



AMERICAN **BAR** ASSOCIATION™

ABA Profile of the Legal Profession

2020



Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

Letter from ABA President Judy Perry Martinez



I'm a Louisiana native, so I know more about my beloved Pelican State than most Americans. I've been to Mardi Gras many times, rooted for the Saints long before they brought us a Super Bowl trophy and have a great affinity for all things Cajun. Laissez les bon temps rouler!

But here's something I didn't know until recently: Louisiana has more lawyers per capita than all but eight states. More even than California, believe it or not. (Nationally, there are four lawyers per 1,000 people. Louisiana has 4.4, California 4.3.)

That's just one surprising fact I discovered from this 2020 ABA Profile of the Legal Profession.

Did you know most lawyers in Louisiana are clustered around New Orleans and Baton Rouge? No surprise there. But many Louisiana parishes have hardly any lawyers at all. That information is included in a new and groundbreaking chapter on legal deserts, which lists the number of lawyers in every county in every state. (New Orleans has nearly 15 lawyers for every 1,000 people, but rural Grant Parish has just 0.4 lawyers per 1,000.)

And did you know that nearly half of all young lawyers (48%) surveyed have postponed or decided not to have children because of heavy law school debt? That's from a new chapter on student debt. Nearly 1,100 young lawyers were surveyed for this report by the ABA Young Lawyers Division on how student debt affects their everyday lives. One fourth (29%) said they postponed or decided not to get married because of debt. That's troubling.

The report also measures how far we have to go as a profession when it comes to race. For example, just 5% of all lawyers in the U.S. are African American, even though African Americans are 13% of the U.S. population. And Native Americans are severely underrepresented on the federal bench. Only two federal judges are Native American among 1,386 nationwide (that's one-tenth of 1%), despite the fact that 1.3% of the U.S. population is Native American.

There is a lot to digest in this fascinating compilation of statistics and trends. Now in its second year, the ABA Profile of the Legal Profession is becoming a standard reference for anyone who wants to understand the legal profession — past, present and future.

A handwritten signature in black ink, appearing to read 'Judy Perry Martinez'.

Judy Perry Martinez
President, American Bar Association
July 2020

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

ABA Profile of the Legal Profession Introduction and Acknowledgments

The nation and the legal profession are rapidly changing. The pandemic and recession have resulted in layoffs, furloughs and pay cuts. In this atmosphere, we set out to compile the latest statistics in the legal profession – knowing they may be quite different a year from now.

This is a snapshot of the profession at a fragile moment: July 2020. It includes numbers and trends on demographics, law schools, the judiciary, technology, pro bono work, attorney discipline, lawyer well-being and more.

Two new sections were created specifically for the 2020 Profile:

- A statistical look at legal deserts – areas with few lawyers – including the number of lawyers in every U.S. county and maps that show where lawyers are and aren't.
- A survey, co-sponsored by the ABA Young Lawyer Division, that measures how law school debt is affecting everyday life for young lawyers.

This second annual Profile 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 authoritative 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 Hazelden Betty Ford Foundation
The Law School Admission Council
The National Association for Law Placement
The National Association of Women Lawyers
The National Conference of Bar Examiners
The National Native American Bar Association
Rosenblatt's Deans Database
The Federal Judicial Center
The U.S. Bureau of Labor Statistics
The U.S. Department of Education
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 Disability Rights
The Commission on Lawyer Assistance Programs
The Commission on Women in the Profession
The Diversity and Inclusion Center
The Law Practice Division
The Section of Legal Education & Admissions to the Bar
The Standing Committee on Pro Bono & Public Service
The Standing Committee on Professional Discipline
The Young Lawyers Division

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

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NEW
FOR 2020

LEGAL DESERTS

Chapter 1

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

LEGAL DESERTS

Lawyers by County

There are more than 1.3 million lawyers in the United States, but they are not evenly distributed among the 50 states, or even within the states. That makes sense. Where there are more people, there are also more lawyers.

Big cities attract lawyers. The five boroughs of New York City have a huge number of lawyers – 117,000 for a population of more than 8 million. Manhattan alone has the vast majority of those lawyers: 95,000. And the New York suburbs of Long Island, Westchester and Rockland counties have another 36,000 lawyers.

But large swaths of the United States have few lawyers or no lawyers. There are more than 3,100 counties and county equivalents in the U.S., and 54 of them have no lawyers. Another 182 have only one or two lawyers. Many are parts of legal deserts – large areas where residents have to travel far to find a lawyer for routine matters like drawing up a will, handling a divorce or disputing a traffic violation.

Nationwide, there are roughly four lawyers for every 1,000 residents, but that number is misleading. New York City, for example, has much more than that – 14 lawyers for every 1,000 residents. Many state capitals also have unusually large lawyer populations. For example, Leon County, Fla., home of Tallahassee, the state capital, has 11 lawyers for every 1,000 residents.

Yet nearly 1,300 counties in the U.S. have less than one lawyer per 1,000 residents. Almost every state has counties with few lawyers. For example:

New York State has more lawyers than any state in the country (184,000), but it also has Orleans County – on Lake Ontario between Buffalo and Rochester – with 31 lawyers for 40,000 residents, or fewer than one lawyer per 1,000 residents.

California, with 168,000 lawyers – the second-most of any state – also has seven counties with less than one lawyer per 1,000 residents. That includes Merced County, between San Jose and Fresno, with 0.74 lawyers for every 1,000 residents. At the other extreme, San Francisco County has 23 lawyers for every 1,000 residents.

Texas, with 93,000 lawyers – third-most of any state – has 254 counties. Nearly half (122) have less than one lawyer per 1,000 residents, including six counties with no lawyers at all. At the other extreme, Travis County, home of Austin, the state capital, has more than eight lawyers per 1,000 residents.

Many states with large, rural expanses have lots of counties with few lawyers. In Arizona, for example, two-thirds of all counties (10 of 15) have less than one lawyer per 1,000 residents. In Idaho also, two-thirds of counties (29 of 44) have less than one lawyer per 1,000 residents, including three counties with no lawyers at all and two counties with only one lawyer.

Overall, 40% of all counties and county-equivalents in the United States – 1,272 of 3,141 – have less than one lawyer per 1,000 residents.

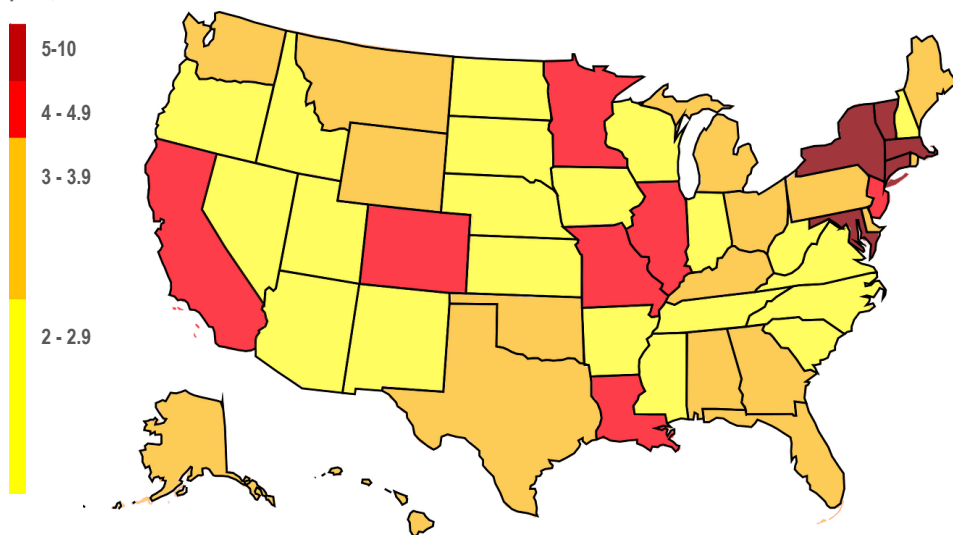


No consistent correlation exists between a state's population and the number of lawyers it has per 1,000 residents. For example, tiny Vermont – the second-smallest state by population – has more lawyers per 1,000 residents than all but four states. And at the other extreme, Arizona – the 14th largest state by population – has fewer lawyers per 1,000 residents than any other state.

Then again, simply having lawyers in a county doesn't guarantee they are available to the public. Many lawyers work for the government – prosecutors, public defenders, city and county attorneys – and many others work for corporations or nonprofits. Numbers alone don't always tell the full story, but they are a starting place for discussion.

Lawyers
per 1,000

LAWYERS PER 1,000 RESIDENTS IN EACH STATE: 2020



STATE	LAWYERS	2019 POP.	LAWYERS PER 1,000
New York	184,662	19,453,561	9.5
Maryland	40,800	6,045,680	6.7
Massachusetts	42,908	6,892,503	6.2
Connecticut	21,036	3,565,287	5.9
Vermont	3,612	623,989	5.8
Illinois	62,720	12,671,821	4.9
New Jersey	41,152	8,882,190	4.6
Minnesota	25,823	5,639,632	4.6
Louisiana	20,568	4,648,794	4.4
California	168,569	39,512,223	4.3
Missouri	24,369	6,137,428	4.0
Colorado	22,802	5,758,736	4.0
Pennsylvania	49,249	12,801,989	3.8
Rhode Island	4,071	1,059,361	3.8
Florida	79,328	21,477,737	3.7
Michigan	35,453	9,986,857	3.5
Washington	26,316	7,614,893	3.5
Oklahoma	13,549	3,956,971	3.4
Ohio	38,189	11,689,100	3.3
Texas	92,833	28,995,881	3.2
Alaska	2,324	731,545	3.2
Delaware	3,058	973,764	3.1
Georgia	32,584	10,617,423	3.1
Wyoming	1,773	578,759	3.1
Alabama	14,897	4,903,185	3.0
Kentucky	13,570	4,467,673	3.0
Hawaii	4,270	1,415,872	3.0
Maine	3,995	1,344,212	3.0
Montana	3,167	1,068,778	3.0
Oregon	12,196	4,217,737	2.9
Nebraska	5,546	1,934,408	2.9
Virginia	24,230	8,535,519	2.8
Kansas	8,045	2,913,314	2.8
Tennessee	18,818	6,829,174	2.8
New Mexico	5,612	2,096,829	2.7
West Virginia	4,770	1,792,147	2.7
Wisconsin	15,482	5,822,434	2.7
Utah	8,473	3,205,958	2.6
New Hampshire	3,495	1,359,711	2.6
Nevada	7,509	3,080,156	2.4
Indiana	15,761	6,732,219	2.3
Iowa	7,306	3,155,070	2.3
Mississippi	6,886	2,976,149	2.3
North Carolina	24,253	10,488,084	2.3
North Dakota	1,697	762,062	2.2
Idaho	3,967	1,787,065	2.2
South Dakota	1,907	884,659	2.2
South Carolina	10,798	5,148,714	2.1
Arkansas	6,299	3,017,804	2.1
Arizona	15,081	7,278,717	2.1

Methodology

Staff with ABA Media Relations & Strategic Communications contacted each state's attorney licensing body, and all 50 states responded. Most maintain lists of active lawyers by county. Some do not differentiate between active and inactive lawyers. Wherever possible, ABA staff tried to get lawyers by work address, not home address, but that was not always possible. Several states supplied lists of lawyers with addresses or lawyers by city. In those cases, ABA staff looked up the counties.

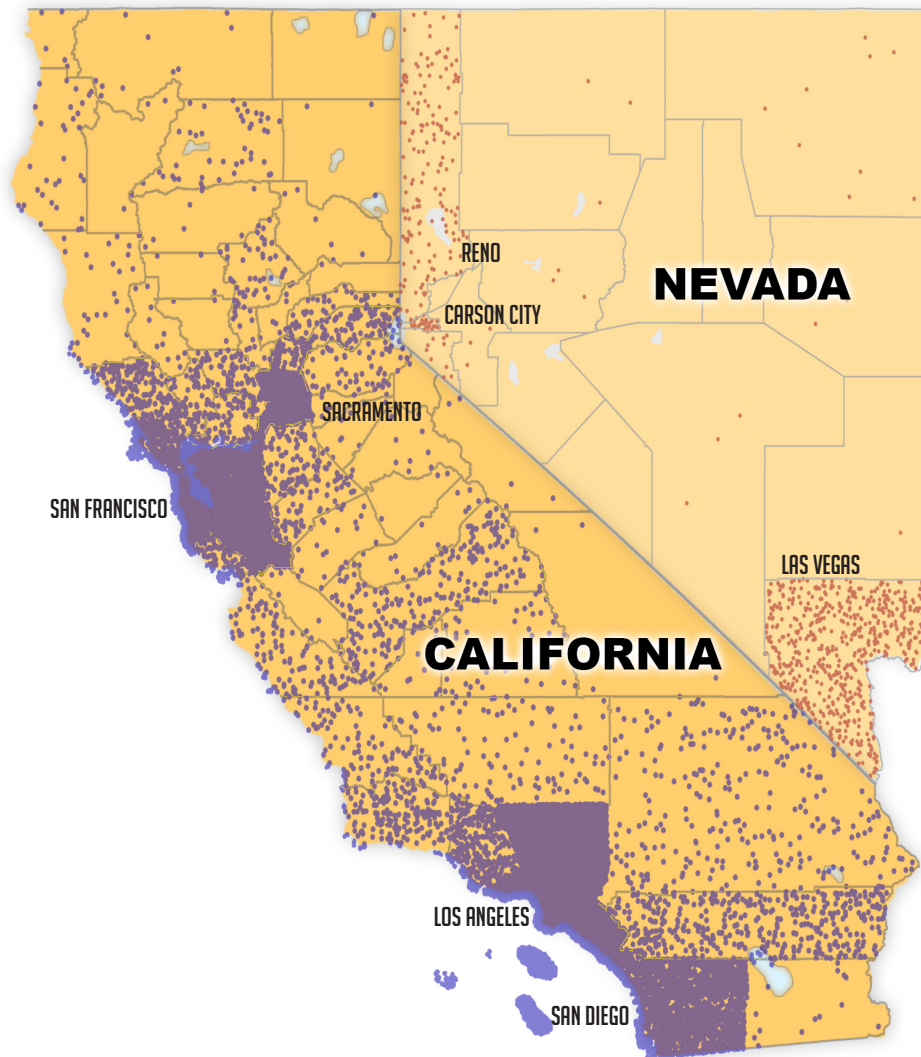
On the state maps, each dot represents 10 lawyers. The computer mapping program randomly assigns the dots within each county. The dots do not represent where the lawyers are physically located, but visually depict the relative density of lawyers in every county.

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

1 dot = 10 lawyers



CALIFORNIA

County	Lawyers
Alameda	9,879
Alpine	5
Amador	99
Butte	463
Calaveras	86
Colusa	28
Contra Costa	5,685
Del Norte	52
El Dorado	553
Fresno	2,328
Glenn	26
Humboldt	331
Imperial	164
Inyo	50
Kern	1,040
Kings	115
Lake	114
Lassen	30
Los Angeles	65,045
Madera	141
Marin	3,370
Mariposa	26
Mendocino	288
Merced	205
Modoc	9
Mono	50
Monterey	1,243
Napa	635
Nevada	442
Orange	20,081
Placer	1,596
Plumas	57
Riverside	4,148
Sacramento	10,033
San Benito	63
San Bernardino	2,785
San Diego	19,416
San Francisco	20,708
San Joaquin	979
San Luis Obispo	1,079
San Mateo	6,029
Santa Barbara	1,945
Santa Clara	11,682
Santa Cruz	1,052
Shasta	458
Sierra	6
Siskiyou	95
Solano	742

Sonoma	2,315
Stanislaus	670
Sutter	135
Tehama	73
Trinity	26
Tulare	448
Tuolumne	109
Ventura	3,607
Yolo	894
Yuba	89

NEVADA

County	Lawyers
Carson City	346
Churchill	27
Clark	6,084
Douglas	101
Elko	92
Esmeralda	1
Eureka	2
Humboldt	23
Lander	4
Lincoln	6
Lyon	32
Mineral	3
Nye	31
Pershing	8
Storey	4
Washoe	1,654
White Pine	17

Sources: State Bar of California, State Bar of Nevada

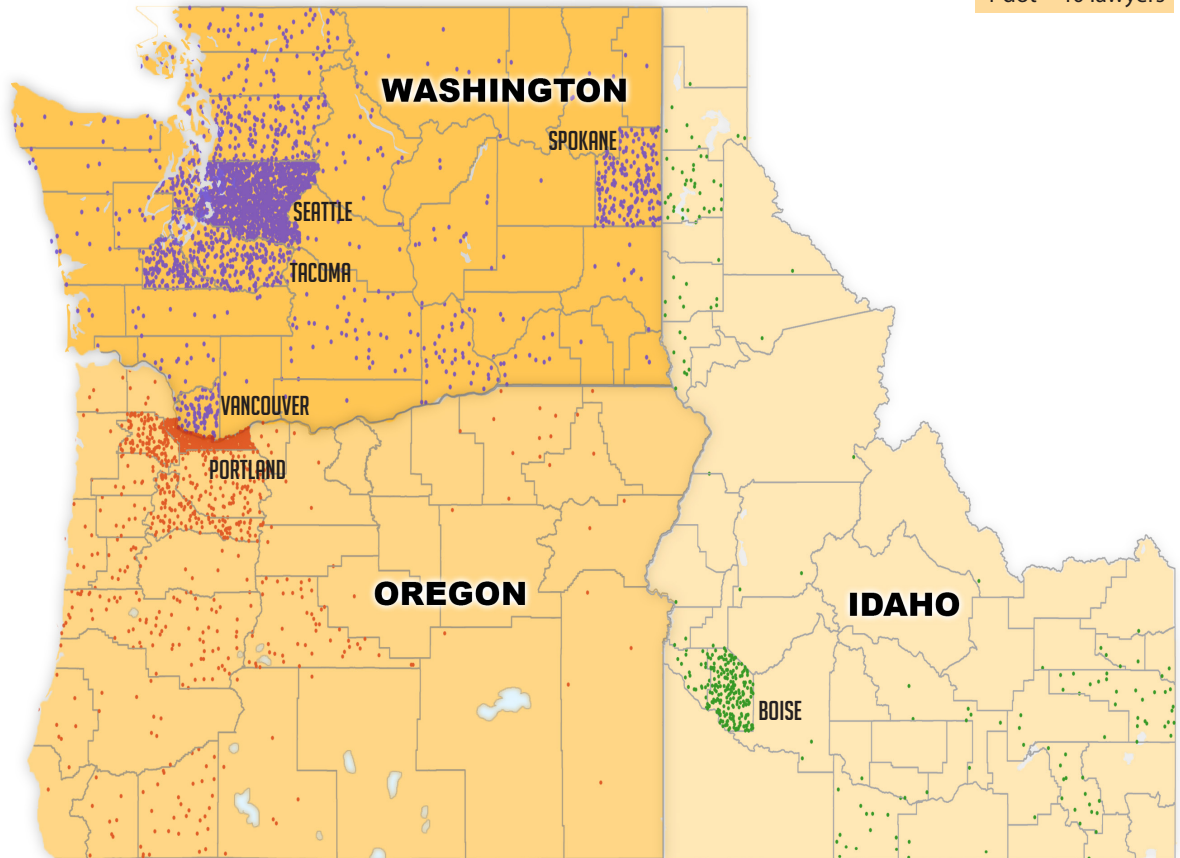
LEGAL DESERTS

Lawyers by County

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

1 dot = 10 lawyers



WASHINGTON

County	Lawyers
Adams	14
Asotin	24
Benton	394
Chelan	256
Clallam	163
Clark	875
Columbia	6
Cowlitz	145
Douglas	32
Ferry	12
Franklin	58
Garfield	2
Grant	121
Grays Harbor	111
Island	154
Jefferson	110
King	16,552
Kitsap	802
Kittitas	90
Klickitat	23
Lewis	108
Lincoln	13
Mason	102
Okanogan	88
Pacific	30
Pend Oreille	16
Pierce	2,264
San Juan	77
Skagit	290
Skamania	19
Snohomish	1,586
Spokane	1,925
Stevens	50
Thurston	1,569
Wahkiakum	11
Walla Walla	112
Whatcom	589
Whitman	75
Yakima	456

OREGON

County	Lawyers
Baker	19
Benton	125
Clackamas	1,042
Clatsop	56
Columbia	59
Coos	80
Crook	26
Curry	23
Deschutes	466
Douglas	96
Gilliam	1
Grant	9
Harney	6
Hood River	61
Jackson	324
Jefferson	22
Josephine	76
Klamath	66

Lake	7
Lane	855
Lincoln	101
Linn	101
Malheur	41
Marion	1,260
Morrow	2
Multnomah	5,655
Polk	85
Sherman	1
Tillamook	32
Umatilla	101
Union	31
Wallowa	13
Wasco	43
Washington	1,309
Wheeler	1
Yamhill	140

IDAHO

County	Lawyers
Ada	2,104
Adams	3
Bannock	153
Bear Lake	2
Benewah	10
Bingham	37
Blaine	74
Boise	1
Bonner	71
Bonneville	262
Boundary	10
Butte	1
Camas	0
Canyon	213
Caribou	4
Cassia	28
Clark	0
Clearwater	7
Custer	2
Elmore	17
Franklin	10
Fremont	10
Gem	14

Sources: Washington State Bar Association,
Oregon State Bar, Idaho State Bar

Gooding	10
Idaho	17
Jefferson	7
Jerome	16
Kootenai	313
Latah	94
Lemhi	7
Lewis	3
Lincoln	0
Madison	37
Minidoka	1
Minidoka	15
Nez Perce	83
Oneida	3
Owyhee	4
Payette	16
Power	7
Shoshone	6
Teton	20
Twin Falls	148
Valley	20
Washington	11

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

1 dot = 10 lawyers



MONTANA

County	Lawyers
Beaverhead	17
Big Horn	14
Blaine	3
Broadwater	3
Carbon	18
Carter	2
Cascade	211
Chouteau	3
Custer	14
Daniels	2
Dawson	9
Deer Lodge	19
Fallon	2
Fergus	15
Flathead	249
Gallatin	362
Garfield	1
Glacier	9
Golden Valley	0
Granite	6
Hill	23
Jefferson	9
Judith Basin	5
Lake	61
Lewis and Clark	566
Liberty	2
Lincoln	16
Madison	8
McCone	1
Meagher	0
Mineral	5
Missoula	665
Musselshell	1
Park	35
Petroleum	0
Phillips	2
Pondera	7
Powder River	1
Powell	5
Prairie	2
Ravalli	56
Richland	13
Roosevelt	8
Rosebud	2
Sanders	7
Sheridan	4
Silver Bow	67
Stillwater	6
Sweet Grass	4
Teton	8
Toole	5
Treasure	1
Valley	10
Wheatland	3
Wibaux	1
Yellowstone	537

WYOMING

County	Lawyers
Albany	144
Big Horn	11
Campbell	76
Carbon	26
Converse	18
Crook	6
Fremont	78
Goshen	14
Hot Springs	5
Johnson	24
Laramie	542
Lincoln	23
Natrona	218
Niobrara	4
Park	63
Platte	13
Sheridan	102
Sublette	18
Sweetwater	68
Teton	190
Uinta	25
Washakie	13
Weston	8

Sources: State Bar of Montana,
Wyoming State Bar

LEGAL DESERTS

Lawyers by County

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

UTAH

County	Lawyers
Beaver	2
Box Elder	27
Cache	159
Carbon	24
Daggett	2
Davis	580
Duchesne	15
Emery	5
Garfield	3
Grand	17
Iron	54
Juab	9
Kane	6
Millard	15
Morgan	10
Piute	1
Rich	2
Salt Lake	5,298
San Juan	6
Sanpete	12
Sevier	19
Summit	198
Tooele	46
Uintah	30
Utah	1,165
Wasatch	63
Washington	300
Wayne	2
Weber	316

COLORADO

County	Lawyers
Adams	326
Alamosa	28
Arapahoe	1,585
Archuleta	9
Baca	2
Bent	1
Boulder	1,153
Broomfield	73
Chaffee	50
Cheyenne	0
Clear Creek	8
Conejos	1
Costilla	1
Crowley	0
Custer	2
Delta	25
Denver	7,404
Dolores	1
Douglas	331
Eagle	131
El Paso	909
Elbert	15
Fremont	21
Garfield	134
Gilpin	1
Grand	21
Gunnison	42
Hinsdale	0
Huerfano	5
Jackson	1
Jefferson	1,097
Kiowa	1
Kit Carson	5
La Plata	168
Lake	8
Larimer	519
Las Animas	16
Lincoln	3
Logan	26

Mesa	229
Mineral	2
Moffat	10
Montezuma	24
Montrose	50
Morgan	19
Otero	24
Ouray	7
Park	6
Phillips	2
Pitkin	89
Prowers	11
Pueblo	150
Rio Blanco	2
Rio Grande	13
Routt	82
Saguache	2
San Juan	2
San Miguel	28
Sedgwick	1
Summit	67
Teller	16
Washington	2
Weld	242
Yuma	5

ARIZONA

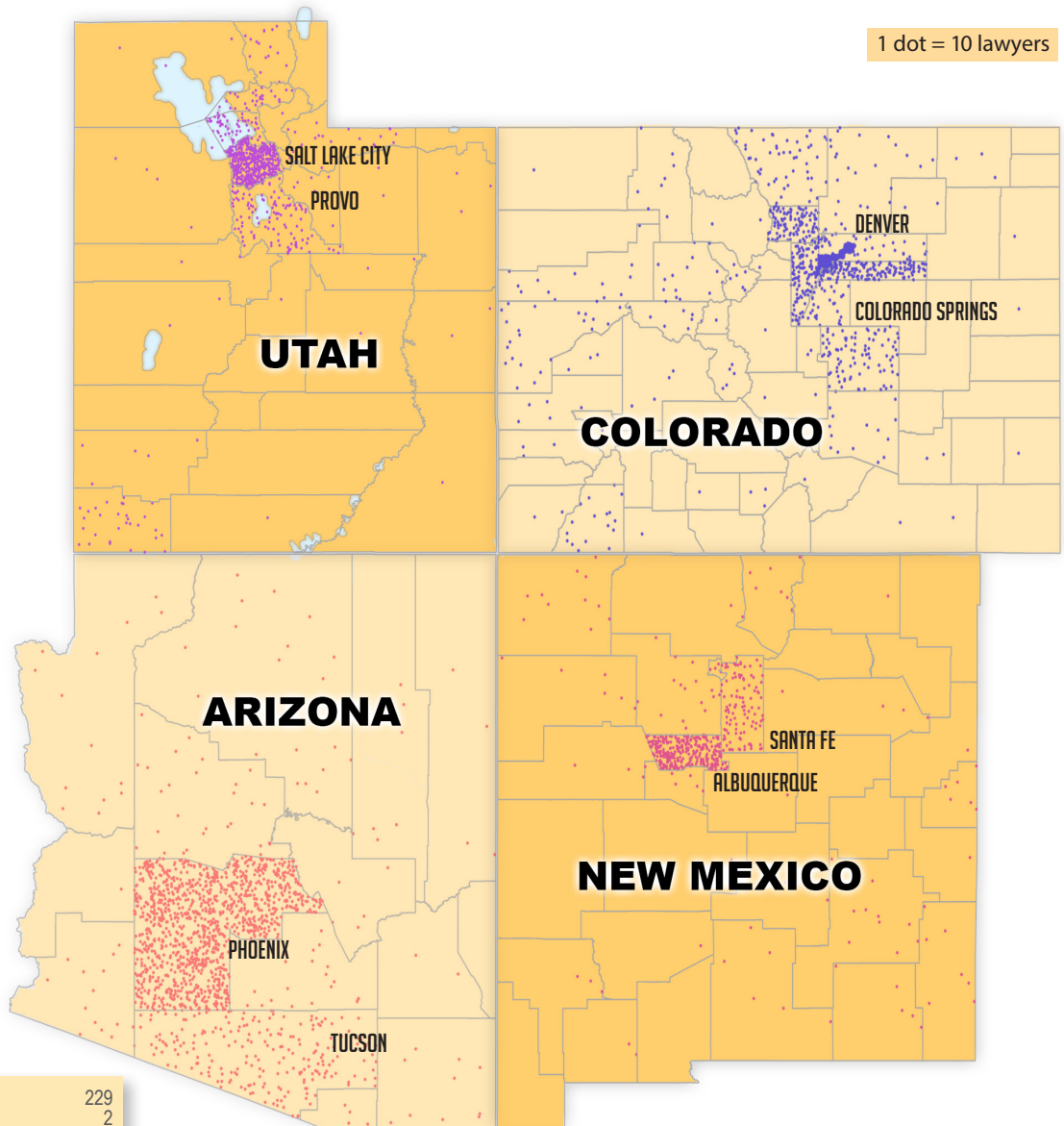
County	Lawyers
Apache	35
Cochise	95
Coconino	218
Gila	54
Graham	18
Greenlee	4
La Paz	13
Maricopa	12,180
Mohave	139
Navajo	71
Pima	2,203
Pinal	203
Santa Cruz	42
Yavapai	291
Yuma	138

NEW MEXICO

County	Lawyers
Bernalillo	3,137
Catron	3
Chaves	105
Cibola	25
Colfax	12
Curry	59
De Baca	0
Dona Ana	324
Eddy	54
Grant	34
Guadalupe	1
Harding	0
Hidalgo	0
Lea	70
Lincoln	30

Los Alamos	42
Luna	17
McKinley	57
Mora	3
Otero	64
Quay	14
Rio Arriba	17
Roosevelt	11
San Juan	108
San Miguel	43
Sandoval	155
Santa Fe	1,086
Sierra	10
Socorro	23
Taos	84
Torrance	7
Union	4
Valencia	58

1 dot = 10 lawyers



Sources: Utah State Bar, Colorado Supreme Court, State Bar of Arizona, State Bar of New Mexico

Profile of the Legal Profession

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LEGAL DESERTS
Lawyers by County

TEXAS

County	Lawyers
Anderson	49
Andrews	9
Angelina	133
Aransas	40
Archer	4
Armstrong	1
Atascosa	36
Austin	52
Bailey	3
Bandera	31
Bastrop	109
Baylor	5
Bee	31
Bell	350
Bexar	6,238
Blanco	33
Borden	1
Bosque	23
Bowie	208
Brazoria	744
Brazos	421
Brewster	37
Briscoe	1
Brooks	2
Brown	49
Burleson	17
Burnet	95
Caldwell	37
Calhoun	18
Callahan	7
Cameron	570
Camp	12
Carson	4
Cass	20
Castro	5
Chambers	36
Cherokee	56
Childress	8
Clay	7
Cochran	1
Coke	1
Coleman	6
Collin	3,076
Collingsworth	3
Colorado	18
Comal	341
Comanche	12
Concho	2
Cooke	52
Coryell	38
Cottle	1
Crane	4
Crockett	10
Crosby	3
Culberson	1
Dallam	9
Dallas	16,702
Dawson	7
Deaf Smith	13
Delta	21
Denton	1,533
DeWitt	3
Dickens	3
Dimmit	14
Donley	7
Duval	7
Eastland	34
Ector	176
Edwards	2
El Paso	1,292
Ellis	231
Erath	61
Falls	15
Fannin	23
Fayette	50
Fisher	1
Floyd	6
Foard	2
Fort Bend	1,892
Franklin	8

Freestone	25
Frio	11
Gaines	7
Galveston	801
Garza	3
Gillespie	80
Glasscock	0
Goliad	5
Gonzales	20
Gray	23
Grayson	195
Gregg	286
Grimes	31
Guadalupe	159
Hale	30
Hall	1
Hamilton	20
Hansford	6
Hardeman	4
Hardin	50
Harris	23,937
Harrison	89
Hartley	0
Haskell	6
Hays	526
Hemphill	5
Henderson	106
Hidalgo	1,082
Hill	36
Hockley	19
Hood	109
Hopkins	39
Houston	22
Howard	21
Hudspeth	0
Hunt	72
Hutchinson	17
Irion	2
Jack	8
Jackson	14
Jasper	29
Jeff Davis	9
Jefferson	631
Jim Hogg	2
Jim Wells	47
Johnson	180
Jones	12
Karnes	16
Kaufman	169
Kendall	190
Kenedy	1
Kent	1
Kerr	141
Kimble	10
King	1
Kinney	3
Kleberg	26
Knox	1
La Salle	2
Lamar	62
Lamb	7
Lampasas	24
Lavaca	26
Lee	21
Leon	15
Liberty	72
Limestone	32
Lipscomb	5
Live Oak	12
Llano	63
Loving	0
Lubbock	801
Lynn	7
Madison	12
Marion	39
Martin	2
Mason	51
Matagorda	9
Maverick	2
McCulloch	18

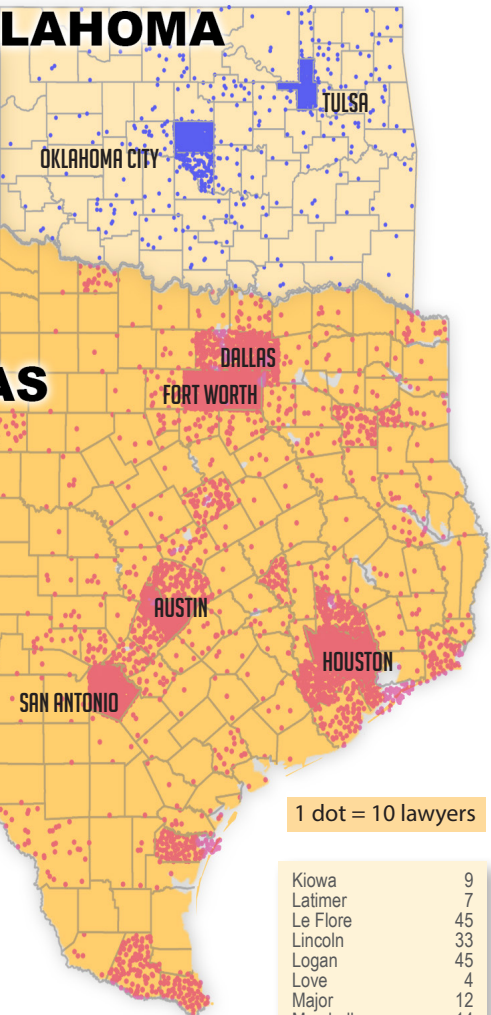
McLennan	674
McMullen	10
Medina	46
Menard	3
Midland	501
Milam	32
Mills	8
Mitchell	5
Montague	21
Montgomery	1,604
Moore	12
Morris	15
Motley	1
Nacogdoches	100
Navarro	61
Newton	5
Nolan	20
Nueces	945

Ochiltree	11
Oldham	0
Orange	71
Palo Pinto	27
Panola	18
Parker	203
Parmer	3
Pecos	15
Polk	61
Potter	425
Presidio	8
Rains	6
Randall	166
Reagan	5
Real	5
Red River	5
Reeves	11
Refugio	6
Roberts	1
Robertson	20
Rockwall	269
Runnels	9
Rusk	27
Sabine	8
San Augustine	6
San Jacinto	15
San Patricio	71
San Saba	11
Schleicher	4
Scurry	8
Shackelford	5
Shelby	24
Sherman	0
Smith	623
Somervell	8
Starr	47
Stephens	4
Sterling	1
Stonewall	1
Sutton	8
Swisher	4
Tarrant	5,417
Taylor	266
Terrell	2
Terry	8
Throckmorton	2

Titus	24
Tom Green	208
Travis	10,649
Trinity	8
Tyler	15
Upshur	38
Upton	2
Uvalde	29
Val Verde	66
Van Zandt	50
Victoria	171
Walker	99
Waller	55
Ward	6
Washington	80
Webb	345
Wharton	45
Wheeler	3
Wichita	205
Wilbarger	11
Willacy	8
Williamson	1,165
Wilson	36
Winkler	2
Wise	65
Wood	46
Yoakum	3
Young	25
Zapata	2
Zavala	4

OKLAHOMA

County	Lawyers
Adair	14
Alfalfa	9
Atoka	10
Beaver	8
Beckham	20
Blaine	9
Bryan	54
Caddo	25
Canadian	202
Carter	94



Sources: Oklahoma Bar Association, State Bar of Texas

Cherokee	94
Choctaw	13
Cimarron	4
Cleveland	1,065
Coal	8
Comanche	127
Cotton	4
Craig	31
Creek	106
Custer	60
Delaware	48
Dewey	4
Ellis	4
Garfield	138
Garvin	40
Grady	78
Grant	8
Greer	7
Harmon	3
Harper	4
Haskell	11
Hughes	19
Jackson	39
Jefferson	4
Johnston	4
Kay	74
Kingfisher	38

1 dot = 10 lawyers

Kiowa	9
Latimer	7
Le Flore	45
Lincoln	33
Logan	45
Love	4
Major	12
Marshall	14
Mayes	46
McClain	64
McCurtain	33
McIntosh	24
Murray	19
Muskogee	119
Noble	12
Nowata	6
Okfuskee	7
Oklahoma	5,610
Oklmulgee	58
Osage	45
Ottawa	38
Pawnee	18
Payne	158
Pittsburg	70
Pontotoc	95
Pottawatomie	106
Pushmataha	13
Roger Mills	5
Rogers	151
Seminole	34
Sequoyah	42
Stephens	76
Texas	19
Tillman	7
Tulsa	3,739
Wagoner	79
Washington	100
Washita	8
Woods	15
Woodward	42

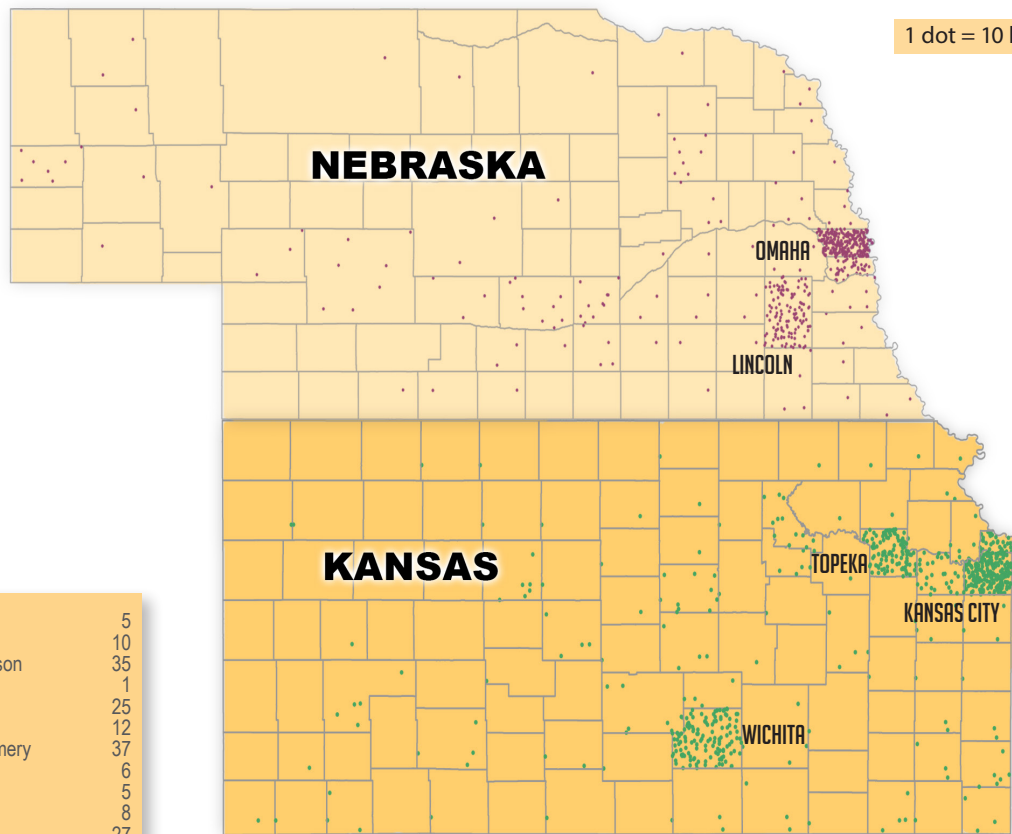
LEGAL DESERTS

Lawyers by County

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

1 dot = 10 lawyers



KANSAS

County	Lawyers
Allen	15
Anderson	7
Atchison	19
Barber	5
Barton	40
Bourbon	16
Brown	11
Butler	42
Chase	3
Chautauqua	5
Cherokee	29
Cheyenne	3
Clark	5
Clay	8
Cloud	8
Coffey	10
Comanche	2
Cowley	31
Crawford	55
Decatur	3
Dickinson	14
Doniphan	10
Douglas	301
Edwards	1
Elk	4
Ellis	56
Ellsworth	11
Finney	54
Ford	37
Franklin	28
Geary	50
Gove	1
Graham	3
Grant	6
Gray	4
Greeley	3
Greenwood	5
Hamilton	2
Harper	7
Harvey	40
Haskell	4
Hodgeman	1
Jackson	12
Jefferson	10
Jewell	2
Johnson	2,246
Kearny	1
Kingman	7
Kiowa	1
Labette	12
Lane	1
Leavenworth	63
Lincoln	5
Linn	7
Logan	3
Lyon	39

Marion	5
Marshall	10
McPherson	35
Meade	1
Miami	25
Mitchell	12
Montgomery	37
Morris	6
Morton	5
Nemaha	8
Neosho	27
Ness	1
Norton	8
Osage	13
Osborne	6
Ottawa	6
Pawnee	8
Phillips	5
Pottawatomie	14
Pratt	17
Rawlins	2
Reno	83
Republic	6
Rice	9
Riley	131
Rooks	5
Rush	2
Russell	7
Saline	104
Scott	7
Sedgwick	1,307
Seward	25
Shawnee	1,071
Sheridan	3
Sherman	8
Smith	4
Stafford	1
Stanton	2
Stevens	7
Sumner	23
Thomas	12
Trego	4
Wabaunsee	5
Wallace	2
Washington	3
Wichita	2
Wilson	4
Woodson	3
Wyandotte	326

NEBRASKA

County	Lawyers
Adams	44
Antelope	5
Arthur	0
Banner	2
Blaine	0
Boone	4
Box Butte	5
Boyd	0
Brown	6
Buffalo	91
Burt	5
Butler	5
Cass	52
Cedar	4
Chase	4
Cherry	13
Cheyenne	13
Clay	5
Colfax	3
Cuming	8
Custer	16
Dakota	16
Dawes	15
Dawson	33
Deuel	2
Dixon	7
Dodge	42
Douglas	2,746
Dundy	4
Fillmore	6
Franklin	1

Frontier	3
Furnas	9
Gage	40
Garden	5
Garfield	2
Gosper	3
Grant	0
Greeley	1
Hall	97
Hamilton	19
Harlan	8
Hayes	0
Hitchcock	2
Holt	11
Hooker	1
Howard	4
Jefferson	4
Johnson	14
Kearney	6
Keith	26
Keya Paha	0
Kimball	1
Knox	9
Lancaster	1,228
Lincoln	67
Logan	0
Loup	0
Madison	67
McPherson	0
Merrick	10
Morrill	5

Nance	4
Nemaha	3
Nuckolls	2
Otoe	27
Pawnee	5
Perkins	2
Phelps	17
Pierce	6
Platte	43
Polk	5
Red Willow	12
Richardson	15
Rock	1
Saline	14
Sarpy	392
Saunders	48
Scotts Bluff	66
Seward	22
Sheridan	3
Sherman	4
Sioux	3
Stanton	4
Thayer	5
Thomas	0
Thurston	5
Valley	8
Washington	39
Wayne	4
Webster	3
Wheeler	0
York	22

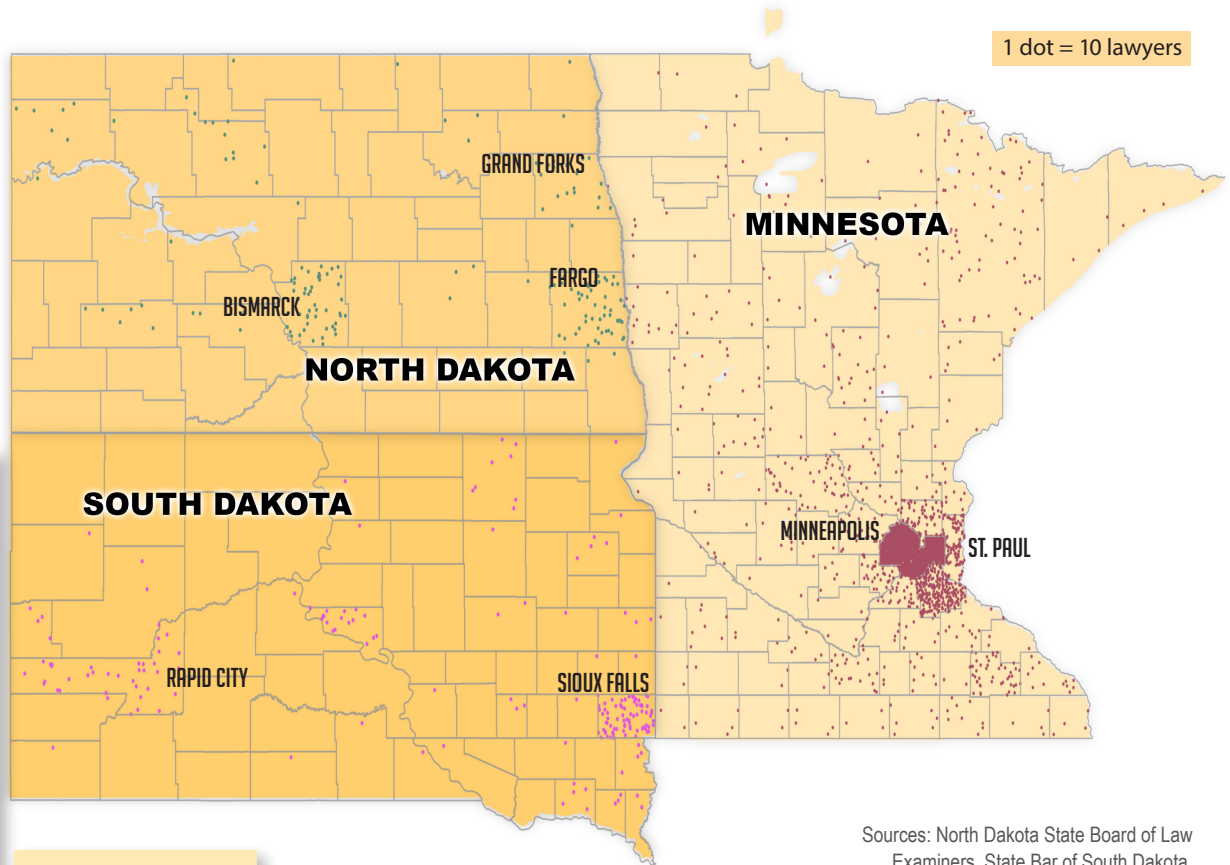
Sources: Nebraska Judicial Branch,
Kansas Office of Judicial Administration

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

1 dot = 10 lawyers



NORTH DAKOTA

County	Lawyers
Adams	2
Barnes	10
Benson	2
Billings	2
Bottineau	5
Bowman	3
Burke	1
Burleigh	483
Cass	518
Cavalier	4
Dickey	4
Divide	2
Dunn	1
Eddy	4
Emmons	3
Foster	4
Golden Valley	0
Grand Forks	191
Grant	1
Griggs	1
Hettinger	3
Kidder	1
LaMoure	3
Logan	1
McHenry	1
McIntosh	4
McKenzie	14
McLean	5
Mercer	7
Morton	50
Mountrail	8
Nelson	3
Oliver	2
Pembina	8
Pierce	4
Ramsey	25
Ransom	5
Renville	1
Richland	21
Rolette	3
Sargent	3
Sheridan	1
Sioux	2
Slope	0
Stark	55
Steele	0
Stutsman	26
Towner	6
Traill	9
Walsh	13
Ward	109
Wells	1
Williams	59

SOUTH DAKOTA

County	Lawyers
Aurora	3
Beadle	17
Bennett	1
Bon Homme	4
Brookings	28
Brown	78
Brule	8
Buffalo	1
Butte	10
Campbell	1
Charles Mix	7
Clark	2
Clay	31
Codington	35
Corson	0
Custer	11
Davison	28
Day	4
Deuel	4
Dewey	4
Douglas	4
Edmunds	2
Fall River	9
Faulk	0
Grant	5
Gregory	11
Haakon	2
Hamlin	0
Hand	3
Hanson	1
Harding	1
Hughes	165
Hutchinson	11
Hyde	0

Jackson	1
Jerauld	4
Jones	1
Kingsbury	5
Lake	14
Lawrence	43
Lincoln	37
Lyman	2
Marshall	4
McCook	5
McPherson	2
Meade	22
Mellette	1
Miner	3
Minnehaha	743
Moody	7
Oglala Lakota	3
Pennington	364
Perkins	4
Potter	5
Roberts	12
Sanborn	1
Spink	5
Stanley	5
Sully	3
Todd	6
Tripp	8
Turner	2
Union	22
Walworth	7
Yankton	49
Ziebach	1

MINNESOTA

County	Lawyers
Aitkin	40
Anoka	695
Becker	79
Beltrami	131
Benton	51
Big Stone	9
Blue Earth	223
Brown	73
Carlton	57
Carver	328
Cass	75
Chippewa	27
Chisago	106
Clay	128
Clearwater	10
Cook	40
Cottonwood	18
Crow Wing	161
Dakota	2,407
Dodge	23
Douglas	112
Faribault	27
Fillmore	38
Freeborn	59
Goodhue	116
Grant	12
Hennepin	17,284
Houston	41
Hubbard	46

Isanti	63
Itasca	92
Jackson	17
Kanabec	13
Kandiyohi	95
Kittson	10
Koochiching	28
Lac qui Parle	7
Lake of the Woods	5
Lake	31
Le Sueur	60
Lincoln	11
Lyon	73
Mahnomen	7
Marshall	8
Martin	38
McLeod	66
Meeker	44
Mille Lacs	54
Morrison	35
Mower	84
Murray	6
Nicollet	53
Nobles	39
Norman	7
Olmsted	477
Otter Tail	140
Pennington	25
Pine	37

Pipestone	16
Polk	59
Pope	23
Ramsey	5,998
Red Lake	2
Redwood	28
Renville	23
Rice	170
Rock	18
Roseau	19
St. Louis	686
Scott	301
Sherburne	102
Sibley	19
Stearns	509
Steele	93
Stevens	30
Swift	16
Todd	28
Traverse	4
Wabasha	42
Wadena	34
Waseca	32
Washington	1,163
Watonwan	20
Wilkin	5
Winona	122
Wright	226
Yellow Medicine	23

Sources: North Dakota State Board of Law
Examiners, State Bar of South Dakota,
Minnesota Supreme Court

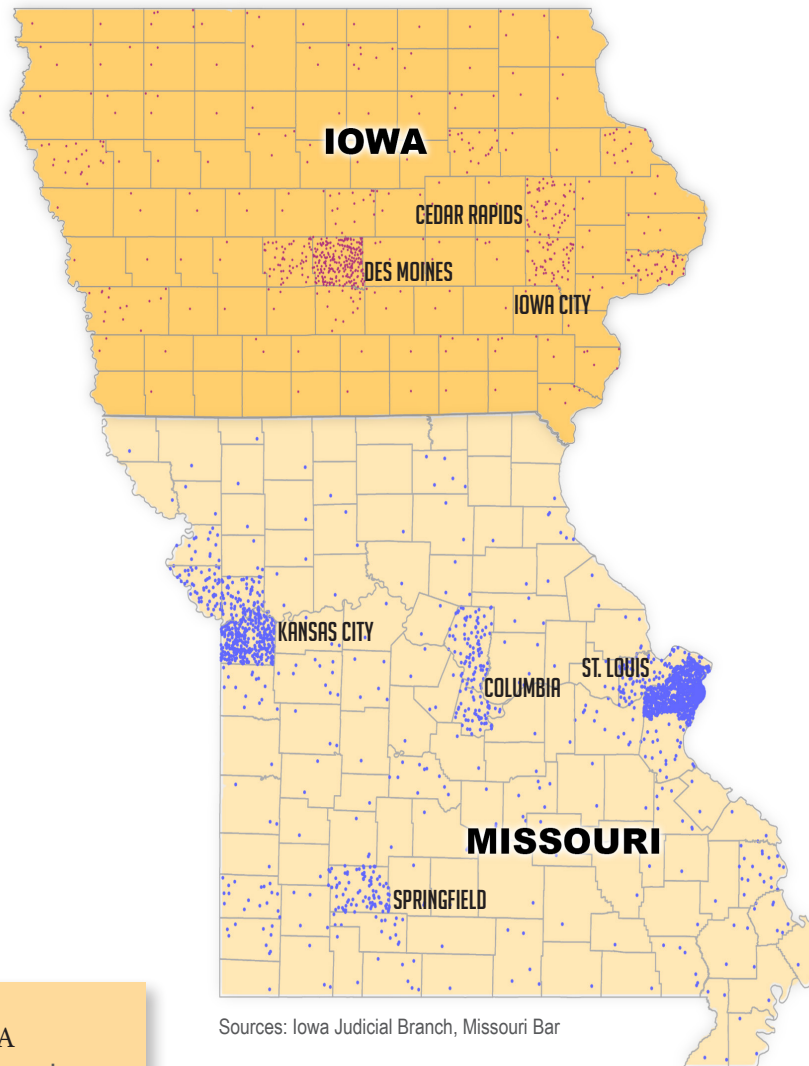
LEGAL DESERTS

Lawyers by County

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

1 dot = 10 lawyers



Sources: Iowa Judicial Branch, Missouri Bar

MISSOURI

County	Lawyers		
Adair	45	Linn	11
Andrew	20	Livingston	24
Atchison	7	Macon	17
Audrain	34	Madison	9
Barry	25	Maries	7
Barton	11	Marion	48
Bates	11	McDonald	14
Benton	12	Mercer	3
Bollinger	6	Miller	19
Boone	873	Mississippi	10
Buchanan	135	Moniteau	26
Butler	64	Monroe	8
Caldwell	6	Montgomery	9
Callaway	53	Morgan	9
Camden	102	New Madrid	13
Cape Girardeau	196	Newton	90
Carroll	11	Nodaway	13
Carter	6	Oregon	10
Cass	139	Osage	13
Cedar	12	Ozark	11
Chariton	6	Pemiscot	17
Christian	135	Perry	15
Clark	4	Pettis	47
Clay	743	Phelps	74
Clinton	29	Pike	21
Cole	503	Platte	554
Cooper	21	Polk	30
Crawford	22	Pulaski	32
Dade	8	Putnam	4
Dallas	11	Ralls	8
Daviess	10	Randolph	27
DeKalb	10	Ray	20
Dent	18	Reynolds	5
Douglas	10	Ripley	10
Dunklin	39	Saline	17
Franklin	143	Schuyler	4
Gasconade	14	Scotland	4
Gentry	5	Scott	60
Greene	887	Shannon	5
Grundy	7	Shelby	7
Harrison	6	St. Charles	828
Henry	25	St. Clair	21
Hickory	6	St. Francois	67
Holt	5	St. Louis City	2,055
Howard	16	St. Louis	7,229
Howell	52	Ste. Genevieve	19
Iron	6	Stoddard	36
Jackson	3,307	Stone	24
Jasper	166	Sullivan	4
Jefferson	249	Taney	60
Johnson	96	Texas	14
Knox	3	Vernon	26
Laclede	32	Warren	29
Lafayette	30	Washington	7
Lawrence	36	Wayne	10
Lewis	9	Webster	27
Lincoln	36	Worth	6
		Wright	8

