

ICPSR 26302

**After the JD - Wave 1: A
Longitudinal Study of Legal
Careers in Transition Data
Collection: May 2002-May 2003,
United States**

Bryant G. Garth

*Southwestern Law School, and American Bar
Foundation*

Joyce Sterling

University of Denver. Sturm College of Law

Richard Sander

*University of California-Los Angeles. School of
Law*

Codebook

Inter-university Consortium for
Political and Social Research
P.O. Box 1248
Ann Arbor, Michigan 48106
www.icpsr.umich.edu

Terms of Use

The terms of use for this study can be found at:
<http://www.icpsr.umich.edu/icpsrweb/ICPSR/studies/26302/terms>

Information about Copyrighted Content

Some instruments administered as part of this study may contain in whole or substantially in part contents from copyrighted instruments. Reproductions of the instruments are provided as documentation for the analysis of the data associated with this collection. Restrictions on "fair use" apply to all copyrighted content. More information about the reproduction of copyrighted works by educators and librarians is available from the United States Copyright Office.

NOTICE
WARNING CONCERNING COPYRIGHT RESTRICTIONS

The copyright law of the United States (Title 17, United States Code) governs the making of photocopies or other reproductions of copyrighted material. Under certain conditions specified in the law, libraries and archives are authorized to furnish a photocopy or other reproduction. One of these specified conditions is that the photocopy or reproduction is not to be "used for any purpose other than private study, scholarship, or research." If a user makes a request for, or later uses, a photocopy or reproduction for purposes in excess of "fair use," that user may be liable for copyright infringement.

ICPSR PROCESSING NOTES FOR #26302

*After the JD – Wave 1: A Longitudinal Study of Legal Careers in Transition Data Collection:
May 2002-May 2003, United States*

- 1) **Undocumented Codes:** The variables **AQ33L1REA** and **ASAMPLE_TYPE** contain undocumented values that have been labeled “UNDOCUMENTED CODE.” No information was provided.
- 2) **Link Variable:** The variable **ASU_ID** is an ID linking variable for Wave 1 and Wave 2 of the After the JD series.
- 3) **Confidentiality/Disclosure Risk:** In order to protect respondent anonymity and prevent disclosure risk, the variables **AQ87B1_M**, **AQ87B2_M**, **AQ87B3_M**, **AQ87B4_M**, **AQ87B5_M**, and **AQ87B6_M** were removed from the data collection.
- 4) **After the JD (AJD) Series:** This is the first wave of the After the JD (AJD) series. AJD Wave 2 is also available from ICPSR (ICPSR 33584).
- 5) **Additional Information:** For additional information on the After the JD (AJD) series, please visit the [After the JD Web site](#).

AJD1 Public Release for ICPSR: Codebook

ajd1_id

Variable Type: Continuous
 Interval: 100001 - 109188
 Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	96	100001	109188			

aelig_new**Eligibility status**

Variable Type: Discrete
 Interval: 1.00 – 3.00
 Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Eligible			
2	Ineligible			
3	Unclear			
Total				

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538		1.00	3.00			

amode**Indicating Survey data type**

Variable Type: Discrete
 Interval: 1.00 – 3.00
 Range of Missing Variable (M): N/A

Values	Label	Frequency	%	Valid %
1	CADE (Mail Questionnaire)	2609	57.5%	
2	CATI(Telephone)	1917	42.2%	
3	WEB(Web survey)	12	.3%	
Total		4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	0	1.00	3.00	1.43	1.00	0.50

aq01a**Employment Status**

Question Text: Describe your current employment status.

Variable Type: Discrete

Interval: 1.00 – 3.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Full Time	4178	92.1%	94.0%
2	Part Time	108	2.4%	2.4%
3	Not Employed	160	3.5%	3.6%
.	System Missing	92	2.0	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	92	1.00	3.00	1.10	1.00	.40

aq01b_1**In order to care for children**

Question Text: Reason for part-time employment.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	55	1.2%	50.9%
2	No	53	1.2%	49.1%
.	System Missing	4430	97.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4430	1.00	2.00	1.49	1.00	.50

aq01b_2**Due to a disability**

Question Text: Reason for part-time employment.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	2	.0%	1.9%
2	No	106	2.3%	98.1%
-3	Missing	8	.2%	
-2	Don't Know	1	.0%	
.	System Missing	4421	97.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4430	1.00	2.00	1.98	2.00	.14

aq01b_3**Due to partial retirement**

Question Text: Reason for part-time employment.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	1	.0%	.9%
2	No	107	2.4%	99.1%
-3	Missing	8	.2%	
-2	Don't Know	1	.0%	
.	System Missing	4421	97.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4430	1.00	2.00	1.99	2.00	.10

aq01b_4**For other reasons**

Question Text: Reason for part-time employment.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	54	1.2%	50.0%
2	No	54	1.2%	50.0%
-3	Missing	8	.2%	
-2	Don't Know	1	.0%	
.	System Missing	4421	97.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4430	1.00	2.00	1.50	1.50	.50

aq01c_i1**In order to care for children**

Question Text: Are you not employed for any of the following reason

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	31	.7%	20.7%
2	No	119	2.6%	79.3%
.	System Missing	4388	96.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4388	1.00	2.00	1.80	2.00	.41

aq01c_i2**Due to a disability**

Question Text: Are you not employed for any of the following reason

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	3	.1%	2.0%
2	No	147	3.2%	98.0%
-3	Missing	10	.2%	
.	System Missing	4378	96.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4388	1.00	2.00	1.98	2.00	.14

aq01c_i3**Due to partial retirement**

Question Text: Are you not employed for any of the following reason

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	1	.0%	.7%
2	No	149	3.3%	99.3%
-3	Missing	10	.2%	
.	System Missing	4378	96.5%	
	Total Missing	4388		
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4388	1.00	2.00	1.99	2.00	.08

aq01c_i4**For other reasons (please specify)**

Question Text: Are you not employed for any of the following reason

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	116	2.6%	77.3%
2	No	34	.7%	22.7%
-3	Missing	10	.2%	
.	System Missing	4378	96.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4338	1.00	2.00	1.23	1.00	.42

aq01c_i11**Looking for full-time employment**

Question Text: If you are not employed, are you doing any of the following?

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	93	2.0%	62.8%
2	No	55	1.2%	37.2%
-4	Multiple	1	.0%	
-3	Missing	11	.2%	
.	System Missing	4378	96.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4390	1.00	2.00	1.37	1.00	.48

aq01c_i12**Looking for part-time employment**

Question Text:

If you are not employed, are you doing any of the following?

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	27	.6%	18.2%
2	No	121	2.7%	81.8%
-4	Multiple	1	.0%	
-3	Missing	11	.2%	
.	System Missing	4378	96.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4390	1.00	2.00	1.82	2.00	.39

aq01c_i13**Retired**

Question Text:

If you are not employed, are you doing any of the following?

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	2	.0%	1.4%
2	No	146	3.2%	98.6%
-4	Multiple	1	.0%	
-3	Missing	11	.2%	
.	System Missing	4378	96.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4390	1.00	2.00	1.99	2.00	.12

aq01c_i14**Other (specify)**

Question Text:

If you are not employed, are you doing any of the following?

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	52	1.1%	35.1%
2	No	96	2.1%	64.9%
-4	Multiple	1	.0%	
-3	Missing	11	.2%	
.	System Missing	4378	96.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538	1.00	2.00	1.65	2.00	.48

aq03_year**Begin Work Year**

Question Text:

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

Variable Type:

Continuous

Interval:

1973 – 2003

Range of Missing Variable (M):

-4, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1970	1973	2003	2000.11	2000	2.23

aq04clean**CLEAN What type of org**

Question Text: What type of organization is it?
Variable Type: Discrete
Interval: 1.00 – 13.00
Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Solo Practice	215	4.7%	5.0%
2	Private Law Firm	2737	60.3%	64.0%
3	Federal Government	203	4.5%	4.7%
4	State or Local Government	472	10.4%	11.0%
5	Legal Service or Public Defender	123	2.7%	2.9%
6	Public Interest Organization	55	1.2%	1.3%
7	Other Non-profit Organization	45	1.0%	1.1%
8	Educational Institution	42	.9%	1.0%
9	Professional Service Firm	106	2.3%	2.5%
10	Other Fortune 100 Industry/Service	94	2.1%	2.2%
11	Other Business and Industry	173	3.8%	4.0%
12	Labor Union or Trade Association	7	.2%	.2%
13	Other (Specify)	4	.1%	.1%
.	System missing	262	5.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	262	1.00	13.00	3.21	2.00	2.52

aq05a_brac**Number of Lawyers law firm bracketed**

Question Text:

If you are in a private firm, what is the number of lawyers in your entire firm?

Variable Type:

Continuous

Interval:

1.00 - 10.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	0 - 5	711	15.7%	23.2%
2	6 – 10	258	5.7%	8.4%
3	11 – 25	366	8.1%	11.9%
4	26 – 50	262	5.8%	8.5%
5	51 – 100	245	5.4%	8.0%
6	101 – 150	126	2.8%	4.1%
7	151 – 200	126	2.8%	4.1%
8	201 – 250	78	1.7%	2.5%
9	251 – 500	396	8.7%	12.9%
10	501 – 1000	372	8.2%	12.1%
11	1000 – Highest	127	2.8%	4.1%
.	System missing	1471	32.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1417	1.00	11.00	5.07	4.00	3.47

aq05b_brac**Number lawyers law firm office bracketed**

Question Text:

What is the number of layers in the particular office in which you work?

Variable Type:

Continuous

Interval:

1.00 – 10.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	0 - 5	730	16.1%	24.3%
2	6 – 10	343	7.6%	11.4%
3	11 – 25	450	9.9%	15.0%
4	26 – 50	387	8.5%	12.9%
5	51 – 100	324	7.1%	10.8%
6	101 – 150	196	4.3%	6.5%
7	151 – 200	169	3.7%	5.6%
8	201 – 250	107	2.4%	3.6%
9	251 – 500	267	5.9%	8.9%
10	501 – 1000	34	.7%	1.1%
.	1000 – Highest	2044	41.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1531	1.00	10.00	3.95	3.00	2.62

aq06a_brac**MQ Number of lawyers non-law firm organization**

Question Text:

If you are practicing law but not in a private firm, how many attorneys work in your organization or, if your organization has multiple offices, what is the number of attorneys at your location?

Variable Type:

Continuous

Interval:

1.00 – 10.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	0 - 5	147	3.2%	25.0%
2	6 – 10	88	1.9%	14.9%
3	11 – 25	130	2.9%	22.1%
4	26 – 50	92	2.0%	15.6%
5	51 – 100	58	1.3%	9.8%
6	101 – 150	15	.3%	2.5%
7	151 – 200	11	.2%	1.9%
8	201 – 250	5	.1%	.8%
9	251 – 500	34	.7%	5.8%
10	501 – 1000	9	.2%	1.5%
.	1000 – Highest	3949	87.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3949	1.00	10.00	3.35	3.00	2.27

aq06b	Status
Question Text:	If you are practicing law but not in a private firm, what is your status?
Variable Type:	Discrete
Interval:	1.00 – 3.00
Range of Missing Variable (M):	-5, -3, .

Values	Label	Frequency	%	Valid %
1	Supervising/Managing Attorney	27	.6%	4.5%
2	Staff Attorney	418	9.2%	69.7%
3	Other	155	3.4%	25.8%
-5	Not applicable	1	.0%	
-3	Missing	336	7.4%	
.	System Missing	3601	79.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3938	1.00	3.00	2.21	2.00	.51

aq07	Other jobs
Question Text:	Do you hold any other paid jobs in addition to your primary position?
Variable Type:	Discrete
Interval:	1.00 – 2.00
Range of Missing Variable (M):	.

Values	Label	Frequency	%	Valid %
1	Yes	208	4.6%	8.5%
2	NO	2251	49.6%	91.5%
.	System Missing	2079	45.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2079	1.00	2.00	1.92	2.00	.28

aq09**Practicing Lawyer**

Question Text: Are you a practicing lawyer in your primary job?

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	3878	85.5%	91.1%
2	No	378	8.3%	8.9%
.	System Missing	282	6.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	282	1.00	2.00	1.09	1.00	.28

aq10**What Position**

Question Text: What is your position (in your primary job)?
Variable Type: Discrete
Interval: 1.00 – 22.00
Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Solo Practitioner	103	2.3%	4.8%
2	Associate	1382	30.5%	64.0%
3	Non-equity Partner	11	.2%	.5%
4	Equity partner/Shareholder	34	.7%	1.6%
5	Contact Attorney	16	.4%	.7%
6	Of Counsel	10	.2%	.5%
7	Staff Attorney	398	8.8%	18.4%
8	Supervising/Managing Attorney	18	.4%	.8%
9	Permanent Judicial Clerk	24	.5%	1.1%
12	Law School/Academic Administrator	1	.0%	.0%
13	Entry Level Manager/ Consultant	1	.0%	.0%
14	Mid-Level Manager/ Consultant	10	.2%	.5%
15	Senior Level Manager/ Consultant	1	.0%	.0%
16	Business Owner/ Operator	8	.2%	.4%
18	Non-elected Public Official	19	.4%	.9%
19	Lobbyist/Governmental Affairs	2	.0%	.1%
20	Other (than Law) Teacher or Professor	1	.0%	.0%
21	Student/Fellow	6	.1%	.3%
22	Other	115	2.5%	5.3%
.	System Missing	2378	52.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2378	1.00	22.00	4.48	2.00	5.11

aq11a**How Many Hours Bill**

Question Text: How many hours are you expected to bill during a typical week at your job?

Variable Type: Continuous

Interval: 0.00 – 80.00

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3364	.00	80.00	39.59	40.00	7.04

aq11b**How many hours work**

Question Text: How many hours are you expected to work during a typical week at your job?

Variable Type: Continuous

Interval: 0.00 – 166.00

Range of Missing Variable (M): -5, -4, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	958	.00	166.00	46.21	45.00	9.34

aq11c**Actually Worked Hours**

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

Variable Type: Continuous

Interval: 0.00 – 112.00

Range of Missing Variable (M): -4, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	895	.00	112.00	48.07	50.00	14.17

aq11c_vac**Vacation Box Checked**

Question Text: Check if you were on vacation last week.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	411	9.1%	10.6%
2	No	3464	76.3%	89.4%
.	System Missing	663	14.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	663	1.00	2.00	1.89	2.00	.31

aq11d_1**Pro Bono Hours**

Question Text: How many hours of pro bono work did you perform during the last 12 months?

Variable Type: Continuous

Interval: 0.00 – 192.00

Range of Missing Variable (M): -5, -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2521	.00	1920.00	25.54	2.00	74.24

aq11d_2**Pro Bono Type**

Question Text: Are these pro bono hours...

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Billable Time	250	5.5%	24.4%
2	Non-billable Time	488	10.8%	47.6%
3	A Combination of Billable And Non-billable Time	187	4.1%	18.2%
4	Other	101	2.2%	9.8%
-3	Missing	11	.2%	
.	System Missing	3501	77.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3512	1.00	4.00	2.14	2.00	.90

aq12a**General Practice**

Question Text: Approximately what proportion of your time do you spend in each of the following areas? 0 if you spend no time.

