STATE BAR OF TEXAS
DEPARTMENT OF RESEARCH & ANALYSIS

# Class of May 2000: Employment Report

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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 fairing in the Texas legal market? And, 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 May of 2000.

## Employment

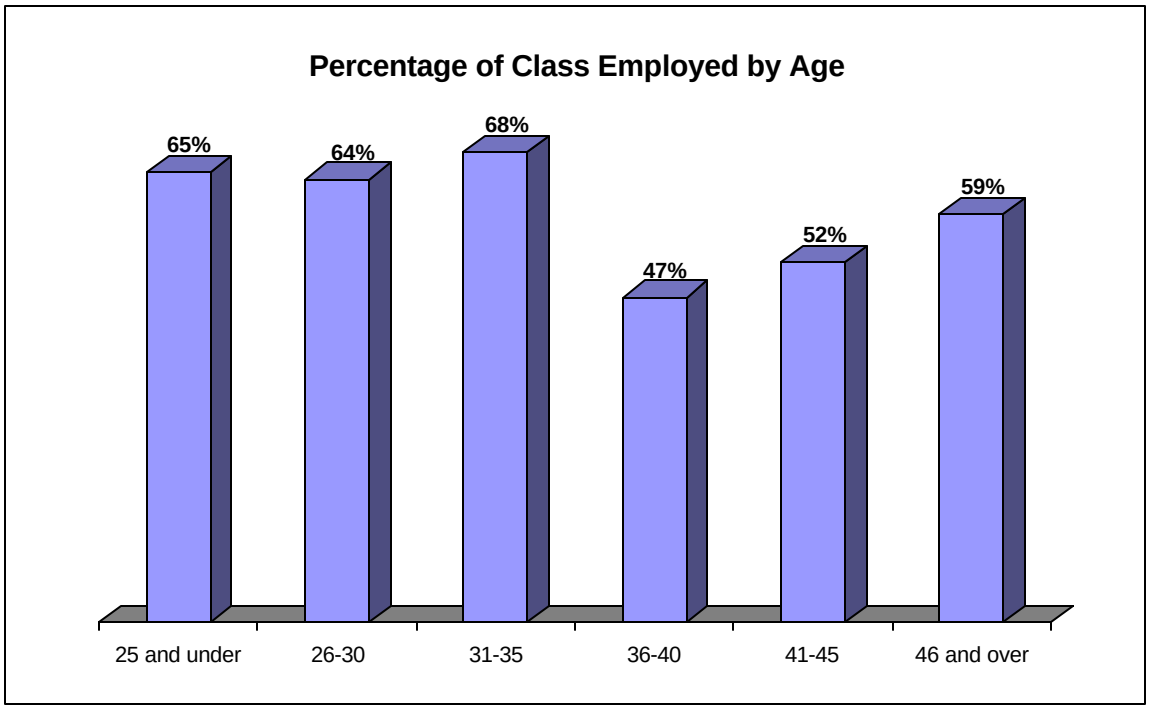
- Excluding those new attorneys not in the job market when they joined the State Bar of Texas (three percent of the total), 62 percent of the May 2000 class had obtained permanent employment by the time they were licensed.

| Class of May 2000 (n=469) | |
|---|---|
| Employed | 62% |
| Unemployed and looking for work | 38% |

- Employment rates were not distributed evenly across the sexes or by race/ethnicity. Women were disproportionately represented among the unemployed, as were minorities. This result is true for every racial/ethnic group except Hispanic/Latino, where percentage-wise more females had landed permanent employment by the time they were first licensed than males. Overall, the new attorneys most likely to be employed were Asian/Pacific Islander males (80 percent employed), and those least likely to be working were African American females (25 percent employed).

| Percent of May 2000 Class Employed by Gender and Race/Ethnicity | | |
|---|---|---|
| **Race/Ethnicity** | **Males** | **Females** |
| Overall | 67% | 56% |
| Caucasian/Anglo | 70% | 57% |
| African American/Black | 50% | 25% |
| Hispanic/Latino | 50% | 59% |
| Asian/Pacific Islander | 80% | 55% |
| Native American Indian | 50% | (no cases) |

