

Table 5A.1: Mean Specialization Index Score for Fields of

<i>Wave 3 Field of Practice</i>	n	Specialization Index
Administrative Law	119	0.693
Antitrust	38	0.520
Bankruptcy	98	0.603
Civil/Commercial Litigation	494	0.633
Civil Rights/Liberties	103	0.627
Commercial Law	186	0.555
Criminal Law (Government)	115	0.824
Criminal Law (Individuals)	150	0.710
Employment (Labor)	39	0.536
Employment (Management)	226	0.606
Environmental Law	70	0.594
Family Law	181	0.661
General Corporate	317	0.569
General Practice	150	0.522
Health Law	63	0.694
Immigration Law	53	0.776
Insurance	102	0.626
Intellectual Property	199	0.701
Municipal Law	56	0.581
Personal Injury (Defense)	105	0.643
Personal Injury (Plaintiff)	90	0.631
Probate	133	0.612
Real Estate (Commercial)	163	0.547
Real Estate (Personal)	111	0.536
Securities	125	0.650
Tax	85	0.665
Workers Compensation	64	0.740
Total	1,548	0.776

Table 5A.2: Specialization Index Score by City Size at Wave 3

<i>Population Size</i>	<i>Specialization Index Score</i>		
	n	Mean	Standard Deviation
100,000 or Less	46	0.64	0.25
100,001 - 1,000,000	214	0.73	0.25
1,000,001 - 3,000,000	536	0.77	0.24
3,000,001 - 5,000,000	246	0.83	0.20
More than 5,000,000	506	0.80	0.22
Total	1,548	0.78	0.23
<i>F-value of Difference</i>	10.5	***	

*** $p \leq 0.001$

Table 5A.3: Earnings by Practice Setting for Respondents Practicing Law Full-Time at Wave 3

<i>Wave 3 Practice Setting</i>	<i>Respondents</i>		<i>Earnings</i>			
	n	%	Mean	Median	Total (n*Mean)	Share of Total
Solo Practice	106	8.7	\$151,851	\$77,500	\$16,096,206	7.1%
Law Firm 2-20	244	20.0	\$164,446	\$124,000	\$40,124,824	17.6%
Law Firm 21-100	131	10.7	\$206,855	\$170,000	\$27,097,942	11.9%
Law Firm 101+	185	15.1	\$306,835	\$250,000	\$56,764,551	24.9%
Business	210	17.2	\$254,426	\$210,000	\$53,429,387	23.4%
Federal Government	80	6.5	\$134,652	\$133,500	\$10,772,159	4.7%
State Government	168	13.7	\$90,395	\$85,000	\$15,186,411	6.7%
PI/Non-Profit/Education	86	7.0	\$98,083	\$91,000	\$8,435,147	3.7%
Total	1,222	100	\$186,601	\$140,000	\$228,026,556	100%
<i>F-Value of Difference</i>	17.5 ***					
<i>Variance Explained by Setting</i>	36.4%					

*** $p \leq 0.001$

Table 5A.4: Practice Setting by Gender and Wave (Percent)

<i>Practice Setting</i>	Wave 1			Wave 2			Wave 3		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Solo Practice	3.6	5.6	4.6	7.2	9.3	8.3	11.0	10.7	10.9
Law Firm 2-20	23.7	25.9	24.8	23.4	25.4	24.4	18.4	23.2	20.9
Law Firm 21-100	12.3	13.1	12.7	9.5	11.3	10.4	10.3	10.6	10.5
Law Firm 101+	30.5	32.0	31.3	19.3	22.0	20.7	14.6	18.0	16.4
Business	4.3	4.4	4.4	11.8	12.9	12.4	15.3	16.7	16.0
Federal Government	4.3	5.1	4.7	6.4	4.7	5.5	6.6	5.2	5.9
State Government	12.4	11.3	11.8	13.8	10.2	11.9	14.4	10.7	12.5
PI/Non-Profit/Education	9.0	2.6	5.7	8.7	4.2	6.3	9.4	4.9	7.0
Total (N)	865	900	1,765	782	867	1,649	727	811	1,538
χ^2	38.4 ***			26.4 ***			23.6 ***		

*** $p \leq 0.001$

Table 5A.5: Distribution of Respondents and Median Organization Size by Wave 3 Practice Setting