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1832	.00	100.00	4.50	.00	15.11

aq12b	Antitrust
Question Text:	Antitrust
Variable Type:	Continuous
Interval:	0.00 – 100.00
Range of Missing Variable (M):	-3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1929	.00	100.00	1.01	.00	7.15

aq12c	Bankruptcy
Question Text:	Bankruptcy
Variable Type:	Continuous
Interval:	0.00 – 100.00
Range of Missing Variable (M):	-3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1847	.00	100.00	3.89	.00	15.26

aq12d	Civil Litigation
Question Text:	Civil litigation
Variable Type:	Continuous
Interval:	0.00 – 100.00
Range of Missing Variable (M):	-3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1544	.00	100.00	22.65	4.00	33.17

aq12e**Civil Rights/Liberties**

Question Text: Civil rights/liberties
Variable Type: Continuous
Interval: 0.00 – 100.00
Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1908	.00	100.00	2.23	.00	10.85

aq12f**Commercial Law**

Question Text: Commercial law
Variable Type: Continuous
Interval: 0.00 – 100.00
Range of Missing Variable (M): -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1822	.00	100.00	5.21	.00	14.59

aq12g**Criminal Law**

Question Text: Criminal law
Variable Type: Continuous
Interval: 0.00 – 100.00
Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1756	.00	100.00	14.06	.00	31.55

aq12h**Employment Law Union**

Question Text: Employment law - unions

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1937	.00	100.00	.91	.00	7.52

aq12i**Employment Law Mgmt**

Question Text: Employment law – management

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1860	.00	100.00	4.85	.00	17.32

aq12j**Environmental Law**

Question Text: Environmental law

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1918	.00	100.00	2.38	.00	12.42

aq12k**Family Law**

Question Text: Family law
Variable Type: Continuous
Interval: 0.00 – 100.00
Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1815	.00	100.00	6.14	.00	19.04

aq12l**General Corporate**

Question Text: General corporate
Variable Type: Continuous
Interval: 0.00 – 100.00
Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1762	.00	100.00	8.63	.00	19.65

aq12m**Immigration Law**

Question Text: Immigration law
Variable Type: Continuous
Interval: 0.00 – 100.00
Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1910	.00	100.00	2.49	.00	13.41

aq12n**Intellectual Property**

Question Text: Intellectual property (Patents, Trademarks, Copyrights)
Variable Type: Continuous
Interval: 0.00 – 100.00
Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1813	.00	100.00	9.69	.00	27.70

aq120**Municipal Law**

Question Text: Municipal law (including bond issues)
Variable Type: Continuous
Interval: 0.00 – 100.00
Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1928	.00	100.00	1.59	.00	9.26

aq12p**Personal Injury Plaintiff**

Question Text: Personal injury – plaintiffs
Variable Type: Continuous
Interval: 0.00 – 100.00
Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1834	.00	100.00	4.22	.00	15.17

aq12q**Personal Injury Defense**

Question Text: Personal injury – defense
 Variable Type: Continuous
 Interval: 0.00 – 100.00
 Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1868	.00	100.00	5.36	.00	17.89

aq12r**Probate**

Question Text: Probate (Wills and Trusts)
 Variable Type: Continuous
 Interval: 0.00 – 100.00
 Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1861	.00	100.00	3.05	.00	11.86

aq12s**Public Utilities**

Question Text: Public utilities, Administrative law, and Regulated industries
 Variable Type: Continuous
 Interval: 0.00 – 100.00
 Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1926	.00	100.00	2.73	.00	13.15

aq12t**Real Estate Commercials**

Question Text: Real estate - commercial

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1862	.00	100.00	4.13	.00	15.51

aq12u**Real Estate Personal**

Question Text: Real estate- personal/residential

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1866	.00	100.00	2.72	.00	11.54

aq12v**Securities**

Question Text: Securities (Mergers, Security fraud)

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1859	.00	100.00	5.88	.00	17.84

aq12w	Tax
Question Text:	Tax
Variable Type:	Continuous
Interval:	0.00 – 100.00
Range of Missing Variable (M):	-3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1890	.00	100.00	3.27	.00	15.03

aq12x	Other (Specify)
Question Text:	Other (specify)
Variable Type:	Continuous
Interval:	0.00 – 100.00
Range of Missing Variable (M):	-5, -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1881	.00	100.00	18.03	.00	33.43

aq13	Specialist
Question Text:	Do you consider yourself a specialist? (Whether or not you are certified as a specialist by your state.)
Variable Type:	Discrete
Interval:	1.00- 2.00
Range of Missing Variable (M):	-4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	1521	33.5%	40.0%
2	No	2283	50.3%	60.0%
-4	Multiple	3	.1%	
-3	Missing	59	1.3%	
-2	Don't Know	2	.0%	
.	System Missing	670	14.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	734	1.00	2.00	1.60	2.00	.49

aq14**Percent Non-US**

Question Text:

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

Variable Type:

Continuous

Interval:

0.00 – 100.00

Range of Missing Variable (M):

-3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2402	.00	100.00	9.56	.00	20.59

aq15**How many distinct**

Question Text:

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

Variable Type:

Discrete

Interval:

1.00 – 4.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	1 or 2	50	1.1%	2.4%
2	3 or 4	118	2.6%	5.7%
3	5 to 8	316	7.0%	15.2%
4	9 or more	1597	35.2%	76.7%
-5	Not Applicable	80	1.8%	
-3	Missing	50	1.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2457	1.00	4.00	3.66	4.00	.69

aq16_a**Responsible for keeping client updated**

Question Text:

Over the total life of these matters, on how many of them were you responsible for... keeping the client updated on the matter?

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	None	86	1.9%	4.4%
2	Some	577	12.7%	29.3%
3	Half	210	4.6%	10.7%
4	Most	539	11.9%	27.4%
5	All	557	12.3%	28.3%
-5	Not Applicable	164	3.6%	
-3	Missing	78	1.7%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2569	1.00	5.00	3.46	4.00	1.29

aq16_b**Routine research and memos**

Question Text:

Doing work limited to routine research and memo-writing?

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	None	509	11.2%	24.9%
2	Some	1030	22.7%	50.4%
3	Half	162	3.6%	7.9%
4	Most	185	4.1%	9.0%
5	All	159	3.5%	7.8%
-5	Not Applicable	80	1.8%	
-3	Missing	86	1.9%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2493	1.00	5.00	2.24	2.00	1.15

aq16_c

100 or more hours reviewing discovered documents or due diligence

Question Text:

Spending 100 or more hours reviewing discovered documents or performing due diligence on prepared materials?

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	None	1025	22.6%	54.9%
2	Some	568	12.5%	30.4%
3	Half	121	2.7%	6.5%
4	Most	92	2.0%	4.9%
5	All	61	1.3%	3.3%
-5	Not Applicable	252	5.6%	
-3	Missing	92	2.0%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2671	1.00	5.00	1.71	1.00	1.01

aq16_d

writing motions or taking depositions

Question Text:

Writing motions or taking depositions?

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	None	438	9.7%	23.5%
2	Some	629	13.9%	33.8%
3	Half	261	5.8%	14.0%
4	Most	332	7.3%	17.8%
5	All	200	4.4%	10.8%
-5	Not Applicable	260	5.7%	
-3	Missing	91	2.0%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2678	1.00	5.00	2.58	1.00	1.31

aq16_e**Appearing in court as first or second chair**

Question Text:

Appearing in court as first or second chair on a case?

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	None	705	15.5%	38.8%
2	Some	478	10.5%	26.3%
3	Half	107	2.4%	5.9%
4	Most	233	5.1%	12.8%
5	All	292	6.4%	16.1%
-5	Not Applicable	306	6.7%	
-3	Missing	90	2.0%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2723	1.00	5.00	2.41	2.00	1.50

q16_f**Drafting transactional documents**

Question Text:

Drafting transactional documents?

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-5, -3, -1, .

Values	Label	Frequency	%	Valid %
1	None	690	15.2%	39.1%
2	Some	505	11.1%	28.6%
3	Half	135	3.0%	7.7%
4	Most	267	5.9%	15.1%
5	All	167	3.7%	9.5%
-5	Not Applicable	344	7.6%	
-3	Missing	102	2.2%	
-1	Refused	1	.0%	
.	System Missing	2327	51.3%	
Total		538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2774	1.00	5.00	2.72	2.00	1.36

aq16_g**Formulating strategy with senior lawyers or clients**

Question Text: Involved in formulated strategy on the matter with attorneys more senior than you and/or clients?

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	None	161	3.5%	8.0%
2	Some	659	14.5%	32.8%
3	Half	302	6.7%	15.0%
4	Most	524	11.5%	26.1%
5	All	363	8.0%	18.1%
-5	Not Applicable	117	2.6%	
-3	Missing	85	1.9%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2529	1.00	5.00	3.13	3.00	1.27

aq16_h**Traveling**

Question Text: Traveling to meet with clients, interview witness or make court appearance?

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	None	371	8.2%	18.8%
2	Some	752	16.6%	38.0%
3	Half	227	5.0%	11.5%
4	Most	339	7.5%	17.1%
5	All	288	6.3%	14.6%
-5	Not Applicable	152	3.3%	
-3	Missing	82	1.8%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2561	1.00	5.00	2.71	2.00	1.34

aq16_i**Assigning/supervising work of others**

Question Text:

Assigning and/or supervising the work of others (attorneys or paralegals)?

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	None	460	10.1%	23.2%
2	Some	943	20.8%	47.5%
3	Half	199	4.4%	10.0%
4	Most	200	4.4%	10.1%
5	All	184	4.1%	9.3%
-5	Not Applicable	144	3.2%	
-3	Missing	81	1.8%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2552	1.00	5.00	2.25	2.00	1.20

aq16_j**Handling entire matter on own**

Question Text:

Handling entire matter on your own?

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	None	536	11.8%	25.8%
2	Some	693	15.3%	33.3%
3	Half	199	4.4%	9.6%
4	Most	399	8.8%	19.2%
5	All	251	5.5%	12.1%
-5	Not Applicable	57	1.3%	
-3	Missing	76	1.7%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2460	1.00	5.00	2.58	2.00	1.37

aq17_1**Participate on the office/firm recruitment**

Question Text:

Which of the following do you do on a recurring basis?
Participate on the office/firm recruitment.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	400	8.8%	22.2%
2	No	1399	30.8%	77.8%
-3	Missing	412	9.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2739	1.00	2.00	1.78	2.00	.42

q17_2**Join Partners (if you are in a law firm)...**

Question Text:

Join partners (if you are in a law firm) or senior attorneys (if you are in another setting).

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	966	21.3%	53.7%
2	No	833	18.4%	46.3%
-3	Missing	412	9.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2739	1.00	2.00	1.46	2.00	.50

aq17_3**Spend recreational time with partners...**

Question Text:

Spend recreational time with partners (if you are in a law firm) or senior attorneys (if you are in another setting).

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	560	12.3%	31.1%
2	No	1239	27.3%	68.9%
-3	Missing	412	9.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2739	1.00	2.00	1.69	2.00	.46

aq17_4**Spend recreational time with associates**

Question Text:

Spend recreational time with associates (if you are in a law firm) or peers (if you are in another setting).

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	1196	26.4%	66.5%
2	No	603	13.3%	33.5%
-3	Missing	412	9.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2739	1.00	2.00	1.34	1.00	.47

aq17_5**Write for publications presentations**

Question Text:

Write for publications, presentations, or employer sponsored seminars.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	345	7.6%	19.2%
2	No	1454	32.0%	80.8%
-3	Missing	412	9.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2739	1.00	2.00	1.81	2.00	.39

aq17_6**Participate at least monthly either**

Question Text:

Participate at least monthly in either bar association activities, civic groups, or non-profit associations.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	719	15.8%	40.0%
2	No	1080	23.8%	60.0%
-3	Missing	412	9.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2739	1.00	2.00	1.60	2.00	.49

aq18_01**The establishment by my employer of formal leave policies**

Question Text:

What changes would you most like to see in your job?
 The establishment by my employer of formal leave policies.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	216	4.8%	11.5%
2	No	1666	36.7%	88.5%
-5	Not Applicable	6	.1%	
-3	Missing	323	7.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2656	1.00	2.00	1.89	2.00	.32

aq18_02**Greater encouragement by my employer**

Question Text:

Greater encouragement by my employer to make use of formal leave policies.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	181	4.0%	9.6%
2	No	1701	37.5%	90.4%
-5	Not Applicable	6	.1%	
-3	Missing	323	7.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2656	1.00	2.00	1.90	2.00	.29

aq18_03**Less pressure to engage in client**

Question Text: Less pressure to engage in client development.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	110	2.4%	5.8%
2	No	1772	39.0%	94.2%
-5	Not Applicable	6	.1%	
-3	Missing	323	7.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2656	1.00	2.00	1.94	2.00	.23

aq18_04**Fewer hours**

Question Text: Fewer hours.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	521	11.5%	27.7%
2	No	1361	30.0%	72.3%
-5	Not Applicable	6	.1%	
-3	Missing	323	7.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2656	1.00	2.00	1.72	2.00	.45

aq18_05**Less pressure to bill**

Question Text: Less pressure to bill.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	526	11.6%	27.9%
2	No	1356	29.9%	72.1%
-5	Not Applicable	6	.1%	
-3	Missing	323	7.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2656	1.00	2.00	1.72	2.00	.45

aq18_06**More flexibility by my employer**

Question Text: More flexibility by my employer in accommodating my personal life.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	404	8.9%	21.5%
2	No	1478	32.6%	78.5%
-5	Not Applicable	6	.1%	
-3	Missing	323	7.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2656	1.00	2.00	1.79	2.00	.41

aq18_07**Greater opportunity to shape decisions**

Question Text:

Greater opportunity to shape decision on matters I'm working on.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	448	9.9%	23.8%
2	No	1434	31.6%	76.2%
-5	Not Applicable	6	.1%	
-3	Missing	323	7.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2656	1.00	2.00	1.76	2.00	.43

aq18_08**Greater opportunity to shape the future**

Question Text:

Greater opportunity to shape future direction of the office/firm.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	541	11.9%	28.7%
2	No	1341	29.6%	71.3%
-5	Not Applicable	6	.1%	
-3	Missing	323	7.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2656	1.00	2.00	1.71	2.00	.45

aq18_09**More and/or better mentoring by senior**

Question Text: More and/or better mentoring by senior attorneys/partners.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	935	20.6%	49.7%
2	No	947	20.9%	50.3%
-5	Not Applicable	6	.1%	
-3	Missing	323	7.1%	
.	System Missing	2327	51.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2656	1.00	2.00	1.50	2.00	.50

aq18_10**More and/or better training**

Question Text: More and/or better training.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	861	19.0%	45.7%
2	No	1021	22.5%	54.3%
-5	Not Applicable	6	.1%	
-3	Missing	323	7.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2656	1.00	2.00	1.54	2.00	.50

aq18_11**More opportunities for pro bono work**

Question Text:

More opportunities for pro bono work.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	346	7.6%	18.4%
2	No	1536	33.8%	81.6%
-5	Not Applicable	6	.1%	
-3	Missing	323	7.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2656	1.00	2.00	1.82	2.00	.39

aq18_12**Other (specify)**

Question Text:

Other (Specify).

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	321	7.1%	17.1%
2	No	1561	34.4%	82.9%
-5	Not Applicable	6	.1%	
-3	Missing	323	7.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2656	1.00	2.00	1.82	2.00	.38

aq19**Percent Men**

Question Text:

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

Variable Type:

Continuous

Interval:

0.00 – 100.00

Range of Missing Variable (M):

-5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2500	.00	100.00	64.77	66.00	22.28

aq20**Percent Ethnic**

Question Text:

Approximately what proportion of the lawyers in your work place are members of racial-ethnic minority groups?

Variable Type:

Continuous

Interval:

0.00 – 100.00

Range of Missing Variable (M):

-5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2546	.00	100.00	13.37	5.00	19.33

aq21_a**High-income**

Question Text:

Of your total work involving specific clients, approximately what percentage of your time is spent representing each of the following? High-income individuals.

Variable Type:

Continuous

Interval:

0.00 – 100.00

Range of Missing Variable (M):

-5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3440	.00	100.00	13.61	5.00	20.69

aq21_b**Middle-Income**

Question Text: Middle-income or low-income individuals.

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3389	.00	100.00	38.66	20.00	39.69

aq21_c**Fortune 500**

Question Text: Fortune 500 businesses/services.

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3489	.00	100.00	27.13	10.00	32.05

aq21_d**Other large business**

Question Text: Other large or middle-sized businesses.

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3321	.00	100.00	29.59	20.00	28.41

aq21_e	Small business
Question Text:	Small businesses.
Variable Type:	Continuous
Interval:	0.00 – 100.00
Range of Missing Variable (M):	-5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3421	.00	100.00	13.08	10.00	17.11

aq21_f	Governments
Question Text:	Governments, government agencies.
Variable Type:	Continuous
Interval:	0.00 – 100.00
Range of Missing Variable (M):	-5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3701	.00	100.00	24.41	.00	38.90

aq21_g	Start-up Business
Question Text:	Start-up businesses.
Variable Type:	Continuous
Interval:	0.00 – 100.00
Range of Missing Variable (M):	-5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3748	.00	100.00	6.02	.00	11.89

aq21_h**Insurance**

Question Text: Insurance companies.

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3698	.00	100.00	21.09	.00	33.84

aq21_i**Non-profit**

Question Text: Non-profit organizations.

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3742	.00	100.00	5.78	.00	15.57

aq21_j**Other**

Question Text: Other (Specify).

