

Table 14A.1: Odds Ratios and Coefficients for Logistic Regression Models Predicting Satisfaction with the Decision to Become a Lawyer across Waves

	Wave 1 (N=1,869)			Wave 2 (N=1,951)			Wave 3 (N=2,029)		
	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error
<b>Constant</b>	30.647	3.423 ***	0.180	14.085	2.645 ***	0.206	10.632	2.364 ***	0.200
<b>African American</b>	1.336	0.290 ***	0.090	1.182	0.167 *	0.086	1.323	0.280 ***	0.085
<b>Latinx</b>	1.061	0.060	0.083	1.213	0.193 *	0.081	1.383	0.324 ***	0.080
<b>Native American</b>	0.952	-0.049	0.177	0.817	-0.203	0.170	0.855	-0.156	0.171
<b>Asian American</b>	1.031	0.030	0.086	1.067	0.065	0.080	1.069	0.066	0.080
<b>Other Race/Ethnicity</b>	1.730	0.548	0.326	1.116	0.110	0.323	1.303	0.265	0.294
<b>Woman</b>	0.926	-0.077	0.050	0.996	-0.004	0.049	0.964	-0.036	0.048
<b>Earnings</b>	1.000	0.000 **	0.000	1.000	0.000 ***	0.000	1.000	0.000	0.000
<b>Educational Debt</b>	0.840	-0.174 ***	0.058	0.910	-0.094	0.055	0.894	-0.112 *	0.057
<b>Hours Worked</b>	1.000	0.000	0.002	0.996	-0.004 *	0.002	1.003	0.003	0.002
<b>Married</b>	1.055	0.053	0.050	0.994	-0.006	0.054	1.037	0.036	0.061
<b>Networking</b>	1.099	0.094	0.059	1.239	0.214 ***	0.053	1.090	0.086	0.062
<b>Law Firm 101+</b>	0.920	-0.084	0.071	0.952	-0.049	0.075	1.019	0.019	0.078
<b>Business</b>	0.996	-0.004	0.105	1.138	0.129	0.080	1.399	0.336 ***	0.081
<b>Federal Government</b>	1.271	0.240 *	0.114	1.274	0.242 *	0.111	1.732	0.549 ***	0.115
<b>State Government</b>	1.367	0.312 ***	0.074	1.407	0.342 ***	0.076	1.355	0.304 ***	0.077
<b>Public Interest/Non-Profit</b>	1.240	0.215	0.143	1.330	0.285 **	0.108	1.395	0.333 ***	0.110
<b>Law School Ranked 11-20</b>	0.912	-0.092	0.101	0.894	-0.113	0.096	0.934	-0.069	0.095
<b>Law School Ranked 21-50</b>	1.103	0.098	0.094	1.017	0.017	0.089	1.001	0.001	0.087
<b>Law School Ranked 51-100</b>	1.182	0.167	0.094	1.061	0.059	0.087	1.022	0.022	0.085
<b>Tier 3 Law School</b>	1.217	0.196	0.103	1.185	0.169	0.097	1.097	0.093	0.095
<b>Tier 4 Law School</b>	1.412	0.345 ***	0.110	1.315	0.274 **	0.104	1.409	0.343 ***	0.103
<b>Has Experienced Discrimination</b>	0.786	-0.241 ***	0.056	0.803	-0.220 ***	0.055	0.806	-0.215 ***	0.055
<b>Practicing Law</b>	1.296	0.259 **	0.099	1.308	0.268 ***	0.079	1.322	0.279 ***	0.078
<b>Law Firm Partner</b>				0.959	-0.042	0.108	1.213	0.193 **	0.076
<b>Structural Autonomy</b>				1.044	0.043 *	0.020	1.018	0.018	0.018
<b>Process Autonomy</b>				1.178	0.164 ***	0.025	1.117	0.111 ***	0.018
<b>Number of Mentors</b>				1.053	0.052 ***	0.017	1.101	0.096 ***	0.014

Note: Reference categories include white, man, not married/partnered, does not join partners/senior lawyers for meals or recreational activities, law firms with 100 or fewer lawyers, top 10 law schools, has not experienced discrimination, does not practice law, not a law firm partner, does not have structural autonomy, and does not have process autonomy.

