

STATE BAR OF TEXAS



2015 Texas Attorney Survey: Pro Bono Report

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Analysis by Invariance Dynamics Consulting – Nils Greger Olsson, PhD

EXECUTIVE SUMMARY

A survey of 2015 pro bono services by Texas attorneys was administered as part of the Texas Attorney Survey from March 21 to April 18, 2016. The survey was emailed on March 21, 2016 to all active State Bar of Texas attorneys who had not opted out of taking surveys (N = 94,150). The survey's response rate was 12.5 percent, with a total of 11,793 attorneys responding to at least a portion of the survey. This report is a summary of what the in-state, full-time and part-time 8,783 attorneys who completed the survey said about their pro bono activities in 2015.

The 8,783 responses to the pro bono survey questions provided a margin of error of ± 1.0 percent at a 95 percent confidence level.

The main findings from the 2015 survey were as follows:

- **Hours:**

- Overall forty-six percent of active in-state attorneys provided some form of pro bono services in 2015, either legal services without expectation of payment, or at a substantially reduced fee.
- Forty percent of active in-state attorneys provided an average of 53 hours of free pro bono legal services that benefited the poor in 2015. Based on that average, by extrapolating to the 87,957 active in-state attorneys, an estimated 1.87 million hours of free legal services to the poor were performed in 2015.
- Seventeen percent of active in-state attorneys provided an average of 88 hours of substantially reduced fee legal services to the poor in 2015. The sum total of hours for the 87,957 active in-state attorneys was estimated to be 1.34 million hours of substantially reduced fee legal services to the poor in 2015.

- **Finance:**

- The total of out-of-pocket expenses related to pro bono or legal services to the poor in 2015 was estimated to be \$11.72 million. It was estimated 14,331 attorneys in Texas paid out-of-pocket expenses related to legal services to the poor (16 percent of active in-state attorneys) by the average amount of \$818.
- The total estimated direct financial contribution to the poor in 2015 was \$5.14 million. It was estimated 6,880 attorneys in Texas made a financial contribution or paid expenses related to legal services to the poor (7.8 percent of active in-state attorneys) by the average of \$747.

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I. INTRODUCTION

The 2015 Pro Bono Survey was done to obtain information on the extent and types of pro bono services provided by attorneys in Texas. The survey measured attorneys' reported pro bono services in 2015 in several areas of interest:

- Hours of pro bono or reduced fee services;
- Expenses (e.g. expenses used on cases) and financial contributions (e.g. 501 (c)(3) donations) related to legal services for the poor; and

The 2015 Pro Bono Survey, along with the Texas Attorney Survey, was conducted by the State Bar of Texas Department of Research and Analysis, from March 21 to April 18, 2016. Analysis of the Pro Bono Survey was done by Nils Greger Olsson, Ph.D., Invariance Dynamics Consulting.

II. METHOD

Data Collection

2015 pro bono information was collected in conjunction with the 2015 Texas Attorney Survey. The Texas Attorney Survey is conducted every other year to provide up-to-date and accurate economic information on the practice of law in Texas.

The survey was conducted electronically and emailed on March 21, 2016, to all active Texas attorneys with a valid email address on record with the State Bar of Texas and who had not opted out of receiving survey mailings (N = 94,150). Attorneys had from March 21, 2016 to April 18, 2016 to complete the survey. Some 11,793 attorneys responded, resulting in a response rate of 12.5 percent.

For the purposes of this report, the pro bono survey responses that were analyzed were of 8,783 active in-state Texas attorneys who responded to the survey and met certain criteria. There were a total of 9,374 in-state attorneys who responded, but the analysis criteria had to exclude 184 sets of responses by public interest lawyers and 171 sets of responses by non-profit corporate/in-house counsel (because of ambiguity about pro bono work). Exclusions also were made of 137 who left the pro bono question blank, and 5 respondents who were not licensed in 2015. In addition, for the demographic analysis, 94 attorneys' responses that lacked county of work were excluded. Thereby a total of 8,783 pro bono survey responses became the basis for the analyses.