Variable Type: Continuous

Interval: 0.00 – 100.00

Range of Missing Variable (M): -5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4025	.00	100.00	16.43	.00	37.70

aq22**Particular Group**

Question Text:

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?

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-5, -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	417	9.2%	19.1%
2	No	1761	38.8%	80.9%
-5	Not Applicable	2	.0%	
-4	Multiple	1	.0%	
-3	Missing	27	.6%	
-2	Don't know	3	.1%	
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2360	1.00	2.00	1.81	2.00	.39

aq23_na**NA box checked**

Question Text:

How many new clients did you personally bring to your firm last year? Checked NA box.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	1.00	922	20.3%	41.7%
2	2.00	1289	28.4%	58.3%
.	System Missing	2327	51.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2327	1.00	2.00	1.58	2.00	.49

aq23**New clients**

Question Text: How many new clients did you personally bring to your firm last year?

Variable Type: Continuous

Interval: 0.00 – 400.00

Range of Missing Variable (M): -5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3365	.00	400.00	6.71	.00	26.30

aq23b**New Revenue**

Question Text: Approximately how much revenue did these clients generate for the firm last year?

Variable Type: Continuous

Interval: 0.00 – 3000000.00

Range of Missing Variable (M): -5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4121	.00	3000000	48466.96	15000	181060.56

aq24_brac**Current salary bracketed**

Question Text:

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

Variable Type:

Discrete

Interval:

1.00 – 8.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	0 – 39999	310	6.8%	8.0%
2	40000 – 49999	554	12.2%	14.2%
3	50000 - 59999	536	11.8%	13.8%
4	60000 – 74999	588	13.0%	15.1%
5	75000 – 99999	649	14.3%	16.7%
6	100000 – 124999	411	9.1%	10.6%
7	125000 - 14999	426	9.4%	10.9%
8	150000 – highest	419	9.2%	10.8%
.	System missing	645	14.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	645	1.00	7.00	4.48	4.00	2.12

Question Text:

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. Acquiring technical aspects of the job. Most important.

Variable Type:

Discrete

Interval:

1.00 – 10.00

Range of Missing Variable (M):

-5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	265	5.8%	11.9%
2	Firm/office-designated mentor	128	2.8%	5.8%
3	Informal mentors at your firm or office	599	13.2%	26.9%
4	Your immediate supervisor	531	11.7%	23.9%
5	Colleagues at other firms/ offices	76	1.7%	3.4%
6	Non-lawyer colleagues	69	1.5%	3.1%
7	Friends and family	8	.2%	.4%
8	Peers	111	2.4%	5.0%
9	Self-taught	412	9.1%	18.5%
10	Other (specify)	27	.6%	1.2%
-5	Not applicable	5	.1%	
-3	Missing	262	5.8%	
-2	Don't know	1	.0%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2312	1.00	10.00	4.56	4.00	2.70

aq25_asm**ASM Acquiring**

Question Text: Second most important.

Variable Type: Discrete

Interval: 1.00 – 10.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	225	5.0%	13.3%
2	Firm/office-designated mentor	95	2.1%	5.6%
3	Informal mentors at your firm or office	371	8.2%	21.9%
4	Your immediate supervisor	240	5.3%	14.2%
5	Colleagues at other firms/ offices	146	3.2%	8.6%
6	Non-lawyer colleagues	71	1.6%	4.2%
7	Friends and family	14	.3%	.8%
8	Peers	169	3.7%	10.0%
9	Self-taught	345	7.6%	20.3%
10	Other (specify)	20	.4%	1.2%
-5	Not applicable	6	.1%	
-3	Missing	791	17.4%	
-2	Don't know	1	.0%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2842	1.00	10.00	4.95	4.00	2.86

Question Text: Learning office protocol and customs.
Most important.

Variable Type: Discrete

Interval: 1.00 – 10.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	142	3.1%	6.4%
2	Firm/office-designated mentor	151	3.3%	6.8%
3	Informal mentors at your firm or office	733	16.2%	33.2%
4	Your immediate supervisor	331	7.3%	15.0%
5	Colleagues at other firms/ offices	66	1.5%	3.0%
6	Non-lawyer colleagues	162	3.6%	7.3%
7	Friends and family	4	.1%	.2%
8	Peers	290	6.4%	13.1%
9	Self-taught	291	6.4%	13.2%
10	Other (specify)	40	.9%	1.8%
-5	Not applicable	14	.3%	
-3	Missing	269	5.9%	
-2	Don't know	1	.0%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2328	1.00	10.00	4.81	4.00	2.63

aq25_bsm**BSM learning**

Question Text: Second most important.

Variable Type: Discrete

Interval: 1.00 – 10.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	124	2.7%	7.9%
2	Firm/office-designated mentor	101	2.2%	6.5%
3	Informal mentors at your firm or office	357	7.9%	22.8%
4	Your immediate supervisor	248	5.5%	15.9%
5	Colleagues at other firms/ offices	82	1.8%	5.2%
6	Non-lawyer colleagues	132	2.9%	8.4%
7	Friends and family	19	.4%	1.2%
8	Peers	202	4.5%	12.9%
9	Self-taught	282	6.2%	18.0%
10	Other (specify)	16	.4%	1.0%
-5	Not applicable	16	.4%	
-3	Missing	914	20.1%	
-2	Don't know	1	.0%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2975	1.00	10.00	5.41	4.00	2.71

aq25_cfm**Devising specific strategies to achieve goals**

Question Text: Devising specific strategies for achieving your career goals.
Most important.

Variable Type: Discrete

Interval: 1.00 – 10.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	27	.6%	1.2%
2	Firm/office-designated mentor	71	1.6%	3.3%
3	Informal mentors at your firm or office	316	7.0%	14.6%
4	Your immediate supervisor	224	4.9%	10.3%
5	Colleagues at other firms/ offices	156	3.4%	7.2%
6	Non-lawyer colleagues	39	.9%	1.8%
7	Friends and family	328	7.2%	15.1%
8	Peers	140	3.1%	6.4%
9	Self-taught	846	18.6%	39.0%
10	Other (specify)	24	.5%	1.1%
-5	Not applicable	18	.4%	
-3	Missing	303	6.7%	
-2	Don't know	2	.0%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	2367	1.00	10.00	6.59	7.00	2.53

aq25_csm**CSM Devising**

Question Text: Second most important.

Variable Type: Discrete

Interval: 1.00 – 10.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	23	.5%	1.5%
2	Firm/office-designated mentor	65	1.4%	4.4%
3	Informal mentors at your firm or office	206	4.5%	13.8%
4	Your immediate supervisor	120	2.6%	8.1%
5	Colleagues at other firms/ offices	200	4.4%	13.4%
6	Non-lawyer colleagues	54	1.2%	3.6%
7	Friends and family	354	7.8%	23.8%
8	Peers	251	5.5%	16.9%
9	Self-taught	198	4.4%	13.3%
10	Other (specify)	17	.4%	1.1%
-5	Not applicable	14	.3%	
-3	Missing	991	21.8%	
-2	Don't know	1	.0%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3050	1.00	10.00	6.06	7.00	2.25

aq25_dfm	Receiving support and encouragement
Question Text:	Receiving support and encouragement in stressful times. Most Important.
Variable Type:	Discrete
Interval:	1.00 – 10.00
Range of Missing Variable (M):	-5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	12	.3%	.5%
2	Firm/office-designated mentor	40	.9%	1.8%
3	Informal mentors at your firm or office	243	5.4%	11.0%
4	Your immediate supervisor	158	3.5%	7.1%
5	Colleagues at other firms/ offices	82	1.8%	3.7%
6	Non-lawyer colleagues	41	.9%	1.8%
7	Friends and family	1198	26.4%	54.0%
8	Peers	262	5.8%	11.8%
9	Self-taught	158	3.5%	7.1%
10	Other (specify)	23	.5%	1.0%
-5	Not applicable	13	.3%	
-3	Missing	263	5.8%	
-2	Don't know	1	.0%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2321	1.00	10.00	6.42	7.00	1.84

aq25_dsm	DSM receiving
Question Text:	Second most important.
Variable Type:	Discrete
Interval:	1.00 – 10.00
Range of Missing Variable (M):	-5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	2	.0%	.1%
2	Firm/office-designated mentor	27	.6%	1.7%
3	Informal mentors at your firm or office	238	5.2%	14.7%
4	Your immediate supervisor	111	2.4%	6.8%
5	Colleagues at other firms/ offices	149	3.3%	9.2%
6	Non-lawyer colleagues	143	3.2%	8.8%
7	Friends and family	355	7.8%	21.9%
8	Peers	461	10.2%	28.4%
9	Self-taught	104	2.3%	6.4%
10	Other (specify)	31	.7%	1.9%
-5	Not applicable	7	.2%	
-3	Missing	865	19.1%	
-2	Don't know	1	.0%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2917	1.00	10.00	6.31	7.00	2.03

Question Text: Getting informal feedback on your performance.
Most important.

Variable Type: Discrete

Interval: 1.00 – 10.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	19	.4%	.9%
2	Firm/office-designated mentor	128	2.8%	5.8%
3	Informal mentors at your firm or office	554	12.2%	25.2%
4	Your immediate supervisor	1049	23.1%	47.7%
5	Colleagues at other firms/ offices	83	1.8%	3.8%
6	Non-lawyer colleagues	52	1.1%	2.4%
7	Friends and family	24	.5%	1.1%
8	Peers	170	3.7%	7.7%
9	Self-taught	61	1.3%	2.8%
10	Other (specify)	60	1.3%	2.7%
-5	Not applicable	11	.2%	
-3	Missing	281	6.2%	
-2	Don't know	2	.0%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2338	1.00	10.00	4.34	4.00	1.90

aq25_esm**ESM getting**

Question Text: Second most important.

Variable Type: Discrete

Interval: 1.00 – 10.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	27	.6%	2.0%
2	Firm/office-designated mentor	111	2.4%	8.4%
3	Informal mentors at your firm or office	410	9.0%	31.1%
4	Your immediate supervisor	290	6.4%	22.0%
5	Colleagues at other firms/ offices	99	2.2%	7.5%
6	Non-lawyer colleagues	89	2.0%	6.8%
7	Friends and family	37	.8%	2.8%
8	Peers	181	4.0%	13.7%
9	Self-taught	38	.8%	2.9%
10	Other (specify)	36	.8%	2.7%
-5	Not applicable	16	.4%	
-3	Missing	1158	25.5%	
-2	Don't know	2	.0%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3220	1.00	10.00	4.61	4.00	2.23

aq25_ffm**Gaining valuable networking opportunities**

Question Text: Gaining valuable networking opportunities.
Most important.

Variable Type: Discrete

Interval: 1.00 – 10.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	33	.7%	1.6%
2	Firm/office-designated mentor	50	1.1%	2.4%
3	Informal mentors at your firm or office	279	6.1%	13.6%
4	Your immediate supervisor	243	5.4%	11.8%
5	Colleagues at other firms/ offices	444	9.8%	21.6%
6	Non-lawyer colleagues	130	2.9%	6.3%
7	Friends and family	221	4.9%	10.7%
8	Peers	215	4.7%	10.4%
9	Self-taught	388	8.6%	18.9%
10	Other (specify)	55	1.2%	2.7%
-5	Not applicable	36	.8%	
-3	Missing	397	8.7%	
-2	Don't know	3	.1%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2480	1.00	10.00	5.95	5.00	2.31

aq25_fsm**FSM Gaining**

Question Text: Second most important.

Variable Type: Discrete

Interval: 1.00 – 10.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	24	.5%	1.8%
2	Firm/office-designated mentor	38	.8%	2.9%
3	Informal mentors at your firm or office	160	3.5%	12.2%
4	Your immediate supervisor	72	1.6%	5.5%
5	Colleagues at other firms/ offices	235	5.2%	17.9%
6	Non-lawyer colleagues	172	3.8%	13.1%
7	Friends and family	217	4.8%	16.6%
8	Peers	243	5.4%	18.5%
9	Self-taught	124	2.7%	9.5%
10	Other (specify)	25	.6%	1.9%
-5	Not applicable	20	.4%	
-3	Missing	1162	25.6%	
-2	Don't know	2	.0%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3228	1.00	10.00	6.03	6.00	2.12

aq25_gfm**Having a personal advocate in firm**

Question Text: Having a personal advocate within the firm.
Most important.

Variable Type: Discrete

Interval: 1.00 – 10.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	6	.1%	.3%
2	Firm/office-designated mentor	156	3.4%	8.5%
3	Informal mentors at your firm or office	617	13.6%	33.7%
4	Your immediate supervisor	585	12.9%	32.0%
5	Colleagues at other firms/ offices	28	.6%	1.5%
6	Non-lawyer colleagues	42	.9%	2.3%
7	Friends and family	11	.2%	.6%
8	Peers	113	2.5%	6.2%
9	Self-taught	213	4.7%	11.6%
10	Other (specify)	58	1.3%	3.2%
-5	Not applicable	99	2.2%	
-3	Missing	563	12.4%	
-2	Don't know	3	.1%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2709	1.00	10.00	4.58	4.00	2.36

aq25_gsm**GSM Having**

Question Text: Second most important.

Variable Type: Discrete

Interval: 1.00 – 10.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Formal training program	2	.0%	.2%
2	Firm/office-designated mentor	98	2.2%	10.2%
3	Informal mentors at your firm or office	301	6.6%	31.4%
4	Your immediate supervisor	187	4.1%	19.5%
5	Colleagues at other firms/ offices	34	.7%	3.5%
6	Non-lawyer colleagues	79	1.7%	8.2%
7	Friends and family	18	.4%	1.9%
8	Peers	137	3.0%	14.3%
9	Self-taught	80	1.8%	8.3%
10	Other (specify)	24	.5%	2.5%
-5	Not applicable	51	1.1%	
-3	Missing	1480	32.6%	
-2	Don't know	3	.1%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3578	1.00	10.00	4.87	4.00	2.41

aq26_a**Level**

Question Text:

How satisfied are you with each of the following aspects of your current position?

Variable Type:

Level of responsibility you have.

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	84	1.9%	2.0%
2		172	3.8%	4.1%
3		208	4.6%	4.9%
4	Neither Satisfied nor dissatisfied	371	8.2%	8.8%
5		738	16.3%	17.5%
6		1244	27.4%	29.5%
7	Highly Satisfied	1394	30.7%	33.1%
.	System Missing	327	7.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	327	1.00	7.00	5.57	6.00	1.51

aq26_b**Recognition**

Question Text:

Recognition you receive for your work.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	174	3.8%	4.1%
2		304	6.7%	7.2%
3		366	8.1%	8.7%
4	Neither Satisfied nor dissatisfied	584	12.9%	13.9%
5		934	20.6%	22.2%
6		1098	24.2%	26.1%
7	Highly Satisfied	743	16.4%	17.7%
.	System Missing	335	7.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	335	1.00	7.00	4.92	5.00	1.66

aq26_c**Substantive area**

Question Text:

Substantive area of your work.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	86	1.9%	2.0%
2		213	4.7%	5.1%
3		288	6.3%	6.8%
4	Neither Satisfied nor dissatisfied	496	10.9%	11.8%
5		831	18.3%	19.7%
6		1216	26.8%	28.8%
7	Highly Satisfied	1086	23.9%	25.8%
.	System Missing	322	7.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	322	1.00	7.00	5.32	6.00	1.55

aq26_d**Tasks you perform**

Question Text: Tasks you perform.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	70	1.5%	1.7%
2		188	4.1%	4.5%
3		360	7.9%	8.6%
4	Neither Satisfied nor dissatisfied	566	12.5%	13.5%
5		1167	25.7%	27.7%
6		1241	27.3%	29.5%
7	Highly Satisfied	615	13.6%	14.6%
.	System Missing	331	7.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	331	1.00	7.00	5.08	5.00	1.42

aq26_e**Opportunities**

Question Text: Opportunities for advancement.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, .