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

**Table 14A.2: Coefficients for OLS Regression Models Predicting Whether Respondents Consider a Law Degree a Good Investment and Whether Respondents Would Still Go to Law School at Wave 3**

	Consider a Law Degree a Good Investment (N=2,015)		Would Still Attend Law School (N=2,023)	
	Coefficient	Standard Error	Coefficient	Standard Error
<b>Constant</b>	4.573 ***	0.305	3.946 ***	0.388
<b>African American</b>	0.497 ***	0.122	0.538 ***	0.157
<b>Latinx</b>	0.343 **	0.115	0.363 *	0.149
<b>Native American</b>	-0.214	0.247	-0.230	0.317
<b>Asian American</b>	0.111	0.115	-0.020	0.148
<b>Other Race/Ethnicity</b>	0.235	0.423	0.583	0.548
<b>Woman</b>	-0.079	0.069	-0.095	0.090
<b>Income</b>	0.000 *	0.000	0.000	0.000
<b>Educational Debt</b>	-0.566 ***	0.082	-0.385 ***	0.106
<b>Hours Worked</b>	0.005	0.003	0.005	0.003
<b>Married</b>	-0.076	0.088	-0.107	0.114
<b>Networking</b>	-0.096	0.103	-0.029	0.112
<b>Number of Mentors</b>	0.120 ***	0.020	0.092 ***	0.026
<b>Law Firm 101+</b>	0.238 *	0.115	0.065	0.145
<b>Business</b>	0.322 **	0.116	0.301 *	0.150
<b>Federal Government</b>	0.367 *	0.164	0.571 **	0.213
<b>State Government</b>	0.014	0.124	-0.005	0.158
<b>Public Interest/Non-Profit/Education</b>	0.134	0.160	0.254	0.211
<b>Law School Ranked 11-20</b>	-0.049	0.136	0.002	0.177
<b>Law School Ranked 21-50</b>	-0.003	0.124	0.061	0.161
<b>Law School Ranked 51-100</b>	-0.031	0.121	0.170	0.158
<b>Tier 3 Law School</b>	-0.010	0.135	0.237	0.175
<b>Tier 4 Law School</b>	0.142	0.146	0.512 **	0.190
<b>Experienced Discrimination</b>	-0.008	0.080	-0.095	0.104
<b>Practicing Law</b>	0.443 ***	0.121	0.318 *	0.144
<b>Partner</b>	0.204	0.107	0.082	0.138
<b>Structural Autonomy</b>	-0.032	0.027	-0.008	0.034
<b>Process Autonomy</b>	0.064 *	0.026	0.046	0.032
<b>Satisfaction with Work Setting</b>	0.243 ***	0.056	0.258 ***	0.074
<b>Satisfaction with Work Substance</b>	0.230 ***	0.057	0.332 ***	0.068
<b>Satisfaction with Social Index</b>	-0.032	0.051	-0.049	0.070
<b>Satisfaction with Power Track</b>	0.095	0.060	0.049	0.074

Note: Reference categories include white, man, not married/partnered, does not join partners/senior lawyers for meals or recreational activities, law firms with 100 or fewer lawyers, top 10 law schools, has not experienced discrimination, does not practice law, not a law firm partner, does not have structural autonomy, does not have process autonomy, and not satisfied with work setting, work substance, social index, and power track