Pro Bono Survey Instrument

The pro bono survey instrument used in this study was based on the pro bono questions used by the State Bar of Texas in previous years' surveys. The instrument asks several yes/no questions to see if respondents provided pro bono hours or reduced-cost hours. For respondents who did provide pro bono or reduced-cost hours, several follow-up questions were asked regarding specific types of work such as hours on criminal or civil cases. The complete survey instrument is available in Appendix A.

Analysis by Demographic Groups

Each question in the survey was cross-tabulated with the following seven demographic categories:

Demographic Categories:

1. *Type of practice (Divided into 5 mutually exclusive groups)*
 - *Rural attorneys, all occupations*
 - *Urban, non-private practitioners*
 - *Urban, private practitioners, small firms (1-5 attorneys)*
 - *Urban, private practitioners, medium firms (6-40 attorneys)*
 - *Urban, private practitioners, large firms (more than 40 attorneys)*
2. *Occupation*
3. *Metropolitan Statistical Area (MSA)*
4. *Years of experience*
5. *Age of attorney*
6. *Race and Ethnicity of attorney*
7. *Sex of attorney*

Statistical Significance.

This report shows those differences in percentages within each demographic category that are found to be at least statistically significant at the 95 percent confidence level. Non-significant findings are so indicated. The 8,783 responses to the pro bono survey questions provided a margin of error of ± 1.0 percent. Due to a varying number of responses to each question, margin of errors will differ from question to question.

Margins of error by type of practice are provided below.

Table A
Margin of Error by Type of Practice

Types of Practice Groups	Active In-State Attorney Population	Total Respondents	5% Survey Confidence Intervals (in percent)
Rural, all occupations	3,404	368	± 5.1
Urban, non-private practitioners	23,708	3,148	± 1.7
Urban, private practitioners, small firms	27,482	3,127	± 1.8
Urban, private practitioners, medium firms	9,658	1,385	± 2.6
Urban, private practitioners, large firms	8,682	755	± 3.6
Total	72,934	8,783	± 1.0

III. SAMPLE CHARACTERISTICS

This section describes the Texas attorneys who responded to the 2015 Pro Bono survey.

Demographics of the Survey Respondents

Table 1
Demographics of Survey Respondents

Demographic Category	Percent of Respondents
Type of Practice	
Rural, all occupations	4.2
Urban, non-private practitioners	35.8
Urban, private practitioners, small firms (1-5 attys)	35.6
Urban, private practitioners, medium firms (6-40 attys)	15.8
Urban, private practitioners, large firms (more than 40 attys)	8.6
Metropolitan Statistical Areas (MSAs)	
Houston-The Woodlands-Sugar Land MSA	29.1
Dallas-Fort Worth-Arlington MSA	29.1
Austin-Round Rock MSA	14.9
San Antonio-New Braunfels MSA	8.4
El Paso MSA	1.7
Corpus Christi MSA	1.4
Beaumont-Port Arthur MSA	0.9
Central Texas MSAs	1.5
East and Northeast Texas MSAs	3.1
South Texas MSAs	2.4
West Texas MSAs	3.5
Non-Metropolitan Counties	4.2
Primary Occupation in 2015	
Private law practice	62.6
Government attorney	14.6
Full-Time Judge	1.4
Other Judicial branch	0.6
Law faculty	0.6
For-profit Corporate/In-House Counsel	10.3
Other law related	4.3
Non-law related	3.3
Unemployed/Looking for work	1.0
Unemployed/Not looking for work	0.3
Other	1.0

- The three largest practice groups were the urban, non-private practitioners (35.8 percent), the private practitioners, in small firms (35.6 percent), followed by urban, private practitioners in medium firms (15.8 percent). These account for 87.2 percent of attorneys in the survey.
- Houston-The Woodlands-Sugar Land (29.1 percent), Dallas-Fort Worth-Arlington (29.1 percent), Austin-Round Rock (14.9 percent), and San Antonio-New Braunfels (8.4 percent) are the four largest respondent groups by MSA. These four urban groups account for 81.5 percent of attorneys in the survey.
- Private practitioners (62.6 percent), government attorneys (14.6 percent), and corporate/in-house counsel (10.3 percent) were the three largest respondent groups by Occupation. These three account for 87.5 percent of attorneys in the survey.