<i>Wave 3 Practice Setting</i>	<i>Respondents</i>		<i>Organization Size</i>		
	n	%	Total Employees	Lawyers in Organization	Lawyers in Office
Solo Practice	167	10.9	1	1	1
Law Firm 2-20	322	20.9	10	5	4
Law Firm 21-100	161	10.5	100	50	30
Law Firm 101+	252	16.4	900	500	110
Business	246	16.0	6,300	25	7
Federal Government	90	5.9	1,150	400	20
State Government	192	12.5	300	70	12
PI/Non-Profit/Education	108	7.0	90	28	12
Total	1,538	100	150	27	11

Table 5A.6: Supervisory Status by Practice Setting at Wave 3 (Percent)

<i>Wave 3 Practice Setting</i>	Respondent Supervises Others			Respondent Can Reward Supervisees			Respondent Is Supervised			Respondent's Supervisor Receives Supervision		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Solo Practice	51.3	56.3	53.9	90.2	91.8	91.1	5.0	2.3	3.6	0.0	0.0	0.0
Law Firm 2-20	76.1	87.2	82.6	63.4	73.8	69.8	55.2	34.6	43.2	13.7	10.8	12.3
Law Firm 21-100	93.3	93.0	93.2	50.7	51.3	51.0	73.3	59.3	65.8	32.1	25.5	28.9
Law Firm 101+	95.3	98.6	97.2	34.7	46.2	41.4	70.8	62.3	65.9	46.7	37.8	41.8
Business	70.3	77.8	74.4	75.6	73.1	74.2	94.6	94.1	94.3	81.9	82.7	82.3
Federal Government	45.8	54.8	50.0	54.6	47.8	51.1	100	100	100	89.6	92.9	91.1
State Government	56.2	66.7	60.9	35.6	40.4	37.9	92.4	90.8	91.7	80.4	78.2	79.4
PI/Non-Profit/Education	63.2	65.0	63.9	37.2	42.3	39.1	91.2	77.5	86.1	82.0	80.7	81.5
Total	71.0	80.0	75.8	54.3	61.0	58.0	71.5	60.2	65.5	61.8	58.4	60.2
Total (N)	516	649	1,165	279	394	673	520	488	1,008	319	284	603
χ^2	93.3***	110.0***	205.4***	68.5***	69.4***	136.0***	274.9***	304.9***	570.9***	163.6***	172.3***	334.8***

*** $p \leq 0.001$

Table 5A.7: Mean Frequency of Control Over Work and Satisfaction with Control Over Work by Gender and Practice Setting at Wave 3

<i>Wave 3 Practice Setting</i>	Frequency of Control over Design and Execution of Work			Satisfaction with Control Over Work Process			Satisfaction with Control Over Amount of Work		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Solo Practice	6.5	6.3	6.4	6.6	6.2	6.4	6.3	5.9	6.1
Law Firm 2-20	5.9	6.1	6.0	6.2	6.1	6.1	5.6	5.7	5.6
Law Firm 21-100	5.6	6.1	5.9	5.6	5.6	5.6	4.7	4.9	4.8
Law Firm 101+	5.7	6.0	5.9	5.7	5.7	5.7	4.6	4.8	4.7
Business	5.4	6.0	5.8	5.5	6.0	5.8	4.9	4.9	4.9
Federal Government	5.7	5.8	5.7	5.7	5.8	5.7	4.7	5.1	4.9
State Government	5.4	5.3	5.3	5.7	5.7	5.7	4.9	4.9	4.9
PI/Non-Profit/Education	5.6	5.9	5.7	5.9	5.9	5.9	4.9	4.7	4.8
Total	5.7	6.0	5.9	5.9	5.9	5.9	5.1	5.1	5.1
<i>F-Value of Difference</i>	7.6 ***			7.2 ***			18.6 ***		

Note: Frequency of control over design and execution of work is measured on a scale from 1 (never) to 7 (very frequently). Satisfaction with control over work is measured on a scale from 1 (highly dissatisfied) to 7 (highly satisfied).

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

Table 5A.8: Mean Frequency of Control Over Work and Satisfaction with Work Amount and Work Process by Organizational Position at Wave 3

