

After The JD: The First Ten Years

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After the JD is the largest and most ambitious study ever undertaken by researchers of legal careers. Sponsored by a consortium of organizations concerned with the future of the legal profession, the study aims to create a definitive picture of the careers of individuals admitted to the bar in the early twenty-first century.

You are a member of a sample that was selected with care to represent the national population of individuals recently admitted to the bar. For this reason, your responses are extremely important to the ultimate success of the study. We therefore urge you to take the time – less than 45 minutes – to complete and return this questionnaire. Most of the questions in the questionnaire ask you to circle or check a response that best reflects your situation or feelings or, occasionally, to enter a word or phrase of description. You may, of course, omit any question that you prefer not to answer.

All of your responses to the questionnaire – and indeed, any information you provide us during this study in any form – will be kept strictly confidential. By this we mean several things: the responses you provide us will be reported only in aggregated form; your name will not appear on any document that reports results from the study; and we will not report results in categories small enough to allow any participant's identity to be inferred. Even the researchers conducting this study will not have access to your identity. Results from your survey will be entered in a database, and tagged with an identification number. Only the staff of NORC, the survey organization contracted to mail out and receive the questionnaires, will be able to link the identification number with your name and address. The linkage will be used solely for the purposes of (1) following up sample members who don't respond, (2) contacting candidates for face-to-face interviews, and (3) re-contacting you for the follow-up survey in 2005. Your original questionnaire will be shredded, and your name and address data will only be used for the purpose of following up with you in the next wave of this longitudinal study.

Your return of a completed questionnaire will be taken by us as consent by you to participate in the study under the confidentiality terms just described.

If you have any questions about the study, feel free to contact the NORC Project Director, Michael Reynolds, toll free at 1-866-270-2601 or at AftertheJD@norcmail.uchicago.edu.

We urge you to participate in what we believe will be an important and influential study of the profession you have chosen.

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Instructions

Thank you for taking the time to complete this questionnaire. Directions are provided for each question. Because not all questions will apply to everyone, you may be asked to skip certain questions.

1. When answering questions that require you to mark a box, **please use an “X”** and place it inside the box.
2. Please PRINT all responses to questions that ask you to write out a response.
3. As a study of the careers of individuals admitted to the bar, this questionnaire contains the following sections:
 - I. Current Employment
 - II. Professional Employment History
 - III. Your First Job After Law School
 - IV. Social, Political and Community Participation
 - V. Educational Background
 - VI. Other Background Information
4. We welcome comments from you beyond your responses to specific questions, and have provided a page at the end of the questionnaire where you may enter them.

I. CURRENT EMPLOYMENT

1. Describe your current employment status by checking the appropriate box(es) below:

a. Full time Skip to Question #2.

b. Part time, *Check all that apply, then*
 Skip to Question #2.

- 1 in order to care for children
- 2 due to a disability
- 3 due to partial retirement
- 4 for other reasons (*Please specify:* _____
_____)

c. Not employed ?

If you are not employed, please answer Questions 1C(i) and 1C(ii), and then skip to Section II on page 8.

i. Are you not employed for any of the following reasons? *Check all that apply.*

- 1 in order to care for children
- 2 due to a disability
- 3 due to partial retirement
- 4 for other reasons (*Please specify:* _____)

ii. If you are not employed, are you doing any of the following? *Check all that apply.*

- 1 Looking for full-time employment
- 2 Looking for part-time employment
- 3 Retired
- 4 Other (*Specify:* _____)

2. What is the name of your current primary employer?

3. On what date did you begin to work for this employer?

		/			/		
Month			Day			Year	

4. What type of organization is it? *Check one box only.*

- 1 Solo practice
- 2 Private law firm
- 3 Federal government (including judiciary)
- 4 State or local government (including judiciary)
- 5 Legal services or public defender
- 6 Public interest organization
- 7 Other non-profit organization
- 8 Educational institution
- 9 Professional service firm (e.g., accounting, investment banking, consulting)
- 10 Other Fortune 1000 industry/service
- 11 Other business/industry
- 12 Labor union, trade association
- 13 Other (*Specify:* _____)

5. If you are in a private firm,

a. What is the number of lawyers in your *entire* firm?

(Enter "1" if in solo practice)

b. What is the number of lawyers in the particular office in which you work?

Skip to Question #7.

6. If you are practicing law but not in a private firm,

a. How many attorneys work in your organization or, if your organization has multiple offices, what is the number of attorneys at *your* location?

(Enter # of attorneys)

b. What is your status?

- 1 Supervisory/managing attorney
- 2 Staff attorney
- 3 Other (*Specify:* _____)

7. Do you hold any other paid jobs in addition to your primary position?

- 1 Yes
- 2 No Skip to Question #9 on page 2.

8. What is the nature of your additional job?

9. Are you a practicing lawyer in your primary job?

- 1 Yes
- 2 No \Rightarrow Skip to Question #24 on page 5.

10. What is your position (in your primary job)?

Check one box only.

