STATE BAR OF TEXAS
DEPARTMENT OF RESEARCH & ANALYSIS

Class of November 2001: Employment Report

By Carol L. Cannon, M.A. & Kevin J. Priestner

What proportion of recent law graduates are employed at the time they join the Texas Bar? Do employment rates differ by sex? How are racial/ethnic minorities faring in the Texas legal market? What areas of law are new inductees pursuing? This report—one in a series of studies of new lawyers in Texas—answers these questions for the law graduates first licensed by the State Bar of Texas in November 2001.

Employment

- Excluding those new attorneys not in the job market when they joined the State Bar of Texas (two percent of the total), 77 percent of the November 2001 class had obtained permanent employment by the time they were licensed.

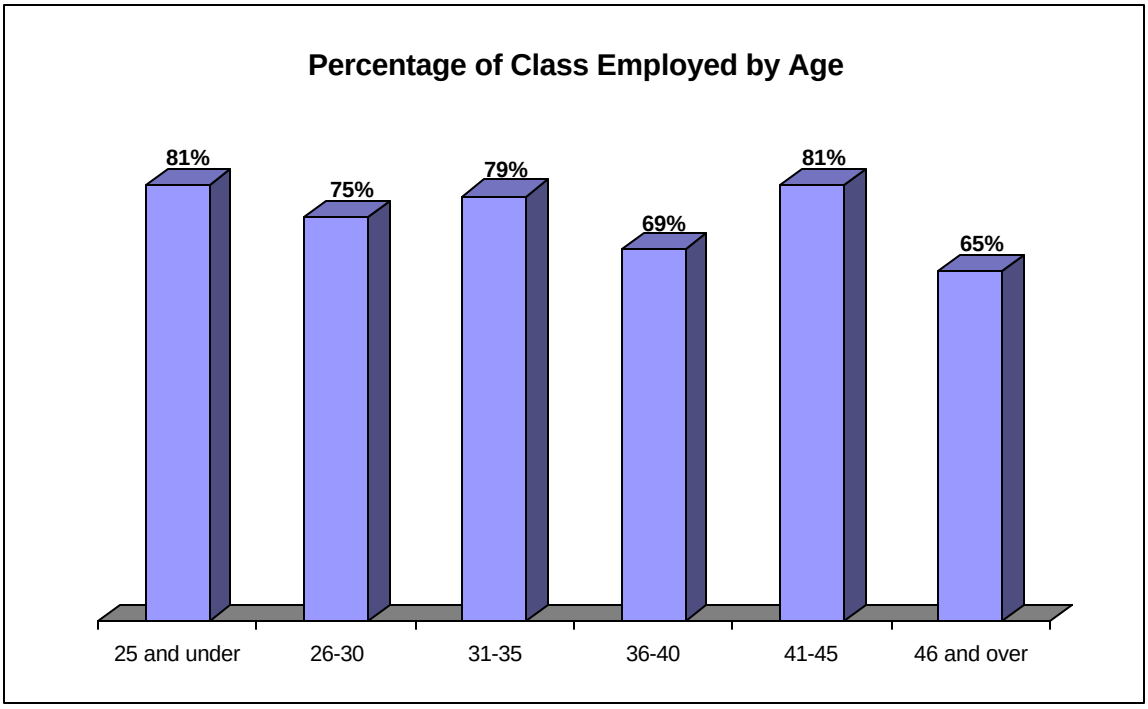
	Class of November 1998 (n=1491)	**Class of November 1999** (n=1565)	**Class of November 2000** (n=1494)	**Class of November 2001** (n=1640)
Employed	74%	80%	78%	77%
Unemployed—looking for work	26%	20%	22%	23%

- Although employment rates were not distributed evenly by gender, since November 1998—when this report was first compiled—there has been a narrowing in the discrepancy between the percentages of males and females employed. In November 1998, 79 percent of males and 68 percent of females had obtained employment at the time of their induction to the Bar. In November 2001, 78 percent of males and 75 percent of females had secured employment. This narrowing of the gap between females and males occurred in all racial/ethnic categories.

- Minorities remain significantly less likely to be employed than non-minorities, with 61 percent of minorities, versus 80 percent of non-minorities, having obtained employment at their time of induction.

