



2012¹ 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.

Findings

- 2002 to 2012 Numbers and Growth Trends (Page 2):

- Women attorneys currently make up 33 percent of the State Bar as compared to 28 percent in 2002.
- There has been a 51 percent change in the number of women attorneys in Texas over the past 10 years. Growing from 20,142 in 2002 to 30,392 in 2012.

- Projections (Page 3-4):

- By 2017 women attorneys are projected to make up 36 percent of the State Bar's membership based on ten year average annual growth rate trends.

- 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):

- 19 percent of women work as solo practitioners, and another 16 percent work in corporate/in-house counsel.

- Texas Law School Enrollment (Page 6):

- During the 2012-13 academic year women made up 46 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.

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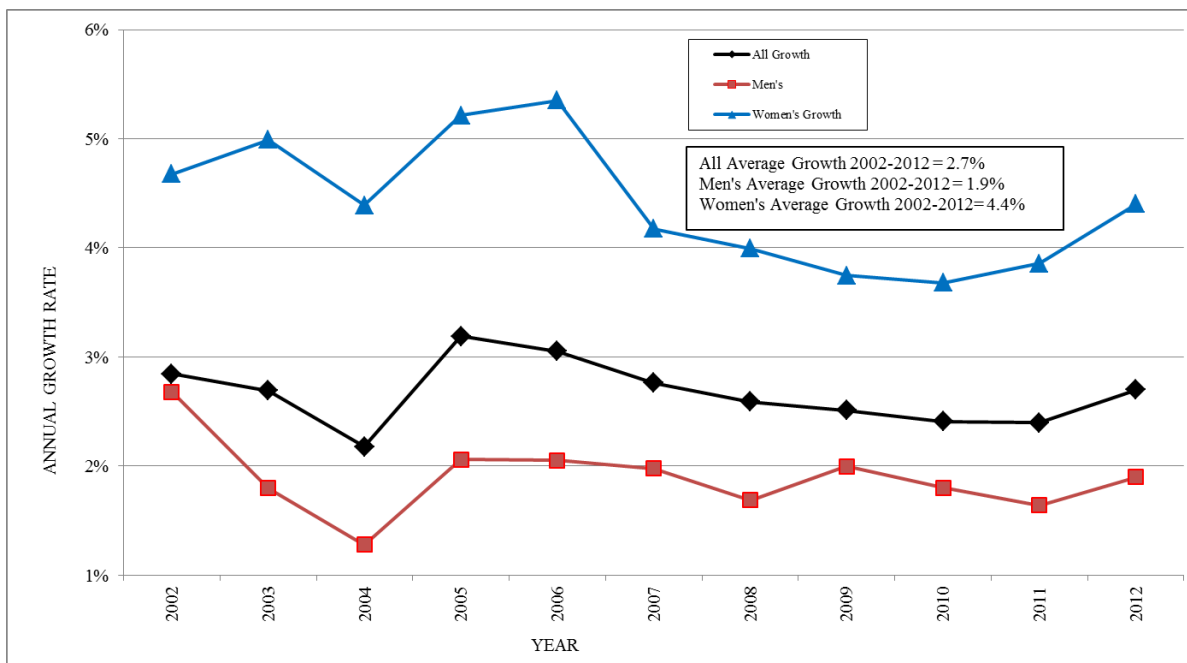
2002 to 2012 Numbers and Growth Trends

Women attorneys in 2012 numbered 30,392 or 33 percent of the total State Bar, which counted 92,210 active attorney members.

Gender	2002	2012	10 Year Percent Change
Women	20,142	30,392	51%
Men	50,798	60,482	19%
Total	70,940	90,874	28%
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 rates² that have been occurring from 2002 to 2012. 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 2002 to 2012 was 4.4 percent³.



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%. For purposes here 2001 to 2011 numbers are used.