IOWA

County	Lawyers
Adair	10
Adams	2
Allamakee	13
Appanoose	12
Audubon	5
Benton	21
Black Hawk	186
Boone	33
Bremer	35
Buchanan	15
Buena Vista	29
Butler	16
Calhoun	7
Carroll	22
Cass	11
Cedar	24
Cerro Gordo	69
Cherokee	17
Chickasaw	12
Clarke	11
Clay	18
Clayton	17
Clinton	45
Crawford	17
Dallas	520
Davis	8
Decatur	8

Delaware	12	Jones	18
Des Moines	53	Keokuk	7
Dickinson	53	Kossuth	27
Dubuque	159	Lee	35
Emmet	6	Linn	529
Fayette	20	Louisa	8
Floyd	18	Lucas	12
Franklin	13	Lyon	12
Fremont	4	Madison	33
Greene	18	Mahaska	18
Grundy	10	Marion	43
Guthrie	21	Marshall	51
Hamilton	16	Mills	23
Hancock	15	Mitchell	8
Hardin	13	Monona	7
Harrison	6	Monroe	7
Henry	24	Montgomery	12
Howard	6	Muscatine	56
Humboldt	8	O'Brien	15
Ida	7	Osceola	8
Iowa	40	Page	9
Jackson	17	Palo Alto	5
Jasper	49	Plymouth	30
Jefferson	38	Pocahontas	7
Johnson	510	Polk	2,574

Pottawattamie	141
Poweshiek	24
Ringgold	2
Sac	13
Scott	381
Shelby	11
Sioux	31
Story	145
Tama	16
Taylor	1
Union	15
Van Buren	5
Wapello	42
Warren	154
Washington	32
Wayne	6
Webster	38
Winnebago	9
Winneshiek	35
Woodbury	205
Worth	6
Wright	13

Profile of the Legal Profession

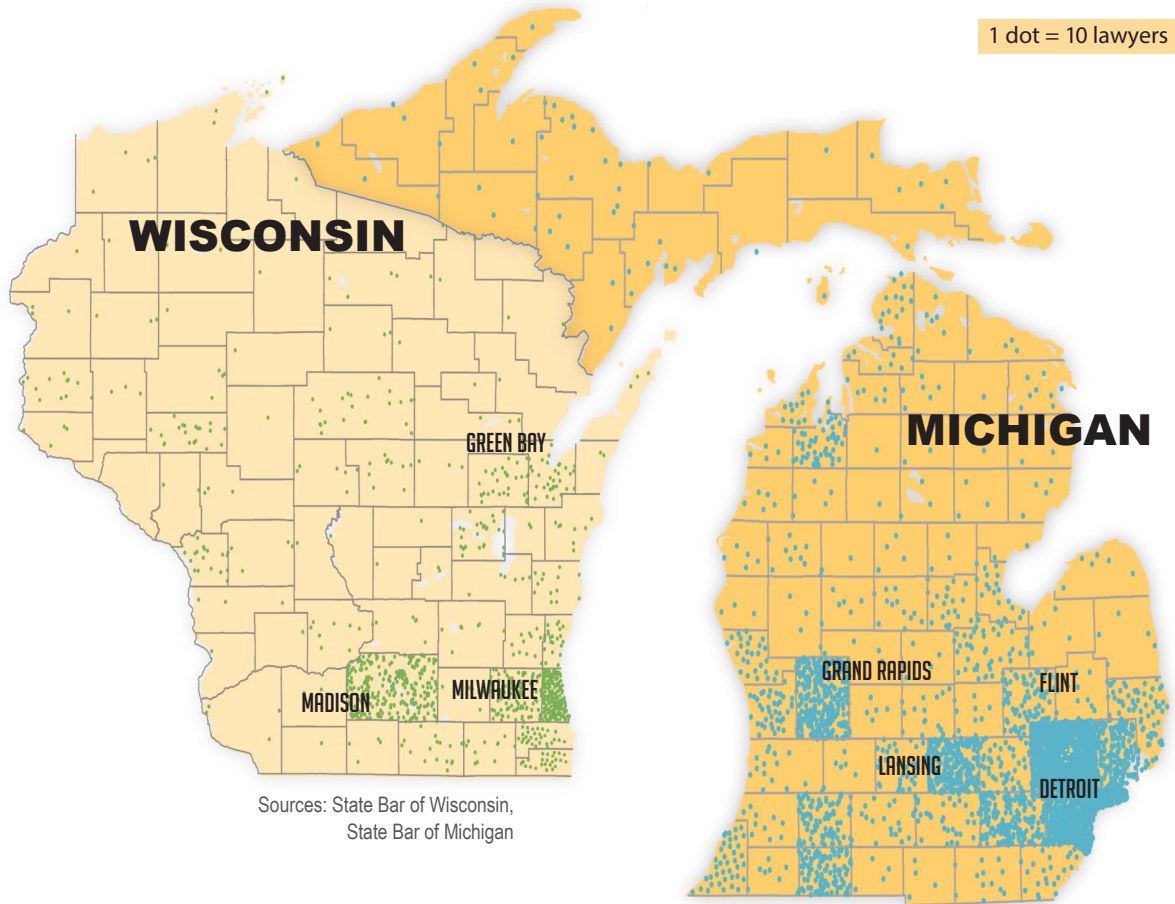
ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

1 dot = 10 lawyers

WISCONSIN

County	Lawyers
Adams	8
Ashland	23
Barron	32
Bayfield	16
Brown	380
Buffalo	1
Burnett	9
Calumet	15
Chippewa	36
Clark	13
Columbia	48
Crawford	10
Dane	2,696
Dodge	67
Door	33
Douglas	44
Dunn	28
Eau Claire	208
Florence	4
Fond du Lac	63
Forest	7
Grant	41
Green	40
Green Lake	21
Iowa	18
Iron	6
Jackson	31
Jefferson	73
Juneau	14
Kenosha	161
Kewaunee	17
La Crosse	179
Lafayette	5
Langlade	10
Lincoln	30
Manitowoc	83
Marathon	216
Marinette	21
Marquette	6
Menominee	10
Milwaukee	4,045
Monroe	41
Oconto	8
Oneida	52
Outagamie	313
Ozaukee	204
Pepin	3
Pierce	41
Polk	29
Portage	95
Price	12
Racine	240
Richland	10
Rock	165
Rusk	5
St. Croix	123
Sauk	91
Sawyer	18
Shawano	28
Sheboygan	131
Taylor	12
Trempealeau	18
Vernon	27
Vilas	25
Walworth	107
Washburn	14
Washington	144
Waukesha	1,121
Waupaca	31
Waushara	9
Winnebago	265
Wood	59



MICHIGAN

County	Lawyers
Alcona	18
Alger	17
Allegan	152
Alpena	60
Antrim	64
Arenac	15
Baraga	6
Barry	61
Bay	196
Benzie	41
Berrien	317
Branch	45
Calhoun	222
Cass	61
Charlevoix	70
Cheboygan	61
Chippewa	63
Clare	41
Clinton	162
Crawford	29
Delta	60
Dickinson	42
Eaton	367
Emmet	158
Genesee	758
Gladwin	25
Gogebic	27
Grand Traverse	587

Gratiot	38
Hillsdale	35
Houghton	37
Huron	56
Ingham	2,529
Ionia	54
Iosco	44
Iron	27
Isabella	115
Jackson	322
Kalamazoo	823
Kalkaska	13
Kent	2,909
Keweenaw	6
Lake	101
Lapeer	121
Leelanau	114
Lenawee	118
Livingston	504
Luce	9
Mackinac	18
Macomb	1,931
Manistee	47
Marquette	144
Mason	51
Mecosta	59
Menominee	25
Midland	207

Missaukee	10
Monroe	223
Montcalm	47
Montmorency	5
Muskegon	277
Newaygo	39
Oakland	11,815
Oceana	34
Ogemaw	27
Ontonagon	7
Osceola	22
Oscoda	7
Otsego	56
Ottawa	465
Presque Isle	36
Roscommon	31
Saginaw	436
Sanilac	52
Schoolcraft	8
Shiawassee	96
St. Clair	688
St. Joseph	1,144
Tuscola	46
Van Buren	114
Washtenaw	1,959
Wayne	6,862
Wexford	51

LEGAL DESERTS

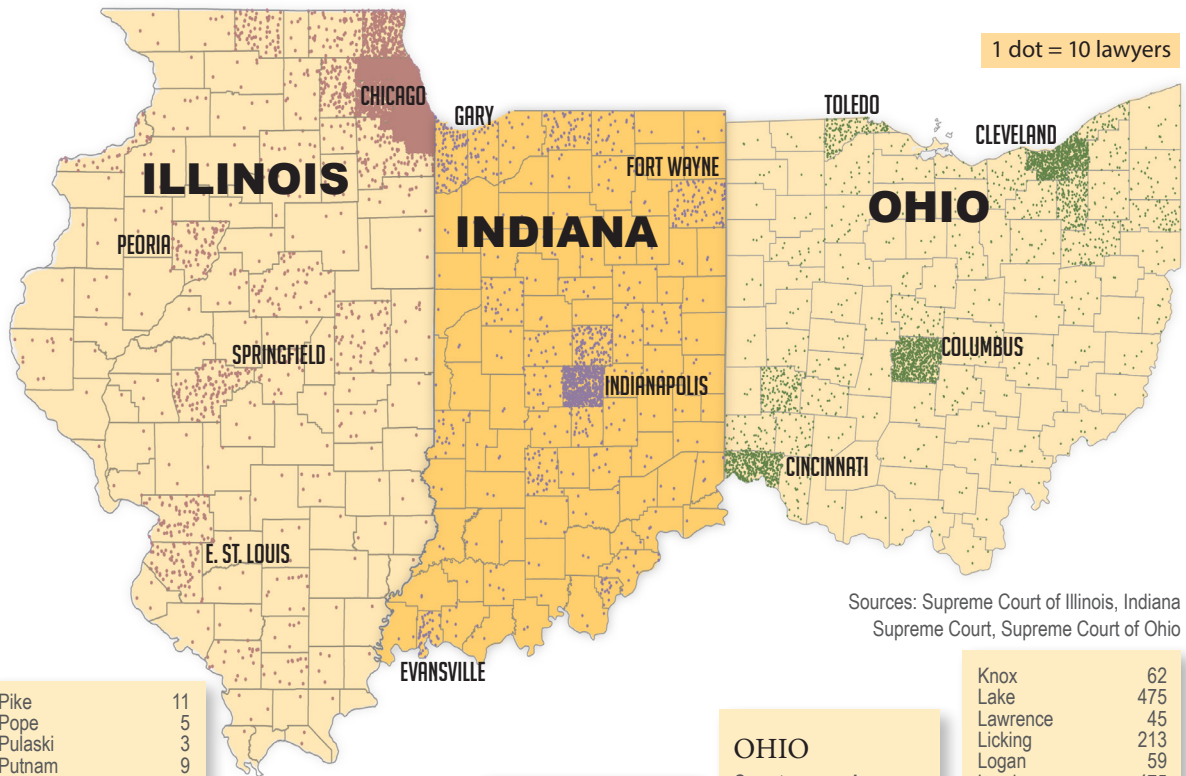
Lawyers by County

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

ILLINOIS

County	Lawyers
Adams	111
Alexander	7
Bond	14
Boone	45
Brown	11
Bureau	28
Calhoun	5
Carroll	13
Cass	9
Champaign	539
Christian	35
Clark	13
Clay	11
Clinton	23
Coles	84
Cook	46,345
Crawford	19
Cumberland	7
DeKalb	168
De Witt	17
Douglas	19
DuPage	4,312
Edgar	20
Edwards	4
Effingham	56
Fayette	22
Ford	13
Franklin	49
Fulton	29
Gallatin	7
Greene	17
Grundy	73
Hamilton	10
Hancock	13
Hardin	3
Henderson	9
Henry	45
Iroquois	21
Jackson	189
Jasper	9
Jefferson	109
Jersey	17
Jo Daviess	34
Johnson	11
Kane	1,139
Kankakee	111
Kendall	100
Knox	51
Lake	3,023
LaSalle	205
Lawrence	13
Lee	37
Livingston	43
Logan	22
Macon	210
Macoupin	34
Madison	725
Marion	42
Marshall	9
Mason	10
Massac	15
McDonough	38
McHenry	568
McLean	543
Menard	10
Mercer	6
Monroe	34
Montgomery	22
Morgan	39
Moultrie	13
Ogle	52
Peoria	722
Perry	23
Piatt	23



1 dot = 10 lawyers

Sources: Supreme Court of Illinois, Indiana Supreme Court, Supreme Court of Ohio

Pike	11
Pope	5
Pulaski	3
Putnam	9
Randolph	27
Richland	22
Rock Island	330
Saline	43
Sangamon	1,137
Schuyler	9
Scott	5
Shelby	16
St. Clair	694
Stark	6
Stephenson	53
Tazewell	112
Union	29
Vermilion	101
Wabash	14
Warren	19
Washington	21
Wayne	12
White	12
Whiteside	79
Will	981
Williamson	137
Winnebago	718
Woodford	25

INDIANA

County	Lawyers
Adams	30
Allen	793
Bartholomew	103
Benton	10
Blackford	10
Boone	159
Brown	19
Carroll	20
Cass	45
Clark	131
Clay	18
Clinton	27
Crawford	7

Daviess	21
Dearborn	54
Decatur	32
DeKalb	41
Delaware	149
Dubois	57
Elkhart	256
Fayette	18
Floyd	161
Fountain	22
Franklin	17
Fulton	16
Gibson	25
Grant	68
Greene	24
Hamilton	1,174
Hancock	114
Harrison	28
Hendricks	193
Henry	35
Howard	87
Huntington	38
Jackson	46
Jasper	28
Jay	16
Jefferson	36
Jennings	19
Johnson	239
Knox	42
Kosciusko	97
LaGrange	21
Lake	1,049
LaPorte	136
Lawrence	42
Madison	155
Marion	6,534
Marshall	45
Martin	8

Miami	30
Monroe	404
Montgomery	42
Morgan	73
Newton	19
Noble	38
Ohio	9
Orange	17
Owen	17
Parke	10
Perry	16
Pike	11
Porter	358
Posey	17
Pulaski	17
Putnam	29
Randolph	19
Ripley	35
Rush	20
Scott	25
Shelby	72
Spencer	15
St. Joseph	587
Starke	18
Steuben	39
Sullivan	16
Switzerland	9
Tippecanoe	307
Tipton	11
Union	6
Vanderburgh	474
Vermillion	11
Vigo	197
Wabash	26
Warren	9
Warrick	63
Washington	24
Wayne	66
Wells	22
White	28
Whitley	32

OHIO

County	Lawyers
Adams	25
Allen	156
Ashland	46
Ashtabula	100
Athens	102
Auglaize	54
Belmont	67
Brown	32
Butler	485
Carroll	16
Champaign	36
Clark	163
Clermont	258
Clinton	53
Columbiana	75
Coshocton	24
Crawford	41
Cuyahoga	8,723
Darke	42
Defiance	50
Delaware	394
Erie	162
Fairfield	171
Fayette	26
Franklin	7,859
Fulton	39
Gallia	23
Geauga	203
Greene	226
Guernsey	37
Hamilton	4,679
Hancock	164
Hardin	45
Harrison	14
Henry	24
Highland	31
Hocking	28
Holmes	37
Huron	47
Jackson	32
Jefferson	76

Knox	62
Lake	475
Lawrence	45
Licking	213
Logan	59
Lorain	475
Lucas	1,584
Madison	39
Mahoning	554
Marion	77
Medina	330
Meigs	18
Mercer	38
Miami	113
Monroe	19
Montgomery	1,497
Morgan	10
Morrow	20
Muskingum	107
Noble	8
Ottawa	66
Paulding	14
Perry	19
Pickaway	49
Pike	21
Portage	207
Preble	34
Putnam	25
Richland	172
Ross	75
Sandusky	70
Scioto	94
Seneca	57
Shelby	52
Stark	800
Summit	1,903
Trumbull	277
Tuscarawas	119
Union	112
Van Wert	31
Vinton	8
Warren	347
Washington	76
Wayne	160
Williams	33
Wood	217
Wyandot	30

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

1 dot = 10 lawyers

Sources: Kentucky Bar Association,
Supreme Court of Tennessee



TENNESSEE

County	Lawyers
Anderson	147
Bedford	58
Benton	18
Bledsoe	6
Blount	172
Bradley	130
Campbell	36
Cannon	8
Carroll	28
Carter	53
Cheatham	55
Chester	8
Claiborne	28
Clay	2
Cocke	33
Coffee	86
Crockett	12
Cumberland	48
Davidson	5,663
Decatur	10
DeKalb	23
Dickson	73
Dyer	62
Fayette	41
Fentress	18
Franklin	39
Gibson	48
Giles	28
Grainger	9
Greene	83
Grundy	6
Hamblen	78
Hamilton	1,234
Hancock	2
Hardeman	11
Hardin	27
Hawkins	31
Haywood	17
Henderson	21
Henry	37
Hickman	16
Houston	6
Humphreys	18

Jackson	9
Jefferson	46
Johnson	13
Knox	1,962
Lake	4
Lauderdale	10
Lawrence	45
Lewis	6
Lincoln	30
Loudon	30
Macon	14
Madison	256
Marion	34
Marshall	27
Maury	140
McMinn	41
McNairy	17
Meigs	4
Monroe	24
Montgomery	236
Moore	4
Morgan	12
Obion	26
Overton	25
Perry	4
Pickett	5
Polk	3
Putnam	164
Rhea	15
Roane	58
Robertson	73
Rutherford	420
Scott	29
Sequatchie	10
Sevier	120
Shelby	3,445
Smith	23
Stewart	7
Sullivan	302
Sumner	283
Tipton	52
Trousdale	10
Unicoi	18
Union	8
Van Buren	1
Warren	49
Washington	228
Wayne	6
Weakley	32
White	24
Williamson	1,229
Wilson	211

KENTUCKY

County	Lawyers
Adair	21
Allen	11
Anderson	35
Ballard	8
Barren	58
Bath	14
Bell	40
Boone	266
Bourbon	39
Boyd	118
Boyle	75
Bracken	11
Breathitt	18
Breckinridge	11
Bullitt	81
Butler	7
Caldwell	16
Calloway	52
Campbell	277
Carlisle	2
Carroll	16
Carter	23
Casey	9
Christian	79
Clark	52
Clay	31
Clinton	14
Crittenden	11
Cumberland	8
Daviess	212

Edmonson	6
Elliott	5
Estill	9
Fayette	2,291
Fleming	14
Floyd	93
Franklin	610
Fulton	11
Gallatin	6
Garrard	18
Grant	26
Graves	39
Grayson	29
Green	10
Greenup	47
Hancock	10
Hardin	154
Harlan	33
Harrison	28
Hart	13
Henderson	92
Henry	23
Hickman	7
Hopkins	72
Jackson	7
Jefferson	4,940
Jessamine	98
Johnson	51
Kenton	790
Knott	24

Knox	38
Larue	17
Laurel	124
Lawrence	16
Lee	3
Leslie	16
Letcher	28
Lewis	7
Lincoln	17
Livingston	9
Logan	25
Lyon	15
Madison	157
Magoffin	20
Marion	31
Marshall	31
Martin	13
Mason	32
McCracken	240
McCreary	8
McLean	4
Meade	19
Menifee	3
Mercer	36
Metcalfe	8
Monroe	8
Montgomery	38
Morgan	11
Muhlenberg	26
Nelson	63

Nicholas	5
Ohio	21
Oldham	243
Owen	14
Owsley	3
Pendleton	12
Perry	71
Pike	165
Powell	16
Pulaski	104
Robertson	2
Rockcastle	16
Rowan	50
Russell	19
Scott	105
Shelby	104
Simpson	17
Spencer	24
Taylor	38
Todd	9
Trigg	12
Trimble	5
Union	10
Warren	316
Washington	14
Wayne	20
Webster	11
Whitley	77
Wolfe	10
Woodford	110

LEGAL DESERTS

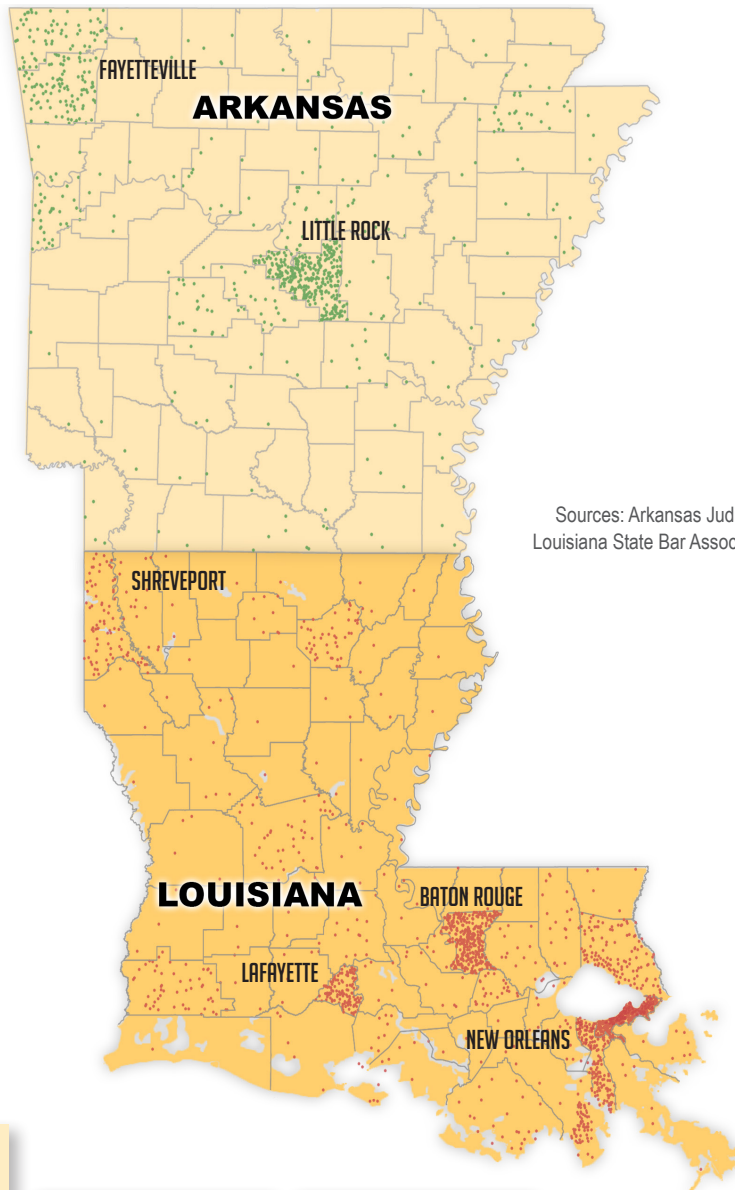
Lawyers by County

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

ARKANSAS

County	Lawyers
Arkansas	27
Ashley	20
Baxter	56
Benton	637
Boone	49
Bradley	7
Calhoun	2
Carroll	32
Chicot	15
Clark	46
Clay	10
Cleburne	41
Cleveland	0
Columbia	23
Conway	27
Craighead	252
Crawford	63
Crittenden	50
Cross	19
Dallas	7
Desha	18
Drew	32
Faulkner	232
Franklin	15
Fulton	4
Garland	226
Grant	19
Greene	35
Hempstead	22
Hot Spring	32
Howard	8
Independence	55
Izard	14
Jackson	18
Jefferson	118
Johnson	15
Lafayette	2
Lawrence	9
Lee	12
Lincoln	11
Little River	9
Logan	16
Lonoke	78
Madison	10
Marion	11
Miller	44
Mississippi	33
Monroe	8
Montgomery	3
Nevada	9
Newton	4
Ouachita	22
Perry	9
Phillips	33
Pike	4
Poinsett	17
Polk	21
Pope	91
Prairie	9
Pulaski	3,415
Randolph	16
St. Francis	25
Saline	189
Scott	4
Searcy	6
Sebastian	351
Sevier	8
Sharp	17
Stone	11
Union	80
Van Buren	25
Washington	1,034
White	103
Woodruff	6
Yell	14



LOUISIANA

Parish	Lawyers
Acadia	61
Allen	29
Ascension	242
Assumption	19
Avoyelles	61
Beauregard	31
Bienville	11
Bossier	142
Caddo	851
Calcasieu	548
Caldwell	19
Cameron	5
Catahoula	8
Claiborne	8
Concordia	31
De Soto	26
East Baton Rouge	3,538
East Carroll	4
East Feliciana	31
Evangeline	42
Franklin	17

Grant	9
Iberia	124
Iberville	81
Jackson	11
Jefferson	2,444
Jefferson Davis	31
La Salle	15
Lafayette	1,267
Lafourche	153
Lincoln	78
Livingston	148
Madison	10
Morehouse	17
Natchitoches	82
Orleans	5,805
Ouachita	435
Plaquemines	56
Pointe Coupee	41
Rapides	390
Red River	10
Richland	19
Sabine	13

St. Bernard	79
St. Charles	98
St. Helena	7
St. James	24
St. Landry	162
St. Martin	56
St. Mary	56
St. Tammany	1,206
St. John the Baptist	66
Tangipahoa	207
Tensas	8
Terrebonne	199
Union	13
Vermilion	61
Vernon	38
Washington	45
Webster	30
West Baton Rouge	57
West Carroll	6
West Feliciana	33
Winn	14

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County



1 dot = 10 lawyers

Sources: Mississippi Bar,
Alabama State Bar

MISSISSIPPI

County	Lawyers
Adams	81
Alcorn	47
Amite	8
Attala	20
Benton	7
Bolivar	75
Calhoun	10
Carroll	5
Chickasaw	14
Choctaw	5
Claiborne	8
Clarke	6
Clay	24
Coahoma	58
Copiah	32
Covington	14
Desoto	184
Forrest	354
Franklin	11
George	11
Greene	6
Grenada	44

Hancock	60
Harrison	661
Hinds	2,132
Holmes	19
Humphreys	4
Issaquena	0
Itawamba	8
Jackson	232
Jasper	14
Jefferson	5
Jefferson Davis	4
Jones	96
Kemper	3
Lafayette	435
Lamar	25
Lauderdale	123
Lawrence	10
Leake	17
Lee	262
Leflore	66
Lincoln	42
Lowndes	96

Madison	971
Marion	22
Marshall	22
Monroe	37
Montgomery	13
Neshoba	41
Newton	15
Noxubee	4
Oktibbeha	67
Panola	52
Pearl River	41
Perry	3
Pike	67
Pontotoc	19
Prentiss	30
Quitman	5
Rankin	342
Scott	16
Sharkey	3
Simpson	32
Smith	13
Stone	14

Sunflower	21
Tallahatchie	15
Tate	19
Tippah	13
Tishomingo	17
Tunica	11
Union	26
Walthall	9
Warren	110
Washington	88
Wayne	15
Webster	10
Wilkinson	7
Winston	14
Yalobusha	15
Yazoo	15

ALABAMA

County	Lawyers
Autauga	82
Baldwin	583
Barbour	34
Bibb	16
Blount	58
Bullock	18
Butler	27
Calhoun	199
Chambers	33
Cherokee	16
Chilton	49
Choctaw	18
Clarke	31
Clay	14
Cleburne	9
Coffee	85
Colbert	70
Conecuh	11
Coosa	9
Covington	58
Crenshaw	12
Cullman	103
Dale	40
Dallas	77
DeKalb	63
Elmore	126
Escambia	54
Etowah	169
Fayette	15
Franklin	24
Geneva	22
Greene	8
Hale	12
Henry	17

Houston	242
Jackson	53
Jefferson	5,588
Lamar	11
Lauderdale	210
Lawrence	33
Lee	271
Limestone	74
Lowndes	7
Macon	27
Madison	991
Marengo	21
Marion	33
Marshall	124
Mobile	1,292
Monroe	31
Montgomery	1,643
Morgan	158
Perry	9
Pickens	19
Pike	53
Randolph	17
Russell	60
Shelby	729
St. Clair	106
Sumter	17
Talladega	96
Tallapoosa	60
Tuscaloosa	579
Walker	122
Washington	16
Wilcox	12
Winston	28

LEGAL DESERTS

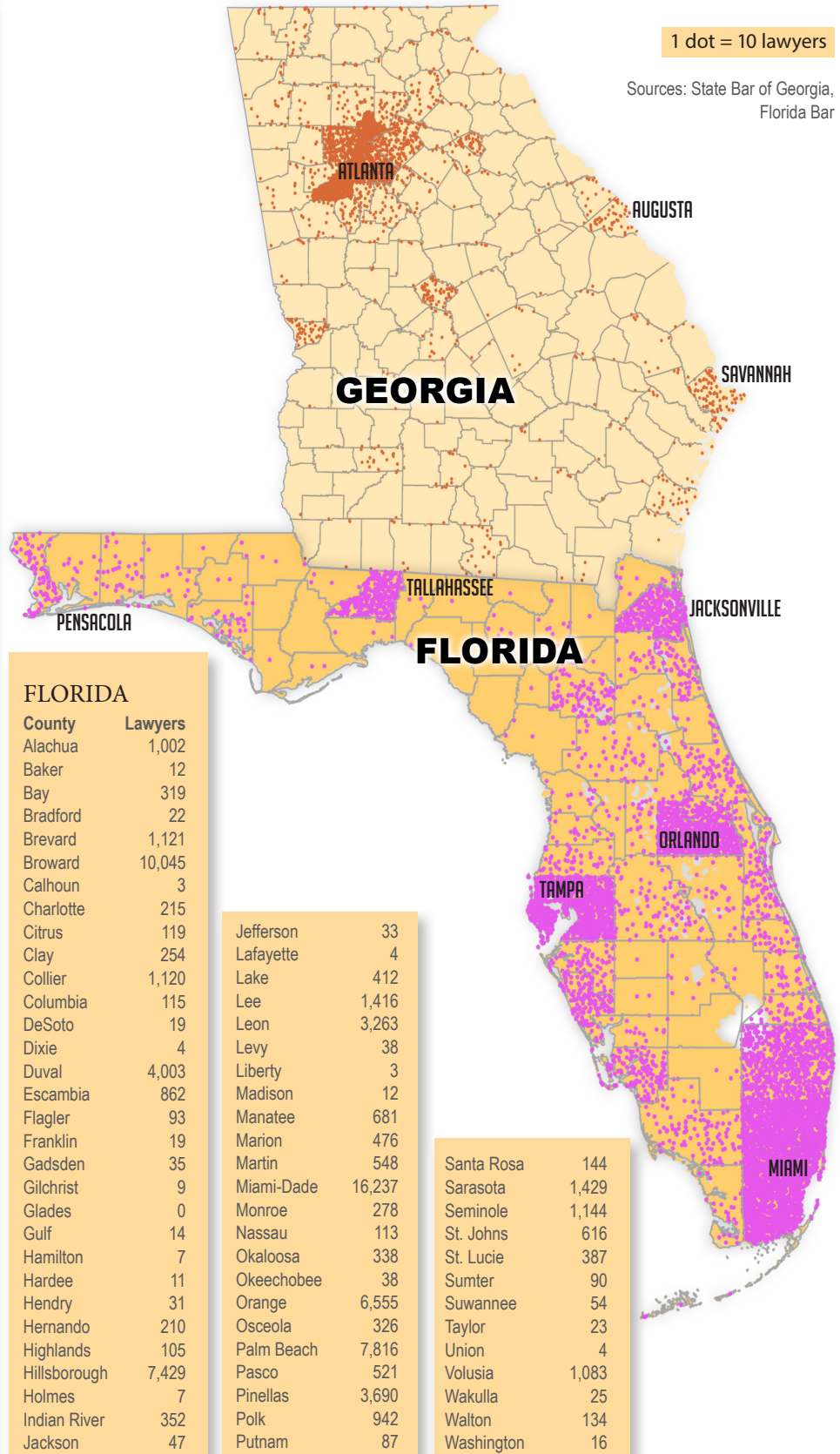
Lawyers by County

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

GEORGIA

County	Lawyers		
Appling	9	Jasper	11
Atkinson	3	Jeff Davis	10
Bacon	6	Jefferson	8
Baker	0	Jenkins	5
Baldwin	61	Johnson	1
Banks	5	Jones	21
Barrow	63	Lamar	10
Bartow	126	Lanier	3
Ben Hill	14	Laurens	69
Berrien	15	Lee	9
Bibb	689	Liberty	57
Bleckley	12	Lincoln	4
Brantley	2	Long	1
Brooks	5	Lowndes	215
Bryan	37	Lumpkin	45
Bulloch	102	Macon	2
Burke	5	Madison	14
Butts	24	Marion	2
Calhoun	1	McDuffie	28
Camden	37	McIntosh	25
Candler	12	Meriwether	16
Carroll	155	Miller	5
Catoosa	43	Mitchell	16
Charlton	4	Monroe	51
Chatham	951	Montgomery	1
Chattahoochee	1	Morgan	36
Chattooga	25	Murray	7
Cherokee	348	Muscogee	445
Clarke	411	Newton	98
Clay	0	Oconee	106
Clayton	288	Oglethorpe	7
Clinch	8	Paulding	104
Cobb	3,147	Peach	22
Coffee	46	Pickens	58
Colquitt	46	Pierce	8
Columbia	143	Pike	21
Cook	19	Polk	41
Coweta	172	Pulaski	9
Crawford	4	Putnam	18
Crisp	34	Quitman	2
Dade	9	Rabun	39
Dawson	29	Randolph	8
Decatur	27	Richmond	460
DeKalb	3,350	Rockdale	168
Dodge	20	Schley	1
Dooly	7	Screven	6
Dougherty	215	Seminole	8
Douglas	204	Spalding	88
Early	13	Stephens	32
Echols	0	Stewart	6
Effingham	29	Sumter	43
Elbert	23	Talbot	3
Emanuel	26	Taliaferro	2
Evans	8	Tattall	7
Fannin	47	Taylor	4
Fayette	293	Telfair	5
Floyd	180	Terrell	9
Forsyth	373	Thomas	70
Franklin	28	Tift	77
Fulton	14,418	Toombs	37
Gilmer	38	Towns	17
Glascok	1	Treutlen	3
Glynn	273	Troup	74
Gordon	41	Turner	7
Grady	13	Twiggs	1
Greene	36	Union	32
Gwinnett	1,871	Upson	29
Habersham	60	Walker	71
Hall	353	Walton	98
Hancock	5	Ware	66
Haralson	21	Warren	5
Harris	19	Washington	9
Hart	20	Wayne	25
Heard	5	Webster	0
Henry	280	Wheeler	1
Houston	167	White	31
Inwin	7	Whitfield	154
Jackson	57	Wilcox	1
		Wilkes	8
		Wilkinson	5
		Worth	5

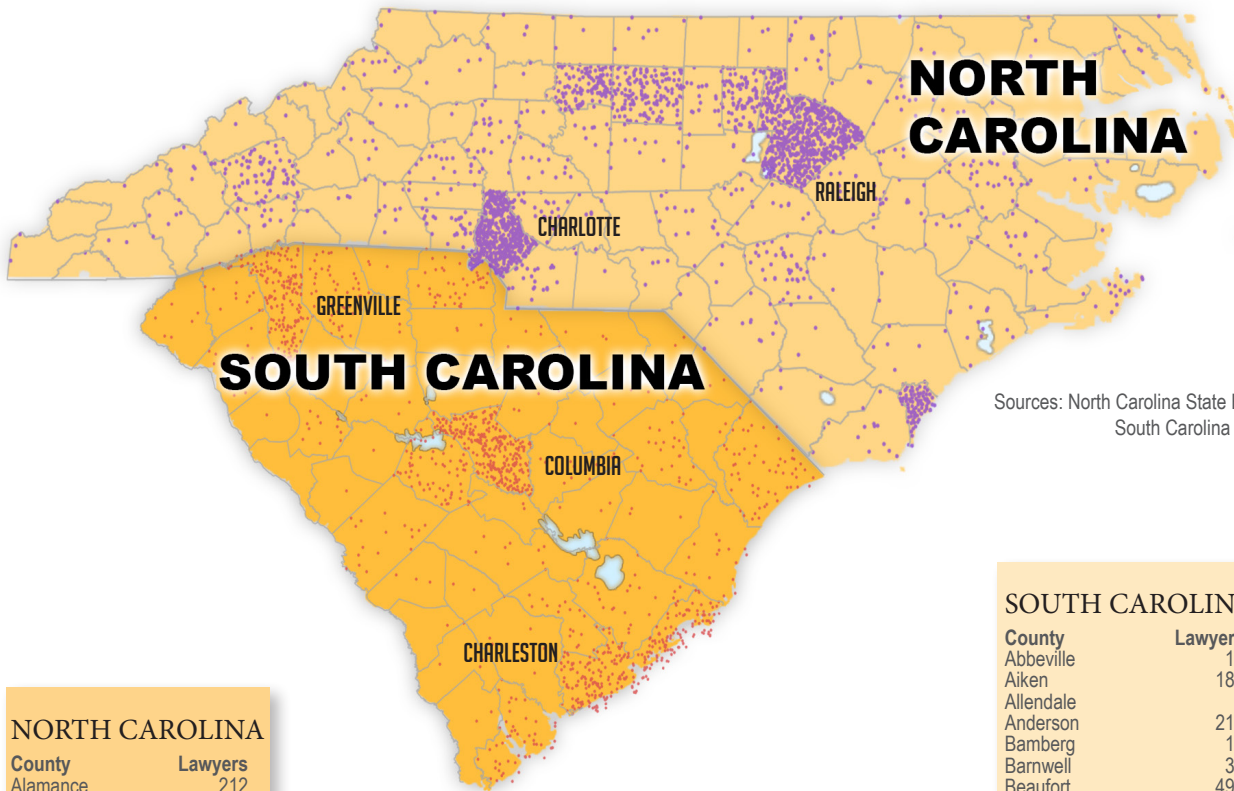


Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

1 dot = 10 lawyers



Sources: North Carolina State Bar,
South Carolina Bar

NORTH CAROLINA

County	Lawyers
Alamance	212
Alexander	19
Alleghany	9
Anson	17
Ashe	21
Avery	19
Beaufort	66
Bertie	10
Bladen	29
Brunswick	151
Buncombe	745
Burke	76
Cabarrus	237
Caldwell	47
Camden	2
Carteret	124
Caswell	14
Catawba	197
Chatham	94
Cherokee	31
Chowan	17
Clay	12
Cleveland	84
Columbus	62
Craven	188
Cumberland	385
Currituck	16
Dare	88
Davidson	112
Davie	45
Duplin	30
Durham	1,411
Edgecombe	53
Forsyth	1,223
Franklin	51
Gaston	287
Gates	2
Graham	6
Granville	161
Greene	6

Guilford	1,326
Guilford-High Pt.	175
Halifax	42
Harnett	100
Haywood	91
Henderson	140
Hertford	30
Hoke	33
Hyde	5
Iredell	249
Jackson	72
Johnston	182
Jones	5
Lee	73
Lenoir	59
Lincoln	70
Macon	37
Madison	17
Martin	14
McDowell	43
Mecklenburg	5,634
Mitchell	13
Montgomery	14
Moore	165
Nash	126
New Hanover	812
Northampton	11
Onslow	146
Orange	869
Pamlico	11
Pasquotank	59
Pender	55
Perquimans	7

Person	40
Pitt	286
Polk	23
Randolph	108
Richmond	47
Robeson	119
Rockingham	69
Rowan	148
Rutherford	45
Sampson	43
Scotland	24
Stanly	56
Stokes	30
Surry	74
Swain	19
Transylvania	40
Tyrrell	2
Union	246
Vance	38
Wake	5,947
Warren	11
Washington	4
Watauga	103
Wayne	105
Wilkes	65
Wilson	104
Yadkin	28
Yancey	18

SOUTH CAROLINA

County	Lawyers
Abbeville	10
Aiken	180
Allendale	8
Anderson	219
Bamberg	16
Barnwell	31
Beaufort	499
Berkeley	231
Calhoun	15
Charleston	2,876
Cherokee	34
Chester	30
Chesterfield	30
Clarendon	29
Colleton	59
Darlington	61
Dillon	21
Dorchester	169
Edgefield	13
Fairfield	30
Florence	260
Georgetown	165
Greenville	1,810
Greenwood	119
Hampton	35
Horry	588
Jasper	15
Kershaw	83
Lancaster	59
Laurens	41
Lee	11
Lexington	625
Marion	21
Marlboro	17
McCormick	2
Newberry	49
Oconee	74
Orangeburg	91
Pickens	108
Richland	3,184
Saluda	6
Spartanburg	483
Sumter	127
Union	18
Williamsburg	30
York	395

LEGAL DESERTS

Lawyers by County

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

VIRGINIA

County	Lawyers
Accomack	28
Albemarle	57
Alexandria	1,675
Alleghany	3
Amelia	14
Amherst	19
Appomattox	14
Arlington	1,659
Augusta	25
Bath	8
Bedford	79
Bland	2
Botetourt	25
Bristol	55
Brunswick	10
Buchanan	35
Buckingham	7
Buena Vista	3
Campbell	29
Caroline	18
Carroll	19
Charles City	3
Charlotte	6
Charlottesville	601
Chesapeake	319
Chesterfield	520
Clarke	23
Colonial Heights	34
Covington	12
Craig	2
Culpeper	55
Cumberland	3
Danville	74
Dickenson	15
Dinwiddie	8
Emporia	11
Essex	13
Fairfax City and County	5,198
Falls Church	546
Fauquier	132
Floyd	9
Fluvanna	22
Franklin City	10
Franklin County	29
Frederick	17
Fredericksburg	264
Galax	9
Giles	15
Gloucester	36
Goochland	43
Grayson	7
Greene	9
Greensville	1
Halifax	31
Hampton	164
Hanover	148
Harrisonburg	181
Henrico	594
Henry	5
Highland	2
Hopewell	31
Isle of Wight	32
James City	8
King and Queen	2
King George	12
King William	10
Lancaster	43
Lee	20
Lexington	51
Loudoun	749
Louisa	25
Lunenburg	6
Lynchburg	217

Madison	20
Manassas	306
Manassas Park	5
Martinsville	44
Mathews	9
Mecklenburg	22
Middlesex	18
Montgomery	116
Nelson	24
New Kent	20
Newport News	305
Norfolk	854
Northampton	12
Northumberland	21

Norton	17
Nottoway	9
Orange	52
Page	18
Patrick	11
Petersburg	50
Pittsylvania	19
Poquoson	7
Portsmouth	127
Powhatan	25
Prince Edward	28
Prince George	15
Prince William	341
Pulaski	35
Radford	23
Rappahannock	17
Richmond City	3,707
Richmond County	4
Roanoke City	604
Roanoke County	12
Rockbridge	2
Rockingham	24
Russell	30
Salem	66
Scott	19
Shenandoah	34
Smyth	25
Southampton	14
Spotsylvania	43
Stafford	85
Staunton	76
Suffolk	99
Surry	4
Sussex	7
Tazewell	65
Virginia Beach	1,097
Warren	48
Washington	105
Waynesboro	26
Westmoreland	19
Williamsburg	241
Winchester	149
Wise	57
Wythe	29
York	63

WEST VIRGINIA

County	Lawyers
Barbour	11
Berkeley	174
Boone	32
Braxton	8
Brooke	26
Cabell	377
Calhoun	4
Clay	7
Doddridge	5
Fayette	40
Gilmer	8
Grant	7
Greenbrier	69
Hampshire	17
Hancock	73
Hardy	18
Harrison	231
Jackson	34
Jefferson	72
Kanawha	1,657
Lewis	21
Lincoln	15
Logan	29
McDowell	13
Marion	97
Marshall	39
Mason	21

Mercer	92
Mineral	21
Mingo	39
Monongalia	519
Monroe	10
Morgan	13
Nicholas	20
Ohio	274
Pendleton	9
Pleasants	8
Pocahontas	7
Preston	36
Putnam	103
Raleigh	115
Randolph	38
Ritchie	8
Roane	13
Summers	14
Taylor	10
Tucker	6
Tyler	4
Upshur	32
Wayne	15
Webster	5
Wetzel	11
Wirt	2
Wood	140
Wyoming	12

MARYLAND

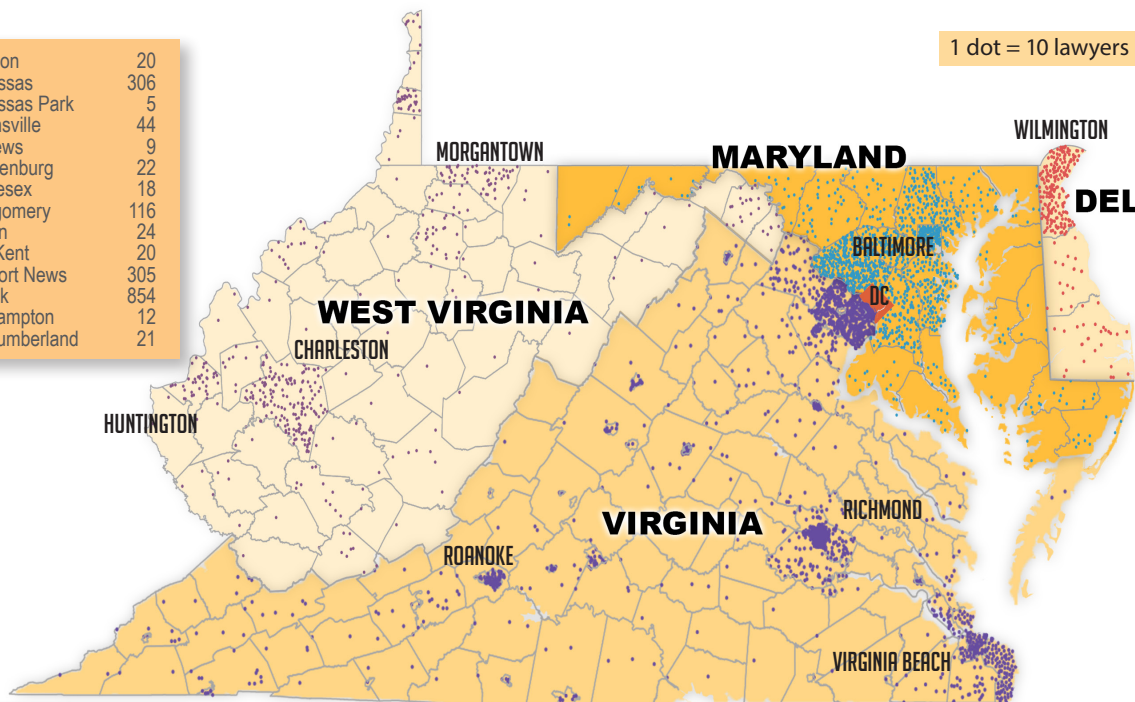
County	Lawyers
Allegany	94
Anne Arundel	1,587
Baltimore City	4,927
Baltimore County	2,232
Calvert	140
Caroline	29
Carroll	256
Cecil	81
Charles	149
Dorchester	35
Frederick	381
Garrett	26
Harford	333
Howard	1,110
Kent	42
Montgomery	4,665
Prince George's	1,494
Queen Anne's	78
Somerset	15
St. Mary's	92
Talbot	124
Washington	144
Wicomico	161
Worcester	97

DISTRICT OF COLUMBIA

District	Lawyers
	27,743

DELAWARE

County	Lawyers
New Castle	2,068
Kent	164
Sussex	255



Sources: Virginia State Bar, West Virginia State Bar, Maryland Judiciary, Delaware Supreme Court

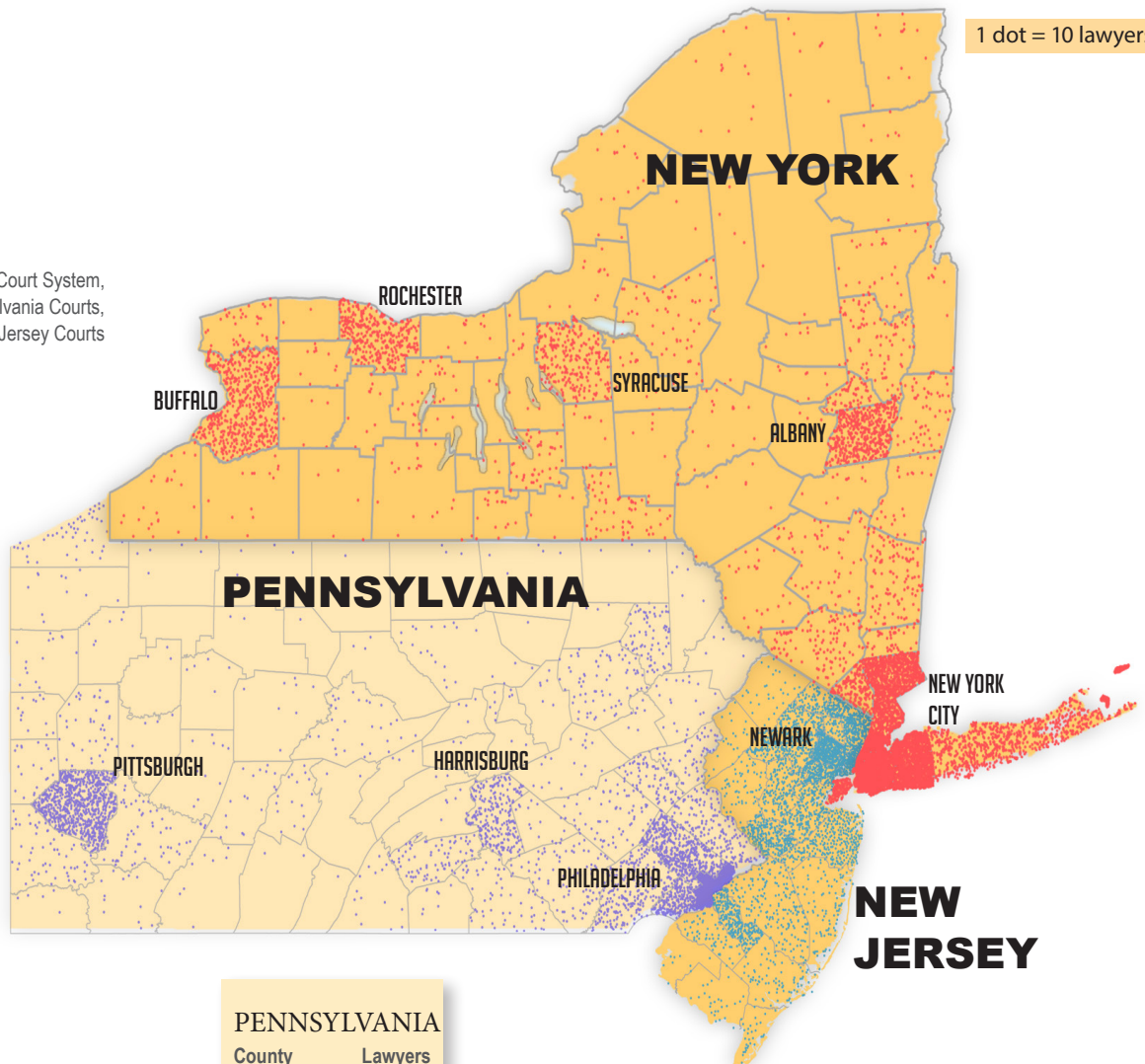
Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

1 dot = 10 lawyers

Sources: New York State Unified Court System,
Administrative Office of Pennsylvania Courts,
New Jersey Courts



NEW YORK

County	Lawyers
Albany	4,939
Allegany	54
Bronx	3,201
Broome	607
Cattaraugus	136
Cayuga	142
Chautauqua	263
Chemung	170
Chenango	73
Clinton	149
Columbia	262
Cortland	87
Delaware	92
Dutchess	1,127
Erie	5,669
Essex	102
Franklin	96
Fulton	76
Genesee	114
Greene	131
Hamilton	22
Herkimer	73
Jefferson	157
Kings	10,266
Lewis	27
Livingston	108
Madison	129
Monroe	3,657
Montgomery	81
Nassau	14,866
New York	95,005
Niagara	398
Oneida	614
Onondaga	2,562
Ontario	286
Orange	1,136
Orleans	31
Oswego	135
Otsego	154
Putnam	406
Queens	7,176
Rensselaer	591
Richmond	1,538
Rockland	1,608
Saratoga	816
Schenectady	602

PENNSYLVANIA

County	Lawyers
Adams	88
Allegheny	9,171
Armstrong	44
Beaver	213
Bedford	22
Berks	670
Blair	163
Bradford	60
Bucks	1,708
Butler	405
Cambria	180
Cameron	5
Carbon	64
Centre	296
Chester	2,445
Clarion	34
Clearfield	82
Clinton	30
Columbia	61
Crawford	112
Cumberland	841
Dauphin	2,506
Delaware	2,310
Elk	24
Erie	510
Fayette	128
Forest	2

Schoharie	55
Schuyler	35
Seneca	39
St. Lawrence	147
Steuben	200
Suffolk	8,265
Sullivan	225
Tioga	52
Tompkins	455
Ulster	613
Warren	274
Washington	85
Wayne	119
Westchester	11,709
Wyoming	52
Yates	37

Franklin	153
Fulton	5
Greene	46
Huntingdon	24
Indiana	96
Jefferson	49
Juniata	15
Lackawanna	739
Lancaster	888
Lawrence	132
Lebanon	135
Lehigh	810
Luzerne	715
Lycoming	215
McKean	40
Mercer	140
Mifflin	28
Monroe	197
Montgomery	5,122
Montour	33

Northampton	499
Northumberland	82
Perry	46
Philadelphia	14,382
Pike	61
Potter	12
Schuylkill	171
Snyder	22
Somerset	78
Sullivan	6
Susquehanna	33
Tioga	42
Union	44
Venango	55
Warren	48
Washington	612
Wayne	59
Westmoreland	629
Wyoming	27
York	599

NEW JERSEY

County	Lawyers
Atlantic	818
Bergen	5,156
Burlington	1,980
Camden	3,061
Cape May	240
Cumberland	218
Essex	5,758
Gloucester	629
Hudson	2,161
Hunterdon	611
Mercer	2,795
Middlesex	2,583
Monmouth	3,139
Morris	4,410
Ocean	1,084
Passaic	1,203
Salem	90
Somerset	1,816
Sussex	325
Union	2,511
Warren	206

LEGAL DESERTS

Lawyers by County

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

1 dot = 10 lawyers

MAINE

County	Lawyers
Androscoggin	208
Aroostook	72
Cumberland	2,061
Franklin	25
Hancock	104
Kennebec	493
Knox	100
Lincoln	67
Oxford	45
Penobscot	325
Piscataquis	7
Sagadahoc	89
Somerset	33
Waldo	41
Washington	28
York	310

VERMONT

County	Lawyers
Addison	86
Bennington	78
Caledonia	63
Chittenden	791
Essex	5
Franklin	48
Grand Isle	14
Lamoille	59
Orleans	28
Orange	43
Rutland	183
Sagadahoc	513
Windham	103
Windsor	181

NEW HAMPSHIRE

County	Lawyers
Belknap	126
Carroll	79
Cheshire	93
Coos	22
Grafton	182
Hillsborough	1,195
Merrimack	937
Rockingham	660
Strafford	161
Sullivan	44

MASSACHUSETTS

County	Lawyers
Barnstable	952
Berkshire	354
Bristol	1,420
Dukes	94
Essex	3,334
Franklin	143
Hampden	1,507
Hampshire	497
Middlesex	9,112
Nantucket	49
Norfolk	4,395
Plymouth	1,723
Suffolk	17,735
Worcester	2,372

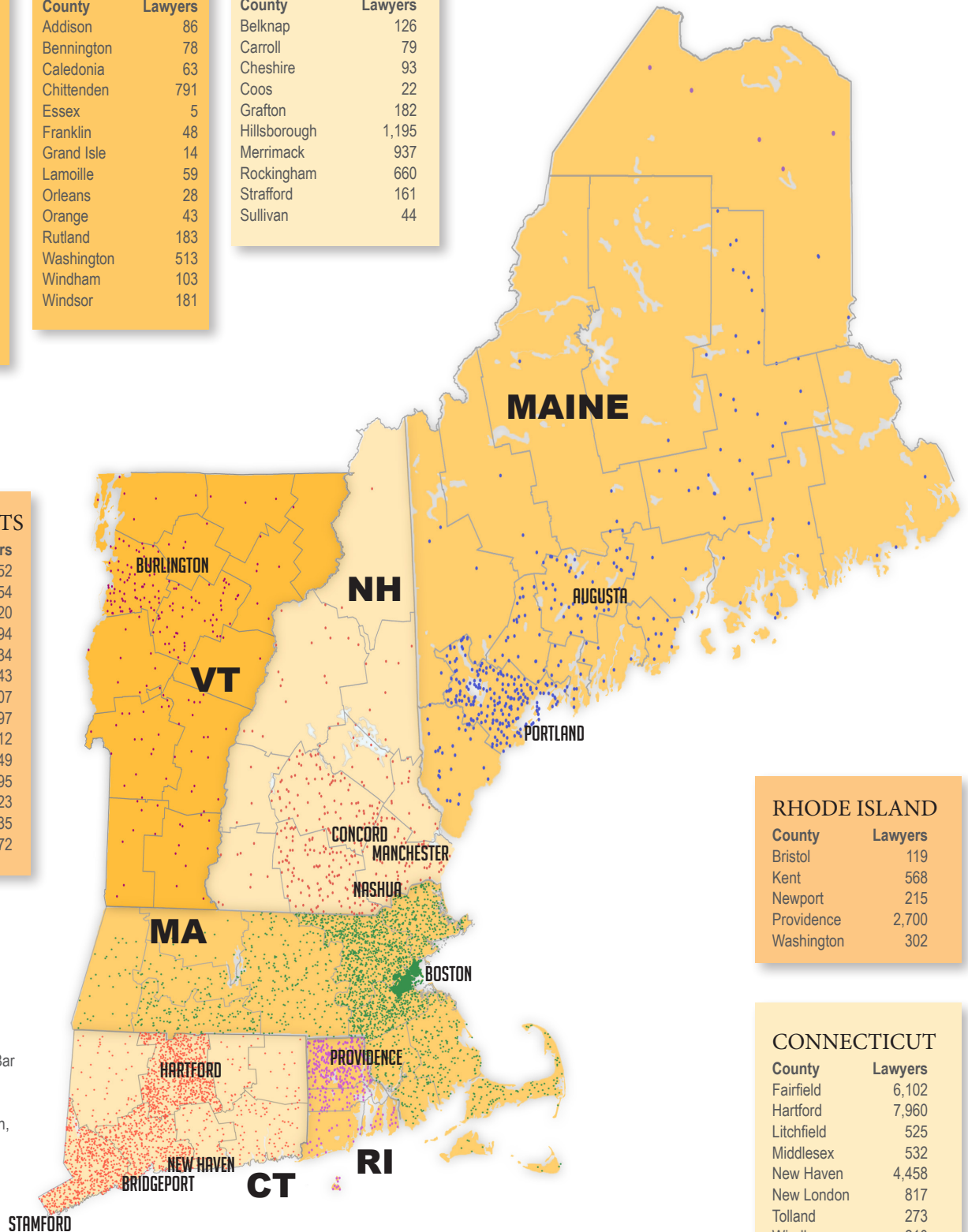
RHODE ISLAND

County	Lawyers
Bristol	119
Kent	568
Newport	215
Providence	2,700
Washington	302

CONNECTICUT

County	Lawyers
Fairfield	6,102
Hartford	7,960
Litchfield	525
Middlesex	532
New Haven	4,458
New London	817
Tolland	273
Windham	210

Sources: Maine Board of Overseers of the Bar, Vermont Office of Attorney Licensing, New Hampshire Bar Association, Massachusetts Board of Bar Overseers, Rhode Island Bar Association, Connecticut Judicial Branch



Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL DESERTS
Lawyers by County

1 dot = 10 lawyers



Sources: Hawaii State Bar Association,
Alaska Bar Association

HAWAII

County	Lawyers
Hawaii	390
Honolulu	4,643
Kalawao	0
Kauai	139
Maui	340

ALASKA

Borough/Census Area	Lawyers
Anchorage	1,540
Bethel	24
Chugach	2
Dillingham	5
Fairbanks North Star	188
Haines	2
Juneau	204
Kenai Peninsula	93
Ketchikan Gateway	30
Kodiak Island	20
Matanuska-Susitna	120
Nome	13
North Slope	8
Northwest Arctic	6
Petersburg	3
Prince of Wales-Hyder	1
Sitka	22
Skagway	1
Southeast Fairbanks	2
Valdez-Cordova	3

Profile of the Legal Profession

ABA AMERICAN **BAR** ASSOCIATION

NEW
FOR 2020

LAW SCHOOL DEBT

Chapter 2

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LAW SCHOOL DEBT

How it Affects New Lawyers

Many new lawyers are postponing major life decisions like marriage, having children and buying houses – or rejecting them outright -- because they are carrying heavy student loan debts. That's the conclusion of a new survey by the ABA Young Lawyers Division and the ABA Media Relations and Strategic Communications Division.

