# STATE BAR OF TEXAS
## DEPARTMENT OF RESEARCH & ANALYSIS

# CORPORATE/IN-HOUSE COUNSEL
# 2003 INCOME REPORT

**PUBLISHED MAY 6, 2005**

*P.O. Box 12487, Austin, TX 78711*
*(800) 204-2222 or (512) 463-1463, ext. 2022*
*research@texasbar.com*

## Table of Contents

**2003 CORPORATE IN/HOUSE COUNSEL INCOME** ....2
2003 INCOME BY FOR-PROFIT VS. NON-PROFIT SETTING: DISTRIBUTION STATISTICS ....2
2003 INCOME BY FOR PROFIT VS. NON-PROFIT SETTING: AVERAGES (MEANS) AND MEDIANS....3
2003 INCOME BY FOR PROFIT VS. NON-PROFIT SETTING: INCOME RANGES ....3
2003 INCOME BY YEARS OF EXPERIENCE (FOR-PROFIT SETTINGS): DISTRIBUTION STATISTICS ....4
2003 INCOME BY YEARS OF EXPERIENCE (FOR-PROFIT SETTINGS): INCOME RANGES ....5
2003 INCOME BY YEARS OF EXPERIENCE (NON-PROFIT SETTINGS): DISTRIBUTION STATISTICS ....6
2003 INCOME BY YEARS OF EXPERIENCE (NON-PROFIT SETTINGS): INCOME RANGES ....7
2003 INCOME BY GENDER (FOR-PROFIT SETTINGS): DISTRIBUTION STATISTICS ....8
2003 INCOME BY GENDER (FOR-PROFIT SETTINGS): INCOME RANGES ....9
2003 INCOME BY GENDER (NON-PROFIT SETTINGS): DISTRIBUTION STATISTICS ....10
2003 INCOME BY GENDER (NON-PROFIT SETTINGS): INCOME RANGES ....11
2003 INCOME BY REGION (FOR-PROFIT SETTINGS): DISTRIBUTION STATISTICS ....12
2003 INCOME BY REGION (FOR-PROFIT SETTINGS): INCOME RANGES ....13
2003 INCOME BY REGION (NON-PROFIT SETTINGS): DISTRIBUTION STATISTICS ....14
2003 INCOME BY REGION (NON-PROFIT SETTINGS): INCOME RANGES ....15

**SURVEY SAMPLING REGIONS AND COUNTIES IN EACH REGION** ....16

**METHOD**....18

**APPENDICES** ....21
APPENDIX A: THE TEXAS ATTORNEY SURVEY – STATUS 2003 ....21

## Introduction

This is part of a set of reports published periodically about the economics of law practice in Texas. These reports can be a valuable competitive tool in today's environment, with the many practice areas and geographical locations that define Texas. To make such information available to attorneys, the State Bar's Department of Research and Analysis conducted the Texas Attorney Survey – Status 2003 in October of 2004. A goal of the survey was to obtain information on income earned in 2003 by Texas attorneys. Four reports on compensation were to be prepared: Private Practitioner 2003 Income Report, Hourly Rates in 2003 Report, Corporate/In-House Counsel 2003 Income Report, and Government Attorney 2003 Income Report. This document is the Corporate/In-House Counsel 2003 Income Report.

This report presents the data collected on yearly income of corporate/in-house counsel. The report provides detailed breakdowns of income by for-profit versus non-profit setting, years of experience, gender, and region of the state. The time frame of reference for all data described in this report is calendar year 2003.

A written questionnaire was mailed in October 2004 to a random sample of some 6,000 Texas attorneys stratified into 12 geographical and economic regions[1] of the state. The survey's response rate was 45 percent, with a total of 2,705 attorneys responding. A more detailed description of the survey's method and a copy of the questionnaire are included at the end of this report (pages 18-20 describe the method, and the questionnaire is Appendix A).

This report on income includes both medians (50$^{th}$ percentile values) and averages (means). The median is the midpoint of a distribution of values. The average (mean) can differ from the median if the values below the median are not symmetrically matched by values above the median. Salaries are typically positively skewed: this means that some of the salaries that are higher than the median are further away from the median than values below the median. Note that in this report, some categories show a negative skew: the median is actually higher than the mean. In the current report it will be seen that the median salary of corporate/in-house counsel is $127,756, and the average (mean) is $144,186. Because of the positive (or negative) skew of most salaries, both median and mean are included in this report. In salary surveys the median salary may be the preferred measure of average salary, rather than the mean, because it more accurately represents the typical salary. On the other hand, the mean might be preferred if the purpose of using the average is to gauge the income potential of the category the average represents.

Note that in tables showing percentages that the entries for a column may not add up to exactly 100 percent because of rounding.

[1] The state was broken down into 12 economic regions based on metropolitan and non-metropolitan areas defined by the U.S. Bureau of the Census. The regions and the counties included in each region appear on pages 16-18 of this report.

## 2003 Corporate/In-House Counsel Income[1] Distribution Statistics By For-Profit Versus Non-Profit Setting

| 2003 Income | Setting | | |
|---|---|---|---|
| | **All Corporate / In-House Counsel** (n=210) | **For-Profit** (n=192) | **Non-Profit** (n=18) |
| Average (Mean) | $144,186 | $150,520 | $74,692 |
| 75th Percentile | $185,768 | $189,088 | $92,508 |
| **Median (50th Percentile)** | **$127,756** | **$132,433** | **$60,200** |
| 25th Percentile | $101,009 | $105,838 | $51,665 |

| 2000 Income | | | |
|---|---|---|---|
| **Median** | **$124,776** | **$132,432** | **$88,541** |
| Increase or Decrease in Medians (2003-2000) | $2,980 | $1 | ($28,341) |
| Percent Change in Medians (2003-2000)/2000 | 2% | <1% | -32% |

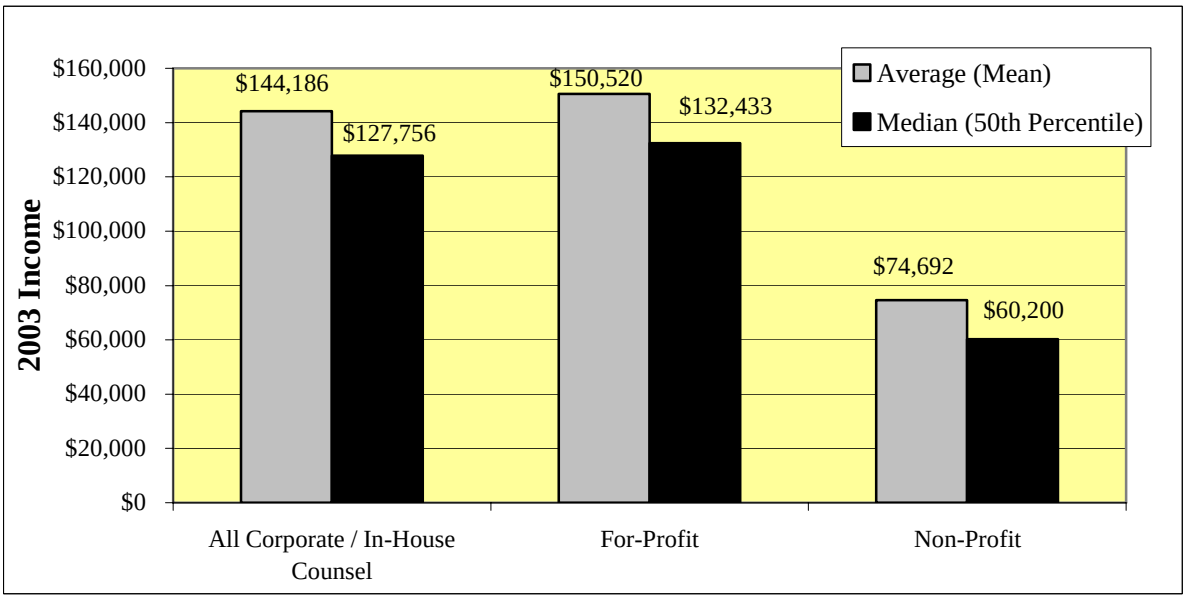
The annual incomes of attorneys are described using the following methods:

1. The primary focus is on the income for the calendar year 2003. The part of the table that has the 2003 statistics is labeled "2003 Income".
    a. The table will have column headings identifying groups of attorneys (with the number of attorneys who responded to the survey in parentheses).
    b. This *distribution statistics* table shows four statistics of 2003 income:
        i. The **average (mean)**.
        ii. The **75th percentile**, the income level that 75 percent of attorneys make less than[2].
        iii. The **median (50th percentile)**, the income level of the person at the midpoint of a rank ordering of attorneys' incomes (50 percent of attorneys make less than the median[2]).
        iv. The **25th percentile,** the income level that 25 percent of attorneys make less than[2]. Note that some of the later tables involving two-way cross-tabulation will not show all four statistics, but will only show the medians.
2. In addition, when possible, the 2000 annual income medians are shown following a gray heading labeled "2000 Income".
3. Following the 2000 income medians will be a comparison with 2003 median incomes, showing first, the dollar difference in annual incomes, and second, the percent change from 2000 to 2003. This comparison will always be indicated by a grid-like left margin in the table.
4. Another type of data presentation is the *income ranges* graph or table. These will show the percentages of attorneys per income ranges. A graph of income ranges is shown on the next page.
5. A fifth type of presentation is a graph that shows averages (means) and medians.

[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

[2] Note that two definitions of percentiles exist. A percentile value is the level that "P% of values are below" versus "P% of values are at or below". We will adopt the first definition because we are providing point estimates of percentile values. See Paul Barret (2002). Percentiles and Percentile Ranks - Confused or What? Retrieved March 16, 2005, from http://www.pbarrett.net/percentile.pdf

## 2003 Corporate/In-House Counsel Income[1] Averages (Means) and Medians By For-Profit Versus Non-Profit Setting




## 2003 Corporate/In-House Counsel Income Ranges By For-Profit Versus Non-Profit Setting

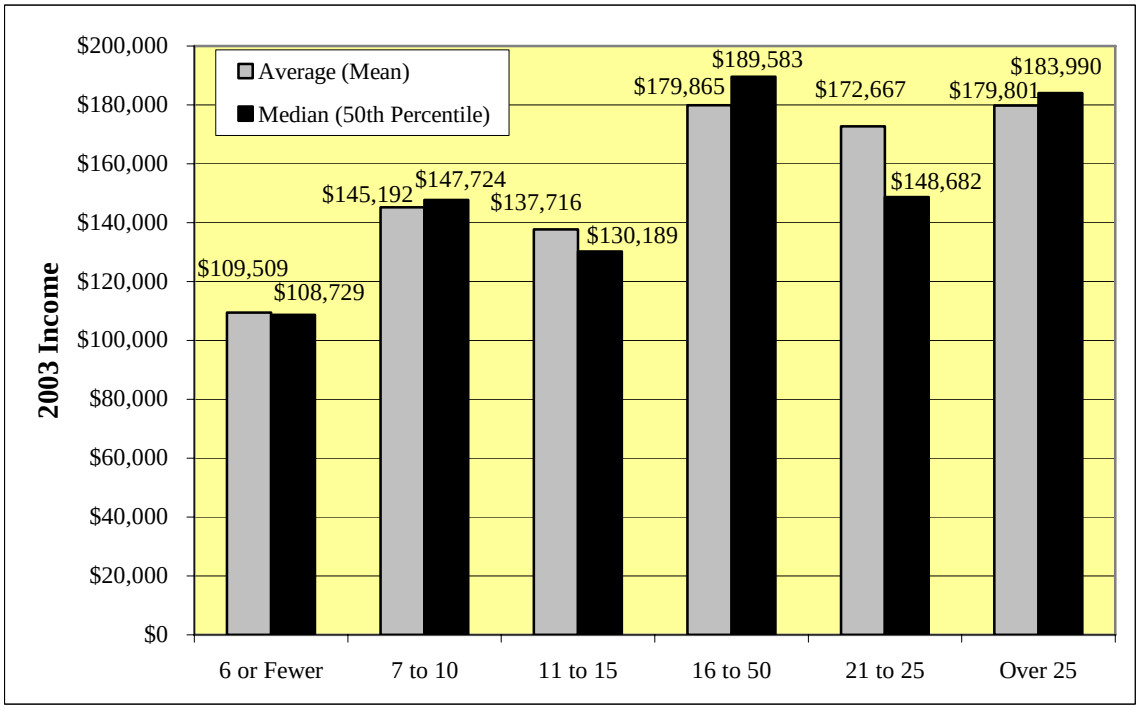
| 2003 Income | Setting | | |
|---|---|---|---|
| | **All Corporate / In-House Counsel** (n =210) | **For-Profit** (n =192) | **Non-Profit** (n =18) |
| **Less than $10,000** | 0% | 0% | 0% |
| **$10,000 to $19,999** | <1% | 0% | 2% |
| **$20,000 to $29,999** | <1% | 0% | 5% |
| **$30,000 to $39,999** | <1% | 0% | 3% |
| **$40,000 to $49,999** | 1% | <1% | 11% |
| **$50,000 to $59,999** | 8% | 6% | 30% |
| **$60,000 to $69,999** | 4% | 3% | 17% |
| **$70,000 to $79,999** | 3% | 3% | 4% |
| **$80,000 to $89,999** | 4% | 4% | 3% |
| **$90,000 to $99,999** | 3% | 3% | 8% |
| **$100,000 to $124,999** | 24% | 26% | 0% |
| **$125,000 to $149,999** | 16% | 16% | 16% |
| **$150,000 to $174,999** | 4% | 4% | 2% |
| **$175,000 to $199,999** | 15% | 17% | 0% |
| **$200,000 to $299,999** | 14% | 15% | 1% |
| **$300,000 to $399,999** | 2% | 2% | 0% |
| **$400,000 or More** | 0% | 0% | 0% |
| **Median** | **$127,756** | **$132,433** | **$60,200** |

[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

## 2003 Corporate/In-House Counsel Income[1] Distribution Statistics By Years of Experience[2] (For-Profit Settings)

| 2003 Income | Years of Experience | | | | | |
|---|---|---|---|---|---|---|
| | 6 or Fewer[3] (n=29) | 7 to 10 (n=13) | 11 to 15 (n=49) | 16 to 50 (n=21) | 21 to 25 (n=42) | Over 25 (n=28) |
| Average (Mean) | $109,509 | $145,192 | $137,716 | $179,865 | $172,667 | $179,801 |
| 75th Percentile | $123,680 | $184,205 | $177,558 | $249,298 | $198,919 | $217,980 |
| **Median (50th Percentile)** | **$108,729** | **$147,724** | **$130,189** | **$189,583** | **$148,682** | **$183,990** |
| 25th Percentile | $92,456 | $110,127 | $104,106 | $109,293 | $112,175 | $128,441 |

| 2000 Income | | | | | | |
|---|---|---|---|---|---|---|
| **Median** | **$95,606** | **$105,000** | **$117,499** | **$153,125** | **$156,250** | **$167,856** |
| Increase or Decrease in Medians (2003-2000) | $13,123 | $42,724 | $12,690 | $36,458 | ($7,568) | $16,134 |
| Percent Change in Medians (2003-2000)/2000 | 14% | 41% | 11% | 24% | -5% | 10% |




[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.
[2] Based on year first licensed in any jurisdiction.
[3] Years of Experience categories "2 or fewer" and "2 to 6" consolidated to produce sufficient numbers of cases.