- | | |
|--|---|
| 1 <input type="checkbox"/> Solo practitioner | 12 <input type="checkbox"/> Law school/Academic administrator |
| 2 <input type="checkbox"/> Associate | 13 <input type="checkbox"/> Entry level manager/Consultant |
| 3 <input type="checkbox"/> Non-equity partner | 14 <input type="checkbox"/> Mid-level manager/Consultant |
| 4 <input type="checkbox"/> Equity partner/Shareholder | 15 <input type="checkbox"/> Senior level manager/Consultant |
| 5 <input type="checkbox"/> Contract attorney | 16 <input type="checkbox"/> Business owner/Operator |
| 6 <input type="checkbox"/> Of Counsel | 17 <input type="checkbox"/> Elected official (other than judge) |
| 7 <input type="checkbox"/> Staff attorney | 18 <input type="checkbox"/> Non-elected public official |
| 8 <input type="checkbox"/> Supervising/managing attorney | 19 <input type="checkbox"/> Lobbyist/Governmental affairs |
| 9 <input type="checkbox"/> Permanent judicial clerk | 20 <input type="checkbox"/> Other (than law) teacher or professor |
| 10 <input type="checkbox"/> Judge | 21 <input type="checkbox"/> Student/Fellow |
| 11 <input type="checkbox"/> Law professor | 22 <input type="checkbox"/> Other (<i>Specify:</i> _____) |

11. a. How many hours are you expected to bill during a typical week at your job?

--	--	--

£ NA
 # of Hours

b. How many hours are you expected to work during a typical week at your job?

--	--	--

 # of Hours

c. How many hours did you actually work last week, even if it was atypical? (Include evenings and weekends worked.)

--	--	--

£ (*Check here if you were on vacation last week.*)
 # of Hours

d. i) How many hours of pro bono work did you perform during the last 12 months?

--	--	--

£ If 0, Skip to Question #12 on page 3.
 # of Hours

ii) Are these pro bono hours . . . (Check one only.)

- 1 billable time?
- 2 non-billable time?
- 3 a combination of billable time and non-billable time?
- 4 other? (*Specify:* _____)

12. Approximately what proportion of your time do you spend in each of the following areas of law? Enter "0" if you spend no time in any given area. These allocations should total 100% of your time.

- a. General practice _____ a
 - b. Antitrust _____ b
 - c. Bankruptcy _____ c
 - d. Civil litigation _____ d
 - e. Civil rights/liberties _____ e
 - f. Commercial law (Banking, Consumer law, Uniform Commercial Code) _____ f
 - g. Criminal law _____ g
 - h. Employment law – unions _____ h
 - i. Employment law – management _____ i
 - j. Environmental law _____ j
 - k. Family law (Divorce, Adoption) _____ k
 - l. General corporate _____ l
 - m. Immigration law _____ m
 - n. Intellectual Property (Patents, Trademarks, Copyrights) _____ n
 - o. Municipal law (including bond issues) _____ o
 - p. Personal injury – plaintiffs _____ p
 - q. Personal injury – defense _____ q
 - r. Probate (Wills and Trusts) _____ r
 - s. Public utilities, Administrative law, and Regulated industries _____ s
 - t. Real estate – Commercial _____ t
 - u. Real estate – Personal/Residential _____ u
 - v. Securities (Mergers, Security fraud) _____ v
 - w. Tax _____ w
 - x. Other (Specify: _____) _____ x
- TOTAL 100%**

13. Do you consider yourself a specialist? (Whether or not you are certified as a specialist by your state.)

1 £ Yes **If yes, please enter the name of your specialty in the box below. ?**

2 £ No

14. What percentage of your work over the past year has involved non-U.S. clients or cross-border matters?

 %

15. How many distinct legal matters have you worked on over the past three months? (A matter is a separate "billing matter" —a case, a transaction, etc.)

£ NA

1 £ 1 or 2

2 £ 3 or 4

3 £ 5 to 8

4 £ 9 or more

16. Over the total life of these matters, on how many of them were you . . . Check one box on each line.

	NA	NONE	SOME	HALF	MOST	ALL
a. Responsible for keeping the client updated on the matter?	£	1 £	2 £	3 £	4 £	5 £
b. Doing work limited to routine research and memo-writing?	£	1 £	2 £	3 £	4 £	5 £
c. Spending 100 or more hours reviewing discovered documents or performing due diligence on prepared materials?	£	1 £	2 £	3 £	4 £	5 £
d. Writing motions or taking depositions?	£	1 £	2 £	3 £	4 £	5 £
e. Appearing in court as first or second chair on a case?	£	1 £	2 £	3 £	4 £	5 £
f. Drafting transactional documents?	£	1 £	2 £	3 £	4 £	5 £
g. Involved in formulating strategy on the matter with attorneys more senior than you and/or clients?	£	1 £	2 £	3 £	4 £	5 £
h. Traveling to meet with clients, interview witnesses, or make court appearances?	£	1 £	2 £	3 £	4 £	5 £
i. Assigning and/or supervising the work of others (attorneys or paralegals)?	£	1 £	2 £	3 £	4 £	5 £
j. Handling the entire matter on your own?	£	1 £	2 £	3 £	4 £	5 £