The survey of nearly 1,100 new lawyers – most of them young people, but also many over the age of 40 – shows that student loan debt is forcing the newest generation of lawyers to make major financial, personal and career sacrifices.

The poll was conducted online from March 1 to March 31, 2020, among members of the ABA Young Lawyers Division and other relatively new lawyers. It was completed by 1,084 lawyers, including some who have recently graduated from law school and are not yet licensed to practice. The median age of those who completed the survey was 32, most were women (60%) and more than half were in private practice (58%).

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

Having children: Nearly half (48%) said they have postponed or decided not to have children because of their debts.

Getting married: More than 1 in 4 (29%) said they have postponed or decided not to get married because of their debts.

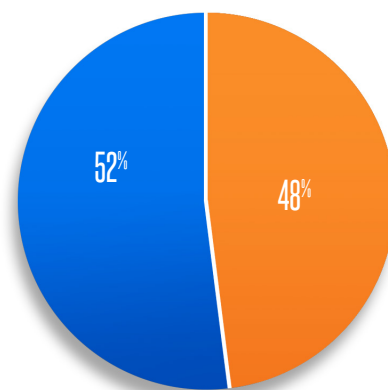
Housing: More than half (56%) said they have postponed or decided not to buy a house because of their debts. One in 4 (27%) said they bought a less expensive house than they originally wanted. Some said they cannot afford rent and have moved in with their parents to save money.

Career: Roughly one-third (37%) said they chose a job that pays more instead of a job they really wanted. One in 6 (17%) said they chose a job that qualifies for loan forgiveness instead of a job they really wanted.

Transportation: Nearly half (46%) said they postponed or decided not to buy a car because of their debt. One-third (33%) said they got a less expensive car than they originally wanted.

Vacation: More than half (58%) said they postponed or decided not to take a vacation because of their debts.

▶ I postponed or decided not to have children



No Yes

Source: ABA 2020 Survey on Student Loan Debt

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LAW SCHOOL DEBT

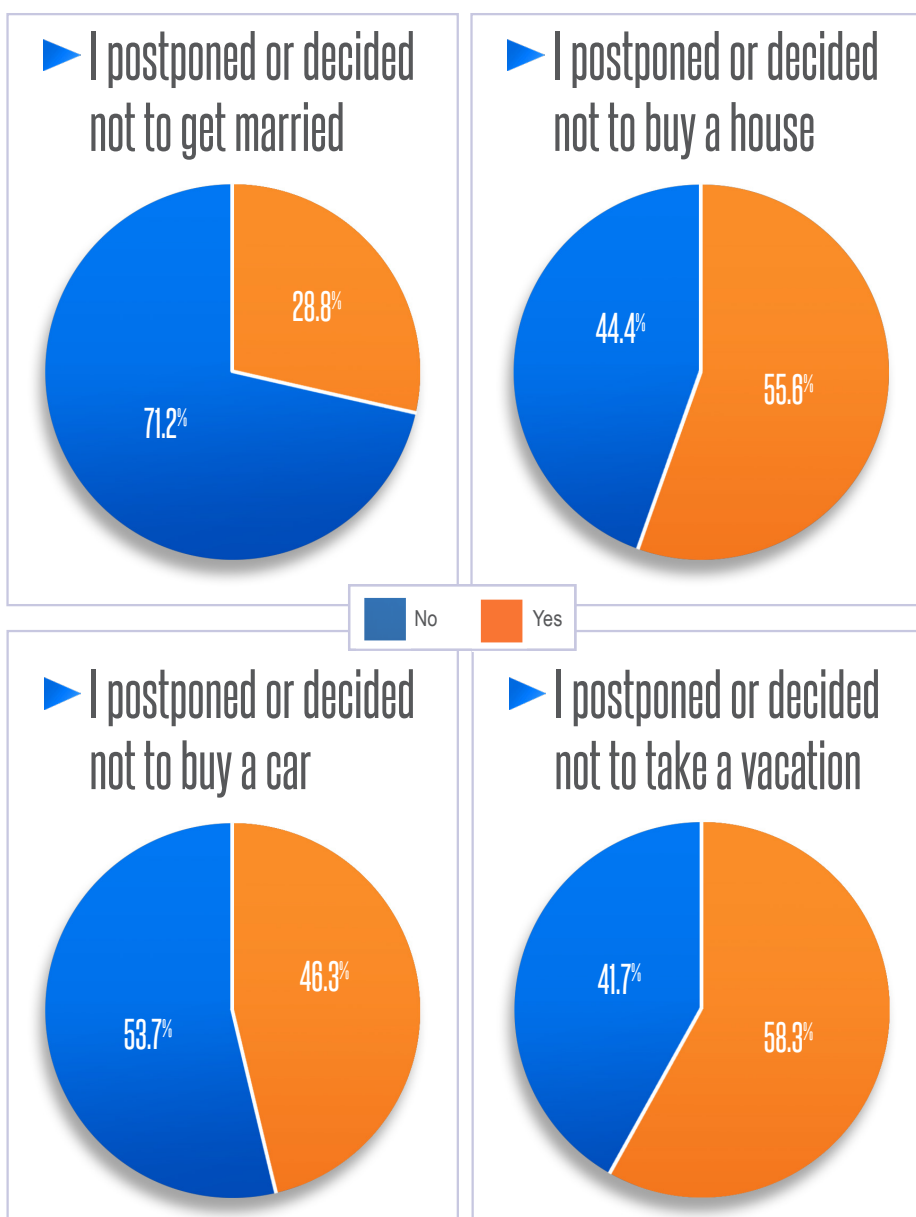
How it Affects New Lawyers [continued...]

Source: ABA 2020 Survey on Student Loan Debt

The median cumulative debt at law school graduation among those who completed the survey – for law school, undergraduate and other education expenses – was \$160,000. That is close to the national average of cumulative debt for all law school graduates of \$145,500 in 2016, according to the U.S. Department of Education. Respondents reported a median current debt of \$160,000. More than 40% reported that their current debt is actually higher than the debt they had when they graduated from law school.

Among those who completed the survey, 226 added open-ended comments. There was an underlying theme of unhappiness, frustration and fear stemming from loan burdens. Many mentioned issues with mental health, and some cited depression. Others mentioned an inability to save for the future or retirement, as well as difficult choices related to health-care for themselves or their family.

Nationally, Black and Hispanic students are more likely to borrow money for graduate school than white students. The ABA survey shows that Black and Hispanic law school graduates generally take on more student loan debt than white students, which affects some of their most personal life choices. For example, new lawyers who are Black or Hispanic are more likely than new white lawyers to postpone or decide not to get married, and to postpone or decide not to buy a house. About two-thirds of Black respondents reported higher loan balances at the time of the survey than at graduation.



The full report will be available from the ABA Young Lawyer Division later this year.

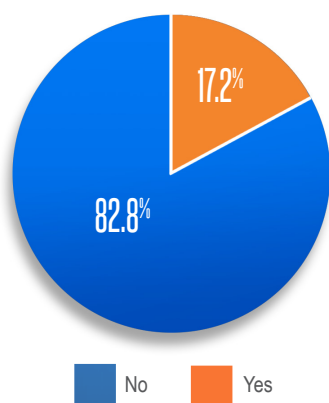
Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

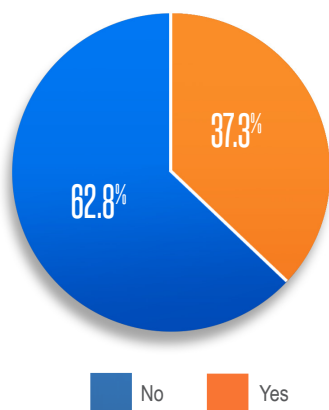
LAW SCHOOL DEBT

How it Affects New Lawyers [continued...]

- ▶ I chose a job that qualifies for loan forgiveness instead of a job I really wanted

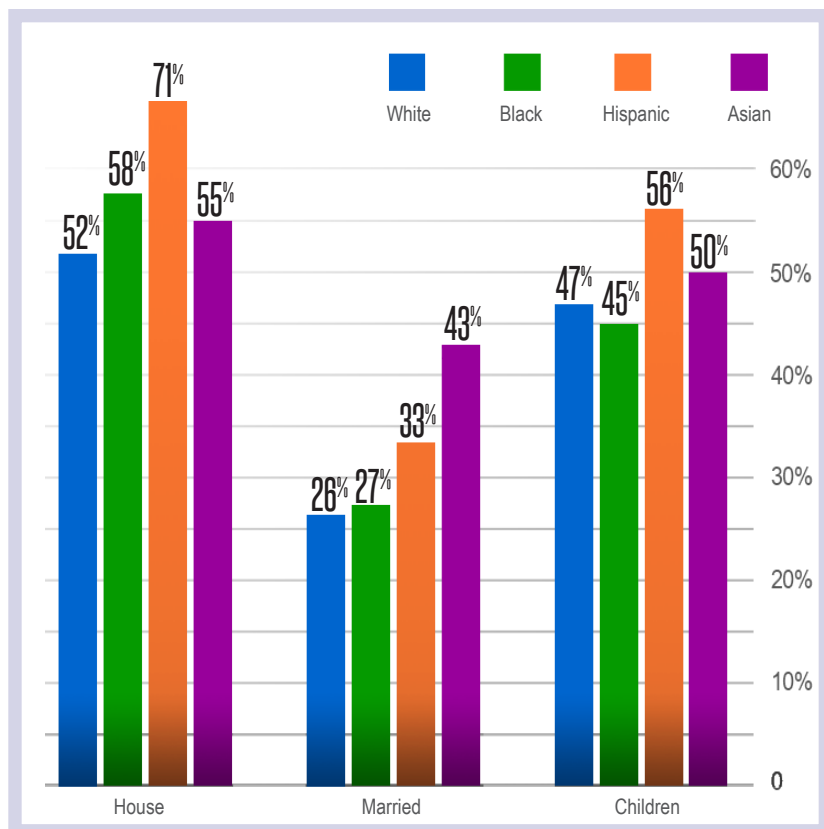


- ▶ I chose a job that pays more money instead of a job I really wanted.



▶ Major Life Decisions by Race and Ethnicity

Postponed or decided not to: buy a house / get married / have children



Source: ABA 2020 Survey on Student Loan Debt

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LAW SCHOOL DEBT

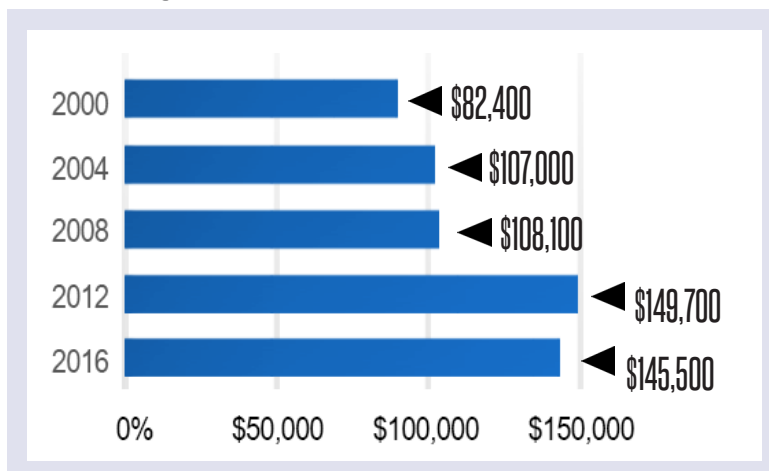
National Averages

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

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

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

Average Cumulative Student Debt Among Law School Graduates: 2000-2016



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

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

Fast Facts:

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

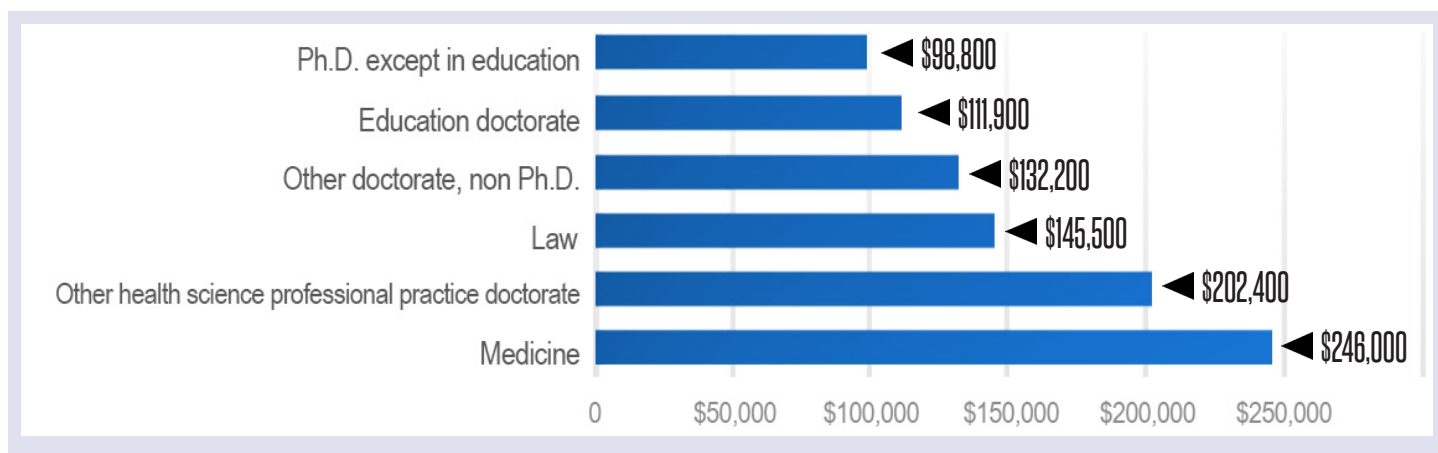
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ABA AMERICAN BAR ASSOCIATION

LAW SCHOOL DEBT

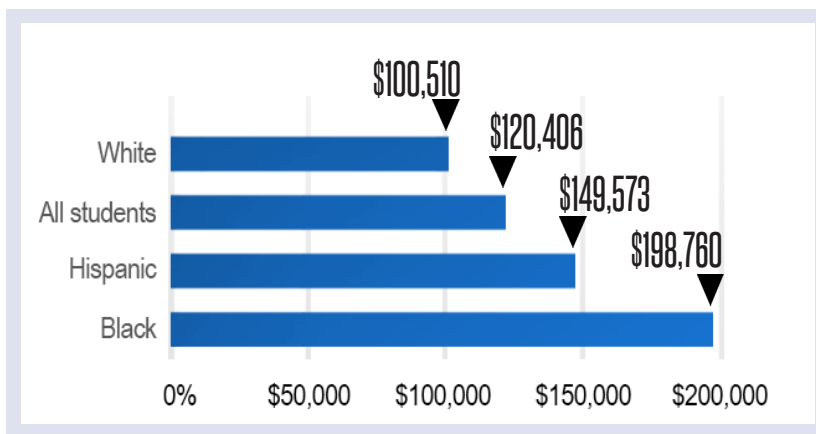
National Averages

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



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

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



Not enough available data for Asian students.

Profile of the Legal Profession

ABA AMERICAN **BAR** ASSOCIATION

DEMOGRAPHICS

Chapter 3

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Growth of the Legal Profession

The growth of the legal industry has slowed in recent years, according to the 2020 ABA National Lawyer Population Survey, a tally of lawyers by every state bar association and licensing agency.

In the past year, from 2019 to 2020, the number of active lawyers counted in the survey fell 1.7%, but that was almost entirely because of a change in how the District of Columbia counts its lawyers. Previously, D.C. counted all lawyers who work in the district and live in the D.C. area. That included many lawyers who live in Maryland and Virginia. For 2020, D.C. counted only lawyers who live in the district, resulting in a drop of more than 28,000. That accounts for more than the total drop in the number of all lawyers in the survey nationally of 23,335.

Since 2010, the number of lawyers nationally has grown faster than the nation's population. As of Jan. 1, 2020, there were 1,328,692 active lawyers in the United States. That's up 10.4% since 2010, when there were 1,203,097 lawyers. Over the same period, the population of the United States grew 6.3%, according to the U.S. Census Bureau.

Since 2000, the number of lawyers nationwide has grown roughly 1.5% each year – from 1,022,462 in 2000 to 1,328,692 in 2020, a 30% increase. In the previous century, from 1900 to 2000, the number of lawyers grew 793% – from 114,460 to just over 1 million.

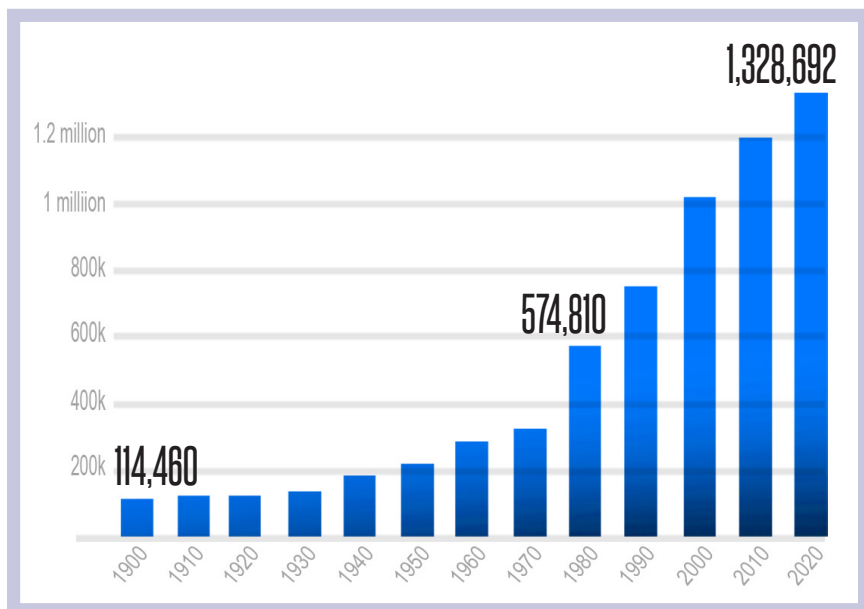
The largest increase in lawyers occurred in the 1970s, a decade when the number of lawyers jumped 76% – from 326,000 in 1970 to 574,000 in 1980.

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.

Fast Facts:

- 10.4% – Increase in the number of lawyers from 2010 to 2020
- 1970s – Decade when the number of lawyers grew fastest, by 76%

▶ Lawyer Growth: 1900 - 2020



Sources: [ABA National Lawyer Population Survey](#)

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Lawyers by State

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

The number of lawyers in Utah grew 25% since 2010. That's the second-fastest growth in the nation, even though Utah is only the 30th-largest state by population. North Dakota is also one of the smallest states by population, but it, too, had one of the largest rates of growth in lawyers since 2010, by 22%.

However, some large states did record large increases in the number of lawyers. Florida (26%) was the fastest-growing state in the nation for lawyers since 2010. Texas (21%), Georgia (19%) and New York (17%) were also among the 10 largest states by population and among the top 10 states for lawyer growth in the past decade.

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

California, which has the largest population in the nation, ranks second in the number of lawyers (168,569) behind New York State (184,662), which has half the population of California.

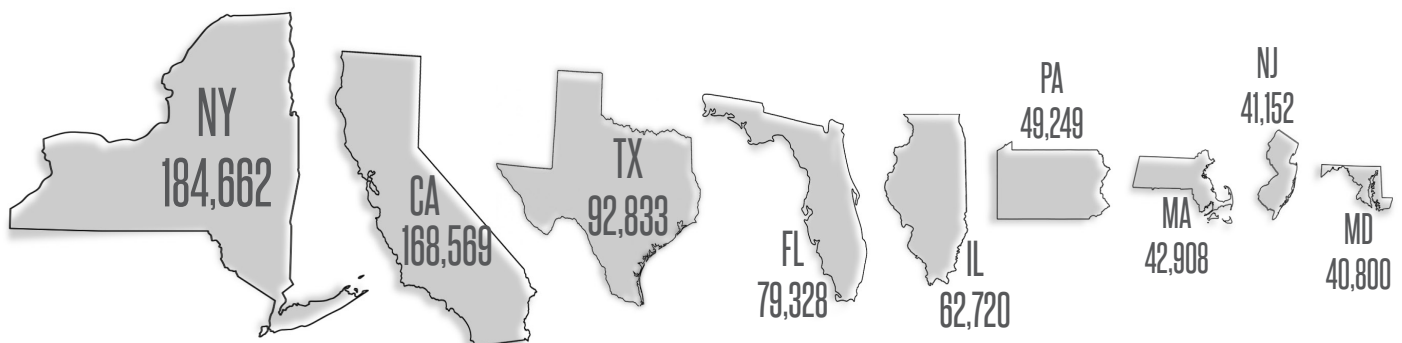
Three states have lost lawyers since 2010: Alaska (down 4%), Massachusetts (down 3%) and Rhode Island (down 1%).

Fast Fact:

- Where will you find the most lawyers per capita? The District of Columbia has just over 700,000 residents – less than Alaska – but it ranks 13th for number of resident lawyers (27,443). There is one resident lawyer in the district for every 25 residents.

Sources: [ABA National Lawyer Population Survey](#), [U.S. Census Bureau](#)

States with the Most Lawyers: 2020



Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Lawyers by Gender

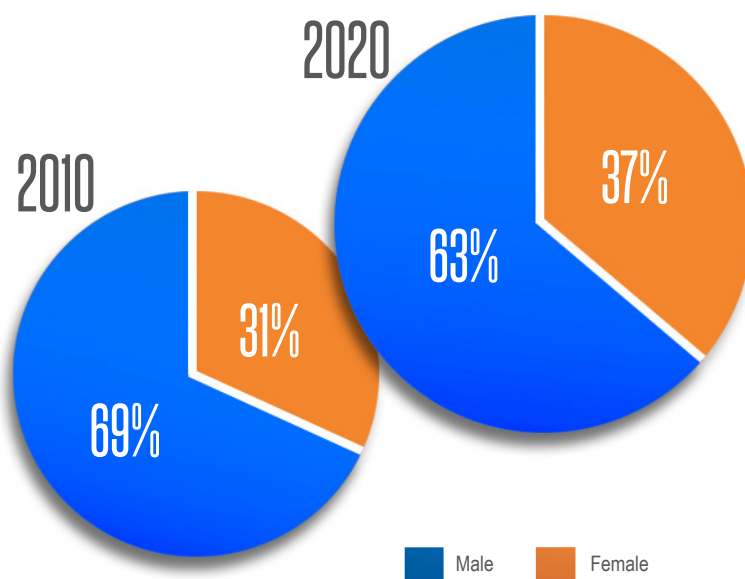
Over the past decade, the percentage of female lawyers has increased slowly. It stood at 31% in 2010 and is now at 37% in 2020. In other words, male attorneys still greatly outnumber female attorneys – though that is gradually changing as more women, and fewer men, are enrolling in law school every year.

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 – 8% in 1980, 20% in 1991, 27% in 2000, 37% today.

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

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

▶ Lawyer Gender: 2010 / 2020



Fast Fact:

- Most state bars and state licensing agencies track gender in the profession, but not all do. In 2020, 43 states reported the number of male and female lawyers – up from 41 states in 2010.

Sources: [ABA National Lawyer Population Survey](#)

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Lawyers by Race and Ethnicity

The percentage of lawyers who are men and women of color – Hispanic, African American, Asian, Native American and mixed race – grew slowly over the past decade. Collectively, the number of lawyers of color grew less than 3 percentage points in the past 10 years, from 11.4% of all lawyers in 2010 to 14.1% of all lawyers in 2020, according to the ABA National Lawyer Population Survey.

White men and women are still overrepresented in the legal profession compared with their presence in the overall U.S. population. In 2020, 86% of all lawyers were non-Hispanic whites, a decline from 89% a decade ago. By comparison, 60% of all U.S. residents were non-Hispanic whites in 2019.

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

Similarly, 5% of all lawyers are Hispanic – up from 4% a decade earlier – although the U.S. population is 18.5% Hispanic. And 2% of all lawyers are Asian – up slightly from 1.6% 10 years earlier – while the U.S. population is 5.9% Asian.

Native Americans are represented in the legal profession at roughly the same proportion as their presence in the general population. Less than one-half of 1 percent of all lawyers (0.4%) are Native American – down slightly from 0.7% a decade ago – while the U.S. population is 1.3% Native American.

The number of mixed-race lawyers is slowly rising. The National Lawyer Population Survey began tracking the number in 2014, when it was close to zero. In 2020, it stood at nearly 2% of the profession.

Fast Fact:

- Most state bars and state licensing agencies do not track race and ethnicity in the profession. In 2020, 21 states reported the race and ethnicity of lawyers – up from 19 states in 2010.

Sources: [ABA National Lawyer Population Survey](#), [U.S. Census Bureau](#)

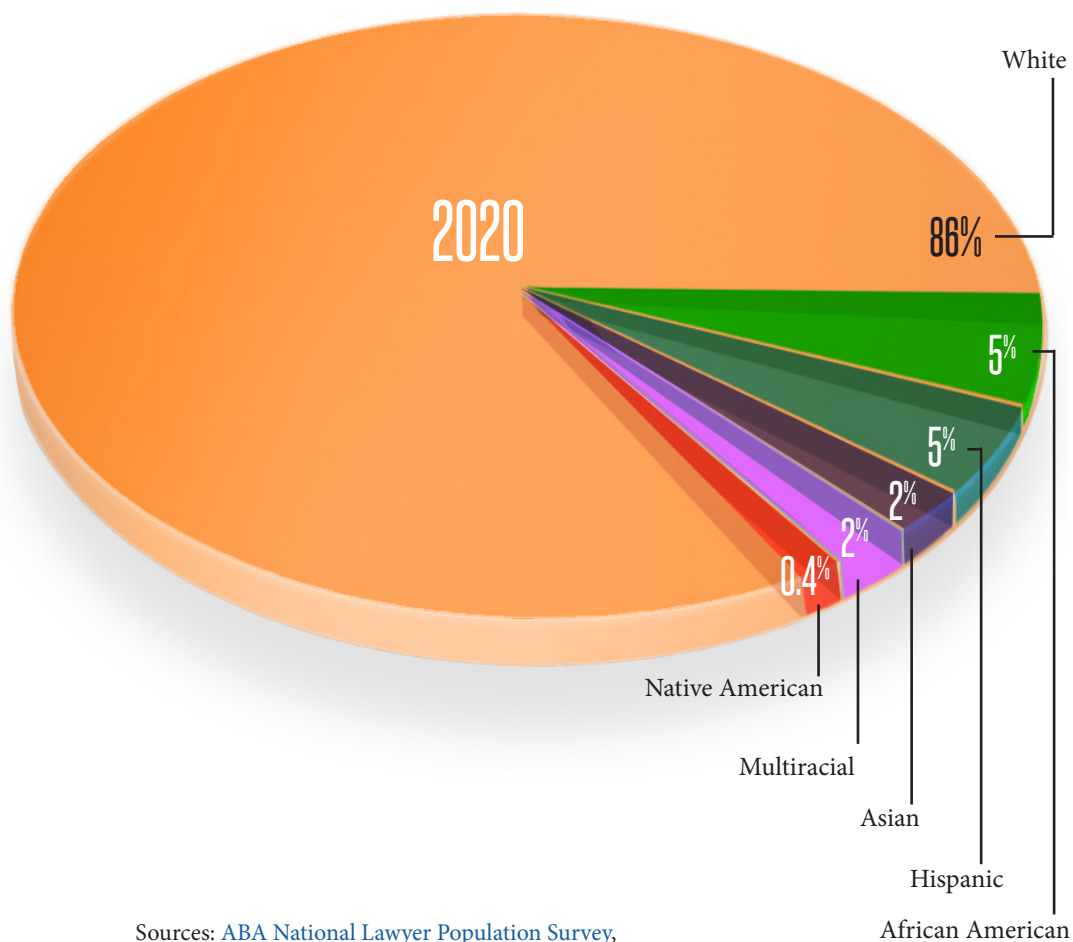
Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Race and Ethnicity (continued...)

► 2020 Race and Ethnicity



Sources: [ABA National Lawyer Population Survey](#),
[U.S. Census Bureau](#), [BlackPast.org](#)

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



Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

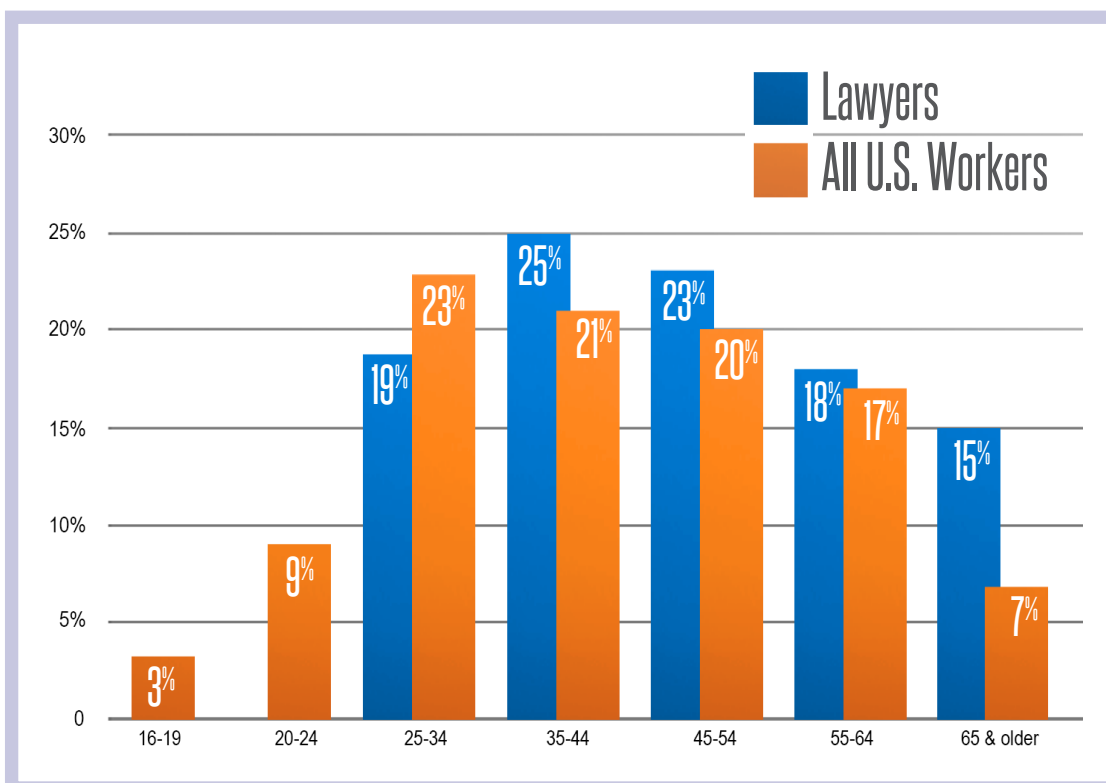
DEMOGRAPHICS

Lawyer 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 2019 was 47.5 years old, which means half are younger and half are older. By comparison, the median age of all U.S. workers is 42.3 – more than five years younger.

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. Roughly 15% of all lawyers – nearly 1 in 6 – are 65 or older. Only 7% of all U.S. workers – about 1 in 14 -- are 65 or older.

► Age 2019: Lawyers Compared With All U.S. Workers



Source:
[U.S. Bureau of Labor Statistics](#)

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

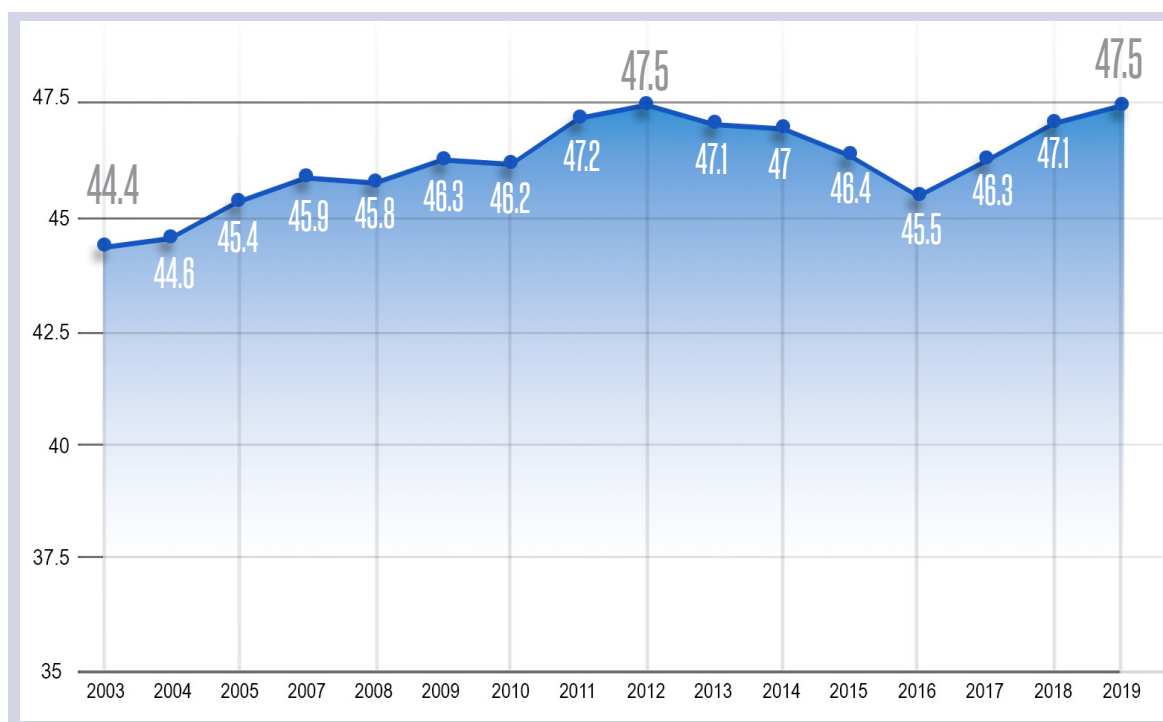
DEMOGRAPHICS

Lawyer Age [continued...]

The median age of lawyers rose steadily from 2003 (age 44.4) to 2012 (age 47.5), then dropped for a few years, bottoming out at age 45.5 in 2016, and is steadily rising again, according to the BLS. The median age is now back up to 47.5 again, where it was at the peak in 2012.

In recent decades, the median age of lawyers has risen steadily. It was 39 in 1980, 41 in 1991, 45 in 2000 and 49 in 2005, according to The Lawyer Statistical Report, a now-defunct survey conducted by the American Bar Foundation. That may be, in part, because more lawyers are postponing retirement. In 1991, only 10% of all lawyers were age 65 or older, according to the ABF survey. Today, 15% of lawyers are that age, according to the BLS.

► Median Age of Lawyers: 2003-2019



Source: [U.S. Bureau of Labor Statistics](#)

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Diversity in U.S. Law Firms

Lawyers of color continued to make small gains among law firm partners in 2019. A decade ago, in 2009, 6% of law firm partners were Hispanic, African American, Asian, Native American or mixed race. In 2019, nearly 10% were.

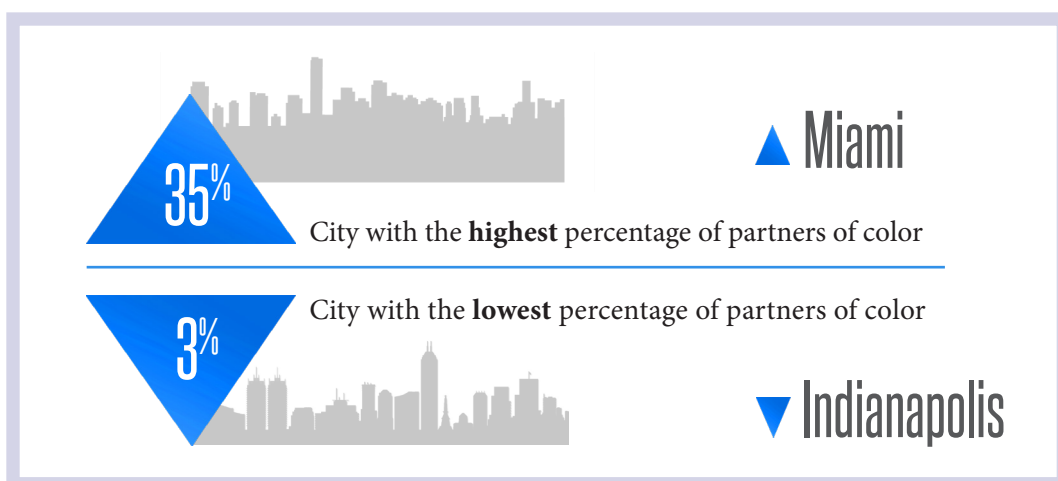
The number of law firm associates who are lawyers of color is also rising slowly. In 2009, nearly 20% of all associates were lawyers of color. In 2019, the number was 25%.

The percentage of law firm partners who are lawyers of color varies dramatically across the country. At one extreme, nearly 35% of all law firm partners in Miami are lawyers of color – the largest percentage in the country. At the other extreme, less than 3% of partners in Indianapolis are lawyers of color – the lowest percentage in the country.

In California, five metropolitan areas – Silicon Valley, Los Angeles, San Francisco, Orange County and San Diego – rank among the top 10 nationally for firms with the highest percentage of partners who are lawyers of color. Two Texas metropolitan areas – Houston and Austin – also rank in the top 10.

On the other hand, eight of the bottom 10 areas for firms with partners who are lawyers of color are in the Midwest: Indianapolis, Cleveland, Cincinnati, Milwaukee, Grand Rapids, Minneapolis, Kansas City and St. Louis.

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



Source: [National Association for Law Placement 2019 Report on Diversity in U.S. Law Firms](#)

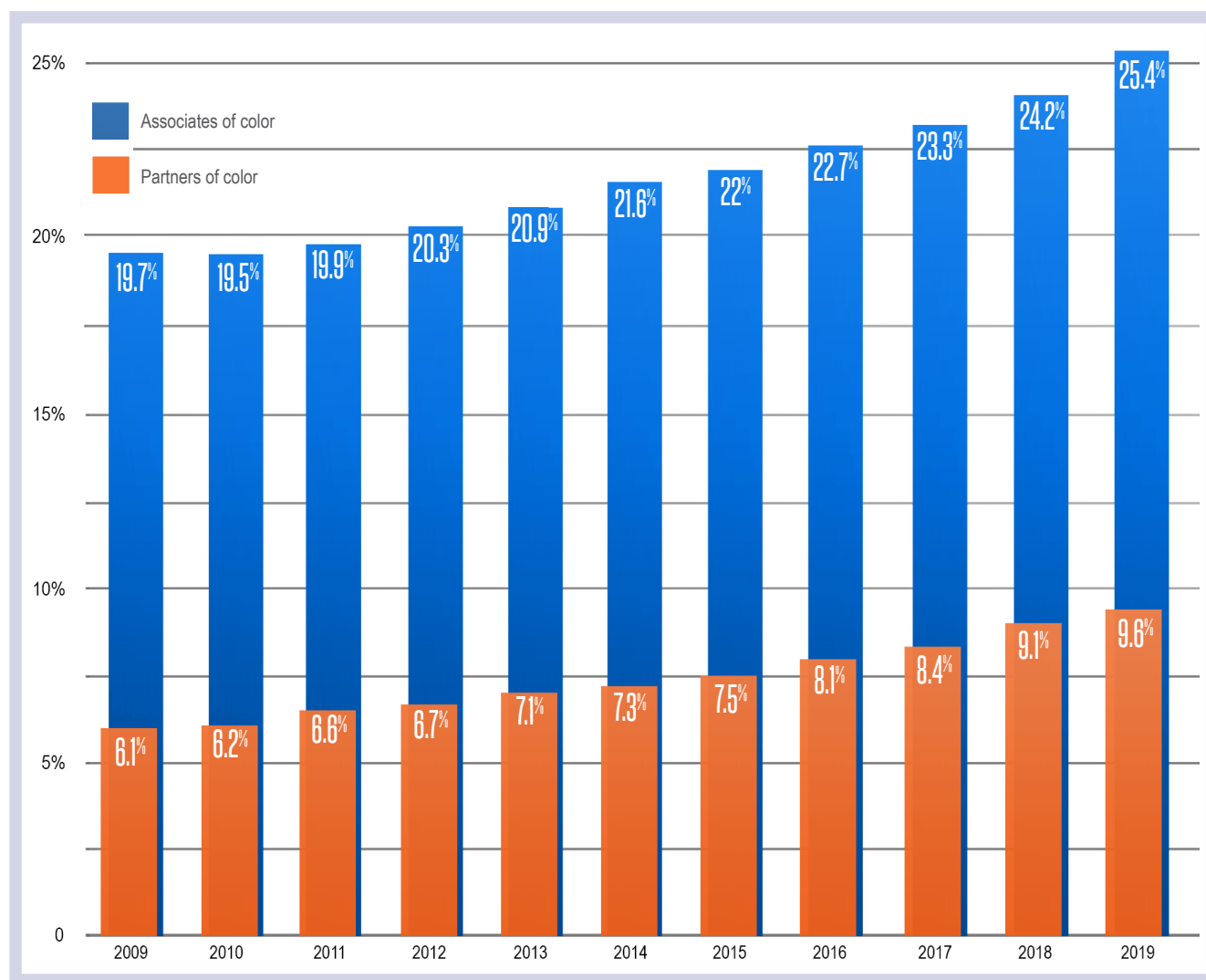
Profile of the Legal Profession

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DEMOGRAPHICS

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

► Percentage of Law Firm Partners and Associates of Color



Source: [National Association for Law Placement 2019 Report on Diversity in U.S. Law Firms](#)

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

LGBT Lawyers

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

The 2019 survey found 3,028 LGBT lawyers at 910 law offices across the country. That represents 2.99% of all the 101,221 lawyers at those firms. Three years earlier, the same survey found 2,431 LGBT lawyers at American law firms, or 2.48% of all lawyers.

Over the past decade, the percentage of law firm partners who are openly LGBT has increased. In 2009, 1.4% of all law firm partners were LGBT. Today, the figure is 2.1%.

The same trend is evident among law firm associates. In 2009, 2.3% of all associates reported they were LGBT. Today, the figure is 4.1%.

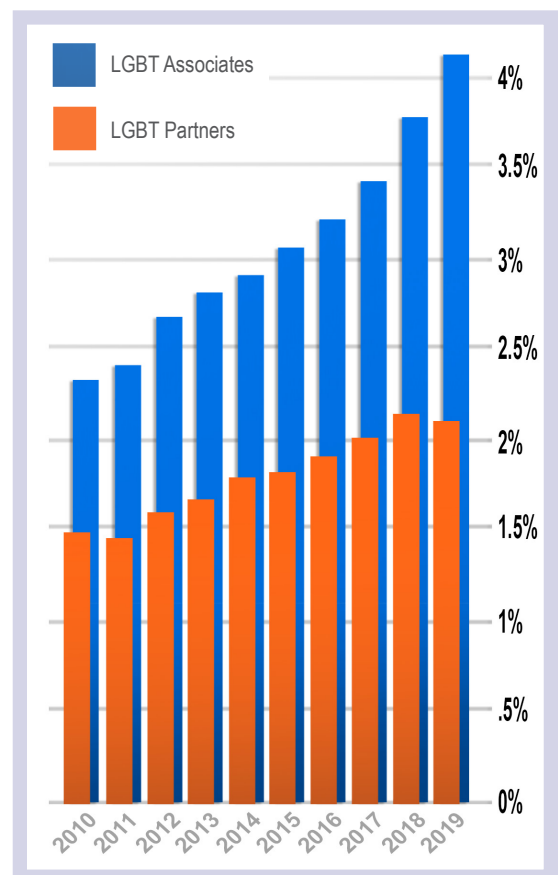
The percentage of law firm summer associates who report they are LGBT is substantially higher. In 2019, 6.86% of all summer associates were LGBT, according to the survey.

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

Fast Facts:

- The larger the firm, the greater likelihood of finding LGBT lawyers: 3.35% of all attorneys at very large firms (more than 700 lawyers) are LGBT.
- Law students are more likely to be openly LGBT than law firm lawyers: 6.86% of law firm summer associates are LGBT – double the percentage of all law firm lawyers who are LGBT (2.99%).

Percentage of Law Firm Partners and Associates Who are LGBT



Source: [National Association for Law Placement 2019 Report on Diversity in U.S. Law Firms](#)

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Lawyers with Disabilities

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

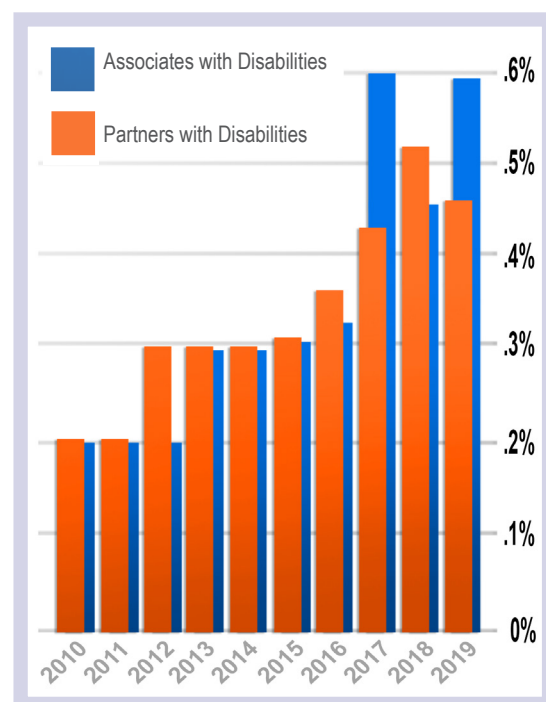
The survey found 389 lawyers with disabilities at 697 law offices across the country. That represents 0.55% of the 70,251 lawyers in those offices – slightly more than one-half of 1%.

The percentage of law firm partners who have disabilities is nearly the same – 0.46%. That is about double the percentage for most of the past decade, when it fluctuated between 0.2% and 0.3%.

The same trend of more lawyers reporting that they have disabilities is true at the associate level. Today, 0.59% of all law firm associates report having a disability – nearly the same percentage as partners. This is nearly triple the percentage of associates who reported having a disability 10 years ago.

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

▶ Percentage of Law Firm Partners and Associates With Disabilities



Source: [National Association for Law Placement 2019 Report on Diversity in U.S. Law Firms](#)

Fast Fact:

- Larger law firms have a greater percentage of lawyers who report having disabilities. Roughly two-thirds of 1% (0.68%) of all lawyers at very large firms (more than 700 attorneys) have a disability. The percentage of lawyers with a disability at smaller firms (250 lawyer or fewer) is half that.

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Legal Demand in Metro Areas

The demand for lawyers is high in Washington, D.C., and New York City. But did you know legal demand is also high in Tallahassee, Fla.; Charleston, W.Va., and Santa Fe, N.M.? Those are the five metropolitan areas with the highest demand for legal services in the United States, 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 2019 – 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 3.1 – three times the national average. The demand for lawyers in the New York City area was 1.9 – almost double the national average.

Surprisingly, most of the other top 10 metro areas for lawyer demand in 2019 were not huge cities, but many were state capitals. They were, in order: Tallahassee (2.76), Charleston (2.04), Santa Fe (1.89), Trenton, N.J. (1.89), Missoula, Mont. (1.73), Miami, Fla. (1.68), Albany, N.Y. (1.64) and Denver, Colo. (1.59.)

Many other state capitals have high demand for lawyers. Montgomery, Ala.; Oklahoma City, Okla.; Topeka, Kansas; Cheyenne, Wyo.; Carson City, Nev., and Boston, Mass. are all in the top 20 nationally. But not all state capitals have high location quotients for lawyers. In Providence, R.I., and Nashville, Tenn., it is 0.75 – less than the national average – and in Lincoln, Neb., it is 0.77.