## 2003 Corporate/In-House Counsel Income[1] Ranges By Years of Experience[2] (For-Profit Settings)

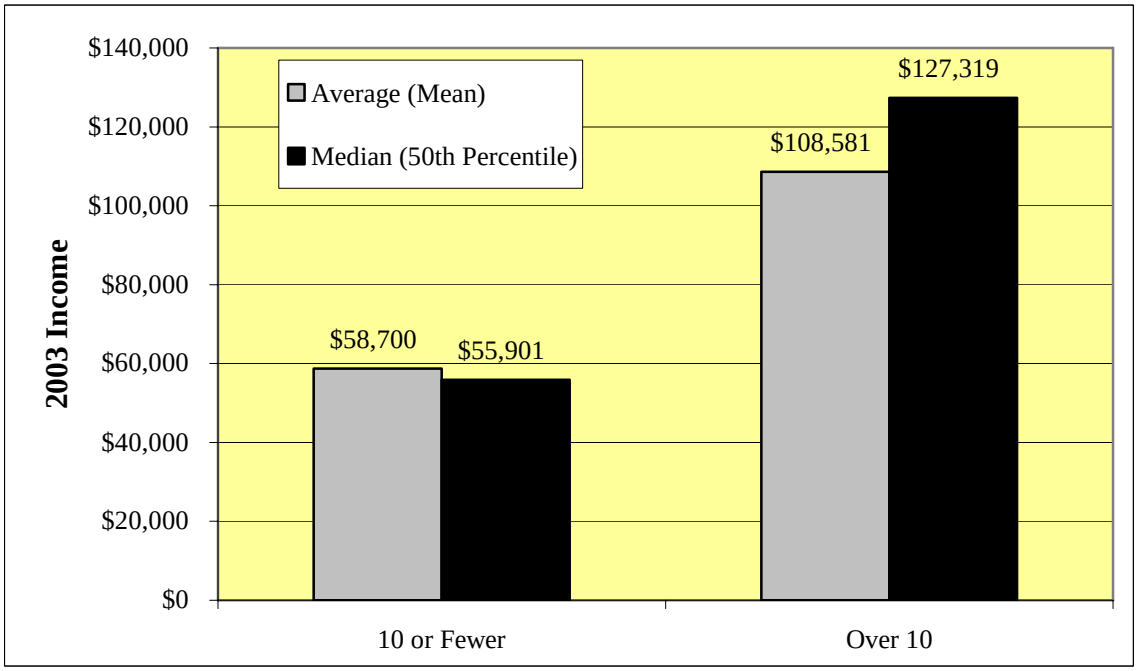
| 2003 Income | Years of Experience | | | | | |
|---|---|---|---|---|---|---|
| | **6 or Fewer[3]** (n =29) | **7 to 10** (n =13) | **11 to 15** (n =49) | **16 to 20** (n =21) | **21 to 25** (n =42) | **Over 25** (n =28) |
| **Less than $10,000** | 0% | 0% | 0% | 0% | 0% | 0% |
| **$10,000 to $19,999** | 0% | 0% | 0% | 0% | 0% | 0% |
| **$20,000 to $29,999** | 0% | 0% | 0% | 0% | 0% | 0% |
| **$30,000 to $39,999** | 0% | 0% | 0% | 0% | 0% | 0% |
| **$40,000 to $49,999** | 0% | 0% | <1% | 0% | 0% | 0% |
| **$50,000 to $59,999** | 5% | 7% | 8% | 0% | 0% | 0% |
| **$60,000 to $69,999** | 0% | 2% | 1% | 0% | 11% | 3% |
| **$70,000 to $79,999** | 1% | 0% | 8% | 7% | <1% | 0% |
| **$80,000 to $89,999** | 16% | 0% | 3% | 7% | <1% | 0% |
| **$90,000 to $99,999** | 14% | 0% | 1% | 1% | 2% | 0% |
| **$100,000 to $124,999** | 42% | 38% | 26% | 28% | 22% | 20% |
| **$125,000 to $149,999** | 22% | 2% | 17% | 1% | 14% | 16% |
| **$150,000 to $174,999** | 0% | 13% | 10% | 5% | 2% | 0% |
| **$175,000 to $199,999** | 0% | 31% | 19% | 2% | 23% | 30% |
| **$200,000 to $299,999** | 0% | 5% | 8% | 49% | 13% | 30% |
| **$300,000 to $399,999** | 1% | 0% | 0% | 0% | 11% | 0% |
| **$400,000 or More** | 0% | 0% | 0% | 0% | 0% | 0% |
| **Median** | **$108,729** | **$147,724** | **$130,189** | **$189,583** | **$148,682** | **$183,990** |

[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.
[2] Based on year first licensed in any jurisdiction.
[3] Years of Experience categories “2 or fewer” and “2 to 6” consolidated to produce sufficient numbers of cases.

## 2003 Corporate/In-House Counsel Income[1] Distribution Statistics By Years of Experience[2] (Non-Profit Settings)

| 2003 Income | Years of Experience | |
|---|---|---|
| | **10 or Fewer[3]** (n=11) | **Over 10[3]** (n=6) |
| Average (Mean) | $58,700 | $108,581 |
| 75th Percentile | $64,483 | $140,965 |
| **Median (50th Percentile)** | **$55,901** | **$127,319** |
| 25th Percentile | $49,409 | $67,159 |

| 2000 Income | | |
|---|---|---|
| **Median** | **$81,250** | **$87,500** |
| Increase or Decrease in Medians (2003-2000) | ($25,349) | $39,819 |
| Percent Change in Medians (2003-2000)/2000 | -31% | 46% |




[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.
[2] Based on year first licensed in any jurisdiction.
[3] Years of Experience categories consolidated to produce sufficient numbers of cases.