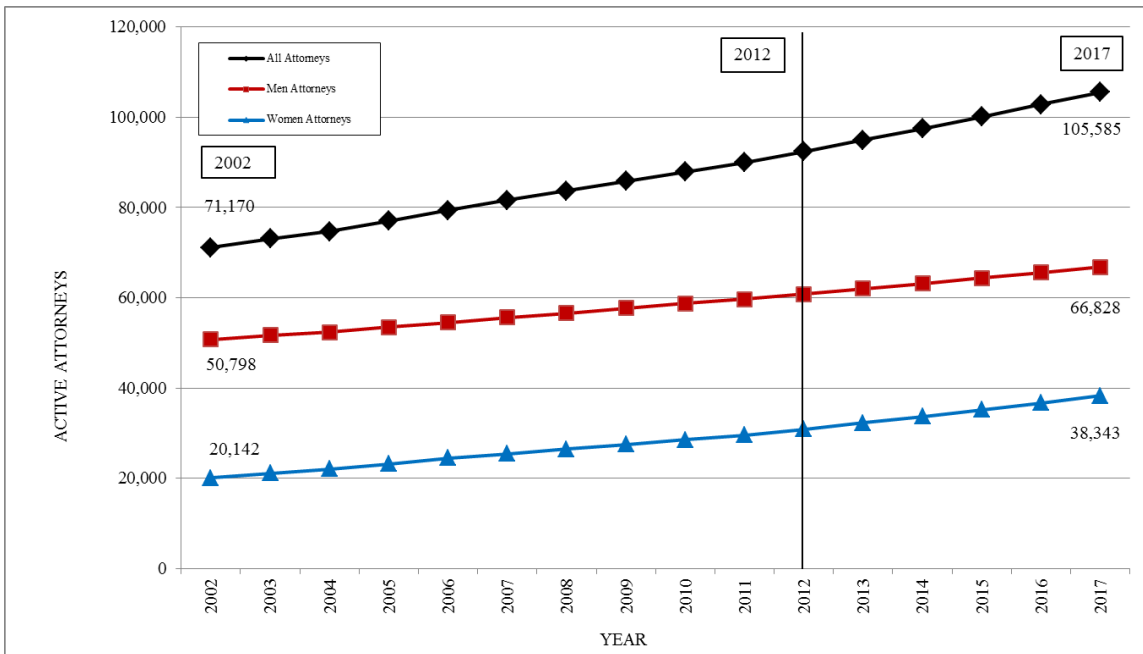
³ The average growth rate is computed using the formula for Compound Annual Growth Rate (CAGR). This is Compound Annual Growth Rate = $((\text{Ending Year Y} / \text{Beginning Year X})^{1 / \# \text{ of years}} - 1) * 100\%$, where # of years is the number of years of growth from year X to year Y, or Y index number minus X index number. For purposes here 2001 to 2011 numbers are used.

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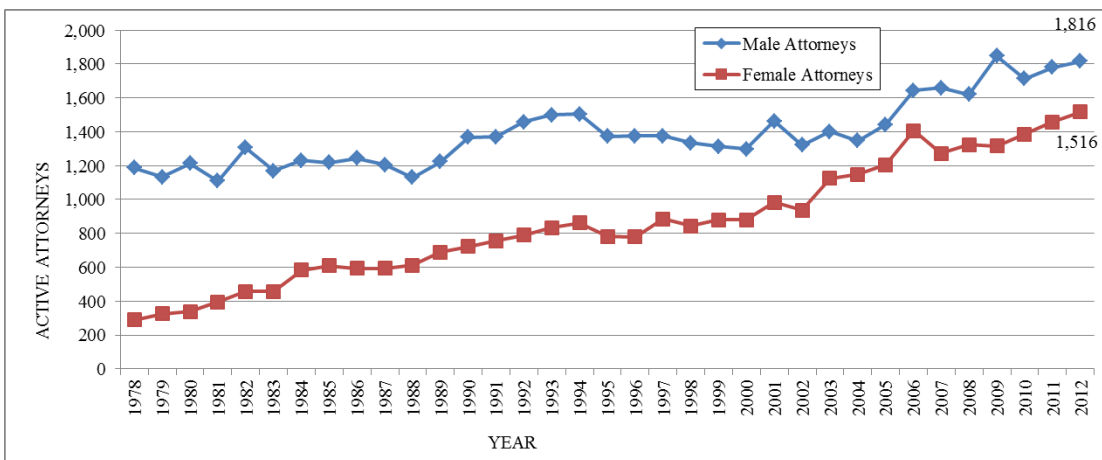
Projections

The graph below shows the actual number of women, men, and all attorneys from 2002 to 2012. Also on the graph are projections to 2017. In 2002 female attorneys made up 28 percent of the State Bar membership. In 2012 they represented 33 percent of the membership.

The estimated 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 30,392 in 2012 to a projected 38,343 in 2017, an increase from 33 percent to 36 percent of the State Bar in 2017.



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 2012 in the number of men and the number of women by the year they were first licensed to practice law in Texas.



