

STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS

2014¹ STATUS OF WOMEN IN THE STATE BAR OF TEXAS

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, and law school enrollment of women attorneys.

SUMMARY FINDINGS

• 2004 TO 2014 NUMBERS AND GROWTH TRENDS (Page 2):

- Women attorneys currently make up 34 percent of the State Bar as compared to 30 percent in 2004.
- There has been a 50 percent change in the number of women attorneys in Texas over the past 10 years. Growing from 22,075 in 2004 to 33,136 in 2014.

• PROJECTIONS (Page 3-4):

- By 2019 women attorneys are projected to make up 37 percent of the State Bar's membership based on ten year average annual growth rate trends.

• AGE AND YEARS LICENSED (Page 4):

- 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):

- The two occupations women attorneys are most concentrated in are solo practice (19 percent) and government (15 percent).

• TEXAS LAW SCHOOL ENROLLMENT (Page 6):

- During the 2014-15 academic year women made up 47 percent of the law students enrolled in Texas.

¹ 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.

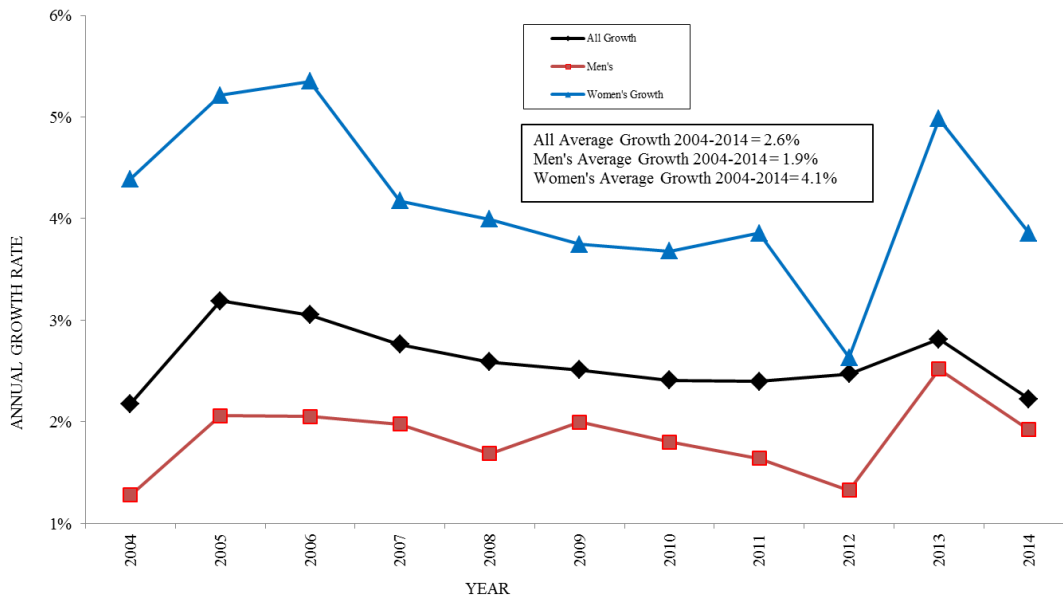
2004 TO 2014 NUMBERS AND GROWTH TRENDS

Women attorneys in 2014 numbered 33,136 or 34 percent of the total State Bar, which counted 96,912 active attorney members.

Sex	2004	2014	Change
Women	22,075	33,136	50%
Men	52,371	63,196	21%
Total	74,446	96,332	29%
Women Percent of Total	30%	34%	

*Note: Sex was not provided by all attorneys.

The following graph shows the differences in year-to-year growth rates² that have been occurring from 2004 to 2014. The growth rate for women has generally been between two and three times the growth rate of male attorneys during this time. Women’s average annual growth rate from 2004 to 2014 was 4.1 percent³.



NOTE: The observed decline in 2012 is a result of data collection changes.

