347
MERCER UNIVERSITY	181	49.1%	188	50.9%	0	0.0%	369
MIAMI, UNIVERSITY OF	581	47.6%	640	52.4%	0	0.0%	1,221
MICHIGAN STATE UNIVERSITY	334	50.2%	331	49.8%	0	0.0%	665
MICHIGAN, UNIVERSITY OF	458	47.5%	496	51.5%	10	1.0%	964
MINNESOTA, UNIVERSITY OF	313	46.2%	363	53.6%	1	0.1%	677
MISSISSIPPI COLLEGE	173	47.4%	192	52.6%	0	0.0%	365
MISSISSIPPI, UNIVERSITY OF	234	47.7%	257	52.3%	0	0.0%	491
MISSOURI, UNIVERSITY OF	178	51.4%	167	48.3%	1	0.3%	346
MISSOURI-KANSAS CITY, UNIVERSITY OF	186	46.4%	215	53.6%	0	0.0%	401
MITCHELL HAMLINE	533	43.4%	682	55.5%	14	1.1%	1,229
MONTANA, UNIVERSITY OF	120	48.4%	128	51.6%	0	0.0%	248
NEBRASKA, UNIVERSITY OF	209	47.7%	229	52.3%	0	0.0%	438
NEW ENGLAND LAW BOSTON	374	35.3%	682	64.4%	3	0.3%	1,059
NEW HAMPSHIRE UNIVERSITY OF	299	58.4%	213	41.6%	0	0.0%	512
NEW MEXICO, UNIVERSITY OF	134	45.6%	159	54.1%	1	0.3%	294
NEW YORK LAW SCHOOL	419	37.6%	693	62.2%	2	0.2%	1,114
NEW YORK UNIVERSITY	641	45.4%	759	53.7%	13	0.9%	1,413
NORTH CAROLINA CENTRAL UNIVERSITY	141	30.7%	319	69.3%	0	0.0%	460
NORTH CAROLINA, UNIVERSITY OF	274	46.5%	311	52.8%	4	0.7%	589
NORTH DAKOTA, UNIVERSITY OF	119	50.6%	116	49.4%	0	0.0%	235
NORTHEASTERN UNIVERSITY	171	27.1%	455	72.0%	6	0.9%	632
NORTHERN ILLINOIS UNIVERSITY	157	48.8%	165	51.2%	0	0.0%	322
NORTHERN KENTUCKY UNIVERSITY	196	48.6%	207	51.4%	0	0.0%	403
NORTHWESTERN UNIVERSITY	363	47.2%	400	52.0%	6	0.8%	769
NOTRE DAME, UNIVERSITY OF	286	50.6%	279	49.4%	0	0.0%	565
NOVA SOUTHEASTERN UNIVERSITY	271	45.9%	317	53.6%	3	0.5%	591
OHIO NORTHERN UNIVERSITY	80	49.1%	83	50.9%	0	0.0%	163
OHIO STATE UNIVERSITY	254	45.4%	302	54.0%	3	0.5%	559
OKLAHOMA CITY UNIVERSITY	211	44.1%	267	55.9%	0	0.0%	478
OKLAHOMA, UNIVERSITY OF	259	47.4%	286	52.4%	1	0.2%	546
OREGON, UNIVERSITY OF	214	45.1%	257	54.2%	3	0.6%	474
PACE UNIVERSITY	282	36.9%	481	63.0%	1	0.1%	764
PENNSYLVANIA STATE - DICKINSON LAW	134	52.3%	120	46.9%	2	0.8%	256
PENNSYLVANIA STATE - PENN STATE LAW	171	43.4%	222	56.3%	1	0.3%	394
PENNSYLVANIA, UNIVERSITY OF	397	48.2%	425	51.6%	2	0.2%	824
PEPPERDINE UNIVERSITY	243	44.4%	304	55.6%	0	0.0%	547

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

[View the interactive report at: ABA Legal Profile.com](https://www.abalegalprofile.com)

**APPENDIX – LEGAL EDUCATION**Gender by Law School: 2021 ... *continued*

School	Men	% Men	Women	% Women	Other	% Other	TOTAL
PITTSBURGH, UNIVERSITY OF	181	46.6%	206	53.1%	1	0.3%	388
PONTIFICAL CATHOLIC UNIVERSITY OF P.R.	181	39.5%	277	60.5%	0	0.0%	458
PUERTO RICO, UNIVERSITY OF	187	37.1%	317	62.9%	0	0.0%	504
QUINNIAC UNIVERSITY	151	37.8%	248	62.2%	0	0.0%	399
REGENT UNIVERSITY	149	46.4%	172	53.6%	0	0.0%	321
RICHMOND, UNIVERSITY OF	162	38.5%	257	61.0%	2	0.5%	421
ROGER WILLIAMS UNIVERSITY	206	39.5%	310	59.4%	6	1.1%	522
RUTGERS UNIVERSITY	662	49.2%	677	50.3%	7	0.5%	1,346
SAINTE LOUIS UNIVERSITY	265	44.1%	332	55.2%	4	0.7%	601
SAMFORD UNIVERSITY	187	41.6%	263	58.4%	0	0.0%	450
SAN DIEGO, UNIVERSITY OF	318	42.0%	439	58.0%	0	0.0%	757
SAN FRANCISCO, UNIVERSITY OF	154	40.3%	226	59.2%	2	0.5%	382
SANTA CLARA UNIVERSITY	320	45.7%	379	54.1%	1	0.1%	700
SEATTLE UNIVERSITY	249	36.8%	425	62.8%	3	0.4%	677
SETON HALL UNIVERSITY	399	47.8%	436	52.2%	0	0.0%	835
SOUTH CAROLINA, UNIVERSITY OF	321	50.7%	309	48.8%	3	0.5%	633
SOUTH DAKOTA, UNIVERSITY OF	117	51.8%	109	48.2%	0	0.0%	226
SOUTH TEXAS COLLEGE OF LAW HOUSTON	464	47.5%	512	52.5%	0	0.0%	976
SOUTHERN CALIFORNIA, UNIVERSITY OF	248	40.5%	362	59.1%	3	0.5%	613
SOUTHERN ILLINOIS UNIVERSITY-CARBONDALE	121	49.2%	125	50.8%	0	0.0%	246
SOUTHERN METHODIST UNIVERSITY	321	44.6%	398	55.4%	0	0.0%	719
SOUTHERN UNIVERSITY	265	37.1%	447	62.5%	3	0.4%	715
SOUTHWESTERN LAW SCHOOL	395	41.6%	551	58.0%	4	0.4%	950
ST. JOHN'S UNIVERSITY	362	47.2%	405	52.8%	0	0.0%	767
ST. MARY'S UNIVERSITY	319	42.7%	428	57.3%	0	0.0%	747
ST. THOMAS UNIVERSITY (FLORIDA)	312	42.4%	424	57.6%	0	0.0%	736
ST. THOMAS, UNIVERSITY OF (MINNESOTA)	186	38.6%	295	61.2%	1	0.2%	482
STANFORD UNIVERSITY	284	49.2%	289	50.1%	4	0.7%	577
STETSON UNIVERSITY	425	45.6%	505	54.1%	3	0.3%	933
SUFFOLK UNIVERSITY	447	38.0%	725	61.6%	4	0.3%	1,176
SYRACUSE UNIVERSITY	321	47.5%	355	52.5%	0	0.0%	676
TEMPLE UNIVERSITY	350	49.3%	352	49.6%	8	1.1%	710
TENNESSEE, UNIVERSITY OF	192	52.2%	172	46.7%	4	1.1%	368
TEXAS A&M UNIVERSITY	235	45.0%	286	54.8%	1	0.2%	522
TEXAS AT AUSTIN, UNIVERSITY OF	487	48.7%	514	51.3%	0	0.0%	1,001
TEXAS SOUTHERN UNIVERSITY	211	38.8%	333	61.2%	0	0.0%	544
TEXAS TECH UNIVERSITY	208	48.6%	220	51.4%	0	0.0%	428
TOLEDO, UNIVERSITY OF	176	47.4%	195	52.6%	0	0.0%	371
TOURO COLLEGE	281	48.2%	299	51.3%	3	0.5%	583
TULANE UNIVERSITY	273	44.1%	346	55.9%	0	0.0%	619