III. SAMPLE CHARACTERISTICS CONTINUED

Table 2
Demographics of
Survey Respondents

Demographic Category	Percent of Respondents
Years of Experience	
2 or less years	13.6
3 to 6 years	17.6
7 to 10 years	13.1
11 to 15 years	12.1
16 to 20 years	9.4
21 to 25 years	10.0
More than 25 years	24.2
Age	
21 to 25 years	1.0
26 to 30 years	14.4
31 to 35 years	16.8
36 to 40 years	12.4
41 to 45 years	11.1
46 to 50 years	10.1
51 to 55 years	10.0
56 to 60 years	9.5
61 to 65 years	7.6
More than 65 years	7.2
Race	
White	87.8
Black/African-American	4.7
American Indian or Alaskan Native	0.5
Asian	2.9
Native Hawaiian or other Pacific Islander	0.1
Two or More Races	2.0
Other	2.0
Ethnicity	
Hispanic or Latino	11.3
Not Hispanic or Latino	88.7
Sex	
Female	42.0
Male	58.0

- The largest race group is White, making up almost 88 percent of the sample. Black/African Americans make up the second largest group, with almost 5 percent of the sample. The remaining five race groups make up 7.5 percent of the sample.
- Hispanic or Latinos are about 11 percent of the sample.
- Men make up 58 percent of the sample, compared to 42 percent of the sample being women.

IV. SERVICES PROVIDED

Provided either free or reduced fee pro bono services in 2015

Table 3
Provided Any of Pro Bono Legal Services to the Poor in 2015

	Number of Attorneys Providing Free Legal Services and/or Reduced Fee Legal Services	Percent of Attorneys Providing Free Legal Services and/or Reduced Fee Legal Services
	(n = 8,783)	
All Responding	3,997	45.5

Extrapolation to the total active in-state attorney population of 87,957 results in an estimate that 40,028 attorneys provided free or reduced fee legal services to the poor in 2015 (a 95% confidence interval is 38,604 to 41,452 attorneys).

Free Services

Table 4
Provided Free Legal Services to the Poor in 2015

	Percent Providing Free Legal Services	Average Hours
	(n = 8,783)	(n = 3,519)
All Responding	40.1	53.2

Extrapolation to the total active in-state attorney population of 87,957 results in an estimate that 1.87 million hours of free legal services were provided to the poor in 2015 (a 95% confidence interval is 1.799 to 1.951 million hours). This total was obtained by multiplying the estimated 35,241 attorneys in Texas who provided free legal services (40.1 percent of active in-state attorney population of 87,957) by the average of 53.2 free hours.

Reduced Fee Services

Table 5
Provided Reduced Fee Legal Services to the Poor in 2015

	Percent Providing Reduced Fee Legal Services	Average Hours
	(n = 8,783)	(n = 1,513)
All Responding	17.2	88.4

Extrapolation to the total active in-state attorney population of 87,957 results in an estimated 1.34 million hours of substantially reduced fee legal services being provided to the poor in 2015 (a 95% confidence interval is 1.19 to 1.49 million hours). This total was obtained by multiplying the estimate of 15,152 attorneys in Texas who provided substantially reduced fee legal services (17.2 percent of active in-state attorney population of 87,957) by the average of 88.4 reduced fee hours.