17. Which of the following do you do on a recurring basis? Check all that apply.

- 1 £ Participate on the office/firm recruitment committee
- 2 £ Join partners (if you are in a law firm) or senior attorneys (if you are in another setting) for breakfast or lunch
- 3 £ Spend recreational time with partners (if you are in a law firm) or senior attorneys (if you are in another setting)
- 4 £ Spend recreational time with associates (if you are in a law firm) or peers (if you are in another setting)
- 5 £ Write for publications, presentations, or employer sponsored seminars
- 6 £ Participate at least monthly in either bar association activities, civic groups, or non-profit associations

18. What changes would you most like to see in your job? Check all that apply.

- 1 £ The establishment by my employer of formal leave policies
- 2 £ Greater encouragement by my employer to make use of formal leave policies
- 3 £ Less pressure to engage in client development
- 4 £ Fewer hours
- 5 £ Less pressure to bill
- 6 £ More flexibility by my employer in accommodating my personal life
- 7 £ Greater opportunity to shape decisions on matters I'm working on
- 8 £ Greater opportunity to shape the future direction of the office/firm
- 9 £ More and/or better mentoring by senior attorneys/partners
- 10 £ More and/or better training
- 11 £ More opportunities for pro bono work
- 12 £ Other (Specify: _____)

19. Approximately what proportion of the lawyers in your workplace are men?

%

£ NA

20. Approximately what proportion of the lawyers in your workplace are members of racial-ethnic minority groups?

%

£ NA

21. Of your total work involving specific clients, approximately what percentage of your time is spent representing each of the following? Fill in blanks with percentages totaling 100%

£ NA

- a. High-income individuals _____%
- b. Middle-income or low-income individuals _____%
- c. Fortune 500 businesses/services _____%
- d. Other large or middle-sized businesses _____%
- e. Small businesses _____%
- f. Governments, government agencies _____%
- g. Start-up businesses _____%
- h. Insurance companies _____%
- i. Non-profit organizations _____%
- j. Other (Specify: _____) _____%

TOTAL

100%

22. Is there a particular community or social group (e.g., gender, religious, racial/ethnic group, national origin) that you tend to represent more often than others in your practice?

1 £ Yes If yes, please enter the name of the group in the box below ?

2 £ No

23. a. How many new clients did you personally bring to your firm last year?

£ NA è Skip to Question #24.

#

è If 0, Skip to Question #24.

b. Approximately how much revenue did these clients generate for the firm last year?

\$

24. What is your total annual salary (before taxes) including estimated bonus, if applicable, at your current job?

\$

25. This question is about possible assistance and support you may have received or be receiving at your job. For each of the listed aspects of your job, enter the number of the one or two most important source(s) of help to you, in the order of their importance.

Indicate the number (from the list below) of sources that have been of assistance to you in the following aspects of your job:

Aspects of Your Job	1 MOST IMPORTANT		2 SECOND MOST IMPORTANT (IF APPLICABLE)	
	a. Acquiring technical aspects of the job			
b. Learning firm/office protocols and customs				
c. Devising specific strategies for achieving your career goals				
d. Receiving support and encouragement in stressful times				
e. Getting informal feedback on your performance				
f. Gaining valuable networking opportunities				
g. Having a personal advocate within the firm				

Sources of Support

- | | |
|---|------------------------------------|
| 1 Formal training program | 6 Non-lawyer colleagues |
| 2 Firm/office-designated mentor | 7 Friends and family |
| 3 Informal mentors at your firm or office | 8 Peers |
| 4 Your immediate supervisor | 9 Self-taught |
| 5 Colleagues at other firms/offices | 10 Other (<i>Specify:</i> _____) |

26. How satisfied are you with each of the following aspects of your current position? Check one box on each line.

	HIGHLY DISSATISFIED		NEITHER SATISFIED NOR DISSATISFIED				HIGHLY SATISFIED	NA
a. Level of responsibility you have	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
b. Recognition you receive for your work	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
c. Substantive area of your work	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
d. Tasks you perform	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
e. Opportunities for advancement	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
f. Compensation (including salary, benefits and bonus, if applicable)	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
g. Control you have over the amount of work you do	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
h. Control you have over how you do your work	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
i. Relationships with colleagues	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
j. Opportunities for doing pro bono work	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
k. Intellectual challenge of your work	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
l. Opportunities for building skills	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
m. Amount of travel required	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
n. Diversity of the workplace	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
o. Performance evaluation process	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
p. Value of your work to society	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
q. Job security	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£

27. Which of the following compensation schemes represents the scheme in your place of work?

Check one box only.

- 1 £ Straight salary
- 2 £ Salary plus bonus (*Specify basis of bonus:*
_____)

28. How satisfied are you with the compensation scheme in your place of work?

- 1 £ Extremely satisfied
- 2 £ Moderately satisfied
- 3 £ Neither satisfied nor dissatisfied
- 4 £ Moderately dissatisfied
- 5 £ Extremely dissatisfied

29. Has any of the following ever happened to you in your place of work by virtue of your race, religion, ethnicity, gender, disability, or sexual orientation?

Check yes or no for each.

	YES	NO
a. Experienced demeaning comments or other types of harassment	1 £	2 £
b. Missed out on a desirable assignment	1 £	2 £
c. Had a client request someone other than you to handle a matter	1 £	2 £
d. Experienced one or more other forms of discrimination	1 £	2 £

Briefly describe other experiences that you believe arose from the status above.