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

**Table 14A.3: Odds Ratios and Coefficients for Logistic Regression Models Predicting Mobility Intentions across Waves**

	Wave 1 (N=1,895)			Wave 2 (N=1,686)			Wave 3 (N=1,907)		
	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error
<b>Constant</b>	16.989	4.122 ***	7.324	9.867	3.141 ***	5.180	16.190	4.024 ***	8.110
<b>African American</b>	1.746	1.321 **	0.332	2.267	1.506 ***	0.464	1.424	1.193	0.288
<b>Latinx</b>	1.683	1.297 **	0.298	1.185	1.089	0.245	1.131	1.063	0.230
<b>Native American</b>	0.728	0.853	0.278	1.572	1.254	0.674	0.742	0.862	0.342
<b>Asian American</b>	1.548	1.244 *	0.274	1.316	1.147	0.259	1.219	1.104	0.239
<b>Other Race/Ethnicity</b>	1.497	1.224	1.085	0.700	0.837	0.634	1.421	1.192	1.193
<b>Woman</b>	1.173	1.083	0.124	0.938	0.968	0.117	0.905	0.951	0.111
<b>Earnings</b>	1.000	1.000	0.000	1.000	1.000	0.000	1.000	1.000	0.000
<b>Educational Debt</b>	0.966	0.983	0.119	0.953	0.976	0.132	0.870	0.933	0.126
<b>Hours Worked</b>	0.997	0.999	0.004	1.005	1.002	0.005	1.002	1.001	0.005
<b>Married</b>	0.790	0.889 *	0.082	0.664	0.815 **	0.090	0.803	0.896	0.120
<b>Networking</b>	0.879	0.938	0.113	0.658	0.811 **	0.091	0.699	0.836	0.105
<b>Law Firm 101+</b>	1.271	1.127	0.188	0.968	0.984	0.194	1.232	1.110	0.248
<b>Business</b>	0.705	0.840	0.160	1.099	1.048	0.222	1.136	1.066	0.225
<b>Federal Government</b>	1.620	1.273 *	0.379	1.425	1.194	0.378	1.297	1.139	0.358
<b>State Government</b>	1.698	1.303 ***	0.266	1.464	1.210 *	0.282	1.286	1.134	0.248
<b>Public Interest/Non-Profit</b>	1.032	1.016	0.300	2.481	1.575 ***	0.656	1.499	1.224	0.389
<b>Law School Ranked 11-20</b>	0.574	0.758 **	0.122	1.177	1.085	0.281	0.717	0.847	0.162
<b>Law School Ranked 21-50</b>	0.708	0.841	0.141	0.867	0.931	0.199	0.444	0.666 ***	0.094
<b>Law School Ranked 51-100</b>	0.588	0.767 **	0.115	0.850	0.922	0.193	0.569	0.754 **	0.116
<b>Tier 3 Law School</b>	0.835	0.914	0.180	1.208	1.099	0.298	0.524	0.724 **	0.120
<b>Tier 4 Law School</b>	0.644	0.803	0.150	0.941	0.970	0.255	0.542	0.737 *	0.138
<b>Has Experienced Discrimination</b>	1.454	1.206 ***	0.171	1.347	1.161 *	0.184	1.510	1.229 **	0.203
<b>Practicing Law</b>	0.670	0.818	0.142	1.197	1.094	0.230	1.176	1.084	0.214
<b>Law Firm Partner</b>	0.531	0.729 ***	0.029	0.406	0.637 *	0.156	0.420	0.648 ***	0.099
<b>Structural Autonomy</b>				0.828	0.910 ***	0.042	0.941	0.970	0.042
<b>Process Autonomy</b>				0.927	0.963	0.055	0.881	0.939 ***	0.035
<b>Number of Mentors</b>				0.879	0.938 **	0.041	0.971	0.985	0.035
<b>Satisfied with Decision to Become a Lawyer</b>				0.549	0.741 ***	0.033	0.547	0.739 ***	0.031

Note: Reference categories include white, man, not married/partnered, does not join partners/senior lawyers for meals or recreational activities, law firms with 100 or fewer lawyers, top 10 law schools, has not experienced discrimination, does not practice law, not a law firm partner, does not have structural autonomy, does not have process autonomy, and not satisfied with decision to become a lawyer.