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

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Profile of the Legal Profession

APPENDIX – LEGAL EDUCATIONGender by Law School: 2021 ... *continued*

School	Men	% Men	Women	% Women	Other	% Other	TOTAL
TULSA, UNIVERSITY OF	170	48.2%	183	51.8%	0	0.0%	353
UNIVERSITY OF BUFFALO-SUNY	204	43.9%	261	56.1%	0	0.0%	465
UNIVERSITY OF ILLINOIS CHICAGO SCHOOL OF LAW	390	38.7%	610	60.5%	9	0.9%	1,009
UNIVERSITY OF MASSACHUSETTS DARTMOUTH	163	44.7%	202	55.3%	0	0.0%	365
UNIVERSITY OF NEVADA - LAS VEGAS	218	48.6%	231	51.4%	0	0.0%	449
UNT DALLAS COLLEGE OF LAW	163	42.9%	217	57.1%	0	0.0%	380
UTAH, UNIVERSITY OF	135	46.9%	152	52.8%	1	0.3%	288
VANDERBILT UNIVERSITY	253	46.5%	291	53.5%	0	0.0%	544
VERMONT LAW SCHOOL	167	38.9%	259	60.4%	3	0.7%	429
VILLANOVA UNIVERSITY	243	41.9%	337	58.1%	0	0.0%	580
VIRGINIA, UNIVERSITY OF	465	50.4%	455	49.3%	2	0.2%	922
WAKE FOREST UNIVERSITY	206	44.7%	254	55.1%	1	0.2%	461
WASHBURN UNIVERSITY	157	48.3%	168	51.7%	0	0.0%	325
WASHINGTON AND LEE UNIVERSITY	186	49.1%	192	50.7%	1	0.3%	379
WASHINGTON UNIVERSITY	382	51.3%	359	48.3%	3	0.4%	744
WASHINGTON, UNIVERSITY OF	174	35.4%	309	62.8%	9	1.8%	492
WAYNE STATE UNIVERSITY	173	45.3%	209	54.7%	0	0.0%	382
WEST VIRGINIA UNIVERSITY	172	51.7%	161	48.3%	0	0.0%	333
WESTERN MICHIGAN UNIVERSITY	263	40.2%	392	59.8%	0	0.0%	655
WESTERN NEW ENGLAND UNIVERSITY	132	39.1%	206	60.9%	0	0.0%	338
WESTERN STATE COLLEGE OF LAW	96	42.5%	130	57.5%	0	0.0%	226
WIDENER UNIVERSITY-DELAWARE	313	46.0%	367	54.0%	0	0.0%	680
WIDENER-COMMONWEALTH	133	39.5%	203	60.2%	1	0.3%	337
WILLAMETTE UNIVERSITY	162	48.4%	171	51.0%	2	0.6%	335
WILLIAM AND MARY LAW SCHOOL	286	46.0%	335	53.9%	1	0.2%	622
WISCONSIN, UNIVERSITY OF	386	51.0%	371	49.0%	0	0.0%	757
WYOMING, UNIVERSITY OF	127	55.5%	102	44.5%	0	0.0%	229
YALE UNIVERSITY	307	48.3%	324	50.9%	5	0.8%	636
TOTAL	52,058	44.4%	64,861	55.3%	378	0.3%	117,297

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

**APPENDIX – LEGAL EDUCATION**

Law Students by Race, Ethnicity and Gender: 2021

Hispanic Men	6,351	5.4%
Hispanic Women	9,104	7.8%
Hispanic Other	32	0.0%
TOTAL Hispanic	15,487	13.2%
Native American Men	236	0.2%
Native American Women	307	0.3%
Native American Other	1	0.0%
TOTAL Native American	544	0.5%
Asian Men	2,962	2.5%
Asian Women	4,834	4.1%
Asian Other	29	0.0%
TOTAL Asian	7,825	6.7%
Black Men	3,072	2.6%
Black Women	5,944	5.1%
Black Other	20	0.0%
TOTAL Black	9,036	7.7%
Native Hawaiian or Pacific Islander Men	72	0.1%
Native Hawaiian or Pacific Islander Women	102	0.1%
Native Hawaiian or Pacific Islander Other	2	0.0%
TOTAL Native Hawaiian or Pacific Islander Men	176	0.2%
White Men	34,097	29.1%
White Women	38,011	32.4%
White Other	186	0.2%
TOTAL White	72,294	61.6%
Total Men	52,058	44.4%
Total Women	64,861	55.3%
Total Other	378	0.3%
TOTAL ALL	117,297	