30. How satisfied are you with your decision to become a lawyer?

- 1 £ Extremely satisfied
- 2 £ Moderately satisfied
- 3 £ Neither satisfied nor dissatisfied
- 4 £ Moderately dissatisfied
- 5 £ Extremely dissatisfied
- 6 £ It's too soon to tell

31. If the decision were up to you, approximately how much longer would you like to stay with your current employer?

- 1 £ I am already looking for another position
- 2 £ Less than a year
- 3 £ 1-2 years
- 4 £ 3-5 years
- 5 £ More than 5 years

II. PROFESSIONAL EMPLOYMENT HISTORY

Please use the following grid to describe your work history beginning with your first position after being admitted to your **first** Bar.

1. If your current position is your first position, check here **£** and Skip to Section III on page 10.
2. If you have not been employed in any setting since being admitted to the Bar, check here **£** and Skip to Section III on page 10.
3. Please exclude judicial clerkships, which will be asked about in the next section.
4. Changes within an organization should be considered changes of position, and require a new column.
5. Use the lists (when indicated) on the next page and enter appropriate numbers in each column you fill out.

	FIRST POSITION EXCLUDING JUDICIAL CLERKSHIPS	SECOND POSITION	THIRD POSITION	FOURTH POSITION	FIFTH POSITION
Start date (mo/yr)					
End date (mo/yr)					
Name of Employer					
Location (city/state)					
Type of organization (List A)					
Full or part-time?					
Nature of position (List B)					
Approximate number of lawyers at all locations of this organization					
Reasons for leaving this position, if applicable (List C)*					

*List as many as apply **in order of importance**.

List A

1. Private law firm or solo practice
2. Federal government
3. State or local government
4. Legal services or public defender
5. Legal temporary firm
6. Public interest organization
7. Other non-profit organization
8. Educational institution
9. Professional service firm (e.g., accounting, investment banking, consulting)
10. Other Fortune 1000 industry/service
11. Other business/industry
12. Labor union, trade association
13. Other (*Specify:*
_____)

List B

1. Solo practitioner
2. Associate
3. Non-equity partner
4. Equity partner/Shareholder
5. Contract attorney
6. Of Counsel
7. Staff attorney
8. Supervising/managing attorney
9. Permanent judicial clerk
10. Judge
11. Law professor
12. Law school/Academic administrator
13. Entry level manager/Consultant
14. Mid-level manager/Consultant
15. Senior level manager/Consultant
16. Business owner/Operator
17. Elected official (other than judge)
18. Non-elected public official
19. Lobbyist/Governmental affairs
20. Other (than law) teacher or professor
21. Student/Fellow
22. Other (*Specify:*
_____)

List C

Reasons for leaving this job (List as many as apply, in order of importance.)

Dissatisfaction with the job

1. Dissatisfaction with the practice area
2. Conflicts with management or supervisor, peers or other personnel, or subordinates
3. Dissatisfaction with assignments
4. Disagreement with firm or company policies
5. Desire to change sector (private/non-private) of practice
6. Signals from management that opportunity to advance would be limited
7. Experienced discrimination

Better opportunities elsewhere

8. For a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)
9. To accommodate dual careers
10. Moved from area because of spouse's job
11. Preferred a different geographical location
12. To better accommodate family needs
13. For a better work environment
14. For a more diverse work environment
15. For more compatible hours

Other reasons

16. Firm or company was downsized
17. Firm or company was closed
18. Received a promotion
19. Illness or injury
20. Maternity/paternity leave
21. To return to school
22. Contract ended
23. Was fired
24. Other (*Specify:*
_____)

32. Have you ever taken a leave of absence from any of the positions listed?

- 1 Yes
- 2 No Skip to Question #34.

33. If you have taken one or more leave(s) of absence, please supply the dates. Use List C on page 9.

Leave 1: From: _____ To _____
Month/Day/Year Month/Day/Year

Reason [Use List C] _____

Leave 2: From: _____ To _____
Month/Day/Year Month/Day/Year

Reason [Use List C] _____

Leave 3: From: _____ To _____
Month/Day/Year Month/Day/Year

Reason [Use List C] _____

34. Have you had a judicial clerkship since law school?

- 1 Yes
- 2 No Skip to Section III.

35. Did you have more than one judicial clerkship?

- 1 Yes
- 2 No

36. Specify the type of court in which you served one or more judicial clerkship(s). Check all that apply.

- 1 State trial
- 2 State appellate
- 3 Federal district
- 4 Federal appellate
- 5 United States Supreme Court
- 6 Specialized court, e.g., patent, bankruptcy

(Specify which: _____)

III. YOUR FIRST JOB AFTER LAW SCHOOL

37. How important were each of the following in helping you obtain your first job (or your current job if this is your first job) after law school, excluding judicial clerkship(s) described above? Check one box on each line.