Fast Fact:

- The three metro areas with the lowest location quotients for lawyers? They are Vallejo, Calif. (0.17), Auburn, Ala. (0.18) and Columbus, Ind. (0.20).

* For example, if an occupation is 10% of all employment in one metro area compared with 2% in the nation, it has a location quotient of 5.0 for that metro area – demand is five times higher than the national average.

Sources: [U.S. Bureau of Labor Statistics](#)

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

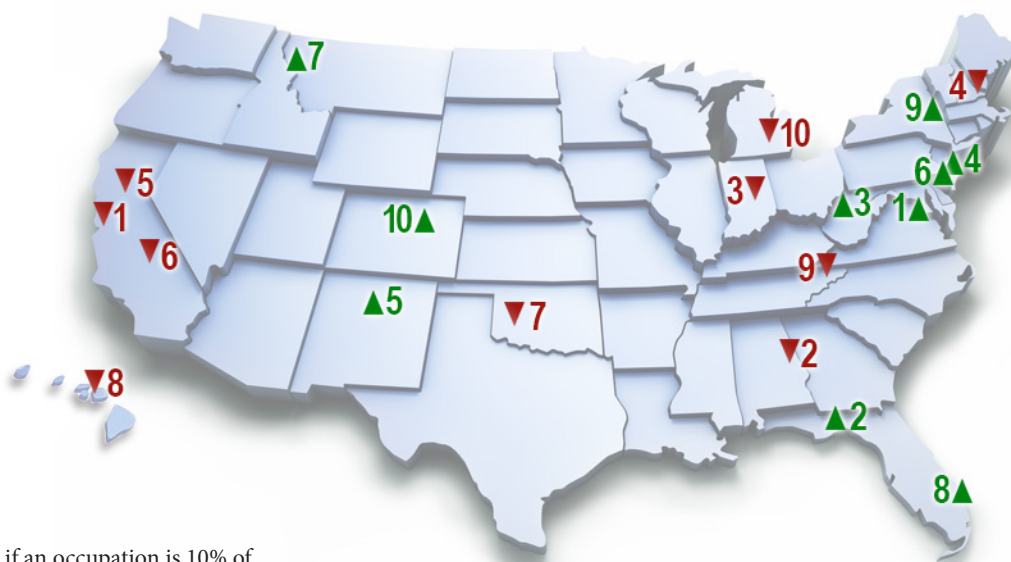
Legal Demand in Metro Areas [continued...]

▲ Metropolitan Areas with HIGHEST Demand for Lawyers (Location Quotient)*

1. Washington-Arlington-Alexandria, DC-VA-MD-WV	3.10
2. Tallahassee, FL	2.76
3. Charleston, WV	2.04
4. New York-Newark-Jersey City, NY-NJ-PA	1.90
5. Santa Fe, NM	1.89
6. Trenton, NJ	1.89
7. Missoula, MT	1.73
8. Miami-Fort Lauderdale-West Palm Beach, FL	1.68
9. Albany-Schenectady-Troy, NY	1.64
10. Denver-Aurora-Lakewood, CO	1.59

▼ Metropolitan Areas with LOWEST Demand for Lawyers (Location Quotient)*

10. Jackson, MI	0.21
9. Johnson City, TN	0.21
8. Kahului-Wailuku-Lahaina, HI	0.21
7. Lawton, OK	0.21
6. Visalia-Porterville, CA	0.21
5. Yuba City, CA	0.21
4. Dover-Durham, NH-ME	0.21
3. Columbus, IN	0.20
2. Auburn-Opelika, AL	0.18
1. Vallejo-Fairfield, CA	0.17



* For example, if an occupation is 10% of all employment in one metro area compared with 2% in the nation, it has a location quotient of 5.0 for that metro area – demand is five times higher than the national average.

Source: [U.S. Bureau of Labor Statistics, Occupational Employment Statistics](#)

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

DEMOGRAPHICS

Where Lawyers Work by Race and Ethnicity

Lawyers of color are less likely to work at law firms and more likely to work for governments than lawyers who are white. That's one conclusion of a longitudinal study of lawyers admitted to the bar in 2000, conducted by the American Bar Foundation and the NALP Foundation for Law Career Research and Education.

The study, called "After the JD," followed lawyers from the Class of 2000 as they began their legal careers and then entered mid-career status. The study reported results in 2004, 2009 and 2014. It categorized results for lawyers who are white, African American, Asian American and Hispanic. A separate 2015 study conducted by the National Native American Bar Association did the same for Native American lawyers.

Some conclusions from the studies:*

White lawyers are more likely to be found in law firms (40%) than lawyers who are Hispanic (34%), Asian American (30%), African American (24%) or Native American (20%).

African American and Hispanic lawyers are more likely to work for government (28% and 25%, respectively) than lawyers who are Asian American (18%), white (17%) or Native American (11%).

Asian American lawyers are more likely to be found as house counsels in businesses (21%) than lawyers who are African American (15%), Hispanic (11%), White (12%) or Native American (1%).

A plurality of Native American lawyers (22%) work in the tribal sector, followed by law firms (20%), government (11%) and the nonprofit sector (8%).

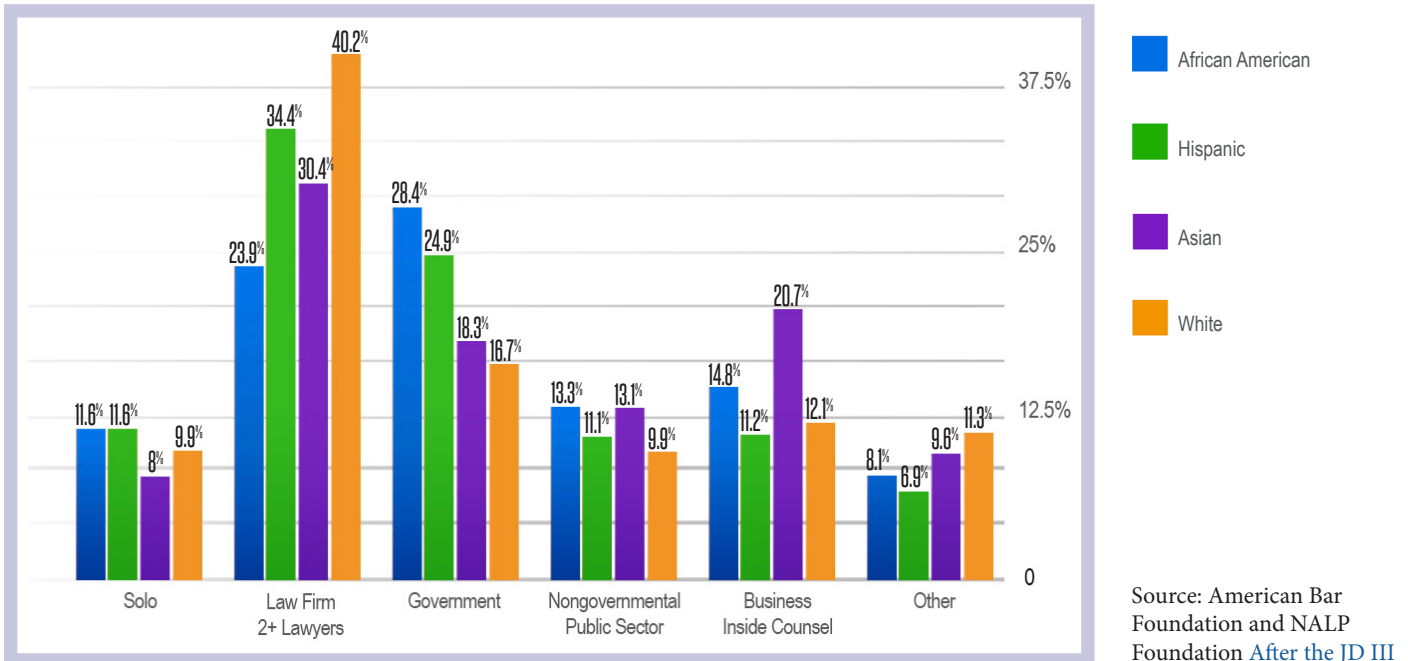
African American and Hispanic lawyers are most likely to be solo practitioners (12% of each), followed by lawyers who are white (10%), Asian American (8%) and Native American (7%).

* Statistics are for mid-career lawyers for White, African American, Hispanic and Asian American lawyers, and for all Native American lawyers.

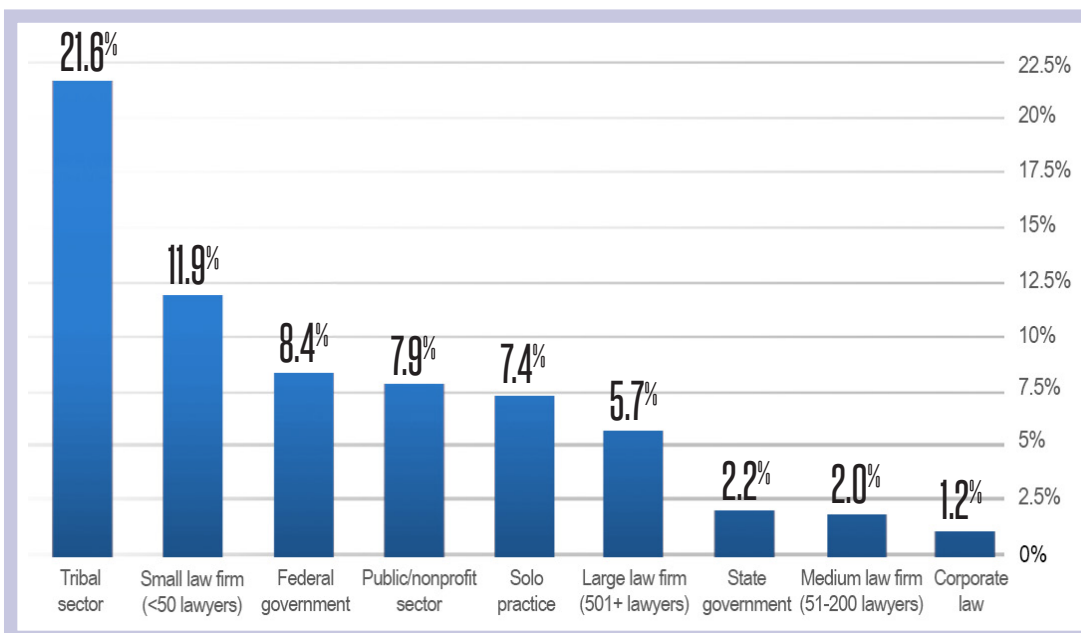
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► Where Lawyers Work by Race and Ethnicity [Among 2,862 surveyed lawyers admitted to the bar in 2000]



► Where Native American Lawyers Work



Profile of the Legal Profession

ABA AMERICAN **BAR** ASSOCIATION

LAWYER WAGES

Chapter 4

Profile of the Legal Profession

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LAWYER WAGES

Wage trends over 20 years

The average lawyer's salary has increased slowly in recent years, at less than the rate of inflation for most years since 2010. For example, from 2018 to 2019, it rose 0.7%, according to the U.S. Bureau of Labor Statistics. That's less than half the 1.6% inflation rate for the same period. (Note: BLS statistics cover wages for all lawyers but do not include profits for law firm partners and shareholders.)

The average lawyer salary in 2019 was \$145,300, according to the BLS.

In recent years, the increase in lawyers' wages has slowed down, particularly after the recession of 2008-09. The fastest growth over the past two decades was from 1997-2002, when the average lawyer wage rose 45% – from \$72,840 in 1997 to \$105,890 in 2002, not adjusted for inflation. By comparison, in the most recent five-year period measured, the average wage rose 8.9% – from \$133,470 in 2014 to \$145,300 in 2019.

Lawyers, on average, continue to earn less than many medical professionals, according to the BLS. The average wage for family medicine physicians is \$213,270, compared to \$145,300 for lawyers. Closer to the average for lawyers are financial managers at \$147,530, marketing and sales managers at \$144,600 and podiatrists at \$142,680.

In related fields, the average wage for judges, magistrate judges and magistrates is \$128,550, according to the BLS. For paralegals and legal assistants, it is \$55,020.

Fast Facts:

- Over the past 20 years, from 1999 to 2019, lawyer salaries increased faster than the rate of inflation. Lawyer salaries rose 61% while the inflation rate was 53%.
- The biggest jump in lawyer salaries came in 1997 to 2002 – up 45%.
- Which workers earn roughly half as much as lawyers? Writers and editors - \$73,680.

Source: [U.S. Bureau of Labor Statistics](https://www.bls.gov/)

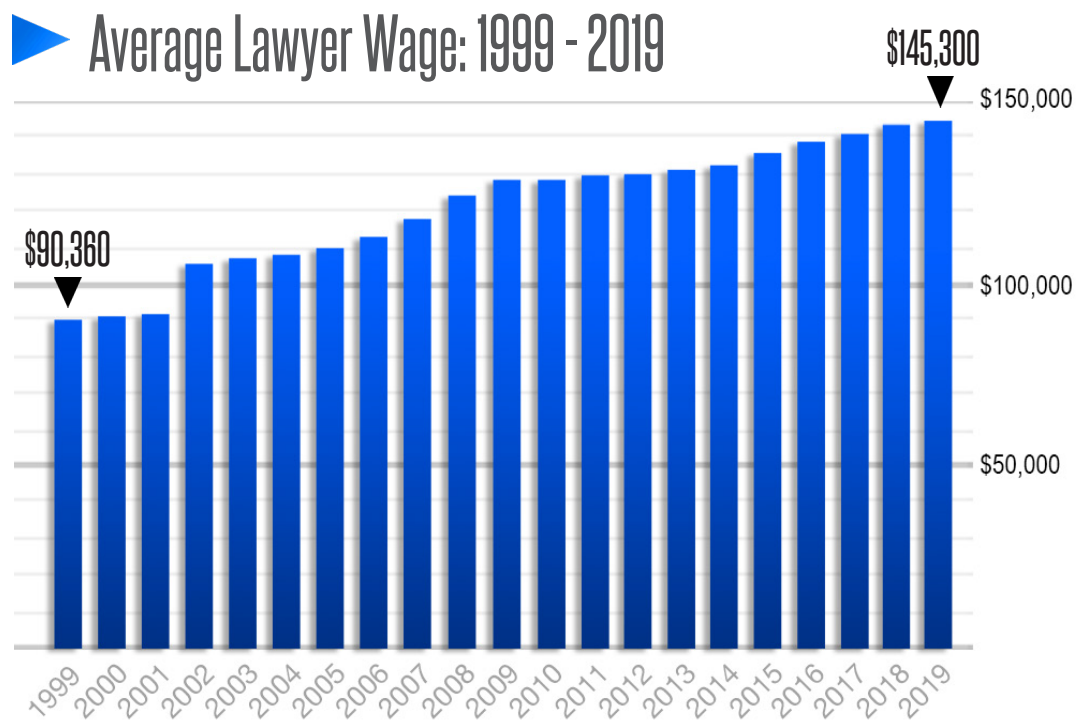


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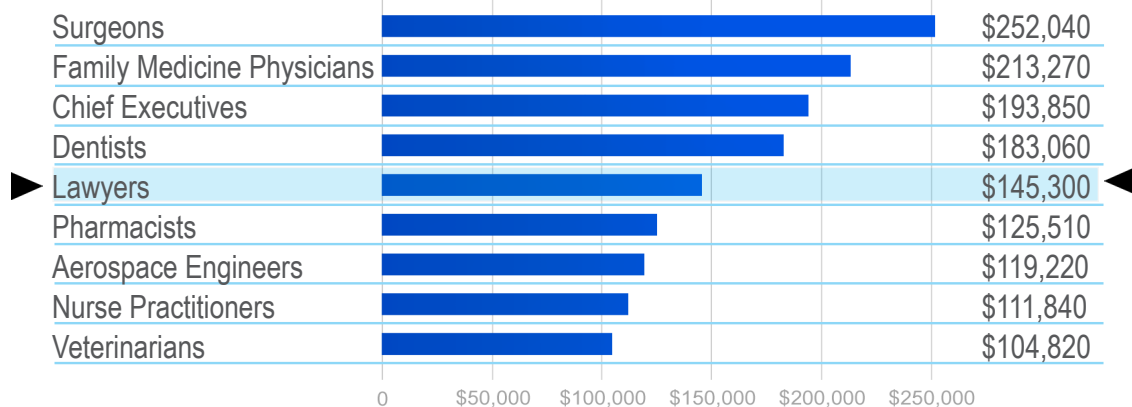
LAWYER WAGES

Wage trends over 20 years (continued...)



Source:
[U.S. Bureau of Labor Statistics](#)

► Average Industry Wage Based on Occupation: 2019



Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LAWYER WAGES

Average Lawyer Wage 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 are in California: San Jose, San Francisco, Los Angeles, Riverside and Oxnard, according to the U.S. Bureau of Labor Statistics. (Note: BLS statistics cover wages for all lawyers but do not include profits for law firm partners and shareholders.)

On the flip side, three of the four areas with the lowest average wages for lawyers are in Puerto Rico: Aguadilla, Arecibo and Ponce. Most of the other lowest-paid areas are in the Midwest and South: Kokomo, Indiana; Lebanon, Pennsylvania; Lima, Ohio; Enid, Oklahoma; Pine Bluff, Arkansas; Alexandria, Louisiana, and Grants Pass, Oregon.

The disparity between some areas is enormous. The average lawyer wage in the lowest-paid area (Aguadilla at \$40,590) is less than one-fifth of the average wage of the highest-paid area (San Jose at \$218,420).

Where's the midpoint among all 361 metropolitan statistical areas measured by the BLS? That's Lexington, Kentucky, where the average lawyer wage is \$110,210. Other metro areas near the midpoint include Olympia, Washington; Laredo, Texas; Rocky Mount, North Carolina, and Boise, Idaho.

Fast Facts:

- Eight of the 20 highest-paid metro areas in the U.S. for lawyers are in California (San Jose, San Francisco, Los Angeles, Riverside, Oxnard, Napa, Santa Cruz and Santa Rosa).
- The lowest average lawyer salary in the continental U.S. is in Kokomo, Ind.

Source: [U.S. Bureau of Labor Statistics](#)



Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LAWYER WAGES

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

▲ Metropolitan Areas with HIGHEST Average Wages for Lawyers: 2019

1. San Jose-Sunnyvale-Santa Clara, CA.....	\$218,420
2. San Francisco-Oakland-Hayward, CA.....	\$188,910
3. Washington-Arlington-Alexandria, DC-VA-MD-WV.....	\$179,590
4. Los Angeles-Long Beach-Anaheim, CA.....	\$178,470
5. Bridgeport-Stamford-Norwalk, CT.....	\$177,930
6. New York-Newark-Jersey City, NY-NJ-PA.....	\$174,720
7. Boston-Cambridge-Nashua, MA-NH.....	\$169,920
8. Riverside-San Bernardino-Ontario, CA.....	\$169,460
9. Beaumont-Port Arthur, TX.....	\$166,850
10. Oxnard-Thousand Oaks-Ventura, CA.....	\$164,010

▼ Metropolitan Areas with LOWEST Average Wages for Lawyers: 2019

10. Grants Pass, OR.....	\$70,500
9. Alexandria, LA.....	\$70,090
8. Pine Bluff, AR.....	\$70,030
7. Enid, OK.....	\$69,100
6. Lima, OH.....	\$67,600
5. Lebanon, PA.....	\$67,190
4. Ponce, PR.....	\$59,880
3. Kokomo, IN.....	\$55,000
2. Arecibo, PR.....	\$44,940
1. Aguadilla-Isabela, PR.....	\$40,590



Source: [U.S. Bureau of Labor Statistics](https://www.bls.gov)

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LAWYER WAGES

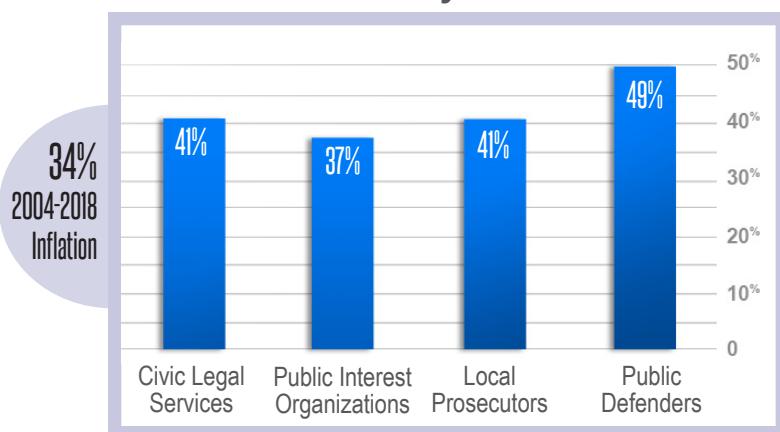
Public Service Lawyers

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

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

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

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



Source:

[National Association for Law Placement](#)
[2018 Public Service Attorney Salary Survey](#)

Fast Facts:

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

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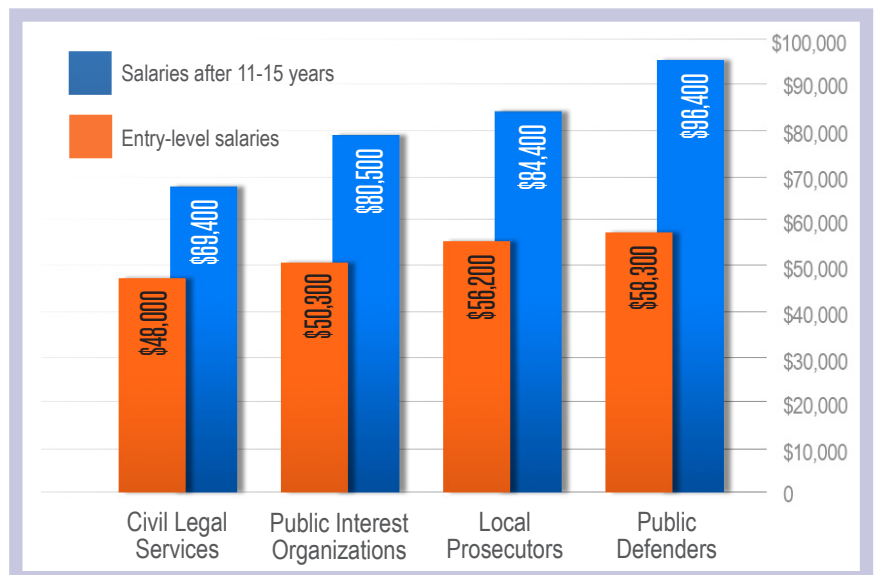
LAWYER WAGES

Public Service Lawyers (continued...)

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

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

Median Salaries for Public Service Lawyers: 2018



Source: [National Association for Law Placement 2018 Public Service Attorney Salary Survey](#)

Profile of the Legal Profession

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LAWYER WAGES

Law Firm Associates

The median salary for first-year law firm associates rose \$20,000 (or 14.8%) from 2017 to 2019, from \$135,000 to \$155,000, according to survey data from the National Association of Law Placement. Associates' salaries vary widely depending on the size of the law firm and where it is located.

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

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

Fast Facts:

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

Note: 70% of survey respondents work at law firms with more than 250 lawyers

Source: [National Association for Law Placement 2019 Associate Salary Survey](#)



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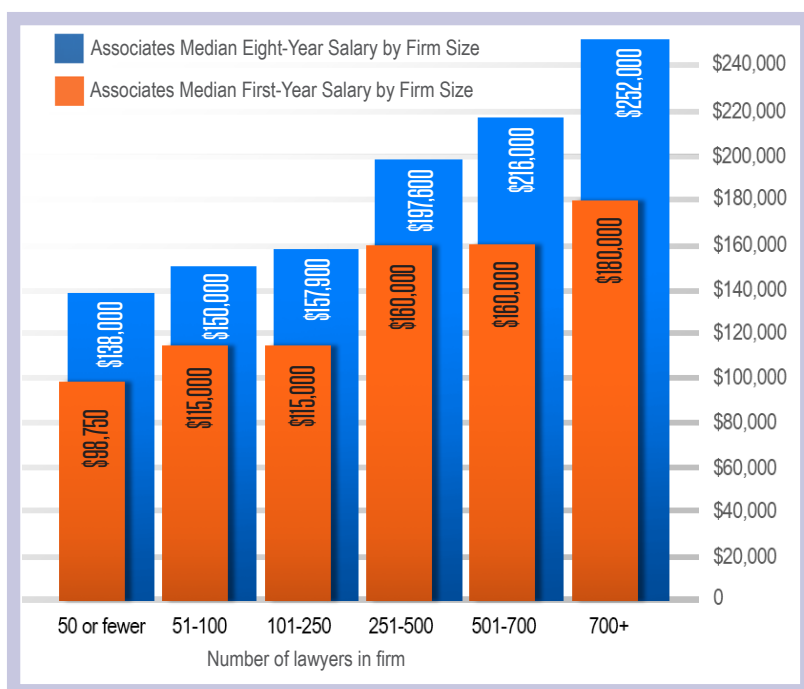
LAWYER WAGES

Law Firm Associates (continued...)

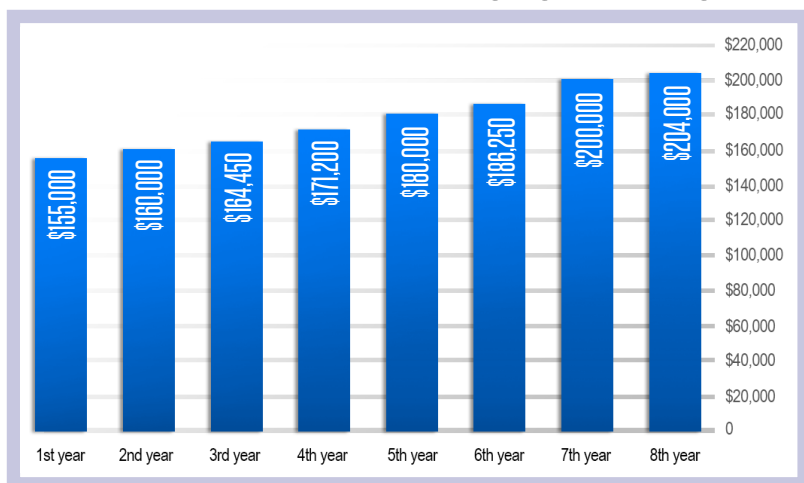
Law firm size was a major determining factor in the salaries of first-year associates. At every level of seniority, larger firms generally paid more than smaller firms. The highest median salary for first-year associates (\$180,000) was at firms with more than 700 lawyers. At the lower end, firms of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

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

Median Salaries for Law Firm Associates



Associates' Median Salary by Seniority



Source: [National Association for Law Placement 2019 Associate Salary Survey](#)

Profile of the Legal Profession

ABA AMERICAN **BAR** ASSOCIATION

LEGAL EDUCATION

Chapter 5



Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL EDUCATION

Law School Applicants and Enrollees

After several years of declining interest in legal education, the number of applicants and enrolled students at law schools approved by the American Bar Association increased in 2018 and 2019.

For 2019, there were 62,400 law school applicants, 42,300 of whom were accepted to at least one school, according to statistics from the Law School Admission Council. The number of applicants was up 2.8% from 2018, when there were 60,700 applicants. The 2019 numbers are far below the peak year of 2004, when more than 100,000 people applied to ABA-accredited law schools. The acceptance rate – the number of applicants accepted to at least one law school – declined in the past year, from 72.5% in 2018 to 67.8% in 2019.

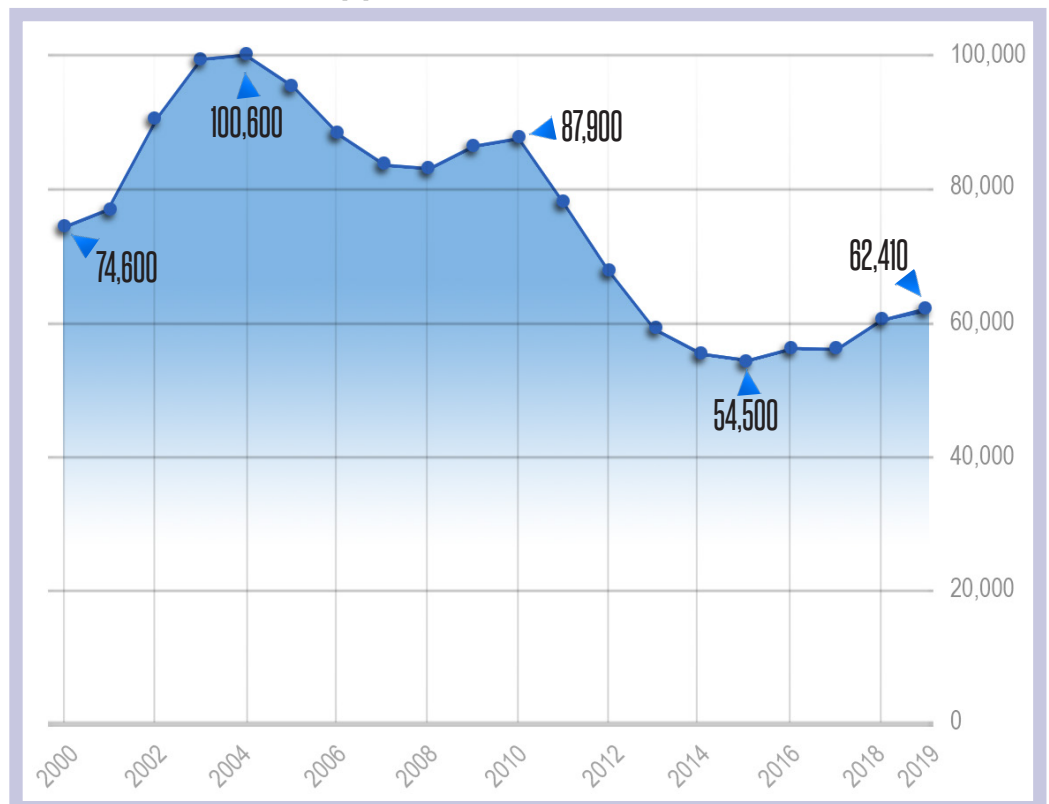
Overall enrollment of students pursuing a juris doctor degree hit 112,882 in 2019 – the highest number in four years. This represented an increase of 1,321 students (or 1.2%) over the previous year. Still, it was far below the high of 147,525 enrolled law-school students in 2010.

Enrollment is growing faster for students in non-JD legal programs in law schools – for example, those seeking master of law degrees and certificates. In 2019, there were 19,819 students in these programs – a 66% increase from 11,973 non-JD students in 2014.

Source: [Law School Admission Council, ABA Section of Legal Education and Admissions to the Bar](#)

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

Law School Applicants: 2000 - 2019



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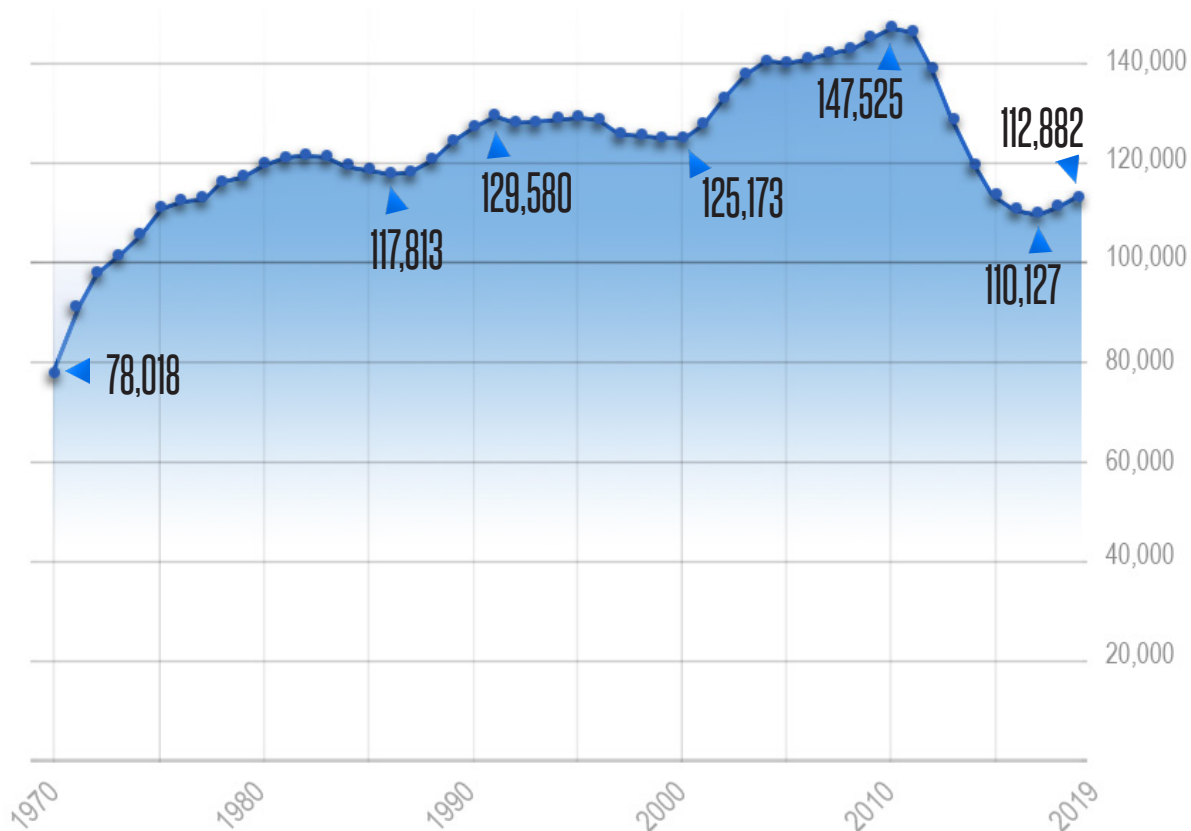
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LEGAL EDUCATION

Law School Applicants and Enrollees (continued...)

► Total Law School Enrollment: 1970 - 2019

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



Source: [ABA Section of Legal Education and Admissions to the Bar](#)

Fast Fact:

- The average law school applicant applies to six or seven law schools. In 2019, 62,400 applicants submitted 385,300 applications – an average of 6.2 applications per student.

Profile of the Legal Profession

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LEGAL EDUCATION

Why Law School?

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

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

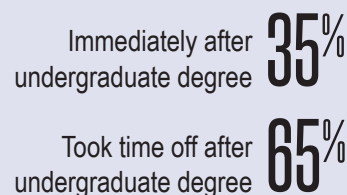
The most commonly cited reasons for attending law school were as a path to careers in politics, government or public service (44%); a passion for that type of work (42%); an opportunity to be helpful (35%), and to advocate for social change (32%). About 1 in 3 students (31%) said they were motivated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

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

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

Source: Association of American Law Schools “[Before the JD](#)” report

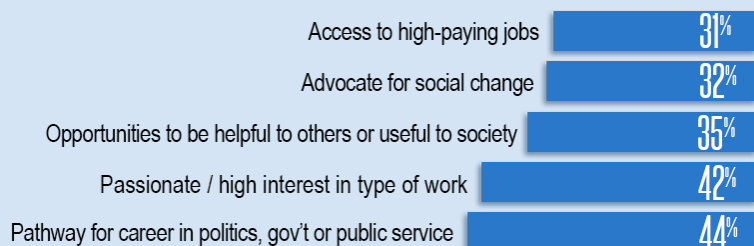
▶ When Did Students Enroll in Law School?



▶ For Students Who Delayed Law School, How Many Years?



▶ Why Do Undergraduates Aspire to Go to Law School?



Fast Facts:

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

Profile of the Legal Profession

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Law School Demographics

For decades, most law school students were white and male, but the gender gap began to narrow markedly after 1970. That year, 91% of all law students were men. The gap came close to vanishing in 2001 and 2002, when women comprised 49% of all law students. However, the gap widened again between 2002 and 2011.

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

Since then, female law students have continued to outnumber male law students. In fact, the gap is widening in favor of women. In 2019, the percentage of female law students rose to 53.3%. In raw numbers, for the 2019-20 academic year, there were 7,620 more female JD students than male – 60,175 women and 52,555 men.

Minority enrollment in law school has gradually risen in recent years. In 2011, 25% of law students were minorities. In 2019, minority enrollment was 31%. Forty years ago, in 1978, minorities occupied just 9% of first-year law school seats. Today, 62% of first-year law students are white, 13% Hispanic, 8% African American, 6% Asian, 4% multiracial and 7% are classified as race unknown or other.

Source: [ABA Section on Legal Education and Admissions to the Bar](#)

Women outnumber men 2-to-1 at four ABA-accredited law schools:

68% District of Columbia



68% North Carolina Central



66% Northeastern



66% Atlanta's John Marshall



Fast Facts:

- Women outnumber men 2-to-1 at four ABA-accredited law schools: University of the District of Columbia (68%), North Carolina Central (68%), Northeastern (66%) and Atlanta's John Marshall (66%).
- Which law school has the highest ratio of men to women? The University of South Dakota – 60% male.
- Outside of Puerto Rico, which law school awarded the greatest proportion of its juris doctor degrees in 2019 to students of color? Howard (99%), followed by Texas Southern (88%) and St. Thomas of Florida (81%)

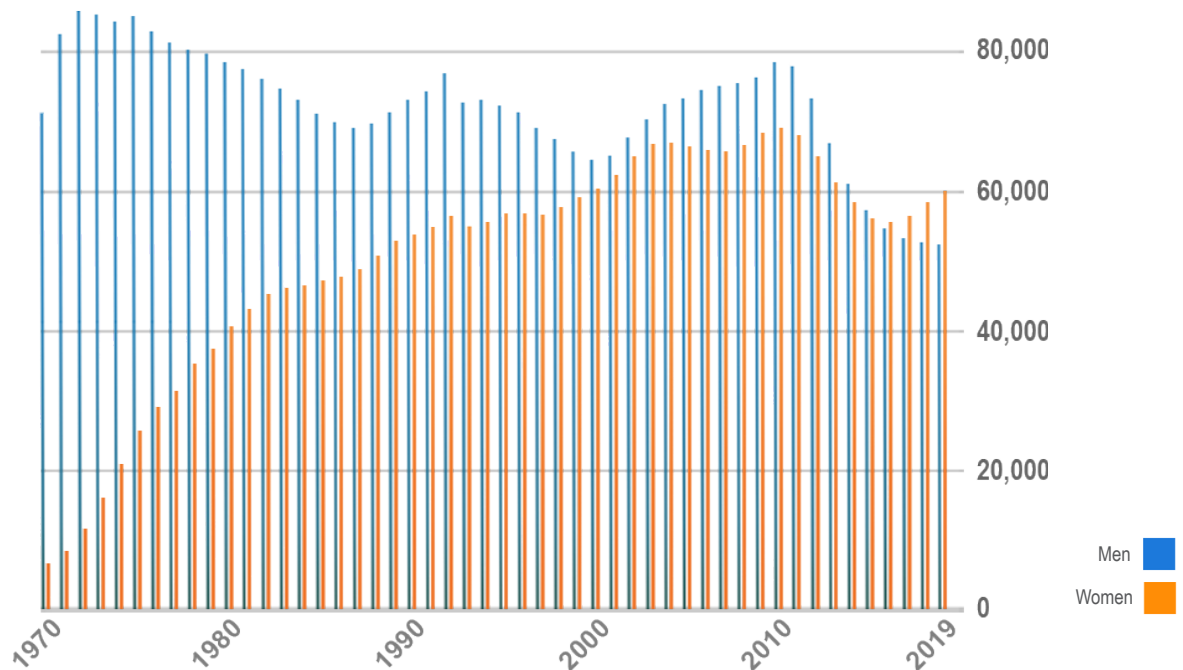
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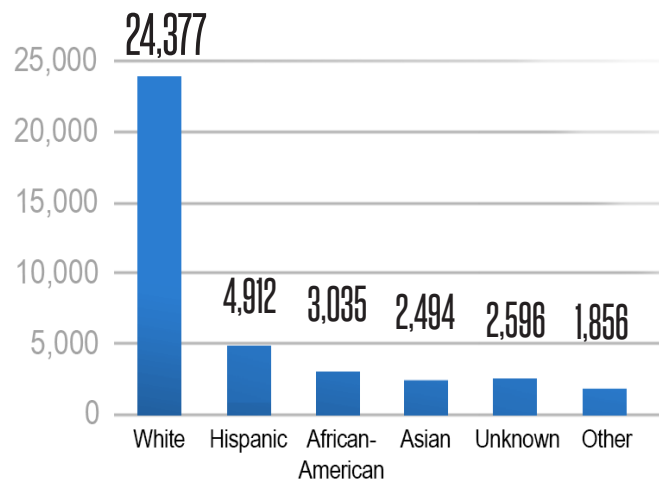
LEGAL EDUCATION

Law School Demographics (continued...)

Law School Enrollment: 1970 - 2019 by Gender



First-Year Law Students by Race and Ethnicity: 2019



Source: [ABA Section on Legal Education and Admissions to the Bar](#)

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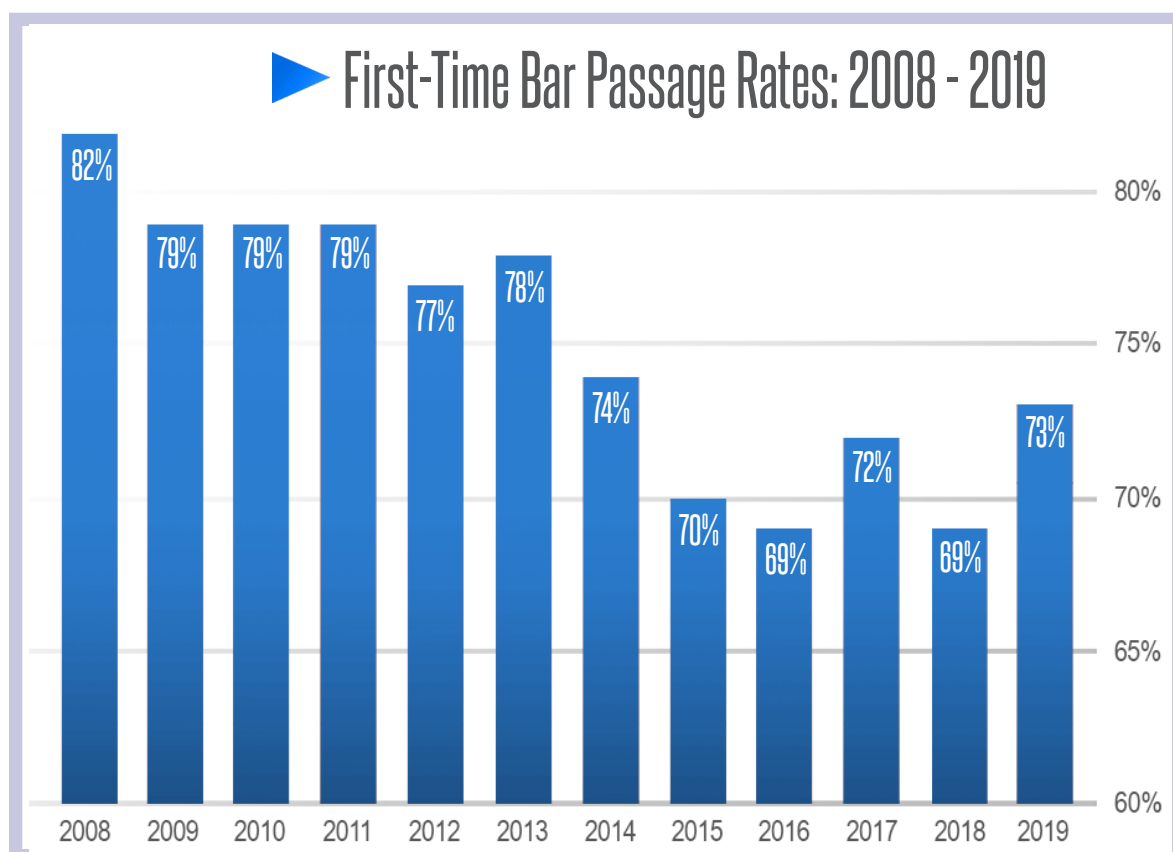
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LEGAL EDUCATION

Bar Passage Rates

Passage rates for the bar exam are on the rise again among first-time test-takers nationwide after a decline over the past decade, according to data from the National Conference of Bar Examiners, which develops the test and collects data from the states. The COVID-19 pandemic might affect that trend in 2020 as many states scramble to reschedule their bar exams.

A little more than a decade ago, in 2008, 82% of first-time test-takers passed the bar exam. But the numbers declined for the next eight years – to a low of 69% in 2016. Since then, the passage rate has fluctuated, rising to 72% in 2017, dropping back to 69% in 2018, then rising again to 73% in 2019 – the highest since 2014.



Source: [National Conference of Bar Examiners](#)

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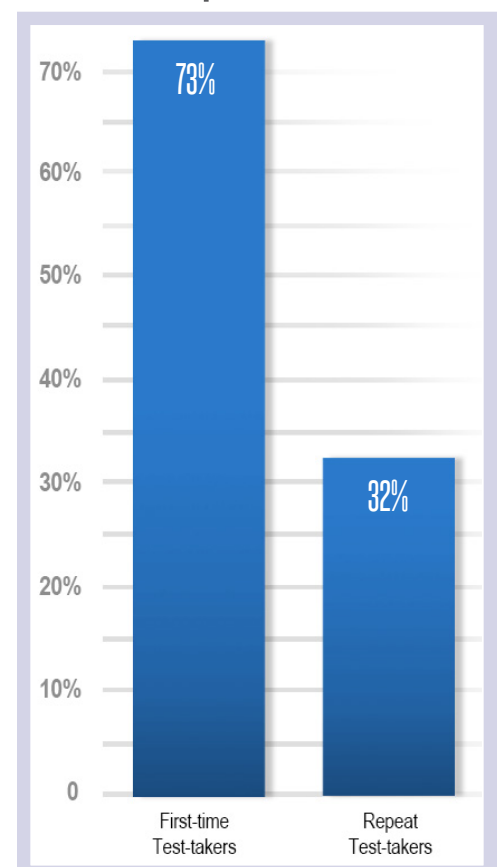
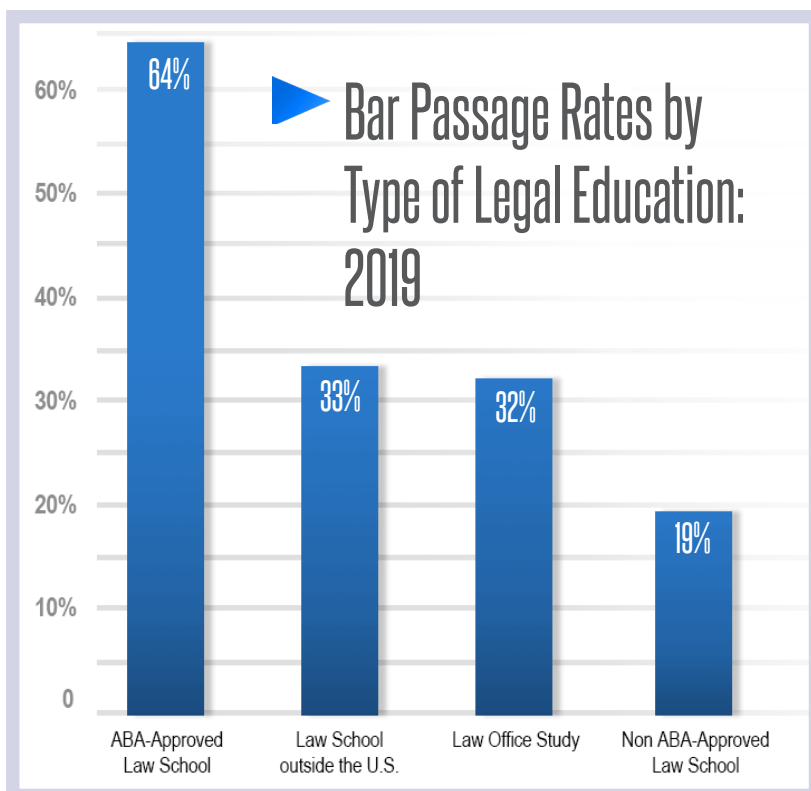
Bar Passage Rates (continued...)

There is a significant difference in passage rates between first-time test-takers and repeat test-takers. Among first-timers, 73% passed the bar exam in 2019. Among repeaters, only 32% passed.

Passage rates also vary 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 64% in 2019. Just 19% of students who attended non-accredited law schools passed the bar.

▶ Bar Passage Rates for First-Time Test-Takers and Repeaters: 2019

Source: [National Conference of Bar Examiners](#)



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Bar Passage Rates (continued...)

There is also a significant difference in passage rates among the 50 states. In 2019, Kansas had the highest passage rate among first-time test-takers at 87%. Maine had the lowest passage rate at 55%.

State size doesn't seem to have any relation to passage rate. New York, with more than 9,000 first-time bar exam takers, the most in the country, had a passage rate of 74% -- nearly the same as the national 73% rate. But California, second in the nation with more than 6,000 test-takers, had one of the lowest passage rates at 59%.

Fast Facts:

- The vast majority of test-takers in 2019 (84%) went to ABA-accredited law schools.
- 38 people who took the bar exam in 2019 skipped law school and studied at law offices, which is allowed in a few states. More than half (20) were from Washington state. Just 32% of those who studied in law offices passed the exam. (California did not report its data in this category.)

▶ Bar Passage Rates for First-Time Exam-Takers, by State: 2019

▲ States with HIGHEST Bar Passing Rate: 2019

Kansas	87%
Utah	86%
Montana	85%
Oklahoma	84%
Iowa	82%
Missouri	82%
Nebraska	82%
South Dakota	82%

▼ States with LOWEST Bar Passing Rate: 2019

Alaska	62%
Rhode Island	62%
Vermont	62%
Delaware	61%
California	59%
Maine	55%



Source: [National Conference of Bar Examiners](#)

Profile of the Legal Profession

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LEGAL EDUCATION

Employment after Graduation

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

The data was compiled from law school reports before March 15, 2020, just as the United States began experiencing the impact of the COVID-19 pandemic, so it does not reflect layoffs and furloughs since then. Those effects could be reflected in 2021 data.

By March 2020 – approximately 10 months after graduating from law school – nearly half of the Class of 2019 (48.1%) had found work at law firms. That number is up significantly from the 39.3% who found work at law firms within 10 months of graduating in the Class of 2012, the first graduating class after the recession ended.

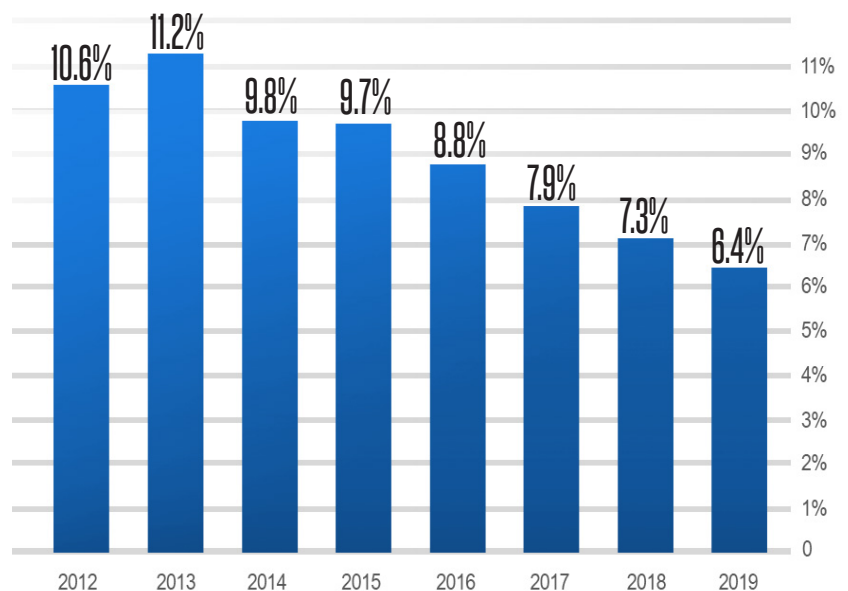
Nearly 12% of 2019 graduates took government jobs – up from 10% for the Class of 2012. Another 10.3% of 2019 graduates took jobs in business and industry – down from 14.9% for graduates seven years earlier.

Source: [ABA Section of Legal Education and Admissions to the Bar](#)

Fast Fact:

- Nearly 3 out of 4 graduates in the Class of 2019 (73.7%) work at jobs that require bar passage. That's up from 70.1% for 2018 graduates.

Law School Graduates Unemployed 10 Months After Graduation



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LEGAL EDUCATION

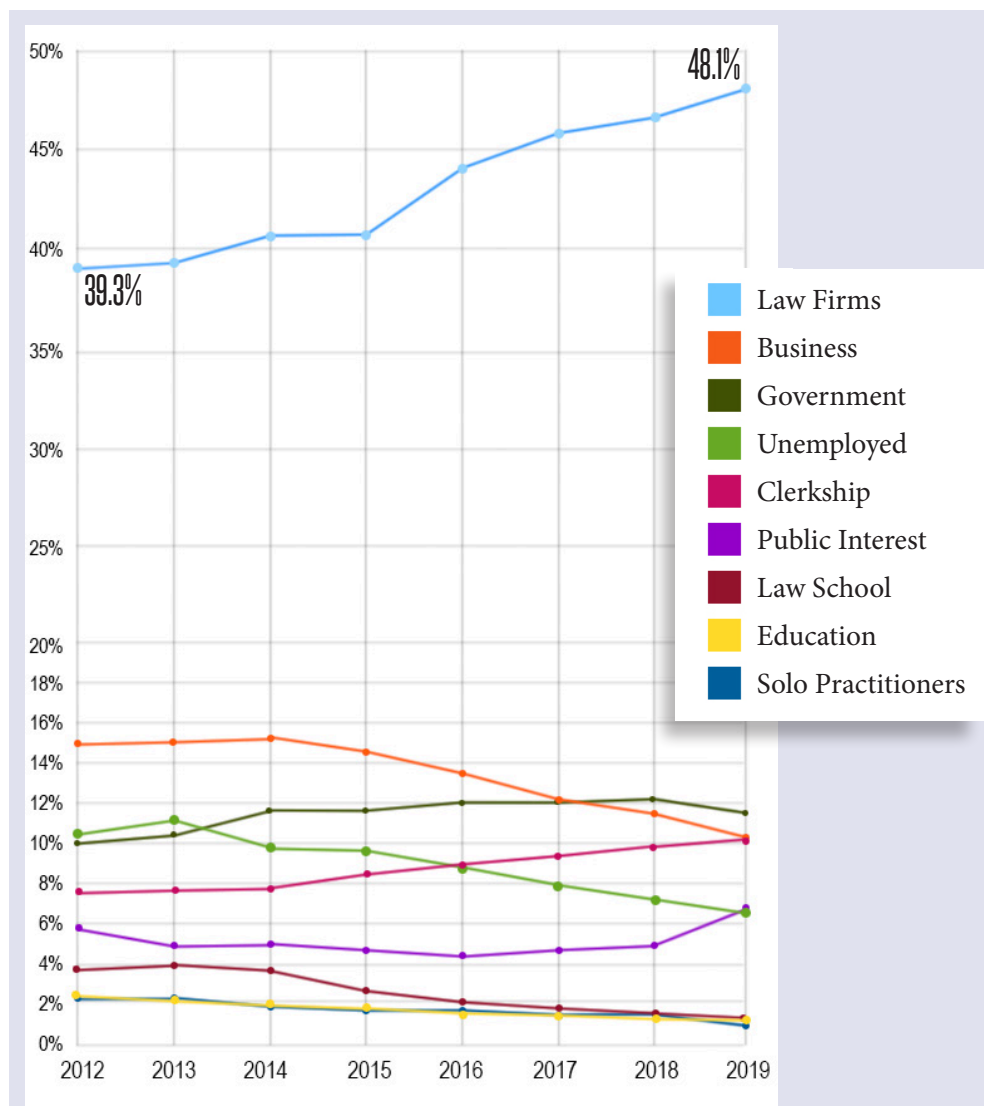
Employment after Graduation (continued...)