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

**APPENDIX – LEGAL EDUCATION**

Students of Color Receiving Juris Doctor Degrees by School: 2021

School	Students of color receiving JDs	% Students of color	Total Degrees Awarded
AKRON, UNIVERSITY OF	25	18.9%	132
ALABAMA, UNIVERSITY OF	22	18.5%	119
ALBANY LAW SCHOOL OF UNION UNIVERSITY	36	21.7%	166
AMERICAN UNIVERSITY	138	33.7%	410
APPALACHIAN SCHOOL OF LAW	12	21.8%	55
ARIZONA STATE UNIVERSITY	54	19.3%	280
ARIZONA, UNIVERSITY OF	35	27.6%	127
ARKANSAS, FAYETTEVILLE, UNIVERSITY OF	18	14.9%	121
ARKANSAS, LITTLE ROCK, UNIVERSITY OF	18	14.2%	127
ATLANTA'S JOHN MARSHALL LAW SCHOOL	43	55.1%	78
AVE MARIA SCHOOL OF LAW	24	35.8%	67
BALTIMORE, UNIVERSITY OF	78	36.4%	214
BARRY UNIVERSITY	76	41.5%	183
BAYLOR UNIVERSITY	43	24.4%	176
BELMONT UNIVERSITY	16	17.2%	93
BOSTON COLLEGE	45	19.7%	228
BOSTON UNIVERSITY	88	31.3%	281
BRIGHAM YOUNG UNIVERSITY	19	18.1%	105
BROOKLYN LAW SCHOOL	81	22.9%	353
CALIFORNIA WESTERN SCHOOL OF LAW	99	45.6%	217
CALIFORNIA-BERKELEY, UNIVERSITY OF	137	41.9%	327
CALIFORNIA-DAVIS, UNIVERSITY OF	96	47.8%	201
CALIFORNIA-HASTINGS, UNIVERSITY OF	123	43.3%	284
CALIFORNIA-IRVINE, UNIVERSITY OF	97	46.0%	211
CALIFORNIA-LOS ANGELES, UNIVERSITY OF	126	36.8%	342
CAMPBELL UNIVERSITY	23	14.2%	162
CAPITAL UNIVERSITY	26	21.1%	123
CARDOZO SCHOOL OF LAW	73	22.5%	324
CASE WESTERN RESERVE UNIVERSITY	40	26.1%	153
CATHOLIC UNIVERSITY OF AMERICA	34	28.8%	118
CHAPMAN UNIVERSITY	66	45.5%	145
CHARLESTON SCHOOL OF LAW	43	23.1%	186

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

School	Students of color receiving JDs	% Students of color	Total Degrees Awarded
CHICAGO, UNIVERSITY OF	81	38.0%	213
CHICAGO-KENT COLLEGE OF LAW-IIT	66	29.7%	222
CINCINNATI, UNIVERSITY OF	29	23.0%	126
CITY UNIVERSITY OF NEW YORK	97	51.6%	188
CLEVELAND STATE UNIVERSITY	18	14.1%	128
COLORADO, UNIVERSITY OF	45	26.5%	170
COLUMBIA UNIVERSITY	134	30.0%	446
CONNECTICUT, UNIVERSITY OF	32	23.5%	136
CORNELL UNIVERSITY	70	35.9%	195
CREIGHTON UNIVERSITY	18	16.8%	107
DAYTON, UNIVERSITY OF	21	32.3%	65
DENVER, UNIVERSITY OF	50	21.5%	233
DEPAUL UNIVERSITY	66	34.6%	191
DETROIT MERCY, UNIVERSITY OF	21	11.9%	177
DISTRICT OF COLUMBIA	35	72.9%	48
DRAKE UNIVERSITY	13	13.0%	100
DREXEL UNIVERSITY	34	20.2%	168
DUKE UNIVERSITY	57	23.2%	246
DUQUESNE UNIVERSITY	19	12.1%	157
ELON UNIVERSITY	33	27.0%	122
EMORY UNIVERSITY	57	20.4%	280
FAULKNER UNIVERSITY	16	27.6%	58
FLORIDA A&M UNIVERSITY	116	75.3%	154
FLORIDA INTERNATIONAL UNIVERSITY	95	63.3%	150
FLORIDA STATE UNIVERSITY	73	33.5%	218
FLORIDA, UNIVERSITY OF	84	31.2%	269
FORDHAM UNIVERSITY	120	29.7%	404
GEORGE MASON UNIVERSITY	29	18.0%	161
GEORGE WASHINGTON UNIVERSITY	107	19.4%	552
GEORGETOWN UNIVERSITY	156	23.1%	674
GEORGIA STATE UNIVERSITY	61	31.8%	192
GEORGIA, UNIVERSITY OF	40	19.8%	202
GOLDEN GATE UNIVERSITY	92	53.8%	171
GONZAGA UNIVERSITY	16	11.2%	143
HARVARD UNIVERSITY	184	31.0%	594
HAWAII, UNIVERSITY OF	75	68.8%	109
HOFSTRA UNIVERSITY	61	22.8%	267
HOUSTON, UNIVERSITY OF	90	42.1%	214
HOWARD UNIVERSITY	137	97.2%	141
IDAHO, UNIVERSITY OF	30	21.4%	140

[View the interactive report at: ABA Legal Profile.com](https://www.abalegalprofile.com)