## 2003 Corporate/In-House Counsel Income[1] Ranges By Years of Experience[2] (Non-Profit Settings)

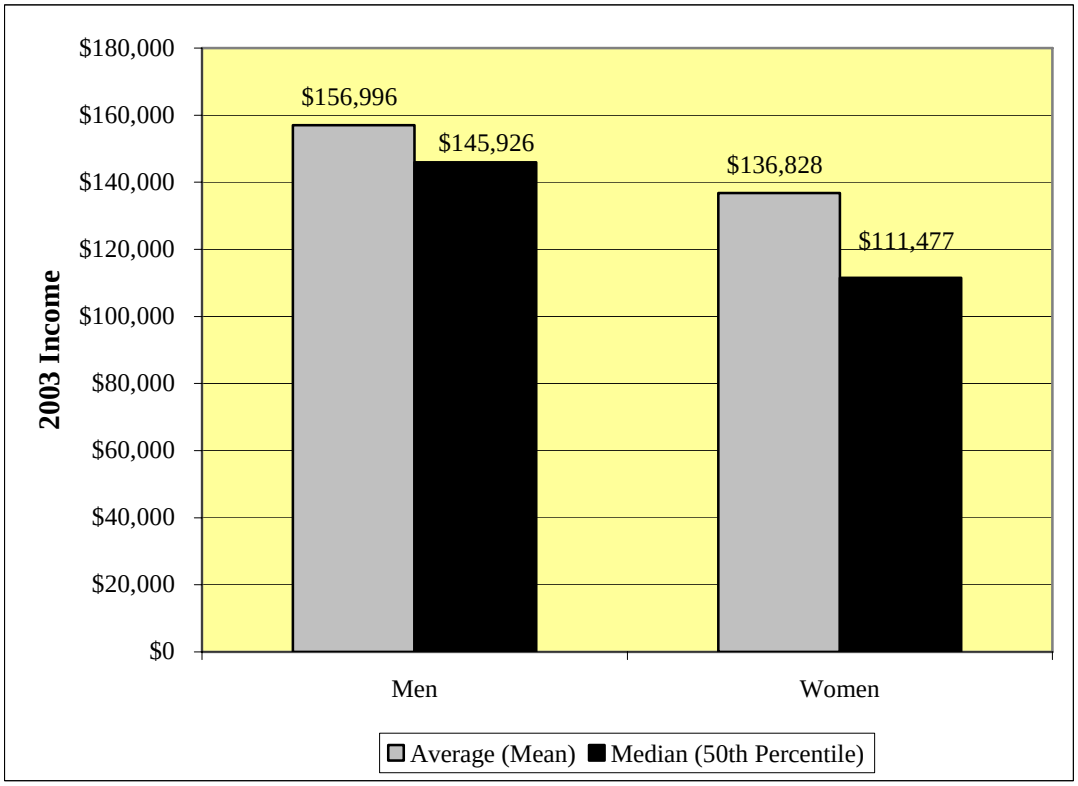
| 2003 Income | Years of Experience | |
|---|---|---|
| | **10 or Fewer[3]** (n =11) | **Over 10[3]** (n =6) |
| **Less than $10,000** | 0% | 0% |
| **$10,000 to $19,999** | 0% | 0% |
| **$20,000 to $29,999** | 8% | 0% |
| **$30,000 to $39,999** | 3% | 2% |
| **$40,000 to $49,999** | 15% | 2% |
| **$50,000 to $59,999** | 41% | 9% |
| **$60,000 to $69,999** | 18% | 15% |
| **$70,000 to $79,999** | 0% | 11% |
| **$80,000 to $89,999** | 1% | 5% |
| **$90,000 to $99,999** | 12% | 0% |
| **$100,000 to $124,999** | 0% | 0% |
| **$125,000 to $149,999** | 1% | 46% |
| **$150,000 to $174,999** | 0% | 6% |
| **$175,000 to $199,999** | 0% | 0% |
| **$200,000 to $299,999** | 0% | 2% |
| **$300,000 to $399,999** | 0% | 0% |
| **$400,000 or More** | 0% | 0% |
| **Median** | **$55,901** | **$127,319** |

[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.
[2] Based on year first licensed in any jurisdiction.
[3] Years of Experience categories consolidated to produce sufficient numbers of cases.

## 2003 Corporate/In-House Counsel Income[1] Distribution Statistics By Gender (For-Profit Settings)

| 2003 Income | Gender | |
|---|---|---|
| | **Men** (n=131) | **Women** (n=62) |
| Average (Mean) | $156,996 | $136,828 |
| 75th Percentile | $191,115 | $130,619 |
| **Median (50th Percentile)** | **$145,926** | **$111,477** |
| 25th Percentile | $115,792 | $93,347 |

| 2000 Income | | |
|---|---|---|
| **Median** | **$145,258** | **$108,333** |
| Increase or Decrease in Medians (2003-2000) | $668 | $3,144 |
| Percent Change in Medians (2003-2000)/2000 | <1% | 3% |




[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

2003 Corporate/In-House Counsel Income[1] Ranges
By Gender (For-Profit Settings)

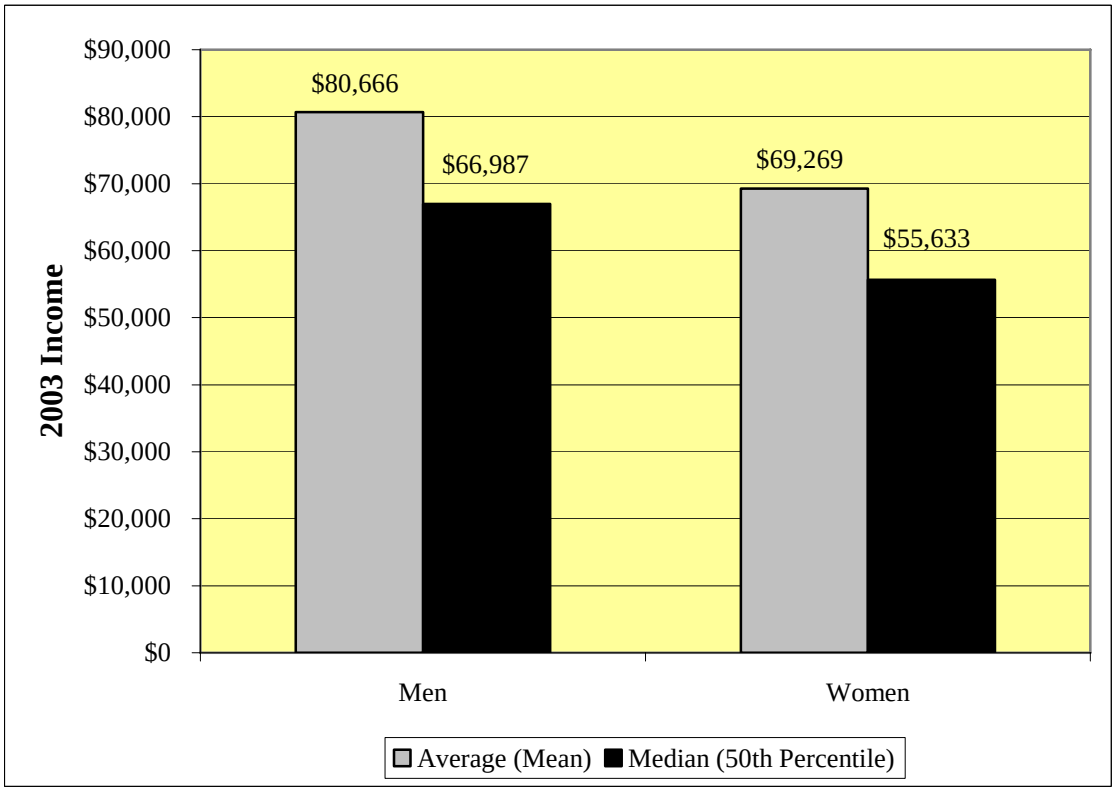
| 2003 Income | Gender | |
|---|---|---|
| | **Men** (n =131) | **Women** (n =62) |
| **Less than $10,000** | 0% | 0% |
| **$10,000 to $19,999** | 0% | 0% |
| **$20,000 to $29,999** | 0% | 0% |
| **$30,000 to $39,999** | 0% | 0% |
| **$40,000 to $49,999** | 0% | <1% |
| **$50,000 to $59,999** | 1% | 15% |
| **$60,000 to $69,999** | 1% | 8% |
| **$70,000 to $79,999** | 4% | <1% |
| **$80,000 to $89,999** | 6% | 0% |
| **$90,000 to $99,999** | 1% | 7% |
| **$100,000 to $124,999** | 18% | 45% |
| **$125,000 to $149,999** | 22% | 3% |
| **$150,000 to $174,999** | 6% | 1% |
| **$175,000 to $199,999** | 24% | 1% |
| **$200,000 to $299,999** | 16% | 13% |
| **$300,000 to $399,999** | <1% | 8% |
| **$400,000 or More** | 0% | 0% |
| **Median** | **$145,926** | **$111,477** |