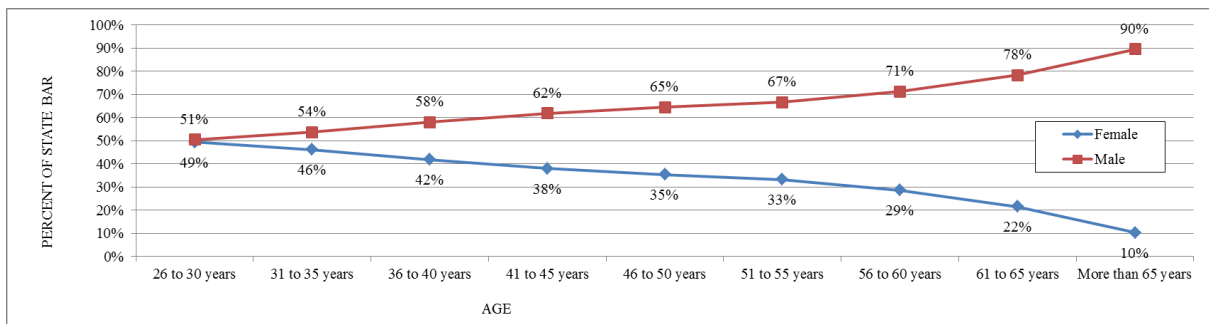
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As is evident above, the number of women in their first year of Texas licensure has been steadily approaching that of men. In 2012, 46 percent of those obtaining their first year Texas attorney license were women.

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)⁴ and in the Texas work force (53 percent)⁵. Women, however, account for a larger percentage of Texas attorneys than they do of Texas physicians (29 percent)⁶.

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 2012, midpoint of the Bar year 2012-13.

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 around the 26 to 30 age category.



⁴ U.S. Census Bureau. Profile of General Population and Housing Characteristics: 2012 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, 2011.

⁶ 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>

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Age and Years Licensed

The table below shows the medians (50th percentile) of age and years licensed⁷.

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 38 percent of all women attorneys in Texas are TYLA members⁸. Women comprise 42 percent of the Bar’s newest members – those licensed two years or fewer – but only 18 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 Size⁹

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 26 percent of men lawyers, are solo practitioners. Conversely, a higher percentage of women than men are employed as government attorneys (16 percent of women lawyers, compared with 8 percent of men).

	Men		Women		All State Bar Attorneys	
	N = 59,692		N = 29,613		N = 89,987	
	Count	Percent	Count	Percent	Count	Percent
Primary Occupation	<i>(N = 52,656)</i>		<i>(N = 24,570)</i>		<i>(N = 77,946)</i>	
Private Law Practice						
Solo Practitioners	13,610	26%	4,777	19%	18,490	24%
2 to 5 attorneys	8,859	17%	3,382	14%	12,359	16%
6 to 10 attorneys	2,862	5%	1,017	4%	3,918	5%
11 to 24 attorneys	3,175	6%	1,122	5%	4,338	6%
25 to 40 attorneys	1,455	3%	569	2%	2,051	3%
41 to 60 attorneys	787	1%	338	1%	1,140	1%
61 to 100 attorneys	1,652	3%	598	2%	2,270	3%
101 to 200 attorneys	768	1%	285	1%	1,066	1%
Over 200 attorneys	3,673	7%	1,555	6%	5,318	7%
Government Attorney	4,288	8%	4,029	16%	8,400	11%
Full-Time Judge	1,128	2%	522	2%	1,653	2%
Law Faculty	317	1%	270	1%	591	1%
Corporate/In-House Counsel	5,218	10%	3,051	12%	8,355	11%
Other Law Related	1,267	2%	1,176	5%	2,470	3%
Other Non-Law Related	1,498	3%	803	3%	2,318	3%
Retired-Not Working	1,719	3%	406	2%	2,125	3%
Unemployed-Looking	230	<1%	318	1%	579	1%
Unemployed-Not Looking	150	<1%	352	1%	505	1%

⁷ Based on year first licensed in any jurisdiction.

⁸ 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.

⁹ 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.

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Texas Law School Enrollment¹⁰

Between academic years 1992-93 and 2012-13, the proportion of women among Texas law students increased from 41 to 46 percent. Texas Southern had the highest percentage of female students in 2012-13 (56 percent, followed by Baylor University with 50 percent).

	Total Enrollment	Men	Women
Law School Attended			
Baylor University	405	205	200
St. Mary's	815	457	358
South Texas	1,225	688	537
Southern Methodist	825	464	361
Texas Southern	540	238	302
Texas Tech*	--	--	--
Texas Wesleyan	738	397	333
University of Houston	775	432	342
University of Texas	1,056	573	483
Total	6,379	3,454	2,916
Percentage		54%	46%

**NOTE: Information on Texas Tech was not available for the 2012-13 academic year.*

¹⁶ National Association for Law Placement (NALP), 2012-13 *National Directory of Law Schools*.
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