APPENDIX – LEGAL EDUCATION

Students of Color Receiving Juris Doctor Degrees by School: 2021 ... *continued*

School	Students of color receiving JDs	% Students of color	Total Degrees Awarded
ILLINOIS, UNIVERSITY OF	43	35.2%	122
INDIANA UNIVERSITY - BLOOMINGTON	25	15.2%	164
INDIANA UNIVERSITY - INDIANAPOLIS	38	15.9%	239
INTER AMERICAN UNIVERSITY OF PUERTO RICO	168	97.7%	172
IOWA, UNIVERSITY OF	27	19.7%	137
KANSAS, UNIVERSITY OF	17	17.3%	98
KENTUCKY, UNIVERSITY OF	29	22.0%	132
LEWIS AND CLARK COLLEGE	39	22.2%	176
LIBERTY UNIVERSITY	15	23.8%	63
LINCOLN MEMORIAL	10	12.5%	80
LOUISIANA STATE UNIVERSITY	33	17.2%	192
LOUISVILLE, UNIVERSITY OF	11	9.6%	115
LOYOLA MARYMOUNT UNIVERSITY-LOS ANGELES	126	41.3%	305
LOYOLA UNIVERSITY-CHICAGO	71	30.1%	236
LOYOLA UNIVERSITY-NEW ORLEANS	45	29.6%	152
MAINE, UNIVERSITY OF	9	11.1%	81
MARQUETTE UNIVERSITY	42	22.0%	191
MARYLAND, UNIVERSITY OF	62	30.1%	206
MCGEORGE SCHOOL OF LAW	67	37.2%	180
MEMPHIS, UNIVERSITY OF	23	21.1%	109
MERCER UNIVERSITY	24	19.4%	124
MIAMI, UNIVERSITY OF	173	49.9%	347
MICHIGAN STATE UNIVERSITY	36	17.8%	202
MICHIGAN, UNIVERSITY OF	97	26.7%	363
MINNESOTA, UNIVERSITY OF	37	16.4%	226
MISSISSIPPI COLLEGE	20	21.7%	92
MISSISSIPPI, UNIVERSITY OF	36	25.2%	143
MISSOURI, UNIVERSITY OF	12	14.5%	83
MISSOURI-KANSAS CITY, UNIVERSITY OF	16	12.8%	125
MITCHELL HAMLINE	69	21.3%	324
MONTANA, UNIVERSITY OF	9	12.7%	71
NEBRASKA, UNIVERSITY OF	10	9.1%	110
NEW ENGLAND LAW BOSTON	36	23.2%	155
NEW HAMPSHIRE UNIVERSITY OF	16	18.4%	87
NEW MEXICO, UNIVERSITY OF	49	46.7%	105
NEW YORK LAW SCHOOL	91	29.4%	310

School	Students of color receiving JDs	% Students of color	Total Degrees Awarded
NEW YORK UNIVERSITY	131	28.4%	461
NORTH CAROLINA CENTRAL UNIVERSITY	62	70.5%	88
NORTH CAROLINA, UNIVERSITY OF	62	29.8%	208
NORTH DAKOTA, UNIVERSITY OF	2	3.7%	54
NORTHEASTERN UNIVERSITY	70	35.7%	196
NORTHERN ILLINOIS UNIVERSITY	20	26.7%	75
NORTHERN KENTUCKY UNIVERSITY	9	8.9%	101
NORTHWESTERN UNIVERSITY	73	26.7%	273
NOTRE DAME, UNIVERSITY OF	48	26.1%	184
NOVA SOUTHEASTERN UNIVERSITY	96	50.5%	190
OHIO NORTHERN UNIVERSITY	6	14.0%	43
OHIO STATE UNIVERSITY	44	24.6%	179
OKLAHOMA CITY UNIVERSITY	47	35.6%	132
OKLAHOMA, UNIVERSITY OF	53	31.0%	171
OREGON, UNIVERSITY OF	29	22.7%	128
PACE UNIVERSITY	55	26.3%	209
PENNSYLVANIA STATE - DICKINSON LAW	16	22.2%	72
PENNSYLVANIA STATE - PENN STATE LAW	21	17.9%	117
PENNSYLVANIA, UNIVERSITY OF	80	31.1%	257
PEPPERDINE UNIVERSITY	40	26.7%	150
PITTSBURGH, UNIVERSITY OF	17	12.8%	133
PONTIFICAL CATHOLIC UNIVERSITY OF P.R.	84	100.0%	84
PUERTO RICO, UNIVERSITY OF	150	100.0%	150
QUINNIPIAC UNIVERSITY	20	19.8%	101
REGENT UNIVERSITY	11	13.4%	82
RICHMOND, UNIVERSITY OF	20	14.9%	134
ROGER WILLIAMS UNIVERSITY	46	30.5%	151
RUTGERS UNIVERSITY	133	34.6%	384
SAINT LOUIS UNIVERSITY	32	18.5%	173
SAMFORD UNIVERSITY	18	13.1%	137
SAN DIEGO, UNIVERSITY OF	76	33.3%	228
SAN FRANCISCO, UNIVERSITY OF	57	50.4%	113
SANTA CLARA UNIVERSITY	106	49.1%	216
SEATTLE UNIVERSITY	63	31.7%	199
SETON HALL UNIVERSITY	53	24.0%	221
SOUTH CAROLINA, UNIVERSITY OF	40	19.9%	201

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

[View the interactive report at: ABA Legal Profile.com](https://www.abalegalprofile.com)

APPENDIX – LEGAL EDUCATION

Students of Color Receiving Juris Doctor Degrees by School: 2021 ... *continued*

School	Students of color receiving JDs	% Students of color	Total Degrees Awarded
SOUTH DAKOTA, UNIVERSITY OF	7	10.9%	64
SOUTH TEXAS COLLEGE OF LAW HOUSTON	124	44.6%	278
SOUTHERN CALIFORNIA, UNIVERSITY OF	68	35.2%	193
SOUTHERN ILLINOIS UNIVERSITY-CARBONDALE	9	14.3%	63
SOUTHERN METHODIST UNIVERSITY	55	25.0%	220
SOUTHERN UNIVERSITY	124	70.1%	177
SOUTHWESTERN LAW SCHOOL	102	44.9%	227
ST. JOHN'S UNIVERSITY	58	24.3%	239
ST. MARY'S UNIVERSITY	119	59.2%	201
ST. THOMAS UNIVERSITY (FLORIDA)	123	76.4%	161
ST. THOMAS, UNIVERSITY OF (MINNESOTA)	22	15.5%	142
STANFORD UNIVERSITY	67	36.8%	182
STETSON UNIVERSITY	63	24.0%	262
SUFFOLK UNIVERSITY	59	17.5%	338
SYRACUSE UNIVERSITY	48	29.3%	164
TEMPLE UNIVERSITY	73	30.5%	239
TENNESSEE, UNIVERSITY OF	22	17.7%	124
TEXAS A&M UNIVERSITY	57	33.7%	169
TEXAS AT AUSTIN, UNIVERSITY OF	118	31.4%	376
TEXAS SOUTHERN UNIVERSITY	144	85.2%	169
TEXAS TECH UNIVERSITY	39	29.8%	131
TOLEDO, UNIVERSITY OF	8	11.9%	67
TOURO COLLEGE	35	26.1%	134
TULANE UNIVERSITY	54	26.7%	202
TULSA, UNIVERSITY OF	24	24.7%	97
UNIVERSITY OF BUFFALO-SUNY	32	23.2%	138
UNIVERSITY OF ILLINOIS CHICAGO SCHOOL OF LAW	75	26.1%	287
UNIVERSITY OF MASSACHUSETTS DARTMOUTH	28	32.6%	86
UNIVERSITY OF NEVADA - LAS VEGAS	52	31.1%	167
UNT DALLAS COLLEGE OF LAW	48	44.0%	109
UTAH, UNIVERSITY OF	22	25.0%	88
VANDERBILT UNIVERSITY	51	26.4%	193