Judicial clerkships are growing more popular every year among law school graduates. One out of every 10 graduates in the Class of 2019 – 10.2% – took a clerkship after graduation. Seven years earlier, that was 7.3%.

Meanwhile, the number of law school graduates who went into solo practice remains small and is shrinking. Less than 1% of all graduates (0.8%) in the Class of 2019 took the solo route – down from 2.3% in 2012.

Unemployment among new lawyers has decreased every year since 2013 – at least up until the COVID-19 pandemic. For the Class of 2019, 6.4% were unemployed 10 months after graduation. That's an improvement over the Class of 2013, which had 11.2% unemployment 10 months after graduation.

Where Law School Graduates Work 10 Months After Graduation: 2012-2019



Source: [ABA Section of Legal Education and Admissions to the Bar](#)

Profile of the Legal Profession

ABA AMERICAN **BAR** ASSOCIATION

JUDGES

Chapter 6

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

JUDGES

Diversity on the Federal Bench

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

As of July 1, 2020, there were 1,386 sitting federal judges nationwide. Four out of five of those judges (80.2%) were white. That's a slight increase from 79.9% in 2016. Overall, 1,112 federal judges identified as white and five others identified themselves as partially white. As recently as 1992, more than 90% of federal judges were white.

Meanwhile, the percentage of African Americans on the federal bench has dropped slightly – from 10.8% in 2016 to 9.8% in 2020. Overall, 136 federal judges identified as African American and four identified as partially African American. The first African American federal judge took office in 1945.

The percentage of Asian Americans in the federal judiciary rose slightly – from 2% in 2016 to 2.7% in 2020. Thirty-seven federal judges nationwide identified as Asian American and three others identified as partially Asian. The first Asian American federal judge was appointed in 1971.

The percentage of federal judges who are Hispanic was 6.5% in 2020 – a slight decrease from 6.6% in 2016. Ninety federal judges identified as Hispanic and five others identified as partially Hispanic, as of July 1, 2020. The first Hispanic federal judge took office in 1961.

Two federal judges are Native American. That is just one-tenth of 1% of all federal judges and the number has not changed since 2014. Nationally, 1.3% of the U.S. population is Native American. The first Native American federal judge took office in 1979.

Meanwhile, women continued to make small gains in the federal judiciary. The percentage of female federal judges grew slightly, from 25.9% in 2016 to 27.6% in 2020. The first female federal judge was appointed in 1928.

Source:
[Federal Judicial Center](#)



Profile of the Legal Profession

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Diversity on the Federal Bench (continued...)

Federal Judges by Gender, Race and Ethnicity by Decade Confirmed: 1980-2020

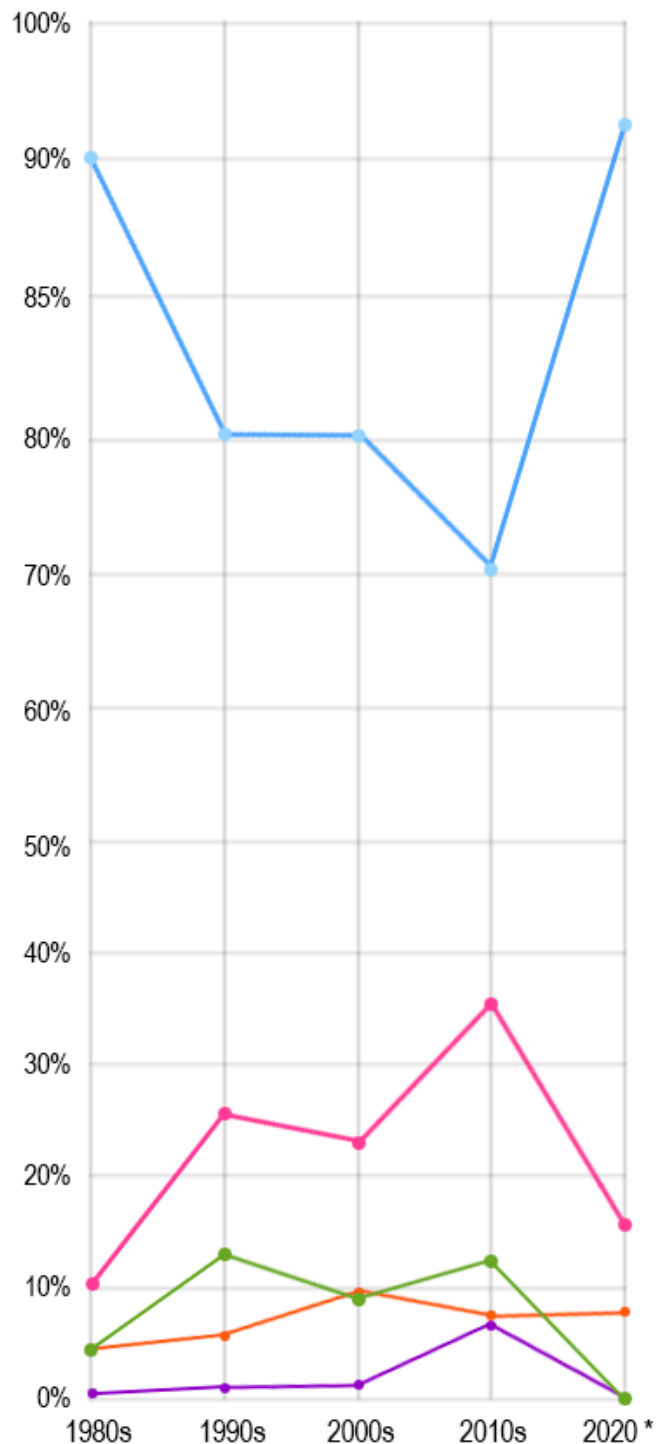


* As of July 1, 2020

Source:
[Federal Judicial Center](#)

Fast Facts:

- The racial composition of the federal bench has changed slowly in the past four decades. In 1980, 91% of all federal judges were white. In 2020, that percentage was 80.2%.
- The gender of the federal bench has changed more substantially. In 1980, 5% of all federal judges were women. In 2020, that percentage was 27.6%.



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New Federal Appointments

As of July 1, 2020, the U.S. Senate had confirmed 196 people to 200 federal judgeships in 2017, 2018, 2019 and 2020. That includes four judges confirmed first to the U.S. District Court, then later to the U.S. Circuit Court of Appeals.

Of those 196 people, 167 (85%) were white, 12 (6%) were Asian American, eight (4%) were African American and eight (4%) were Hispanic, according to the Federal Judicial Center, the research and educational arm of the U.S. court system.

Over the same 3½ years, 148 of the people confirmed to federal judgeships (75.5%) were men and 48 (24.5%) were women. In 2020, the 13 judges confirmed were almost all men (11 of 13) and white (12 of 13).

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

Similarly, the number of judges of color confirmed as federal judges has grown substantially since the 1940s. In the 1940s and '50s, only three federal judges confirmed by the Senate were African American. Since Jan. 1, 2010, 12% of all judges confirmed have been African American, while 73% were white, 8% Hispanic and 6% Asian American. One judge was Native American.

The Federal Judicial Center also began tracking judges of mixed race and ethnicity in recent years. For example, among the 507 federal judges confirmed since Jan. 1, 2010, nine were of mixed race or ethnicity.

Source:
[Federal Judicial Center](#)

Fast Facts:

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



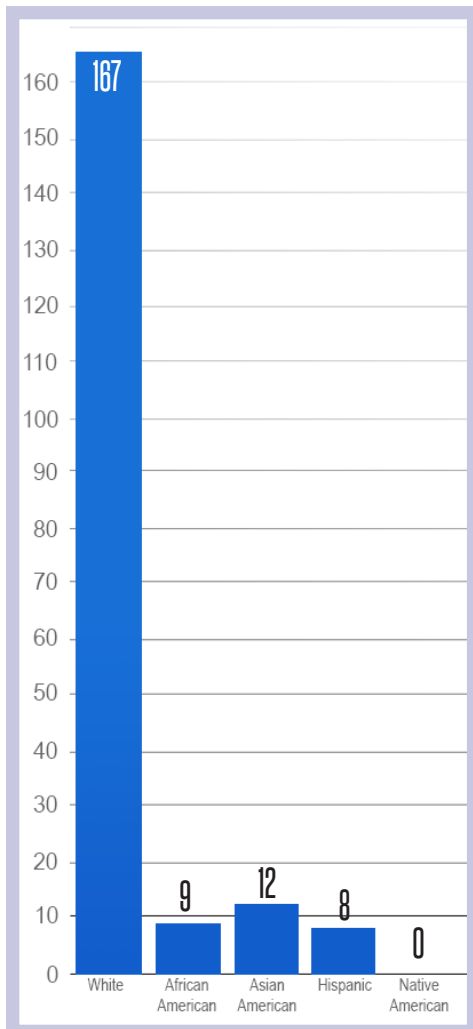
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New Federal Appointments (continued...)

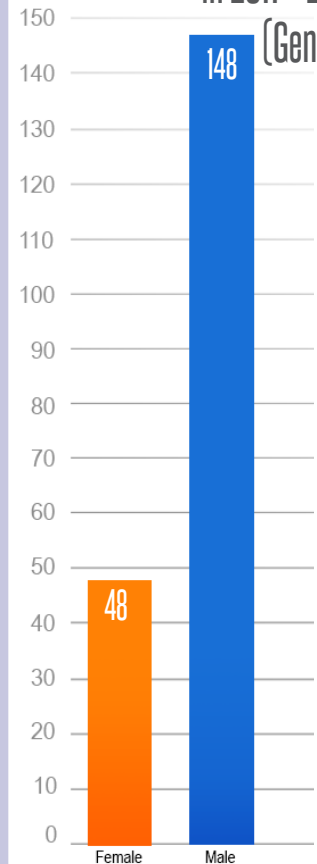
► Federal Judges Confirmed in 2017 - 2020* (Race and Ethnicity)



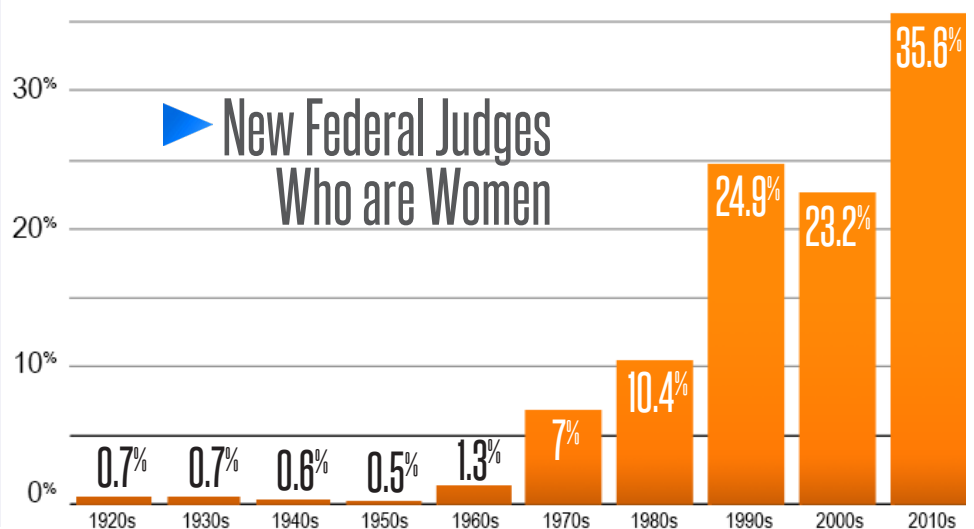
* As of July 1, 2020

Source:
[Federal Judicial Center](#)

► Federal Judges Confirmed in 2017 - 2020* (Gender)



► New Federal Judges Who are Women



Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

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 2020 study by the Brennan Center for Justice at New York University.

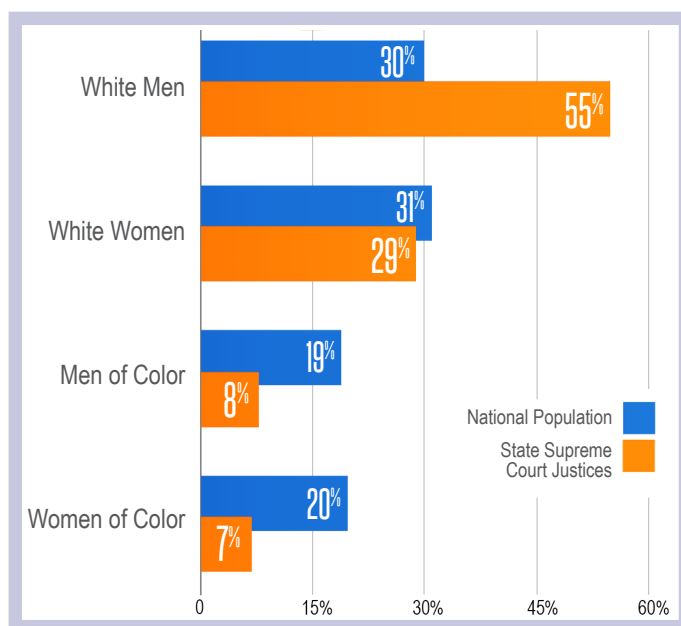
More than half of all justices (55%) on those courts – usually called Supreme Courts – are white and male, compared with only 30% of the U.S. population. White women are represented roughly in proportion to their presence in the population – 31% of the U.S. population and 29% of top state court justices.

But men and women of color are heavily underrepresented. Just 8% of justices on those courts are men of color, even though they are 19% of the U.S. population. And women of color are even more disproportionately underrepresented – 7% of justices but 20% of the total population. (Justices of color are defined as men and women who are Latino, African American, Asian, Native American or mixed race.)

The study found 23 states that have no justices of color on their highest courts. In one state – Nevada – a majority of the population (51%) is of color, but all seven justices are white.

Twelve states have never had a person of color on their highest court, at least since 1960: Alaska, Idaho, Kansas, Nebraska, New Hampshire, Maine, North Dakota, Rhode Island, South Dakota, Utah, Vermont and Wyoming.

State Supreme Court Justices by Race, Compared With National Population



Source: [Brennan Center for Justice, State Supreme Court Diversity report, February 2020](#)

Fast Facts:

- The most recent state to add a justice of color to its highest court was Delaware, in January 2020.
- In the past year, two states — Oklahoma and Washington — added Native American justices to their Supreme Courts. Before that, there was only one Native American state Supreme Court justice in the U.S.

Profile of the Legal Profession

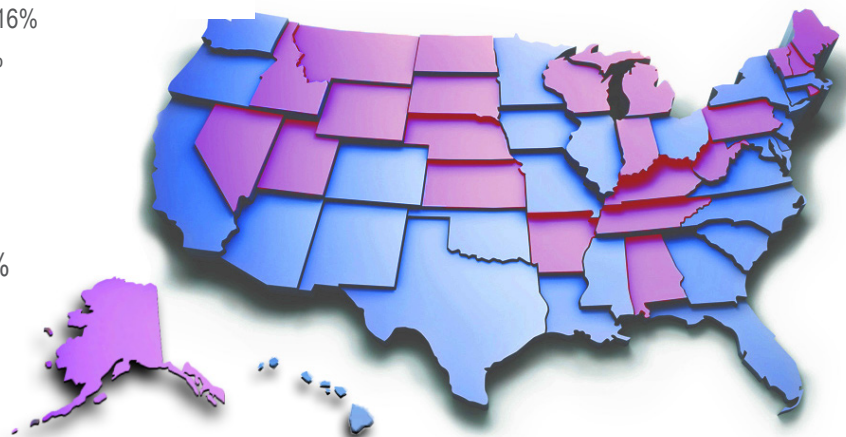
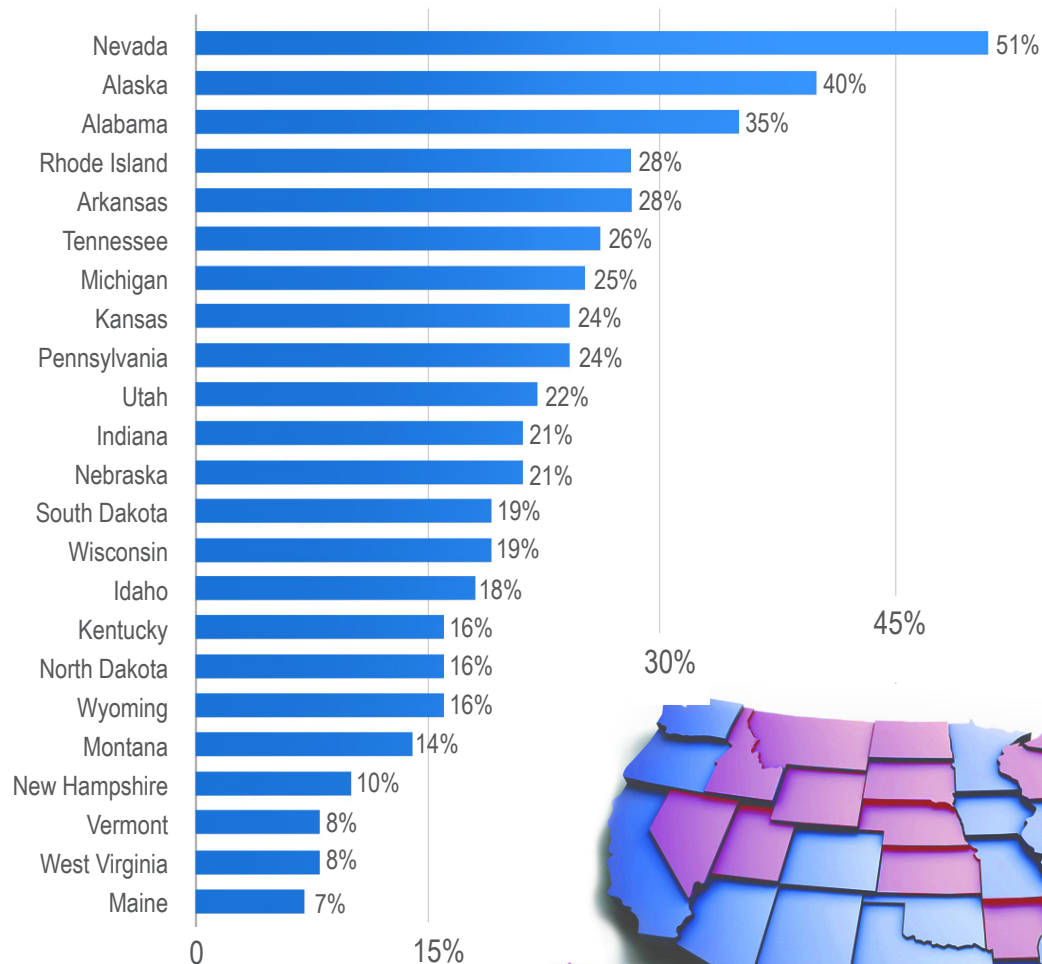
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JUDGES

Diversity in State Supreme Courts (continued...)

► States With All-White Supreme Courts (percent people of color in those states)

Source: [Brennan Center for Justice, State Supreme Court Diversity report, February 2020](#)



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PRO BONO

Chapter 7



Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

PRO BONO

Hours Worked

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

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

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

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

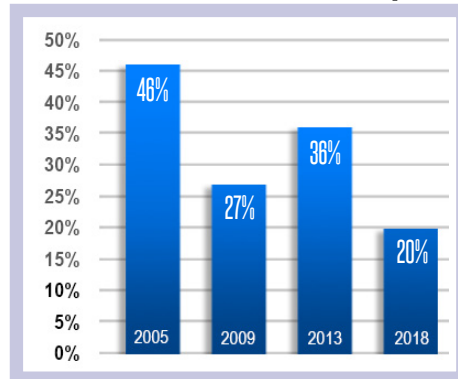
The average hours worked fluctuates year by year, with no apparent trend. It was 39 hours in 2005, 41 hours in 2009, 56 hours in 2013 and 37 hours in 2018. Older lawyers – age 70 to 74 – perform the most hours (58 per year). Solo practitioners and lawyers from large firms and very large firms provide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

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

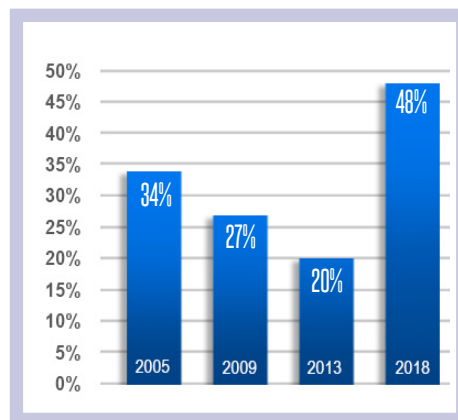
Fast Fact:

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

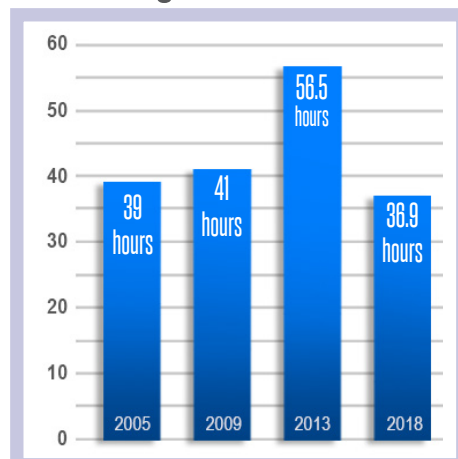
► Met the 50-hour Aspirational Goal



► No Pro Bono Work in the Past Year



► Average Hours of Pro Bono Service



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PRO BONO

Type of Help

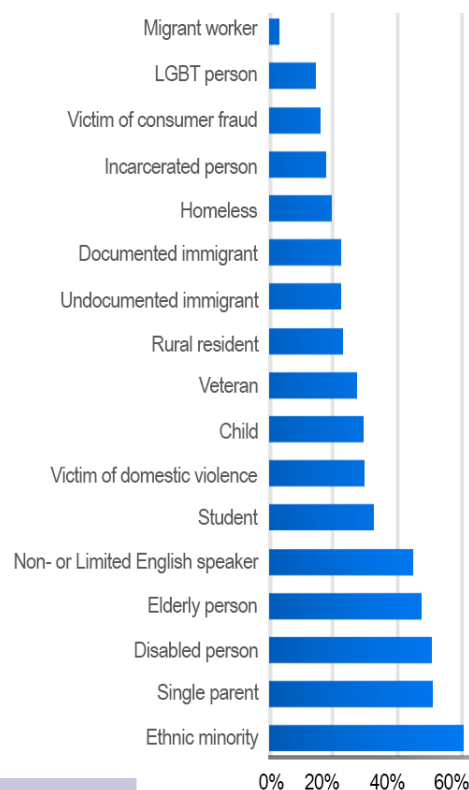
Most lawyers who provide pro bono services do so for individuals in need – 85%. Others help classes of individuals – such as a group of seniors or tenants – or organizations. For those who help individuals, the average hours worked were relatively high – 57 hours a year.

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

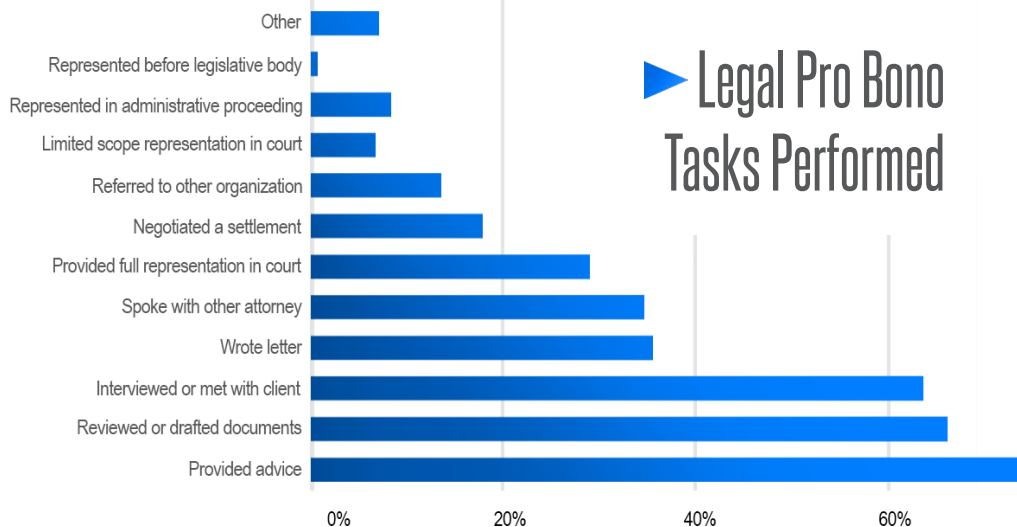
The type of pro bono legal work performed varies widely, depending on the client and type of case. The most common tasks performed were providing advice (74%), reviewing or drafting documents (66%), interviewing clients (64%), writing letters (36%), working with other attorneys (35%), providing full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

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

Profile of Pro Bono Clients



Legal Pro Bono Tasks Performed



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.

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ABA AMERICAN BAR ASSOCIATION

PRO BONO

Top States

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

Washington state:

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

Tennessee:

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

Wyoming:

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

Vermont:

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



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

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PRO BONO

Law Students

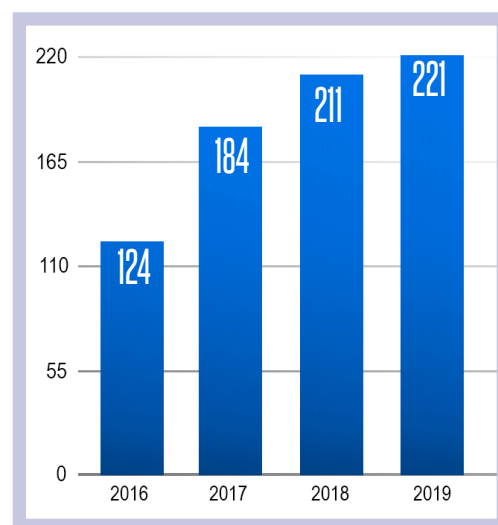
The typical third-year law student performs 221 hours of pro bono legal work through clinics, other experiential courses and pro bono activities, according to the 2019 Law Student Pro Bono Hours Survey conducted by the Association of American Law Schools.

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.

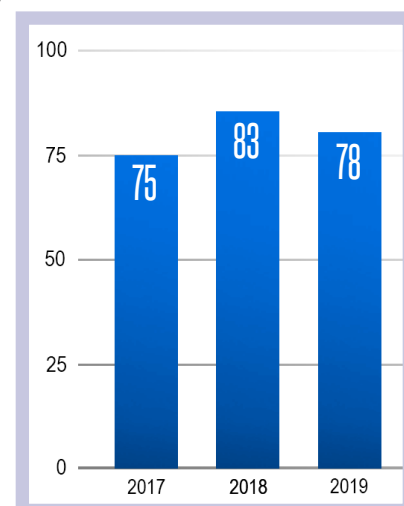
The hours worked is rising over time. AALS has conducted the survey for the past four years. The 2016 survey found each graduating law student performed an average of 124 hours of pro bono work. In 2017, that figure rose to 184 hours, and in 2018 it was 211. AALS estimates that pro bono work by third-year law students is 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](#)

Profile of the Legal Profession

ABA AMERICAN **BAR** ASSOCIATION

WOMEN IN THE LEGAL PROFESSION

Chapter 8

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

WOMEN IN THE LEGAL PROFESSION

Demographics

The percentage of lawyers who are female has slowly inched up over the past decade, according to the ABA National Lawyer Population Survey, a tally of lawyers by every attorney-licensing agency in every state. In 2010, fewer than one-third of all lawyers (31%) were women. Ten years later, in 2020, the percentage stood at 37%.

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.

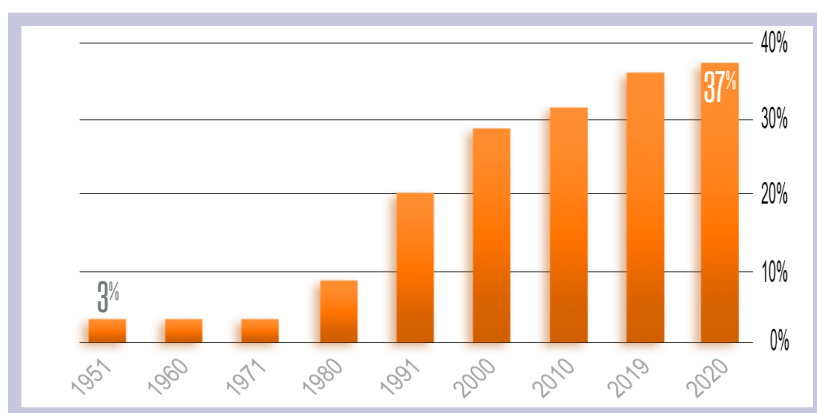
The trend is also clear to see in law schools. Since 2010, the number of male students has declined every year – from 78,500 in 2010 to 52,555 in 2019. Meanwhile, the number of female law school students has risen every year since 2016. Women now significantly outnumber men in U.S. law school. In 2019, there were 7,600 more female students than male students.

The number of female federal judges has increased dramatically over the decades. 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. Now, in 2020, there are 382 women on the federal bench – roughly 1 in 4 (28%) of all federal judges.

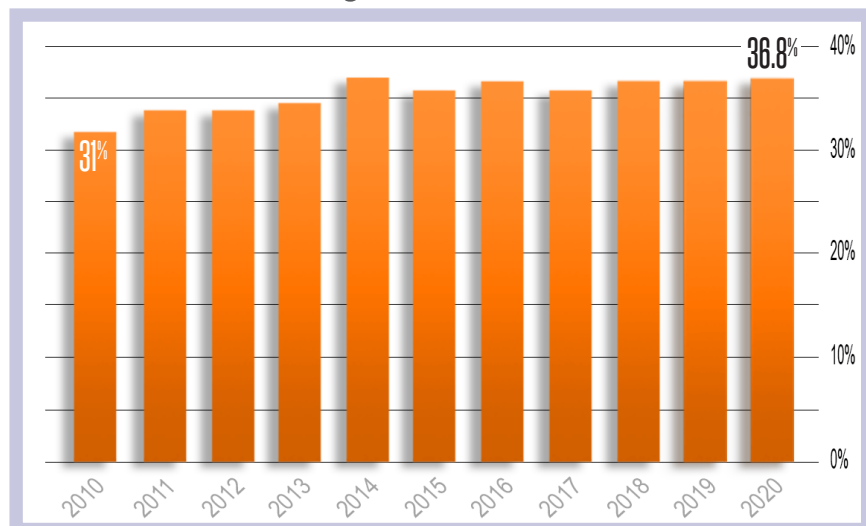
Women fare better in state Supreme Courts, where they make up 37% of all high-court justices, according to a 2020 survey by the Brennan Center for Justice.

Sources: [ABA National Lawyer Population Survey](#), American Bar Foundation Lawyer Statistical Reports, [Brennan Center for Justice](#)

Women in the Legal Profession by Decade: 1951-2020



Women in the Legal Profession: 2010-2020



Profile of the Legal Profession

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WOMEN IN THE LEGAL PROFESSION

Women in Law Firms

Roughly half of all law school graduates have been female since 2000. But in spite of slow improvements in recent years, the number of women in senior leadership roles at U.S. law firms is far less than half.

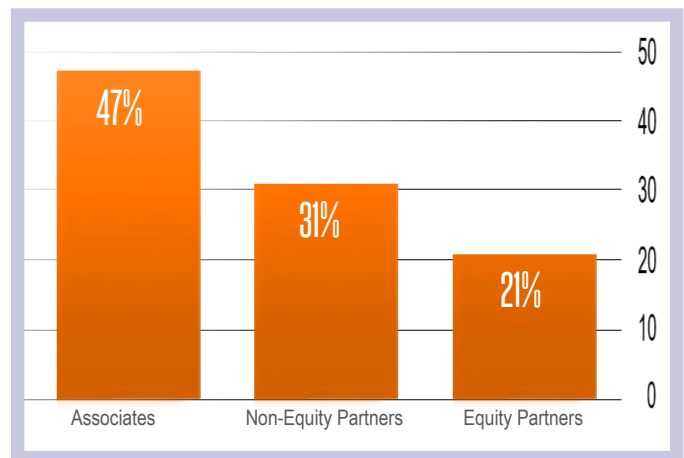
About 21% of all equity partners were female in 2019, according to the National Association of Women Lawyers. That's up from 15% in 2012. About 31% of all non-equity partners were female in 2019, up from 25% in 2011.

Women of color are also under-represented among law firm leaders. While 14% of law firm associates were women of color in 2019, they make up only 5% of non-equity partners and 3% of equity partners. Among 103 female lawyers of color surveyed in 2019, 70% reported leaving or considering leaving the legal profession, according to the newly published ABA report "Left Out and Left Behind."

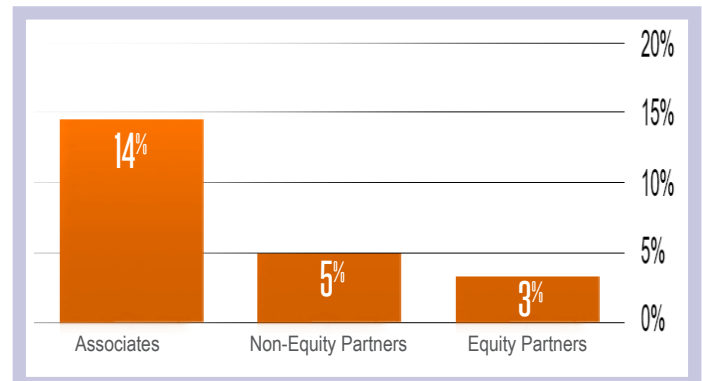
Fast Facts:

- 26% of law firms have a woman among their firmwide managing partners.
- The average male equity partner bills more than the average female equity partner -- \$1,760,016 versus \$1,450,521.

Women in Law Firms: 2019



Women of Color in Law Firms: 2019



Source: [National Association of Women Lawyers 2019 Survey Report](#)
[Left Out and Left Behind: The Hurdles, Hassle and Heartaches of](#)
[Achieving Long-Term Legal Careers for Women of Color](#), ABA 2020

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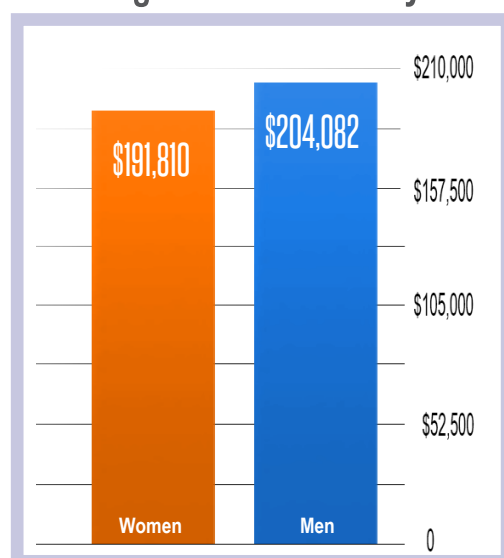
Women in Law Firms [continued...]

Pay for women at U.S. law firms continues to lag behind pay for men in similar positions. The gap grows wider the further up the corporate ladder women go, according to the National Association of Women Lawyers:

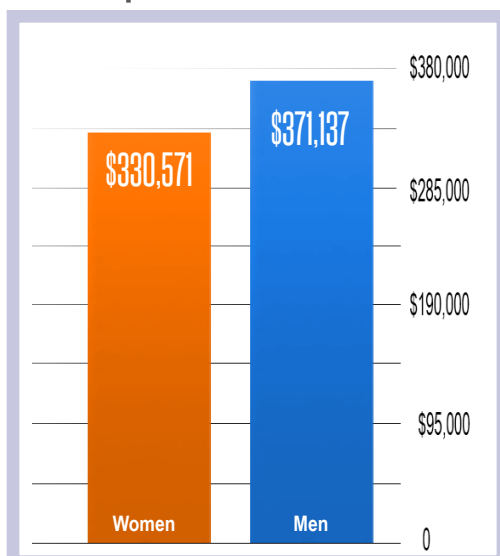
- Among associates, average pay for women was 94% of average pay for men in 2019: \$191,810 versus \$204,082.
- Among non-equity partners, average compensation for women was 89% of average compensation for men: \$330,571 versus \$371,137.
- Among equity partners, average compensation for women was 86% of average compensation for men: \$699,788 versus \$809,279.

Source: [National Association of Women Lawyers 2019 Survey Report](#)

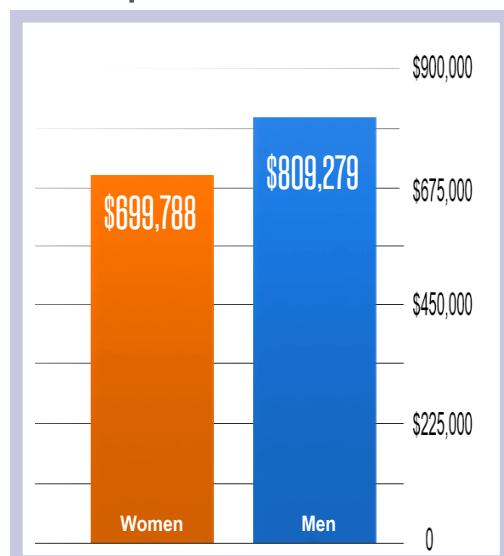
▶ Average Associate's Pay: 2019



▶ Average Non-Equity Partner Compensation: 2019



▶ Average Equity Partner Compensation: 2019



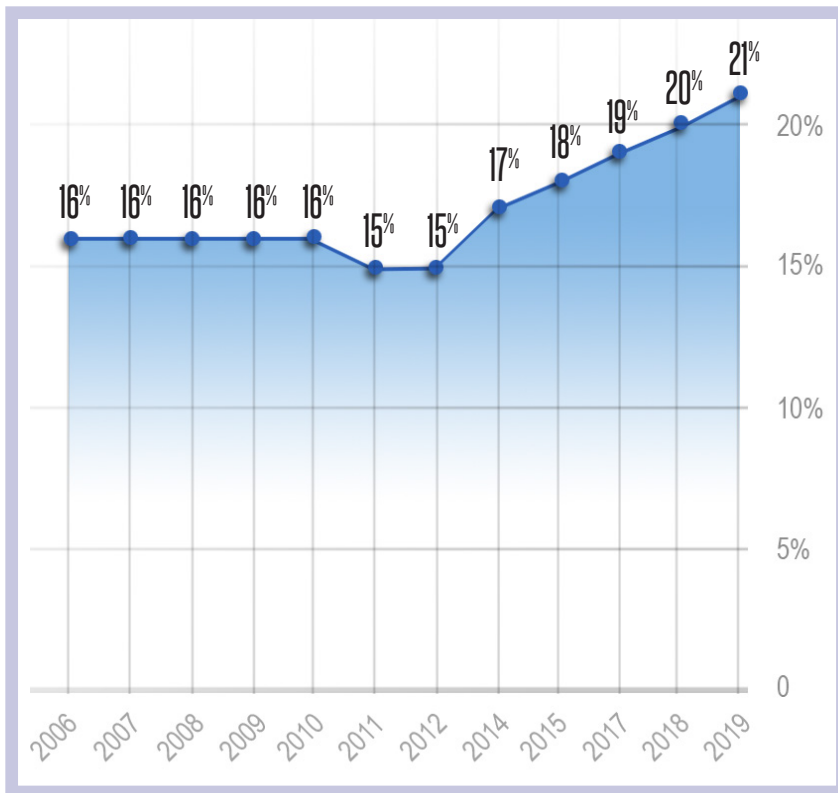
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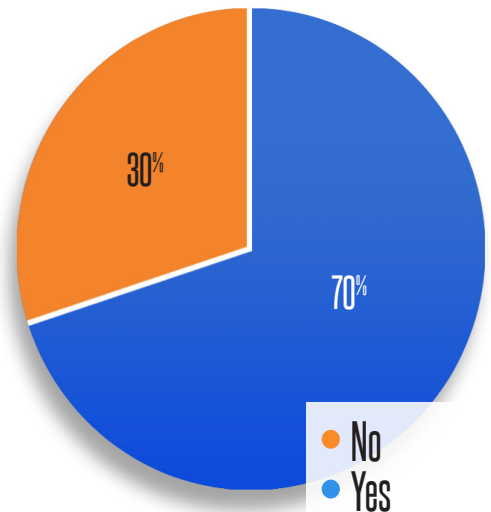
Women in Law Firms [continued...]

▶ Female Equity Partners: 2006 - 2019



Note: There were no reports in 2016 and 2013

▶ Female Lawyers of Color Who Have Left or Considered Leaving the Profession: 2020*



* Among 103 female lawyers of color surveyed

Source: [National Association of Women Lawyers 2019 Survey Report](#)
[Left Out and Left Behind: The Hurdles, Hassle and Heartaches of](#)
[Achieving Long-Term Legal Careers for Women of Color](#), ABA 2020

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WOMEN IN THE LEGAL PROFESSION

Women in Law Schools

A majority of law school students in the United States are women: 53.3% in 2019. That's up from 48.4% in 2000.

Women achieved majority status in ABA-accredited law schools only recently. The first time there were more first-year female students than 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.

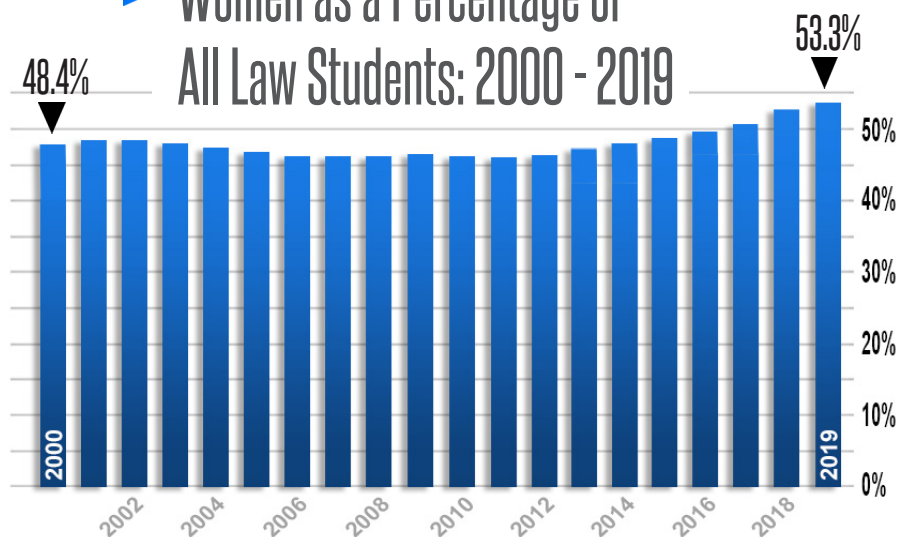
Here's another way of looking at the gender trend in law schools: In 2019, more than twice as many law schools had female majorities (141 law schools) as schools with male majorities (59 law schools). And at four law schools in 2019, women outnumbered men by a 2-to-1 ratio.

The change came slowly over several decades. In 1963, only 8.3% of first-year law students were female, rising to 16% in 1973, 38% in 1983 and 43% by 1993.

More women than ever are also leading U.S. law schools. In 2000, only 10% of law school deans were women. By 2009, it rose to 21%. And as of June 1, 2020, 41% of all law school deans were women, according to Rosenblatt's Deans Database at the Mississippi College School of Law.

Sources: [ABA Section of Legal Education and Admissions to the Bar](#) and [Rosenblatt's Deans Database](#)

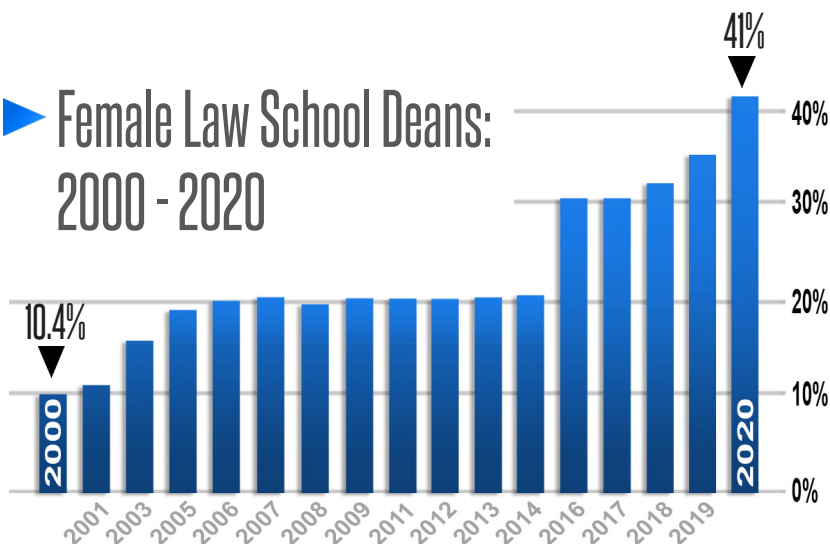
▶ Women as a Percentage of All Law Students: 2000 - 2019



Fast Facts:

- 877 – Number of women enrolled as first-year law students in 1964
- 21,288 – Number of women enrolled as first-year law students in 2019
- 1951 – Year that Miriam Theresa Rooney became the first female dean of an ABA-approved law school, Seton Hall Law School.

▶ Female Law School Deans: 2000 - 2020



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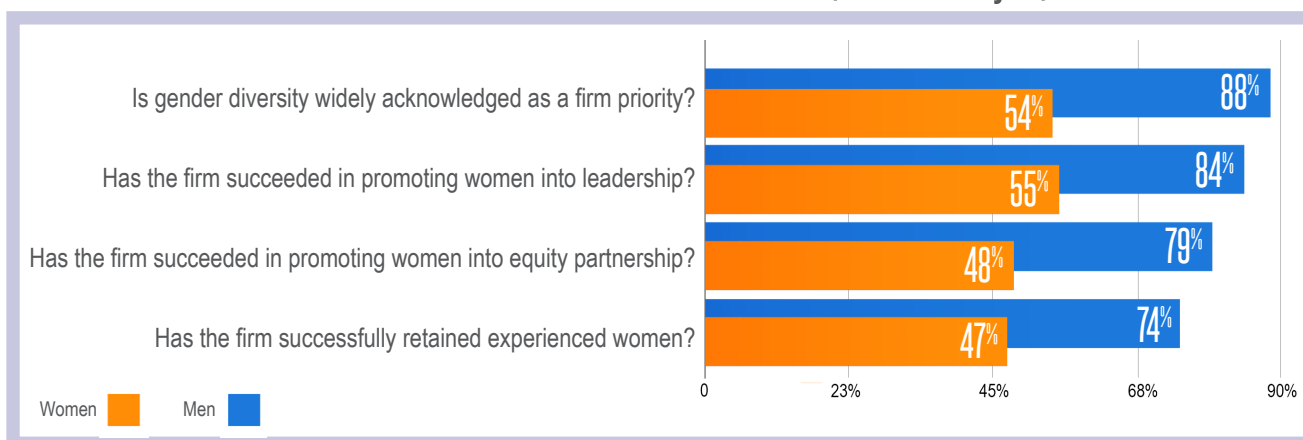
WOMEN IN THE LEGAL PROFESSION

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.

► How Men and Women View Law Firm Policies (% who said yes)



Source: [Walking Out the Door, 2019, ABA and ALM Intelligence](#)

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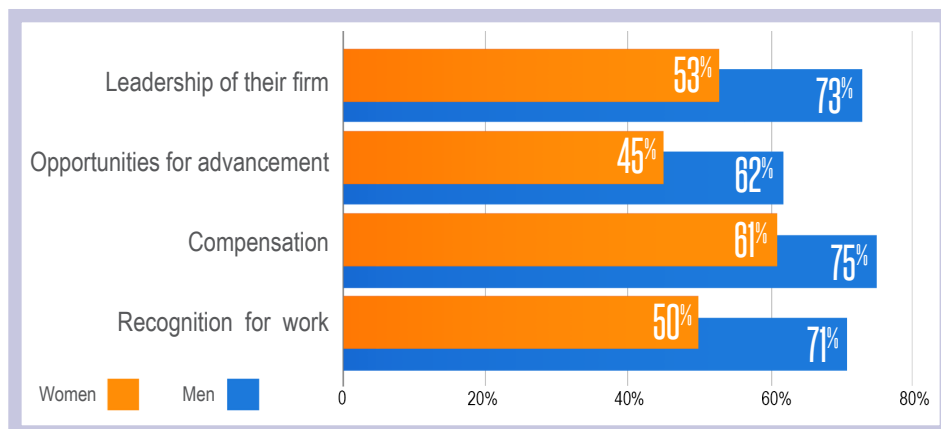
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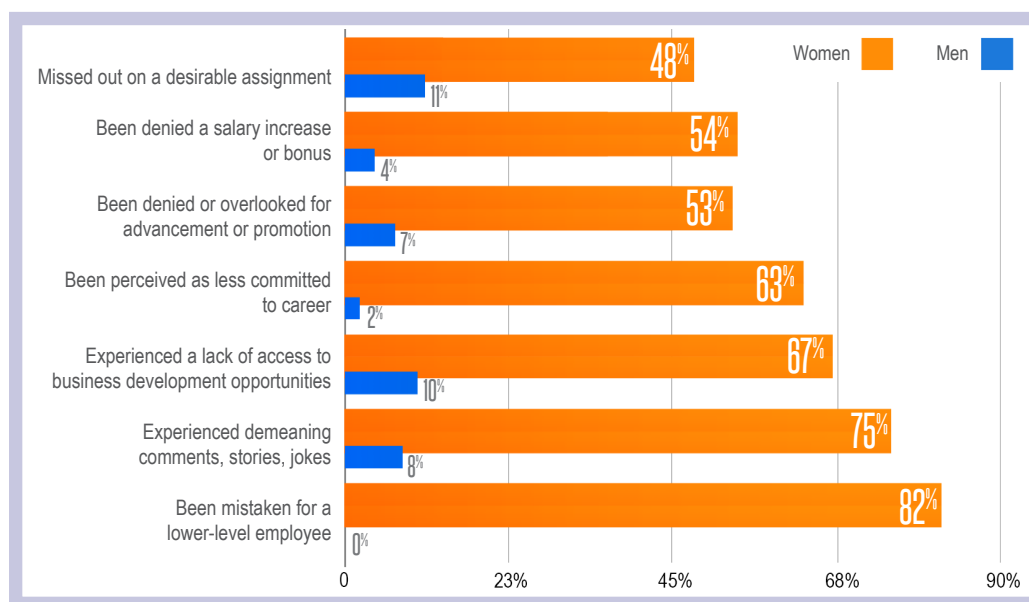
Walking Out the Door (continued...)

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.

▶ Job Satisfaction (extremely or somewhat satisfied)



▶ Everyday Experiences Because of Gender



Source: [Walking Out the Door, 2019](#), ABA and ALM Intelligence

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

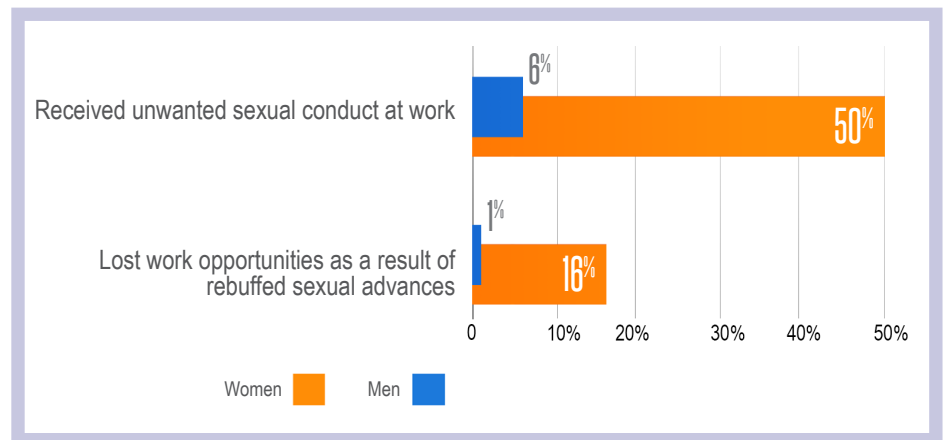
WOMEN IN THE LEGAL PROFESSION

Walking Out the Door (continued...)

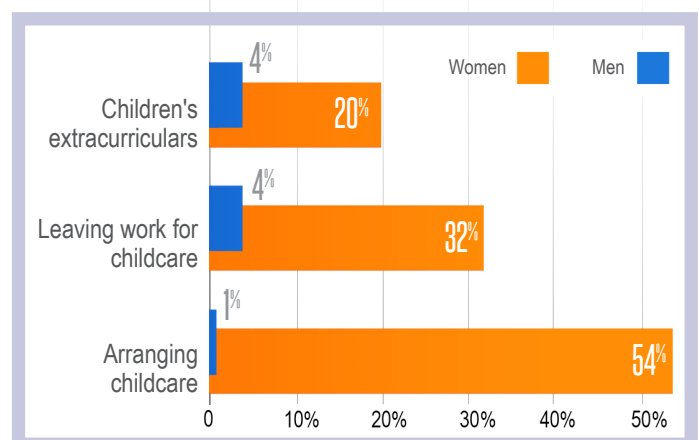
The survey also revealed that half of all female lawyers (50%) said they experienced unwanted sexual conduct at work, and 1 in 4 women said they avoided reporting sexual harassment due to fear of retaliation. One in six female lawyers (16%) said they lost work opportunities as a result of rebuffing sexual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

Sexual Harassment



Child Care Responsibilities (% who say it is their full responsibility)



Fast Facts:

- 63% of female lawyers said they had been perceived as less committed to their careers.
- 75% of female lawyers said they experienced demeaning comments, stories or jokes.