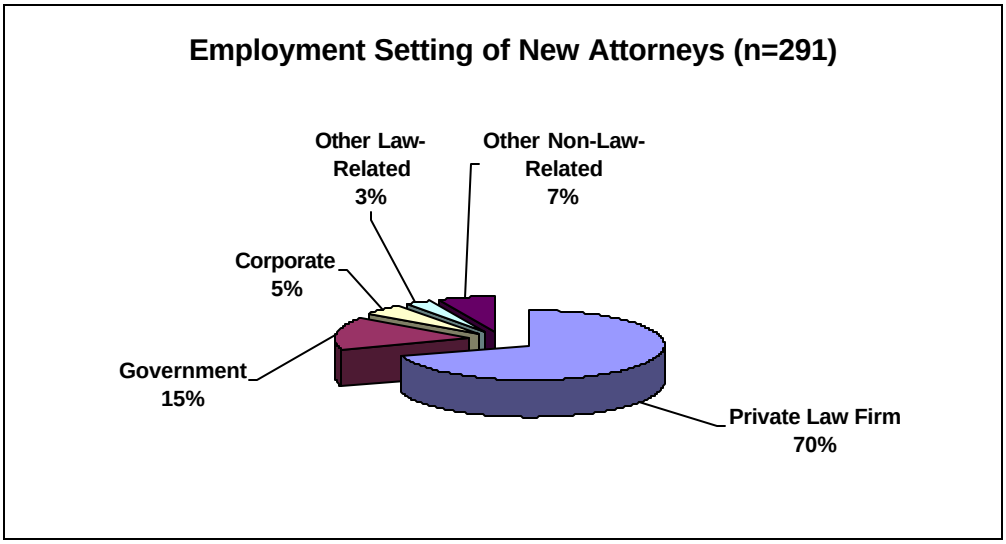
- Age appears to be related to employment status at the time of licensing in that younger attorneys were more likely to be employed than their older classmates, but the relationship is not statistically significant.



- The law school a new licensee attended was very strongly related to whether or not a new attorney was employed at the time of licensing, and employment rates differed markedly across law schools. The connection between law school and employment was not statistically linked to the demographics (e.g., percent of women and/or minorities) of a school's graduates in this group of inductees. In rank order from the highest percent of May 2000 inductees employed to the lowest, employment levels among the law schools' graduates were: South Texas College of Law (73 percent), Southern Methodist University (73 percent), University of Texas (72 percent), University of Houston (67 percent), out-of-state law schools (67 percent), Baylor (67 percent), Texas Tech (65 percent), Texas Wesleyan (49 percent), St. Mary's (46 percent), and Texas Southern University (35 percent).

## Employment Setting

- Seventy percent of the new attorneys who had found permanent employment were working in law firms, and 56 percent of those still looking for work were seeking jobs in private law firms. Another 15 percent of those currently employed, including attorneys clerking for judges, were employed by government entities. Women were somewhat more likely than men to be employed by a branch of government (17 percent vs. 14 percent).




## 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. Only a few of the May 2000 class chose to work as solos, and about a quarter were hired by very large law firms.

| Employment in Law Firms by Size of Firm | | |
|---|---|---|
| **Firm Size (Number of Attorneys in Firm)** | **Class of May 2000 in Private Law Practice (n=203)** | **State Bar of Texas Membership in Private Law Practice (n=35,968)** |
| Sole Practitioner | 10% | 36% |
| 2 to 5 | 36% | 24% |
| 6 to 24 | 18% | 16% |
| 25 to 60 | 10% | 6% |
| More than 60 | 26% | 17% |
| *Median Firm Size* | *9 attorneys* | *4 attorneys* |