School	Students of color receiving JDs	% Students of color	Total Degrees Awarded
VERMONT LAW SCHOOL	36	21.8%	165
VILLANOVA UNIVERSITY	37	21.5%	172
VIRGINIA, UNIVERSITY OF	73	23.0%	318
WAKE FOREST UNIVERSITY	32	18.6%	172
WASHBURN UNIVERSITY	15	15.0%	100
WASHINGTON AND LEE UNIVERSITY	24	20.2%	119
WASHINGTON UNIVERSITY	58	24.1%	241
WASHINGTON, UNIVERSITY OF	51	29.8%	171
WAYNE STATE UNIVERSITY	15	11.9%	126
WEST VIRGINIA UNIVERSITY	11	10.6%	104
WESTERN MICHIGAN UNIVERSITY	178	41.6%	428
WESTERN NEW ENGLAND UNIVERSITY	18	24.7%	73
WESTERN STATE COLLEGE OF LAW	48	56.5%	85
WIDENER UNIVERSITY-DELAWARE	39	21.2%	184
WIDENER-COMMONWEALTH	21	24.4%	86
WILLAMETTE UNIVERSITY	23	22.8%	101
WILLIAM AND MARY LAW SCHOOL	23	12.8%	179
WISCONSIN, UNIVERSITY OF	52	19.2%	271
WYOMING, UNIVERSITY OF	13	17.3%	75
YALE UNIVERSITY	84	38.2%	220
TOTAL	10,734	30.0%	35,728

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



APPENDIX – LEGAL EDUCATION

Bar Exam Results by States: 2021

Jurisdiction	First-Time Takers/Repeaters	Taking	Passing	% Passing
Alabama	First-Time Takers	439	297	68%
Alabama	Repeaters	334	72	22%
Alaska	First-Time Takers	82	61	74%
Alaska	Repeaters	22	3	14%
Arizona	First-Time Takers	566	435	77%
Arizona	Repeaters	220	54	25%
Arkansas	First-Time Takers	248	188	76%
Arkansas	Repeaters	75	29	39%
California	First-Time Takers	6,208	4,163	67%
California	Repeaters	4,426	978	22%
Colorado	First-Time Takers	865	654	76%
Colorado	Repeaters	189	57	30%
Connecticut	First-Time Takers	367	257	70%
Connecticut	Repeaters	196	50	26%
Delaware	First-Time Takers	351	250	71%
Delaware	Repeaters	65	27	42%
District of Columbia	First-Time Takers	1,901	1,540	81%
District of Columbia	Repeaters	964	383	40%
Florida	First-Time Takers	2,944	2,048	70%
Florida	Repeaters	1,528	452	30%
Georgia	First-Time Takers	1,060	822	78%
Georgia	Repeaters	577	123	21%
Hawaii	First-Time Takers	216	160	74%
Hawaii	Repeaters	53	32	60%
Idaho	First-Time Takers	182	132	73%
Idaho	Repeaters	57	21	37%
Illinois	First-Time Takers	1,856	1,411	76%
Illinois	Repeaters	802	199	25%
Indiana	First-Time Takers	439	333	76%
Indiana	Repeaters	139	39	28%
Iowa	First-Time Takers	236	174	74%
Iowa	Repeaters	50	20	40%
Kansas	First-Time Takers	162	126	78%
Kansas	Repeaters	28	13	46%
Kentucky	First-Time Takers	337	259	77%
Kentucky	Repeaters	89	31	35%
Louisiana	First-Time Takers	630	464	74%
Louisiana	Repeaters	195	68	35%
Maine	First-Time Takers	198	126	64%
Maine	Repeaters	39	14	36%
Maryland	First-Time Takers	859	638	74%
Maryland	Repeaters	384	113	29%
Massachusetts	First-Time Takers	1,425	1,153	81%

Jurisdiction	First-Time Takers/Repeaters	Taking	Passing	% Passing
Massachusetts	Repeaters	459	105	23%
Michigan	First-Time Takers	675	486	72%
Michigan	Repeaters	283	80	28%
Minnesota	First-Time Takers	575	457	79%
Minnesota	Repeaters	176	64	36%
Mississippi	First-Time Takers	151	112	74%
Mississippi	Repeaters	44	18	41%
Missouri	First-Time Takers	667	545	82%
Missouri	Repeaters	166	55	33%
Montana	First-Time Takers	130	99	76%
Montana	Repeaters	24	11	46%
Nebraska	First-Time Takers	195	142	73%
Nebraska	Repeaters	30	14	47%
Nevada	First-Time Takers	439	290	66%
Nevada	Repeaters	100	38	38%
New Hampshire	First-Time Takers	97	67	69%
New Hampshire	Repeaters	20	5	25%
New Jersey	First-Time Takers	1,142	787	69%
New Jersey	Repeaters	593	132	22%
New Mexico	First-Time Takers	183	140	77%
New Mexico	Repeaters	38	17	45%
New York	First-Time Takers	7,966	6,061	76%
New York	Repeaters	3,391	784	23%
North Carolina	First-Time Takers	958	768	80%
North Carolina	Repeaters	294	107	36%
North Dakota	First-Time Takers	65	48	74%
North Dakota	Repeaters	19	5	26%
Ohio	First-Time Takers	1,006	798	79%
Ohio	Repeaters	319	106	33%
Oklahoma	First-Time Takers	357	280	78%
Oklahoma	Repeaters	73	37	51%
Oregon	First-Time Takers	438	355	81%
Oregon	Repeaters	64	24	38%
Pennsylvania	First-Time Takers	1,290	966	75%
Pennsylvania	Repeaters	438	146	33%
Rhode Island	First-Time Takers	85	63	74%
Rhode Island	Repeaters	15	8	53%
South Carolina	First-Time Takers	459	339	74%
South Carolina	Repeaters	169	64	38%
South Dakota	First-Time Takers	71	50	70%
South Dakota	Repeaters	24	17	71%
Tennessee	First-Time Takers	762	524	69%
Tennessee	Repeaters	264	64	24%
Texas	First-Time Takers	3,309	2,505	76%