Source: [Walking Out the Door, 2019, ABA and ALM Intelligence](#)

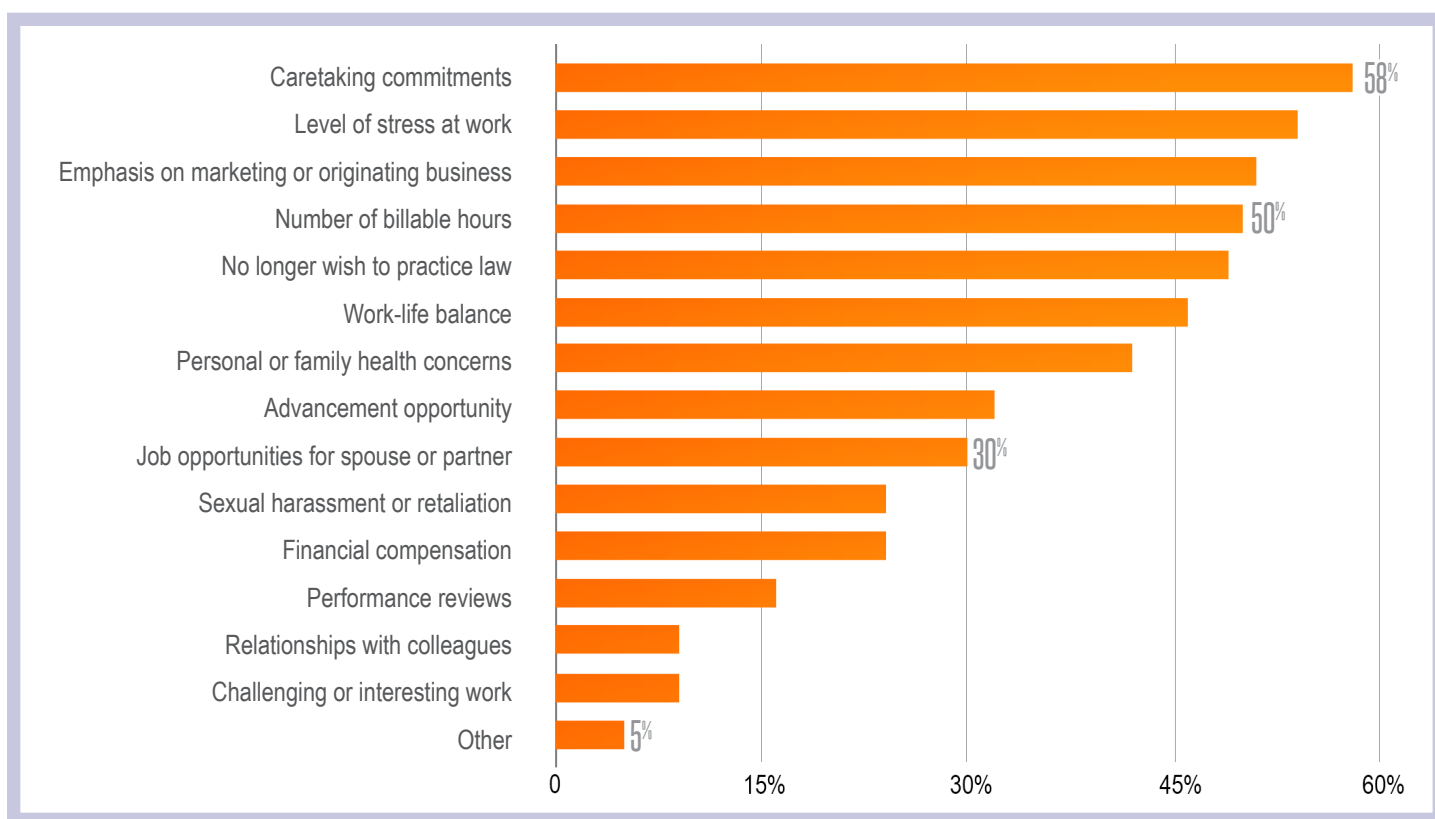
Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

WOMEN IN THE LEGAL PROFESSION

Walking Out the Door (continued...)

► Why Do Experienced Women Lawyers Leave Their Jobs? (very or somewhat important)



Source: [Walking Out the Door, 2019, ABA and ALM Intelligence](#)

Profile of the Legal Profession

ABA AMERICAN **BAR** ASSOCIATION

LEGAL TECHNOLOGY

Chapter 9

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL TECHNOLOGY

Security

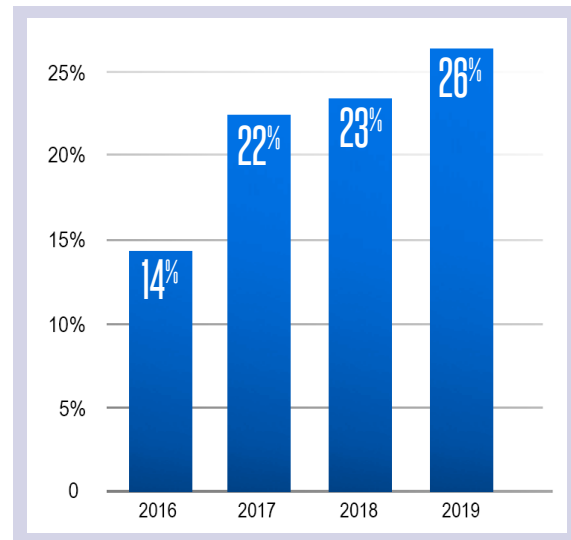
Law firms reported an uptick in security breaches in 2019, according to the American Bar Association's 2019 Legal Technology Survey Report.

Overall, 26% of lawyers said their firms experienced a security breach (for example, lost or stolen computer or smart-phone, hack, break-in or exploited website), compared with 23% in 2018, and 22% in 2017.

Roughly two-thirds of lawyers who reported a security breach (65%) said their firms suffered no significant business disruption or loss. Even so, 35% said the breach caused some down time or a loss of billable hours.

Viruses, spyware and malware were reported as fairly common problems, but that threat is slowly dwindling. In 2019, 36% of lawyers said their law firm technology had been infected at some point in the past. That's down from 40% in 2018 and 43% in 2017.

► Law Firms Suffering Security Breaches



Source: [ABA 2019 Legal Technology Survey Report](#)

Fast Fact:

- In general, the bigger the firm, the more likely they've experienced a security breach: 32% of firms with 500 lawyers or more reported in 2019 having experienced a breach sometime in the past. For solo practitioners, it was half that – just 14%.

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

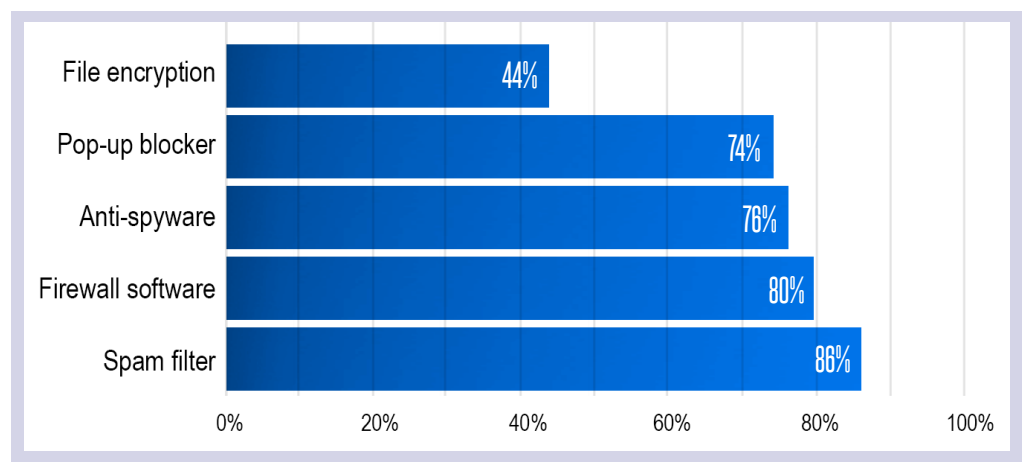
LEGAL TECHNOLOGY

Security [continued...]

Most law firms use spam filters (86%), a firewall (80%), anti-spyware (76%) and popup blockers (74%). Less than half (44%) say they encrypt their files.

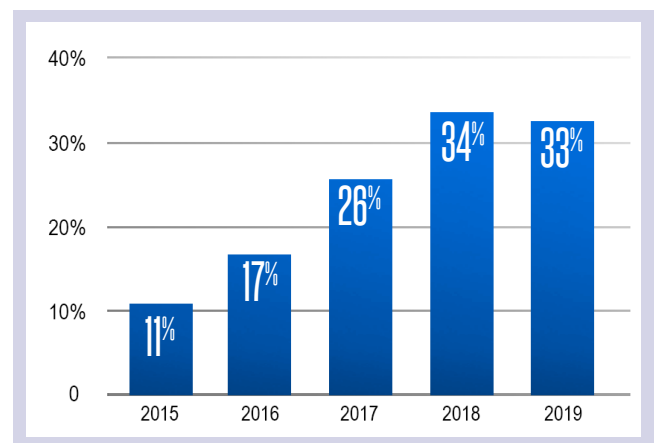
To protect from losses caused by cyber breaches, about a third of lawyers (33%) said their firms have cyber liability insurance. The number has been steadily rising – from 11% in 2015 to 34% in 2018. It appears to have leveled off now.

▶ Law Firms Using Cybersecurity Tools



Source: [ABA 2019 Legal Technology Survey Report](#)

▶ Law Firms That Have Cyber Liability Insurance



Profile of the Legal Profession

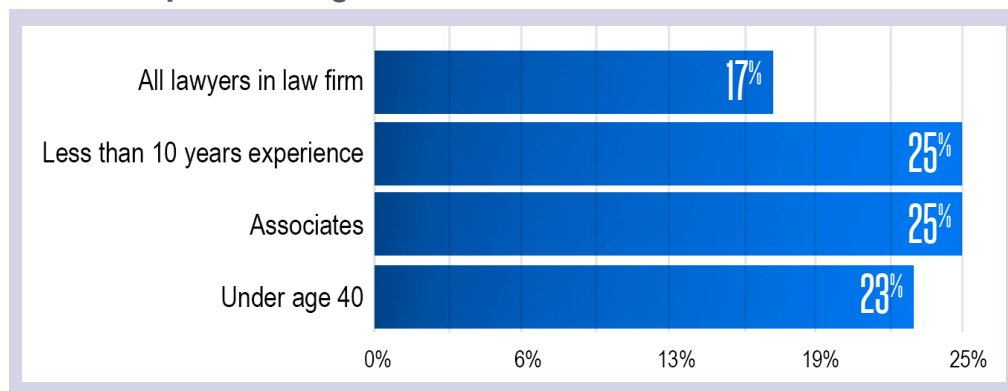
ABA AMERICAN BAR ASSOCIATION

LEGAL TECHNOLOGY

Online Research

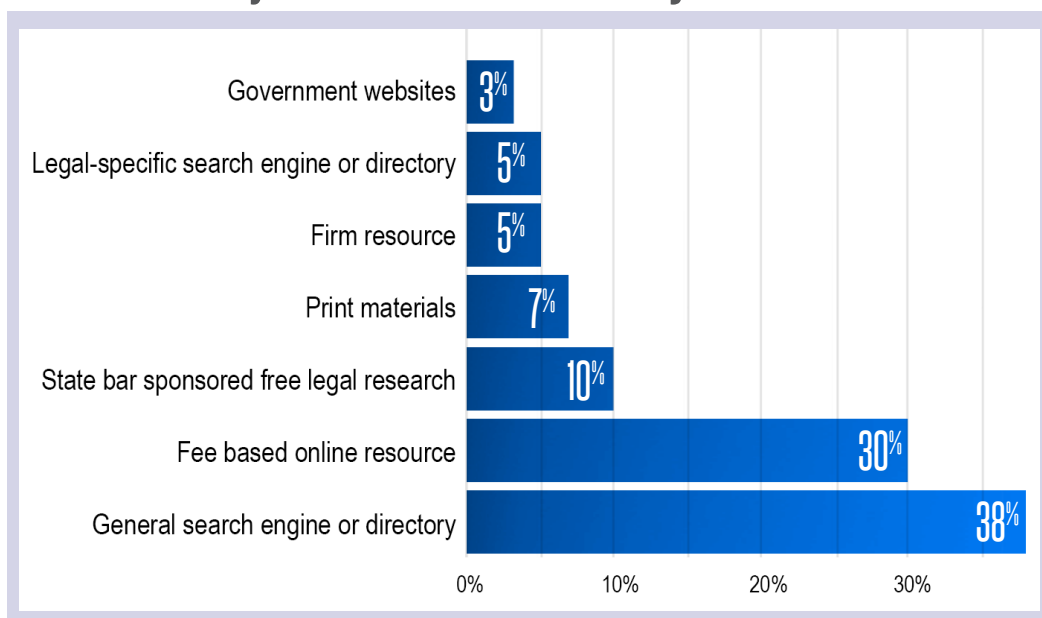
The typical lawyer spends, on average, 17% of his or her time conducting legal research, according to the ABA's 2019 Legal Technology Survey Report – roughly the same as in 2018 (18%) and 2017 (16%). When lawyers begin a research project, roughly one-third (38%) say they start with a general search engine like Google. Roughly another third (30%) start with a paid online resource and 10% start with a free state bar-sponsored legal research service.

Time spent on legal research



Source: [ABA 2019 Legal Technology Survey Report](#)

Where Lawyers Start a Research Project



Profile of the Legal Profession

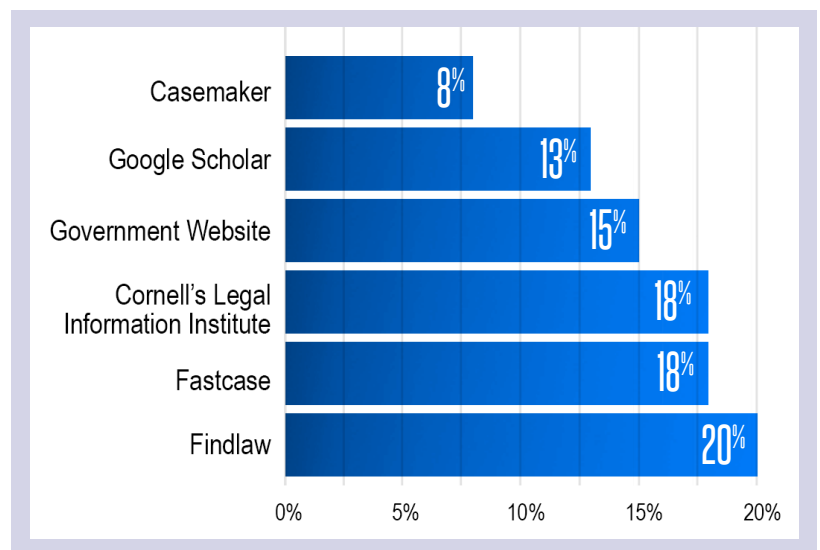
ABA AMERICAN BAR ASSOCIATION

LEGAL TECHNOLOGY

Online Research [continued...]

Most lawyers (65%) say they regularly use free online resources to conduct legal research, and nearly as many (57%) regularly use fee-based online resources for research. When asked which paid online legal research service they use most often, nearly half of all lawyers (49%) say Westlaw. About one-fourth (28%) say Lexis Advance.

► Free Websites Used Most Often for Legal Research



Source: [ABA 2019 Legal Technology Survey Report](#)

Fast Facts:

- Only 8% of lawyers say their firms use artificial intelligence-based technology tools. That figure is substantially higher at large law firms with 500 lawyers or more (35%).
- 35% think artificial intelligence tools will become main-stream in the legal profession in the next 3-5 years.

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL TECHNOLOGY

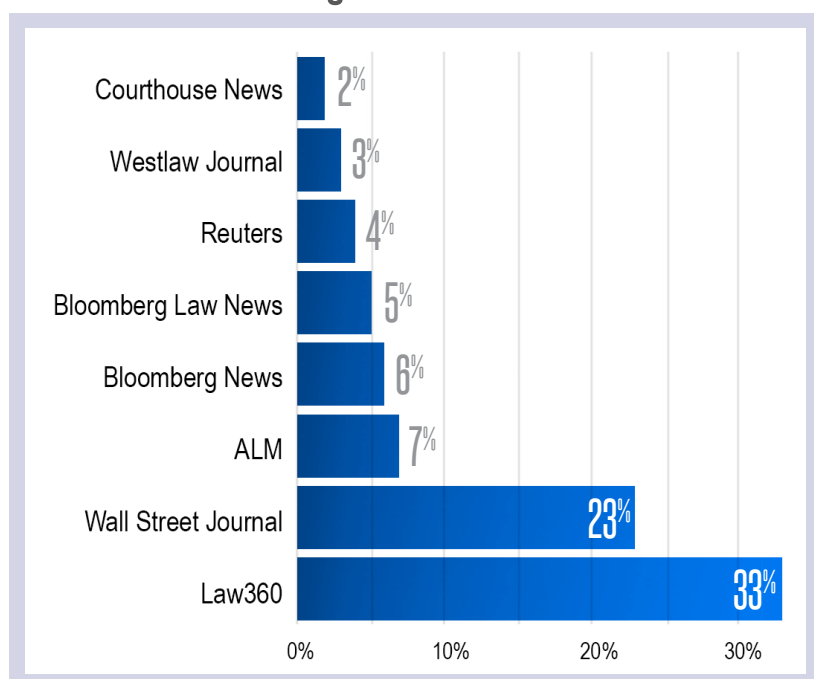
Online Research [continued...]

Asked which one free website they use most often for legal research, 20% said FindLaw, followed by Fastcase and Cornell's Legal Information Institute (18% each), government websites (15%) and Google Scholar (13%).

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

When it comes to getting legal news online, the most preferred paid service is Law360 (33%), followed by the Wall Street Journal (23%), ALM (7%) and Bloomberg News (6%).

► Paid Online Service Most Preferred for Legal News



Source: [ABA 2019 Legal Technology Survey Report](#)

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL TECHNOLOGY

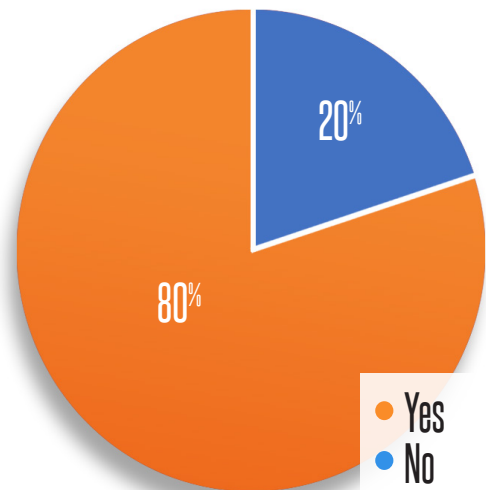
Social Media

Law firms and lawyers maintain a significant presence on social media, according to the ABA's 2019 Legal Technology Survey Report. Four out of five lawyers (80%) say their firms are on social networks.

Nearly a third of all lawyers (30%) say their firms use Facebook for marketing. Other common marketing tools and websites include email (40%), print (30%), direct mail (19%), Avvo (14%), Lawyers.com (13%), FindLaw (13%) and Yellow Pages (12%).

The great majority of lawyers (80%) personally use or maintain a presence on social media for professional purposes. The most popular networks are LinkedIn (90%), Facebook (39%), Twitter (28%), Avvo (18%), and Martindale (15%). Roughly one-third of lawyers (31%) said a client retained their legal services as a result of social media use.






Law Firms That Maintain a Presence on Social Networks



Source: [ABA 2019 Legal Technology Survey Report](#)

Top Social Network Sites used by Law Firms:

Among the 80% of law firms that maintain a presence on social networks.

	79% (up from 69% in 2018)
	54% (down from 63% in 2018)
	23% (down from 36% in 2018)
	38% (up from 31% in 2018)
	21% (up from 14% in 2018)

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL TECHNOLOGY

Social Media (continued...)

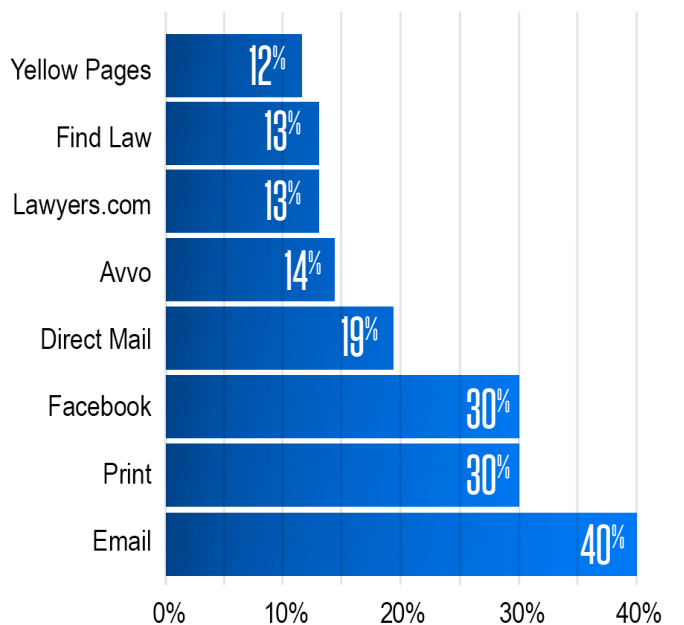
Few law firms blog. Only 30% of lawyers said their firms have blogs. Even fewer lawyers personally blog. Only 6% of lawyers personally maintain a legal-topic blog. Of those, 3% post daily, 18% weekly, 56% monthly and 21% said they've stopped updating. Half of all bloggers (49%) said a client retained their services because of their blog.

Source: [ABA 2019 Legal Technology Survey Report](#)

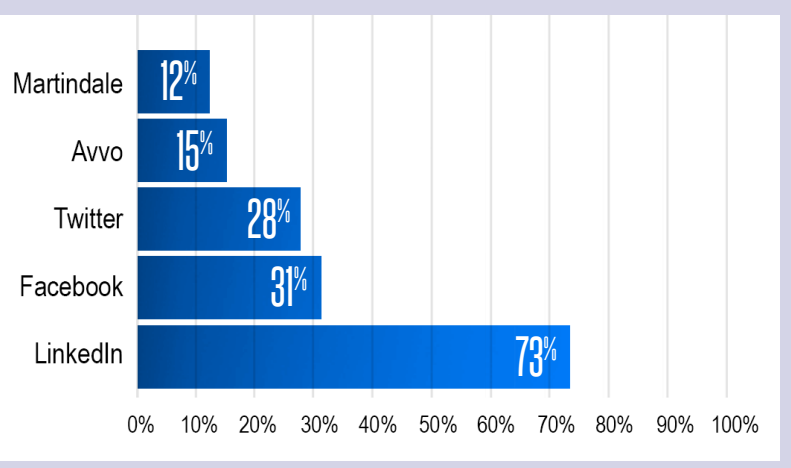
Fast Facts:

- Less than half of all lawyers (40%) say their firms have a social media policy. That increases to 86% for large firms of 500 lawyers or more.
- The bigger the firm, the more likely it has a blog. 74% of big firms with 500 lawyers or more have a blog. Only 9% of solo practitioners do.

► Where Law Firms Market Themselves



► Social Networks Individual Lawyers Use for Professional Purposes



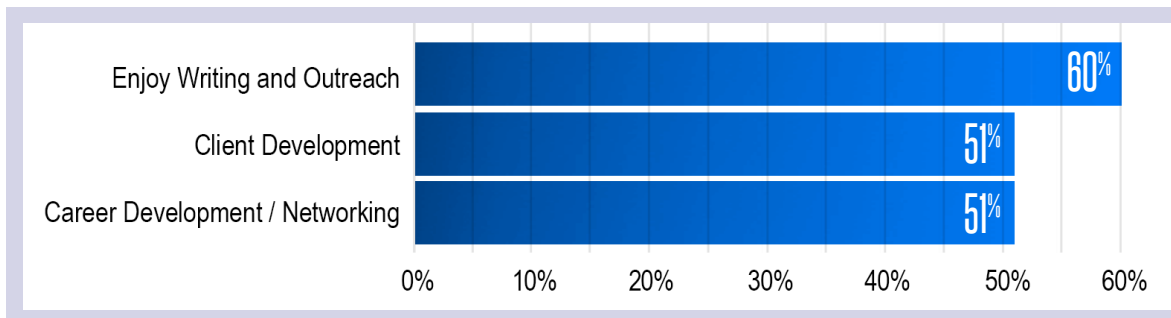
Profile of the Legal Profession

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LEGAL TECHNOLOGY

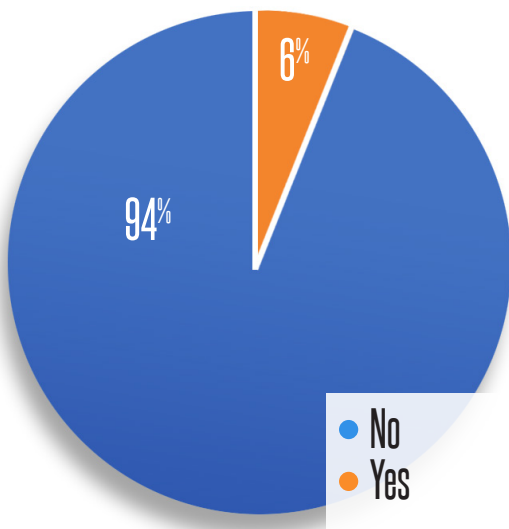
Social Media [continued...]

► Why Do You Blog?

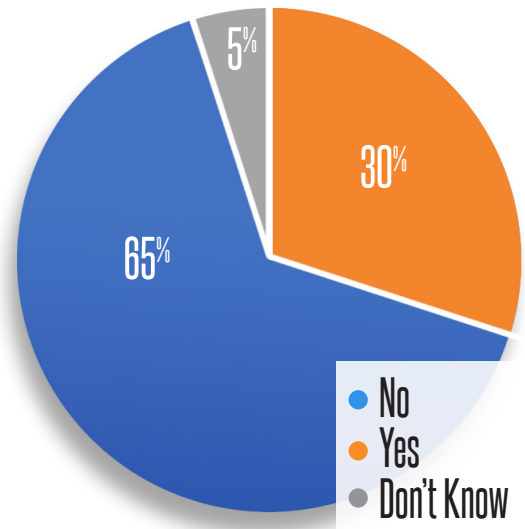


Source: [ABA 2019 Legal Technology Survey Report](#)

► Do You Personally Maintain a Legal Topic Blog?



► Does Your Law Firm Have a Blog?



Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LEGAL TECHNOLOGY

Telecommuting and Mobile Devices

Before the COVID-19 pandemic, there was no clear consensus among U.S. lawyers when it comes to telecommuting. A little more than half telecommuted (55%); a little less than half didn't (45%), according to the ABA 2019 Legal Technology Survey Report. About 6% of all lawyers said they were full-time telecommuters.

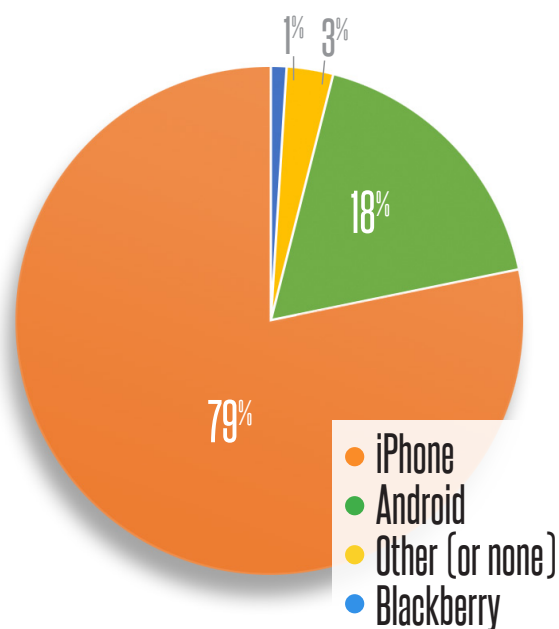
Before the pandemic, many lawyers telecommuted at least once a week – 41%, according to the survey. Of those who didn't telecommute, most (72%) said they just weren't interested, or it wasn't necessary. But 5% said telecommuting was prohibited by office policy. Another 3% said they lacked the necessary technology to telecommute.

The vast majority of telecommuting lawyers did it from home (88%), but a sizable number also telecommuted from hotels (26%), vacation homes (23%) and other offices (14%). A few even telecommuted from public places (11%) and coffee shops or cafes (10%).

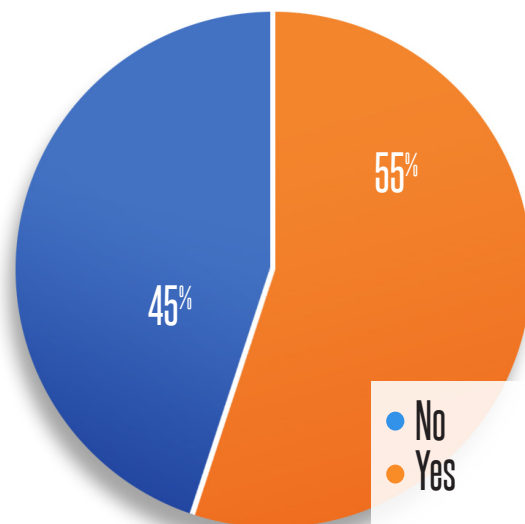
By far, the most common smartphone for lawyers is the iPhone (79%). Only 18% use an Android phone and just 1% still use a Blackberry.

Source: [ABA 2019 Legal Technology Survey Report](#)

Which Smartphones do Lawyers use for Work?



Lawyers Who Telecommute



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ABA AMERICAN BAR ASSOCIATION

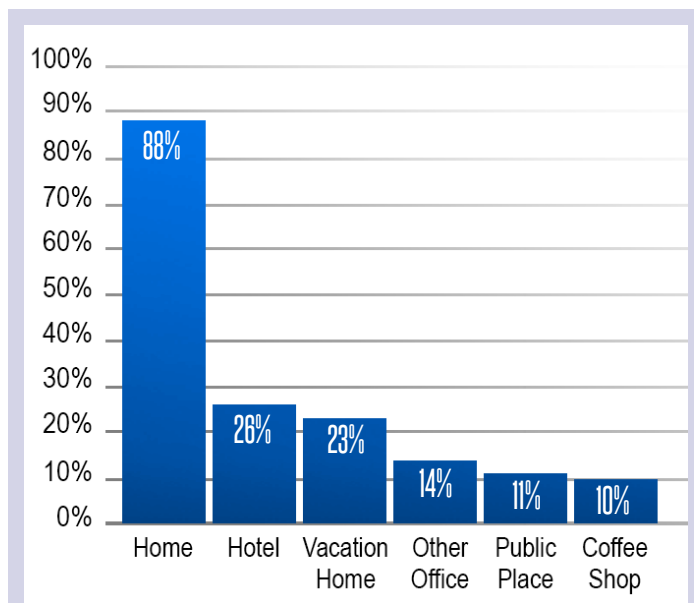
LEGAL TECHNOLOGY

Telecommuting and Mobile Devices (continued...)

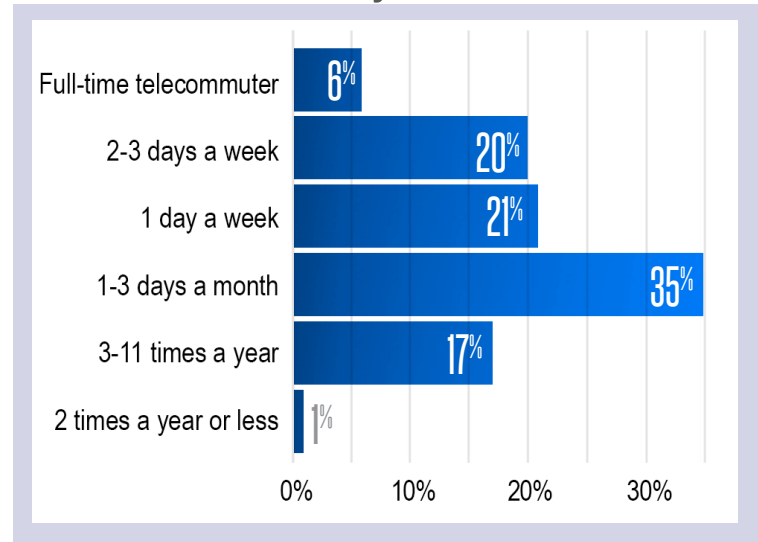
When it's time to read email away from the office, 70% primarily use their smartphone, 15% use a work laptop and 11% use a personal laptop or desktop computer. A tiny group of 2% said they don't check email outside the office.

The use of laptops continues to rise: 41% said a laptop is their primary work computer, up from 34% three years ago. Still, more than half (57%) say their main work computer is a desktop, down from 64% three years ago. Just 2% said a tablet is their main computer.

Where Do Lawyers Work When They Telecommute?

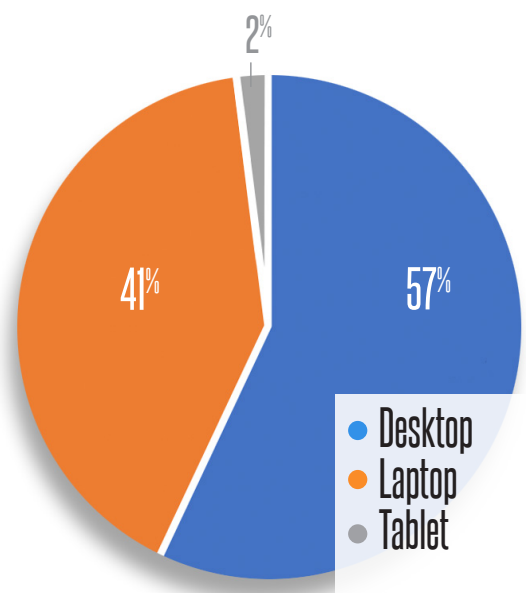


How Often Do Lawyers Telecommute?



Source: [ABA 2019 Legal Technology Survey Report](#)

Primary Work Computer



Profile of the Legal Profession

ABA AMERICAN **BAR** ASSOCIATION

LAWYER WELL-BEING

Chapter 10



Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LAWYER WELL-BEING

Substance Use and Mental Health

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

As of July 8, 2020, 261 legal employers – including law firms, corporations and universities – have signed a pledge to support this initiative and to adopt its framework for improved well-being among lawyers.

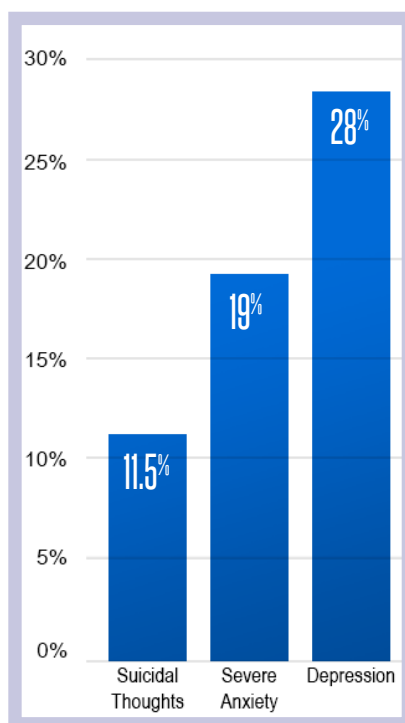
In 2016, the ABA partnered with the Hazelden Betty Ford Foundation on a comprehensive study of the issue. Among nearly 13,000 lawyers surveyed, it found:

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

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

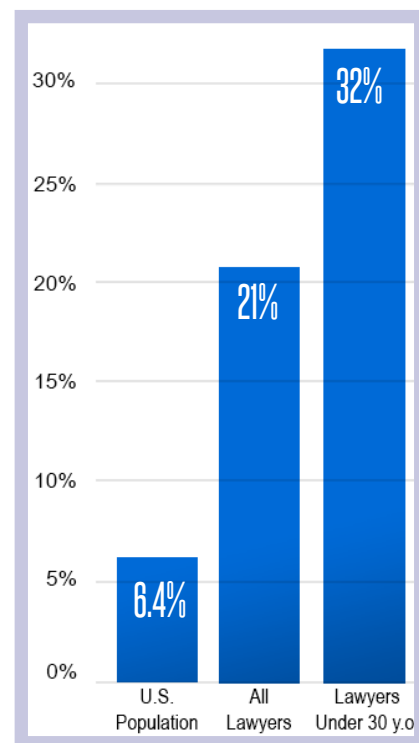
Source: [*"The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys,"*](#) Journal of Addiction Medicine, January-February 2016

Mental Health Issues



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

Problematic Drinking



"Problematic drinking" is defined as Zones II, III and IV on the Alcohol Use Disorders Identification Test (AUDIT)

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LAWYER WELL-BEING

Law Students

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

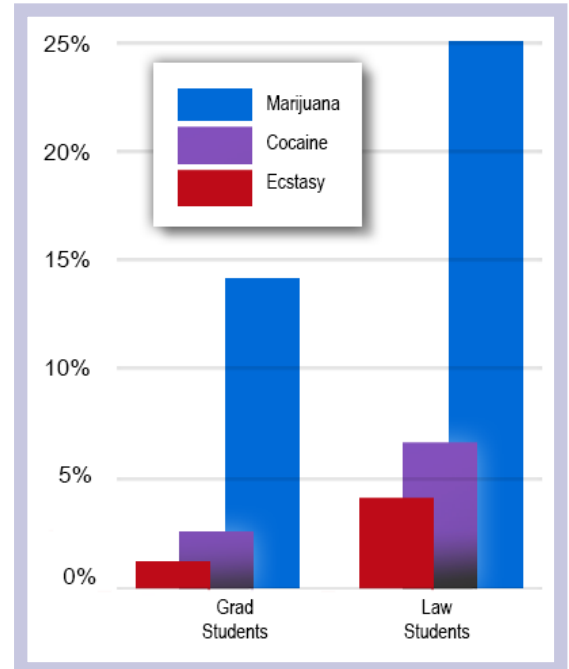
In each case, male students were more likely to binge drink than female students (47% versus 40%) and such drinking was worse among third-year students than first-year students (45% versus 40%).

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

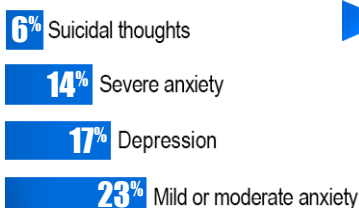
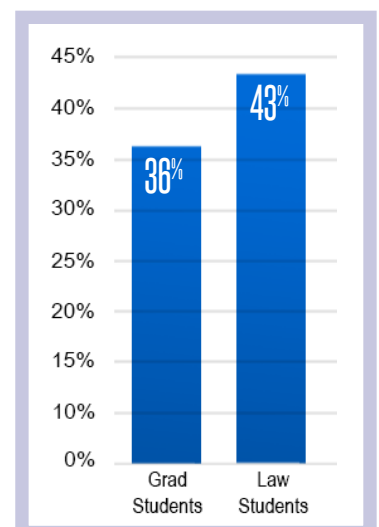
The survey also found some mental health concerns: 17% of students reported suffering from depression, 14% from severe anxiety, 23% from mild or moderate anxiety, and 6% reported suicidal thoughts in the previous year.

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

Drug Use in Past Year



Binge Drank at Least Once in the Past 2 Weeks



Law Student Mental Health Issues

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

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

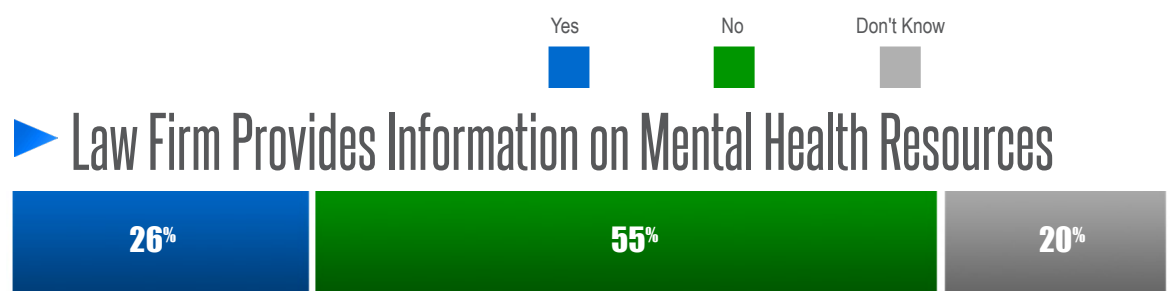
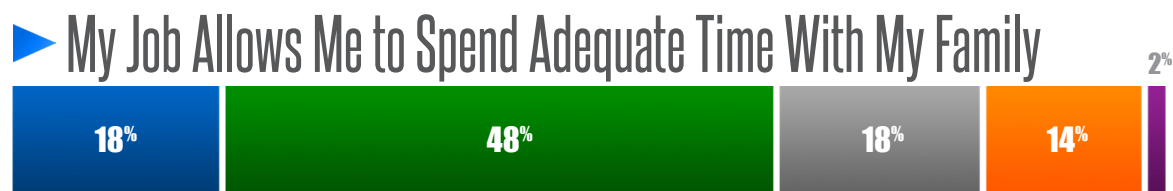
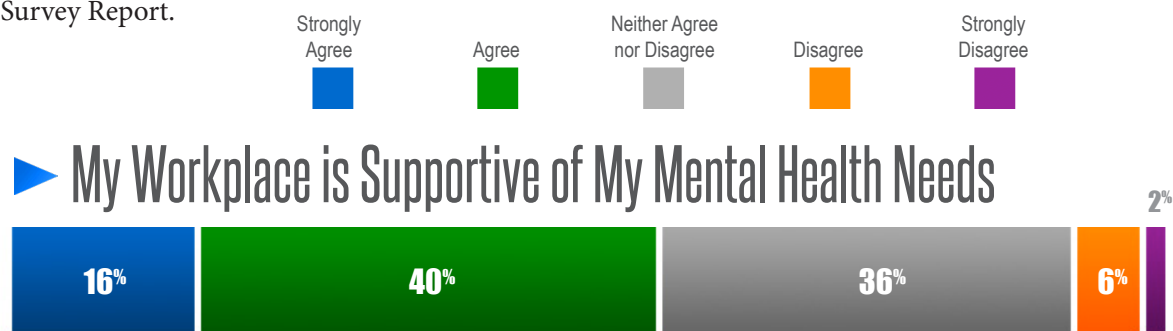
LAWYER WELL-BEING

Life and Practice

Most lawyers said their law firms support their mental health and family needs, with some caveats, according to the 2019 ABA Legal Technology Survey Report.

More than half (56%) of the 647 lawyers surveyed agreed with the statement “My workplace is supportive of my mental health needs.” Only 8% disagreed. On the other hand, only 1 in 4 lawyers (26%) said their law firm provides information on 12-step programs or other mental health resources.

Nearly three-fourths of all lawyers (72%) said their firm’s support for working parents is good or very good. Only 4% said it is poor or very poor. Likewise, two-thirds of lawyers (66%) said they agree with the statement “My job allows me to spend adequate time with my family.” One out of six lawyers (17%) disagreed.



Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LAWYER WELL-BEING

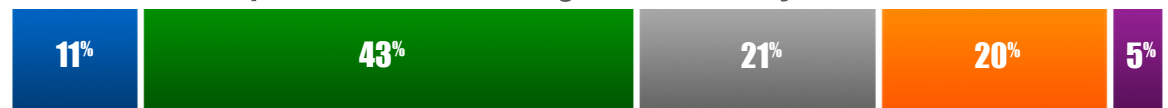
Life and Practice [continued...]

Attitudes are more ambiguous when it comes to time spent at work, breaks during the day and vacations. Asked to “generally describe your work week,” one-third of the lawyers surveyed (38%) said they often work long hours and another 9% said they “never stop working.” A majority (54%) said they “take adequate breaks during the workday,” while a quarter (25%) said they do not. And nearly one-third of lawyers surveyed (32%) said they feel pressure to not take vacation time.

Despite that, the great majority of lawyers (68%) said they agree with the statement “I make time for myself.”

Strongly Agree Agree Neither Agree nor Disagree Disagree Strongly Disagree

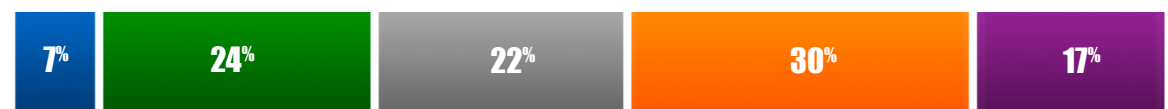
I Take Adequate Breaks During the Workday



I Make Time For Myself



I Feel Pressure to Not Take Vacation Time



Generally Describe Your Work Week



Profile of the Legal Profession

ABA AMERICAN **BAR** ASSOCIATION

LAWYER DISCIPLINE

Chapter 11

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LAWYER DISCIPLINE

Public Discipline and Disbarment

In 2018, 2,872 lawyers were publicly disciplined for misconduct in 45 states and the District of Columbia, according to the 2018 Survey on Lawyer Discipline Systems conducted by the American Bar Association Center for Professional Responsibility. That represents roughly one-quarter of 1% (0.23 percent) of all practicing lawyers with active licenses in those states.

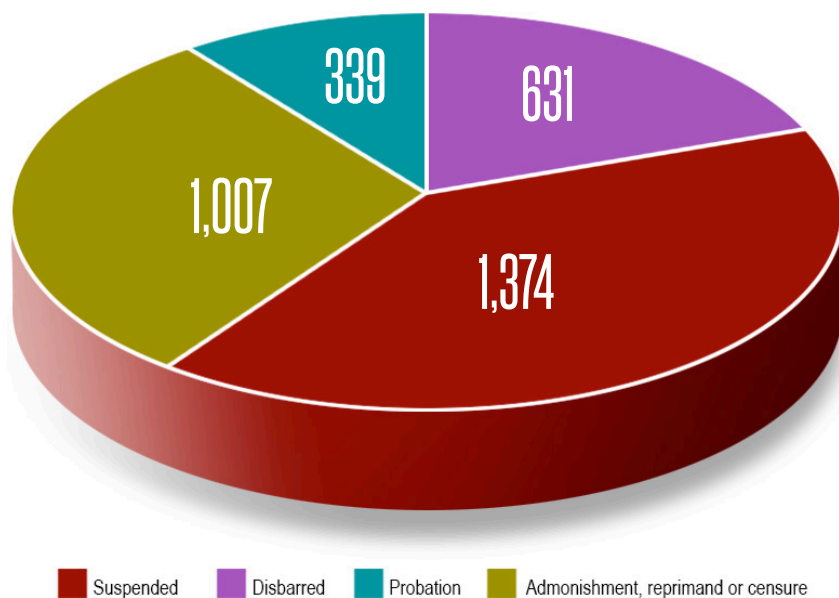
The most common form of public discipline was a suspension. Of the 2,872 lawyers who received public discipline in 2018, nearly half (48%) – 1,374 – were suspended. An additional 631 were disbarred, 339 were placed on probation and 1,007 received admonishments, reprimands or censures.

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

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

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 2018, when 0.05% to 0.06% of all lawyers were disbarred each year.

Types of Public Discipline: 2018



Source: 2018 ABA Survey on Lawyer Discipline Systems

Profile of the Legal Profession

ABA AMERICAN BAR ASSOCIATION

LAWYER DISCIPLINE

Public Discipline and Disbarment (continued...)

Fast Facts:

- Lawyer discipline is a state function, usually handled by the state Supreme Court or state licensing agency. The ABA does not handle lawyer discipline.
- In 2018, state disciplinary agencies received 83,073 complaints in 45 states and the District of Columbia.

* Does not include California, Connecticut, Mississippi, South Dakota, West Virginia and part of New York.

Source: 2018 ABA Survey on Lawyer Discipline Systems

Public Discipline: 2018 1,257,772 Active Lawyers *



Public Discipline by State

Lawyer discipline rates vary significantly from state to state. In 2018, Nevada 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 (0.78% and 0.73%, respectively). States with the lowest rates of public disciplinary actions against lawyers in 2018 were Delaware and Oklahoma, where fewer than 1 in 1,000 active lawyers received public discipline.

States with HIGHEST Percentage of Public Discipline: 2018

Nevada	0.78%
Iowa	0.73%
Kansas	0.71%
Tennessee	0.65%
Oregon	0.65%



States with LOWEST Percentage of Public Discipline: 2018

Rhode Island	0.11%
New York (partial)	0.11%
Illinois	0.11%
District of Columbia	0.10%
Oklahoma	0.09%
Delaware	0.09%

National Lawyer Population: 1878-2020

Year	Lawyers	Change from previous year
2020	1,328,692	-1.7%
2019	1,352,027	0.7%
2018	1,342,335	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	Lawyers	Change from previous 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

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

* For data from 1998 forward, individual state bar associations or licensing agencies are asked to provide the number of resident and active attorneys as of Dec. 31 of the prior year, e.g. 2020 data is as of Dec. 31 2019. The numbers reflected here are the best available data provided to us from the respective associations or agencies. Notes: In 2018, Indiana corrected the resident active figures for 2016; this report has been updated to reflect the new total attorney count for 2016 than was previously reported. In 2019, Maryland, Nevada, and New York provided corrected 2018 lawyer counts; this report reflects the corrected 2018 total attorney count.

Resident Lawyers by State: 2010-2020 Source: 2020 ABA National Lawyer Population Survey

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	% Change from 2010
Alabama (1)	13,655	13,876	14,135	14,303	14,531	14,630	14,666	14,717	14,822	14,821	14,897	9.1%
Alaska	2,418	2,451	2,418	2,442	2,469	2,456	2,439	2,402	2,311	2,324	2,324	-3.9%
American Samoa (13)	44	47	44	64	102	102	98	59	59	55	55	25.0%
Arizona (4)	13,384	14,471	14,471	16,208	15,993	16,155	15,926	14,960	15,601	15,081	15,081	12.7%
Arkansas (7,11,18)	5,789	5,545	5,928	5,953	5,970	5,970	7,320	6,851	7,080	6,693	6,299	8.8%
California	153,155	157,388	159,824	163,163	163,327	165,952	167,690	168,746	170,044	170,117	168,569	10.1%
Colorado	19,737	20,211	20,768	21,094	21,545	21,761	21,781	22,164	21,099	22,802	22,802	15.5%
Connecticut (7,11)	20,309	20,585	20,842	21,150	18,655	18,655	21,517	21,341	21,111	21,036	21,036	3.6%
Delaware	2,706	2,820	2,853	2,888	2,881	2,921	2,952	2,978	2,978	3,058	3,058	13.0%
Dist. of Columbia (6)	49,207	50,440	51,271	51,928	51,928	52,089	52,711	54,692	53,778	56,135	27,743	-43.6%
Florida (6)	62,875	64,715	66,556	68,464	68,464	74,258	75,697	77,008	78,244	78,448	79,328	26.2%
Georgia	27,398	28,871	28,520	28,974	30,463	31,340	31,499	31,672	32,802	32,409	32,584	18.9%
Guam (2,4,5)	256	256	256	256	313	313	266	266	270	262	262	2.3%
Hawaii	4,077	4,054	4,107	4,132	4,260	4,193	4,224	4,236	4,261	4,270	4,270	4.7%
Idaho	3,299	3,553	3,627	3,725	3,705	3,736	3,714	3,836	3,882	3,911	3,967	20.2%
Illinois (2,4)	60,069	60,069	60,069	62,496	61,871	63,211	63,060	62,782	63,422	62,720	62,720	4.4%
Indiana (3,7,11,13)	13,850	14,016	15,512	15,646	15,883	15,883	15,854	15,826	15,826	15,845	15,761	13.8%
Iowa	7,080	7,200	7,308	7,383	7,183	7,526	7,560	7,523	7,454	7,306	7,306	3.2%
Kansas (7)	8,009	8,129	8,156	8,199	8,261	8,266	8,234	8,218	8,131	8,045	8,045	0.4%
Kentucky	12,334	12,579	12,891	13,061	13,328	13,448	13,451	13,509	13,540	13,570	13,570	10.0%
Louisiana (7,18)	17,688	17,974	18,327	18,528	18,532	18,775	19,099	19,307	18,918	20,568	20,568	16.3%
Maine (6)	3,663	3,718	3,865	3,863	3,863	3,944	3,931	3,940	3,988	3,995	3,995	9.1%
Maryland (12,17)	22,149	22,172	22,477	23,068	23,508	23,902	24,142	38,800	40,309	40,800	40,800	84.2%
Massachusetts	44,121	41,920	42,483	43,008	44,257	43,974	43,221	43,442	42,926	42,788	42,908	-2.7%
Michigan (7)	32,731	33,370	33,692	33,995	34,739	34,739	35,087	35,236	35,362	35,453	35,453	8.3%
Minnesota (7,18)	22,585	23,363	23,774	24,091	25,272	24,522	24,952	25,483	25,252	25,823	25,823	14.3%
Mississippi (6)	6,786	6,886	6,955	6,955	6,955	7,059	7,094	7,067	7,007	6,886	6,886	1.5%
Missouri (7)	23,728	23,933	24,276	24,423	25,337	25,337	24,922	24,787	24,754	24,369	24,369	2.7%
Montana	2,921	2,980	3,008	3,046	3,084	3,126	3,140	3,159	3,179	3,184	3,167	8.4%
Nebraska (6)	5,149	5,238	4,983	5,028	5,028	5,361	5,506	5,545	5,565	5,555	5,546	7.7%
Nevada (6,17)	6,523	6,732	6,850	7,080	7,080	6,858	7,219	7,281	7,333	7,030	7,509	15.1%
New Hampshire (19)	3,396	3,423	3,449	3,507	3,515	3,521	3,506	3,507	3,523	3,523	3,495	2.9%
New Jersey (10)	40,286	40,754	40,997	40,993	41,250	41,569	41,569	41,168	41,021	41,152	41,152	2.1%
New Mexico (6)	5,269	5,318	5,513	5,468	5,468	5,547	5,581	5,524	5,428	5,612	5,612	6.5%
New York (17)	157,778	161,031	163,798	166,317	169,756	172,630	175,195	177,035	179,600	182,296	184,662	17.0%
North Carolina (7)	20,226	20,706	21,280	21,855	23,136	23,136	23,325	23,694	24,087	24,253	24,253	19.9%
North Dakota	1,397	1,448	1,546	1,560	1,599	1,665	1,669	1,698	1,694	1,687	1,697	21.5%
North Mariana Islands	129	130	135	135	210	210	126	123	128	134	134	3.9%

Resident Lawyers by State: 2010-2020 [continued...]