Percent of November 2001 Class Employed by Gender and Race/Ethnicity		
Race/Ethnicity	**Males**	**Females**
Overall (n=1639)	78%	75%
Caucasian/Anglo (n=1269)	81%	80%
African American/Black (n=83)	56%	61%
Hispanic/Latino (n=159)	67%	55%
Asian/Pacific Islander (n=67)	70%	62%
Native American Indian (n=3)	50%	100%

- Unlike in previous years, when there was a strong inverse relationship between the age of new inductees and their likelihood of being employed, the relationship between age and employment for the class of November 2001 was varied. Nonetheless, younger attorneys, on the whole, were more likely to find permanent employment than older ones.

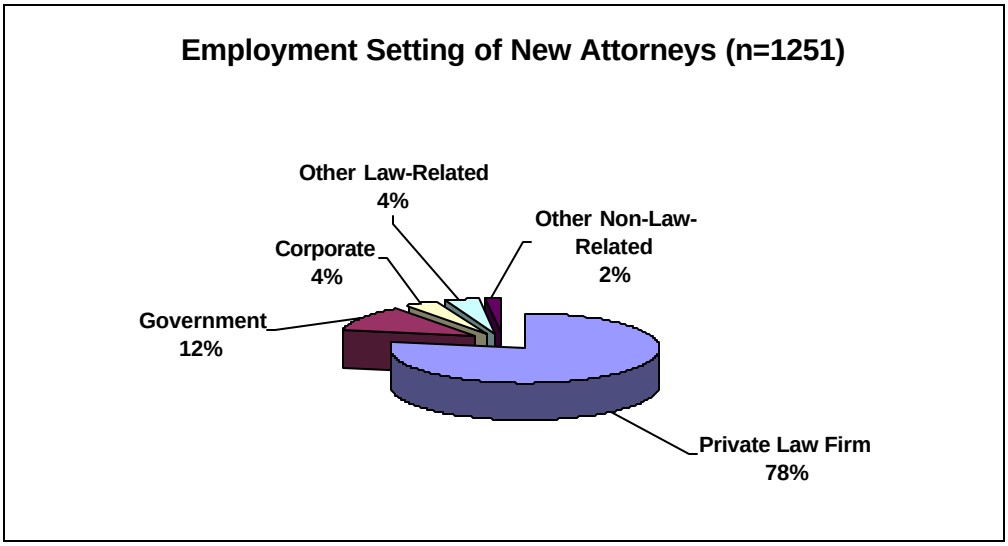


- The law school a new licensee attended was related to whether or not a new attorney was employed at the time of licensing, and employment rates differed markedly across law schools. In rank order from the highest percent of November 2001 inductees employed to the lowest, employment levels among the law schools' graduates were: University of Texas (83 percent), Baylor University (82 percent), out-of-state law schools (82 percent), University of Houston (81 percent), Southern Methodist University (80 percent), Texas Tech University (79 percent), South Texas College of Law (71 percent), Texas Wesleyan University (66 percent), Texas Southern University (55 percent), and St. Mary's University (53 percent).

Employment Setting

- Seventy-eight percent of the new attorneys who had found permanent employment were working in private law firms, and 57 percent of those still looking for work were seeking jobs in private law firms. Another 12 percent of those currently employed, including attorneys clerking for judges, were employed by government entities, while four percent had secured positions as corporate/in-house counsel.

- Overall, women were slightly more likely than men to be employed as government attorneys (14 percent versus 11 percent), and as corporate/in-house counsel (four percent versus three percent), with men more likely than women to be employed as private practitioners (82 percent versus 73 percent). These tendencies were not seen in all racial/ethnic groups, however. For instance, 67 percent of African American/Black women were employed as private practitioners (versus 58 percent of African American/Black men), while 10 percent were employed as government attorneys (compared with 21 percent of African American/Black men), and three percent as corporate/in-house counsel (versus 11 percent of African American/Black men).



Law Firm Size

- The firm size distribution of new attorneys working in private law practice is very different from the State Bar membership as a whole. Comparatively few new attorneys opted to work as sole practitioners (three percent of new private practitioners versus 36 percent of private practitioners for the overall Bar), and half of new attorneys elected to join very large firms, resulting in a median firm size of "More than 60 attorneys." By contrast, the median firm size for the overall Bar is four attorneys. Race/ethnicity was related to firm size, though, in that a higher percentage of minority inductees chose to work in firms with five or few attorneys than did non-minority inductees (29 percent versus 17 percent). The median firm size for minority inductees was 39 attorneys.