Source: National Conference of Bar Examiners

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APPENDIX – LEGAL EDUCATION

Bar Exam Results by States: 2021 ... *continued*

Jurisdiction	First-Time Takers/ Repeaters	Taking	Passing	% Passing
Texas	Repeaters	1,002	335	32%
Utah	First-Time Takers	261	234	90%
Utah	Repeaters	45	16	36%
Vermont	First-Time Takers	138	86	62%
Vermont	Repeaters	34	9	26%
Virginia	First-Time Takers	644	502	78%
Virginia	Repeaters	136	54	40%
Washington	First-Time Takers	737	588	80%
Washington	Repeaters	125	28	22%
West Virginia	First-Time Takers	121	73	60%
West Virginia	Repeaters	75	33	44%
Wisconsin	First-Time Takers	144	107	74%
Wisconsin	Repeaters	62	17	27%
Wyoming	First-Time Takers	75	56	75%
Wyoming	Repeaters	13	10	77%
Guam	First-Time Takers	6	4	67%
Guam	Repeaters	10	4	40%
Northern Mariana Islands	First-Time Takers	3	3	100%
Northern Mariana Islands	Repeaters	0	0	—
Palau	First-Time Takers	3	3	100%
Palau	Repeaters	3	1	33%
Puerto Rico	First-Time Takers	460	155	34%
Puerto Rico	Repeaters	688	222	32%
Virgin Islands	First-Time Takers	12	12	100%
Virgin Islands	Repeaters	10	2	20%
Total for All Jurisdictions	First-Time Takers	45,195	33,396	74%
Total for All Jurisdictions	Repeaters	19,638	5,410	28%

Source: National Conference of Bar Examiners

Where Law School Graduates Work 10 Months After Graduation: 2012-2021

Class of...	Law Firms	Business	Government	Unemployed	Clerkship	Public Interest	Solo	Education	Law Schools
2012	39.3%	14.9%	10.0%	10.6%	7.3%	5.9%	2.3%	2.2%	3.9%
2013	39.6%	15.2%	10.6%	11.2%	7.4%	4.8%	2.3%	2.1%	4.0%
2014	40.7%	15.3%	11.6%	9.8%	7.7%	5.0%	2.1%	1.8%	3.6%
2015	40.7%	14.6%	11.6%	9.7%	8.4%	4.7%	1.7%	1.6%	2.6%
2016	44.1%	13.5%	12.0%	8.8%	8.9%	4.4%	1.4%	1.6%	2.0%
2017	45.9%	12.2%	12.0%	7.9%	9.3%	4.7%	1.3%	1.4%	1.7%
2018	46.6%	11.5%	12.1%	7.3%	9.8%	4.9%	1.1%	1.4%	1.5%
2019	48.1%	10.3%	11.5%	6.4%	10.2%	6.8%	0.8%	1.2%	1.2%
2020	48.0%	9.3%	10.2%	8.3%	9.5%	7.4%	0.9%	1.3%	1.4%
2021	50.6%	10.0%	10.4%	5.3%	9.6%	7.7%	0.7%	1.2%	1.2%

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

[View the interactive report at: ABA Legal Profile.com](https://www.abalegalprofile.com)



Profile of the Legal Profession

APPENDIX – DISCIPLINE

Discipline by State: 2019 Source: 2019 ABA Survey on Lawyer Discipline Systems

	Active lawyers	Complaints received	Lawyers Publicly Disciplined	Disbarred	Suspended	Admonished, Reprimanded or Censured	Probation
Alabama	14,054	1,374	96	15	45	29	7
Alaska	3,096	212	1	0	0	1	0
Arizona	18,923	2,874	111	18	36	21	48
Arkansas	9,493	607	21	9	7	6	0
Colorado	27,255	3,400	65	15	41	16	18
Connecticut	33,328	810	42	1	33	13	2
Delaware	3,652	168	7	2	2	0	0
District of Columbia	80,256	1,147	55	17	73	11	6
Florida	90,784	3,557	242	82	112	63	24
Georgia	39,892	2,150	41	22	18	4	N/A
Hawaii	4,955	464	5	0	3	2	0
Idaho	5,284	428	8	1	4	14	4
Illinois	73,787	4,937	96	29	55	6	13
Indiana	18,608	1,414	38	2	30	1	8
Iowa	9,700	818	61	6	19	39	N/A
Kansas	11,094	908	22	3	4	15	1
Kentucky	18,977	1,057	22	2	17	5	1
Louisiana	22,679	1,856	126	22	62	8	33
Maine	5,357	194	16	1	4	10	1
Maryland	40,393	1,657	77	26	21	30	N/A
Michigan	42,502	NA	86	18	66	25	14
Minnesota	25,800	1,003	35	5	22	4	4
Mississippi	8,780	417	20	5	8	7	0
Missouri	30,942	1,733	54	22	22	1	10
Montana	4,035	293	12	3	3	4	0
Nebraska	6,711	422	5	4	1	0	1
Nevada	9,139	1,700	24	6	23	N/A	33
New Hampshire	5,541	186	18	3	8	11	3
New Mexico	7,572	667	8	7	6	4	4
New York (partial)	73,703	7,068	106	50	46	10	NA
North Carolina	29,267	1,258	89	17	20	84	8
North Dakota	3,101	156	5	1	1	3	0
Ohio	43,681	2,531	66	13	38	4	N/A
Oklahoma	18,240	1,041	12	5	12	0	0
Oregon	15,218	329	63	7	35	34	14
Pennsylvania	65,252	4,201	93	31	60	70	3
Rhode Island	5,085	328	3	0	3	0	0
Tennessee	23,110	1,242	58	17	27	14	11
Texas	105,125	7,505	211	30	142	39	N/A
Utah	9,870	897	29	10	8	7	7
Virginia	32,870	3,123	67	17	20	30	N/A
Washington	32,573	1,905	56	17	33	19	19
Wisconsin	25,300	1,518	30	2	20	8	N/A
Wyoming	2,999	161	6	2	3	1	0
TOTAL	1,157,983	69,716	2,308	565	1,213	673	297

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6 Ethical Considerations When Starting Your Own
Law Practice

Barbara M. Seymour

Six Ethical Considerations When Starting Your Own Law Practice

Starting your own law practice is an exciting and challenging endeavor. As a lawyer, it's crucial to ensure that you establish your firm on a strong ethical foundation from the outset. This not only helps you avoid common pitfalls that can lead to disciplinary actions but also ensures the long-term success and reputation of your practice. In session, we'll explore six important ethical considerations for lawyers when starting their own law practice:

1. How to Ethically Leave Your Current Law Firm: Leaving your current law firm with ethics in mind is vital to your professional reputation.