## Areas of Interest

- Thirty five percent of new attorneys employed in private law practice expressed an interest in commercial litigation, making it the area of law of most interest to the class of May 2000. There was some variation in interests between the sexes, with women selecting family law and labor-employment law in greater percentages than their male counterparts. The areas of law cited most frequently by Hispanic/Latino attorneys were personal injury litigation, criminal law and family law. Half of Asian/Pacific Islanders chose commercial litigation, and 33 percent selected intellectual property.

| Areas of Interest of New Attorneys Employed in Private Law Practice* | | | | | | |
|---|---|---|---|---|---|---|
| **Area of Law** | **All (n=190)** | **Males (n=127)** | **Females (n=63)** | **Caucasian/ Anglo (n=133)** | **Hispanic/ Latino (n=26)** | **Asian/Pac Islander (n=18)** |
| Commercial Litigation | 35% | 35% | 37% | 35% | 27% | 50% |
| Business | 24% | 24% | 24% | 23% | 27% | 28% |
| Family | 24% | 20% | 32% | 22% | 35% | 11% |
| Personal Injury Litigation | 23% | 27% | 16% | 20% | 46% | 11% |
| Criminal | 21% | 21% | 22% | 21% | 35% | 6% |
| Wills-Trusts-Probate | 21% | 18% | 27% | 22% | 12% | 17% |
| Real Estate | 20% | 20% | 21% | 20% | 27% | 17% |
| Intellectual Property | 13% | 17% | 6% | 11% | 8% | 33% |
| Labor-Employment | 11% | 7% | 19% | 11% | 8% | 6% |

** Not all races/ethnicities had sufficient number of cases for analysis.*

## PROFILE OF MAY 2000 INDUCTEES TO THE STATE BAR OF TEXAS

| Race/Ethnicity (n=493) | | Gender (n=497) | |
|---|---|---|---|
| Caucasian/Anglo | 71% | Male | 60% |
| African American/Black | 7% | Female | 40% |
| Hispanic/Latino | 13% | | |
| Asian/Pacific Islander | 6% | | |
| Native American Indian | <1% | | |
| Other | 3% | | |

| Age (n=491) | | Age Summary Statistics (n=491) | |
|---|---|---|---|
| 25 and under | 8% | *Average Age* | *32* |
| 26 to 30 | 52% | *Median Age* | *29* |
| 31 to 35 | 19% | *Minimum Age* | *23* |
| 36 to 40 | 10% | *Maximum Age* | *60* |
| 41 to 45 | 5% | | |
| 46 and over | 7% | | |

| Gender & Age | | | |
|---|---|---|---|
| **Males (n=291)** | | **Females (n=200)** | |
| 25 and under | 6% | 25 and under | 11% |
| 26 to 30 | 52% | 26 to 30 | 52% |
| 31 to 35 | 23% | 31 to 35 | 13% |
| 36 to 40 | 10% | 36 to 40 | 10% |
| 41 to 45 | 5% | 41 to 45 | 5% |
| 46 and over | 5% | 46 and over | 10% |
| *Average Age* | *32* | *Average Age* | *32* |
| *Median Age* | *29* | *Median Age* | *29* |
| *Minimum Age* | *23* | *Minimum Age* | *23* |
| *Maximum Age* | *60* | *Maximum Age* | *58* |

| Race/Ethnicity & Gender | | | |
|---|---|---|---|
| **Males (n=293)** | | **Females (n=200)** | |
| Caucasian/Anglo | 72% | Caucasian/Anglo | 70% |
| African American/Black | 4% | African American/Black | 11% |
| Hispanic/Latino | 14% | Hispanic/Latino | 11% |
| Asian/Pacific Islander | 6% | Asian/Pacific Islander | 6% |
| Native American Indian | 1% | Native American Indian | 0% |
| Other | 3% | Other | 3% |