[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

## 2003 Corporate/In-House Counsel Income[1] Distribution Statistics By Gender (Non-Profit Settings)

| 2003 Income | Gender | |
|---|---|---|
| | **Men** (n=8) | **Women** (n=9) |
| Average (Mean) | $80,666 | $69,269 |
| 75th Percentile | $125,975 | $91,945 |
| **Median (50th Percentile)** | **$66,987** | **$55,633** |
| 25th Percentile | $59,975 | $50,678 |

| 2000 Income | | |
|---|---|---|
| **Median** | **$93,759** | **$78,125** |
| Increase or Decrease in Medians (2003-2000) | ($26,772) | ($22,492) |
| Percent Change in Medians (2003-2000)/2000 | -29% | -29% |




[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

## 2003 Corporate/In-House Counsel Income[1] Ranges By Gender (Non-Profit Settings)

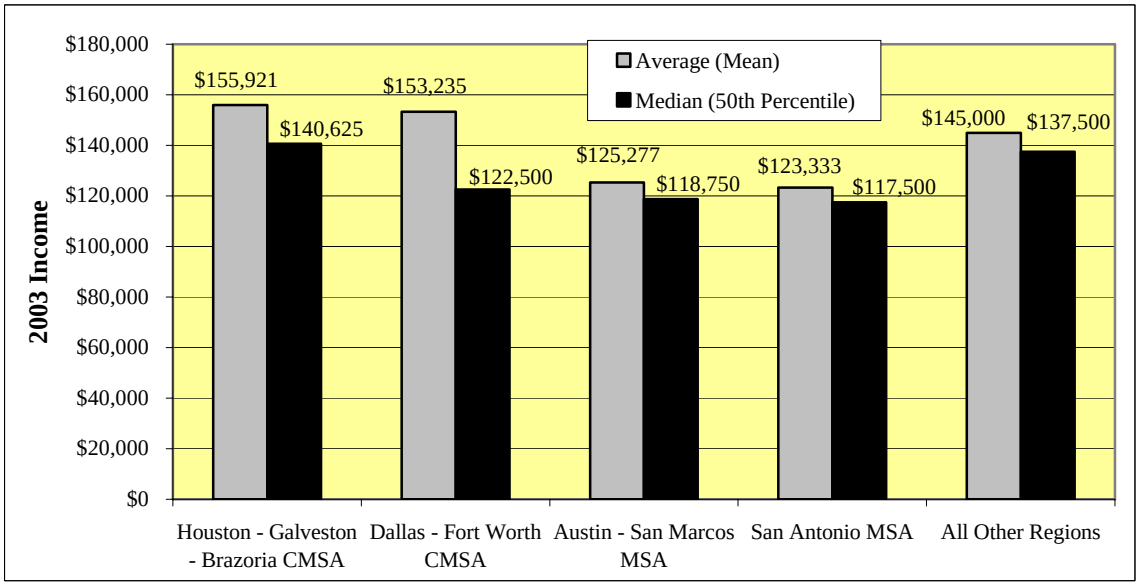
| 2003 Income | Gender | |
|---|---|---|
| | **Men** (n =8) | **Women** (n =9) |
| **Less than $10,000** | 0% | 0% |
| **$10,000 to $19,999** | 0% | 3% |
| **$20,000 to $29,999** | 11% | 0% |
| **$30,000 to $39,999** | 4% | 2% |
| **$40,000 to $49,999** | 4% | 17% |
| **$50,000 to $59,999** | 7% | 50% |
| **$60,000 to $69,999** | 36% | 0% |
| **$70,000 to $79,999** | 8% | 0% |
| **$80,000 to $89,999** | 5% | 0% |
| **$90,000 to $99,999** | 0% | 15% |
| **$100,000 to $124,999** | 0% | 0% |
| **$125,000 to $149,999** | 24% | 9% |
| **$150,000 to $174,999** | 0% | 4% |
| **$175,000 to $199,999** | 0% | 0% |
| **$200,000 to $299,999** | 2% | 0% |
| **$300,000 to $399,999** | 0% | 0% |
| **$400,000 or More** | 0% | 0% |
| **Median** | **$66,987** | **$55,633** |

[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.

## 2003 Corporate/In-House Counsel Income[1] Distribution Statistics By Region[2] (For-Profit Settings)

| 2003 Income | Region | | | | |
|---|---|---|---|---|---|
| | Houston - Galveston - Brazoria CMSA (n=19) | Dallas - Fort Worth CMSA (n=17) | Austin - San Marcos MSA (n=9) | San Antonio MSA (n=15) | All Other Regions[3] (n=27) |
| Average (Mean) | $155,921 | $153,235 | $125,277 | $123,333 | $145,000 |
| 75th Percentile | $186,250 | $215,000 | $146,875 | $143,750 | $178,125 |
| **Median (50th Percentile)** | **$140,625** | **$122,500** | **$118,750** | **$117,500** | **$137,500** |
| 25th Percentile | $113,750 | $101,250 | $82,500 | $97,500 | $83,750 |

| 2000 Income | | | | | |
|---|---|---|---|---|---|
| **Median** | **$143,749** | **$122,916** | **$104,166** | **$99,999** | **$94,642** |
| Increase or Decrease in Medians (2003-2000) | ($3,124) | ($416) | $14,584 | $17,501 | $42,858 |
| Percent Change in Medians (2003-2000)/2000 | -2% | <1% | 14% | 18% | 45% |




[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.
[2] Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php
[3] El Paso, Corpus Christi, Beaumont-Port Arthur, Central Texas, East and Northeast Texas, South Texas, and West Texas MSAs and Non-Metropolitan Counties.