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	% Change from 2010
Ohio	37,335	38,118	37,745	38,541	38,234	38,849	38,237	38,623	37,873	38,189	38,189	2.3%
Oklahoma (9,16)	11,711	11,704	12,978	11,970	13,465	13,465	13,431	13,470	11,695	11,768	13,549	15.7%
Oregon (5,6)	11,766	12,065	12,276	12,276	12,276	12,464	12,475	12,227	12,427	12,274	12,196	3.7%
Pennsylvania	47,453	48,492	48,947	49,697	50,072	48,992	49,644	49,406	50,112	50,039	49,249	3.8%
Puerto Rico (2,4,6,11)	13,282	13,282	13,282	14,193	14,193	15,318	13,673	14,293	14,008	13,944	13,944	5.0%
Rhode Island (7)	4,098	4,114	4,060	4,173	4,179	4,224	4,219	4,167	4,154	4,071	4,071	-0.7%
South Carolina	9,264	9,384	9,537	9,587	9,874	10,031	10,208	10,316	10,445	10,568	10,798	16.6%
South Dakota (19)	1,839	1,880	1,865	1,905	1,934	1,939	1,960	1,933	1,995	1,995	1,907	3.7%
Tennessee (6)	16,365	16,630	16,947	17,203	17,203	17,965	18,288	18,461	18,695	18,702	18,818	15.0%
Texas	77,049	78,844	80,657	82,607	84,800	86,494	87,957	89,361	90,485	91,244	92,833	20.5%
Utah (6)	6,778	6,552	7,309	7,840	7,840	8,413	8,468	8,204	8,285	8,362	8,473	25.0%
Vermont (6,14,18)	2,166	2,263	2,270	2,300	2,300	2,272	2,326	2,326	2,227	3,612	3,612	66.8%
Virgin Islands (4,5,8,13,15,19)	700	650	650	650	456	456	561	372	776	776	776	10.9%
Virginia (7)	22,472	23,936	24,091	24,468	24,064	24,062	24,193	24,249	24,208	24,230	24,230	7.8%
Washington	23,204	23,503	23,741	24,032	24,620	24,844	25,577	25,786	26,057	26,182	26,316	13.4%
West Virginia (7)	4,725	4,753	4,854	4,901	4,942	4,918	4,922	4,862	4,849	4,770	4,770	1.0%
Wisconsin (7)	15,078	15,252	15,364	15,538	15,481	15,481	15,072	15,549	15,539	15,512	15,482	2.7%
Wyoming (7)	1,636	1,658	1,668	1,681	1,778	1,778	1,715	1,776	1,716	1,773	1,773	8.4%
TOTAL	1,203,097	1,225,452	1,245,205	1,268,011	1,281,432	1,300,705	1,312,869	1,335,963	1,342,335	1,352,027	1,328,692	10.4%

Individual state bar associations or licensing agencies are asked to provide the number of resident and active attorneys as of Dec. 31 of the prior year, e.g. 2020 data is as of Dec. 31, 2019. 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.

Lawyers by Gender: 2010-2020 Source: 2020 ABA National Lawyer Population Survey

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Male	69.0%	66.9%	66.7%	66.3%	64.3%	65.3%	64.4%	64.7%	63.6%	63.5%	63.2%
Female	31.0%	33.1%	33.3%	33.7%	35.7%	34.7%	35.6%	35.3%	36.1%	36.5%	36.8%
Other (1)	N/A	N/A	N/A	N/A	N/A	N/A	0.00%	0.01%	0.27%	0.02%	0.03%
Count of States Reporting Statistic	41	42	44	43	43	43	45	46	45	44	43
% of Lawyers with Reported Statistic	56.8%	57.4%	59.4%	58.9%	61.3%	63.4%	66.0%	61.4%	63.2%	61.1%	59.9%

Lawyers by Race and Ethnicity: 2010-2020 Source: 2020 ABA National Lawyer Population Survey

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
African-American	4.8%	4.9%	4.7%	4.8%	4.8%	4.7%	5.3%	5.2%	4.9%	5.1%	4.7%
Asian	1.6%	1.7%	2.3%	1.9%	2.4%	2.5%	2.7%	2.4%	2.7%	2.5%	2.1%
Caucasian/White	88.5%	88.3%	88.4%	88.7%	88.1%	86.1%	85.4%	84.9%	84.8%	84.8%	85.9%
Hawaiian/Pacific Islander	0.6%	0.2%	0.5%	0.3%	0.3%	0.6%	0.3%	0.4%	0.3%	0.4%	0.4%
Hispanic	3.7%	3.9%	3.5%	3.7%	3.8%	5.2%	4.7%	5.0%	5.2%	4.7%	4.6%
Multiracial	N/A	N/A	N/A	N/A	0.0%	0.0%	1.2%	1.6%	1.5%	1.9%	1.9%
Native American	0.7%	1.0%	0.6%	0.6%	0.5%	0.8%	0.5%	0.6%	0.6%	0.5%	0.4%
Count of States Reporting Statistic	19	17	16	16	17	18	19	22	20	20	21
% of Lawyers with Reported Statistic	21.7%	20.6%	20.6%	20.6%	21.5%	24.7%	30.4%	29.1%	27.8%	34.8%	31.4%

* Individual state bar associations or licensing agencies are asked to provide demographics data for resident and active attorneys as of December 31st of the prior year, e.g. 2020 data is as of 12/31/2019. The numbers reflected here are the best available data provided to us from the respective associations or agencies.

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

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

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

Women and Lawyers of Color -- Partners and Associates: 2019

	Partners				Associates				
	Total Partners	% Women Partner	% People of Color Partners	% Women of Color Partners	Total Associates	% Women Associates	% People of Color Associates	% Women of Color Associates	No. of Offices
Atlanta	916	20.52	7.86	2.62	835	45.87	21.44	11.74	21
Austin	287	27.18	12.89	4.53	210	42.38	19.52	10	18
Boston	1,230	23.17	5.37	1.71	1,451	47	19.71	11.65	33
Charlotte	414	17.39	5.07	1.45	328	40.85	13.11	7.01	12
Chicago	3,032	23.81	8.91	2.94	2,502	43.96	21.98	11.63	50
Cincinnati	267	23.97	3.37	1.5	137	40.15	15.33	5.84	5
Cleveland	409	20.29	2.93	0.73	289	40.83	5.19	3.11	6
Columbus	401	25.94	7.48	3.49	211	41.71	17.54	8.06	10
Dallas	856	20.21	9.58	3.39	744	40.32	21.91	10.48	33
Denver	611	28.48	7.69	2.45	526	49.05	15.78	9.89	23
Detroit area	593	26.98	6.07	2.36	231	48.92	17.75	10.39	9
Fort Lauderdale/West Palm Beach	149	24.16	8.05	2.68	77	45.45	20.78	10.39	8
Grand Rapids	311	22.19	3.86	0.96	85	50.59	16.47	8.24	5
Houston	994	19.62	13.08	4.02	1,047	42.22	27.89	13.09	39
Indianapolis	413	20.58	2.91	0.97	188	52.13	18.09	12.77	6
Kansas City, MO	490	24.49	4.69	1.84	270	47.78	11.11	4.81	7
Los Angeles area	1,733	26.14	17.25	6.29	2,142	50.05	33.85	20.03	72
Miami	297	25.59	34.68	10.77	248	52.02	46.77	27.82	14
Milwaukee	558	24.91	3.76	1.79	316	42.41	11.08	5.38	6
Minneapolis	1,142	27.93	4.47	1.93	642	45.64	15.58	8.41	21
New York City	6,067	21.46	10.83	3.74	11,972	46.61	29.72	17.37	89
Northern NJ/Newark area	386	19.95	6.48	2.59	345	50.43	23.77	14.2	8
Northern Virginia	147	15.65	10.2	4.08	127	47.24	22.05	14.17	8
Orange County, CA	543	20.26	15.84	5.16	460	43.04	35	18.04	18
Philadelphia	727	22.28	5.36	1.79	630	48.25	15.87	9.84	13
Phoenix	535	22.06	7.29	2.24	228	39.47	17.98	8.33	12
Pittsburgh	320	21.25	4.38	1.56	210	45.71	10.48	6.67	6
Portland, Ore.	377	26.26	6.37	2.12	177	48.02	16.95	7.34	10
Sacramento	99	29.29	6.06	1.01	78	50	25.64	16.67	5
Salt Lake City	143	15.38	5.59	2.1	114	27.19	7.02	3.51	5
San Diego	234	24.79	14.1	5.98	324	41.05	29.32	14.81	13
San Francisco	1,219	29.45	16.08	6.07	1,438	52.78	33.31	19.96	46
Seattle area	841	29.73	10.7	4.64	550	46	27.64	15.27	23
Silicon Valley	748	22.99	19.65	6.55	1,220	47.95	44.59	23.77	40
St. Louis	799	25.41	5.13	1.25	417	44.84	16.07	9.35	11
Tampa	121	17.36	6.61	0.83	76	46.05	17.11	10.53	6
Washington, DC	4,087	24.93	11.01	4.26	4,635	47.03	25.52	14.58	89
Wilmington	290	22.07	5.52	2.41	299	42.14	11.71	6.69	14

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

Partner and Associate Demographics at Law Firms: 2009-2019

	Partners						Associates					
	Asian American		African American		Hispanic		Asian American		African American		Hispanic	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2019	3.89%	1.46%	1.97%	0.75%	2.52%	0.80%	12.17%	7.17%	4.76%	2.80%	5.17%	2.70%
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, 2019 Report on Diversity in U.S. Law Firms

LGBT Lawyers: 2004 - 2019

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

	All Lawyers	% of all Lawyers	All Partners	% of Partners	All Associates	% of Associates	All Summer Associates	% of Summer Associates
2019	3,028	2.99%	892	2.07%	1,796	4.14%	415	6.86%
2018	2,827	2.86	900	2.11	1,581	3.8	333	5.73
2017	2,664	2.64	880	1.99	1,438	3.45	287	4.66
2016	2,431	2.48	825	1.89	1,304	3.24	291	4.86
2015	2,297	2.34	785	1.8	1,244	3.08	248	4.43
2014	2,182	2.3	748	1.77	1,172	2.93	210	3.98
2013	2,085	2.19	695	1.65	1,146	2.83	202	3.76
2012	2,105	2.07	718	1.58	1,169	2.69	182	3.47
2011	2,087	1.88	724	1.44	1,166	2.43	128	2.75
2010	2,137	1.88	752	1.47	1,182	2.35	122	2.83
2009	2,200	1.82	723	1.36	1,280	2.29	172	2.21
2008	2,050	1.71	670	1.27	1,209	2.19	184	1.85
2007	1,884	1.52	666	1.19	1,056	1.89	197	1.75
2006	1,733	1.42	618	1.11	979	1.78	129	1.27
2005	1,458	1.18	504	0.91	869	1.44	93	0.89
2004	1,316	1.07	429	0.79	815	1.33	61	0.61

Note: Figures for LGBT lawyers are based on 910 offices/firms reporting counts, including zero, in all lawyer categories; figures for LGBT summer associates are based on 579 offices/firms with a summer program and reporting counts, including zero. Overall, LGBT counts, including zero, cover 101,221 lawyers and 6,052 summer associates.

LGBT Lawyers: 2019

	All Firms		Firms of 100 Lawyers or Fewer		Firms of 101-250 Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	# reported	% of total	# reported	% of total	# reported	% of total	# reported	% of total	# reported	% of total	# reported	% of total
Partners	892	2.07%	46	2.42%	137	1.87%	142	1.83%	100	2.07%	467	2.19%
Associates	1,796	4.14	34	3.29	109	2.72	203	3.63	176	4.25	1,274	4.45
Other Lawyers	340	2.32	6	1.17	25	1.5	60	2.49	37	2.07	212	2.56
All Lawyers	3,028	2.99	86	2.49	271	2.09	405	2.57	313	2.91	1,953	3.35
Summer Associates	415	6.86	7	3.55	20	4.81	41	5.4	44	8.09	303	7.33

Lawyers With Disabilities: 2019

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

Note: Figures for lawyers with disabilities are based on 697 offices/firms reporting counts, including zero, in all lawyer categories. Counts of individuals with disabilities, including zero, cover 70,251 lawyers.

	All Firms		Firms of 250 Lawyers or Fewer		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	# reported	% of total	# reported	% of total	# reported	% of total	# reported	% of total	# reported	% of total
Partners	147	0.46%	32	0.37%	29	0.49%	20	0.46%	66	0.51%
Associates	166	0.59	11	0.24	22	0.5	20	0.55	113	0.72
All Lawyers	389	0.55	47	0.33	62	0.52	50	0.52	227	0.68

Legal Demand by Metro Area: 2019

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

Metropolitan Area	Location Quotient*
Washington-Arlington-Alexandria, DC-VA-MD-WV	3.10
Tallahassee, FL	2.76
Charleston, WV	2.04
New York-Newark-Jersey City, NY-NJ-PA	1.90
Santa Fe, NM	1.89
Trenton, NJ	1.89
Missoula, MT	1.73
Miami-Fort Lauderdale-West Palm Beach, FL	1.68
Albany-Schenectady-Troy, NY	1.64
Denver-Aurora-Lakewood, CO	1.59
Montgomery, AL	1.56
Oklahoma City, OK	1.56
New Orleans-Metairie, LA	1.52
San Francisco-Oakland-Hayward, CA	1.51
Topeka, KS	1.48
Cheyenne, WY	1.47
Carson City, NV	1.45
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	1.42
Los Angeles-Long Beach-Anaheim, CA	1.36
Boston-Cambridge-Nashua, MA-NH	1.34
Chicago-Naperville-Elgin, IL-IN-WI	1.33
Bridgeport-Stamford-Norwalk, CT	1.33
Sacramento--Roseville--Arden-Arcade, CA	1.30
Albuquerque, NM	1.29
Baltimore-Columbia-Towson, MD	1.29
Tampa-St. Petersburg-Clearwater, FL	1.29
Atlanta-Sandy Springs-Roswell, GA	1.27
Hartford-West Hartford-East Hartford, CT	1.27
Harrisburg-Carlisle, PA	1.21
Austin-Round Rock, TX	1.19
Great Falls, MT	1.19
Naples-Immokalee-Marco Island, FL	1.17
Jacksonville, FL	1.15
Richmond, VA	1.15
Raleigh, NC	1.14
Buffalo-Cheektowaga-Niagara Falls, NY	1.13
Little Rock-North Little Rock-Conway, AR	1.13

* 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 specific metropolitan area compared with 2% of U.S. employment would have a location quotient of 5 for the area in question.

Metropolitan Area	Location Quotient*
San Diego-Carlsbad, CA	1.13
Manchester, NH	1.13
San Jose-Sunnyvale-Santa Clara, CA	1.11
Boulder, CO	1.10
Minneapolis-St. Paul-Bloomington, MN-WI	1.10
Jackson, MS	1.09
Sebastian-Vero Beach, FL	1.09
Columbia, SC	1.08
Salt Lake City, UT	1.07
Detroit-Warren-Dearborn, MI	1.06
Charleston-North Charleston, SC	1.05
Cleveland-Elyria, OH	1.05
Portland-South Portland, ME	1.05
Pittsburgh, PA	1.03
Birmingham-Hoover, AL	1.02
Columbus, OH	1.02
Lansing-East Lansing, MI	1.02
Bismarck, ND	1.01
Lafayette, LA	1.01
Olympia-Tumwater, WA	1.01
St. Louis, MO-IL	1.01
Brunswick, GA	1.00
Kansas City, MO-KS	1.00
Milwaukee-Waukesha-West Allis, WI	1.00
Seattle-Tacoma-Bellevue, WA	0.99
North Port-Sarasota-Bradenton, FL	0.98
Springfield, IL	0.98
Anchorage, AK	0.97
Houston-The Woodlands-Sugar Land, TX	0.96
Jefferson City, MO	0.96
Bend-Redmond, OR	0.95
Madison, WI	0.95
San Juan-Carolina-Caguas, PR	0.94
Salem, OR	0.93
Indianapolis-Carmel-Anderson, IN	0.92
Burlington-South Burlington, VT	0.92
Durham-Chapel Hill, NC	0.91
Orlando-Kissimmee-Sanford, FL	0.90
Tyler, TX	0.90
Charlottesville, VA	0.89
Dallas-Fort Worth-Arlington, TX	0.89
Des Moines-West Des Moines, IA	0.89
Pensacola-Ferry Pass-Brent, FL	0.88
Tucson, AZ	0.88
Wheeling, WV-OH	0.88
Spokane-Spokane Valley, WA	0.87
Urban Honolulu, HI	0.87

Metropolitan Area	Location Quotient*
Punta Gorda, FL	0.86
Boise City, ID	0.84
Cape Coral-Fort Myers, FL	0.84
New Haven, CT	0.84
Alexandria, LA	0.83
Baton Rouge, LA	0.83
Charlotte-Concord-Gastonia, NC-SC	0.83
Phoenix-Mesa-Scottsdale, AZ	0.81
Portland-Vancouver-Hillsboro, OR-WA	0.81
Rochester, NY	0.81
Syracuse, NY	0.81
Grand Junction, CO	0.80
Hilton Head Island-Bluffton-Beaufort, SC	0.79
Oxnard-Thousand Oaks-Ventura, CA	0.79
Las Vegas-Henderson-Paradise, NV	0.78
New Bern, NC	0.78
Port St. Lucie, FL	0.78
Bloomington, IL	0.77
Lincoln, NE	0.77
Louisville/Jefferson County, KY-IN	0.77
Albany, GA	0.76
Kingston, NY	0.76
Midland, MI	0.76
St. George, UT	0.76
San Antonio-New Braunfels, TX	0.76
Cincinnati, OH-KY-IN	0.75
Hammond, LA	0.75
Nashville-Davidson--Murfreesboro--Franklin, TN	0.75
Omaha-Council Bluffs, NE-IA	0.75
Providence-Warwick, RI-MA	0.75
Morgantown, WV	0.74
Akron, OH	0.73
Atlantic City-Hammonton, NJ	0.73
Springfield, MO	0.73
Portsmouth, NH-ME	0.73
Wilmington, NC	0.72
Colorado Springs, CO	0.71
Lubbock, TX	0.71
Peoria, IL	0.71
Tulsa, OK	0.71
Virginia Beach-Norfolk-Newport News, VA-NC	0.71
Deltona-Daytona Beach-Ormond Beach, FL	0.70
Dover, DE	0.70
Eugene, OR	0.70
Macon, GA	0.70
Mobile, AL	0.70
Barnstable Town, MA	0.70

Legal Demand by Metro Area: 2019

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

Metropolitan Area	Location Quotient*
Bloomington, IN	0.69
Gainesville, FL	0.69
Homosassa Springs, FL	0.69
Myrtle Beach-Conway-North Myrtle Beach, SC-NC	0.69
Palm Bay-Melbourne-Titusville, FL	0.69
Roanoke, VA	0.69
Billings, MT	0.68
Fresno, CA	0.68
Hattiesburg, MS	0.68
Idaho Falls, ID	0.68
Midland, TX	0.68
Waterbury, CT	0.68
Coeur d'Alene, ID	0.67
Waco, TX	0.67
Athens-Clarke County, GA	0.66
Knoxville, TN	0.66
Panama City, FL	0.66
Gulfport-Biloxi-Pascagoula, MS	0.65
Pocatello, ID	0.65
Reno, NV	0.65
Canton-Massillon, OH	0.63
Carbondale-Marion, IL	0.63
Crestview-Fort Walton Beach-Destin, FL	0.63
Elizabethtown-Fort Knox, KY	0.63
Muncie, IN	0.63
Parkersburg-Vienna, WV	0.63
Provo-Orem, UT	0.63
Jacksonville, NC	0.62
Las Cruces, NM	0.62
Ocala, FL	0.62
Ocean City, NJ	0.62
Reading, PA	0.62
Binghamton, NY	0.61
Champaign-Urbana, IL	0.61
Chattanooga, TN-GA	0.61
Fairbanks, AK	0.61

* 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 specific metropolitan area compared with 2% of U.S. employment would have a location quotient of 5 for the area in question.

Metropolitan Area	Location Quotient*
Fayetteville-Springdale-Rogers, AR-MO	0.61
Lake Charles, LA	0.61
Scranton--Wilkes-Barre--Hazleton, PA	0.61
Bay City, MI	0.60
El Paso, TX	0.60
Huntsville, AL	0.60
The Villages, FL	0.60
Dayton, OH	0.59
Santa Maria-Santa Barbara, CA	0.59
Santa Rosa, CA	0.59
Terre Haute, IN	0.59
Toledo, OH	0.59
Wausau, WI	0.59
Beaumont-Port Arthur, TX	0.58
Lawrence, KS	0.58
Savannah, GA	0.58
Fargo, ND-MN	0.57
Fayetteville, NC	0.57
Huntington-Ashland, WV-KY-OH	0.57
Redding, CA	0.57
Vineland-Bridgeton, NJ	0.57
Flagstaff, AZ	0.56
Memphis, TN-MS-AR	0.56
Williamsport, PA	0.56
Springfield, MA-CT	0.56
Bowling Green, KY	0.55
Casper, WY	0.55
Columbus, GA-AL	0.55
Kingsport-Bristol-Bristol, TN-VA	0.55
Prescott, AZ	0.55
Winston-Salem, NC	0.55
Lake Havasu City-Kingman, AZ	0.54
St. Cloud, MN	0.54
Grand Rapids-Wyoming, MI	0.53
Greenville, NC	0.53
Monroe, LA	0.53
Springfield, OH	0.53
Lewiston-Auburn, ME	0.53
Amarillo, TX	0.52
Asheville, NC	0.52
Brownsville-Harlingen, TX	0.52
Duluth, MN-WI	0.52
Napa, CA	0.52
Rome, GA	0.52
Sierra Vista-Douglas, AZ	0.52
Yakima, WA	0.52
Fort Wayne, IN	0.51

Metropolitan Area	Location Quotient*
Houma-Thibodaux, LA	0.51
Logan, UT-ID	0.51
Santa Cruz-Watsonville, CA	0.51
Sioux Falls, SD	0.51
Augusta-Richmond County, GA-SC	0.50
Cedar Rapids, IA	0.50
Davenport-Moline-Rock Island, IA-IL	0.50
Evansville, IN-KY	0.50
Fort Collins, CO	0.50
Salisbury, MD-DE	0.50
Sioux City, IA-NE-SD	0.50
Utica-Rome, NY	0.50
Valdosta, GA	0.50
Victoria, TX	0.50
Flint, MI	0.49
Greenville-Anderson-Mauldin, SC	0.49
Hanford-Corcoran, CA	0.49
Laredo, TX	0.49
Manhattan, KS	0.49
McAllen-Edinburg-Mission, TX	0.49
Gainesville, GA	0.48
Glens Falls, NY	0.48
Grand Forks, ND-MN	0.48
Hinesville, GA	0.48
Iowa City, IA	0.48
Shreveport-Bossier City, LA	0.48
Wenatchee, WA	0.48
Danbury, CT	0.48
Farmington, NM	0.47
College Station-Bryan, TX	0.46
Daphne-Fairhope-Foley, AL	0.46
East Stroudsburg, PA	0.46
Elmira, NY	0.46
Green Bay, WI	0.46
Rockford, IL	0.46
Tuscaloosa, AL	0.46
Weirton-Steubenville, WV-OH	0.46
Wichita, KS	0.46
Bangor, ME	0.46
Pittsfield, MA	0.46
Worcester, MA-CT	0.46
Blacksburg-Christiansburg-Radford, VA	0.45
California-Lexington Park, MD	0.45
Mankato-North Mankato, MN	0.45
Mansfield, OH	0.45
Oshkosh-Neenah, WI	0.45
Twin Falls, ID	0.45

Legal Demand by Metro Area: 2019

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

Metropolitan Area	Location Quotient*
New Bedford, MA	0.45
Norwich-New London-Westerly, CT-RI	0.45
Columbia, MO	0.44
Danville, IL	0.44
Owensboro, KY	0.44
Abilene, TX	0.43
Ann Arbor, MI	0.43
Ithaca, NY	0.43
Medford, OR	0.43
Ogden-Clearfield, UT	0.43
San Luis Obispo-Paso Robles-Arroyo Grande, CA	0.43
York-Hanover, PA	0.43
Appleton, WI	0.42
Beckley, WV	0.42
Bremerton-Silverdale, WA	0.42
Florence, SC	0.42
Grand Island, NE	0.42
Hagerstown-Martinsburg, MD-WV	0.42
Kalamazoo-Portage, MI	0.42
Lynchburg, VA	0.42
Winchester, VA-WV	0.42
Dothan, AL	0.41
Staunton-Waynesboro, VA	0.41
Watertown-Fort Drum, NY	0.41
Yuma, AZ	0.41
Cumberland, MD-WV	0.40
Enid, OK	0.40
Jackson, TN	0.40
Sebring, FL	0.40
Youngstown-Warren-Boardman, OH-PA	0.40
Bakersfield, CA	0.39
Battle Creek, MI	0.39
Erie, PA	0.39
Greensboro-High Point, NC	0.39
Madera, CA	0.39
Decatur, IL	0.38
Eau Claire, WI	0.38
Joplin, MO	0.38
Kokomo, IN	0.38
Lafayette-West Lafayette, IN	0.38
Lancaster, PA	0.38
Riverside-San Bernardino-Ontario, CA	0.38

Metropolitan Area	Location Quotient*
San Angelo, TX	0.38
South Bend-Mishawaka, IN-MI	0.38
Bellingham, WA	0.37
Harrisonburg, VA	0.37
Killeen-Temple, TX	0.37
Pine Bluff, AR	0.37
Pueblo, CO	0.37
Racine, WI	0.37
Rochester, MN	0.37
St. Joseph, MO-KS	0.37
Spartanburg, SC	0.37
State College, PA	0.37
Dalton, GA	0.36
Dubuque, IA	0.36
Longview, TX	0.36
Sherman-Denison, TX	0.36
Texarkana, TX-AR	0.36
Warner Robins, GA	0.36
Allentown-Bethlehem-Easton, PA-NJ	0.35
Arecibo, PR	0.35
Cape Girardeau, MO-IL	0.35
Gadsden, AL	0.35
Longview, WA	0.35
Odessa, TX	0.35
Ponce, PR	0.35
Corvallis, OR	0.34
Florence-Muscle Shoals, AL	0.34
Goldsboro, NC	0.34
Modesto, CA	0.34
Stockton-Lodi, CA	0.34
Walla Walla, WA	0.34
Wichita Falls, TX	0.34
Albany, OR	0.33
Ames, IA	0.33
Jonesboro, AR	0.33
Muskegon, MI	0.33
Saginaw, MI	0.33
La Crosse-Onalaska, WI-MN	0.32
El Centro, CA	0.31
Hot Springs, AR	0.31
Lebanon, PA	0.31
Monroe, MI	0.30
Anniston-Oxford-Jacksonville, AL	0.29
Bloomsburg-Berwick, PA	0.29
Clarksville, TN-KY	0.29
Johnstown, PA	0.29

Metropolitan Area	Location Quotient*
Kennewick-Richland, WA	0.29
Lewiston, ID-WA	0.29
Rocky Mount, NC	0.29
Leominster-Gardner, MA	0.29
Chico, CA	0.28
Cleveland, TN	0.28
Elkhart-Goshen, IN	0.28
Fort Smith, AR-OK	0.28
Greeley, CO	0.28
Kankakee, IL	0.28
Gettysburg, PA	0.27
Burlington, NC	0.26
Decatur, AL	0.26
Fond du Lac, WI	0.26
Janesville-Beloit, WI	0.26
Lima, OH	0.26
Mount Vernon-Anacortes, WA	0.26
Niles-Benton Harbor, MI	0.26
Altoona, PA	0.25
Chambersburg-Waynesboro, PA	0.25
Hickory-Lenoir-Morganton, NC	0.25
Morristown, TN	0.25
Sheboygan, WI	0.25
Salinas, CA	0.24
Aguadilla-Isabela, PR	0.23
Michigan City-La Porte, IN	0.23
Waterloo-Cedar Falls, IA	0.22
Jackson, MI	0.21
Johnson City, TN	0.21
Kahului-Wailuku-Lahaina, HI	0.21
Lawton, OK	0.21
Visalia-Porterville, CA	0.21
Yuba City, CA	0.21
Dover-Durham, NH-ME	0.21
Columbus, IN	0.20
Auburn-Opelika, AL	0.18
Vallejo-Fairfield, CA	0.17

* 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 specific metropolitan area compared with 2% of U.S. employment would have a location quotient of 5 for the area in question.

Average Annual Salary for U.S. Lawyers: 2000-2019

	Avg Annual Pay	% Increase
1999	\$90,360	NA
2000	\$91,320	1.1%
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%

Source: U.S. Bureau of Labor Statistics

Includes only salaries, not law firm profits

Average Lawyer Wages by Metropolitan Area: 2019

Source: U.S. Bureau of Labor Statistics

Includes only salaries, not law firm profits

Metro area	Avg. Annual Pay
San Jose-Sunnyvale-Santa Clara, CA	\$218,420
San Francisco-Oakland-Hayward, CA	\$188,910
Washington-Arlington-Alexandria, DC-VA-MD-WV	\$179,590
Los Angeles-Long Beach-Anaheim, CA	\$178,470
Bridgeport-Stamford-Norwalk, CT	\$177,930
New York-Newark-Jersey City, NY-NJ-PA	\$174,720
Boston-Cambridge-Nashua, MA-NH	\$169,920
Riverside-San Bernardino-Ontario, CA	\$169,460
Beaumont-Port Arthur, TX	\$166,850
Oxnard-Thousand Oaks-Ventura, CA	\$164,010
Chicago-Naperville-Elgin, IL-IN-WI	\$162,490
Napa, CA	\$158,340
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	\$156,870
Midland, TX	\$156,230
Denver-Aurora-Lakewood, CO	\$156,100
Houston-The Woodlands-Sugar Land, TX	\$155,520
Santa Cruz-Watsonville, CA	\$153,590
Santa Rosa, CA	\$152,510
Provo-Orem, UT	\$152,040
Fort Wayne, IN	\$151,780
Sioux Falls, SD	\$151,540
Dallas-Fort Worth-Arlington, TX	\$151,100
Miami-Fort Lauderdale-West Palm Beach, FL	\$150,340
Hartford-West Hartford-East Hartford, CT	\$150,220
Davenport-Moline-Rock Island, IA-IL	\$149,940
Charlotte-Concord-Gastonia, NC-SC	\$149,540
Milwaukee-Waukesha-West Allis, WI	\$146,710
Richmond, VA	\$144,400
San Diego-Carlsbad, CA	\$144,060
Salt Lake City, UT	\$142,790
Raleigh, NC	\$142,410
Sacramento-Roseville-Arden-Arcade, CA	\$140,930
Fort Collins, CO	\$140,790
North Port-Sarasota-Bradenton, FL	\$140,520
Danbury, CT	\$140,160
Phoenix-Mesa-Scottsdale, AZ	\$140,110
Austin-Round Rock, TX	\$138,990
Seattle-Tacoma-Bellevue, WA	\$138,490
Cincinnati, OH-KY-IN	\$138,180
Flagstaff, AZ	\$138,100
San Angelo, TX	\$137,980
Pittsburgh, PA	\$137,800

Cape Coral-Fort Myers, FL	\$137,660
Cleveland-Elyria, OH	\$137,520
Stockton-Lodi, CA	\$137,500
Atlanta-Sandy Springs-Roswell, GA	\$136,850
Vallejo-Fairfield, CA	\$136,840
New Bern, NC	\$136,380
Santa Maria-Santa Barbara, CA	\$135,910
Chico, CA	\$135,690
Portsmouth, NH-ME	\$134,710
Greenville, NC	\$134,430
Baltimore-Columbia-Towson, MD	\$133,940
Las Vegas-Henderson-Paradise, NV	\$133,940
Waterbury, CT	\$133,210
Dover-Durham, NH-ME	\$132,610
Norwich-New London-Westerly, CT-RI	\$132,310
Sherman-Denison, TX	\$132,040
Tulsa, OK	\$131,930
Longview, TX	\$131,690
Des Moines-West Des Moines, IA	\$131,480
Ann Arbor, MI	\$131,460
Harrisonburg, VA	\$131,430
Peoria, IL	\$131,300
Trenton, NJ	\$130,910
New Haven, CT	\$130,200
Bakersfield, CA	\$130,120
Sebastian-Vero Beach, FL	\$129,990
Nashville-Davidson--Murfreesboro--Franklin, TN	\$129,740
Morgantown, WV	\$129,600
Wausau, WI	\$128,910
Tucson, AZ	\$128,800
Minneapolis-St. Paul-Bloomington, MN-WI	\$128,640
Manchester, NH	\$128,530
Durham-Chapel Hill, NC	\$128,460
Fresno, CA	\$128,450
San Antonio-New Braunfels, TX	\$128,280
Winston-Salem, NC	\$128,240
Odessa, TX	\$127,330
Reno, NV	\$127,300
Springfield, MA-CT	\$126,770
Jacksonville, FL	\$126,740
Tyler, TX	\$126,240
Virginia Beach-Norfolk-Newport News, VA-NC	\$126,010
Bismarck, ND	\$126,000
Akron, OH	\$125,740
Erie, PA	\$125,700

Lubbock, TX	\$125,690
Flint, MI	\$124,950
Greenville-Anderson-Mauldin, SC	\$124,950
El Paso, TX	\$124,900
Yuba City, CA	\$124,700
Huntsville, AL	\$124,390
Jackson, TN	\$124,240
Portland-South Portland, ME	\$123,950
Portland-Vancouver-Hillsboro, OR-WA	\$123,750
New Orleans-Metairie, LA	\$123,490
Salem, OR	\$123,480
Birmingham-Hoover, AL	\$123,250
Omaha-Council Bluffs, NE-IA	\$123,000
York-Hanover, PA	\$122,370
Sioux City, IA-NE-SD	\$122,280
Cape Girardeau, MO-IL	\$121,910
Visalia-Porterville, CA	\$121,810
Montgomery, AL	\$121,750
Detroit-Warren-Dearborn, MI	\$121,650
St. George, UT	\$121,550
Decatur, IL	\$121,450
Waco, TX	\$121,300
Deltona-Daytona Beach-Ormond Beach, FL	\$121,070
Modesto, CA	\$120,830
Madison, WI	\$120,700
Worcester, MA-CT	\$120,700
Providence-Warwick, RI-MA	\$120,580
Toledo, OH	\$120,460
Columbia, SC	\$120,210
Salisbury, MD-DE	\$120,090
Kansas City, MO-KS	\$120,010
Panama City, FL	\$119,500
Rome, GA	\$119,080
Columbus, GA-AL	\$118,890
Knoxville, TN	\$118,590
Fayetteville, NC	\$118,540
Macon, GA	\$118,220
Albany, GA	\$118,090
Oklahoma City, OK	\$117,970
Abilene, TX	\$117,940
St. Louis, MO-IL	\$117,790
Canton-Massillon, OH	\$117,380
Redding, CA	\$117,370
Orlando-Kissimmee-Sanford, FL	\$117,330
Greensboro-High Point, NC	\$117,320
College Station-Bryan, TX	\$117,070

Average Lawyer Wages by Metropolitan Area: 2019 [continued...]

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

Louisville/Jefferson County, KY-IN	\$117,000
Tallahassee, FL	\$116,850
Atlantic City-Hammonton, NJ	\$116,790
Johnson City, TN	\$116,360
Hagerstown-Martinsburg, MD-WV	\$116,170
Lewiston, ID-WA	\$116,060
Fayetteville-Springdale-Rogers, AR-MO	\$115,940
Fairbanks, AK	\$115,890
Wheeling, WV-OH	\$115,850
Allentown-Bethlehem-Easton, PA-NJ	\$115,770
Albany-Schenectady-Troy, NY	\$115,710
Blacksburg-Christiansburg-Radford, VA	\$115,570
Columbus, OH	\$115,490
Spartanburg, SC	\$115,360
Houma-Thibodaux, LA	\$115,190
Savannah, GA	\$115,170
San Luis Obispo-Paso Robles-Arroyo Grande, CA	\$114,990
Amarillo, TX	\$114,670
Lawrence, KS	\$114,460
Colorado Springs, CO	\$114,240
Dothan, AL	\$114,230
Utica-Rome, NY	\$114,170
Rochester, MN	\$114,150
California-Lexington Park, MD	\$114,140
Port St. Lucie, FL	\$114,060
Battle Creek, MI	\$113,820
New Bedford, MA	\$113,520
Cedar Rapids, IA	\$113,500
Racine, WI	\$113,470
Palm Bay-Melbourne-Titusville, FL	\$113,290
Harrisburg-Carlisle, PA	\$112,840
Anchorage, AK	\$112,820
Green Bay, WI	\$112,720
Saginaw, MI	\$112,480
Tampa-St. Petersburg-Clearwater, FL	\$112,390
Indianapolis-Carmel-Anderson, IN	\$112,070
Brunswick, GA	\$111,920
Burlington, NC	\$111,560
Greeley, CO	\$111,390
Elmira, NY	\$111,340
Naples-Immokalee-Marco Island, FL	\$111,080
Barnstable Town, MA	\$111,020
Killeen-Temple, TX	\$110,860
Urban Honolulu, HI	\$110,660
Olympia-Tumwater, WA	\$110,260

Laredo, TX	\$110,220
Lexington-Fayette, KY	\$110,210
Rocky Mount, NC	\$110,170
Boise City, ID	\$110,060
Auburn-Opelika, AL	\$109,990
Yakima, WA	\$109,790
Rockford, IL	\$109,770
Dubuque, IA	\$109,610
Memphis, TN-MS-AR	\$109,480
Youngstown-Warren-Boardman, OH-PA	\$109,210
Grand Forks, ND-MN	\$109,040
Pocatello, ID	\$108,680
Fargo, ND-MN	\$108,600
Baton Rouge, LA	\$108,540
Albuquerque, NM	\$108,230
Fond du Lac, WI	\$108,160
Grand Island, NE	\$107,950
Kahului-Wailuku-Lahaina, HI	\$107,710
Yuma, AZ	\$107,640
Beckley, WV	\$107,590
Kingsport-Bristol-Bristol, TN-VA	\$107,580
Vineland-Bridgeton, NJ	\$107,180
Sheboygan, WI	\$106,990
Wenatchee, WA	\$106,670
Kalamazoo-Portage, MI	\$106,650
St. Cloud, MN	\$106,650
Hilton Head Island-Bluffton-Beaufort, SC	\$106,630
Myrtle Beach-Conway-North Myrtle Beach, SC-NC	\$106,490
Dayton, OH	\$106,290
Springfield, IL	\$106,280
Ithaca, NY	\$106,120
Watertown-Fort Drum, NY	\$105,950
Medford, OR	\$105,880
Williamsport, PA	\$105,860
Pensacola-Ferry Pass-Brent, FL	\$105,690
Columbus, IN	\$105,470
Kennewick-Richland, WA	\$105,050
Bloomington, IN	\$104,890
Grand Junction, CO	\$104,730
Goldsboro, NC	\$104,590
Duluth, MN-WI	\$104,380
Buffalo-Cheektowaga-Niagara Falls, NY	\$104,360
Dalton, GA	\$104,260
Las Cruces, NM	\$104,070
Lansing-East Lansing, MI	\$103,940

Corvallis, OR	\$103,920
Casper, WY	\$103,880
Jackson, MS	\$103,850
Topeka, KS	\$103,850
Altoona, PA	\$103,820
Hinesville, GA	\$103,650
Eugene, OR	\$103,540
Shreveport-Bossier City, LA	\$103,190
Parkersburg-Vienna, WV	\$103,140
Punta Gorda, FL	\$103,120
Jackson, MI	\$102,970
Mobile, AL	\$102,520
Carson City, NV	\$102,390
Iowa City, IA	\$102,210
Niles-Benton Harbor, MI	\$102,180
Hickory-Lenoir-Morganton, NC	\$102,070
Roanoke, VA	\$102,030
State College, PA	\$101,790
Burlington-South Burlington, VT	\$101,790
Springfield, MO	\$101,680
Cheyenne, WY	\$101,590
Billings, MT	\$101,250
Grand Rapids-Wyoming, MI	\$101,140
Madera, CA	\$100,890
Charleston-North Charleston, SC	\$100,840
Lynchburg, VA	\$100,760
Idaho Falls, ID	\$100,580
Bloomington, IL	\$100,190
Walla Walla, WA	\$99,940
El Centro, CA	\$99,780
Huntington-Ashland, WV-KY-OH	\$99,490
Oshkosh-Neenah, WI	\$99,390
Crestview-Fort Walton Beach-Destin, FL	\$98,310
Spokane-Spokane Valley, WA	\$97,980
Gainesville, FL	\$97,510
Charleston, WV	\$97,450
Bend-Redmond, OR	\$97,410
Farmington, NM	\$97,040
Lincoln, NE	\$97,020
Syracuse, NY	\$96,530
Gadsden, AL	\$96,200
Janesville-Beloit, WI	\$96,160
Santa Fe, NM	\$95,710
Bremerton-Silverdale, WA	\$95,690
Jacksonville, NC	\$95,580
Winchester, VA-WV	\$95,490

Average Lawyer Wages by Metropolitan Area: 2019 [continued...]

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

Valdosta, GA	\$95,380	Mankato-North Mankato, MN	\$83,230
Tuscaloosa, AL	\$95,240	Decatur, AL	\$83,040
Eau Claire, WI	\$94,990	Florence-Muscle Shoals, AL	\$82,890
Asheville, NC	\$94,910	Lancaster, PA	\$82,800
Wichita Falls, TX	\$94,720	East Stroudsburg, PA	\$82,770
Augusta-Richmond County, GA-SC	\$94,670	Johnstown, PA	\$82,210
McAllen-Edinburg-Mission, TX	\$93,600	Manhattan, KS	\$82,170
Monroe, MI	\$93,300	Cumberland, MD-WV	\$82,130
Rochester, NY	\$93,230	Sumter, SC	\$82,060
Bangor, ME	\$93,150	Prescott, AZ	\$82,050
Kankakee, IL	\$93,090	Lafayette-West Lafayette, IN	\$82,020
Gettysburg, PA	\$92,890	Twin Falls, ID	\$81,620
Bellingham, WA	\$92,840	Staunton-Waynesboro, VA	\$81,410
Rapid City, SD	\$92,720	Elkhart-Goshen, IN	\$81,280
Evansville, IN-KY	\$92,440	Gainesville, GA	\$81,090
Warner Robins, GA	\$92,280	Ogden-Clearfield, UT	\$80,680
Hattiesburg, MS	\$92,260	Leominster-Gardner, MA	\$80,570
Longview, WA	\$92,240	Athens-Clarke County, GA	\$80,210
Little Rock-North Little Rock-Conway, AR	\$92,090	Weirton-Steubenville, WV-OH	\$77,940
Lafayette, LA	\$91,440	Lawton, OK	\$77,730
Anniston-Oxford-Jacksonville, AL	\$91,170	Fort Smith, AR-OK	\$77,700
Mount Vernon-Anacortes, WA	\$91,150	Owensboro, KY	\$77,130
Sierra Vista-Douglas, AZ	\$91,080	St. Joseph, MO-KS	\$76,990
Joplin, MO	\$90,350	Hot Springs, AR	\$75,660
Columbia, MO	\$90,260	Monroe, LA	\$75,560
Glens Falls, NY	\$90,220	Missoula, MT	\$74,940
Lakeland-Winter Haven, FL	\$90,170	Waterloo-Cedar Falls, IA	\$74,790
Scranton--Wilkes-Barre--Hazleton, PA	\$89,490	Pueblo, CO	\$74,420
Carbondale-Marion, IL	\$88,930	Ocala, FL	\$74,190
Ames, IA	\$88,020	Clarksville, TN-KY	\$74,130
Lake Charles, LA	\$87,370	Elizabethtown-Fort Knox, KY	\$73,800
Florence, SC	\$87,330	Bay City, MI	\$73,410
Wichita, KS	\$87,270	Mansfield, OH	\$73,320
Danville, IL	\$87,150	Hammond, LA	\$72,810
Morristown, TN	\$87,040	San Juan-Carolina-Caguas, PR	\$72,470
Terre Haute, IN	\$86,970	Lewiston-Auburn, ME	\$72,450
La Crosse-Onalaska, WI-MN	\$86,930	Grants Pass, OR	\$70,500
Brownsville-Harlingen, TX	\$86,600	Alexandria, LA	\$70,090
Albany, OR	\$86,180	Pine Bluff, AR	\$70,030
Binghamton, NY	\$86,030	Enid, OK	\$69,100
Texarkana, TX-AR	\$85,850	Lima, OH	\$67,600
Bowling Green, KY	\$85,540	Lebanon, PA	\$67,190
Wilmington, NC	\$85,330	Ponce, PR	\$59,880
Jefferson City, MO	\$85,010	Kokomo, IN	\$55,000
Muskegon, MI	\$84,640	Arecibo, PR	\$44,940
Homosassa Springs, FL	\$84,450	Aguadilla-Isabela, PR	\$40,590

Average Lawyer Wages Compared to Other Occupations: 2019 (100 top-paying occupations)

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

Occupation	Avg. Annual Wage
Surgeons, Except Ophthalmologists	\$252,040
Oral and Maxillofacial Surgeons	\$237,570
Obstetricians and Gynecologists	\$233,610
Orthodontists	\$230,830
Prosthodontists	\$220,840
Psychiatrists	\$220,430
Family Medicine Physicians	\$213,270
Physicians, All Other; and Ophthalmologists, Except Pediatric	\$203,450
General Internal Medicine Physicians	\$201,440
Chief Executives	\$193,850
Pediatricians, General	\$184,410
Nurse Anesthetists	\$181,040
Dentists, General	\$178,260
Dentists, All Other Specialists	\$178,040
Airline Pilots, Copilots, and Flight Engineers	\$174,870
Petroleum Engineers	\$156,780
Computer and Information Systems Managers	\$156,390
Architectural and Engineering Managers	\$152,930
Marketing Managers	\$149,200
Financial Managers	\$147,530
Natural Sciences Managers	\$145,450
Lawyers	\$145,300
Podiatrists	\$142,680
Advertising and Promotions Managers	\$141,890
Sales Managers	\$141,690
Compensation and Benefits Managers	\$134,210
Public Relations and Fundraising Managers	\$132,630
Physicists	\$131,080
Law Teachers, Postsecondary	\$129,950
Human Resources Managers	\$129,570
Judges, Magistrate Judges, and Magistrates	\$128,550
Purchasing Managers	\$128,400
Computer and Information Research Scientists	\$127,460
Pharmacists	\$125,510
Training and Development Managers	\$123,470

Occupation	Avg. Annual Wage
Computer Hardware Engineers	\$123,030
General and Operations Managers	\$123,030
Optometrists	\$122,980
Astronomers	\$122,270
Health Specialties Teachers, Postsecondary	\$121,620
Actuaries	\$120,970
Nuclear Engineers	\$120,700
Political Scientists	\$120,260
Air Traffic Controllers	\$120,140
Personal Financial Advisors	\$119,290
Aerospace Engineers	\$119,220
Economics Teachers, Postsecondary	\$119,160
Personal Service Managers	\$118,710
Chemical Engineers	\$117,090
Economists	\$116,630
Medical and Health Services Managers	\$115,160
Computer Network Architects	\$115,110
Industrial Production Managers	\$115,110
Sales Engineers	\$112,780
Physician Assistants	\$112,410
Education Administrators, Postsecondary	\$112,400
Engineering Teachers, Postsecondary	\$112,110
Physical Scientists, All Other	\$112,070
Nurse Practitioners	\$111,840
Software Developers and Software Quality Assurance Analysts and Testers	\$111,620
Industrial-Organizational Psychologists	\$111,150
Electronics Engineers, Except Computer	\$110,210
Art Directors	\$109,600
Nurse Midwives	\$108,810
Geoscientists, Except Hydrologists and Geographers	\$108,350
Biochemists and Biophysicists	\$108,180
Mathematicians	\$107,280
Administrative Services and Facilities Managers	\$106,550
Business Teachers, Postsecondary	\$105,440
Construction Managers	\$105,000
Veterinarians	\$104,820
Information Security Analysts	\$104,210

Occupation	Avg. Annual Wage
Electrical Engineers	\$103,480
Transportation, Storage, and Distribution Managers	\$103,320
Commercial Pilots	\$102,870
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	\$102,690
Engineers, All Other	\$102,460
Political Science Teachers, Postsecondary	\$102,290
Physics Teachers, Postsecondary	\$101,110
Nuclear Power Reactor Operators	\$100,990
Data Scientists and Mathematical Science Occupations, All Other	\$100,560
Materials Scientists	\$100,430
Education Administrators, Kindergarten through Secondary	\$100,340
Administrative Law Judges, Adjudicators, and Hearing Officers	\$100,230
Architecture Teachers, Postsecondary	\$98,980
Medical Scientists, Except Epidemiologists	\$98,770
Marine Engineers and Naval Architects	\$98,730
Biological Science Teachers, Postsecondary	\$98,700
Computer Science Teachers, Postsecondary	\$98,430
Agricultural Engineers	\$98,290
Psychologists, All Other	\$98,230
Materials Engineers	\$97,890
Agents and Business Managers of Artists, Performers, and Athletes	\$97,170
Atmospheric and Space Scientists	\$97,160
Bioengineers and Biomedical Engineers	\$97,090
Mining and Geological Engineers, Including Mining Safety Engineers	\$96,990
Computer Systems Analysts	\$96,160
Database Administrators and Architects	\$96,110
Statisticians	\$95,680
Management Analysts	\$95,560

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

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

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

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

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

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

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

Note: All figures are based on average salaries reported.

