



### **Status of Women in the State Bar of Texas (2011-12)<sup>1</sup>**

This report presents statistics on active State Bar of Texas women attorney members. Attention is given to the growth rate, age, years licensed, geographical location, occupational setting, law firm size, law school enrollment, and income of women attorneys.

#### **Findings**

- 2001 to 2011 Numbers and Growth Trends (Page 2):

- Women attorneys currently make up 33 percent of the State Bar as compared to 28 percent in 2001.
- There has been a 54 percent change in the number of women attorneys in Texas over the past 10 years. Growing from 19,242 in 2001 to 29,613 in 2011.

- Projections (Page 3-4):

- By 2016 women attorneys are projected to make up 36 percent of the State Bar's membership.

- Age and Years Licensed (Page 5):

- The median age of women attorneys is 43, and the median years licensed for Texas women attorneys is 13 years.

- Occupation and Law Firm Size (Page 5-6):

- 57 percent of women work in private law practice, and another 12 percent work in corporate/in-house counsel.

- Texas Law School Enrollment (Page 6):

- During the 2011-12 academic year women made up 45 percent of the law students enrolled in Texas.

<sup>1</sup> Texas attorney data in this report is based on the State Bar of Texas membership records as of December 31 of each of the cited years.

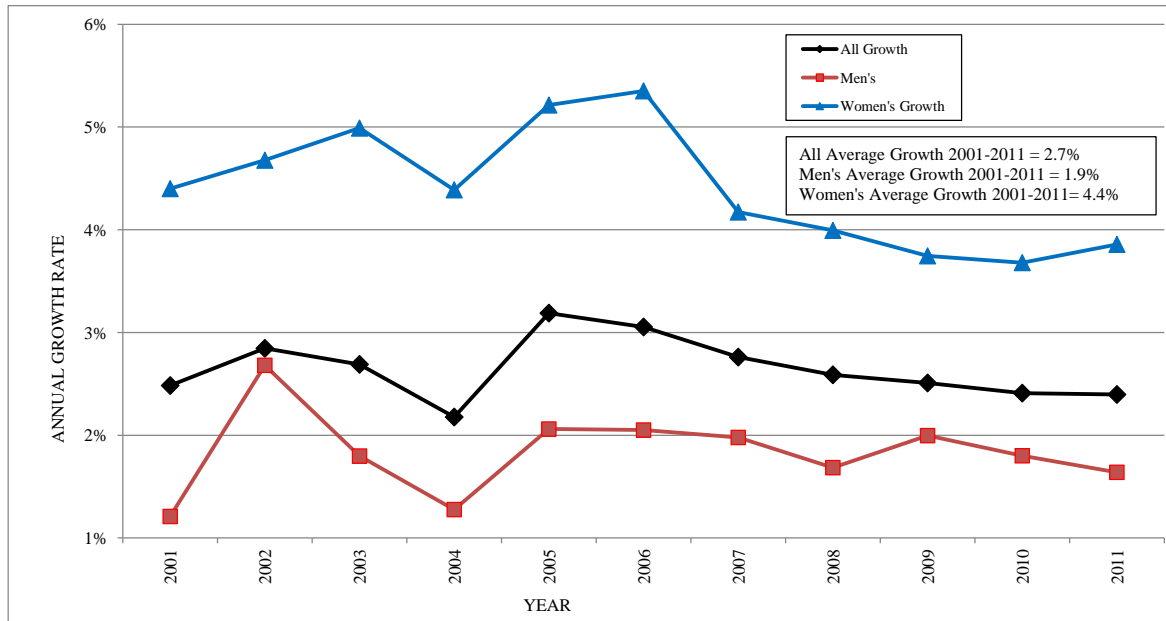
**2001 to 2011 Numbers and Growth Trends**

Women attorneys in 2011 numbered 29,613, or 33 percent of the total State Bar, which counted 89,987 active attorney members.

Gender	10 Year Percent Change		
	2001	2011	
Women	19,242	29,613	54%
Men	49,472	59,692	21%
Total	68,714	89,305	30%
Women Percent of Total	28%	33%	

\*Note that gender was not provided by all attorneys.

The following graph shows the differences in year-to-year growth rates<sup>2</sup> that have been occurring from 2001 to 2011. The womens growth rate has generally been between two and three times the growth rate of male attorneys during this time. Women’s average annual growth rate from 2001 to 2011 was 4.4 percent<sup>3</sup>.