## 2003 Corporate/In-House Counsel Income[1] Ranges By Region[2] (For-Profit Settings)

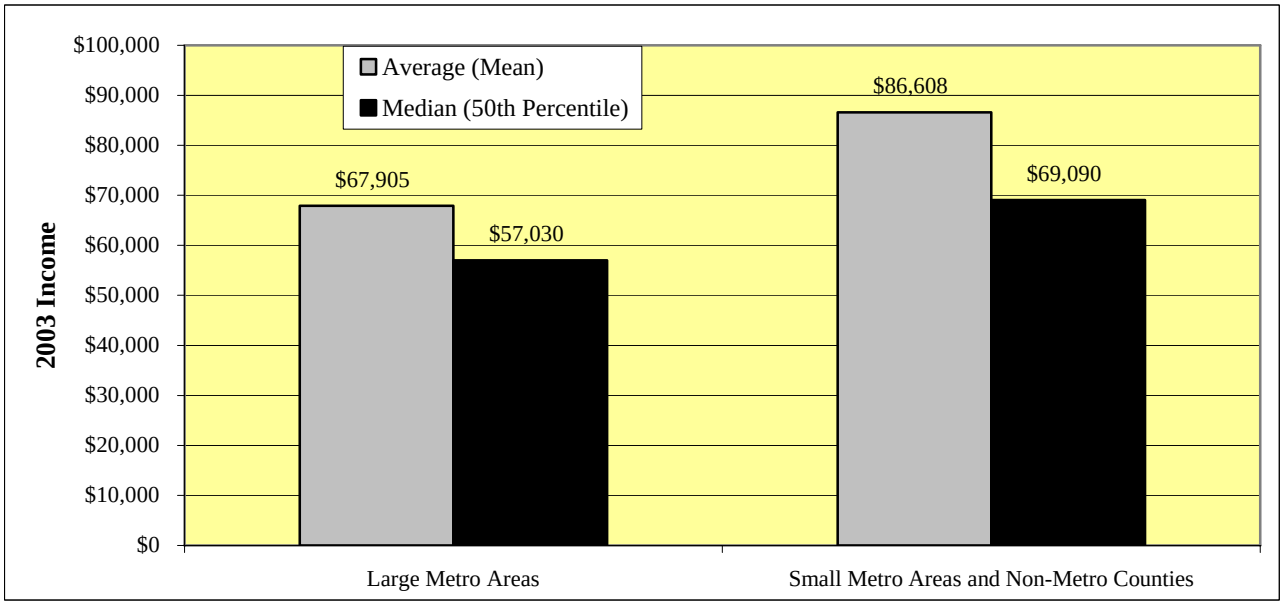
| 2003 Income | Region | | | | |
|---|---|---|---|---|---|
| | Houston - Galveston - Brazoria CMSA (n =19) | Dallas - Fort Worth CMSA (n =17) | Austin - San Marcos MSA (n =9) | San Antonio MSA (n =15) | All Other Regions[3] (n =27) |
| **Less than $10,000** | 0% | 0% | 0% | 0% | 0% |
| **$10,000 to $19,999** | 0% | 0% | 0% | 0% | 0% |
| **$20,000 to $29,999** | 0% | 0% | 0% | 0% | 0% |
| **$30,000 to $39,999** | 0% | 0% | 0% | 0% | 0% |
| **$40,000 to $49,999** | 0% | 0% | 0% | 0% | 4% |
| **$50,000 to $59,999** | 0% | 12% | 11% | 7% | 4% |
| **$60,000 to $69,999** | 5% | 0% | 0% | 7% | 7% |
| **$70,000 to $79,999** | 0% | 6% | 11% | 0% | 7% |
| **$80,000 to $89,999** | 5% | 0% | 11% | 7% | 7% |
| **$90,000 to $99,999** | 0% | 6% | 0% | 7% | 7% |
| **$100,000 to $124,999** | 26% | 29% | 22% | 33% | 0% |
| **$125,000 to $149,999** | 21% | 6% | 22% | 20% | 26% |
| **$150,000 to $174,999** | 5% | 0% | 11% | 13% | 11% |
| **$175,000 to $199,999** | 26% | 12% | 0% | 0% | 7% |
| **$200,000 to $299,999** | 5% | 29% | 11% | 7% | 15% |
| **$300,000 to $399,999** | 5% | 0% | 0% | 0% | 4% |
| **$400,000 or More** | 0% | 0% | 0% | 0% | 0% |
| **Median** | **$140,625** | **$122,500** | **$118,750** | **$117,500** | **$137,500** |

[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.
[2] Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php
[3] El Paso, Corpus Christi, Beaumont-Port Arthur, Central Texas, East and Northeast Texas, South Texas, and West Texas MSAs and Non-Metropolitan Counties.

## 2003 Corporate/In-House Counsel Income[1] Distribution Statistics By Region[2] (Non-Profit Settings)

| 2003 Income | Region | |
|---|---|---|
| | Large Metro Areas[3] (n=11) | Small Metro Areas And Non-Metro Counties[4] (n=6) |
| Average (Mean) | $67,905 | $86,608 |
| 75th Percentile | $90,092 | $130,914 |
| **Median (50th Percentile)** | **$57,030** | **$69,090** |
| 25th Percentile | $51,007 | $57,202 |

| 2000 Income | | |
|---|---|---|
| **Median** | **$85,000** | **$84,375** |
| Increase or Decrease in Medians (2003-2000) | ($27,970) | ($15,285) |
| Percent Change in Medians (2003-2000)/2000 | -33% | -18% |




[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.
[2] Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php
[3] Houston-Baytown-Sugarland, Austin-Round Rock, and San Antonio MSAs. No attorneys reported from Dallas-Fort Worth-Arlington MSA.
[4] El Paso, Corpus Christi, Beaumont-Port Arthur, Central Texas, East and Northeast Texas, South Texas, and West Texas MSAs and Non-Metropolitan Counties.

## 2003 Corporate/In-House Counsel Income[1] Ranges By Region[2] (Non-Profit)

| 2003 Income | Region | |
|---|---|---|
| | **Large Metro Areas[3]** (n =11) | **Small Metro Areas and Non-Metro Counties[4]** (n =6) |
| **Less than $10,000** | 0% | 0% |
| **$10,000 to $19,999** | 0% | 5% |
| **$20,000 to $29,999** | 8% | 0% |
| **$30,000 to $39,999** | 0% | 7% |
| **$40,000 to $49,999** | 13% | 7% |
| **$50,000 to $59,999** | 42% | 9% |
| **$60,000 to $69,999** | 13% | 25% |
| **$70,000 to $79,999** | 0% | 10% |
| **$80,000 to $89,999** | 0% | 7% |
| **$90,000 to $99,999** | 13% | 0% |
| **$100,000 to $124,999** | 0% | 0% |
| **$125,000 to $149,999** | 13% | 23% |
| **$150,000 to $174,999** | 0% | 6% |
| **$175,000 to $199,999** | 0% | 0% |
| **$200,000 to $299,999** | 0% | 2% |
| **$300,000 to $399,999** | 0% | 0% |
| **$400,000 or More** | 0% | 0% |
| **Median** | **$57,030** | **$69,090** |

[1] Corporate/In-house counsel working full-time. 2003 income before taxes. Excludes respondents who reported no 2003 income.
[2] Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php
[3] Houston-Baytown-Sugarland, Austin-Round Rock, and San Antonio MSAs. No attorneys reported from Dallas-Fort Worth-Arlington MSA.
[4] El Paso, Corpus Christi, Beaumont-Port Arthur, Central Texas, East and Northeast Texas, South Texas, and West Texas MSAs and Non-Metropolitan Counties.

## Survey Sampling Regions and Counties in Each Region[1]

**1 Houston-Baytown-Sugarland MSA**

Austin
Brazoria
Chambers
Fort Bend
Galveston
Harris
Liberty
Montgomery
San Jacinto
Waller

**2 Dallas-Fort Worth-Arlington MSA**

Collin
Dallas
Delta
Denton
Ellis
Hunt
Johnson
Kaufman
Parker
Rockwall
Tarrant
Wise

**3 Austin-Round Rock MSA**

Bastrop
Caldwell
Hays
Travis
Williamson

**4 San Antonio MSA**

Atascosa
Bandera
Bexar
Comal
Guadalupe
Kendall
Medina
Wilson

**5 El Paso MSA**

El Paso

**6 Corpus Christi MSA**

Aransas
Nueces
San Patricio

**7 Beaumont-Port Arthur MSA**

Hardin
Jefferson
Orange

**8 Central Texas MSAs**

Waco MSA
McLennan
Killeen-Temple-Fort Hood MSA
Bell
Coryell
Lampasas

**9 East & NE Texas MSAs**

*College Station-Bryan MSA*
Brazos
Burleson
Robertson
*Longview MSA*
Gregg
Rusk
Upshur
*Sherman-Denison MSA*
Grayson
*Texarkana MSA*
Bowie
*Tyler MSA*
Smith
*Victoria MSA*
Calhoun
Goliad
Victoria
*Wichita Falls MSA*
Archer
Clay
Wichita