V. FINANCIAL CONTRIBUTIONS

Out-Of-Pocket Expenses

Table 6
Paid Actual Out-of-Pocket Expenses
Related to Pro Bono or Legal Services to the Poor in 2015

	Percent Who Paid Actual Out-of-Pocket Expenses	Average Out-of-Pocket Expenses
	(n = 8,783)	(n = 1,431)
All Responding	16.3	\$818

Extrapolation to the total active in-state attorney population of 87,957 results in an estimate that the total out-of-pocket expenses related to pro bono or legal services to the poor in 2015 was \$11.72 million (a 95% confidence interval is \$10.34 to \$13.09 million). This total was obtained by multiplying the estimated 14,331 attorneys in Texas who paid out-of-pocket expenses related to legal services to the poor (16.3 percent of active in-state attorneys) by the average of \$818 paid per attorney.

Direct financial Contribution

Table 7
Paid Direct Financial Contribution
Related to Pro Bono or Legal Services to the Poor in 2015

	Percent Who Paid Direct Financial Contribution	Average Direct Financial Contribution
	(n = 8,783)	(n = 687)
All Responding	7.8	\$747

Extrapolation to the total active in-state attorney population of 87,957 results in an estimate that the total direct financial contributions related to pro bono or legal services to the poor in 2015 was \$5.14 million (a 95% confidence interval is \$3.82 to \$6.46 million). This total was obtained by multiplying the estimated 6,880 attorneys in Texas who made direct financial contributions related to legal services to the poor (7.8 percent of active in-state attorneys) by the average of \$747 contribution per attorney.



State Bar of Texas Attorney Survey -- Status 2015

MAILING

Dear Attorney,

The State Bar of Texas needs your help! **Complete the 2015 Texas Attorney Survey and you could win one of five prizes.** Two-hundred participants will each win \$10 gift cards, two participants will win an Apple iPad Pro, and two will receive a pair of tickets to one of the following events:

- Dallas Cowboys Regular Season Home Game (game to be determined once schedule is available)
- Houston Texans Regular Season Home Game (game to be determined once schedule is available)
- NASCAR Chase for the Sprint Cup AAA Texas 500 Race
 - Suite tickets including food and beverage
 - VIP credentials into garage/pit area

The Texas Attorney Survey is conducted every other year to provide Texas attorneys with information about the economics of the practice of law. Reports generated from this survey will include detailed breakdowns of income, hourly rates, pro bono services, law school and career satisfaction, and State Bar of Texas Member Services. Results of this survey will be made available at texasbar.com/research.

This year the State Bar of Texas teamed up with Texas A&M University to include questions that touch on the economic and non-economic value of a law degree and career satisfaction. This information should help to provide prospective law students, law schools, and members of the bar with insight on how legal education affects an attorney's career.

This survey is anonymous, and the process is secure. Your email address will be used for the drawings and will then be deleted and not associated with your responses.

Completion of the survey takes about four to eight minutes, depending on your occupation and pro bono experience. **Please complete the survey by 5 p.m. Monday, April 4, 2016.**

Your participation will help ensure you and other Texas attorneys have the most current economic information available.

If you have any questions please feel free to call us at (800) 204-2222, ext. 1724 or email us at research@texasbar.com. Thank you for your help.

Sincerely,
Cory Squires
State Bar of Texas Department of Research and Analysis

SURVEY QUESTIONS

INSTRUCTIONS

Each question can be answered by simply selecting a response or filling in a blank. These questions are for information related to calendar year 2015.

Completion of the survey should take, on average, 5 minutes.

Responses will be saved, you may close the survey and return later to complete if needed.

Please complete this questionnaire by 5 p.m. Monday, April 4, 2016.

Thank you for your participation.