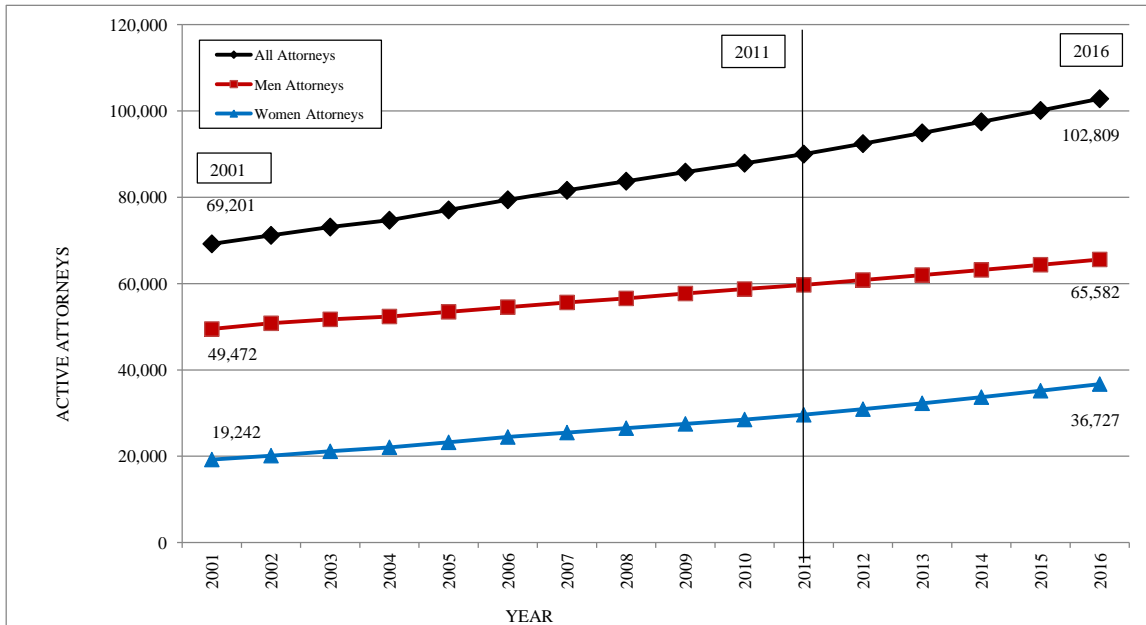
<sup>2</sup> The annual growth rate is computed by dividing the yearly number of attorneys by the previous year’s number, subtracting 1, then multiplying by 100%.

<sup>3</sup> The average growth rate is computed using the formula for Compound Annual Growth Rate (CAGR). This is Compound Annual Growth Rate = ((Ending Year Y / Beginning Year X) ^ (1 / # of years) – 1) \* 100%, where # of years is the number of years of growth from year X to year Y, or Y index number minus X index number.

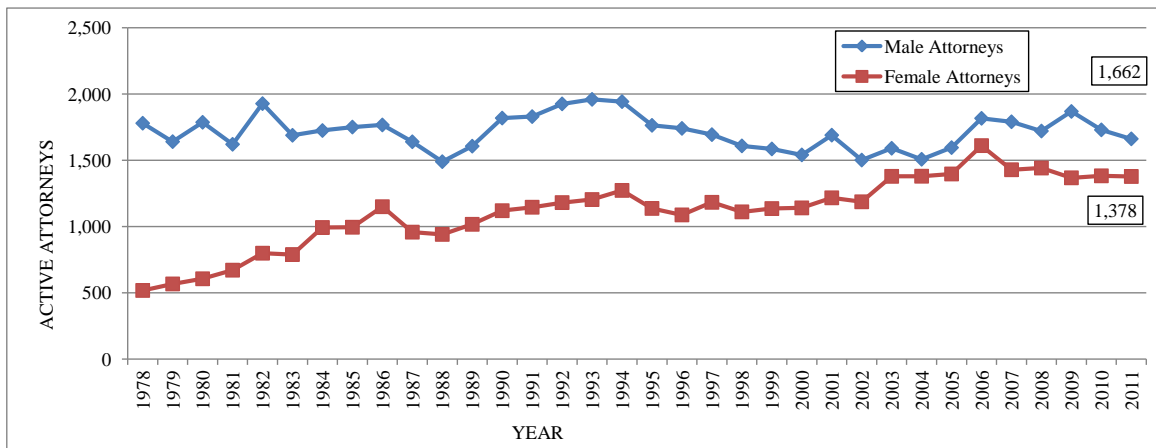
**Projections**

The graph below shows the actual number of women, men, and all attorneys from 2001 to 2011. Also on the graph are projections to 2016. In 2001 female attorneys made up 28 percent of the State Bar membership. In 2011 they represented 33 percent of the membership.