**10 South Texas MSAs**

*Brownsville-Harlingen MSA*
Cameron
*Laredo MSA*
Webb
*McAllen-Edinburg-Pharr MSA*
Hidalgo

**11 West Texas MSAs**

*Abilene MSA*
Callahan
Jones
Taylor
*Amarillo MSA*
Armstrong
Carson
Potter
Randall
*Lubbock MSA*
Crosby
Lubbock

*Midland MSA*
Midland
*Odessa MSA*
Ector
*San Angelo MSA*
Irion
Tom Green

**12 Non-Metropolitan Counties**

Anderson
Andrews
Angelina
Bailey
Baylor
Bee
Blanco
Borden
Bosque
Brewster
Briscoe
Brooks
Brown
Burnet
Camp
Cass
Castro
Cherokee
Childress
Cochran
Coke
Coleman
Collingsworth
Colorado
Comanche
Concho
Cooke
Cottle
Crane
Crockett
Culberson
Dallam
Dawson
Deaf Smith
De Witt
Dickens
Dimmit
Donley
Duval
Eastland
Edwards
Erath

[1]Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

## Survey Sampling Regions and Counties in Each Region[1]

**12 Non-Metropolitan Counties (Continued)**

Falls
Fannin
Fayette
Fisher
Floyd
Foard
Franklin
Freestone
Frio
Gaines
Garza
Gillespie
Glasscock
Gonzales
Gray
Grimes
Hale
Hall
Hamilton
Hansford
Hardeman
Harrison
Hartley
Haskell
Hemphill
Henderson
Hill
Hockley
Hood
Hopkins
Houston
Howard
Hudspeth
Hutchinson
Jack
Jackson
Jasper
Jeff Davis
Jim Hogg
Jim Wells
Karnes
Kenedy
Kent
Kerr
Kimble
King
Kinney
Kleberg
Knox
Lamar
Lamb
La Salle
Lavaca
Lee
Leon
Limestone
Lipscomb
Live Oak
Llano
Loving
Lynn
Madison
Marion
Martin
Mason
Matagorda
Maverick
McCulloch
McMullen
Menard
Milam
Mills
Mitchell
Montague
Moore
Morris
Motley
Nacogdoches
Navarro
Newton
Nolan
Ochiltree
Oldham
Palo Pinto
Panola
Parmer
Pecos
Polk
Presidio
Rains
Reagan
Real
Red River
Reeves
Refugio
Roberts
Runnels
Sabine
San Augustine
San Saba
Schleicher
Scurry
Shackelford
Shelby
Sherman
Somervell
Starr
Stephens
Sterling
Stonewall
Sutton
Swisher
Terrell
Terry
Throckmorton
Titus
Trinity
Tyler
Upton
Uvalde
Val Verde
Van Zandt
Walker
Ward
Washington
Wharton
Wheeler
Wilbarger
Willacy
Winkler
Wood
Yoakum
Young
Zapata
Zavala

[1]Metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. Retrieved 10/8/04, from http://txsdc.utsa.edu/reference/georef/county_master.php

# Method

## Data Collection and Sampling Procedures

Corporate/In-House Counsel income information was collected in the Texas Attorney Survey – Status 2003. The written questionnaire (Appendix A) was mailed on October 15, 2004 to a sample of attorneys licensed by the State Bar of Texas who were residing in-state, maintaining active membership in the State Bar of Texas, and who were not exempt from MCLE requirements. Two reminder postcards were sent, on October 29, and on November 12, 2004, to the attorneys who had not responded by those dates.

Because the survey's results were to be presented in part by geographic region, the sample was stratified, or sub-grouped, into 12 economic areas that were based on metropolitan and non-metropolitan areas. The metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget, June 2003, and cited by the Texas State Data Center and Office of the State Demographer. The definitions were retrieved October 8th, 2004, from their web page[1]. A sample size of 6,000—500 attorneys from each region—was set based on budget constraints, the need to have adequate samples from the less populous regions of the state, an aspirational response rate of 50 percent, and the knowledge that some attorneys would have to be dropped from the sample due to bad addresses, refusals to participate, and related factors. Results reported for all respondents and results broken out by any factor other than region were weighted so that the regional breakdown of respondents matched the regional distribution of Texas attorneys who met the sampling criteria. Weighting procedures are described in more detail below.

## Response Rate

Four attorneys were dropped from the sample due to bad addresses that could not be resolved, and fourteen refused to participate. The cutoff date of November 30th was extended for three weeks to allow all surveys that were returned to be received. As of December 21, 2004 there were 2,705 completed questionnaires returned to the State Bar of Texas, for an overall response rate of 45 percent. Response rates for each sampling region are shown in the table below.

[1] Texas State Data Center and Office of the State Demographer. *Texas County Cross-Reference* (Online), http://www.txsdc.utsa.edu/reference/georef/county_master.php, San Antonio, TX: Texas State Data Center and Office of the State Demographer, Institute for Demographic and Socioeconomic Research, University of Texas at San Antonio, October 8, 2004.

## Method (continued)

**Response Rates by Sampling Region**

| Sampling Region | Original Sample | Dropped Due to Bad Addresses | Refusals/ Deceased | Number of Responses | Response Rate |
|---|---|---|---|---|---|
| Houston-Baytown-Sugarland MSA | 500 | 1 | 1 | 172 | 34.4% |
| Dallas-Fort Worth-Arlington MSA | 500 | 0 | 1 | 188 | 37.6% |
| Austin-Round Rock MSA | 500 | 0 | 2 | 220 | 44.0% |
| San Antonio MSA | 500 | 1 | 2 | 210 | 42.0% |
| El Paso MSA | 500 | 0 | 2 | 229 | 45.8% |
| Corpus Christi MSA | 500 | 0 | 1 | 204 | 40.8% |
| Beaumont-Port Arthur MSA | 500 | 0 | 0 | 195 | 39.0% |
| Central Texas MSAs | 500 | 1 | 1 | 227 | 45.4% |
| East & Northeast Texas MSAs | 500 | 0 | 1 | 211 | 42.2% |
| South Texas MSAs | 500 | 1 | 0 | 195 | 39.0% |
| West Texas MSAs | 500 | 0 | 3 | 258 | 51.6% |
| Non-Metro Counties | 500 | 0 | 0 | 226 | 45.2% |
| Region Unknown | 0 | 0 | 0 | 170 | N/A |
| Total | **6,000** | **4** | **14** | **2,705** | 45.1% |

## Method (continued)

### Weighting Procedures

All results presented for the state as a whole or broken down by any factor other than region were weighted to reflect the known geographic distribution of attorneys who met the sampling criteria. The coding of a respondent's sampling region was based on their response to the question, "In which Texas county is your office located?" The weighting factors are shown in the table below.