-Fairness and Fiduciary Obligations to Your Current Firm

Review the Rules of Professional Conduct and advisory opinions regarding law firm departure.

Do not solicit clients prior to notice of your departure.

Provide your firm with a client list and template for attorney-selection letters, with a requested timeline for client notice and process for transition.

Deal with client notice, attorney selection, and file transition FIRST, leave compensation and fee split issues for LATER.

-Confidentiality and Conflicts

Create a conflicts check system that searches a database of matters you handled at your former law firm – even those that did not transition with you – to avoid future conflicts related to your prior cases.

- Client Transitions

Maintain open and transparent communication with your clients. Let them know about your departure well in advance to minimize disruption to their legal matters.

Do not harass clients or disparage your current firm in an attempt to convince them to follow you. Once a client decides to stay, do not contact them.

Document files of clients who elect to stay with status, next steps, analysis, etc. so that the newly assigned attorney can take over without interruption of services.

If your clients choose to follow you to your new firm, facilitate the transfer of their files and trust funds legally and transparently, with the proper consent and documentation.

2. How to Establish a Culture of Ethics in Your New Law Firm: Creating a culture of ethics in your firm is essential.

-Lead by Example

Demonstrate ethical behavior in all your professional interactions. Be honest, transparent, and reliable in your dealings with clients, opposing counsel, and colleagues.

Encourage your team to come forward with ethical concerns or questions without fear of retribution. Foster an environment of open communication.

-Develop an Ethical Code

Work with your team to develop a comprehensive code of ethics for your firm. The code should address the requirements of the Rules of Professional conduct, such as conflicts of interest, client confidentiality, billing transparency, and the duty of competence, but should also reflect professionalism and shared values beyond what is required.

Regularly review and update the code of ethics to ensure that it remains relevant and reflective of evolving ethical standards.

-Training and Education

Provide ongoing training and education for your team on ethical issues. Stay informed about changes in ethical rules and regulations that may affect your practice and share that information with your team.

Consider bringing in ethics experts or consultants to conduct ethics seminars or workshops for your team.

3. Setting Up and Maintaining a Client Trust Account: Managing a client trust account is a critical aspect of ethical law practice.

-Proper Record Keeping

Read and re-read Rule 417, SCACR.

Maintain detailed records of all client trust account transactions, including deposits, withdrawals, and any errors or corrections. These records should be accurate and up-to-date.

Maintain records in both paper and electronic format with sufficient back-up.

Conduct a three-part reconciliation of your trust account every month to ensure that your records are accurate and all client balances are accounted for.

-Avoid Commingling

Keep client trust funds entirely separate from your operating accounts. Never use these funds for any purpose other than those intended for your clients.

Maintain a small firm ledger to cover unexpected bank fees.

-Prompt Disbursement

Disburse client funds promptly when they are due. Delays in disbursement can lead to disciplinary action.

Document all disbursements with clear explanations and client consent to maintain transparency.

Do not disburse until deposits are collected. Only rely on the “good funds rule” when absolutely necessary.

4. Dos and Don'ts of Law Firm Marketing: Ethical marketing practices are essential for maintaining your firm's reputation.

-Avoid Misleading Statements

Review advertising materials, websites, and any promotional content to ensure they do not contain false or misleading statements. Be accurate and honest about your qualifications and the results you can achieve for clients.

Use disclaimers where required by the Rules of Professional Conduct and when appropriate to clarify the scope of services or potential outcomes. No fine print.

-Protect Client Confidentiality

Before using any client case as a marketing example, obtain explicit written consent from the client, ensuring they understand the implications of disclosing their case details.

Be cautious with social media and online forums. Even without revealing names, discussing specific client cases can breach confidentiality.

-Avoid Improper Solicitation

Familiarize yourself with the requirements and restrictions regarding attorney advertising and solicitation in the Rules of Professional Conduct.

Never engage in aggressive or unethical solicitation practices, such as ambulance chasing, cold calling, or coercive tactics to attract clients.

5. The Duty of Digital Competence: Maintaining digital competence while upholding ethical standards is crucial.

-Protecting Client Data

Invest in secure, up-to-date technology solutions to safeguard client data and communications. Encrypt sensitive information and use secure communication channels.

Develop a data security policy for your firm, including guidelines on data retention, backup, and protection against cyber threats.

-Maintaining Competence

Continuously educate yourself and your team on the latest technology trends, cybersecurity best practices, and any new regulations that impact digital competence.

Regularly review your firm's technology infrastructure to ensure it aligns with the latest security standards and ethical requirements.

6. Succession Planning: Planning for the future of your practice is a responsible and ethical measure.

-Continuity Planning

Document a comprehensive plan for the continuity of your practice. Identify a trusted attorney or law firm to step in if you become incapacitated or pass away unexpectedly.

Clearly define the roles and responsibilities of the designated successor and ensure that they have access to all necessary information and documentation.

-Communicate with Clients

Notify your clients about your succession plan and provide them with information about how their matters will be handled in the event of your absence.

Request written consent from clients to designate a successor attorney if necessary, and keep these consents on file.

Remember that adhering to ethical requirements and maintaining the highest standards of professional conduct is not just a legal obligation. It is also crucial for the success and reputation of your new law practice. By following these ethical considerations, you can avoid common mistakes that lead to disciplinary trouble and build a thriving, ethically sound law firm.