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

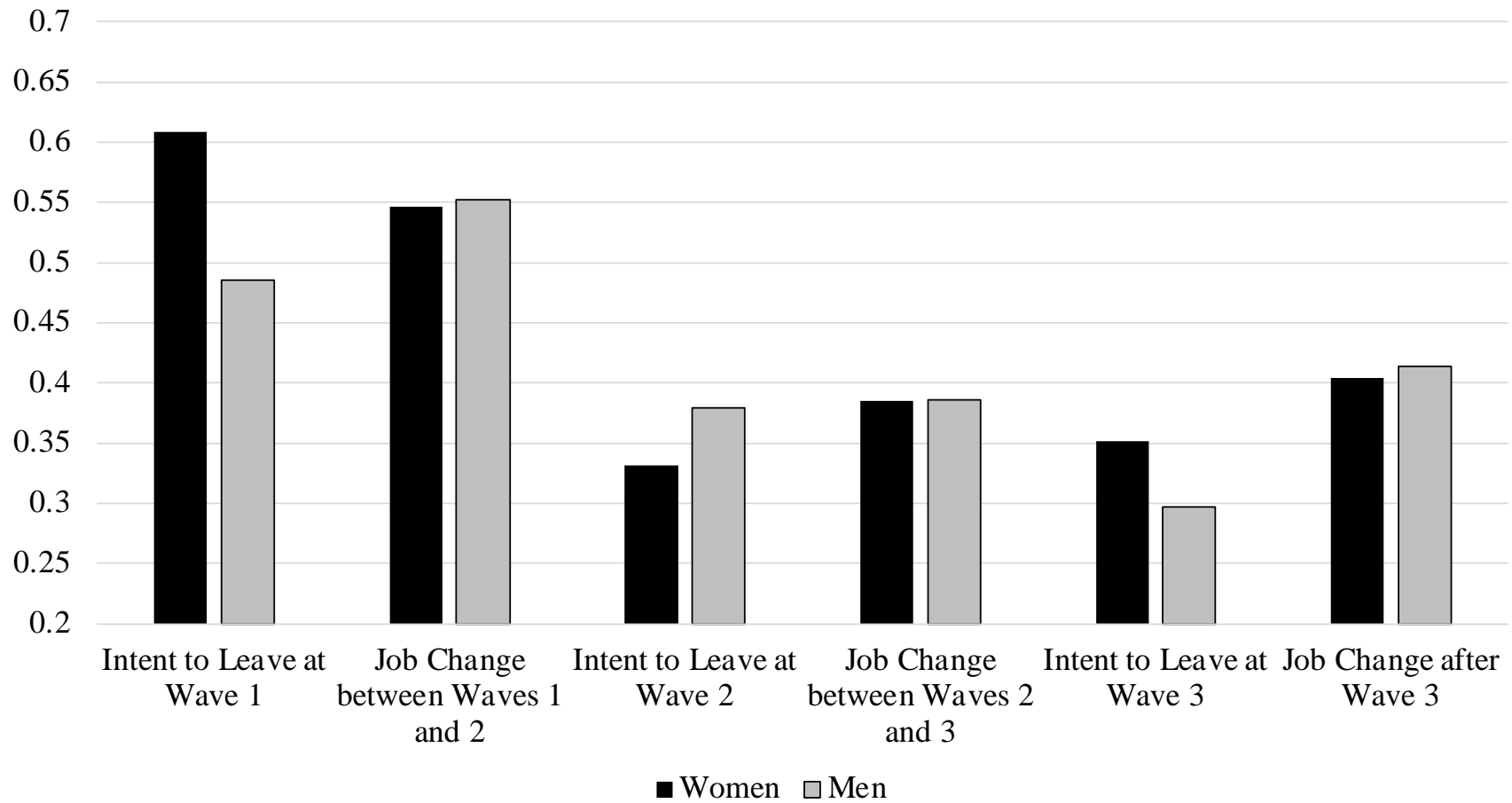
Table 14A.4: Odds Ratios and Coefficients for Logistic Regression Models Predicting Change in Employer between Waves

	Between Waves 1 and 2 (N=2,006)									Between Waves 2 and 3 (N=1,941)									After Wave 3 (N=1,685)								
	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error	Odds Ratio	Coef.	Std. Error			
Constant	1.039	0.017	0.370	1.742	0.241	0.670	0.720	-0.143	0.299	0.899	-0.046	0.366	1.253	0.098	0.531	0.424	-0.373	0.209	1.171	0.068	0.528	1.331	0.124	0.621	0.498	-0.303	0.246
African American	1.272	0.104	0.214	1.333	0.125	0.226	1.243	0.094	0.225	1.653	0.218 ***	0.281	1.697	0.230 ***	0.290	1.293	0.112	0.252	0.858	-0.066	0.163	0.868	-0.061	0.166	0.802	-0.096	0.158
Latinx	1.408	0.149 *	0.229	1.425	0.154 *	0.233	1.385	0.141	0.237	1.579	0.198 **	0.260	1.623	0.210 ***	0.269	1.415	0.151	0.262	0.932	-0.031	0.166	0.949	-0.023	0.170	0.938	-0.028	0.172
Native American	1.893	0.277	0.669	1.889	0.276	0.667	2.029	0.307 *	0.725	2.478	0.394 **	0.870	2.421	0.384 **	0.850	2.598	0.415 **	1.009	1.751	0.243	0.702	1.735	0.239	0.697	2.090	0.320	0.866
Asian American	0.965	-0.015	0.158	0.968	-0.014	0.159	0.925	-0.034	0.158	1.255	0.099	0.209	1.271	0.104	0.212	1.276	0.106	0.235	0.782	-0.107	0.144	0.786	-0.105	0.144	0.739	-0.131	0.140
Other Race/Ethnicity	1.492	0.174	0.889	1.604	0.205	0.957	1.434	0.157	0.986	0.151	-0.821	0.159	0.153	-0.814	0.162	0.301	-0.522	0.329	1.411	0.150	0.915	1.444	0.160	0.938	1.116	0.048	0.783
Woman	0.954	-0.021	0.092	0.943	-0.025	0.091	0.928	-0.032	0.094	0.891	-0.050	0.091	0.890	-0.051	0.091	0.907	-0.042	0.104	0.980	-0.009	0.107	0.983	-0.007	0.108	1.001	0.000	0.113
Income	1.000	0.000	0.000	1.000	0.000	0.000	1.000	0.000	0.000	1.000	0.000 *	0.000	1.000	0.000 **	0.000	1.000	0.000	0.000	1.000	0.000	0.000	1.000	0.000	0.000	1.000	0.000	0.000
Hours Worked	0.997	-0.001	0.004	0.997	-0.001	0.004	0.998	-0.001	0.004	0.997	-0.002	0.003	0.996	-0.002	0.003	1.002	0.001	0.005	1.000	0.000	0.004	1.000	0.000	0.004	0.999	0.000	0.004
Practicing Law	1.391	0.143	0.284	1.448	0.161	0.295	1.603	0.205 *	0.334	0.688	-0.162 *	0.113	0.711	-0.148 *	0.117	0.741	-0.130	0.136	0.933	-0.030	0.164	0.949	-0.023	0.168	0.896	-0.048	0.163
Married	0.758	-0.120 **	0.074	0.764	-0.117 **	0.074	0.769	-0.114 **	0.077	0.847	-0.072	0.096	0.848	-0.071	0.097	0.877	-0.057	0.111	0.911	-0.041	0.127	0.911	-0.040	0.127	0.954	-0.021	0.137
Law Firm 101+	0.950	-0.022	0.132	0.941	-0.026	0.131	0.912	-0.040	0.131	1.264	0.102	0.193	1.260	0.100	0.193	1.093	0.039	0.190	1.242	0.094	0.210	1.245	0.095	0.211	1.235	0.092	0.216
Business	1.084	0.035	0.230	1.083	0.035	0.230	1.142	0.058	0.244	0.925	-0.034	0.152	0.942	-0.026	0.156	0.953	-0.021	0.175	1.261	0.101	0.222	1.289	0.110	0.229	1.279	0.107	0.234
Federal Government	0.571	-0.243 **	0.130	0.593	-0.227 *	0.135	0.572	-0.242 *	0.132	0.544	-0.265 *	0.138	0.566	-0.248 *	0.144	0.422	-0.375 ***	0.116	0.645	-0.190	0.172	0.666	-0.177	0.179	0.635	-0.197	0.175
State Government	0.770	-0.113	0.113	0.806	-0.094	0.119	0.750	-0.125	0.114	0.650	-0.187 **	0.107	0.682	-0.166 *	0.113	0.604	-0.219 **	0.112	0.666	-0.176 *	0.122	0.679	-0.168 *	0.125	0.655	-0.184 *	0.125