| Race/Ethnicity & Age | | | |
|---|---|---|---|
| **Caucasian/Anglo (n=347)** | | **African American/Black (n=35)** | |
| 25 and under | 9% | 25 and under | 0% |
| 26 to 30 | 49% | 26 to 30 | 51% |
| 31 to 35 | 17% | 31 to 35 | 26% |
| 36 to 40 | 11% | 36 to 40 | 11% |
| 41 to 45 | 5% | 41 to 45 | 6% |
| 46 and over | 9% | 46 and over | 6% |
| *Average Age* | *32* | *Average Age* | *33* |
| *Median Age* | *29* | *Median Age* | *30* |
| *Minimum Age* | *23* | *Minimum Age* | *26* |
| *Maximum Age* | *60* | *Maximum Age* | *52* |

| Race/Ethnicity & Age | | | |
|---|---|---|---|
| **Hispanic/Latino (n=64)** | | **Asian/Pacific Islander (n=27)** | |
| 25 and under | 8% | 25 and under | 7% |
| 26 to 30 | 66% | 26 to 30 | 59% |
| 31 to 35 | 22% | 31 to 35 | 30% |
| 36 to 40 | 3% | 36 to 40 | 0% |
| 41 to 45 | 0% | 41 to 45 | 0% |
| 46 and over | 2% | 46 and over | 4% |
| *Average Age* | *29* | *Average Age* | *29* |

| | | | |
|---|---|---|---|
| *Median Age* | *28* | *Median Age* | *27* |
| *Minimum Age* | *24* | *Minimum Age* | *23* |
| *Maximum Age* | *50* | *Maximum Age* | *47* |

| **Place of Birth (n=454)** | | | |
|---|---|---|---|
| United States | 91% | Foreign Born | 9% |

| **State of Birth (n=411)** | | | |
|---|---|---|---|
| Texas | 60% | Maryland | 1% |
| California | 4% | Massachusetts | 1% |
| Louisiana | 3% | Michigan | 1% |
| Illinois | 2% | Minnesota | 1% |
| Kansas | 2% | Mississippi | 1% |
| Oklahoma | 2% | Missouri | 1% |
| New York | 2% | Nebraska | 1% |
| North Carolina | 2% | New Jersey | 1% |
| Tennessee | 2% | New Mexico | 1% |
| Virginia | 2% | Ohio | 1% |
| Alabama | 1% | Pennsylvania | 1% |
| Arizona | 1% | South Dakota | 1% |
| Arkansas | 1% | Utah | 1% |
| Colorado | 1% | Washington | 1% |
| Connecticut | 1% | Alaska | <1% |
| Florida | 1% | District of Columbia | <1% |
| Georgia | 1% | Montana | <1% |
| Indiana | 1% | Rhode Island | <1% |
| Iowa | 1% | Wisconsin | <1% |

| **Foreign Region of Birth (n=43)** | | | |
|---|---|---|---|
| Southeast Asia | 21% | Northeast Asia | 12% |
| Africa | 16% | Mexico | 9% |
| Indian Subcontinent | 14% | Canada | 2% |
| Europe | 12% | Middle East | 2% |
| Latin America | 12% | | |

| College Background* | | | |
|---|---|---|---|
| **Undergraduate Degree (n=393)** | | **Other Graduate Degree (n=63)** | |
| Bachelor of Arts | 59% | Master of Business Admin. | 38% |
| Bachelor of Science | 26% | Master of Arts | 29% |
| Bachelor of Business Admin. | 16% | Master of Science/Engineering | 17% |
| | | Master of Law | 8% |
| | | Master of Public Affairs | 8% |
| | | Master of Education | 6% |
| | | Certified Public Accountant | 2% |
| | | Doctor of Philosophy | 2% |

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

| Law School (n=490) | | Most Common Out-of-State Law Schools |
|---|---|---|
| Baylor | 10% | University of Oklahoma |
| St. Mary's | 10% | University of Tulsa |
| South Texas | 18% | University of Michigan |
| Southern Methodist | 5% | Oklahoma City University |
| Texas Southern | 8% | Tulane |
| Texas Tech | 8% | |
| Texas Wesleyan | 10% | |
| University of Houston | 10% | |
| University of Texas | 8% | |
| Out-of-State Law School | 13% | |

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