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	275	6.1%	6.8%
2		310	6.8%	7.6%
3		393	8.7%	9.7%
4	Neither Satisfied nor dissatisfied	748	16.5%	18.4%
5		836	18.4%	20.6%
6		854	18.8%	21.0%
7	Highly Satisfied	652	14.4%	16.0%
-5		1	.0%	
.	System Missing	469	10.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	470	1.00	7.00	4.65	5.00	1.75

aq26_f**Compensation**

Question Text: Compensation (including salary, benefits and bonus, if applicable)

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	341	7.5%	8.1%
2		464	10.2%	11.1%
3		543	12.0%	12.9%
4	Neither Satisfied nor dissatisfied	559	12.3%	13.3%
5		783	17.3%	18.7%
6		835	18.4%	19.9%
7	Highly Satisfied	673	14.8%	16.0%
.	System Missing	340	7.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	340	1.00	7.00	4.47	5.00	1.87

aq26_g**Control amount work**

Question Text: Control you have over the amount of work you do.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	293	6.5%	6.9%
2		397	8.7%	9.4%
3		580	12.8%	13.8%
4	Neither Satisfied nor dissatisfied	696	15.3%	16.5%
5		764	16.8%	18.1%
6		773	17.0%	18.3%
7	Highly Satisfied	715	15.8%	17.0%
.	System Missing	320	7.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	320	1.00	7.00	4.52	5.00	1.82

aq26_h**Control how work**

Question Text: Control you have over how you do your work.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	113	2.5%	2.7%
2		156	3.4%	3.7%
3		271	6.0%	6.4%
4	Neither Satisfied nor dissatisfied	496	10.9%	11.8%
5		808	17.8%	19.2%
6		1246	27.5%	29.5%
7	Highly Satisfied	1127	24.8%	26.7%
.	System Missing	321	7.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	321	1.00	7.00	5.37	6.00	1.54

aq26_i**Relationships**

Question Text: Relationships with colleagues.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, .

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	69	1.5%	1.7%
2		115	2.5%	2.8%
3		183	4.0%	4.4%
4	Neither Satisfied nor dissatisfied	375	8.3%	9.0%
5		697	15.4%	16.7%
6		1340	29.5%	32.1%
7	Highly Satisfied	1401	30.9%	33.5%
-5	Not Applicable	1	.0%	
.	System Missing	357	7.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	358	1.00	7.00	5.67	6.00	1.41

aq26_j**Opportunities pro bono**

Question Text:

Opportunities for doing pro bono work.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, .

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	334	7.4%	9.6%
2		363	8.0%	10.4%
3		359	7.9%	10.3%
4	Neither Satisfied nor dissatisfied	983	21.7%	28.2%
5		384	8.5%	11.0%
6		450	9.9%	12.9%
7	Highly Satisfied	613	13.5%	17.6%
-5	Not Applicable	9	.2%	
.	System Missing	1043	23.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1052	1.00	7.00	4.30	4.00	1.87

aq26_k**Intellectual**

Question Text:

Intellectual challenges of your work.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	88	1.9%	2.1%
2		192	4.2%	4.5%
3		268	5.9%	6.3%
4	Neither Satisfied nor dissatisfied	423	9.3%	10.0%
5		862	19.0%	20.4%
6		1334	29.4%	31.6%
7	Highly Satisfied	1054	23.2%	25.0%
.	System Missing	317	7.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	317	1.00	7.00	5.37	6.00	1.51

aq26_1**Opportunities skills**

Question Text:

Opportunities for building skills.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	107	2.4%	2.5%
2		202	4.5%	4.8%
3		286	6.3%	6.8%
4	Neither Satisfied nor dissatisfied	462	10.2%	11.0%
5		876	19.3%	20.8%
6		1215	26.8%	28.8%
7	Highly Satisfied	1065	23.5%	25.3%
.	System Missing	325	7.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	325	1.00	7.00	5.30	6.00	1.56

aq26_m**Amount Travel**

Question Text:

Amount of travel required.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, .

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	132	2.9%	3.4%
2		145	3.2%	3.8%
3		245	5.4%	6.4%
4	Neither Satisfied nor dissatisfied	1159	25.5%	30.1%
5		549	12.1%	14.3%
6		797	17.6%	20.7%
7	Highly Satisfied	818	18.0%	21.3%
-5	Not Applicable	8	.2%	
.	System Missing	685	15.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	693	1.00	7.00	4.93	5.00	1.58

aq26_n**Diversity**

Question Text: Diversity of the workplace

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	272	6.0%	6.7%
2		347	7.6%	8.6%
3		464	10.2%	11.5%
4	Neither Satisfied nor dissatisfied	1068	23.5%	26.5%
5		641	14.1%	15.9%
6		665	14.7%	16.5%
7	Highly Satisfied	574	12.6%	14.2%
-5	Not Applicable	2	.0%	
-3	Missing	1	.0%	
.	System Missing	504	11.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	507	1.00	7.00	4.43	4.00	1.73

aq26_o**Performance Level**

Question Text: Performance evaluation process.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	364	8.0%	9.5%
2		474	10.4%	12.4%
3		564	12.4%	14.7%
4	Neither Satisfied nor dissatisfied	1002	22.1%	26.1%
5		664	14.6%	17.3%
6		451	9.9%	11.8%
7	Highly Satisfied	318	7.0%	8.3%
-5	Not Applicable	2	.0%	
-3	Missing	1	.0%	
.	System Missing	698	15.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	701	1.00	7.00	3.98	4.00	1.70

aq26_p**Value of Work**

Question Text: Value of your work to society.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	304	6.7%	7.3%
2		355	7.8%	8.5%
3		409	9.0%	9.8%
4	Neither Satisfied nor dissatisfied	806	17.8%	19.3%
5		701	15.4%	16.7%
6		740	16.3%	17.7%
7	Highly Satisfied	871	19.2%	20.8%
.	System Missing	352	7.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	352	1.00	7.00	4.66	5.00	1.84

aq26_q**Job security**

Question Text: Job security.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Highly Dissatisfied	161	3.5%	3.9%
2		211	4.6%	5.1%
3		291	6.4%	7.0%
4	Neither Satisfied nor dissatisfied	563	12.4%	13.5%
5		790	17.4%	18.9%
6		1150	25.3%	27.5%
7	Highly Satisfied	1009	22.2%	24.2%
.	System Missing	363	8.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	363	1.00	7.00	5.18	6.00	1.64

aq27**Compensation Schemes**

Question Text: Which of the following compensation schemes represent the scheme in your place of work?

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Straight Salary	1627	35.9%	39.6%
2	Salary plus bonus	2480	54.6%	60.4%
-4	Multiple	72	1.6%	
-3	Missing	88	1.9%	
-2	Don't know	2	.0%	
.	System missing	269	5.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	363	1.00	2.00	5.18	6.00	1.64

aq28**Satisfied with pay**

Question Text:

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

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-3..

Values	Label	Frequency	%	Valid %
1	Extremely satisfied	400	8.8%	16.4%
2	Moderately satisfied	912	20.1%	37.4%
3	Neither satisfied nor dissatisfied	355	7.8%	14.5%
4	Moderately dissatisfied	559	12.3%	22.9%
5	Extremely dissatisfied	218	4.8%	8.9%
-3	Missing	50	1.1%	
.	System missing	2044	45.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2094	1.00	5.00	2.71	2.00	1.24

aq29_a**Demeaning**

Question Text:

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?

Experienced demanding comments of other types of harassment.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	592	13.0%	14.1%
2	No	3621	79.8%	85.9%
-4	Multiple	13	.3%	
-3	Missing	41	.9%	
.	System Missing	271	6.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	325	1.00	2.00	1.86	2.00	.35

aq29_b**Missing Desirable**

Question Text: Missed out on desirable assignment.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	374	8.2%	8.9%
2	No	3823	84.2%	91.1%
-4	Multiple	13	.3%	
-3	Missing	45	1.0%	
-2	Don't know	12	.3%	
.	System Missing	271	6.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	341	1.00	2.00	1.91	2.00	.28

aq29_c**Having a client**

Question Text: Had a client request someone other than you to handle the matter.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	379	8.4%	9.1%
2	No	3801	83.8%	90.9%
-4	Multiple	29	.6%	
-3	Missing	51	1.1%	
-2	Don't know	7	.2%	
.	System Missing	271	6.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	358	1.00	2.00	1.91	2.00	.29

aq29_d**Other experiences**

Question Text: Experienced one or more other forms of discrimination.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	466	10.3%	11.1%
2	No	3722	82.0%	88.9%
-4	Multiple	15	.3%	
-3	Missing	61	1.3%	
-2	Don't know	3	.1%	
.	System Missing	271	6.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	350	1.00	2.00	1.89	2.00	.31

aq30**Satisfied Decision**

Question Text: How satisfied are you with your decision to become a lawyer?

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Extremely Satisfied	1434	31.6%	33.8%
2	Moderately Satisfied	1764	38.9%	41.6%
3	Neither Satisfied nor dissatisfied	311	6.9%	7.3%
4	Moderately dissatisfied	437	9.6%	10.3%
5	Extremely dissatisfied	93	2.0%	2.2%
6	Its too soon to tell	198	4.4%	4.7%
.	System missing	301	6.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	301	1.00	6.00	2.19	2.00	1.32

aq31**Stay with employer**

Question Text:

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

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Already looking	554	12.2%	13.5%
2	<1 year	417	9.2%	10.2%
3	1-2 years	876	19.3%	21.3%
4	3-5 years	838	18.5%	20.4%
5	5+ years	1421	31.3%	34.6%
-3.	Missing	2	.0%	
.	System missing	430	9.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	432	1.00	5.00	3.52	4.00	1.40

apos_currps**CURRPOS Box checked**

Question Text:

If your current position is your first position, check here.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-4, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	2648	58.4%	60.0%
2	No	1768	39.0%	40.0%
-4	Multiple	2	.0%	
-2	Don't know	1	.0%	
.	System Missing	119	2.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	122	1.00	2.00	1.40	1.00	.49

apos_notemplo	NOTEMPLO Box Checked
----------------------	-----------------------------

Question Text: If you have not been employed in any setting since being admitted to the Bar, check here.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, .

Values	Label	Frequency	%	Valid %
1	Yes	91	2.0%	5.2%
2	No	1678	36.9%	94.8%
-4	Multiple	2	.0%	
.	System Missing	2771	61.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2773	1.00	2.00	1.95	2.00	.22

apos1byr	POS1BYR 1 Begin Year
-----------------	-----------------------------

Question Text: Professional employment history.
First position, excluding judicial clerkship, end date.

Variable Type: Continuous

Interval: 1972 - 2002

Range of Missing Variable (M): -4, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2947	1972	2002	1999.35	2000	2.07

apos1eyr	POS1EYR 1 End Year
-----------------	---------------------------

Question Text: Professional employment history.
First position, excluding judicial clerkship, end date.

Variable Type: Continuous

Interval: 1995 - 2003

Range of Missing Variable (M): -4, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3040	1995	2003	2000.91	2001.00	.83

apos1org**POS1ORG 1 Type of Org**

Question Text: First position type of organization

Variable Type: Discrete

Interval: 1.00 – 13.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Private law firm or solo practice	570	12.6%	35.5%
2	Federal government	31	.7%	1.9%
3	State or local government	83	1.8%	5.2%
4	Legal services or public defender	26	.6%	1.6%
5	Legal temporary firm	15	.3%	.9%
6	Public interest organization	17	.4%	1.1%
7	Other non-profit organization	11	.2%	.7%
8	Educational institution	10	.2%	.6%
9	Professional service firm	43	.9%	2.7%
10	Other fortune 1000 industry/service	21	.5%	1.3%
11	Other business/industry trade association	30	.7%	1.9%
12	Labor union	4	.1%	.2%
13	Other (specify)	746	16.4%	46.4%
-3	Missing	67	1.5%	
.	System Missing	2864	63.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2931	1.00	13.00	7.64	9.00	5.60

apos1f**POS1F Full Part Time**

Question Text: First position full or part-time?

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, -1, .

Values	Label	Frequency	%	Valid %
1	Full Time	827	18.2%	93.4%
2	Part Time	58	1.3%	6.6%
-3	Missing	65	1.4%	
-1	Refused	1	.0%	
.	System Missing	3587	79.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3653	1.00	2.00	1.07	1.00	.25

apos1nat**POS1NAT 1 Nature of Pos**

Question Text:

First position nature of position?

Variable Type:

Discrete

Interval:

1.00 – 22.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Solo practitioner	20	.4%	1.2%
2	Associate	516	11.4%	32.1%
3	Non-equity partner	2	.0%	.1%
4	Equity partner/shareholder	6	.1%	.4%
5	Contract attorney	43	.9%	2.7%
6	Of counsel	7	.2%	.4%
7	Staff attorney	99	2.2%	6.2%
8	Supervising/managing attorney	1	.0%	.1%
9	Permanent judicial clerk	2	.0%	.1%
12	Law school/Academic administrator	1	.0%	.1%
13	Entry level manager/consultant	17	.4%	1.1%
14	Mid-level manager/consultant	11	.2%	.7%
15	Senior-level manager/ consultant	9	.2%	.6%
16	Business owner/operator	1	.0%	.1%
18	Civil servant	11	.2%	.7%
19	Lobbyist/governmental affairs	6	.1%	.4%
20	Other (than law) teacher or professor	1	.0%	.1%
21	Student/fellow	16	.4%	1.0%
22	Other (Specify)	840	18.5%	52.2%
-3	Missing	65	1.4%	
.	System Missing	2864	63.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2929	1.00	22.00	13.51	22.00	9.40

apos1law_brac	Position 1 number of lawyers bracketed
Question Text:	Approximate number of lawyers at all locations of this organization?
Variable Type:	Discrete
Interval:	1.00 – 11,00
Range of Missing Variable (M):	.

Values	Label	Frequency	%	Valid %
1	0 - 5	272	6.0%	32.9%
2	6 – 10	95	2.1%	11.5%
3	11 – 25	103	2.3%	12.4%
4	26 – 50	78	1.7%	9.4%
5	51 – 100	72	1.6%	8.7%
6	101 – 150	29	.6%	3.5%
7	151 – 200	30	.7%	3.6%
8	201 – 250	11	.2%	1.3%
9	251 – 500	83	1.8%	10.0%
10	501 – 1000	49	1.1%	5.9%
11	1000 – Highest	6	.1%	.7%
.	System Missing	3710	81.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3710	1.00	11.00	3.89	3.00	3.05

apos1lea	Why left position 1 Reason 1
Question Text:	Reason for leaving this position, if applicable. List as many as apply in order of importance.
Variable Type:	Discrete
Interval:	1.00 – 24.00
Range of Missing Variable (M):	-5, -3, .

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	98	2.2%	6.5%
2	Conflicts with management or supervisor, peers or other people	54	1.2%	3.6%
3	Dissatisfaction with assignment	33	.7%	2.2%
4	Disagreement with firm or company policies	21	.5%	1.4%
5	Desire to change sector (private/non-private) of practices	22	.5%	1.5%
6	Signals from management that opportunity to advance would be limited	13	.3%	.9%
7	Experienced discrimination	7	.2%	.5%
8	For a better job (higher pay, better benefits, more responsibility)	196	4.3%	13.0%
9	To accommodate dual careers	6	.1%	.4%
10	Moved from area because of spouses job	34	.7%	2.2%
11	Preferred different geographic location	28	.6%	1.9%
12	To better accommodate family needs	14	.3%	.9%
13	For a better work environment	21	.5%	1.4%
14	For a more diverse work environment	2	.0%	.1%
15	For more compatible hours	4	.1%	.3%
16	Firm or company was down-sized	56	1.2%	3.7%
17	Firm or company was closed	28	.6%	1.9%
18	Received a promotion	11	.2%	.7%
19	Illness or injury	2	.0%	.1%
20	Maternity/paternity leave	10	.2%	.7%
21	To return to school	6	.1%	.4%
22	Contract ended	31	.7%	2.0%
23	Was fired	13	.3%	.9%
24	Other Specify	803	17.7%	53.1%
-5	Not applicable	8	.2%	
-3	Missing	108	2.4%	
.	System Missing	2909	64.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3025	1.00	24.00	16.93	24.00	8.65

apos1lea2**Why left position 1 Reason 2**

Question Text:

Reason for leaving this position, if applicable.