	NOT AT ALL IMPORTANT					EXTREMELY IMPORTANT		NA
	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
a. Family members	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
b. Law school classmates	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
c. Other friends or business associates	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
d. Law school's alumni/ae network	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
e. Direct, unsolicited contact with the employer	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
f. Response to an advertisement	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
g. Law school's placement office	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
h. On-campus interview process	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
i. Hired following a summer position	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
j. Hired following a part-time position I held during law school	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
k. Unpaid internship with first employer	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
l. Recommendation of a law professor	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
m. Experience in a judicial clerkship	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>
n. Other (Specify: _____)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	<input type="checkbox"/>

38. Thinking about the principal types of settings in which lawyers work (e.g., government, large law firms, business), how important was each of the following factors in determining the sector in which you began your professional career? (Exclude clerkships.) Check one box on each line.

	1	2	3	4	5	6	7	EXTREMELY IMPORTANT	NA
a. Medium-to-long-term earning potential	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
b. Substantive interest in a specific field of law	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
c. Salary to pay off law school debts	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
d. Availability of loan repayment assistance or loan forgiveness programs	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
e. Opportunity to develop specific skills	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
f. Potential to balance work and personal life	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
g. Opportunity to do socially responsible work	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
h. Prestige of the sector	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
i. Opportunities for future career mobility	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
j. Other (<i>Specify: _____</i>)	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£

39. How many job offers did you receive ...

- 1 in the public sector? _____
- 2 in the private sector? _____

40. Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? Check one box on each line.

I received one offer Skip to Question #41 on page 12.

	1	2	3	4	5	6	7	EXTREMELY IMPORTANT	NA
a. Salary	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
b. Benefits	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
c. Office environment/collegiality	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
d. Hours expected	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
e. Pro bono opportunities	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
f. Prospects for advancement	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
g. Good match of employer's mission and my own	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
h. Location	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
i. Size	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
j. Prestige	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£
k. Training/mentorship opportunities	1 £	2 £	3 £	4 £	5 £	6 £	7 £		£

41. How important do you believe each of the following factors was in this organization's decision to make you a job offer? Check one box on each line.

	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
a. The reputation of the law school I attended	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
b. My law school grades	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
c. My participation in law journal or moot court	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
d. The reputation of the undergraduate school I attended	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
e. My prior work experience in this organization	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
f. My prior work experience	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
g. My potential for attracting clients	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
h. The recommendations of faculty from my law school	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
i. Personal connections (family, friends, colleagues)	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
j. My race/ethnicity	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
k. My gender	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
l. My physical appearance	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
m. Personal qualities I possess (<i>Specify briefly:</i> _____)	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£
n. Other (<i>Specify:</i> _____)	1 £	2 £	3 £	4 £	5 £	6 £	7 £	£

IV. SOCIAL, POLITICAL, AND COMMUNITY PARTICIPATION

42. Who among the following people live within 50 miles of your current home? Check all that apply.

- 1 £ Mother
- 2 £ Father
- 3 £ Two or more siblings
- 4 £ One sibling
- 5 £ Two or all of your three closest friends
- 6 £ One of your three closest friends
- 7 £ None of the above

43. Which of the following best characterizes your national political party preference?

- 1 £ Democrat
- 2 £ Independent
- 3 £ Republican
- 4 £ Unaffiliated
- 5 £ Other (*Specify:* _____)

44. Circle the number on each of the following scales that best characterizes your political leaning...

(A) on social issues

1	2	3	4	5	6	7
Liberal			Moderate			Conservative

(B) on taxation, spending and social welfare issues

1	2	3	4	5	6	7
Liberal			Moderate			Conservative

45. Indicate whether and at what level you have participated in each of the following organizations. Check one box on each line.

	LEVEL OF PARTICIPATION			
	NOT A MEMBER	MEMBER	CURRENTLY ACTIVE PARTICIPANT/OFFICER	FORMERLY ACTIVE PARTICIPANT/OFFICER
1. Political party	1 £	2 £	3 £	4 £
2. Political advocacy groups	1 £	2 £	3 £	4 £
3. PTA or other school organization	1 £	2 £	3 £	4 £
4. College alumni/ae associations	1 £	2 £	3 £	4 £
5. Law school alumni/ae associations	1 £	2 £	3 £	4 £
6. Charitable organizations	1 £	2 £	3 £	4 £
7. Religious organizations	1 £	2 £	3 £	4 £
8. American Bar Association	1 £	2 £	3 £	4 £
9. State or local bar associations	1 £	2 £	3 £	4 £
10. Substantive sections of bar associations	1 £	2 £	3 £	4 £
11. Gender-based organizations	1 £	2 £	3 £	4 £
12. Race/ethnicity-based organizations	1 £	2 £	3 £	4 £
13. Community/civic associations	1 £	2 £	3 £	4 £
14. Service organizations (e.g. Kiwanis, Rotary)	1 £	2 £	3 £	4 £
15. Private clubs/athletic clubs	1 £	2 £	3 £	4 £
16. Organized sports leagues	1 £	2 £	3 £	4 £
17. Other (Specify: _____)	1 £	2 £	3 £	4 £

V. EDUCATIONAL BACKGROUND

46. In what year did you receive your undergraduate degree?

1	9		
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Year

47. What is the name of the college/university from which you received your undergraduate degree?

48. Which of the following best describes your cumulative undergraduate grade point average?

- 1 £ 3.75 – 4.00
- 2 £ 3.50 – 3.74
- 3 £ 3.25 – 3.49
- 4 £ 3.00 – 3.24
- 5 £ 2.75 – 2.99
- 6 £ 2.50 – 2.74
- 7 £ 2.25 – 2.49
- 8 £ Under 2.25
- 9 £ Did not take any courses for which grades were given
- 10 £ Don't know