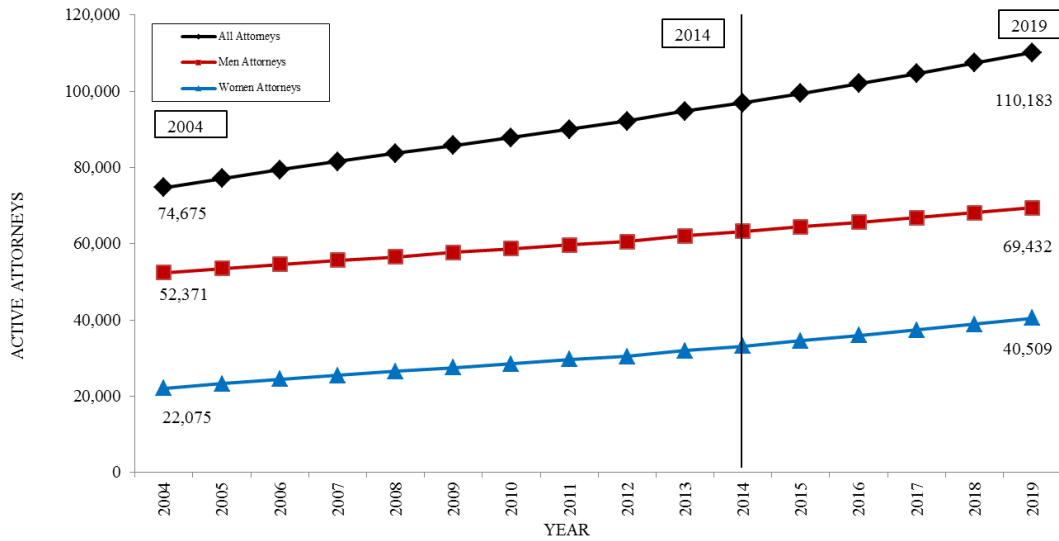
² The annual growth rate is computed by dividing the yearly number of attorneys by the previous year’s number, subtracting 1, then multiplying by 100%.

³ 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.

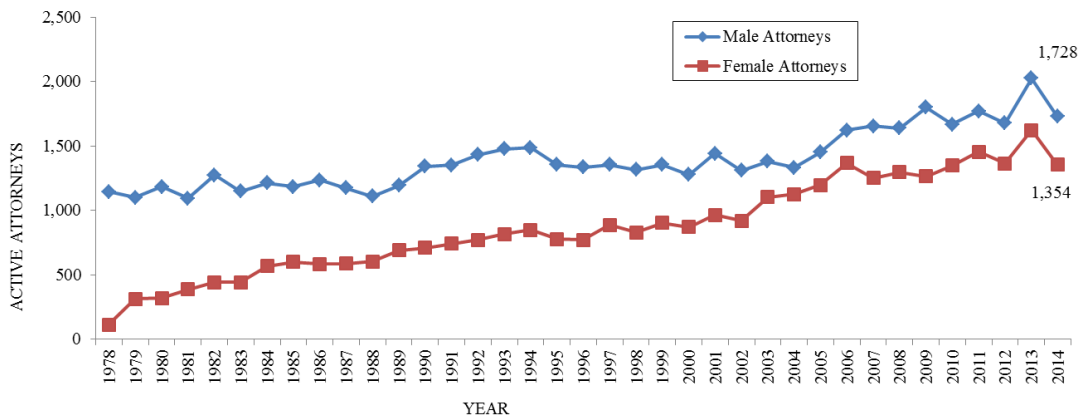
PROJECTIONS

The graph below shows the actual number of women, men, and all attorneys from 2004 to 2014. Also on the graph are projections to 2019. In 2004 female attorneys made up 30 percent of the State Bar membership. In 2014 they represented 34 percent of the membership.

The estimated rate of increase over the past ten years has averaged 4.1 percent annually for women and 1.9 percent annually for men. The number of women attorneys is predicted to change from 33,136 in 2014 to a projected 40,509 in 2019, an increase from 34 percent to 37 percent of the State Bar in 2019.



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 2014 in the number of men and the number of women by the year they were first licensed to practice law in Texas.



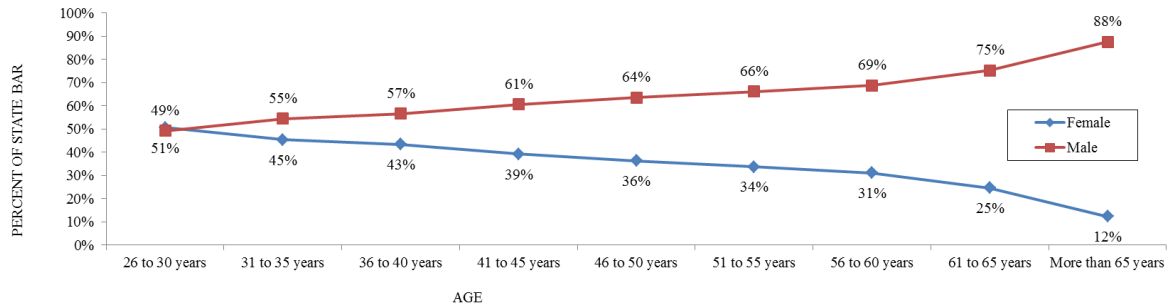
As is evident above, the number of women in their first year of Texas licensure has been steadily approaching that of men. In 2014, 44 percent of those obtaining their first year Texas attorney license were women.