Employment in Law Firms by Size of Firm		
Firm Size (Number of Attorneys in Firm)	**Class of November 2001 in Private Law Practice (n=975)**	**State Bar of Texas Membership in Private Law Practice (n=37,340)**
Sole Practitioner	3%	36%
2 to 5	16%	24%
6 to 24	21%	16%
25 to 60	10%	6%
More than 60	50%	18%
Median Firm Size	*More than 60 attorneys*	*4 attorneys*

Areas of Interest

- Fifty-two percent of new attorneys employed in private law practice expressed an interest in commercial/general civil litigation, making it the area of law of most interest to the class of November 2001. There was some variation in interests between the sexes, with women selecting family law, wills/trusts/probate law, and labor/employment law in greater percentages than their male counterparts. Following commercial/civil litigation—the top pick for all racial/ethnic categories—African American/Black attorneys cited family law most frequently, Hispanic/Latino attorneys selected personal injury litigation, and Asian/Pacific Islander attorneys indicated greatest interest in business law, banking law, and intellectual property law.

Areas of Interest of New Attorneys Employed in Private Law Practice*							
Area of Law	**All (n=879)**	**Males (n=528)**	**Females (n=351)**	**Caucasian / Anglo (n=721)**	**African-American/ Black (n=30)**	**Hispanic/ Latino (n=65)**	**Asian/ Pacific Islander (n=33)**
Commercial-Civil Litigation	52%	55%	49%	55%	47%	39%	58%
Personal Injury Litigation	17%	17%	16%	16%	27%	25%	9%
Banking	16%	17%	14%	16%	3%	12%	27%
Business	14%	16%	10%	13%	13%	14%	27%
Labor-Employment	14%	11%	19%	14%	27%	9%	15%
Real Estate	13%	13%	13%	14%	10%	12%	6%
Wills-Trusts-Probate	11%	9%	13%	10%	20%	14%	6%
Intellectual Property	11%	14%	7%	11%	7%	3%	27%
Criminal	11%	12%	11%	10%	20%	22%	12%
Family	10%	8%	15%	9%	43%	15%	12%

**Insufficient cases for Native American Indians.*

STATISTICAL PROFILE OF NOVEMBER 2001 INDUCTEES

Race/Ethnicity (n=1667)		Gender (n=1696)	
Caucasian/Anglo	79%	Male	57%
African American/Black	5%	Female	43%
Hispanic/Latino	10%		
Asian/Pacific Islander	4%		
Native American Indian	<1%		
Other	2%		

Age (n=1691)		Age Summary Statistics	
25 and under	22%	*Average Age*	*29*
26 to 30	52%	*Median Age*	*27*
31 to 35	15%	*Minimum Age*	*23*
36 to 40	6%	*Maximum Age*	*71*
41 to 45	2%		
46 and over	3%		

Gender & Age			
Males (n=962)		**Females (n=728)**	
25 and under	18%	25 and under	26%
26 to 30	55%	26 to 30	49%
31 to 35	16%	31 to 35	14%
36 to 40	7%	36 to 40	6%
41 to 45	3%	41 to 45	2%
46 and over	2%	46 and over	4%
Average Age	*29*	*Average Age*	*29*
Median Age	*27*	*Median Age*	*27*
Minimum Age	*23*	*Minimum Age*	*23*
Maximum Age	*71*	*Maximum Age*	*57*