Variable Type:

Discrete

Interval:

1.00 – 24.00

Range of Missing Variable (M):

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	18	.4%	5.1%
2	Conflicts with management or supervisor, peers or other people	44	1.0%	12.5%
3	Dissatisfaction with assignment	49	1.1%	14.0%
4	Disagreement with firm or company policies	30	.7%	8.5%
5	Desire to change sector (private/non-private) of practices	10	.2%	2.8%
6	Signals from management that opportunity to advance would be limited	21	.5%	6.0%
7	Experienced discrimination	7	.2%	2.0%
8	For a better job (higher pay, better benefits, more responsibility)	52	1.1%	14.8%
9	To accommodate dual careers	4	.1%	1.1%
10	Moved from area because of spouses job	5	.1%	1.4%
11	Preferred different geographic location	33	.7%	9.4%
12	To better accommodate family needs	16	.4%	4.6%
13	For a better work environment	30	.7%	8.5%
14	For a more diverse work environment	1	.0%	.3%
15	For more compatible hours	14	.3%	4.0%
16	Firm or company was down-sized	2	.0%	.6%
17	Firm or company was closed	1	.0%	.3%
18	Received a promotion	1	.0%	.3%
21	To return to school	1	.0%	.3%
22	Contract ended	2	.0%	.6%
23	Was fired	2	.0%	.6%
24	Other Specify	8	.2%	2.3%
.	System Missing	4187	92.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4187	1.00	24.00	7.52	7.00	5.26

apos1lea3**Why left position 1 Reason 3**

Question Text:

Reason for leaving this position, if applicable.

Variable Type:

Discrete

Interval:

1.00 – 24.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	20	.4%	7.8%
2	Conflicts with management or supervisor, peers or other people	18	.4%	7.0%
3	Dissatisfaction with assignment	32	.7%	12.5%
4	Disagreement with firm or company policies	17	.4%	6.6%
5	Desire to change sector (private/non-private) of practices	9	.2%	3.5%
6	Signals from management that opportunity to advance would be limited	13	.3%	5.1%
7	Experienced discrimination	9	.2%	3.5%
8	For a better job (higher pay, better benefits, more responsibility)	35	.8%	13.6%
9	To accommodate dual careers	4	.1%	1.6%
10	Moved from area because of spouses job	3	.1%	1.2%
11	Preferred different geographic location	10	.2%	3.9%
12	To better accommodate family needs	12	.3%	4.7%
13	For a better work environment	37	.8%	14.4%
14	For a more diverse work environment	7	.2%	2.7%
15	For more compatible hours	17	.4%	6.6%
16	Firm or company was down-sized	1	.0%	.4%
17	Firm or company was closed	1	.0%	.4%
19	Illness or injury	1	.0%	.4%
21	To return to school	2	.0%	.8%
24	Other Specify	9	.2%	
.	System Missing	4281	94.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4281	1.00	24.00	8.37	8.00	5.60

apos1lea4**Why left position 1 Reason 4**

Question Text:

Reason for leaving this position, if applicable.

Variable Type:

Discrete

Interval:

1.00 – 24.00

Range of Missing Variable (M):

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	7	.2%	4.9%
2	Conflicts with management or supervisor, peers or other people	5	.1%	3.5%
3	Dissatisfaction with assignment	9	.2%	6.3%
4	Disagreement with firm or company policies	14	.3%	9.9%
5	Desire to change sector (private/non-private) of practices	4	.1%	2.8%
6	Signals from management that opportunity to advance would be limited	12	.3%	8.5%
7	Experienced discrimination	4	.1%	2.8%
8	For a better job (higher pay, better benefits, more responsibility)	11	.2%	7.7%
9	To accommodate dual careers	1	.0%	.7%
10	Moved from area because of spouses job	1	.0%	.7%
11	Preferred different geographic location	12	.3%	8.5%
12	To better accommodate family needs	5	.1%	3.5%
13	For a better work environment	22	.5%	15.5%
14	For a more diverse work environment	5	.1%	3.5%
15	For more compatible hours	22	.5%	15.5%
16	Firm or company was down-sized	3	.1%	2.1%
21	To return to school	1	.0%	.7%
23	Was fired	1	.0%	.7%
24	Other Specify	3	.1%	2.1%
.	System Missing	4396	96.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	4396	1.00	24.00	9.64	11.00	5.35

apos1lea5**Why left position 1 Reason 5**

Question Text:

Reason for leaving this position, if applicable.

Variable Type:

Discrete

Interval:

1.00 – 24.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	1	.0%	1.3%
2	Conflicts with management or supervisor, peers or other people	2	.0%	2.5%
3	Dissatisfaction with assignment	2	.0%	2.5%
4	Disagreement with firm or company policies	6	.1%	7.6%
5	Desire to change sector (private/non-private) of practices	5	.1%	6.3%
6	Signals from management that opportunity to advance would be limited	12	.3%	15.2%
7	Experienced discrimination	1	.0%	1.3%
8	For a better job (higher pay, better benefits, more responsibility)	14	.3%	17.7%
10	Moved from area because of spouses job	1	.0%	1.3%
11	Preferred different geographic location	4	.1%	5.1%
12	To better accommodate family needs	5	.1%	6.3%
13	For a better work environment	14	.3%	17.7%
14	For a more diverse work environment	1	.0%	1.3%
15	For more compatible hours	5	.1%	6.3%
16	Firm or company was down-sized	1	.0%	1.3%
20	Maternity/paternity leave	1	.0%	1.3%
24	Other Specify	4	.1%	5.1%
.	System Missing	4459	98.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4459	1.00	24.00	9.72	8.00	5.20

apos1lea6**Why left position 1 Reason 6**

Question Text:

Reason for leaving this position, if applicable.

Variable Type:

Discrete

Interval:

1.00 – 24.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	1	.0%	2.4%
3	Dissatisfaction with assignment	2	.0%	4.9%
4	Disagreement with firm or company policies	1	.0%	2.4%
5	Desire to change sector (private/non-private) of practices	1	.0%	2.4%
6	Signals from management that opportunity to advance would be limited	2	.0%	4.9%
7	Experienced discrimination	5	.1%	12.2%
8	For a better job (higher pay, better benefits, more responsibility)	4	.1%	9.8%
11	Preferred different geographic location	2	.0%	4.9%
12	To better accommodate family needs	3	.1%	7.3%
13	For a better work environment	13	.3%	31.7%
14	For a more diverse work environment	1	.0%	2.4%
15	For more compatible hours	3	.1%	7.3%
20	Maternity/paternity leave	1	.0%	2.4%
23	Was fired	1	.0%	2.4%
24	Other Specify	1	.0%	2.4%
.	System Missing	4497	99.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	4497	1.00	24.00	10.93	12.00	4.96

apos1lea7**Why left position 1 Reason 7**

Question Text:

Reason for leaving this position, if applicable.

Variable Type:

Discrete

Interval:

2.00 – 16.00

Range of Missing Variable (M):

Values	Label	Frequency	%	Valid %
2	Conflicts with management or supervisor, peers or other people	2	.0%	8.7%
3	Dissatisfaction with assignment	2	.0%	8.7%
4	Disagreement with firm or company policies	2	.0%	8.7%
8	For a better job (higher pay, better benefits, more responsibility)	4	.1%	17.4%
11	Preferred different geographic location	1	.0%	4.3%
12	To better accommodate family needs	1	.0%	4.3%
13	For a better work environment	2	.0%	8.7%
14	For a more diverse work environment	1	.0%	4.3%
15	For more compatible hours	7	.2%	30.4%
16	Firm or company was down-sized	1	.0%	4.3%
.	System Missing	4515	99.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4515	2.00	24.00	10.17	12.00	5.06

apos1lea8**Why left position 1 Reason 8**

Question Text: Reason for leaving this position, if applicable.

Variable Type: Discrete

Interval: 1.00 – 15.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	1	.0%	8.3%
2	Conflicts with management or supervisor, peers or other people	1	.0%	8.3%
11	Preferred different geographic location	1	.0%	8.3%
12	To better accommodate family needs	1	.0%	8.3%
13	For a better work environment	5	.1%	41.7%
15	For more compatible hours	3	.1%	25.0%
.	System Missing	4526	99.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4526	1.00	15.00	11.33	13.00	4.75

apos1lea9**Why left position 1 Reason 9**

Question Text: Reason for leaving this position, if applicable.

Variable Type: Discrete

Interval: 5.00 – 15.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
5	Desire to change sector (private/non-private) of practices	1	.0%	20.0%
6	Signals from management that opportunity to advance would be limited	1	.0%	20.0%
14	For a more diverse work environment	2	.0%	40.0%
15	For more compatible hours	1	.0%	20.0%
.	System Missing	4533	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4533	5.00	15.00	10.80	14.00	4.87

apos1e10**Why left position 1 Reason 10**

Question Text: Reason for leaving this position, if applicable.

Variable Type: Discrete

Interval: N/A

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos2**Position 2**

Question Text: Second position

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	877	19.3%	52.4%
2	No	797	17.6%	47.6%
.	System Missing	2864	63.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2864	1.00	2.00	1.48	1.00	.50

apos2byr**POS2BYR 2 Begin Year**

Question Text: Second position start date.

Variable Type: Continuous

Interval: 1970 - 2002

Range of Missing Variable (M): -4, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3679	1970	2002	2000.78	2001.00	1.52

apos2eyr	POS2BYR 2 End Year														
Question Text:	Second position end date.														
Variable Type:	Continuous														
Interval:	1995 - 2003														
Range of Missing Variable (M):	-4, -3, -2, .														
<table border="1"> <thead> <tr> <th>Valid</th><th>Invalid</th><th>Min</th><th>Max</th><th>Mean</th><th>Median</th><th>Stdev</th></tr> </thead> <tbody> <tr> <td>4538</td><td>4077</td><td>1995</td><td>2003</td><td>2001.39</td><td>2002.00</td><td>.80</td></tr> </tbody> </table>		Valid	Invalid	Min	Max	Mean	Median	Stdev	4538	4077	1995	2003	2001.39	2002.00	.80
Valid	Invalid	Min	Max	Mean	Median	Stdev									
4538	4077	1995	2003	2001.39	2002.00	.80									

apos2org	POS2ORG Type of org																																																																																					
Question Text:	Second position type of organization.																																																																																					
Variable Type:	Discrete																																																																																					
Interval:	1.00 – 13.00																																																																																					
Range of Missing Variable (M):	-3, .																																																																																					
<table border="1"> <thead> <tr> <th>Values</th><th>Label</th><th>Frequency</th><th>%</th><th>Valid %</th></tr> </thead> <tbody> <tr> <td>1</td><td>Private law firm or solo practice</td><td>382</td><td>8.4%</td><td>45.0%</td></tr> <tr> <td>2</td><td>Federal government</td><td>25</td><td>.6%</td><td>2.9%</td></tr> <tr> <td>3</td><td>State or local government</td><td>62</td><td>1.4%</td><td>7.3%</td></tr> <tr> <td>4</td><td>Legal services or public defender</td><td>8</td><td>.2%</td><td>.9%</td></tr> <tr> <td>5</td><td>Legal temporary firm</td><td>5</td><td>.1%</td><td>.6%</td></tr> <tr> <td>6</td><td>Public interest organization</td><td>10</td><td>.2%</td><td>1.2%</td></tr> <tr> <td>7</td><td>Other non-profit organization</td><td>11</td><td>.2%</td><td>1.3%</td></tr> <tr> <td>8</td><td>Educational institution</td><td>6</td><td>.1%</td><td>.7%</td></tr> <tr> <td>9</td><td>Professional service firm</td><td>22</td><td>.5%</td><td>2.6%</td></tr> <tr> <td>10</td><td>Other fortune 1000 industry/service</td><td>18</td><td>.4%</td><td>2.1%</td></tr> <tr> <td>11</td><td>Other business/industry trade association</td><td>28</td><td>.6%</td><td>3.3%</td></tr> <tr> <td>12</td><td>Labor union</td><td>2</td><td>.0%</td><td>.2%</td></tr> <tr> <td>13</td><td>Other (specify)</td><td>269</td><td>5.9%</td><td>31.7%</td></tr> <tr> <td>-3</td><td>Missing</td><td>29</td><td>.6%</td><td></td></tr> <tr> <td>.</td><td>System Missing</td><td>3661</td><td>81.3%</td><td></td></tr> <tr> <td>Total</td><td></td><td>4538</td><td>100.0%</td><td>100.0%</td></tr> </tbody> </table>		Values	Label	Frequency	%	Valid %	1	Private law firm or solo practice	382	8.4%	45.0%	2	Federal government	25	.6%	2.9%	3	State or local government	62	1.4%	7.3%	4	Legal services or public defender	8	.2%	.9%	5	Legal temporary firm	5	.1%	.6%	6	Public interest organization	10	.2%	1.2%	7	Other non-profit organization	11	.2%	1.3%	8	Educational institution	6	.1%	.7%	9	Professional service firm	22	.5%	2.6%	10	Other fortune 1000 industry/service	18	.4%	2.1%	11	Other business/industry trade association	28	.6%	3.3%	12	Labor union	2	.0%	.2%	13	Other (specify)	269	5.9%	31.7%	-3	Missing	29	.6%		.	System Missing	3661	81.3%		Total		4538	100.0%	100.0%
Values	Label	Frequency	%	Valid %																																																																																		
1	Private law firm or solo practice	382	8.4%	45.0%																																																																																		
2	Federal government	25	.6%	2.9%																																																																																		
3	State or local government	62	1.4%	7.3%																																																																																		
4	Legal services or public defender	8	.2%	.9%																																																																																		
5	Legal temporary firm	5	.1%	.6%																																																																																		
6	Public interest organization	10	.2%	1.2%																																																																																		
7	Other non-profit organization	11	.2%	1.3%																																																																																		
8	Educational institution	6	.1%	.7%																																																																																		
9	Professional service firm	22	.5%	2.6%																																																																																		
10	Other fortune 1000 industry/service	18	.4%	2.1%																																																																																		
11	Other business/industry trade association	28	.6%	3.3%																																																																																		
12	Labor union	2	.0%	.2%																																																																																		
13	Other (specify)	269	5.9%	31.7%																																																																																		
-3	Missing	29	.6%																																																																																			
.	System Missing	3661	81.3%																																																																																			
Total		4538	100.0%	100.0%																																																																																		

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3690	1.00	13.00	5.98	3.00	5.43

apos2f**POS2F Full part time**

Question Text: Second position full or part-time?

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Full Time	568	12.5%	93.6%
2	Part Time	39	.9%	6.4%
-3	Missing	24	.5%	
.	System Missing	3907	86.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	3931	1.00	2.00	1.06	1.00	.25

apos2nat	POS2NAT Nature of pos
Question Text:	Second position nature of position?
Variable Type:	Discrete
Interval:	1.00 – 22.00
Range of Missing Variable (M):	-3, .

Values	Label	Frequency	%	Valid %
1	Solo practitioner	36	.8%	4.3%
2	Associate	316	7.0%	37.4%
3	Non-equity partner	6	.1%	.7%
4	Equity partner/shareholder	14	.3%	1.7%
5	Contract attorney	24	.5%	2.8%
6	Of counsel	4	.1%	.5%
7	Staff attorney	80	1.8%	9.5%
8	Supervising/managing attorney	2	.0%	.2%
9	Permanent judicial clerk	3	.1%	.4%
10	Judge	1	.0%	.1%
11	Law Professor	2	.0%	.2%
13	Entry level manager/consultant	5	.1%	.6%
14	Mid-level manager/consultant	13	.3%	1.5%
15	Senior-level manager/consultant	12	.3%	1.4%
16	Business owner/operator	2	.0%	.2%
18	Civil servant	8	.2%	.9%
19	Lobbyist/governmental affairs	4	.1%	.5%
20	Other (than law) teacher or professor	2	.0%	.2%
21	Student/fellow	2	.0%	.2%
22	Other (Specify)	310	6.8%	36.6%
-3	Missing	31	.7%	
.	System Missing	3661	80.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3692	1.00	22.00	10.76	7.00	9.19

apos2law_brac**Position 2 number of lawyers bracketed**

Question Text: Approximate number of lawyers at all locations of this organization?

Variable Type: Discrete

Interval: 1.00 – 11.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	0 - 5	205	4.5%	36.9%
2	6 – 10	62	1.4%	11.2%
3	11 – 25	86	1.9%	15.5%
4	26 – 50	57	1.3%	10.3%
5	51 – 100	48	1.1%	8.6%
6	101 – 150	15	.3%	2.7%
7	151 – 200	15	.3%	2.7%
8	201 – 250	10	.2%	1.8%
9	251 – 500	28	.6%	5.0%
10	501 – 1000	27	.6%	4.9%
11	1000 – Highest	2	.0%	.4%
.	System Missing	3983	87.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3983	1.00	11.00	3.38	3.00	2.73

apos2lea**Why left position 2 Reason 1**

Question Text: Reasons for leaving this position, if applicable. List as many as apply in order of importance.