2014 STATUS OF WOMEN IN THE STATE BAR OF TEXAS

While women have increased their representation in the Texas legal profession, the percentage of current female Bar members is still lower (34 percent) than the population of females in the general Texas population (50 percent)⁴ and in the Texas work force (53 percent)⁵.

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 as of December 2014, midpoint of the Bar year 2014-15.

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.



⁴ U.S. Census Bureau. Profile of General Population and Housing Characteristics: 2014 Population Estimate.

⁵ 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, 2013.

AGE AND YEARS LICENSED

The table below shows the medians (50th percentile) of age and years licensed⁶.

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. Women comprise 44 percent of the Bar's newest members – those licensed two years or fewer – but only 20 percent of attorneys licensed more than 25 years.

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

⁶ Based on year first licensed in any jurisdiction.

OCCUPATION AND LAW FIRM SIZE⁷

The next table shows statistics on occupation and law firm size. Women attorneys are less likely than men to work as solo practitioners – 19 percent of women lawyers, compared with 25 percent of men lawyers, are solo practitioners. Conversely, a higher percentage of women than men are employed as government attorneys (15 percent of women lawyers, compared with 8 percent of men).

	Men		Women		All State Bar Attorneys	
	N = 63,196		N = 33,136		N = 96,912	
	Count	Percent	Count	Percent	Count	Percent
Primary Occupation						
	<i>(N = 54,802)</i>		<i>(N = 26,980)</i>		<i>(N = 82,044)</i>	
Private Law Practice						
Solo Practitioners	13,900	25%	5,062	19%	18,990	23%
2 to 5 attorneys	9,010	16%	3,616	13%	12,667	15%
6 to 10 attorneys	3,021	6%	1,172	4%	4,204	5%
11 to 24 attorneys	3,271	6%	1,210	4%	4,500	5%
25 to 40 attorneys	1,525	3%	592	2%	2,127	3%
41 to 60 attorneys	799	1%	344	1%	1,148	1%
More than 60 attorneys	6,271	11%	2,552	9%	8,879	11%
<i>Subtotal</i>	<i>37,797</i>	<i>69%</i>	<i>14,548</i>	<i>54%</i>	<i>52,515</i>	<i>64%</i>
Government Attorney	4,331	8%	4,106	15%	8,464	10%
Full-Time Judge	1,136	2%	548	2%	1,685	2%
Law Faculty	310	1%	266	1%	577	1%
Corporate/In-House Counsel	5,573	10%	3,409	13%	9,016	11%
Other Law Related	1,401	3%	1,348	5%	2,756	3%
Other Non-Law Related	1,570	3%	961	4%	2,539	3%
Public Interest Lawyer	264	<1%	488	2%	758	1%
Retired-Not Working	1,964	4%	551	2%	2,515	3%
Unemployed-Looking	281	1%	356	1%	645	1%
Unemployed-Not Looking	175	<1%	399	1%	574	1%

⁷ 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.

TEXAS LAW SCHOOL ENROLLMENT⁸

Texas Southern had the highest percentage of female students in 2014-15 (60 percent, followed by Texas A&M and Texas Tech with 48 percent).

	Total Enrollment	Men	Women	Percent Women
Law School Attended				
Baylor University	382	222	160	42%
St. Mary's	764	434	330	43%
South Texas	1,116	606	510	46%
Southern Methodist	765	421	344	45%
Texas Southern	466	186	280	60%
Texas Tech	629	328	301	48%
Texas A&M (formally Texas Wesleyan)	702	362	340	48%
University of Houston	732	387	345	47%
University of Texas	1,031	574	457	44%
Total	6,587	3,520	3,067	47%

⁸ ABA Section of Legal Education and Admissions to the Bar, 2014 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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