Public Interest/Non-Profit/Education	0.811	-0.091	0.230	0.828	-0.082	0.236	0.810	-0.091	0.233	1.089	0.037	0.243	1.133	0.054	0.256	0.962	-0.017	0.241	0.845	-0.073	0.211	0.862	-0.065	0.216	0.806	-0.094	0.207
Law School Ranked 11-20	1.049	0.021	0.203	1.039	0.017	0.201	1.213	0.084	0.245	0.985	-0.007	0.196	0.976	-0.010	0.196	0.792	-0.101	0.177	0.998	-0.001	0.211	0.994	-0.003	0.210	1.059	0.025	0.231
Law School Ranked 21-50	0.822	-0.085	0.149	0.835	-0.078	0.151	0.924	-0.035	0.174	1.178	0.071	0.217	1.188	0.075	0.220	1.151	0.061	0.238	0.897	-0.047	0.172	0.895	-0.048	0.172	1.020	0.009	0.202
Law School Ranked 51-100	0.808	-0.093	0.144	0.829	-0.081	0.149	0.937	-0.028	0.175	1.124	0.051	0.204	1.141	0.057	0.209	0.950	-0.022	0.195	0.952	-0.021	0.182	0.950	-0.022	0.181	1.046	0.019	0.205
Tier 3 Law School	0.739	-0.131	0.148	0.761	-0.119	0.153	0.787	-0.104	0.164	1.082	0.034	0.219	1.113	0.047	0.226	0.896	-0.048	0.203	1.043	0.018	0.219	1.046	0.019	0.219	1.190	0.076	0.256
Tier 4 Law School	0.968	-0.014	0.208	1.022	0.010	0.221	1.222	0.087	0.276	0.973	-0.012	0.213	1.015	0.006	0.224	0.911	-0.041	0.223	0.759	-0.120	0.175	0.771	-0.113	0.178	0.881	-0.055	0.208
Networking	0.892	-0.050	0.101	0.922	-0.035	0.106	0.985	-0.006	0.111	1.084	0.035	0.125	1.118	0.048	0.129	1.219	0.086	0.155	1.010	0.004	0.134	1.016	0.007	0.136	1.081	0.034	0.151
Number of Mentors										0.900	-0.046 **	0.033	0.908	-0.042 **	0.034	0.937	-0.028	0.040	1.009	0.004	0.032	1.014	0.006	0.032	1.021	0.009	0.033
Has Experienced Discrimination	1.100	0.042	0.119	1.062	0.026	0.115	0.995	-0.002	0.113	1.225	0.088	0.140	1.187	0.075	0.136	1.177	0.071	0.149	1.125	0.051	0.139	1.111	0.046	0.138	1.060	0.026	0.135
Law Firm Partner										0.648	-0.189	0.152	0.642	-0.193	0.151	0.648	-0.188	0.159	0.560	-0.252 ***	0.093	0.566	-0.248 ***	0.094	0.633	-0.199 **	0.108
Structural Autonomy										0.987	-0.006	0.041	0.995	-0.002	0.041	1.012	0.005	0.044	0.960	-0.018	0.038	0.962	-0.017	0.038	0.973	-0.012	0.039
Process Autonomy										1.026	0.011	0.053	1.054	0.023	0.056	1.083	0.035	0.061	0.970	-0.013	0.036	0.977	-0.010	0.037	0.997	-0.001	0.039
Satisfaction with Decision to Become a Lawyer			0.856	-0.068 ***	0.040	0.927	-0.033	0.047				0.871	-0.060 ***	0.042	0.962	-0.017	0.054				0.946	-0.024	0.050	1.070	0.029	0.061	
Intention to Leave						1.946	0.289 ***	0.202							2.618	0.418 ***	0.324							2.763	0.441 ***	0.358	

Note: Reference categories include white, man, not married/partnered, does not join partners/senior lawyers for meals or recreational activities, law firms with 100 or fewer lawyers, top 10 law schools, has not experienced discrimination, does not practice law, not a law firm partner

\*p<0.05, \*\*p<0.01, \*\*\*p<0.001

**Figure 14A.1: Percentage of Respondents Who Intend to Leave Their Jobs and Who Actually Change Jobs by Gender and Wave**



**Figure 14A.2: Percentage of Respondents Who Intend to Leave Their Jobs and Who Actually Change Jobs by Race/Ethnicity and Wave**