PRIMARY OCCUPATION

1. For 2015, what was your primary occupation?

- | | |
|--|---|
| <input type="checkbox"/> Private law practice | <input type="checkbox"/> Other law related |
| <input type="checkbox"/> For-profit corporate/in-house counsel | <input type="checkbox"/> Non-law related |
| <input type="checkbox"/> Non-profit corporate/in-house counsel | <input type="checkbox"/> Unemployed/Looking for work |
| <input type="checkbox"/> Full-time judge | <input type="checkbox"/> Unemployed/not looking for work |
| <input type="checkbox"/> Other judicial branch | <input type="checkbox"/> Retired/not working |
| <input type="checkbox"/> Government attorney | <input type="checkbox"/> Was not licensed to practice in 2015 |
| <input type="checkbox"/> Law faculty | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Public interest lawyer | |

2. If applicable, what was your job title in 2015? _____

3. In calendar year 2015, did you work:

Full-time Part-time By Contract Not Applicable Other

4. What was your approximate gross personal income (including any bonus) during calendar year 2015?

5. If you received a bonus for 2015, what was it? _____

6. How has your income changed in the last year?

Increased significantly Increased moderately Remained steady Decreased moderately Decreased significantly

7. The State Bar of Texas defines pro bono as the provision of the following without an expectation of payment or at a substantially reduced fee:

- legal services to the poor or to a charitable organization that addresses the needs of the poor,
- services that improve the legal process or availability of legal services to the poor,
- legislative, administrative or advocacy for the poor,
- unsolicited, involuntary court appointments.

The Bar's pro bono policy does not define poor; however, it encourages attorneys to serve clients that would qualify for legal aid who live at or below 125% of the federal poverty guidelines (\$14,850 for single person, \$30,375 for family of 4).

Did you provide any of the above pro bono services in calendar year 2015? Yes No

PRIVATE PRACTITIONER – PRACTICE AREA INFORMATION

If not a private practitioner, please proceed to question 12.

8. For 2015, if you were in private law practice, how many attorneys, including yourself, worked in your firm?
 (Please include attorneys at all locations of your firm in the total.)

Number of attorneys (can be approximate): _____

9. For 2015, if you worked as a private law practitioner, please list the areas of practice that account for 25 percent or more of the time you spent practicing law, how you billed for your services, and the typical rate or fee (if applicable) you charged in each area.
 (For billing method please specify whether it was an hourly rate, flat fee, contingency fee, or other)

Practice Area	Billing Method	Rate	Percent of Practice
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

10. Please provide the following information on the average number of actual and billable hours worked per week, as an attorney in 2015:

___ Actual hours worked per week
 ___ Billable hours worked per week

11. Please specify your position in calendar year 2015 as a private practitioner:

___ Sole Practitioner ___ First-Year Associate ___ Second-Year Associate ___ Third-Year Associate ___ Fourth-Year Associate ___ Fifth-Year Associate
 ___ Sixth-Year Associate ___ Seventh-Year Associate ___ Eighth-Year Associate ___ Of Counsel ___ Non-Equity Partner
 ___ Equity Partner ___ Managing Partner ___ Other

12. What professional licenses or certificates, if any, do you have other than your law license?

13. Did you provide professional services other than legal services in 2015? ___ Yes ___ No

14. If yes, what other types of professional services did you provide?

___ Real Estate Sales/Development/Management
 ___ Insurance Sales
 ___ Accounting
 ___ Financial Planning
 ___ Investment Advisor
 ___ Registered Securities Representative
 ___ Other _____

PRO BONO

If you answered "no" to question 7, please proceed to question 19.

Please take a moment to answer a few questions on the pro bono services you performed in 2015. This data will be used to highlight how Texas attorneys are doing their part to help low-income people in our state. Historically, Texas attorneys perform about 2.4 million hours of pro bono services each year.

15. Did you provide any free legal services to the poor in 2015? (Do not include cases where your clients failed to pay you.)
 Yes No

If so, approximately how many total hours did you provide? _____

Approximately how many hours were for:

Please note that these categories do not need to sum to the total hours provided.