| Weighting Factors | | | | | |
|---|---|---|---|---|---|
| **Sampling Region** | **Number of Attorneys in Region and as a Percent of In-State Total (n=63,231)** | | **Number and Percent of Total Attorneys Responding Where Region Known (n=2,535)** | | **Weighting Factor (% In-State / % Total Responses)** |
| Houston-Baytown-Sugarland MSA | 19,885 | 31.4% | 172 | 6.8% | 4.6350 |
| Dallas-Fort Worth-Arlington MSA | 18,960 | 30.0% | 188 | 7.4% | 4.0432 |
| Austin-Round Rock MSA | 7,695 | 12.2% | 220 | 8.7% | 1.4023 |
| San Antonio MSA | 4,832 | 7.6% | 210 | 8.3% | 0.9225 |
| El Paso MSA | 1,025 | 1.6% | 229 | 9.0% | 0.1794 |
| Corpus Christi MSA | 989 | 1.6% | 204 | 8.0% | 0.1944 |
| Beaumont-Port Arthur MSA | 809 | 1.3% | 195 | 7.7% | 0.1663 |
| Central Texas MSAs | 796 | 1.3% | 227 | 9.0% | 0.1406 |
| East and Northeast Texas MSAs | 1,875 | 3.0% | 211 | 8.3% | 0.3563 |
| South Texas MSAs | 1,455 | 2.3% | 195 | 7.7% | 0.2991 |
| West Texas MSAs | 2,022 | 3.2% | 258 | 10.2% | 0.3142 |
| Non-Metropolitan Counties | 2,888 | 4.6% | 226 | 8.9% | 0.5123 |
| Unknown/Missing | N/A | N/A | 170 | N/A | N/A |

# Appendices

## Appendix A: The Texas Attorney Survey – Status 2003

# State Bar of Texas Attorney Survey -- Status 2003

**Instructions: Please return this questionnaire by November 30, 2004.** These questions are for information related to *calendar year 2003.* Each question can be answered by simply checking a response or filling in a blank. If a question is unclear or incompletely stated for your situation, please feel free to write a comment on the questionnaire. Your responses will be kept anonymous. In addition, all responses will be summarized so that no report can be used to identify any individual attorney.

Thank you for your participation. This information will provide summary demographic information about law practice in Texas. Your participation will also give the State Bar useful feedback about how the State Bar of Texas can better serve Texas lawyers.

**Demographic Information**

1. For 2003, what was your primary occupation?

a____ Private law practice
b____ For-profit Corporate/In-House Counsel
c____ Nonprofit Corporate/In-House Counsel
d____ Full-Time Judge
e____ Other judicial branch *(Please specify:)* _____
f____ Government attorney *(Please indicate what kind:)*
g____City h____County i____State j____Federal
k____ Law faculty
l____ Other law related *(Please specify:)* _____
m____Non-law related *(Please specify:)* _____
n____ Unemployed/Looking for work
o____ Unemployed/Not looking for work
p____ Retired/Not working

2. For 2003, if you were in private law practice, how many attorneys, including yourself, worked in your firm? *(Please include attorneys at all locations of your firm in the total.)*

Number of attorneys (*can be approximate*): _____

3. For 2003, if you worked as a private law practitioner, please list the areas of practice that account for *25 percent or more of the time you spent practicing law* and the *typical* hourly rate (*if applicable*) you charged in each area.

| Area | Hourly Rate | *Check here if no hourly billing* |
|---|---|---|
| a_____ | _____ | ____ |
| b_____ | _____ | ____ |
| c_____ | _____ | ____ |
| d_____ | _____ | ____ |

4. Do you carry legal malpractice insurance? ___Yes ___No ___Not applicable

5. In which Texas county is your office located? _____

6. In which year were you first licensed to practice law in any jurisdiction? _____

7. Are you: ____Male ____Female

8. What is your race/ethnicity?.

a____Caucasian/Anglo
b____African-American/Black
c____Hispanic/Latino
d____Asian/Pacific Islander
e____Native American Indian
f____Other Race/Ethnicity (*Please specify:*)_____

9. If you belonged to one or more State Bar Sections in 2003, how many did you belong to? _____

# State Bar of Texas Attorney Survey -- Status 2003

10. What was your approximate net income (including any bonus) before taxes derived from your primary occupation *as an attorney* during calendar year 2003?

a___None
b___$1 to $9,999
c___$10,000 to $19,999
d___$20,000 to $29,999
e___$30,000 to $39,999
f___$40,000 to $49,999
g___$50,000 to $59,999
h___$60,000 to $69,999
i___$70,000 to $79,999
j___$80,000 to $89,999
k___$90,000 to $99,999
l___$100,000 to $124,999
m___$125,000 to $149,999
n___$150,000 to $174,999
o___$175,000 to $199,999
p___$200,000 to $299,999
q___$300,000 to $399,999
r___$400,000 to $499,999
s___$500,000 to $749,999
t___$750,000 to $999,999
u___$1,000,000 to $1,499,999
v___$1,500,000 to $1,999,999
w___$2,000,000 to $2,999,999
x___$3,000,000 or more

11. If you received a bonus for 2003, what was it? _____

12. In calendar year 2003, did you work:
___Full-time *(entire year)* ___Part-time *(entire year)* ___Other *(Please specify:)* _____

13. Position in calendar year 2003 (*if private practice*):
a___First-Year Associate
b___Second-Year Associate
c___Third-Year Associate
d___Fourth-Year Associate
e___Fifth-Year Associate
f___Sixth-Year Associate
g___Seventh-Year Associate
h___Eighth-Year Associate
i___Of Counsel
j___Non-Equity Partner
k___Equity Partner
l___Other :_____
_____

14. Years of experience as an attorney, up to and including calendar year 2003: _____

15. Average number of hours per week in 2003 in primary occupation as an attorney: _____

16. *If applicable*, average number of *billable* hours per week in 2003, as an attorney: _____

17. Number of areas in which you were board certified as of 2003: _____

**Present-day (not just for 2003) opinion about the services and activities of the State Bar of Texas:**
18. For each of the State Bar's services or activities, please indicate if you are familiar with it, by checking the box in the "Familiar With?" column, and then indicating how valuable you think it is, by checking the box in the column with the appropriate value rating.

| Service/Activity | **Familiar With?** | **Value Rating – how valuable is each to you? (if no opinion, just leave blank)** | | | | |
|---|---|---|---|---|---|---|
| | | Very High | High | Aver-age | Low | Very Low |
| **Professionalism, Discipline/Grievance, Compliance** | | | | | | |
| a) Texas Lawyer's Assistance Program | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| b) Client-Attorney Assistance Program | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| c) Grievance/Discipline System | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| d) Ethics Hotline | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| e) Professionalism Enhancement Program | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| f) Minimum Continuing Legal Education | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| g) Advertising Review Program | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |

# State Bar of Texas Attorney Survey -- Status 2003

| Service/Activity | Familiar With? | Value Rating – How valuable is each to you? (if no opinion, just leave blank) | | | | |
|---|---|---|---|---|---|---|
| | | Very High | High | Aver-age | Low | Very Low |
| **Information/Communication to Members** | | | | | | |
| h) Texas Bar Journal | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| i) State Bar Online, texasbar.com | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| **Professional Education/Development** | | | | | | |
| j) Texas Bar CLE | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| k) Law books published by the State Bar's Department of Books and Systems | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| l) Law Practice Management Program | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| m) State Bar College | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| **Participation and Networking** | | | | | | |
| n) State Bar Annual Meeting | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| o) Minority Affairs Program | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| p) State Bar Committees | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| q) State Bar Sections | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| **Public Service** | | | | | | |
| r) Client Security Fund | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| s) Texas Lawyers Care | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| t) Government Relations/State Bar Legislative Program | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| u) Lawyer Referral and Information Service | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| v) Pro Bono College | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |
| w) Annual Voluntary Reporting of Pro Bono Activities | ☐ | ☐VH | ☐H | ☐A | ☐L | ☐VL |

19. Do you have any additional comments about the State Bar, what it does well, or where it could improve?

_____

_____

_____

Thank you. Please return this questionnaire by November 30 in the postage-paid return envelope, or mail to:

State Bar of Texas,
Department of Research and Analysis,
P.O. Box 12487, Austin, TX 78711.