Variable Type: Discrete

Interval: 1.00- 24.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	13	.3%	2.8%
2	Conflicts with management or supervisor, peers or other people	20	.4%	4.3%
3	Dissatisfaction with assignment	8	.2%	1.7%
4	Disagreement with firm or company policies	12	.3%	2.6%
5	Desire to change sector (private/non-private) of practices	5	.1%	1.1%
6	Signals from management that opportunity to advance would be limited	3	.1%	.6%
7	Experienced discrimination	3	.1%	.6%
8	For a better job (higher pay, better benefits, more responsibility)	50	1.1%	10.8%
11	Preferred different geographic location	3	.1%	.6%
12	To better accommodate family needs	2	.0%	.4%
13	For a better work environment	2	.0%	.4%
14	For a more diverse work environment	1	.0%	.2%
15	For more compatible hours	1	.0%	.2%
16	Firm or company was down-sized	17	.4%	3.7%
17	Firm or company was closed	11	.2%	2.4%
18	Received a promotion	7	.2%	1.5%
19	Illness or injury	2	.0%	.4%
20	Maternity/paternity leave	2	.0%	.4%
21	To return to school	1	.0%	.2%
22	Contract ended	19	.4%	4.1%
23	Was fired	7	.2%	1.5%
24	Other Specify	274	6.0%	59.2%
-3	Missing	273	6.0%	
.	System Missing	3802	83.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4075	1.00	24.00	18.44	24.00	8.10

apos2lea2**Why left position 2 Reason 2**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

1.00 – 24.00

Range of Missing Variable (M):

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	6	.1%	8.0%
2	Conflicts with management or supervisor, peers or other people	9	.2%	12.0%
3	Dissatisfaction with assignment	11	.2%	14.7%
4	Disagreement with firm or company policies	11	.2%	14.7%
5	Desire to change sector (private/non-private) of practices	2	.0%	2.7%
6	Signals from management that opportunity to advance would be limited	3	.1%	4.0%
7	Experienced discrimination	3	.1%	4.0%
8	For a better job (higher pay, better benefits, more responsibility)	9	.2%	12.0%
13	For a better work environment	11	.2%	14.7%
15	For more compatible hours	2	.0%	2.7%
16	Firm or company was down-sized	3	.1%	4.0%
21	To return to school	1	.0%	1.3%
22	Contract ended	1	.0%	1.3%
24	Other Specify	3	.1%	4.0%
.	System Missing	4463	1.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4463	1.00	24.00	7.44	5.00	6.13

apos2lea3**Why left position 2 Reason 3**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: 1.00- 24.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	2	.0%	3.8%
2	Conflicts with management or supervisor, peers or other people	4	.1%	7.5%
3	Dissatisfaction with assignment	11	.2%	20.8%
4	Disagreement with firm or company policies	4	.1%	7.5%
6	Signals from management that opportunity to advance would be limited	4	.1%	7.5%
7	Experienced discrimination	3	.1%	5.7%
8	For a better job (higher pay, better benefits, more responsibility)	6	.1%	11.3%
11	Preferred different geographic location	3	.1%	5.7%
13	For a better work environment	7	.2%	13.2%
14	For a more diverse work environment	1	.0%	1.9%
15	For more compatible hours	5	.1%	9.4%
18	Received a promotion	1	.0%	1.9%
24	Other Specify	2	.0%	3.8%
.	System Missing	4485	98.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4485	1.00	24.00	8.13	7.00	5.71

apos2lea4**Why left position 2 Reason 4**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: 1.00 – 24.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	1	.0%	3.1%
2	Conflicts with management or supervisor, peers or other people	1	.0%	3.1%
3	Dissatisfaction with assignment	1	.0%	3.1%
4	Disagreement with firm or company policies	5	.1%	15.6%
5	Desire to change sector (private/non-private) of practices	3	.1%	9.4%
6	Signals from management that opportunity to advance would be limited	6	.1%	18.8%
7	Experienced discrimination	1	.0%	3.1%
10	Moved from area because of spouses job	1	.0%	3.1%
12	To better accommodate family needs	1	.0%	3.1%
13	For a better work environment	8	.2%	25.0%
15	For more compatible hours	1	.0%	3.1%
19	Illness or injury	1	.0%	3.1%
21	To return to school	1	.0%	3.1%
24	Other Specify	1	.0%	3.1%
.	System Missing	4506	99.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4506	1.00	24.00	9.03	6.00	5.74

apos2lea5**Why left position 2 Reason 5**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: 3.00 – 15.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
3	Dissatisfaction with assignment	1	.0%	7.7%
4	Disagreement with firm or company policies	1	.0%	7.7%
5	Desire to change sector (private/non-private) of practices	1	.0%	7.7%
6	Signals from management that opportunity to advance would be limited	2	.0	15.4%
7	Experienced discrimination	2	.0	15.4%
11	Preferred different geographic location	3	.1%	23.1%
13	For a better work environment	1	.0%	7.7%
14	For a more diverse work environment	1	.0%	7.7%
15	For more compatible hours	1	.0%	7.7%
.	System Missing	4525	99.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4525	3.00	15.00	8.69	7.00	3.99

apos2lea6**Why left position 2 Reason 6**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

1.00 – 13.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	1	.0%	16.7%
8	For a better job (higher pay, better benefits, more responsibility)	1	.0%	16.7%
11	Preferred different geographic location	1	.0%	16.7%
12	To better accommodate family needs	2	.0%	33.3%
13	For a better work environment	1	.0%	16.7%
.	System Missing	4532	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4532	1.00	13.00	9.5	11.50	4.51

apos2lea7**Why left position 2 Reason 7**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

14.00 – 15.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
14	For a more diverse work environment	1	.0%	50.0%
15	For more compatible hours	1	.0%	50.0%
.	System Missing	4536	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	14.00	15.00	14.50	14.50	.71

apos2lea8**Why left position 2 Reason 8**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: 15.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
15	For more compatible hours	1	.0%	100.0%
.	System Missing	4536	100.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	15.00	15.00	15.00	15.00	

apos2lea9**Why left position 2 Reason 9**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: 19.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
19	Illness or injury	1	.0%	100.0%
.	System Missing	4536	100.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	19.00	19.00	19.00	19.00	

apos2lea10**Why left position 2 Reason 10**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: N/A

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos3	Position 3																									
Question Text:	Position 3																									
Variable Type:	Discrete																									
Interval:	1.00 – 2.00																									
Range of Missing Variable (M):	.																									
<table border="1"> <thead> <tr> <th>Values</th><th>Label</th><th>Frequency</th><th>%</th><th>Valid %</th></tr> </thead> <tbody> <tr> <td>1</td><td>Yes</td><td>214</td><td>4.7%</td><td>24.3%</td></tr> <tr> <td>2</td><td>No</td><td>665</td><td>14.7%</td><td>75.7%</td></tr> <tr> <td>.</td><td>System Missing</td><td>3659</td><td>80.6%</td><td></td></tr> <tr> <td>Total</td><td></td><td>4538</td><td>100.0%</td><td>100.0%</td></tr> </tbody> </table>		Values	Label	Frequency	%	Valid %	1	Yes	214	4.7%	24.3%	2	No	665	14.7%	75.7%	.	System Missing	3659	80.6%		Total		4538	100.0%	100.0%
Values	Label	Frequency	%	Valid %																						
1	Yes	214	4.7%	24.3%																						
2	No	665	14.7%	75.7%																						
.	System Missing	3659	80.6%																							
Total		4538	100.0%	100.0%																						
<table border="1"> <thead> <tr> <th>Valid</th><th>Invalid</th><th>Min</th><th>Max</th><th>Mean</th><th>Median</th><th>Stdev</th></tr> </thead> <tbody> <tr> <td>4538</td><td>3659</td><td>1.00</td><td>2.00</td><td>1.76</td><td>2.00</td><td>.43</td></tr> </tbody> </table>		Valid	Invalid	Min	Max	Mean	Median	Stdev	4538	3659	1.00	2.00	1.76	2.00	.43											
Valid	Invalid	Min	Max	Mean	Median	Stdev																				
4538	3659	1.00	2.00	1.76	2.00	.43																				

apos3byr	POS3BYR 3 Begin Year														
Question Text:	Third position start date.														
Variable Type:	Continuous														
Interval:	1985 - 2002														
Range of Missing Variable (M):	-3, -2, .														
<table border="1"> <thead> <tr> <th>Valid</th><th>Invalid</th><th>Min</th><th>Max</th><th>Mean</th><th>Median</th><th>Stdev</th></tr> </thead> <tbody> <tr> <td>4538</td><td>4331</td><td>1985</td><td>2002</td><td>2001.14</td><td>2001.00</td><td>1.45</td></tr> </tbody> </table>		Valid	Invalid	Min	Max	Mean	Median	Stdev	4538	4331	1985	2002	2001.14	2001.00	1.45
Valid	Invalid	Min	Max	Mean	Median	Stdev									
4538	4331	1985	2002	2001.14	2001.00	1.45									

apos3eyr	POS3EYR 3 End Year														
Question Text:	Third position end date.														
Variable Type:	Continuous														
Interval:	1998 - 2003														
Range of Missing Variable (M):	-3, -2, .														
<table border="1"> <thead> <tr> <th>Valid</th><th>Invalid</th><th>Min</th><th>Max</th><th>Mean</th><th>Median</th><th>Stdev</th></tr> </thead> <tbody> <tr> <td>4538</td><td>4445</td><td>1998</td><td>2003</td><td>2001.60</td><td>2002.00</td><td>.71</td></tr> </tbody> </table>		Valid	Invalid	Min	Max	Mean	Median	Stdev	4538	4445	1998	2003	2001.60	2002.00	.71
Valid	Invalid	Min	Max	Mean	Median	Stdev									
4538	4445	1998	2003	2001.60	2002.00	.71									

apos3org**POS3ORG Type of org**

Question Text:

Third position type of organization.

Variable Type:

discrete

Interval:

1.00 – 13.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Private law firm or solo practice	95	2.1%	46.1%
2	Federal government	4	.1%	1.9%
3	State or local government	13	.3%	6.3%
4	Legal services or public defender	3	.1%	1.5%
5	Legal temporary firm	7	.2%	3.4%
6	Public interest organization	2	.0%	1.0%
7	Other non-profit organization	6	.1%	2.9%
8	Educational institution	1	.2%	3.4%
9	Professional service firm	6	.1%	2.9%
10	Other fortune 1000 industry/service	4	.1%	1.9%
11	Other business/industry trade association	11	.2%	5.3%
12	Labor union	1	.0%	.5%
13	Other (specify)	47	1.0%	
-3	Missing	8	.2%	
.	System Missing	4324	95.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4332	1.00	13.00	5.52	3.00	5.08

apos3f**POS3F Full Part Time**

Question Text:

Third position full or part-time?

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Full Time	155	3.4%	92.3%
2	Part Time	13	.3%	7.7%
-3	Missing	8	.2%	
.	System Missing	4362	96.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4370	1.00	2.00	1.08	1.00	.27

apos3nat	POS3NAT Nature of pos
Question Text:	Third position nature of position?
Variable Type:	Discrete
Interval:	1.00 – 22.00
Range of Missing Variable (M):	-3, .

Values	Label	Frequency	%	Valid %
1	Solo practitioner	16	.4%	7.8%
2	Associate	70	1.5%	34.3%
3	Non-equity partner	1	.0%	.5%
4	Equity partner/shareholder	1	.0%	.5%
5	Contract attorney	13	.3%	6.4%
6	Of counsel	2	.0%	1.0%
7	Staff attorney	23	.5%	11.3%
8	Supervising/managing attorney	4	.1%	2.0%
11	Law Professor	2	.0%	1.0%
13	Entry level manager/consultant	1	.0%	.5%
14	Mid-level manager/consultant	6	.1%	2.9%
15	Senior-level manager/consultant	3	.1%	1.5%
16	Business owner/operator	3	.1%	1.5%
18	Civil servant	1	.0%	.5%
19	Lobbyist/governmental affairs	1	.0%	.5%
20	Other (than law) teacher or professor	2	.0%	1.0%
21	Student/fellow	2	.0%	1.0%
22	Other (Specify)	53	1.2%	26.0%
-3	Missing	10	.2%	
.	System Missing	4324	95.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4334	1.00	22.00	9.46	6.00	8.56

apos3law_brac**Position 3 number of lawyers bracketed**

Question Text:

Approximate number of lawyers at all locations of this organization

Variable Type:

Discrete

Interval:

1.00 – 10.00

Range of Missing Variable (M):

Values	Label	Frequency	%	Valid %
1	0 through 5	75	1.7%	51.0%
2	6 through 10	14	.3%	9.5%
3	11 through 25	20	.4%	13.6%
4	26 through 50	17	.4%	11.6%
5	51 through 100	7	.2%	4.8%
6	101 through 150	2	.0%	1.4%
7	151 through 200	1	.0%	.7%
8	201 through 250	2	.0%	1.4%
9	251 through 500	5	.1%	3.4%
10	501 through 1000	4	.1%	2.7%
.	System Missing	4391	96.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4391	1.00	10.00	2.63	2.00	2.34

apos3lea	Why left position 3 Reason 1
Question Text:	Reasons for leaving this position, if applicable?
Variable Type:	Discrete
Interval:	1.00- 24.00
Range of Missing Variable (M):	-3, .

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	3	.1%	3.5%
2	Conflicts with management or supervisor, peers or other people	5	.1%	5.9%
3	Dissatisfaction with assignment	3	.1%	3.5%
4	Disagreement with firm or company policies	1	.0%	1.2%
8	For a better job (higher pay, better benefits, more responsibility)	11	.2%	12.9%
11	Preferred different geographic location	1	.0%	1.2%
12	To better accommodate family needs	3	.1%	3.5%
16	Firm or company was down-sized	2	.0%	2.4%
17	Firm or company was closed	1	.0%	1.2%
18	Received a promotion	3	.1%	3.5%
19	Illness or injury	1	.0%	1.2%
20	Maternity/paternity leave	1	.0%	1.2%
22	Contract ended	7	.2%	8.2%
24	Other Specify	43	.9%	50.6%
-3	Missing	102	2.2%	
.	System Missing	4351	95.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4453	1.00	24.00	17.52	24.00	8.40

apos3lea2**Why left position 3 Reason 2**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

2.00- 13.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
2	Conflicts with management or supervisor, peers or other people	3	.1%	17.6%
3	Dissatisfaction with assignment	4	.1%	23.5%
4	Disagreement with firm or company policies	3	.1%	17.6%
7	Experienced discrimination	1	.0%	5.9%
8	For a better job (higher pay, better benefits, more responsibility)	1	.0%	5.9%
11	Preferred different geographic location	2	.0%	11.6%
12	To better accommodate family needs	2	.0%	11.6%
13	For a better work environment	1	.0%	5.9%
.	System Missing	4521	99.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4521	2.00	13.00	6.12	4.00	4.12

apos3lea3**Why left position 3 Reason 3**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

4.00 – 19.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
4	Disagreement with firm or company policies	1	.0%	12.5%
5	Desire to change sector (private/non-private) of practices	1	.0%	12.5%
8	For a better job (higher pay, better benefits, more responsibility)	2	.0%	25.0%
10	Moved from area because of spouses job	1	.0%	12.5%
13	For a better work environment	2	.0%	25.0%
19	Illness or injury	1	.0%	12.5%
.	System Missing	4530	99.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4530	4.00	19.00	10.00	9.00	4.90

apos3lea4**Why left position 3 Reason 4**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

3.00 – 15.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
3	Dissatisfaction with assignment	1	.0%	20%
8	For a better job (higher pay, better benefits, more responsibility)	1	.0%	20%
13	For a better work environment	2	.0%	40%
15	For more compatible hours	1	.0%	20%
.	System Missing	4533	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4533	3.00	15.00	10.40	13.00	4.88

apos3lea5**Why left position 3 Reason 5**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

24.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
24	Other Specify	1	.0%	100.0%
.	System Missing	4536	100.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	24.00	24.00	24.00	24.00	

apos3lea6**Why left position 3 Reason 6**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

N/A

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos3lea7**Why left position 3 Reason 7**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

N/A

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos3lea8**Why left position 3 Reason 8**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: N/A

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos3lea9**Why left position 3 Reason 9**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: N/A

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos3lea10**Why left position 3 Reason 10**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: N/A

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos4**Position 4**

Question Text: Position 4

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	45	1.0%	20.9%
2	No	170	3.7%	79.1%
.	System Missing	4323	95.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4323	1.00	2.00	1.79	2.00	.41

apos4byr**POS4BYR 4 Begin Year**

Question Text: Fourth position start date.