- Civil Matters
- Criminal Matters
- Unsolicited Court Appointments
- Legal services to a charitable organization for the poor
- Legislative, administrative, or systems advocacy for the poor
- Legal services to simplify or improve quality of legal services to the poor

16. Did you provide any legal services at a substantially reduced fee that benefited the poor in 2015?
(Do not include cases where your clients failed to pay you.)
 Yes No

If so, approximately how many total hours did you provide? _____

Approximately how many hours were for:

Please note that these categories do not need to sum to the total hours provided.

- Civil Matters
- Criminal Matters
- Unsolicited Court Appointments

17. Did you pay actual out-of-pocket expenses related to pro bono or legal services to the poor in 2015?
 Yes No

If so, what was the approximate total amount of the out-of-pocket expenses that you paid in 2015?

18. Did you make any direct financial contributions related to legal services to the poor in 2015?
 Yes No

If so, what was the approximate total amount of the financial contribution you paid in 2015?

18. If you have any comments or suggestions about pro bono services please provide them below:

VOLUNTARY DEMOGRAPHICS

The following voluntary demographic information is used to provide detailed economic trends and measure diversity in the practice of law in Texas. The State Bar of Texas follows the U.S. Census Bureau and U.S. Equal Employment Opportunity guidelines for collecting information on sex and race/ethnicity.

19. In which Texas County was a majority of your work performed (in 2015)?

If majority was out-of-state or out-of-country, please note that below.

20. Years of experience as an attorney, up to and including calendar year 2015:

- | | |
|---|---|
| <input type="checkbox"/> 2 or less years | <input type="checkbox"/> 3 to 6 years |
| <input type="checkbox"/> 7 to 10 years | <input type="checkbox"/> 11 to 15 years |
| <input type="checkbox"/> 16 to 20 years | <input type="checkbox"/> 21 to 25 years |
| <input type="checkbox"/> More than 25 years | |

21. Age:

- | | |
|---|---|
| <input type="checkbox"/> 21 to 25 years | <input type="checkbox"/> 26 to 30 years |
| <input type="checkbox"/> 31 to 35 years | <input type="checkbox"/> 36 to 40 years |
| <input type="checkbox"/> 41 to 45 years | <input type="checkbox"/> 46 to 50 years |
| <input type="checkbox"/> 51 to 55 years | <input type="checkbox"/> 56 to 60 years |
| <input type="checkbox"/> 61 to 65 years | <input type="checkbox"/> More than 65 years |

22. Sex:

- Male Female

23. Ethnicity:

- Hispanic or Latino
 Not Hispanic or Latino

24. Race:

- White
 Black or African American
 American Indian or Alaska Native
 Asian
 Native Hawaiian or Other Pacific Islander
 Two or More Races
 Other

LAW SCHOOL/CAREER SATISFACTION

The purpose of these questions is to study the economic and non-economic value of a law degree and the associated attorney satisfaction with careers and decisions to attend law school. This information will help provide prospective law students and members of the bar with important information about legal careers in Texas.

25. Which of the following best describes your undergraduate major?

- Business
- Criminal justice or law enforcement
- Engineering
- Other _____
- Humanities
- Physical science or mathematics
- Social sciences

26. Which of the following best describes your class rank upon graduation from college?

- Top 10th percentile
- Top 25th percentile
- Top 50th percentile
- Top 75th percentile
- Don't know

27. Which of the following best describes your class rank upon graduation from law school?

- Top 10th percentile
- Top 25th percentile
- Top 50th percentile
- Top 75th percentile
- Don't know

28. Approximately how much student loan debt did you incur during law school?

- None
- \$1,000 - \$24,999
- \$25,000 - \$49,999
- \$50,000 - \$74,999
- \$75,000 - \$99,999
- \$100,000 or more

29. At this point in your career, how much remaining law school debt do you have?

- None
- \$1,000 - \$24,999
- \$25,000 - \$49,999
- \$50,000 - \$74,999
- \$75,000 - \$99,999
- \$100,000 or more

30. On a scale of 1 to 5 please provide your level of satisfaction on the following questions?

Please rate your level of satisfaction on a scale of 1 to 5 (1 being Very Dissatisfied and 5 being Very Satisfied).