Race/Ethnicity & Gender			
Males (n=941)		**Females (n=725)**	
Caucasian/Anglo	82%	Caucasian/Anglo	75%
African American/Black	4%	African American/Black	7%
Hispanic/Latino	10%	Hispanic/Latino	10%
Asian/Pacific Islander	3%	Asian/Pacific Islander	5%
Native American Indian	<1%	Native American Indian	<1%
Other	1%	Other	3%
Race/Ethnicity & Age			
Caucasian/Anglo (n=1306)		**African American/Black (n=87)**	
25 and under	23%	25 and under	18%
26 to 30	51%	26 to 30	52%
31 to 35	15%	31 to 35	21%
36 to 40	6%	36 to 40	7%
41 to 45	3%	41 to 45	1%
46 and over	3%	46 and over	1%
Average Age	*29*	*Average Age*	*29*
Median Age	*27*	*Median Age*	*27*
Minimum Age	*24*	*Minimum Age*	*24*
Maximum Age	*71*	*Maximum Age*	*47*
Race/Ethnicity & Age			
Hispanic/Latino (n=167)		**Asian/Pacific Islander (n=67)**	
25 and under	12%	25 and under	33%
26 to 30	59%	26 to 30	60%
31 to 35	16%	31 to 35	5%
36 to 40	10%	36 to 40	2%
41 to 45	3%	41 to 45	0%
46 and over	1%	46 and over	2%
Average Age	*30*	*Average Age*	*27*
Median Age	*28*	*Median Age*	*26*
Minimum Age	*24*	*Minimum Age*	*23*
Maximum Age	*54*	*Maximum Age*	*47*

Place of Birth (n=1537)			
United States	93%	Foreign Born	7%
State of Birth (n=1436)			
Texas	50%	New Jersey	1%
Louisiana	4%	Washington	1%
New York	4%	Wisconsin	1%
California	4%	Iowa	1%
Oklahoma	3%	Connecticut	1%
Illinois	3%	North Carolina	1%
Pennsylvania	2%	Nebraska	1%
Missouri	2%	Virginia	1%
Florida	2%	Utah	<1%
Arkansas	2%	Maine	<1%
Ohio	2%	Montana	<1%
Michigan	1%	Kentucky	<1%
Tennessee	1%	Alaska	<1%
Indiana	1%	Hawaii	<1%
Georgia	1%	New Hampshire	<1%
Kansas	1%	Oregon	<1%
New Mexico	1%	South Carolina	<1%
Minnesota	1%	West Virginia	<1%
Alabama	1%	Nevada	<1%
Arizona	1%	North Dakota	<1%
Mississippi	1%	South Dakota	<1%
Massachusetts	1%	Delaware	<1%
District of Columbia	1%	Idaho	<1%
Colorado	1%	Wyoming	<1%
Maryland	1%	Rhode Island	<1%
Foreign Region of Birth (n=101)			
Europe	27%	Indian Subcontinent	7%
Northeast Asia	17%	Mexico	6%
Southeast Asia	11%	Middle East	5%
Latin America	13%	Africa	4%
Canada	9%	New Zealand	2%

College Background*			
Undergraduate Degree (n=1563)		**Other Graduate Degree (n=236)**	
Bachelor of Arts	61%	Master of Arts	28%
Bachelor of Science	25%	Master of Business Administration	25%
Bachelor of Business Admin.	13%	Master of Science/Engineering	22%
		Doctor of Philosophy	8%
		Master of Public Affairs	7%
		Master of Law	6%
		Master of Education	1%
		Doctor of Medicine	1%
		Certified Public Accountant	<1%

** Percentages do not sum to 100 because 35 attorneys reported more than one undergraduate degree, and 22 attorneys reported more than one graduate degree (in addition to law degree).*

Law School (n=1687)		Most Common Out-of-State Law Schools
Out-of-State Law School	25%	University of Oklahoma (n=32)
University of Texas	16%	Tulane University (n=28)
University of Houston	14%	University of Tulsa (n=18)
South Texas College of Law	10%	Harvard University (n=16)
Southern Methodist University	9%	Oklahoma City University (n=16)
Texas Tech University	8%	Vanderbilt University (n=15)
St. Mary's University	7%	University of Virginia (n=13)
Baylor University	4%	Louisiana State University (n=13)
Texas Wesleyan University	3%	Georgetown University (n=12)
Texas Southern University	3%	

Carol L. Cannon is Senior Research Associate at the State Bar of Texas Department of Research & Analysis. Kevin J. Priestner is a Research Assistant in the Department.

For more information, contact:
State Bar of Texas
Department of Research & Analysis
P.O. Box 12487
Austin, TX 78711-2487
(800) 204-2222 or (512) 463-1463, ext. 2024
research@texasbar.com
www.texasbar.com