Variable Type: Continuous

Interval: 2000 - 2003

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4494	2000	2003	2001.68	2002.00	.60

apPos4eyr**POS4EYR 4 End Year**

Question Text: Fourth position end date.

Variable Type: Continuous

Interval: 2001 - 2003

Range of Missing Variable (M): -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4513	2001	2003	2001.96	2002.00	.46

apos4org**POS4ORG 4 Type of Org**

Question Text: Fourth position type of organization
Variable Type: Discrete
Interval: 1.00 – 13.00
Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Private law firm or solo practice	16	.4%	36.4%
3	State or local government	3	.1%	6.8%
4	Legal services or public defender	3	.1%	6.8%
5	Legal temporary firm	3	.1%	6.8%
7	Other non-profit organization	2	.0%	4.5%
8	Educational institution	2	.0%	4.5%
9	Professional service firm	1	.0%	2.3%
10	Other fortune 1000 industry/service	1	.0%	2.3%
11	Other business/industry trade association	4	.1%	9.1%
13	Other (specify)	9	.2%	20.5%
-3	Missing	1	.0%	
.	System Missing	4493	99.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4494	1.00	13.00	5.95	4.50	4.87

apos4nat**POS4NAT Nature of pos**

Question Text:

Fourth position nature of position?

Variable Type:

Discrete

Interval:

1.00 – 22.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Solo practitioner	3	.1%	7.1%
2	Associate	9	.2%	21.4%
5	Contract attorney	6	.1%	14.3%
7	Staff attorney	6	.1%	14.3%
20	Other (than law) teacher or professor	3	.1%	7.1%
22	Other (Specify)	15	.3%	35.7%
-3	Missing	3	.1%	
.	System Missing	4493	99.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4496	1.00	22.00	11.50	7.00	9.09

apos4law_brac**Position 4 number of lawyers bracketed**

Question Text:

Approximate number of lawyers at all locations of this organization

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	0 through 5	20	.4%	58.8%
2	6 through 10	1	.0%	2.9%
3	11 through 25	4	.1%	11.8%
4	26 through 50	5	.1%	14.7%
5	51 through 100	4	.1%	11.8%
.	System Missing	4504	99.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4504	1.00	5.00	2.18	1.00	1.55

apos4lea**Why left position 4 Reason 1**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

1.00 – 24.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	1	.0%	4.2%
2	Conflicts with management or supervisor, peers or other people	1	.0%	4.2%
8	For a better job (higher pay, better benefits, more responsibility)	4	.1%	16.7%
9	To accommodate dual careers	1	.0%	4.2%
16	Firm or company was down-sized	2	.0%	8.3%
17	Firm or company was closed	1	.0%	4.2%
22	Contract ended	5	.1%	20.8%
23	Was fired	1	.0%	4.2%
24	Other Specify	8	.2%	33.3%
-3	Missing	18	.4%	
.	System Missing	4496	99.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4514	1.00	24.00	17.42	22.00	7.86

apos4lea2**Why left position 4 Reason 2**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

1.00 – 4.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Dissatisfaction with the practice area	1	.0%	33.3%
3	Dissatisfaction with assignment	1	.0%	33.3%
4	Disagreement with firm or company policies	1	.0%	33.3%
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4535	1.00	4.00	3.00	3.00	2.00

apos4lea3**Why left position 4 Reason 3**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

4.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
4	Disagreement with firm or company policies	1	.0%	100.0%
.	System Missing	4536	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	4.00	4.00	4.00	4.00	

apos4lea4**Why left position 4 Reason 4**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

6.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
6	Signals from management that opportunity to advance would be limited	1	.0%	100.0%
.	System Missing	4536	100.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	6.00	6.00	6.00	6.00	

apos4lea5**Why left position 4 Reason 5**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

23.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
23	Was fired	1	.0%	100.0%
.	System Missing	4536	100.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	23.00	23.00	23.00	23.00	

apos4lea6**Why left position 4 Reason 6**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

24.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
24	Other specify	1	.0%	100.0%
.	System Missing	4536	100.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	24.00	24.00	24.00	24.00	

apos4lea7**Why left position 4 Reason 7**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

N/A

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos4lea8	Why left position 4 Reason 8
Question Text:	Reasons for leaving this position, if applicable?
Variable Type:	Discrete
Interval:	N/A
Range of Missing Variable (M):	.

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos4lea9	Why left position 4 Reason 9
Question Text:	Reasons for leaving this position, if applicable?
Variable Type:	Discrete
Interval:	N/A
Range of Missing Variable (M):	.

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos4lea10	Why left position 4 Reason 10
Question Text:	Reasons for leaving this position, if applicable?
Variable Type:	Discrete
Interval:	N/A
Range of Missing Variable (M):	.

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos5**Position 5**

Question Text: Position 5

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	10	.2%	22.2%
2	No	35	.8%	77.8%
.	System Missing	4493	99.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4493	1.00	2.00	1.78	2.00	.42

apos5byr**POS4BYR 5 Begin Year**

Question Text: Fifth position start date.

Variable Type: Continuous

Interval: 2001 - 2002

Range of Missing Variable (M): -5, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4529	2001	2002	2001.78	2002.00	.44

apos5eyr**POS4EYR 5 End Year**

Question Text: Fifth position end date.

Variable Type: Continuous

Interval: 2001- 2002

Range of Missing Variable (M): -5, -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2001	2002	2001.50	2001.50	.71

apos5org**POS4ORG 5 Type of org**

Question Text:

Fifth position type of organization

Variable Type:

Discrete

Interval:

1.00 – 13.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Private law firm or solo practice	4	.1%	40.0%
3	State or local government	1	.0%	10.0%
5	Legal temporary firm	2	.0%	20.0%
7	Other non-profit organization	1	.0%	10.0%
8	Educational institution	1	.0%	10.0%
13	Other (specify)	1	.0%	10.0%
.	System Missing	4528	99.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4528	1.00	13.00	4.50	4.00	3.98

apos5f**POS5F Full Part Time**

Question Text:

Fifth position full or part-time?

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Full Time	5	.1%	62.5%
2	Part Time	3	.1%	37.5%
-3	Missing	1	.0%	
.	System Missing	4529	99.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4530	1.00	2.00	1.38	1.00	.52

apos5nat	POS5NAT Nature of pos
Question Text:	Fifth position nature of position?
Variable Type:	Discrete
Interval:	1.00 – 22.00
Range of Missing Variable (M):	-3, .

Values	Label	Frequency	%	Valid %
1	Solo practitioner	1	.0%	11.1%
2	Associate	2	.0%	22.2%
5	Contract attorney	2	.0%	22.2%
7	Staff attorney	1	.0%	11.1%
21	Student/fellow	1	.0%	11.1%
22	Other (Specify)	2	.0%	22.2%
-3	Missing	1	.0%	
.	System Missing	4528	99.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4529	1.00	22.00	9.67	5.00	9.19

pos5law_brac	Position 5 number of lawyers bracketed
Question Text:	Approximate number of lawyers at all locations of this organization
Variable Type:	Discrete
Interval:	1.00 – 5.00
Range of Missing Variable (M):	-3, .

Values	Label	Frequency	%	Valid %
1	0 through 5	4	.1%	44.4%
2	6 through 10	1	.0%	11.1%
4	26 through 50	1	.0%	11.1%
5	51 through 100	3	.1%	33.3%
-3	Missing	1	.0%	
.	System Missing	4528	99.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4529	1.00	5.00	2.78	2.00	1.92

apos5lea**Why left position 5 Reason 1**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: 22.00 – 24.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
22	Contract ended	1	.0%	50.0%
24	Other specify	1	.0%	50.0%
-3	Missing	7	.2	
.	System Missing	4529	99.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	22.00	24.00	23.00	23.00	1.41

apos5lea2**Why left position 4 Reason 2**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: N/A

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos5lea3**Why left position 4 Reason 3**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: N/A

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos5lea3**Why left position 4 Reason 4**

Question Text:

Reasons for leaving this position, if applicable?

Location:

Variable Type:

Discrete

Interval:

N/A

Range of Missing Variable (M):

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos5lea5**Why left position 4 Reason 5**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

N/A

Range of Missing Variable (M):

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos5lea6**Why left position 4 Reason 6**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

N/A

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos5lea7**Why left position 4 Reason 7**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: N/A

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos5lea8**Why left position 4 Reason 8**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: N/A

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos5lea9**Why left position 4 Reason 9**

Question Text: Reasons for leaving this position, if applicable?

Variable Type: Discrete

Interval: N/A

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

apos5le10**Why left position 4 Reason 10**

Question Text:

Reasons for leaving this position, if applicable?

Variable Type:

Discrete

Interval:

N/A

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
.	System Missing	4538	100.0%	

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

aq32**Leave of absence**

Question Text:

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

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	62	1.4%	6.7%
2	No	862	19.0%	93.3%
-3	Missing	31	.7%	
.	System missing	3583	79.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3614	1.00	2.00	1.93	2.00	.25

aq3311rea**Dissatisfaction with the practice area**

Question Text:

If you have taken one or more leave(s) of absence, please supply the dates.

Leave 1: Dissatisfaction with practice area

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	1	.0%	1.8%
2	No	56	1.2%	98.2%
-3	Missing	5	.1%	
.	System Missing	4476	98.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4481	1.00	2.00	1.98	2.00	.13

aq3311re2**Conflicts with management or supervisor**

Question Text:

Conflicts with management or supervisor, peers or other personnel, or subordinates.

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311re3**Dissatisfaction with assignment**

Question Text: Dissatisfaction with assignment

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	1	.0%	1.8%
2	No	55	1.2%	98.2%
-3	Missing	5	.1%	
.	System Missing	4476	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4481	1.00	2.00	1.98	2.00	.13

aq3311re4**Disagreement with firm or company**

Question Text: Disagreement with company policies

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311re5**Desire to change sector**

Question Text:

Desire to change sector (private/non-private) of practice

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	1	.0%	1.8%
2	No	55	1.2%	98.2%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	1.00	2.00	1.98	2.00	.13

aq3311re6**Signals from management that opportunity**

Question Text:

Signals from management that opportunity to advance would be limited.

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311re7**Experienced discrimination**

Question Text: Experienced discrimination

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311re8**For a better job (higher pay better)**

Question Text: For a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility).

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	1	.0%	1.8%
2	No	55	1.2%	98.2%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	1.00	2.00	1.98	2.00	.13

aq3311re9**To accommodate dual careers**

Question Text: To accommodate dual careers

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311re10**Moved from area because of spouses job**

Question Text: Moved from area because of spouse's job.

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	79.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311r11**Preferred a different geographical location**

Question Text: Preferred a different geographical location

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	79.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311r12**To better accommodate family needs**

Question Text: To better accommodate family needs

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311r13**For a better work environment**

Question Text: For a better work environment

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311r14**For a more diverse work environment**

Question Text: For a more diverse work environment

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311r15**For more compatible hours**

Question Text: For more compatible hours
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311r16**The firm or company was downsized**

Question Text: Firm or company was downsized
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311r17**The firm or company was closed**

Question Text:

Firm or company was closed

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311r18**Received a promotion**

Question Text:

Received a promotion

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311r19	Illness or injury
Question Text:	Illness or injury
Variable Type:	Discrete
Interval:	1.00 – 2.00
Range of Missing Variable (M):	-3, .

Values	Label	Frequency	%	Valid %
1	Yes	9	.2%	16.1%
2	No	47	1.0%	83.9%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	1.00	2.00	1.84	2.00	.37

aq3311r20	Maternity/paternity leave
Question Text:	Maternity/paternity leave
Variable Type:	Discrete
Interval:	1.00 – 2.00
Range of Missing Variable (M):	-3, .

Values	Label	Frequency	%	Valid %
1	Yes	34	.7%	60.7%
2	No	22	.5%	39.3%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	1.00	2.00	1.39	2.00	.49

aq3311r21**To return to school**

Question Text: To return to school

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	1	.0%	1.8%
2	No	55	1.2%	98.2%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	1.00	2.00	1.98	2.00	.13

aq3311r22**Contract ended**

Question Text: Contract ended

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311r23**Was fired**

Question Text: Was fired

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	56	1.2%	100.0%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	2.00	2.00	2.00	2.00	.00

aq3311r24**Other (Specify)**

Question Text: Other (specify)

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	11	.2%	19.6%
2	No	45	1.0%	80.4%
-3	Missing	5	.1%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4482	1.00	2.00	1.80	2.00	.40

aq33leav2**MQ Leave 2**

Question Text: Leave 2
 Variable Type: Discrete
 Interval: 1.00 – 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	2	.0%	3.4%
2	No	57	1.3%	96.6%
-3	Missing	2	.0%	
.	System Missing	4477	98.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4479	1.00	2.00	1.97	2.00	.18

aq33112rea**Dissatisfaction with practice area**

Question Text: Dissatisfaction with practice area
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112re2**Conflicts with management or supervisor**

Question Text:

Conflicts with management or supervisor, peers or other personnel, or subordinates.

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112re3**Dissatisfaction with assignment**

Question Text:

Dissatisfaction with assignment

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112re4**Disagreement with firm or company**

Question Text: Disagreement with firm or company

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112re5**Desire to change sector**

Question Text: Desire to change sector (private/non-private) of practice

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112re6**Signals from management that opportunity**

Question Text:

Signals from management that opportunity to advance would be limited.

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112re7**Experienced Discrimination**

Question Text:

Experienced discrimination

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112re8**For a better job (higher pay better)**

Question Text:

For a better job (higher pay, better benefits, more prestigious firm, faster track, better opportunities.

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112re9**To accommodate dual careers**

Question Text:

To accommodate dual careers

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r10**Moved from area because of spouses job**

Question Text:

Moved from area because of spouse's job

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r11**Preferred a different geographical**

Question Text:

Preferred a different geographical location

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r12**To better accommodate family needs**

Question Text: To better accommodate family needs

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r13**For better work environment**

Question Text: For a better work environment

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r14**For a more diverse work environment**

Question Text: For a more diverse work environment

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r15**For more compatible hours**

Question Text: For more compatible hours

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r16**Firm or company was downsized**

Question Text: Firm or company was downsized

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r17**Firm or company was closed**

Question Text: Firm or company was closed

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r18**Received a promotion**

Question Text:

Received a promotion

Variable Type:

Discrete

Interval:

2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r19**illness or injury**

Question Text:

Illness or injury

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	1	.0%	50.0%
2	No	1	.0%	50.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	1.00	2.00	1.50	2.00	.71

aq33112r20**Maternity/paternity leave**

Question Text: Maternity/paternity leave

Variable Type: Discrete

Interval: 1.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	1.00	1.00	1.00	1.00	.00

aq33112r21**To return to school**

Question Text: To return to school

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r22**Contract ended**

Question Text: Contract ended

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r23**Was fired**

Question Text: Was fired

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33112r24**Other (specify)**

Question Text: Other (specify)

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	2	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4534	80.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	2.00	2.00	2.00	2.00	.00

aq33leav3**MQ Leave 3**

Question Text: Leave 3

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	1	.0%	50.0%
2	No	1	.0%	50.0%
-3	Missing	2	.0%	
.	System Missing	4534	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	1.00	2.00	1.50	2.00	.71

aq3313rea**Dissatisfaction with the practice area**

Question Text: Dissatisfaction with the practice area
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313re2**Conflicts with management or supervisor**

Question Text: Conflicts with management or supervisor, peers or other personnel, or subordinates.
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313re3**Dissatisfaction with assignments**

Question Text: Dissatisfaction with assignment

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313re4**Disagreement with firm or company ...**

Question Text: Disagreement with firm or company

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313re5**Desire to change sector ...**

Question Text: Desire to change sector (private/non-private) of practice

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313re6**Signals from management that opportunity**

Question Text: Signals from management that opportunity to advance would be limited.

