STATE BAR OF TEXAS
DEPARTMENT OF RESEARCH & ANALYSIS

Class of November 2000: Employment Report

By Carol L. Cannon, M.A. & Kevin J. Priestner

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? 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 November 2000.

Employment

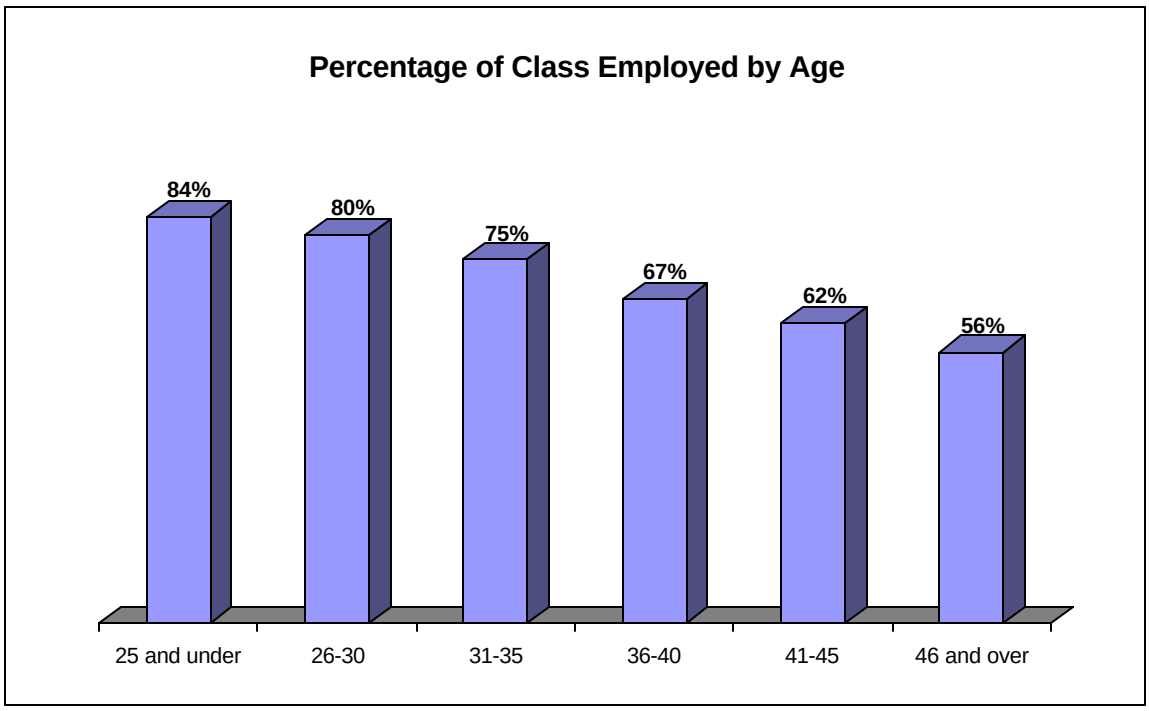
- Excluding those new attorneys not in the job market when they joined the State Bar of Texas (two percent of the total), 78 percent of the November 2000 class had obtained permanent employment by the time they were licensed.

	Class of May 1998 (n=388)	**Class of May 1999** (n=571)	**Class of May 2000** (n=469)	**Class of November 1998** (n=1491)	**Class of November 1999** (n=1565)	**Class of November 2000** (n=1494)
Employed	58%	61%	62%	74%	80%	78%
Unemployed—looking for work	42%	39%	38%	26%	20%	22%

- Employment rates were not distributed evenly by gender or race/ethnicity. Women were disproportionately represented among the unemployed, a result true for every racial/ethnic group except Hispanic/Latino attorneys, 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 Native American Indian males (100 percent employed) and Asian/Pacific Islander males (86 percent), and those least likely to be working were African American/Black females (56 percent employed), and Native American Indian females (40 percent).

Percent of November 2000 Class Employed by Gender and Race/Ethnicity		
Race/Ethnicity	**Males**	**Females**
Overall (n=1473)	81%	77%
Caucasian/Anglo (n=1171)	83%	79%
African American/Black (n=69)	70%	56%
Hispanic/Latino (n=138)	71%	78%
Asian/Pacific Islander (n=70)	86%	74%
Native American Indian (n=8)	100%	40%

- Age appears to be a stronger determinant of whether or not a new attorney was employed at the time of induction than any other factor, as the relationship in the chart below generally holds for every demographic segment examined.

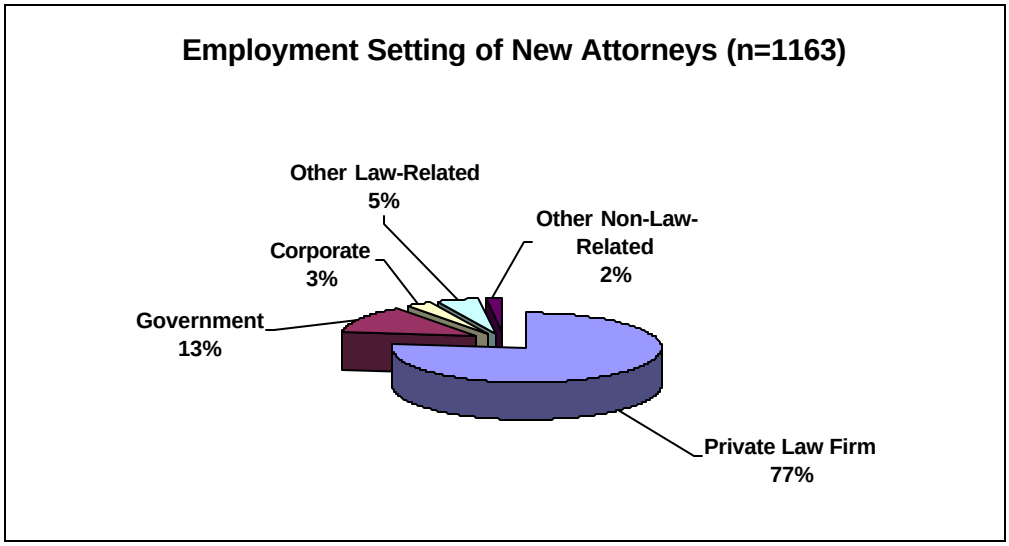


- The law school a new licensee attended was strongly related to whether or not a new attorney was employed at the time of licensing, and employment rates differed markedly across law schools. In rank order from the highest percent of November 2000 inductees employed to the lowest, employment levels among the law schools' graduates were: University of Texas (89 percent), Baylor University (81 percent), out-of-state law schools (81 percent), University of Houston (80 percent), Texas Tech University (79 percent), Southern Methodist University (78 percent), South Texas College of Law (68 percent), St. Mary's University (67 percent), Texas Wesleyan University (58 percent), and Texas Southern University (53 percent).

Employment Setting

- Seventy-seven percent of the new attorneys who had found permanent employment were working in private law firms, and 53 percent of those still looking for work were seeking jobs in private law firms. Another 13 percent of those currently employed, including attorneys clerking for judges, were employed by government entities, while three percent had landed positions as corporate/in-house counsel.

- Overall, women were more likely than men to be employed as government attorneys (14 percent versus 11 percent), with men slightly more likely than women to be employed as private practitioners (77 percent versus 76 percent), though these tendencies were not seen in all racial/ethnic groups. For instance, 65 percent of African American/Black women were employed as private practitioners (versus 58 percent of African American/Black men), while 22 percent were employed as government attorneys (compared with 32 percent of African American/Black men).



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. Comparatively few new attorneys opted to work as sole practitioners (three percent of new attorneys versus 37 percent for the overall Bar), and fully half of new attorneys elected to join firms with over 60 attorneys. By contrast, the median firm size for the overall Bar is just four attorneys.

Employment in Law Firms by Size of Firm		
Firm Size (Number of Attorneys in Firm)	**Class of November 2000 in Private Law Practice (n=882)**	**State Bar of Texas Membership in Private Law Practice (n=37,340)**
Sole Practitioner	3%	36%
2 to 5	16%	24%
6 to 24	18%	16%
25 to 60	12%	6%
More than 60	50%	18%
Median Firm Size	*More than 60 attorneys*	*4 attorneys*

Areas of Interest

- Forty percent of new attorneys employed in private law practice expressed an interest in commercial/general civil litigation, making it the area of law of most interest to the class of November 2000. There was some variation in interests between the sexes, with women selecting family law, wills/trusts/probate law, and labor/employment law in greater percentages than their male counterparts. Following commercial/civil litigation—the top pick for all racial/ethnic categories—African American/Black attorneys cited labor/employment law most frequently, Hispanic/Latino attorneys selected personal injury litigation, and Asian/Pacific Islander attorneys indicated greatest interest in business law and intellectual property law.

Areas of Interest of New Attorneys Employed in Private Law Practice*

Area of Law	All (n=820)	Males (n=460)	Females (n=353)	Caucasian / Anglo (n=673)	African-American/ Black (n=24)	Hispanic/ Latino (n=66)	Asian/ Pacific Islander (n=33)
Commercial-Civil Litigation	40%	44%	35%	40%	46%	42%	36%
Personal Injury Litigation	17%	19%	13%	17%	13%	24%	12%
Business	17%	19%	14%	17%	17%	14%	24%
Banking	15%	18%	11%	16%	21%	9%	9%
Real Estate	15%	17%	12%	15%	4%	15%	18%
Labor-Employment	14%	11%	19%	13%	29%	20%	12%
Wills-Trusts-Probate	13%	12%	14%	12%	13%	12%	18%
Intellectual Property	13%	15%	10%	13%	13%	5%	24%
Corporate Counsel	12%	12%	11%	12%	13%	9%	9%
Criminal	11%	11%	11%	10%	13%	21%	15%
Family	9%	8%	12%	9%	8%	12%	18%

**Insufficient cases for Native American Indians.*

STATISTICAL PROFILE OF NOVEMBER 2000 INDUCTEES

Race/Ethnicity (n=1538)		Gender (n=1522)	
Caucasian/Anglo	79%	Male	54%
African American/Black	5%	Female	46%
Hispanic/Latino	10%		
Asian/Pacific Islander	5%		
Native American Indian	1%		

Other	1%	

Age (n=1529)		Age Summary Statistics	
25 and under	21%	*Average Age*	*29*
26 to 30	55%	*Median Age*	*27*
31 to 35	13%	*Minimum Age*	*22*
36 to 40	5%	*Maximum Age*	*64*
41 to 45	3%		
46 and over	3%		

Gender & Age			
Males (n=799)		**Females (n=692)**	
25 and under	17%	25 and under	26%
26 to 30	58%	26 to 30	51%
31 to 35	14%	31 to 35	12%
36 to 40	6%	36 to 40	5%
41 to 45	3%	41 to 45	3%
46 and over	3%	46 and over	3%
Average Age	*29*	*Average Age*	*29*
Median Age	*27*	*Median Age*	*27*
Minimum Age	*22*	*Minimum Age*	*23*
Maximum Age	*64*	*Maximum Age*	*57*

Race/Ethnicity & Gender			
Males (n=805)		**Females (n=695)**	
Caucasian/Anglo	81%	Caucasian/Anglo	77%
African American/Black	4%	African American/Black	7%
Hispanic/Latino	10%	Hispanic/Latino	9%
Asian/Pacific Islander	4%	Asian/Pacific Islander	6%
Native American Indian	<1%	Native American Indian	1%

Other	2%	Other	<1%

Race/Ethnicity & Age			
Caucasian/Anglo (n=1193)		**African American/Black (n=73)**	
25 and under	20%	25 and under	23%
26 to 30	55%	26 to 30	48%
31 to 35	13%	31 to 35	10%
36 to 40	5%	36 to 40	14%
41 to 45	3%	41 to 45	4%
46 and over	3%	46 and over	1%
Average Age	*29*	*Average Age*	*30*
Median Age	*27*	*Median Age*	*27*
Minimum Age	*22*	*Minimum Age*	*23*
Maximum Age	*63*	*Maximum Age*	*50*

Race/Ethnicity & Age			
Hispanic/Latino (n=144)		**Asian/Pacific Islander (n=71)**	
25 and under	19%	25 and under	35%
26 to 30	61%	26 to 30	54%
31 to 35	15%	31 to 35	6%
36 to 40	2%	36 to 40	3%
41 to 45	1%	41 to 45	3%
46 and over	1%	46 and over	0%
Average Age	*28*	*Average Age*	*28*
Median Age	*27*	*Median Age*	*27*
Minimum Age	*24*	*Minimum Age*	*24*
Maximum Age	*51*	*Maximum Age*	*43*

Place of Birth (n=1433)			
United States	94%	Foreign Born	6%

State of Birth (n=1344)			
Texas	49%	New Jersey	1%
Louisiana	4%	Utah	1%

New York	4%	Wisconsin	1%
California	4%	Iowa	1%
Oklahoma	3%	Connecticut	1%
Illinois	3%	North Carolina	1%
Pennsylvania	2%	Nebraska	1%
Missouri	2%	Virginia	1%
Michigan	2%	Washington	1%
Florida	2%	Maine	<1%
Arkansas	2%	Montana	<1%
Ohio	2%	Colorado	<1%
Tennessee	2%	Alaska	<1%
Indiana	1%	Hawaii	<1%
Georgia	1%	New Hampshire	<1%
Kansas	1%	Oregon	<1%
New Mexico	1%	South Carolina	<1%
Minnesota	1%	West Virginia	<1%
Alabama	1%	Nevada	<1%
Arizona	1%	North Dakota	<1%
Mississippi	1%	South Dakota	<1%
Massachusetts	1%	Delaware	<1%
District of Columbia	1%	Idaho	<1%
Kentucky	1%	Wyoming	<1%
Maryland	1%		

Foreign Region of Birth (n=89)			
Europe	18%	Mexico	10%
Northeast Asia	17%	Indian Subcontinent	7%
Southeast Asia	13%	Middle East	7%
Canada	12%	Africa	5%
Latin America	11%		

College Background*			
Undergraduate Degree (n=1365)		**Other Graduate Degree (n=194)**	
Bachelor of Arts	61%	Master of Business Administration	37%
Bachelor of Science	26%	Master of Arts	24%
Bachelor of Business Admin.	13%	Master of Science/Engineering	16%

	Master of Law	9%
	Master of Public Affairs	5%
	Doctor of Philosophy	4%
	Master of Education	3%
	Doctor of Medicine	2%
	Certified Public Accountant	1%

** Percentages do not sum to 100 because 22 attorneys reported more than one undergraduate degree, and 12 attorneys reported more than one graduate degree (in addition to law degree).*

Law School (n=1553)		**Most Common Out-of-State Law Schools**
Baylor University	5%	Tulane University (n=28)
St. Mary's University	7%	Harvard University (n=26)
South Texas College of Law	10%	University of Michigan (n=14)
Southern Methodist University	10%	Oklahoma University (n=13)
Texas Southern University	3%	University of Virginia (n=13)
Texas Tech University	7%	Louisiana State University (n=11)
Texas Wesleyan University	4%	University of Tulsa (n=11)
University of Houston	11%	Vanderbilt University (n=11)
University of Texas	18%	
Out-of-State Law School	26%	

Carol L. Cannon is Senior Research Associate at the State Bar of Texas Department of Research & Analysis. Kevin J. Priestner is a Research Assistant in the Department.

For more information, contact:
State Bar of Texas
Department of Research & Analysis
P.O. Box 12487
Austin, TX 78711-2487
(800) 204-2222 or (512) 463-1463, ext. 2024
research@texasbar.com
www.texasbar.com