South Carolina Bar

Continuing Legal Education Division

Addressing Stress & Burnout in the Legal
Profession

Beth Padgett

Briana Suhr

Stress & Burnout
in the
Legal Profession

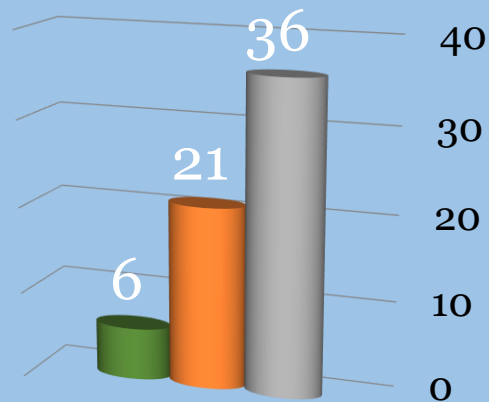
Recent Studies

- *The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys (the “Study”)*
 - P.R. Krill, R. Johnson, & L. Albert
 - 10 J. Addiction Med. 46 (2016)
- *Stress, Drink, Leave: An Examination of Gender-Specific Risk Factors for Mental Health Problems and Attrition Among Licensed Attorneys*
 - J. Anker & P.R. Krill
 - PLOS One, 16(5) e025063 (2021)

Study of the Prevalence of Substance
Use and Other Mental Health
Concerns Among American Attorneys

2015 ABA Lawyer Study Rates of Problematic Drinking

- General U.S. Population
- All Attorneys
- Attorneys under 30 years old



"Problematic
Drinking" = hazardous,
possible dependence

Problematic drinking = dangerous, risky, possible dependence

Lawyer Study: Mental Health

- 28% depression
- 19% severe anxiety
- 11.5% suicidal thoughts during career

Young Lawyers at Risk

The younger the lawyer, the greater the likelihood of

- substance use disorder.
- depression.

What is stress?

What are symptom of stress?

What are your symptoms of stress?

Common Symptoms of Stress...

- Headache
- Muscle tension or pain
- Chest pain
- Fatigue
- Stomach upset
- Sleep problems
- Anxiety
- Restlessness
- Lack of motivation or focus
- Irritability or anger
- Sadness or depression

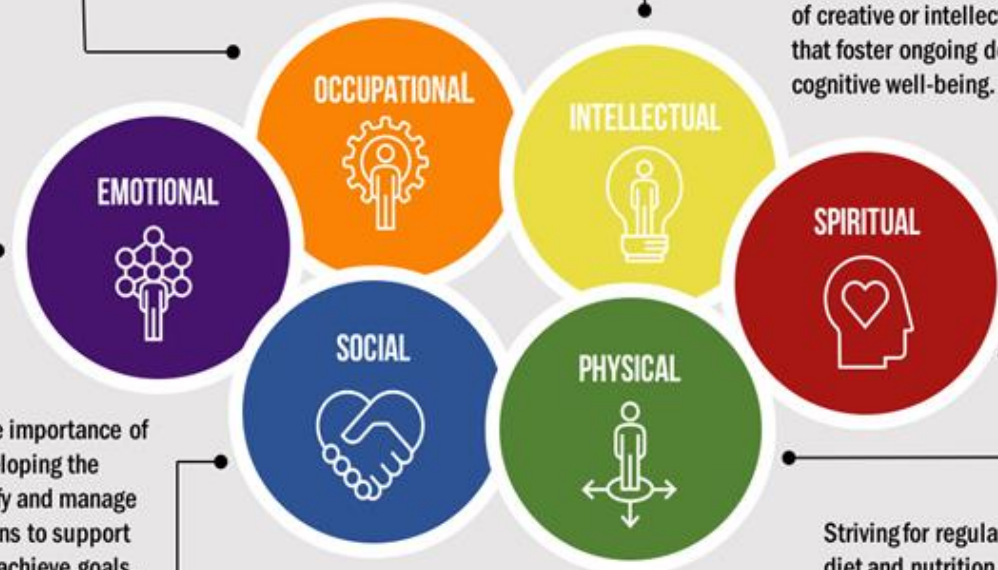
What is lawyer “well-being”?



A continuous process in which lawyers strive for thriving in each dimension of their lives:

Cultivating personal satisfaction, growth, and enrichment in work. Financial stability.

Engaging in continuous learning and the pursuit of creative or intellectually challenging activities that foster ongoing development. Monitoring cognitive well-being.



Recognizing the importance of emotions. Developing the ability to identify and manage our own emotions to support mental health, achieve goals, and inform decision-making. Seeking help for mental health when needed.

Developing a sense of connection, belonging, and a well-developed support network while also contributing to our groups and communities.

Developing a sense of meaningfulness and purpose in all aspects of life.

Striving for regular physical activity, proper diet and nutrition, sufficient sleep, and rejuvenation. Minimizing the use of addictive substances. Seeking help for physical health when needed.

Three Reasons to Take Action

(to preserve lawyer well-being.)

(1) Organizational success—in government entities, corporations, and law firms.

(2) Well-being influences ethics and professionalism.

- Rule 1.1 – competence
- Rule 1.3 – diligence
- Rules 4.1 through 4.4 – transactions with persons other than clients

(3) Humanitarian reasons—untreated mental health and substance use disorders ruin lives and careers.

What is Burnout?

Burnout Basics...

Burnout is the experience of chronic exhaustion, chronic cynicism, and inefficacy (a sense of lost impact).

Burnout is not interchangeable with general stress.
It is a separate condition.

3 Features of Burnout

- Emotional Exhaustion
- Depersonalization
- Feelings of ineffectiveness or lack of personal accomplishment

Signs of Burnout

Exhaustion. This is more than simply needing increased rest. The entire body can feel physically fatigued and unsatisfied by sleep. Such fatigue can lead to other physical symptoms, such as body aches and pains.

Isolating behavior. Attorneys may feel unmotivated to engage with others. Feeling helpless under the weight of endless work, they may cease asking for input or help on a matter. Virtual team happy hours that were exciting earlier in the pandemic might no longer hold interest.

Decreased performance. Attorneys pushed to their limits will be unable to produce quality work. Their creative strategies and sharp analytical thinking may be replaced with brain fog and a sense of malaise. They might procrastinate and avoid responsibility. An increase of substance use, especially if used to cope with decreased performance, is a tell-tale sign of burnout.

Sources of Burnout

- **Lack of autonomy**
- **High workload and work pressure**
- **Lack of leader/colleague support**
- **Unfairness**
- **Values disconnect**
- **Lack of recognition**

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