49. What was your undergraduate class rank?

- 1 Top 10%
- 2 Top 11 – 25%
- 3 Second quarter of class
- 4 Third quarter of class
- 5 Fourth quarter of class
- 6 Don't Know

50. Which of the following categories best describes your undergraduate major? Check all that apply.

- 1 Biological science
- 2 Business
- 3 Criminal justice or law enforcement
- 4 Engineering
- 5 Humanities
- 6 Physical science or mathematics
- 7 Social science
- 8 Other (Specify: _____)

51. Did you go directly from college to law school?

- 1 Yes Skip to Question #55.
- 2 No

52. What did you do in the interim? Check all that apply.

- 1 Served in the military
- 2 Attended to family responsibilities
- 3 Held one or more full-time jobs
- 4 Attended graduate school
- 5 Something else (Describe: _____)

53. If you held one or more jobs between college and law school, what jobs did you hold? Briefly characterize the nature of the job[s].

54. How many years elapsed between college and law school?

#

55. In what month and year did you receive your law degree?

		/				
Month			Year			

56. From what law school did you receive your law degree?

57. Was this the law school at which you began your legal education?

- 1 Yes
- 2 No ?

If no, at what law school did you begin your legal education?

58. Were you a part-time student for more than half of the time you were a law student?

- 1 £ Yes
- 2 £ No

59. For how many semesters during law school did you hold a paying job for more than 15 hours a week?

#

60. Which of the following best describes your cumulative law school grade point average?

- 1 £ 3.75 – 4.00
- 2 £ 3.50 – 3.74
- 3 £ 3.25 – 3.49
- 4 £ 3.00 – 3.24
- 5 £ 2.75 – 2.99
- 6 £ 2.50 – 2.74
- 7 £ 2.25 – 2.49
- 8 £ Under 2.25
- 9 £ Did not take any courses for which grades were given
- 10 £ Don't know

61. What was your class rank?

- 1 £ Top 10%
- 2 £ Top 11 – 25%
- 3 £ Second quarter of class
- 4 £ Third quarter of class
- 5 £ Fourth quarter of class
- 6 £ Don't know

62. Apart from your JD, have you any other degree(s) beyond the bachelor's? Check all that apply.

	IN WHAT YEAR DID YOU RECEIVE THIS DEGREE?	DID YOU PURSUE THIS JOINTLY WITH YOUR JD?	
		YES	NO
a. £ No ⇒ Skip to Question #63.			
b. £ Yes, Master of Arts or Science (M.A., M.S. or ScM.)	_____	1 £	2 £
c. £ Yes, LL.M	_____	1 £	2 £
d. £ Yes, MBA	_____	1 £	2 £
e. £ Yes, M.D.	_____	1 £	2 £
f. £ Yes, Doctorate (<i>Specify:</i> _____)	_____	1 £	2 £
g. £ Yes, Other (<i>Specify:</i> _____)	_____	1 £	2 £

63. When you entered law school, did you intend to practice law?

- 1 £ Yes
- 2 £ No
- 3 £ Wasn't sure

64. Did you consider any of the following other careers in addition to or instead of law? Check Yes or No for each.

	YES	NO
a. Business/management	1 £	2 £
b. Community organizing	1 £	2 £
c. Consulting	1 £	2 £
d. Investment banking	1 £	2 £
e. Journalism/writing	1 £	2 £
f. Politics	1 £	2 £
g. Public policy/public administration	1 £	2 £
h. Public/social service	1 £	2 £
i. Starting your own business	1 £	2 £
j. Teaching/academia	1 £	2 £
k. Other (<i>Specify type of organization:</i> _____)	1 £	2 £

65. How important was each of the following goals in your decision to attend law school?
Check one box on each line.

	IRRELEVANT				VERY IMPORTANT
a. Intellectual challenge of law school and the law	1 £	2 £	3 £	4 £	5 £
b. Desire to help individuals as a lawyer	1 £	2 £	3 £	4 £	5 £
c. Desire to develop a satisfying career	1 £	2 £	3 £	4 £	5 £
d. Desire to defer entry into the job market	1 £	2 £	3 £	4 £	5 £
e. Desire for eventual financial security	1 £	2 £	3 £	4 £	5 £
f. Desire to change or improve society	1 £	2 £	3 £	4 £	5 £
g. Becoming influential in a powerful profession	1 £	2 £	3 £	4 £	5 £
h. Desire to build a set of transferable skills	1 £	2 £	3 £	4 £	5 £
i. Other (<i>Specify:</i> _____)	1 £	2 £	3 £	4 £	5 £

66. Indicate whether or not you participated in any of the following activities during law school and, if you did, at what level.
Check one box on each line.