- How satisfied are you with your decision to have attended law school?
- How satisfied are you with your career?

STATE BAR OF TEXAS MEMBER SERVICES

The State Bar of Texas offers many services to help attorneys in both their professional and personal lives. Within these services you can find access to hundreds of useful programs. The following questions will help measure both awareness of and satisfaction with the current services available to you. In addition, your feedback will help the State Bar understand what services you would like to see offered in the future.

31. Please provide information on your experience using the following State Bar of Texas Member Services

Please rate your level of satisfaction on a scale of 1 to 5 (1 being Very Dissatisfied and 5 being Very Satisfied).

[**Satisfaction** scale: 1-Very Dissatisfied, 2-Somewhat Dissatisfied, 3-Neither Satisfied nor Dissatisfied, 4-Somewhat Satisfied, 5-Very Satisfied.

Awareness scale: 1-Aware of service but have no experience, 2-I am not aware of this service]

Service	Are you aware of the service (Y/N)	Satisfaction
Texas Bar CLE	_____	_____
Client Attorney Assistance Program (CAAP)	_____	_____
State Bar of Texas Advertising Review	_____	_____
Texas Lawyers' Assistance Program (TLAP)	_____	_____
State Bar of Texas Member Benefit Program	_____	_____
Texas Bar Journal	_____	_____
Texas Bar Career Center	_____	_____
Texas Bar Private Insurance Exchange	_____	_____
Free Legal Research (Fastcase, Casemaker)	_____	_____
Lawyer Referral and Information Services (LRIS)	_____	_____
Law Practice Management Program	_____	_____
State Bar of Texas Attorney Ethics Hotline	_____	_____

32. Overall, how would you rate the TexasBarCLE's CLE offerings compared with those of other CLE providers?

Please rate the following on a scale of 1 to 5 (1 being Much Worse and 5 being Much Better)

- ___ Live courses
- ___ Live webcasts
- ___ 24/7 online classes
- ___ Downloadable audio MP3s of programs
- ___ Online library of CLE articles
- ___ Course books

33. Please rate the level of importance of each consideration when choosing a particular CLE program:

Please rate the following on a scale of 1 to 5 (1 being Not at all Important and 5 being Very Important)

- ___ Number of MCLE hours
- ___ Course format
- ___ Registration Fee
- ___ Topics relevant to my practice
- ___ Speakers' reputation or expertise
- ___ Length of course
- ___ Location of course
- ___ Course amenities
- ___ Networking

STATE BAR OF TEXAS MEMBER SERVICES CONTINUED

34. How do you currently obtain your major medical health insurance?

- Through the Texas Bar Private Insurance Exchange
- Local Agent/Broker
- Direct through Insurance Carrier
- HealthCare.gov
- Through my Employer
- I do not currently have major medical health insurance
- Other _____

35. Do you carry any of the following types of insurance?

Please select all that apply.

- Professional Liability (“Legal Malpractice”) Insurance
- Other Non-Legal Professional Liability (“E&O”) Insurance
- Cyber Breach Liability Insurance
- Business Owners Insurance
- Employment Practices Liability Insurance
- Other _____

36. Please indicate whether you have reached out to the Texas Lawyers’ Assistance Program (TLAP), on behalf of a lawyer or judge for one of the following mental health or substance use disorders

Check all that apply.

- Depression
- Anxiety
- Alcohol abuse
- Drug abuse
- Suicidal ideation
- Age-related cognitive impairment
- Have not referred anyone
- Other _____

37. Please indicate any benefits and/or vendors you would like to see offered through the State Bar of Texas Member Benefit Program.

38. If you have any additional comments regarding the information collected with this survey, please provide them below:
