

Table 11A.1: Social and Workplace Characteristics of Respondents by Reduction in Student Debt-Income Ratio between Graduation and Mid-Career

<i>Social and Workplace Characteristics</i>	<i>Student Debt-Income Ratio</i>		<i>% Reduction in Ratio [(W1-W3)/W1]</i>
	<i>At Graduation</i>	<i>At Mid-Career</i>	
<i>Race/Ethnicity by Gender</i>			
African American Women	1.36	0.94	30.6
African American Men	0.91	0.90	1.1
Latinas	1.23	0.55	55.1
Latinos	1.22	0.43	64.7
Native American Women	1.28	0.95	25.8
Native American Men	0.71	0.37	47.7
Asian American Women	1.08	0.68	36.7
Asian American Men	0.83	0.59	28.4
White Women	1.24	0.88	29.1
White Men	0.98	0.59	39.8
<i>F-value of Difference</i>	5.0***	2.2*	
<i>Parent Education</i>			
High School or Less	1.15	0.68	41.2
College	1.23	0.85	30.6
Bachelors Degree	1.12	0.66	40.6
Graduate/Professional School	1.06	0.72	32.2
<i>F-value of Difference</i>	1.8	0.8	
<i>Law School Rank</i>			
Top 10	1.01	0.29	71.8
11-20	0.89	0.50	43.5
21-50	0.95	0.48	49.7
51-100	1.16	0.90	22.5
Tier 3	1.32	0.93	29.3
Tier 4	1.38	0.76	45.2
<i>F-value of Difference</i>	11.0***	6.7***	
<i>Law School Type</i>			
Private	1.22	0.77	36.8
Public	0.94	0.63	33.3
<i>t-value of Difference</i>	5.7***	1.7	
<i>Early Career Practice Setting</i>			
Solo Practice	1.96	1.19	39.1
Law Firm 2-20	1.29	0.81	37.2
Law Firm 21-100	0.88	0.56	35.7
Law Firm 101+	0.62	0.35	43.9
Business	1.20	0.93	22.0
Federal Government	1.27	0.50	60.7
State Government	1.45	0.76	47.7
Non Profit/Education	1.82	0.86	52.7
<i>F-value of Difference</i>	50.8***	5.4***	
<i>Mid-Career Practice Setting</i>			
Solo Practice	1.52	1.49	2.2
Law Firm 2-20	1.20	0.70	41.2
Law Firm 21-100	0.94	0.39	58.0
Law Firm 101+	0.70	0.23	67.3
Business	0.90	0.51	43.5
Federal Government	1.09	0.41	62.0
State Government	1.43	0.83	41.6
Non Profit/Education	1.26	0.97	23.5
<i>F-value of Difference</i>	19.9***	12.2***	
Total	1.11	0.71	36.0
Total (N)	1,562	906	

*** $p \leq 0.001$, ** $p \leq 0.01$, * $p \leq 0.05$

Table 11A.3: Mean Job and Career Satisfaction by Level of Student Debt at Mid-Career

<i>Career and Job Satisfaction</i>	No Debt	Any Debt	High Debt	No Debt	Any Debt	High Debt
	Mean			N		
<i>Dimension of Career Satisfaction</i>						
Decision to Go to Law School	4.0	3.9	3.8	982	1,002	126
Consider Law Degree a Good Investment	5.8	5.5	4.9	976	995	124
Would Still Go to Law School	5.1	4.9	4.4	977	1,001	126
<i>Dimension of Job Satisfaction</i>						
Compensation	4.7	4.4	4.1	895	948	117
Opportunities for Advancement	4.7	4.4	4.2	830	888	109
Recognition for Work	5.2	5.0	4.9	889	947	121
Control over Work Process	5.9	5.9	5.8	897	954	121
Control over Amount of Work	5.2	5.1	5.0	901	957	120
Job Security	5.2	5.2	5.1	885	937	117
Level of Responsibility	5.9	5.8	5.8	903	963	122
Pro Bono Opportunities	4.7	4.6	4.4	651	666	87
Work-Life Balance	5.4	5.4	5.6	891	951	121
Value of Work to Society	5.0	5.1	5.2	850	912	117

Notes: Job satisfaction is measured on a 7-point Likert scale ranging from 1 (highly dissatisfied) to 7 (highly satisfied). Satisfaction with the decision to go to law school ranges from 1 (extremely dissatisfied) to 5 (extremely satisfied). Whether respondents consider a law degree to be a good investment and whether respondents would still go to law school if they could do it over are measured on scale ranging from 1 (strongly agree) to 7 (strongly disagree).

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