	No	MEMBER	EDITORIAL ROLE
a. General law review	1 £	2 £	3 £
b. Other law review	1 £	2 £	3 £
	No	MEMBER	LEADERSHIP ROLE
c. Moot court	1 £	2 £	3 £
d. School government	1 £	2 £	3 £
e. Political advocacy group	1 £	2 £	3 £
f. College alumni/ae association	1 £	2 £	3 £
g. American Bar Association, Student Division	1 £	2 £	3 £
h. Public interest law group	1 £	2 £	3 £
i. Pro bono work with clients	1 £	2 £	3 £
j. Political party	1 £	2 £	3 £
k. Gender-based organization	1 £	2 £	3 £
l. Race/ethnicity-based organization	1 £	2 £	3 £
m. Other (<i>Specify:</i> _____)	1 £	2 £	3 £

67. How helpful were the following elements of your law school years in making the transition to your early work assignments as a lawyer? Check one box on each line.

	NOT AT ALL HELPFUL					EXTREMELY HELPFUL			NA
	1	2	3	4	5	6	7		
a. First-year curriculum	1	2	3	4	5	6	7		
b. Clinical courses/training	1	2	3	4	5	6	7		
c. Upper-year lecture courses (<i>Specify:</i> _____)	1	2	3	4	5	6	7		
d. Course concentrations/specializations offered at your law school	1	2	3	4	5	6	7		
e. Legal employment during law school summers	1	2	3	4	5	6	7		
f. Legal employment during law school academic year	1	2	3	4	5	6	7		
g. Internships or externships during academic year	1	2	3	4	5	6	7		
h. Pro bono service work	1	2	3	4	5	6	7		
i. Law school training in legal ethics	1	2	3	4	5	6	7		
j. Law school training in legal writing	1	2	3	4	5	6	7		
k. Other (<i>Specify:</i> _____)	1	2	3	4	5	6	7		

68. How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Check one box on each line.

	NOT AT ALL IMPORTANT					EXTREMELY IMPORTANT			NA
	1	2	3	4	5	6	7		
a. Administrative Law	1	2	3	4	5	6	7		
b. Business Organization (including corporations)	1	2	3	4	5	6	7		
c. Civil Procedure	1	2	3	4	5	6	7		
d. Conflict of Laws	1	2	3	4	5	6	7		
e. Constitutional Law	1	2	3	4	5	6	7		
f. Contracts	1	2	3	4	5	6	7		
g. Criminal Law	1	2	3	4	5	6	7		
h. Evidence	1	2	3	4	5	6	7		
i. Family Law	1	2	3	4	5	6	7		
j. Professional Responsibility	1	2	3	4	5	6	7		
k. Real Property	1	2	3	4	5	6	7		
l. Torts	1	2	3	4	5	6	7		
m. Trusts & Wills	1	2	3	4	5	6	7		
n. Uniform Commercial Code	1	2	3	4	5	6	7		

69. How important has each of the following skills been in your professional career? Check one box on each line.

	NOT AT ALL IMPORTANT							EXTREMELY IMPORTANT
a. Problem solving	1 £	2 £	3 £	4 £	5 £	6 £	7 £	
b. Legal analysis and reasoning	1 £	2 £	3 £	4 £	5 £	6 £	7 £	
c. Legal research	1 £	2 £	3 £	4 £	5 £	6 £	7 £	
d. Factual investigation	1 £	2 £	3 £	4 £	5 £	6 £	7 £	
e. Communication	1 £	2 £	3 £	4 £	5 £	6 £	7 £	
f. Counseling	1 £	2 £	3 £	4 £	5 £	6 £	7 £	
g. Negotiation	1 £	2 £	3 £	4 £	5 £	6 £	7 £	
h. Litigation and alternate dispute resolution	1 £	2 £	3 £	4 £	5 £	6 £	7 £	
i. Organization and management of legal work	1 £	2 £	3 £	4 £	5 £	6 £	7 £	
j. Recognizing and resolving ethical dilemmas	1 £	2 £	3 £	4 £	5 £	6 £	7 £	

70. Indicate your level of agreement or disagreement with each of the following statements about your legal education. Check one box on each line.

	STRONGLY DISAGREE		NEITHER AGREE NOR DISAGREE			STRONGLY AGREE	
a. Law school prepared me well for my legal career	1 £	2 £	3 £	4 £	5 £	6 £	7 £
b. Law school teaching is too theoretical and unconcerned with real life practice	1 £	2 £	3 £	4 £	5 £	6 £	7 £
c. The 3rd year of law school is largely superfluous	1 £	2 £	3 £	4 £	5 £	6 £	7 £
d. I wish I had received more business training in law school	1 £	2 £	3 £	4 £	5 £	6 £	7 £

71. During law school, what percentage of your financial support came from each of the following sources? Fill in blanks with percentages totaling 100.

- a. Employment during school years or summers _____%
 - b. Federal Stafford/Direct loans _____%
 - c. Alternative/private (non-family) loans _____%
 - d. Other student loans (Perkins, law school based loans) _____%
 - e. Law school based grants or scholarships _____%
 - f. Other (non-school) grants or scholarships _____%
 - g. Spouse/partner _____%
 - h. Parent(s) or other relative(s) _____%
 - i. Previous savings _____%
 - j. Veterans' benefits _____%
 - k. Other (Specify: _____) _____%
- TOTAL 100%**

72. a. When you graduated from law school, what was the total amount of your education-related debt (include unpaid loans from undergraduate and law school as well as credit cards; enter "0" if none)?