The rate of increase over the past ten years has averaged 4.4 percent annually for women and 1.9 percent annually for men. The number of women attorneys is predicted to change from 29,613 in 2011 to a projected 36,727 in 2016, an increase from 33 percent to 36 percent of the State Bar in 2016.



Visual evidence of the trend toward gender parity in the State Bar of Texas membership is seen in the graph below. The graph shows the trend from 1978 to 2011 in the number of men and the number of women by the year they were first licensed to practice law in Texas.



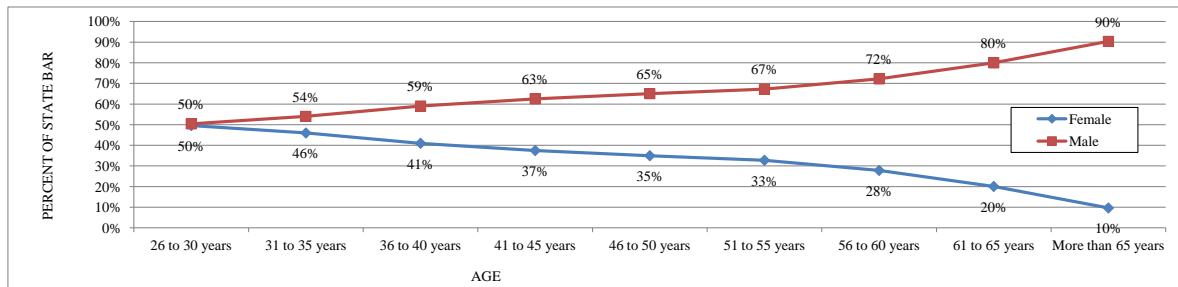
## STATUS OF WOMEN IN THE STATE BAR OF TEXAS (2011-12)

As is evident above, the number of women in their first year of Texas licensure has been steadily approaching that of men. As of 2011, 45 percent of those obtaining their first year Texas attorney license were women.

While women have increased their representation in the Texas legal profession, the percentage of current female Bar members is still lower (33 percent) than the population of females in the general Texas population (50 percent)<sup>4</sup> and in the Texas work force (54 percent)<sup>5</sup>. Women, however, account for a larger percentage of Texas attorneys than they do of Texas physicians (29 percent)<sup>6</sup>.

Another analysis that shows the effect of the increased growth rates for women is shown in the graph below. The graph shows the gender breakdown of Bar membership by age group in December 2011, midpoint of the Bar year 2011-12.

It is clearly seen in the graph that the percentage of women increases with each younger age group. The fifty percent crossover point when women outnumber men occurs in the 26 to 30 age category.



<sup>4</sup> U.S. Census Bureau. Profile of General Population and Housing Characteristics: 2010.

<sup>5</sup> Bureau of Labor Statistics, U. S. Department of Labor, <http://www.bls.gov/opub/gp/gpsec2.htm> (Table 14). This statistic is for the latest year available, 2010.

<sup>6</sup> Texas State Board of Medical Examiners. Figures based on active practicing physicians licensed in Texas, January 2011, <http://www.tmb.state.tx.us/agency/statistics/demo/docs/d2011/0111/gender.php>

STATUS OF WOMEN IN THE STATE BAR OF TEXAS (2011-12)

**Age and Years Licensed**

The table below shows the medians (50<sup>th</sup> percentile) of age and years licensed<sup>7</sup>.

Overall, female lawyers in Texas are younger and have been licensed for fewer years than male attorneys. While the median age of men attorneys is 52 and the median years licensed is 22, the typical woman attorney is 43 years old and has been licensed for 13 years. The comparative youth of women attorneys is reflected in the membership of the Texas Young Lawyers Association (TYLA) – women represent 46 percent of the TYLA membership, and 40 percent of all women attorneys in Texas are TYLA members<sup>8</sup>. Women comprise 44 percent of the Bar’s newest members – those licensed two years or fewer – but only 17 percent of attorneys licensed more than 25 years.

	Median Age	Median Years Licensed
All Attorneys	48	18
Men	52	22
Women	43	13

**Occupation and Law Firm Size<sup>9</sup>**

The next two tables show statistics on occupation and law firm size. Women attorneys are less likely than men to work in private law practice – 57 percent of women lawyers, compared with 71 percent of men lawyers, are private practitioners. Conversely, a higher percentage of women than men are employed as government attorneys (16 percent of female lawyers, compared with 8 percent of males).

	Male		Female		All State Bar Attorneys	
	N = 59,692		N = 29,613		N = 89,987	
	Count	Percent	Count	Percent	Count	Percent
<b>Primary Occupation</b>						
Private Law Practice	38,082	71%	14,163	57%	52,570	67%
Government Attorney	4,255	8%	3,968	16%	8,289	11%
Full-Time Judge	1,125	2%	498	2%	1,626	2%
Law Faculty	326	1%	268	1%	596	1%
Corporate/In-House Counsel	5,034	9%	2,876	12%	7,979	10%
Other Law Related	1,209	2%	1,116	5%	2,340	3%
Other Non-Law Related	1,453	3%	741	3%	2,205	3%
Retired-Not Working	1,622	3%	383	2%	2,006	3%
Unemployed-Looking	203	<1%	284	1%	490	1%
Unemployed-Not Looking	146	<1%	349	1%	496	1%

<sup>7</sup> Based on year first licensed in any jurisdiction.

<sup>8</sup> The Texas Young Lawyers Association (TYLA) consists of all attorneys licensed in Texas who are 36 years or younger as of June 1 of each year, or attorneys within their initial 36-month licensing period as of June 1.

<sup>9</sup> Occupation and law firm size figures are estimates as these demographics are unknown for some attorneys. Law firm size figures are for private practitioners only.

STATUS OF WOMEN IN THE STATE BAR OF TEXAS (2011-12)

The next table shows the law firm sizes for both gender groups. The median law firm size for male, female, and the Bar as a whole is 4 attorneys. Men are somewhat more likely than women to work as solo practitioners (37 percent of men and 35 percent of women).

	Male		Female		All State Bar Attorneys	
	N = 36,484		N = 13,240		N = 50,016	
	Count	Percent	Count	Percent	Count	Percent
<b>Firm Size (private practitioners only)</b>						
Solo Practitioners	13,469	37%	4,666	35%	18,225	36%
2 to 5 attorneys	8,743	24%	3,239	24%	12,051	24%
6 to 10 attorneys	2,837	8%	984	7%	3,842	8%
11 to 24 attorneys	3,115	9%	1,058	8%	4,199	8%
25 to 40 attorneys	1,448	4%	571	4%	2,031	4%
41 to 60 attorneys	803	2%	339	3%	1,154	2%
61 to 100 attorneys	1,774	5%	612	5%	2,406	5%
101 to 200 attorneys	713	2%	270	2%	991	2%
Over 200 attorneys	3,582	10%	1,501	11%	5,117	10%
Median Firm Size	4 Attorneys		4 Attorneys		4 Attorneys	

**Texas Law School Enrollment<sup>10</sup>**

Between academic years 1992-93 and 2011-12, the proportion of women among Texas law students increased from 41 to 45 percent. Baylor University had the highest percentage of female students in 2011-12 (52 percent, followed by South Texas, Texas Wesleyan, and University of Texas with 50 percent).

	Total Enrollment	Men	Women
<b>Law School Attended</b>			
Baylor University	442	212	230
St. Mary's	905	512	387
South Texas	1,267	684	583
Southern Methodist	825	464	361
Texas Southern*	--	--	--
Texas Tech	697	391	299
Texas Wesleyan	730	397	333
University of Houston	830	472	358
University of Texas	1,130	612	518
<b>Total</b>	<b>6,826</b>	<b>3,744</b>	<b>3,069</b>
<b>Percentage</b>		<b>55%</b>	<b>45%</b>

\*NOTE: Information on Texas Southern was not available for the 2011-12 academic year.

<sup>16</sup> National Association for Law Placement (NALP), 2011-12 *National Directory of Law Schools*.

*For more information, contact:*

*State Bar of Texas, Department of Research & Analysis  
P.O. Box 12487, Austin, TX 78711-2487  
512.427.1724  
research@texasbar.com*