<i>Wave 3 Organizational Position</i>	Frequency of Control over Design and Execution of Work		Satisfaction with Control over Work Process		Satisfaction with Control over Amount of Work	
	n	Mean	n	Mean	n	Mean
	Solo Practitioner	159	6.4	153	6.4	154
Associate	185	5.5	185	5.4	184	4.5
Non-Equity Partner	180	6.1	177	6.0	179	5.0
Equity Partner/Shareholder	292	6.3	289	6.2	290	5.7
Inside/General Counsel	260	5.7	258	5.8	258	4.9
Contract Attorney	23	4.1	22	4.8	23	4.5
Of Counsel/Counsel	66	5.8	65	5.6	65	4.9
Staff Attorney	96	5.6	96	5.6	96	4.8
Supervising/Managing Attorney	41	5.9	41	6.2	41	4.8
Judge	11	5.7	10	6.5	10	6.2
Law Professor/Professor	5	6.4	5	5.4	5	4.0
Law School/Academic	1	6.0	1	7.0	1	6.0
Manager/Consultant	23	6.2	22	5.5	23	4.7
Business Owner/Operator	5	6.6	5	7.0	5	6.4
District Attorney (Deputy/Counsel)	103	5.3	102	5.8	103	5.1
Director (Deputy/Executive/Managing)	89	5.9	89	5.7	88	5.0
Public Defender (Deputy)	19	5.6	19	6.1	18	4.1
Total	1,558	5.9	1,539	5.9	1,543	5.1
<i>F-Value of difference</i>	8.1	***	6.5	***	10.0	***

Note: Frequency of control over design and execution of work is measured on a scale from 1 (never) to 7 (very frequently). Satisfaction with control over work is measured on a scale from 1 (highly dissatisfied) to 7 (highly satisfied).

*** $p \leq 0.001$

Table 5A.9: Social Characteristics of Respondents Practicing and Not Practicing Law at Wave 3

<i>Social Characteristics</i>	Practicing Law	Not Practicing Law	Total (N)
Age	41.2	42.7	1,924
<i>t-Value of Difference</i>	4.8 ***		
	%		
Women	79.9	20.1	926
Men	83.2	16.8	999
χ^2	3.4		
African American	77.8	22.2	171
Latinx	83.4	16.6	175
Native American	77.1	22.9	35
Asian American	84.7	15.3	176
White	81.6	18.4	1,357
χ^2	3.6		
Parent High School	82.8	17.2	320
Parent Graduate/Professional School	81.1	18.9	960
χ^2	0.5		
Parent Professional	82.1	17.9	709
Parent Blue Collar	81.2	18.8	101
χ^2	0.7		
Top 10 Law School	81.0	19.0	440
Tier 3 or 4 Law School	80.7	19.3	508
χ^2	3.3		
Total	81.6	18.4	
Total (N)	1,571	354	1,925

*** $p \leq 0.001$

Table 5A.10: Practice Setting by Practicing and Not Practicing Law at Wave 3 (Percent)

<i>Wave 3 Practice Setting</i>	Practicing Law	Not Practicing Law
Solo Practice	99.4	0.6
Law Firm 2-20	98.8	1.2
Law Firm 21-100	99.7	0.3
Law Firm 101+	97.8	2.2
Business	60.4	39.6
Federal Government	91.0	9.0
State Government	87.6	12.4
PI/Non-Profit/Education	65.3	34.7
Total	323	1,539
χ^2	411.3	***

*** $p \leq 0.001$

Table 5A.11: Educational, Employment, and Workplace Characteristics, Frequency of Control over Work, and Job Satisfaction for Respondents Practicing and Not Practicing Law at Wave 3

	Practicing Law	Not Practicing Law	Total	Measure of Association
<i>Categorical Variables</i>				
	%		N	χ^2
Has an Additional Postgraduate Degree	22.7	40.5	499	47.4 ***
Has an Additional Paid Job	15.1	26.0	329	24.2 ***
Supervises Others	75.6	57.6	1,392	46.7 ***
Can Reward Supervisees	58.0	74.5	838	19.9 ***
Is Supervised	65.8	74.3	1,302	12.0 ***
Supervisor is Supervised	60.7	76.7	829	23.4 ***
<i>Continuous Variables</i>				
	Mean		N	<i>t</i>
Earnings	\$155,599	\$109,852	1,925	-3.8 ***
Hours Worked	48.1	43.1	1,925	-5.8 ***
Control over Design and Execution of Work	5.9	6.0	1,912	1.3
Satisfaction with Control over Work Process	5.9	5.8	1,888	-0.5
Satisfaction with Control over Work Amount	5.1	5.3	1,895	1.4
Satisfaction with Intellectual Challenge of Work	5.6	5.4	1,882	-2.7 **
Satisfaction with Amount of Travel Required	5.5	5.4	1,695	-1.9 *
Satisfaction with Workplace Diversity	4.7	4.9	1,577	1.9 *
Satisfaction with Value of Work to Society	5.0	5.2	1,796	1.6 *
Satisfaction with Work-Life Balance	5.4	5.6	1,880	2.2 *

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