\$

b. What amount of this education-related debt that you incurred while in undergraduate and law school was credit card debt (enter "0" if none)?

\$

73. In which states are you admitted to the Bar? Please use two-letter state abbreviations.

	DATE ADMITTED (MONTH/YEAR)
1. _____	_____
2. _____	_____
3. _____	_____

74. How many times did you take the bar examination for the state in which you currently work?

OR £ Not licensed to practice in this state

VI. OTHER BACKGROUND INFORMATION

This final set of questions is intended to provide information on your background characteristics. You may, of course, omit any question that you prefer not to answer. All the information you provide will be held in the strictest confidence.

75. Are you male or female?

- 1 £ Female
- 2 £ Male

76. What is your racial/ethnic group? Check all that apply.

- 1 £ Black/African American
- 2 £ Hispanic/Latino
- 3 £ Native American/American Indian
- 4 £ Asian/Pacific islander
- 5 £ White/Caucasian
- 6 £ Other (Specify: _____)

77. Are you gay, lesbian, transgendered or bisexual?

- 1 £ Yes
- 2 £ No

78. In what year were you born?

1	9		
---	---	--	--

Year

79. Were your parents/guardians born in the United States?

	Yes	No
a. Mother or Female Guardian	1 £	2 £
b. Father or Male Guardian	1 £	2 £

80. What is the highest level of education completed by each of your parents/guardians? Check one box in each column.

	MOTHER OR FEMALE GUARDIAN	FATHER OR MALE GUARDIAN
1 Grade school	£	£
2 Some high school	£	£
3 High school diploma or equivalent	£	£
4 Trade or vocational school	£	£
5 Associate degree or some college	£	£
6 Bachelor's or four-year degree	£	£
7 Law degree (J.D.)	£	£
8 Some graduate or professional school	£	£
9 Graduate or professional degree	£	£
10 Don't know	£	£

81. What were your parents'/guardians' occupations when you were in high school?

1. Mother or Female guardian:

2. Father or Male guardian:

82. In what sort of organization were your parents/guardians employed, or what sort of organization did they own/operate?

1. Mother or Female guardian:

2. Father or Male guardian:

83. When you were in high school (to the best of your current knowledge): *(Check one box in each column).*

	MOTHER OR FEMALE GUARDIAN		FATHER OR MALE GUARDIAN	
	Yes	No	Yes	No
a. Did your parent(s) ...				
1 Work in the private sector?	£	£	£	£
2 Work at a site (e.g., office, factory) with more than 50 people?	£	£	£	£
3 Supervise more than 10 people?	£	£	£	£
b. Were your parent(s) ...				
1 Self-employed?	£	£	£	£
2 A CEO or senior executive?	£	£	£	£

84. Are or were any of your following relatives lawyers?
Check all that apply.

- 1 £ Mother or female guardian
- 2 £ Father or male guardian
- 3 £ One or more siblings
- 4 £ One or more grandparents
- 5 £ Other relative(s) (*Specify:* _____)
- 6 £ No relatives are or were lawyers

85. What is your marital status?

- 1 £ Never married or never in a domestic partnership **⇒ Skip to Question #87.**
- 2 £ Married, first time
- 3 £ Remarried after divorce, annulment or being widowed
- 4 £ Domestic partnership
- 5 £ Divorced or separated
- 6 £ Widowed
- 7 £ Other (*Specify:* _____)

86. If you are married or have a partner with whom you share a home, is your spouse/partner employed outside the home?

- 1 £ Yes **What is your spouse/partner's occupation??**
- 2 £ No

87. a. How many children live with you for a significant part of the year?

⇒ If 0, Skip to Question #88.

b. What are their ages?

1		4		7	
2		5		8	
3		6		9	

88. What was your total household income (excluding roommates) before taxes for 2001?

\$

89. What is your religious preference or affiliation?

- 1 £ Roman Catholic
- 2 £ Protestant
Denomination: (_____)
- 3 £ Jewish
Denomination: (_____)
- 4 £ Muslim
Denomination: (_____)
- 5 £ Other (*Specify:* _____)
- 6 £ None

90. Please feel free to use the space below to share with us any additional comments you may have:

91. PLEASE COMPLETE THIS LOCATOR FORM: Because of the importance of this study, we may be contacting you again. Please provide the names of two other persons (friend, family members, etc) who will usually know where to get in touch with you. The persons you list below will not be contacted unless we cannot find you.

1. Name: _____
Relationship: _____
Address: _____

City: _____
State: _____ ZIP: _____
Telephone: (_____) _____

2. Name: _____
Relationship: _____
Address: _____

City: _____
State: _____ ZIP: _____
Telephone: (_____) _____

92. Please provide your email address so that we can keep in touch with you, and keep you updated about *After the JD*. Your email address will only be used for correspondence directly related to the *After the JD* Study.

Email: _____

Thank you for your cooperation.
Please return the questionnaire in the postage-paid envelope provided to:
(If you need an additional envelope, please contact the NORC Project Director,
Michael Reynolds, toll free at 1-866-270-2601 or email him at AftertheJD@norcmail.uchicago.edu)

**After the JD, Project # 6061
C/O NORC
1 N State 16th Floor
Chicago, IL 60602**