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

Law School Applicants and Admissions: 2000-2019

	Applicants		Admitted Applicants		Applications	
	Applicants		Admitted Applicants		Applications	
	Final End-of-Year Count	% Change from Prior Year	Final End-of-Year Count	% Change from Prior Year	Final End-of-Year Count	% Change from Prior Year
All Terms 2019	62,400	2.8%	42,300	-3.9%	385,300	-0.5%
All Terms 2018	60,700	7.6%	44,000	4.2%	387,100	8.6%
All Terms 2017	56,400	-0.1%	42,300	-1.3%	356,500	1.5%
All Terms 2016	56,500	-	42,800	-	351,100	-
Fall 2015	54,500	-2.2%	42,300	-2.7%	340,300	-4.2%
Fall 2014	55,700	-6.3%	43,500	-4.9%	355,100	-8.0%
Fall 2013	59,400	-12.4%	45,700	-9.8%	385,800	-17.8%
Fall 2012	67,900	-13.5%	50,600	-9.2%	469,600	-12.3%
Fall 2011	78,500	-10.7%	55,800	-7.7%	535,500	-11.4%
Fall 2010	87,900	1.5%	60,400	3.5%	604,300	6.8%
Fall 2009	86,600	3.8%	58,400	5.1%	565,700	6.2%
Fall 2008	83,400	-0.8%	55,500	0.0%	532,600	3.0%
Fall 2007	84,000	-5.2%	55,500	-0.9%	517,100	-2.5%
Fall 2006	88,700	-7.4%	56,000	-0.2%	530,400	-3.3%
Fall 2005	95,800	-4.8%	56,100	0.3%	548,400	-1.3%
Fall 2004	100,600	1.1%	55,900	-1.6%	555,400	5.5%
Fall 2003	99,500	9.5%	56,800	0.6%	526,600	17.2%
Fall 2002	90,900	17.6%	56,500	9.1%	449,200	25.5%
Fall 2001	77,200	3.6%	51,800	2.9%	358,000	6.9%
Fall 2000	74,600	-	50,300	-	334,800	-

Source: Law School Admission Council

First-Year Law School Enrollment, Total and by Gender: 1963-2020

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

	Male	Female	Other	Total
1963 - 1964	19,899	877	0	20,776
1965 - 1966	23,103	1,064	0	24,167
1966 - 1967	23,018	1,059	0	24,077
1967 - 1968	23,088	1,179	0	24,267
1968 - 1969	21,910	1,742	0	23,652
1969 - 1970	27,025	2,103	0	29,128
1970 - 1971	30,747	3,542	0	34,289
1971 - 1972	31,845	4,326	0	36,171
1972 - 1973	29,623	5,508	0	35,131
1973 - 1974	29,554	7,464	0	37,018
1974 - 1975	29,068	9,006	0	38,074
1975 - 1976	28,566	10,472	0	39,038
1976 - 1977	28,642	11,354	0	39,996
1977 - 1978	27,748	11,928	0	39,676
1978 - 1979	27,155	13,324	0	40,479
1979 - 1980	27,227	13,490	0	40,717
1980 - 1981	27,024	15,272	0	42,296

	Male	Female	Other	Total
1981 - 1982	26,710	15,811	0	42,521
1982 - 1983	25,898	16,136	0	42,034
1983 - 1984	25,110	16,049	0	41,159
1984 - 1985	24,512	16,235	0	40,747
1985 - 1986	24,286	16,510	0	40,796
1986 - 1987	25,704	14,491	0	40,195
1987 - 1988	23,549	17,506	0	41,055
1988 - 1989	24,465	18,395	0	42,860
1989 - 1990	25,104	18,722	0	43,826
1990 - 1991	25,512	18,592	0	44,104
1991 - 1992	25,277	18,773	0	44,050
1992 - 1993	24,468	18,325	0	42,793
1993 - 1994	24,585	19,059	0	43,644
1994 - 1995	24,986	19,312	0	44,298
1995 - 1996	24,214	19,462	0	43,676
1996 - 1997	23,843	19,402	0	43,245
1997 - 1998	22,777	19,409	0	42,186
1998 - 1999	22,485	20,319	0	42,804
1999 - 2000	22,144	21,008	0	43,152

	Male	Female	Other	Total
2000 - 2001	22,019	21,499	0	43,518
2001 - 2002	22,816	22,254	0	45,070
2002 - 2003	24,846	23,587	0	48,433
2003 - 2004	25,499	23,368	0	48,867
2004 - 2005	25,335	22,904	0	48,239
2005 - 2006	25,550	22,582	0	48,132
2006 - 2007	26,322	22,615	0	48,937
2007 - 2008	25,864	23,218	0	49,082
2008 - 2009	26,007	23,407	0	49,414
2009 - 2010	27,341	24,305	0	51,646
2010 - 2011	28,266	24,182	0	52,448
2011 - 2012	25,899	22,798	0	48,697
2012 - 2013	23,229	21,252	0	44,481
2013 - 2014	20,973	19,829	0	40,802
2014 - 2015	19,725	20,568	6	40,299
2015 - 2016	19,059	19,080	13	38,152
2016 - 2017	18,301	19,443	155	37,899
2017 - 2018	19,490	21,423	24	40,937
2018 - 2019	18,437	20,894	64	39,395
2019 - 2020	17,873	21,288	109	39,270

Law School Enrollment, Total and by Gender: 1970-2019

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

	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

	Male	Female	TOTAL
1995	72,436	56,961	129,397
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

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

First-Year Law Students by Race and Gender: 2019

Hispanic men	2,053
Hispanic women	2,847
Hispanic other	12
Native American men	91
Native American women	105
Native American other	0
Asian men	998
Asian women	1,491
Asian other	5
African American men	1,023
African American women	2,002
African American other	10
Native Hawaiian or Pacific Islander men	20
Native Hawaiian or Pacific Islander women	27
Native Hawaiian or Pacific Islander other	1
Multiracial men	675
Multiracial women	929
Multiracial other	8
White men	11,779
White women	12,552
White other	46
Non-resident alien men	475
Non-resident alien women	688
Non-resident alien other	11
Unknown race men	759
Unknown race women	647
Unknown race other	16

Enrollment by Gender, Individual Law Schools: 2019

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

School	% Men	% Women
AKRON, UNIVERSITY OF	56.0%	44.0%
ALABAMA, UNIVERSITY OF	52.2%	47.5%
ALBANY LAW SCHOOL OF UNION UNIVERSITY	45.0%	55.0%
AMERICAN UNIVERSITY	37.4%	62.6%
APPALACHIAN SCHOOL OF LAW	48.2%	51.8%
ARIZONA STATE UNIVERSITY	51.1%	48.8%
ARIZONA, UNIVERSITY OF	55.7%	44.3%
ARKANSAS, FAYETTEVILLE, UNIVERSITY OF	54.8%	45.2%
ARKANSAS, LITTLE ROCK, UNIVERSITY OF	50.1%	49.9%
ATLANTA'S JOHN MARSHALL LAW SCHOOL	34.3%	65.7%
AVE MARIA SCHOOL OF LAW	43.1%	56.9%
BALTIMORE, UNIVERSITY OF	47.5%	52.5%
BARRY UNIVERSITY	41.3%	58.7%
BAYLOR UNIVERSITY	49.8%	50.2%
BELMONT UNIVERSITY	40.0%	60.0%
BOSTON COLLEGE	48.0%	51.7%
BOSTON UNIVERSITY	41.0%	59.0%
BRIGHAM YOUNG UNIVERSITY	57.4%	42.6%
BROOKLYN LAW SCHOOL	43.6%	56.3%
CALIFORNIA WESTERN SCHOOL OF LAW	42.5%	57.5%
CALIFORNIA-BERKELEY, UNIVERSITY OF	39.4%	60.3%
CALIFORNIA-DAVIS, UNIVERSITY OF	41.6%	58.4%
CALIFORNIA-HASTINGS, UNIVERSITY OF	41.7%	58.2%
CALIFORNIA-IRVINE, UNIVERSITY OF	43.0%	56.6%
CALIFORNIA-LOS ANGELES, UNIVERSITY OF	47.4%	52.4%
CAMPBELL UNIVERSITY	41.2%	58.6%
CAPITAL UNIVERSITY	48.6%	51.4%
CARDOZO SCHOOL OF LAW	45.4%	54.4%
CASE WESTERN RESERVE UNIVERSITY	42.4%	57.6%
CATHOLIC UNIVERSITY OF AMERICA	40.8%	59.3%
CHAPMAN UNIVERSITY	40.7%	59.3%
CHARLESTON SCHOOL OF LAW	45.4%	54.6%
CHICAGO, UNIVERSITY OF	51.0%	48.7%
CHICAGO-KENT COLLEGE OF LAW-IIT	48.4%	51.6%
CINCINNATI, UNIVERSITY OF	45.5%	54.5%
CITY UNIVERSITY OF NEW YORK	38.1%	60.9%
CLEVELAND STATE UNIVERSITY	51.1%	48.9%
COLORADO, UNIVERSITY OF	46.6%	53.0%
COLUMBIA UNIVERSITY	50.8%	49.0%
CONCORDIA LAW SCHOOL	57.9%	42.1%
CONNECTICUT, UNIVERSITY OF	48.7%	51.3%
CORNELL UNIVERSITY	50.1%	49.9%
CREIGHTON UNIVERSITY	55.6%	44.4%
DAYTON, UNIVERSITY OF	46.0%	54.0%
DENVER, UNIVERSITY OF	45.7%	53.9%

School	% Men	% Women
DEPAUL UNIVERSITY	44.4%	55.5%
DETROIT MERCY, UNIVERSITY OF	46.8%	53.2%
DISTRICT OF COLUMBIA	31.8%	68.2%
DRAKE UNIVERSITY	52.8%	47.2%
DREXEL UNIVERSITY	43.7%	55.5%
DUKE UNIVERSITY	49.8%	49.8%
DUQUESNE UNIVERSITY	48.0%	51.3%
ELON UNIVERSITY	38.7%	61.3%
EMORY UNIVERSITY	46.6%	53.4%
FAULKNER UNIVERSITY	54.5%	45.5%
FLORIDA A&M UNIVERSITY	38.5%	61.5%
FLORIDA COASTAL SCHOOL OF LAW	44.6%	55.4%
FLORIDA INTERNATIONAL UNIVERSITY	44.7%	55.3%
FLORIDA STATE UNIVERSITY	45.8%	54.2%
FLORIDA, UNIVERSITY OF	50.8%	49.2%
FORDHAM UNIVERSITY	48.1%	51.9%
GEORGE MASON UNIVERSITY	54.3%	45.7%
GEORGE WASHINGTON UNIVERSITY	46.9%	52.9%
GEORGETOWN UNIVERSITY	45.4%	54.2%
GEORGIA STATE UNIVERSITY	47.4%	52.6%
GEORGIA, UNIVERSITY OF	52.6%	47.4%
GOLDEN GATE UNIVERSITY	40.5%	59.5%
GONZAGA UNIVERSITY	49.1%	50.9%
HARVARD UNIVERSITY	50.4%	49.3%
HAWAII, UNIVERSITY OF	48.2%	51.8%
HOFSTRA UNIVERSITY	48.0%	52.0%
HOUSTON, UNIVERSITY OF	49.8%	50.2%
HOWARD UNIVERSITY	35.8%	64.2%
IDAHO, UNIVERSITY OF	53.5%	46.5%
ILLINOIS, UNIVERSITY OF	58.1%	41.9%
INDIANA UNIVERSITY - BLOOMINGTON	47.7%	51.9%
INDIANA UNIVERSITY - INDIANAPOLIS	51.1%	48.9%
INTER AMERICAN UNIVERSITY OF PUERTO RICO	37.2%	62.8%
IOWA, UNIVERSITY OF	54.5%	45.5%
JOHN MARSHALL LAW SCHOOL	41.2%	57.7%
KANSAS, UNIVERSITY OF	47.3%	52.7%
KENTUCKY, UNIVERSITY OF	51.7%	48.3%
LEWIS AND CLARK COLLEGE	40.1%	59.9%
LIBERTY UNIVERSITY	55.3%	44.7%
LINCOLN MEMORIAL	47.8%	52.2%
LOUISIANA STATE UNIVERSITY	49.7%	50.3%
LOUISVILLE, UNIVERSITY OF	45.9%	53.8%
LOYOLA MARYMOUNT UNIVERSITY-LOS ANGELES	46.1%	53.7%
LOYOLA UNIVERSITY-CHICAGO	40.7%	59.1%

Enrollment by Gender, Individual Law Schools: 2019 [continued...] Source: ABA Section on Legal Education and Admissions to the Bar

School	% Men	% Women
LOYOLA UNIVERSITY-NEW ORLEANS	43.9%	55.9%
MAINE, UNIVERSITY OF	48.2%	51.8%
MARQUETTE UNIVERSITY	51.2%	48.8%
MARYLAND, UNIVERSITY OF	40.2%	58.7%
MCGEORGE SCHOOL OF LAW	44.0%	55.6%
MEMPHIS, UNIVERSITY OF	49.0%	51.0%
MERCER UNIVERSITY	46.6%	53.4%
MIAMI, UNIVERSITY OF	52.4%	47.6%
MICHIGAN STATE UNIVERSITY	48.0%	52.0%
MICHIGAN, UNIVERSITY OF	48.8%	50.9%
MINNESOTA, UNIVERSITY OF	48.0%	52.0%
MISSISSIPPI COLLEGE	50.1%	49.9%
MISSISSIPPI, UNIVERSITY OF	52.7%	47.3%
MISSOURI, UNIVERSITY OF	57.1%	42.5%
MISSOURI-KANSAS CITY, UNIVERSITY OF	49.2%	50.8%
MITCHELL HAMLINE	45.7%	53.7%
MONTANA, UNIVERSITY OF	51.3%	48.7%
NEBRASKA, UNIVERSITY OF	50.1%	49.9%
NEW ENGLAND LAW BOSTON	36.8%	63.2%
NEW HAMPSHIRE UNIVERSITY OF	52.8%	47.2%
NEW MEXICO, UNIVERSITY OF	43.9%	56.1%
NEW YORK LAW SCHOOL	42.2%	57.8%
NEW YORK UNIVERSITY	47.9%	51.7%
NORTH CAROLINA CENTRAL UNIVERSITY	32.1%	67.9%
NORTH CAROLINA, UNIVERSITY OF	48.2%	51.8%
NORTH DAKOTA, UNIVERSITY OF	52.9%	47.1%
NORTHEASTERN UNIVERSITY	33.5%	66.2%
NORTHERN ILLINOIS UNIVERSITY	52.3%	47.7%
NORTHERN KENTUCKY UNIVERSITY	48.1%	51.9%
NORTHWESTERN UNIVERSITY	47.1%	52.2%
NOTRE DAME, UNIVERSITY OF	50.9%	49.1%
NOVA SOUTHEASTERN UNIVERSITY	47.3%	52.7%
OHIO NORTHERN UNIVERSITY	49.3%	50.7%
OHIO STATE UNIVERSITY	50.6%	49.2%
OKLAHOMA CITY UNIVERSITY	44.8%	55.2%
OKLAHOMA, UNIVERSITY OF	51.8%	48.2%
OREGON, UNIVERSITY OF	46.8%	53.2%
PACE UNIVERSITY	38.4%	61.6%
PENNSYLVANIA STATE - DICKINSON LAW	56.4%	43.6%
PENNSYLVANIA STATE - PENN STATE LAW	44.5%	55.5%
PENNSYLVANIA, UNIVERSITY OF	49.9%	50.1%
PEPPERDINE UNIVERSITY	50.2%	49.8%
PITTSBURGH, UNIVERSITY OF	52.5%	47.5%
PONTIFICAL CATHOLIC UNIVERSITY OF P.R.	38.8%	61.2%
PUERTO RICO, UNIVERSITY OF	41.1%	58.9%

School	% Men	% Women
QUINNIPIAC UNIVERSITY	40.3%	59.7%
REGENT UNIVERSITY	42.5%	57.5%
RICHMOND, UNIVERSITY OF	45.9%	53.9%
ROGER WILLIAMS UNIVERSITY	42.4%	57.6%
RUTGERS UNIVERSITY	50.5%	49.5%
SAINT LOUIS UNIVERSITY	45.9%	53.5%
SAMFORD UNIVERSITY	48.3%	51.7%
SAN DIEGO, UNIVERSITY OF	41.9%	58.1%
SAN FRANCISCO, UNIVERSITY OF	42.3%	57.8%
SANTA CLARA UNIVERSITY	46.3%	53.6%
SEATTLE UNIVERSITY	39.1%	60.9%
SETON HALL UNIVERSITY	51.1%	48.8%
SOUTH CAROLINA, UNIVERSITY OF	52.6%	47.2%
SOUTH DAKOTA, UNIVERSITY OF	60.3%	39.2%
SOUTH TEXAS COLLEGE OF LAW HOUSTON	45.6%	54.4%
SOUTHERN CALIFORNIA, UNIVERSITY OF	47.1%	52.9%
SOUTHERN ILLINOIS UNIVERSITY-CARBON-DALE	48.8%	51.2%
SOUTHERN METHODIST UNIVERSITY	47.0%	53.0%
SOUTHERN UNIVERSITY	39.8%	60.2%
SOUTHWESTERN LAW SCHOOL	42.6%	57.3%
ST. JOHN'S UNIVERSITY	47.6%	52.4%
ST. MARY'S UNIVERSITY	47.1%	52.9%
ST. THOMAS UNIVERSITY (FLORIDA)	37.9%	62.1%
ST. THOMAS, UNIVERSITY OF (MINNESOTA)	43.5%	56.5%
STANFORD UNIVERSITY	50.4%	49.2%
STETSON UNIVERSITY	46.9%	53.1%
SUFFOLK UNIVERSITY	46.3%	53.5%
SYRACUSE UNIVERSITY	48.5%	51.5%
TEMPLE UNIVERSITY	49.0%	50.7%
TENNESSEE, UNIVERSITY OF	51.2%	48.2%
TEXAS A&M UNIVERSITY	44.4%	55.4%
TEXAS AT AUSTIN, UNIVERSITY OF	53.1%	46.9%
TEXAS SOUTHERN UNIVERSITY	36.2%	63.8%
TEXAS TECH UNIVERSITY	56.4%	43.6%
THOMAS JEFFERSON SCHOOL OF LAW	45.7%	54.3%
TOLEDO, UNIVERSITY OF	45.3%	54.7%
TOURO COLLEGE	48.4%	51.6%
TULANE UNIVERSITY	43.9%	56.1%
TULSA, UNIVERSITY OF	50.2%	49.5%
UNIVERSITY OF BUFFALO-SUNY	46.9%	53.1%
UNIVERSITY OF LA VERNE	42.0%	58.0%
UNIVERSITY OF MASSACHUSETTS DART-MOUTH	48.2%	51.8%
UNIVERSITY OF NEVADA - LAS VEGAS	47.1%	52.9%
UNT DALLAS COLLEGE OF LAW	45.9%	54.1%

Enrollment by Gender, Individual Law Schools: 2019 [continued...]

School	% Men	% Women
UTAH, UNIVERSITY OF	55.1%	44.9%
VANDERBILT UNIVERSITY	49.0%	51.0%
VERMONT LAW SCHOOL	47.0%	52.6%
VILLANOVA UNIVERSITY	43.8%	56.2%
VIRGINIA, UNIVERSITY OF	54.5%	45.5%
WAKE FOREST UNIVERSITY	46.7%	53.1%
WASHBURN UNIVERSITY	53.2%	46.5%
WASHINGTON AND LEE UNIVERSITY	51.4%	48.4%
WASHINGTON UNIVERSITY	49.0%	51.0%
WASHINGTON, UNIVERSITY OF	40.4%	58.6%
WAYNE STATE UNIVERSITY	50.8%	49.2%
WEST VIRGINIA UNIVERSITY	50.8%	49.2%
WESTERN MICHIGAN UNIVERSITY	40.4%	59.6%
WESTERN NEW ENGLAND UNIVERSITY	45.8%	54.2%
WESTERN STATE COLLEGE OF LAW	45.5%	54.5%
WIDENER UNIVERSITY-DELAWARE	48.6%	51.4%
WIDENER-COMMONWEALTH	45.0%	55.0%
WILLAMETTE UNIVERSITY	46.1%	53.0%
WILLIAM AND MARY LAW SCHOOL	45.4%	54.6%
WISCONSIN, UNIVERSITY OF	50.9%	49.1%
WYOMING, UNIVERSITY OF	55.8%	44.2%
YALE UNIVERSITY	48.3%	51.1%

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

Degrees Awarded to Students of Color, Individual Law Schools: 2019

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

School	% of degrees awarded to students of color
PONTIFICAL CATHOLIC UNIVERSITY OF P.R.	100%
PUERTO RICO, UNIVERSITY OF	100%
INTER AMERICAN UNIVERSITY OF PUERTO RICO	99%
HOWARD UNIVERSITY	99%
TEXAS SOUTHERN UNIVERSITY	88%
ST. THOMAS UNIVERSITY (FLORIDA)	81%
FLORIDA A&M UNIVERSITY	73%
SOUTHERN UNIVERSITY	72%
HAWAII, UNIVERSITY OF	70%
DISTRICT OF COLUMBIA	65%
NORTH CAROLINA CENTRAL UNIVERSITY	64%
UNIVERSITY OF LA VERNE	62%
THOMAS JEFFERSON SCHOOL OF LAW	61%
ST. MARY'S UNIVERSITY	60%
SAN FRANCISCO, UNIVERSITY OF	60%
FLORIDA INTERNATIONAL UNIVERSITY	59%
UNT DALLAS COLLEGE OF LAW	58%
WESTERN STATE COLLEGE OF LAW	58%
SOUTHWESTERN LAW SCHOOL	57%
ATLANTA'S JOHN MARSHALL LAW SCHOOL	55%
NEW MEXICO, UNIVERSITY OF	50%
CITY UNIVERSITY OF NEW YORK	49%
CHAPMAN UNIVERSITY	48%
SANTA CLARA UNIVERSITY	47%
CALIFORNIA WESTERN SCHOOL OF LAW	47%
MIAMI, UNIVERSITY OF	47%
GOLDEN GATE UNIVERSITY	46%
WESTERN MICHIGAN UNIVERSITY	46%
NOVA SOUTHEASTERN UNIVERSITY	46%
FLORIDA COASTAL SCHOOL OF LAW	45%
BARRY UNIVERSITY	45%
CALIFORNIA-DAVIS, UNIVERSITY OF	44%
CALIFORNIA-IRVINE, UNIVERSITY OF	44%
PEPPERDINE UNIVERSITY	43%
CALIFORNIA-BERKELEY, UNIVERSITY OF	42%
CORNELL UNIVERSITY	42%
SOUTH TEXAS COLLEGE OF LAW HOUSTON	42%
JOHN MARSHALL LAW SCHOOL	41%
ARIZONA, UNIVERSITY OF	40%
STANFORD UNIVERSITY	40%
UNIVERSITY OF MASSACHUSETTS DARTMOUTH	39%
NORTHEASTERN UNIVERSITY	39%
LOYOLA MARYMOUNT UNIVERSITY-LOS ANGELES	38%

School	% of degrees awarded to students of color
LOYOLA UNIVERSITY-NEW ORLEANS	37%
OKLAHOMA CITY UNIVERSITY	37%
HOFSTRA UNIVERSITY	36%
SAN DIEGO, UNIVERSITY OF	36%
NEW YORK LAW SCHOOL	36%
COLUMBIA UNIVERSITY	36%
SOUTHERN CALIFORNIA, UNIVERSITY OF	36%
FLORIDA, UNIVERSITY OF	35%
CHARLESTON SCHOOL OF LAW	35%
CALIFORNIA-LOS ANGELES, UNIVERSITY OF	35%
BALTIMORE, UNIVERSITY OF	34%
SEATTLE UNIVERSITY	34%
UNIVERSITY OF NEVADA - LAS VEGAS	34%
TEMPLE UNIVERSITY	34%
HOUSTON, UNIVERSITY OF	34%
MARYLAND, UNIVERSITY OF	33%
RUTGERS UNIVERSITY	33%
AMERICAN UNIVERSITY	33%
NORTHWESTERN UNIVERSITY	32%
FAULKNER UNIVERSITY	32%
HARVARD UNIVERSITY	32%
MCGEORGE SCHOOL OF LAW	31%
ARIZONA STATE UNIVERSITY	31%
CHICAGO-KENT COLLEGE OF LAW-IIT	31%
YALE UNIVERSITY	31%
STETSON UNIVERSITY	31%
AVE MARIA SCHOOL OF LAW	30%
ELON UNIVERSITY	30%
TOURO COLLEGE	30%
LOYOLA UNIVERSITY-CHICAGO	30%
TEXAS AT AUSTIN, UNIVERSITY OF	30%
CALIFORNIA-HASTINGS, UNIVERSITY OF	29%
EMORY UNIVERSITY	29%
BROOKLYN LAW SCHOOL	29%
PENNSYLVANIA, UNIVERSITY OF	29%
NORTHERN ILLINOIS UNIVERSITY	29%
FLORIDA STATE UNIVERSITY	28%
VERMONT LAW SCHOOL	28%
DEPAUL UNIVERSITY	28%
NEW YORK UNIVERSITY	28%
CHICAGO, UNIVERSITY OF	28%
BOSTON UNIVERSITY	28%
WASHINGTON, UNIVERSITY OF	27%

Degrees Awarded to Students of Color, Individual Law Schools: 2019 [continued...]

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

School	% of degrees awarded to students of color
SOUTHERN METHODIST UNIVERSITY	27%
SETON HALL UNIVERSITY	27%
IDAHO, UNIVERSITY OF	27%
TEXAS A&M UNIVERSITY	27%
FORDHAM UNIVERSITY	27%
TEXAS TECH UNIVERSITY	27%
GEORGIA STATE UNIVERSITY	27%
PACE UNIVERSITY	26%
IOWA, UNIVERSITY OF	26%
TULSA, UNIVERSITY OF	26%
GEORGE MASON UNIVERSITY	26%
CONNECTICUT, UNIVERSITY OF	26%
CARDOZO SCHOOL OF LAW	26%
NOTRE DAME, UNIVERSITY OF	25%
INDIANA UNIVERSITY - INDIANAPOLIS	25%
ARKANSAS, FAYETTEVILLE, UNIVERSITY OF	25%
WASHINGTON UNIVERSITY	25%
ST. JOHN'S UNIVERSITY	25%
ROGER WILLIAMS UNIVERSITY	25%
WISCONSIN, UNIVERSITY OF	25%
OHIO NORTHERN UNIVERSITY	24%
BOSTON COLLEGE	24%
CINCINNATI, UNIVERSITY OF	24%
DUKE UNIVERSITY	24%
GEORGETOWN UNIVERSITY	24%
VIRGINIA, UNIVERSITY OF	23%
NEW ENGLAND LAW BOSTON	23%
MICHIGAN STATE UNIVERSITY	23%
OHIO STATE UNIVERSITY	23%
CONCORDIA LAW SCHOOL	23%
QUINNIPIAC UNIVERSITY	23%
OREGON, UNIVERSITY OF	23%
GEORGE WASHINGTON UNIVERSITY	23%
BAYLOR UNIVERSITY	23%
MARQUETTE UNIVERSITY	23%
MISSISSIPPI COLLEGE	23%
DENVER, UNIVERSITY OF	23%
DAYTON, UNIVERSITY OF	23%
COLORADO, UNIVERSITY OF	22%
WAKE FOREST UNIVERSITY	22%
SOUTHERN ILLINOIS UNIVERSITY-CARBONDALE	22%
LEWIS AND CLARK COLLEGE	22%

School	% of degrees awarded to students of color
WILLIAM AND MARY LAW SCHOOL	22%
MICHIGAN, UNIVERSITY OF	22%
WIDENER UNIVERSITY-DELAWARE	22%
NORTH CAROLINA, UNIVERSITY OF	22%
WESTERN NEW ENGLAND UNIVERSITY	22%
MERCER UNIVERSITY	22%
PENNSYLVANIA STATE - DICKINSON LAW	21%
OKLAHOMA, UNIVERSITY OF	21%
TULANE UNIVERSITY	21%
ILLINOIS, UNIVERSITY OF	20%
CREIGHTON UNIVERSITY	20%
ALABAMA, UNIVERSITY OF	20%
REGENT UNIVERSITY	20%
MITCHELL HAMLINE	20%
CAPITAL UNIVERSITY	20%
INDIANA UNIVERSITY - BLOOMINGTON	20%
VANDERBILT UNIVERSITY	20%
WILLAMETTE UNIVERSITY	20%
LOUISVILLE, UNIVERSITY OF	19%
SUFFOLK UNIVERSITY	19%
APPALACHIAN SCHOOL OF LAW	19%
VILLANOVA UNIVERSITY	19%
LIBERTY UNIVERSITY	19%
MISSOURI-KANSAS CITY, UNIVERSITY OF	19%
CASE WESTERN RESERVE UNIVERSITY	19%
SOUTH CAROLINA, UNIVERSITY OF	19%
SAINT LOUIS UNIVERSITY	18%
LINCOLN MEMORIAL	18%
CAMPBELL UNIVERSITY	18%
DREXEL UNIVERSITY	18%
KANSAS, UNIVERSITY OF	18%
PITTSBURGH, UNIVERSITY OF	18%
UNIVERSITY OF BUFFALO-SUNY	17%
WIDENER-COMMONWEALTH	17%
ST. THOMAS, UNIVERSITY OF (MINNESOTA)	17%
ALBANY LAW SCHOOL OF UNION UNIVERSITY	16%
SYRACUSE UNIVERSITY	16%
TENNESSEE, UNIVERSITY OF	16%
MISSISSIPPI, UNIVERSITY OF	16%
RICHMOND, UNIVERSITY OF	16%
GEORGIA, UNIVERSITY OF	15%
BRIGHAM YOUNG UNIVERSITY	15%

Degrees Awarded to Students of Color, Individual Law Schools: 2019 [continued...]

School	% of degrees awarded to students of color
MISSOURI, UNIVERSITY OF	15%
GONZAGA UNIVERSITY	15%
MEMPHIS, UNIVERSITY OF	15%
CLEVELAND STATE UNIVERSITY	15%
WASHINGTON AND LEE UNIVERSITY	15%
KENTUCKY, UNIVERSITY OF	15%
SAMFORD UNIVERSITY	14%
ARKANSAS, LITTLE ROCK, UNIVERSITY OF	14%
PENNSYLVANIA STATE - PENN STATE LAW	14%
MINNESOTA, UNIVERSITY OF	14%
DRAKE UNIVERSITY	13%
WAYNE STATE UNIVERSITY	13%
LOUISIANA STATE UNIVERSITY	13%
SOUTH DAKOTA, UNIVERSITY OF	12%
NORTHERN KENTUCKY UNIVERSITY	12%
NEBRASKA, UNIVERSITY OF	12%
NEW HAMPSHIRE UNIVERSITY OF	12%
TOLEDO, UNIVERSITY OF	11%
NORTH DAKOTA, UNIVERSITY OF	11%
BELMONT UNIVERSITY	11%
DETROIT MERCY, UNIVERSITY OF	11%
WASHBURN UNIVERSITY	11%
MAINE, UNIVERSITY OF	11%
WYOMING, UNIVERSITY OF	10%
DUQUESNE UNIVERSITY	9%
CATHOLIC UNIVERSITY OF AMERICA	9%
WEST VIRGINIA UNIVERSITY	9%
AKRON, UNIVERSITY OF	9%
UTAH, UNIVERSITY OF	7%
MONTANA, UNIVERSITY OF	4%

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

When Students Enter Law School

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

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

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

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

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

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

	Ph.D. except in education	Education doctorate	Medicine (MD, DO)	Other health science professional practice doctorate	Law (LLB, JD)	Other doctorate (non-Ph.D.)
2000	\$48,400	NA	\$124,700	\$115,500	\$82,400	\$64,500
2004	\$58,800	\$67,300	\$154,800	\$123,700	\$107,000	\$92,800
2008	\$56,400	\$69,900	\$155,300	\$124,100	\$108,100	\$101,900
2012	\$69,400	\$100,000	\$194,700	\$168,100	\$149,700	\$127,100
2016	\$98,800	\$111,900	\$246,000	\$202,400	\$145,500	\$132,200

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

Law School Student Debt by Race: 2016

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

Source: AccessLex Legal Education

Data Deck, October 2018

Note: For Asian students, available data could not provide a reliable estimate

Bar Exam Passage Rates by State: 2019

State	Taking	Passing	% Passing
Alabama	782	403	52%
Alaska	89	44	49%
Arizona	828	484	58%
Arkansas	342	196	57%
California	12,404	5,347	43%
Colorado	1,030	707	69%
Connecticut	461	245	53%
Delaware	213	111	52%
District of Columbia	2,584	1,628	63%
Florida	4,045	2,263	56%
Georgia	1,701	959	56%
Hawaii	272	170	63%
Idaho	198	126	64%
Illinois	2,638	1,745	66%
Indiana	697	416	60%
Iowa	262	192	73%
Kansas	149	125	84%
Kentucky	535	345	64%
Louisiana	735	477	65%
Maine	175	81	46%
Maryland	1,140	692	61%
Massachusetts	1,875	1,216	65%
Michigan	1,011	604	60%
Minnesota	769	542	70%
Mississippi	258	167	65%
Missouri	948	695	73%
Montana	132	106	80%
Nebraska	200	144	72%
Nevada	526	314	60%

State	Taking	Passing	% Passing
New Hampshire	162	90	56%
New Jersey	1,305	770	59%
New Mexico	323	219	68%
New York	14,200	8,380	59%
North Carolina	1,303	904	69%
North Dakota	119	78	66%
Ohio	1,263	847	67%
Oklahoma	431	326	76%
Oregon	564	391	69%
Pennsylvania	1,780	1,235	69%
Rhode Island	117	65	56%
South Carolina	662	443	67%
South Dakota	104	78	75%
Tennessee	989	631	64%
Texas	4,092	2,624	64%
Utah	327	256	78%
Vermont	117	70	60%
Virginia	910	650	71%
Washington	943	590	63%
West Virginia	242	147	61%
Wisconsin	201	116	58%
Wyoming	83	55	66%
Guam	10	5	50%
N. Mariana Islands	3	2	67%
Palau	7	1	14%
Puerto Rico	1,031	348	34%
Virgin Islands	18	8	44%
Total	68,305	39,873	58%

Law School Graduate Employment Outcomes 10 Months After Graduation: 2012-2019

	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%

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

Race and Ethnicity of Federal Judges: 1940-2020

Source: Federal Judicial Center

	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949
African American						1	1	1	1	1
African American/Hispanic										
African American/White										
American Indian										
Asian American										
Asian American/Hispanic										
Asian American/Pacific Islander										
Asian American/White										
Hispanic										
Hispanic/White										
Pacific Islander/White										
White	298	310	308	313	311	317	315	316	311	318
TOTAL JUDGES	298	310	308	313	311	318	316	317	312	319

	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959
African American	2	2	2	2	2	2	2	3	3	3
African American/Hispanic										
African American/White										
American Indian										
Asian American										
Asian American/Hispanic										
Asian American/Pacific Islander										
Asian American/White										
Hispanic										
Hispanic/White										
Pacific Islander/White										
White	340	342	338	334	360	371	382	392	394	404
TOTAL JUDGES	342	344	340	336	362	373	384	395	397	407

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969
African American	3	5	6	5	7	8	10	13	13	15
African American/Hispanic										
African American/White										
American Indian										
Asian American										
Asian American/Hispanic										
Asian American/Pacific Islander										
Asian American/White										
Hispanic		1	1	1	1	1	2	4	4	4
Hispanic/White										
Pacific Islander/White										
White	405	440	483	483	481	489	521	538	551	558
TOTAL JUDGES	408	446	490	489	489	498	533	555	568	577

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979
African American	15	17	18	18	20	20	22	21	26	41
African American/Hispanic										
African American/White										
American Indian										1
Asian American		1	2	2	2	3	4	5	5	4
Asian American/Hispanic										
Asian American/Pacific Islander										
Asian American/White										
Hispanic	5	5	6	6	7	6	6	6	8	14
Hispanic/White										
Pacific Islander/White			1	1	1	1	1	1	1	1
White	599	642	654	653	666	652	654	659	669	749
TOTAL JUDGES	619	665	681	680	696	682	687	692	709	810

Race and Ethnicity of Federal Judges: 1940-2020 [continued...]

Source: Federal Judicial Center

	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989
African American	53	53	53	52	53	55	55	55	56	55
African American/Hispanic										
African American/White										
American Indian	1	1	1	1	1	1	1	1	1	1
Asian American	5	5	6	6	6	6	6	6	6	6
Asian American/Hispanic										
Asian American/Pacific Islander		1								
Asian American/White										
Hispanic	21	20	22	24	26	30	30	30	32	31
Hispanic/White										
Pacific Islander/White	1	1	1	1	1	1	1	1	1	1
White	770	792	812	827	845	897	921	935	950	935
TOTAL JUDGES	851	873	895	911	932	990	1,014	1,028	1,046	1,029
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
African American	56	62	65	71	90	95	96	99	108	109
African American/Hispanic										
African American/White										
American Indian	1	1	1	1	2	2	2	2	2	2
Asian American	6	6	6	6	7	8	6	7	8	8
Asian American/Hispanic										
Asian American/Pacific Islander										
Asian American/White										
Hispanic	30	31	35	35	43	45	45	43	45	49
Hispanic/White										
Pacific Islander/White	1	1	1	1	1	1	1	1	1	1
White	960	976	1,007	1,004	1,046	1,071	1,056	1,059	1,086	1,078
TOTAL JUDGES	1,054	1,077	1,115	1,118	1,189	1,222	1,206	1,211	1,250	1,247
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
African American	109	109	112	115	115	115	115	114	113	113
African American/Hispanic										
African American/White										
American Indian	2	2	1	1	1	1	1	1	1	1
Asian American	8	8	8	9	9	8	8	9	11	12
Asian American/Hispanic										
Asian American/Pacific Islander										
Asian American/White										
Hispanic	52	53	55	61	69	67	69	71	72	72
Hispanic/White										
Pacific Islander/White	1	1	1	1	1	1	1	1	1	1
White	1,080	1,075	1,108	1,133	1,132	1,119	1,124	1,132	1,132	1,110
TOTAL JUDGES	1,252	1,248	1,285	1,320	1,327	1,311	1,318	1,328	1,330	1,309
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2020*
African American	122	124	128	133	147	147	148	146	135	136
African American/Hispanic				2	2	2	2	2	2	2
African American/White					1	1	1	1	1	2
American Indian	1	1	1	1	2	2	2	2	2	2
Asian American	15	16	19	22	26	26	27	27	30	37
Asian American/Hispanic		1	1	1	1	1	1	1	1	1
Asian American/Pacific Islander				1	1	1	1	1	1	1
Asian American/White					1	1	1	1	1	1
Hispanic	74	83	86	89	93	93	90	88	88	90
Hispanic/White					1	1	2	2	2	2
Pacific Islander/White	1									
White	1,111	1,123	1,117	1,119	1,147	1,123	1,093	1,070	1,066	1,112
TOTAL JUDGES	1,324	1,348	1,352	1,368	1,422	1,398	1,368	1,341	1,329	1,386

* As of July 1, 2020

Race and Ethnicity by Year Confirmed: 1940-2020

Source: Federal Judicial Center

	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949
African American						1				1
African American/Hispanic										
African American/White										
American Indian										
Asian American										
Asian American/Hispanic										
Asian American/Pacific Islander										
Asian American/White										
Hispanic										
Hispanic/White										
Pacific Islander/White										
White	21	20	14	12	9	19	16	12	5	41
TOTAL JUDGES	21	20	14	12	9	20	16	12	5	42
	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959
African American								1		
African American/Hispanic										
African American/White										
American Indian										
Asian American										
Asian American/Hispanic										
Asian American/Pacific Islander										
Asian American/White										
Hispanic										
Hispanic/White										
Pacific Islander/White										
White	14	16	3	15	37	26	16	18	15	25
TOTAL JUDGES	14	16	3	15	37	26	16	19	15	25
	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969
African American		3			2	1	3	2		2
African American/Hispanic										
African American/White										
American Indian										
Asian American										
Asian American/Hispanic										
Asian American/Pacific Islander										
Asian American/White										
Hispanic		1					1	2		
Hispanic/White										
Pacific Islander/White										
White	13	67	35	13	18	25	50	29	27	19
TOTAL JUDGES	13	71	35	13	20	26	54	33	27	21
	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979
African American		2	1		2		2		6	16
African American/Hispanic										
African American/White										
American Indian										1
Asian American		1	1			1	1	1		
Asian American/Hispanic										
Asian American/Pacific Islander										
Asian American/White										
Hispanic	1		1		1				2	6
Hispanic/White										
Pacific Islander/White			1							
White	59	60	27	19	28	13	23	26	23	102
TOTAL JUDGES	60	63	31	19	31	14	26	27	31	125

Race and Ethnicity by Year Confirmed: 1940-2020 [continued...]

Source: Federal Judicial Center

	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989
African American	12				1	2	1		2	
African American/Hispanic										
African American/White										
American Indian										
Asian American	1		1					1		
Asian American/Hispanic										
Asian American/Pacific Islander		1								
Asian American/White										
Hispanic	7		2	3	2	4			2	
Hispanic/White										
Pacific Islander/White										
White	43	37	38	29	37	72	42	37	34	11
TOTAL JUDGES	63	38	41	32	40	78	43	38	38	11

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
African American	2	6	3	6	24	5	2	4	11	3
African American/Hispanic										
African American/White										
American Indian					1					
Asian American					1	1		1	1	
Asian American/Hispanic										
Asian American/Pacific Islander										
Asian American/White										
Hispanic	1	1	4	1	8	2	1		2	4
Hispanic/White										
Pacific Islander/White										
White	47	43	51	19	60	45	17	28	47	25
TOTAL JUDGES	50	50	58	26	94	53	20	33	61	32

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
African American	5	2	5	4	2	1	2	3	3	2
African American/Hispanic										
African American/White										
American Indian										
Asian American				1				1	2	1
Asian American/Hispanic										
Asian American/Pacific Islander										
Asian American/White										
Hispanic	3	1	5	7	8	1	3	2	2	
Hispanic/White										
Pacific Islander/White										
White	30	22	57	56	24	13	30	30	23	3
TOTAL JUDGES	38	25	67	68	34	15	35	36	30	6

* As of
July 1, 2020

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020*
African American	12	6	7	8	15	3	2		1	7	
African American/Hispanic				2							
African American/White					1					1	
American Indian					1						
Asian American	4	1	3	3	4		1		3	7	
Asian American/Hispanic		1									
Asian American/Pacific Islander				1							
Asian American/White					1						
Hispanic	3	9	4	5	5	2			1	6	1
Hispanic/White					1		1				
Pacific Islander/White											
White	27	39	32	29	57	6	6	13	60	81	12
TOTAL JUDGES	46	56	46	48	85	11	10	13	65	102	13

Gender of Federal Judges: 1920-2020

Source: Federal Judicial Center

	Male	Female	TOTAL	% Female
1920	164	0	164	0%
1921	168	0	168	0%
1922	175	0	175	0%
1923	186	0	186	0%
1924	194	0	194	0%
1925	199	0	199	0%
1926	202	0	202	0%
1927	205	0	205	0%
1928	216	1	217	0%
1929	235	1	236	0%
1930	234	1	235	0%
1931	235	1	236	0%
1932	237	1	238	0%
1933	239	1	240	0%
1934	238	2	240	1%
1935	246	2	248	1%
1936	249	2	251	1%
1937	268	2	270	1%
1938	266	2	268	1%
1939	285	2	287	1%
1940	296	2	298	1%
1941	308	2	310	1%
1942	306	2	308	1%
1943	311	2	313	1%
1944	309	2	311	1%
1945	316	2	318	1%
1946	314	2	316	1%
1947	315	2	317	1%
1948	310	2	312	1%
1949	317	2	319	1%
1950	339	3	342	1%
1951	341	3	344	1%
1952	337	3	340	1%

	Male	Female	TOTAL	% Female
1953	333	3	336	1%
1954	360	2	362	1%
1955	370	3	373	1%
1956	381	3	384	1%
1957	392	3	395	1%
1958	394	3	397	1%
1959	404	3	407	1%
1960	405	3	408	1%
1961	443	3	446	1%
1962	486	4	490	1%
1963	485	4	489	1%
1964	485	4	489	1%
1965	494	4	498	1%
1966	528	5	533	1%
1967	551	4	555	1%
1968	562	6	568	1%
1969	571	6	577	1%
1970	612	7	619	1%
1971	658	7	665	1%
1972	674	7	681	1%
1973	673	7	680	1%
1974	689	7	696	1%
1975	675	7	682	1%
1976	679	8	687	1%
1977	683	9	692	1%
1978	696	13	709	2%
1979	775	35	810	4%
1980	805	46	851	5%
1981	825	48	873	5%
1982	845	50	895	6%
1983	855	56	911	6%
1984	873	59	932	6%
1985	925	65	990	7%

	Male	Female	TOTAL	% Female
1986	946	68	1,014	7%
1987	959	69	1,028	7%
1988	975	71	1,046	7%
1989	958	71	1,029	7%
1990	980	74	1,054	7%
1991	995	82	1,077	8%
1992	1,017	98	1,115	9%
1993	1,010	108	1,118	10%
1994	1,053	136	1,189	11%
1995	1,072	150	1,222	12%
1996	1,051	155	1,206	13%
1997	1,053	158	1,211	13%
1998	1,073	177	1,250	14%
1999	1,061	186	1,247	15%
2000	1,059	193	1,252	15%
2001	1,049	199	1,248	16%
2002	1,077	208	1,285	16%
2003	1,101	219	1,320	17%
2004	1,099	228	1,327	17%
2005	1,081	230	1,311	18%
2006	1,085	233	1,318	18%
2007	1,085	243	1,328	18%
2008	1,082	248	1,330	19%
2009	1,057	252	1,309	19%
2010	1,049	275	1,324	21%
2011	1,054	294	1,348	22%
2012	1,049	303	1,352	22%
2013	1,046	322	1,368	24%
2014	1,071	351	1,422	25%
2015	1,045	353	1,398	25%
2016	1,014	354	1,368	26%
2017	987	354	1,341	26%
2018	971	358	1,329	27%
2020*	1,004	382	1,386	28%

* As of July 1, 2020

Federal Judges by Gender by Year Confirmed: 1920-2020

Source: Federal Judicial Center

	Male	Female	Total	% Female
1920	5	0	5	0%
1921	9	0	9	0%
1922	14	0	14	0%
1923	25	0	25	0%
1924	10	0	10	0%
1925	21	0	21	0%
1926	12	0	12	0%
1927	12	0	12	0%
1928	17	1	18	6%
1929	26	0	26	0%
1930	9	0	9	0%
1931	19	0	19	0%
1932	10	0	10	0%
1933	10	0	10	0%
1934	5	1	6	17%
1935	17	0	17	0%
1936	11	0	11	0%
1937	23	0	23	0%
1938	10	0	10	0%
1939	29	0	29	0%
1940	21	0	21	0%
1941	20	0	20	0%
1942	14	0	14	0%
1943	12	0	12	0%
1944	9	0	9	0%
1945	20	0	20	0%
1946	16	0	16	0%
1947	12	0	12	0%
1948	5	0	5	0%
1949	41	1	42	2%
1950	14	0	14	0%
1951	16	0	16	0%
1952	3	0	3	0%

	Male	Female	Total	% Female
1953	15	0	15	0%
1954	37	0	37	0%
1955	25	1	26	4%
1956	16	0	16	0%
1957	19	0	19	0%
1958	15	0	15	0%
1959	25	0	25	0%
1960	13	0	13	0%
1961	70	1	71	1%
1962	35	0	35	0%
1963	13	0	13	0%
1964	20	0	20	0%
1965	26	0	26	0%
1966	53	1	54	2%
1967	33	0	33	0%
1968	25	2	27	7%
1969	21	0	21	0%
1970	59	1	60	2%
1971	63	0	63	0%
1972	31	0	31	0%
1973	19	0	19	0%
1974	31	0	31	0%
1975	14	0	14	0%
1976	25	1	26	4%
1977	26	1	27	4%
1978	26	5	31	16%
1979	103	22	125	18%
1980	51	12	63	19%
1981	36	2	38	5%
1982	39	2	41	5%
1983	25	7	32	22%
1984	35	5	40	13%
1985	72	6	78	8%
1986	39	4	43	9%

	Male	Female	Total	% Female
1987	37	1	38	3%
1988	35	3	38	8%
1989	9	2	11	18%
1990	47	3	50	6%
1991	41	9	50	18%
1992	42	16	58	28%
1993	16	10	26	38%
1994	66	28	94	30%
1995	37	16	53	30%
1996	15	5	20	25%
1997	29	4	33	12%
1998	42	19	61	31%
1999	23	9	32	28%
2000	28	10	38	26%
2001	18	7	25	28%
2002	56	11	67	16%
2003	56	12	68	18%
2004	24	10	34	29%
2005	11	4	15	27%
2006	29	6	35	17%
2007	24	12	36	33%
2008	24	6	30	20%
2009	2	4	6	67%
2010	22	24	46	52%
2011	34	22	56	39%
2012	31	15	46	33%
2013	26	22	48	46%
2014	51	34	85	40%
2015	6	5	11	45%
2016	6	4	10	40%
2017	9	4	13	31%
2018	49	16	65	25%
2019	76	26	102	25%
2020*	11	2	13	15%

* As of July 1, 2020

State Supreme Court Justices of Color by State: 2020

State	% People of Color	% Justices of color	State	% People of Color	% Justices of color
Alabama	35%	0%	Montana	14%	0%
Alaska	40%	0%	Nebraska	21%	0%
Arizona	46%	29%	Nevada	51%	0%
Arkansas	28%	0%	New Hampshire	10%	0%
California	63%	71%	New Jersey	45%	14%
Colorado	32%	29%	New Mexico	63%	40%
Connecticut	34%	43%	New York	45%	43%
Delaware	38%	20%	North Carolina	37%	43%
Florida	47%	40%	North Dakota	16%	0%
Georgia	48%	22%	Ohio	21%	14%
Hawaii	78%	40%	Oklahoma	35%	22%
Idaho	18%	0%	Oregon	25%	29%
Illinois	39%	14%	Pennsylvania	24%	0%
Indiana	21%	0%	Rhode Island	28%	0%
Iowa	15%	17%	South Carolina	36%	20%
Kansas	24%	0%	South Dakota	19%	0%
Kentucky	16%	0%	Tennessee	26%	0%
Louisiana	41%	14%	Texas	59%	11%
Maine	7%	0%	Utah	22%	0%
Maryland	50%	29%	Vermont	8%	0%
Massachusetts	29%	14%	Virginia	39%	29%
Michigan	25%	0%	Washington	32%	33%
Minnesota	21%	29%	West Virginia	8%	0%
Mississippi	44%	11%	Wisconsin	19%	0%
Missouri	21%	14%	Wyoming	16%	0%

Source: Brennan Center for Justice, State Supreme Court Diversity report, February 2020

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

2005	2009	2013	2018
39	41	56.5	36.9

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

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

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

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

Average Annual Pro Bono Hours Worked by Age: 2018

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

Average Annual Pro Bono Hours Worked by Firm Size: 2018

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

Pro Bono Clients: 2018

Ethnic minority	30.4%
Single parent	25.6%
Disabled person	25.5%
Elderly person	23.8%
Non- or Limited-English speaker	22.5%
Student	16.5%
Victim of domestic violence	15.0%
Child	14.8%
Veteran	13.8%
Rural resident	11.6%
Undocumented immigrant	11.4%
Documented immigrant	11.4%
Homeless	9.9%
Incarcerated person	9.0%
Victim of consumer fraud	8.25
LGBT person	7.4%
Migrant worker	1.8%

Pro Bono Legal Tasks Performed: 2018

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

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

Women lawyers in the U.S. (as a percentage of all lawyers): 2009-2020

2009	31.3%
2010	31.0%
2011	33.1%
2012	33.3%
2013	33.7%
2014	35.7%
2015	34.7%
2016	35.6%
2017	35.3%
2018	36.1%
2019	36.5%
2020	36.8%

Women lawyers in the U.S. by decade
(as a percentage of all lawyers):
1951-2020

1951	3%
1960	3%
1971	3%
1980	8%
1991	20%
2000	29%
2010	31%
2020	36.8%

Female Equity Partners: 2006 - 2019

2006	16%
2007	16%
2008	16%
2009	16%
2010	16%
2011	15%
2012	15%
2014	17%
2015	18%
2017	19%
2018	20%
2019	21%

Female Associates: 2006 - 2019

2006	45%
2007	43-49%
2008	44-48%
2009	45-48%
2010	46%
2011	47%
2012	46%
2014	47%
2015	44%
2017	46%
2018	47%
2019	47%

Female Deans at U.S. Law Schools
(percentage of all deans): 2000-2020

2000	10.4%
2001	10.9%
2003	16.1%
2005	19%
2006	20.4%
2007	20.8%
2008	19.8%
2009	20.6%
2011	20.6%
2012	20.6%
2013	20.6%
2014	20.6%
2016	31.1%
2017	31.1%
2018	32.4%
2019	35%
2020	41%

Source: ABA National Lawyer Population Survey;
American Bar Foundation Lawyer Statistical Reports;
National Association of Women Lawyers

Law Firms That Experienced a Security Breach: 2019

		Number of lawyers at all locations					
	Total	Solo	2-9 lawyers	10-49 lawyers	50-99 lawyers	100-499 lawyers	500+ lawyers
Yes	26.0%	13.5%	25.5%	42.3%	37.0%	30.9%	32.1%
No	54.7%	84.7%	68.3%	33.3%	18.5%	14.5%	16.1%
Don't Know	19.3%	1.8%	6.2%	24.4%	44.4%	54.5%	51.8%

Which Fee-Based Online Legal Service Do You Use Most Often for Legal Research?

Westlaw/Westlaw Edge	48.8%
Lexis Advance	27.8%
Lexis Practice Advisor	3.5%
RIA Checkpoint	3.2%
Bloomberg Law	3.2%
Fastcase	2.9%
Practical Law (PLC)	2.2%
Casemaker	1.9%
CCH	1.0%
Casetext	1.0%
HeinOnline	0.3%
Other	4.2%

Law Firms That Have Cyber Liability Insurance: 2016-2019

	Law Firm Size			
	Solo	2-9 lawyers	10-49 lawyers	100 or more
2016	16%	17%	22%	14%
2017	19%	27%	35%	27%
2018	27%	36%	47%	31%
2019	24%	40%	39%	31%

Social Networks Where Law Firms Maintain a Presence: 2016-2019

	2016	2017	2018	2019
LawLink	2%	1%	0%	2%
Avvo	0%	29%	36%	23%
Martindale	41%	38%	31%	38%
Facebook	56%	58%	63%	54%
LinkedIn	78%	77%	69%	79%

Lawyers Who Telecommute by Firm Size: 2016-2019

	Law Firm Size			
	Solo	2-9 lawyers	10-49 lawyers	100 or more
2016	70%	76%	79%	89%
2017	72%	80%	82%	93%
2018	66%	69%	70%	95%
2019	56%	53%	49%	60%

Average Days Per Year Lawyers Telecommute by Firm Size: 2019

		Lawyers at All Locations					
	Total	Solo	2-9	10-49	50-99	100-499	500 or more
2-3 days per week	20.4%	32.9%	18.8%	19.6%	5.6%	13.9%	13.3%
1 day per month	20.7%	19.5%	20.8%	13.7%	16.7%	22.2%	31.1%
1-3 days per month	34.9%	25.6%	35.6%	41.2%	50.0%	33.3%	37.8%
3-11 times a year	17.1%	14.6%	17.8%	23.5%	11.1%	19.4%	13.3%
2 times a year or less	1.2%	0.0%	3.0%	0.0%	0.0%	2.8%	0.0%
Full-time commuter	5.7%	7.3%	4.0%	2.0%	16.7%	8.3%	4.4%

Source: ABA 2019 Legal Technology Survey Report

Lawyers Experiencing Problematic Drinking: 2016

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

Source: ABA-Hazelden Betty Ford Foundation Study, 2016

Lawyers Reporting Mental Health Issues: 2016

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

Source: ABA-Hazelden Betty Ford Foundation Study, 2016

Law Student Alcohol Use: 2016

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

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

Lawyers Substance Use in Past 12 Months: 2016

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

Source: ABA-Hazelden Betty Ford Foundation Study, 2016

Lawyers Citing Barriers to Seeking Help, 2016

Didn't want others to find out	55%
Confidentiality concerns	47.3%
Didn't have money	30.4%
Didn't have insurance	29.2%
Don't know who to ask	22.6%
Concerns about my license being impacted	18.6%
Other	8.3%

Source: ABA-Hazelden Betty Ford Foundation Study, 2016

Law Students Reporting Mental Health Issues: 2016

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

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

Discipline by State: 2018

	Active lawyers	Complaints received	Lawyers Publicly Disciplined	Disbarred	Suspended	Admonished, Reprimanded or Censured	Probation
Alabama	18,409	1,180	72	14	32	12	14
Alaska	3,114	245	4	0	3	1	0
Arizona	18,750	3,047	109	15	28	29	61
Arkansas	9,766	697	21	2	19	23	1
Colorado	26,963	3,586	60	10	45	10	23
Delaware	4,484	219	4	0	2	2	0
District of Columbia	79,177	1,114	77	37	93	18	6
Florida	88,537	4,131	235	97	104	49	17
Georgia	39,750	2,197	60	13	44	3	NA
Hawaii	4,931	365	7	1	5	1	0
Idaho	5,236	343	10	0	5	17	3
Illinois	72,952	5,029	79	22	44	13	7
Indiana	18,595	1,411	40	9	24	0	4
Iowa	9,500	867	69	3	19	36	0
Kansas	11,090	849	79	8	13	21	4
Kentucky	18,783	1,105	36	11	20	5	5
Louisiana	22,377	2,528	109	19	53	5	32
Maine	5,406	188	23	7	12	16	8
Maryland	40,300	1,802	65	26	23	16	NA
Massachusetts	59,092	3,800	69	13	41	19	NA
Michigan	42,240	NA	111	24	65	41	0
Minnesota	25,665	1,107	45	8	25	6	12
Missouri	30,928	1,748	50	16	20	7	7
Montana	4,035	286	16	2	5	9	2
Nebraska	6,952	450	17	4	9	4	2
Nevada	9,056	1,485	71	4	35	32	43
New Hampshire	5,400	163	20	7	5	11	1
New Jersey	75,207	3,500	174	35	88	84	NA
New Mexico	7,400	625	22	1	15	6	2
New York (partial)	73,305	9,831	80	26	43	11	NA
North Carolina	28,972	1,252	103	15	23	73	15
North Dakota	3,033	149	5	0	3	2	0
Ohio	44,856	2,693	68	14	33	1	NA
Oklahoma	18,033	1,159	17	11	8	1	0
Oregon	15,185	1,580	99	12	17	34	17
Pennsylvania	65,504	4,326	155	31	52	80	3
Rhode Island	5,245	310	6	1	2	3	NA
South Carolina	12,812	1,384	15	5	18	2	NA
Tennessee	22,956	1,360	150	23	32	204	13
Texas	103,342	8,015	215	31	152	32	NA
Utah	9,572	934	36	10	9	8	9
Vermont	2,744	131	7	2	1	4	2
Virginia	31,858	3,156	49	12	16	21	NA
Washington	32,297	2,168	72	27	46	17	26
Wisconsin	21,000	1,660	34	2	19	17	NA
Wyoming	2,963	150	7	1	4	1	0
TOTAL	1,257,772	84,325	2,872	631	1,374	1,007	339

Source: 2018 Survey on Lawyer Discipline Systems

Note: Does not include California, Connecticut, Mississippi, South Dakota, West Virginia and part of New York.