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313re7**Experienced discrimination**

Question Text: Experienced discrimination

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313re8**For a better job (higher pay better) ...**

Question Text: For a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313re9**To accommodate dual careers**

Question Text: To accommodate dual careers

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r10**Moved from area because of spouses job**

Question Text: Moved from area because of spouse's job

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r11**Preferred a different geographical**

Question Text: Preferred a different geographical location
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r12**To better accommodate family needs**

Question Text: To better accommodate family needs
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r13**For better work environment**

Question Text: For a better work environment
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r14

For a more diverse work environment

Question Text: For a more diverse work environment
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r15

For more compatible hours

Question Text: For more compatible hours
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r16 Firm or company was downsized
 Question Text: Firm or company was downsized
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r17 Firm or company was closed

Question Text: Firm or company was closed
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r18 Received a promotion
 Question Text: Received a promotion
 Variable Type: Discrete
 Interval: 2.00
 Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r19**illness or injury**

Question Text: Illness or injury

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r20**Maternity/paternity leave**

Question Text: Maternity/paternity leave

Variable Type: Discrete

Interval: 1.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r21**To return to school**

Question Text: To return to school

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r22**Contract ended**

Question Text: Contract ended

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r23**Was fired**

Question Text: Was fired

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq3313r24**Other (Specify)**

Question Text: Other (specify)

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
2	No	1	.0%	100.0%
-3	Missing	2	.0%	
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4537	2.00	2.00	2.00	2.00	.00

aq34**Have Judicial Clerkship**

Question Text:

Have you had a judicial clerkship since law school?

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Yes	128	2.8%	13.7%
2	No	809	17.8%	86.3%
.	System missing	3601	79.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3601	1.00	2.00	1.86	2.00	.34

aq35**More than one clerkship**

Question Text:

Did you have more than one judicial clerkship?

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	20	.4%	16.0%
2	No	105	2.3%	84.0%
-3	Missing	5	.1%	
.	System missing	4408	97.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4413	1.00	2.00	1.84	2.00	.37

aq36_1**State trial**

Question Text:

Specify the type of court in which you served one or more judicial clerkship(s).

State trial.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Yes	40	.9%	31.5%
2	No	87	1.9%	68.5%
.	System missing	4411	97.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4411	1.00	2.00	1.69	2.00	.47

aq36_2**State Appellate**

Question Text:

State Appellate.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Yes	32	.7%	25.2%
2	No	95	2.1%	74.8%
.	System missing	4411	97.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4411	1.00	2.00	1.75	2.00	.44

aq36_3**Federal District**

Question Text: Federal district.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	35	.8%	27.6%
2	No	92	2.0%	72.4%
.	System missing	4411	97.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4411	1.00	2.00	1.72	2.00	.45

aq36_4**Federal Appellate**

Question Text: Federal appellate.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	19	.4%	15.0%
2	No	108	2.4%	85.0%
.	System missing	4411	97.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4411	1.00	2.00	1.85	2.00	.36

aq36_5**United States Supreme Court**

Question Text: United States Supreme Court.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	1	.0%	.8%
2	No	126	2.8%	99.2%
.	System missing	4411	97.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4411	1.00	2.00	1.99	2.00	.09

aq36_6**Specialized court e.g. patent bankrupt**

Question Text: Specialized court, e.g., patent, bankruptcy.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	14	.3%	11.0%
2	No	113	2.5%	89.0%
.	System missing	4411	97.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4411	1.00	2.00	1.89	2.00	.31

aq37_a**Family members**

Question Text:

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?
Family members.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	2568	56.6%	66.4%
2		246	5.4%	6.4%
3		134	3.0%	3.5%
4		155	3.4%	4.0%
5		193	4.3%	5.0%
6		166	3.7%	4.3%
7	Extremely important	406	8.9%	10.5%
-5	Not Applicable	449	9.9%	
-4	Multiple	1	.0%	
-3	Missing	97	2.1%	
.	System Missing	123	2.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	670	1.00	7.00	2.30	1.00	2.13

aq37_b**Law school classmates**

Question Text: Law school classmates.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	2693	59.3%	68.9%
2		297	6.5%	7.6%
3		193	4.3%	4.9%
4		210	4.6%	5.4%
5		184	4.1%	4.7%
6		120	2.6%	3.1%
7	Extremely important	214	4.7%	5.5%
-5	Not Applicable	398	8.8%	
-4	Multiple	1	.0%	
-3	Missing	105	2.3%	
.	System Missing	123	2.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	627	1.00	7.00	2.01	1.00	1.80

aq37_c

Other friends

Question Text: Other friends or business associates.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	2075	45.7%	52.5%
2		239	5.3%	6.0%
3		196	4.3%	5.0%
4		259	5.7%	6.6%
5		342	7.5%	8.7%
6		292	6.4%	7.4%
7	Extremely important	549	12.1%	13.9%
-5	Not Applicable	363	8.0%	
-4	Multiple	1	.0%	
-3	Missing	99	2.2%	
.	System Missing	123	2.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	586	1.00	7.00	2.91	1.00	2.34

aq37_d

Law school alumni

Question Text:	Law school's alumni/ae network.					
Variable Type:	Discrete					
Interval:	1.00 – 7.00					
Range of Missing Variable (M):	-5, -4, -3, -2, .					
Values	Label	Frequency	%	Valid %		
1	Not important at all	2632	58.0%	67.3%		
2		301	6.6%	7.7%		
3		187	4.1%	4.8%		
4		246	5.4%	6.3%		
5		217	4.8%	5.6%		
6		128	2.8%	3.3%		
7	Extremely important	197	4.3%	5.0%		
-5	Not Applicable	396	8.7%			
-4	Multiple	2	.0%			
-3	Missing	108	2.4%			
-2	Don't know	1	.0%			
.	System Missing	123	2.7%			
Total		4538	100.0%	100.0%		
Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	630	1.00	7.00	2.05	1.00	1.80

aq37_e	Direct unsolicited					
Question Text:	Direct, unsolicited contact with the employer.					
Variable Type:	Discrete					
Interval:	1.00 – 7.00					
Range of Missing Variable (M):	-5, -4, -3, -2, .					
Values	Label	Frequency	%	Valid %		
1	Not important at all	1921	42.3%	50.9%		
2		121	2.7%	3.2%		
3		93	2.0%	2.5%		
4		162	3.6%	4.3%		
5		244	5.4%	6.5%		
6		312	6.9%	8.3%		
7	Extremely important	921	20.3%			
-5	Not Applicable	532	11.7%			
-4	Multiple	2	.0%			
-3	Missing	104	2.3%			
-2	Don't know	3	.1%			
.	System Missing	123	2.7%			
Total		4538	100.0%	100.0%		
Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	764	1.00	7.00	3.35	1.00	2.63

aq37_f**Response to an ad**

Question Text: Response to an advertisement.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	2534	55.8%	70.3%
2		98	2.2%	2.7%
3		46	1.0%	1.3%
4		101	2.2%	2.8%
5		117	2.6%	3.2%
6		144	3.2%	4.0%
7	Extremely important	566	12.5%	15.7%
-5	Not Applicable	700	15.4%	
-4	Multiple	1	.0%	
-3	Missing	108	2.4%	
.	System Missing	123	2.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	932	1.00	7.00	2.41	1.00	2.35

aq37_g**Law schools placement**

Question Text: Law school's placement office.
 Variable Type: Discrete
 Interval: 1.00 – 7.00
 Range of Missing Variable (M): -5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	1970	43.4%	49.7%
2		187	4.1%	4.7%
3		142	3.1%	3.6%
4		206	4.5%	5.2%
5		271	6.0%	6.8%
6		303	6.7%	7.7%
7	Extremely important	881	19.4%	22.2%
-5	Not Applicable	359	7.9%	
-4	Multiple	1	.0%	
-3	Missing	95	2.1%	
.	System Missing	123	2.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	578	1.00	7.00	3.27	2.00	2.56

aq37_h

On-campus interview

Question Text: On-campus interviewing process.
 Variable Type: Discrete
 Interval: 1.00 – 7.00
 Range of Missing Variable (M): -5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	2289	50.4%	60.0%
2		121	2.7%	3.2%
3		74	1.6%	1.9%
4		89	2.0%	2.3%
5		122	2.7%	3.2%
6		211	4.6%	5.5%
7	Extremely important	906	20.0%	23.8%
-5	Not Applicable	504	11.1%	
-4	Multiple	1	.0%	
-3	Missing	98	2.2%	
.	System Missing	123	2.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	726	1.00	7.00	2.97	1.00	2.62

aq37_i**Summer Position**

Question Text: Hired following a summer position.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, -2, -1, .

Values	Label	Frequency	%	Valid %
1	Not important at all	1975	43.1%	54.2%
2		45	1.0%	1.2%
3		25	.6%	.7%
4		46	1.0%	1.3%
5		81	1.8%	2.2%
6		177	3.9%	4.9%
7	Extremely important	1283	28.3%	35.5%
-5	Not Applicable	702	15.5%	
-4	Multiple	1	.0%	
-3	Missing	96	2.1%	
-2	Don't Know	1	.0%	
-1	Refused	1	.0%	
.	System Missing	123	2.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	924	1.00	7.00	3.53	1.00	2.85

aq37_j**Part-time position**

Question Text: Hired following a part-time position I held during law school.
Variable Type: Discrete
Interval: 1.00 – 7.00
Range of Missing Variable (M): -5, -4, -3, -1, .

Values	Label	Frequency	%	Valid %
1	Not important at all	2428	53.5%	74.7%
2		50	1.1%	1.5%
3		34	.7%	1.0%
4		55	1.2%	1.7%
5		72	1.6%	2.2%
6		110	2.4%	3.4%
7	Extremely important	502	11.1%	15.4%
-5	Not Applicable	1058	23.3%	
-4	Multiple	1	.0%	
-3	Missing	104	2.3%	
-1	Refused	1	.0%	
.	System Missing	123	2.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stddev
4538	1287	1.00	7.00	2.27	1.00	2.31

aq37_k**Unpaid internship**

Question Text: Unpaid internship with first employer.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	2741	60.4%	88.6%
2		47	1.0%	1.5%
3		24	.5%	.8%
4		41	.9%	1.3%
5		38	.8%	1.2%
6		60	1.3%	1.9%
7	Extremely important	143	3.2%	4.6%
-5	Not Applicable	1209	26.6%	
-4	Multiple	2	.0%	
-3	Missing	110	2.4%	
.	System Missing	123	2.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1444	1.00	7.00	1.49	1.00	1.51

aq37_1

Recommendation

Question Text: Recommendation of a law professor.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not important at all	2563	56.5%	76.2%
2		98	2.2%	2.9%
3		81	1.8%	2.4%
4		136	3.0%	4.0%
5		169	3.7%	5.0%
6		128	2.8%	3.8%
7	Extremely important	189	4.2%	5.6%
-5	Not Applicable	933	20.6%	
-4	Multiple	2	.0%	
-3	Missing	107	2.4%	
-2	Don't know	8	.2%	
.	System Missing	124	2.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1174	1.00	7.00	1.93	1.00	1.85

aq37_m**Experience**

Question Text: Experience in a judicial clerkship.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	2481	54.7%	79.5%
2		51	1.1%	1.6%
3		54	1.2%	1.7%
4		88	1.9%	2.8%
5		135	3.0%	4.3%
6		119	2.6%	3.8%
7	Extremely important	193	4.3%	6.2%
-5	Not Applicable	1172	25.8%	
-4	Multiple	1	.0%	
-3	Missing	120	2.6%	
.	System Missing	124	2.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1417	1.00	7.00	1.87	1.00	1.86

aq37_n**Other**

Question Text: Other (Specify).

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not important at all	1154	25.4%	64.7%
2		14	.3%	.8%
3		17	.4%	1.0%
4		56	1.2%	3.1%
5		76	1.7%	4.3%
6		81	1.8%	4.5%
7	Extremely important	386	8.5%	21.6%
-5	Not Applicable	1047	23.1%	
-4	Multiple	2	.0%	
-3	Missing	1577	34.8%	
-2	Don't Know	4	.1%	
.	System Missing	124	2.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2754	1.00	7.00	2.82	1.00	2.58

aq38_a**Medium-to-long-term**

Question Text:

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?
Medium-to-long-term earning potential.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	258	5.7%	10.4%
2		177	3.9%	7.2%
3		178	3.9%	7.2%
4		299	6.6%	12.1%
5		428	9.4%	17.3%
6		484	10.7%	19.6%
7	Extremely important	648	14.3%	26.3%
-5	Not Applicable	56	1.2%	
-3	Missing	65	1.4%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2066	1.00	7.00	4.82	5.00	1.98

aq38_b**Substantive Interest**

Question Text: Substantive interest in a specific field of law

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	166	3.7%	6.7%
2		98	2.2%	4.0%
3		158	3.5%	6.4%
4		281	6.2%	11.4%
5		423	9.3%	17.1%
6		569	12.5%	23.1%
7	Extremely important	773	17.0%	31.3%
-5	Not Applicable	62	1.4%	
-3	Missing	63	1.4%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2070	1.00	7.00	5.23	6.00	1.80

aq38_c**Salary to pay**

Question Text: Salary to pay off law school debts

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	403	8.9%	17.0%
2		145	3.2%	6.1%
3		152	3.3%	6.4%
4		242	5.3%	10.2%
5		307	6.8%	12.9%
6		349	7.7%	14.7%
7	Extremely important	778	17.1%	32.7%
-5	Not Applicable	153	3.4%	
-3	Missing	64	1.4%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2162	1.00	7.00	4.71	5.00	2.24

aq38_d**Availability of Loan**

Question Text:	Availability of loan repayment assistance or loan forgiveness programs.
Variable Type:	Discrete
Interval:	1.00 – 7.00
Range of Missing Variable (M):	-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	1185	26.1%	61.9%
2		206	4.5%	10.8%
3		126	2.8%	6.6%
4		135	3.0%	7.0%
5		82	1.8%	4.3%
6		69	1.5%	3.6%
7	Extremely important	112	2.5%	5.8%
-5	Not Applicable	603	13.3%	
-3	Missing	75	1.7%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2623	1.00	7.00	2.15	1.00	1.84

aq38_e**Opportunity to develop**

Question Text:	Opportunity to develop special skills
Variable Type:	Discrete
Interval:	1.00 – 7.00
Range of Missing Variable (M):	-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	129	2.8%	5.2%
2		50	1.1%	2.0%
3		105	2.3%	4.2%
4		263	5.8%	10.6%
5		504	11.1%	20.3%
6		689	15.2%	27.8%
7	Extremely important	739	16.3%	29.8%
-5	Not Applicable	56	1.2%	
-3	Missing	58	1.3%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2059	1.00	7.00	5.41	6.00	1.61

aq38_f**Potential to balance**

Question Text: Potential to balance work and personal life.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	125	2.6%	5.1%
2		92	2.0%	3.7%
3		172	3.8%	7.0%
4		282	6.2%	11.4%
5		389	8.6%	15.7%
6		546	12.1%	22.2%
7	Extremely important	866	19.1%	35.0%
-5	Not Applicable	60	1.3%	
-3	Missing	59	1.3%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2064	1.00	7.00	5.35	6.00	1.74

aq38_g**Opportunity to do socially**

Question Text: Opportunity to do socially responsible work.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	372	8.2%	15.4%
2		255	5.6%	10.5%
3		296	6.5%	12.2%
4		375	8.3%	15.5%
5		347	7.6%	14.3%
6		337	7.4%	13.9%
7	Extremely important	437	9.6%	18.1%
-5	Not Applicable	106	2.3%	
-3	Missing	68	1.5%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2119	1.00	7.00	4.17	4.00	2.06

aq38_h**Prestige of the sector**

Question Text: Prestige of the sector.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	434	9.6%	17.8%
2		235	5.2%	9.6%
3		224	4.9%	9.2%
4		399	8.8%	16.4%
5		430	9.5%	17.6%
6		447	9.9%	18.3%
7	Extremely important	269	5.9%	11.0%
-5	Not Applicable	86	1.9%	
-3	Missing	69	1.5%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2100	1.00	7.00	4.06	4.00	2.00

aq38_i**Opportunities for mobility**

Question Text: Opportunities for future career mobility

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	187	4.1%	7.6%
2		91	2.0%	3.7%
3		140	3.1%	5.7%
4		271	6.0%	11.0%
5		426	9.4%	17.3%
6		694	15.3%	28.3%
7	Extremely important	647	14.3%	26.3%
-5	Not Applicable	73	1.6%	
-3	Missing	64	1.4%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2082	1.00	7.00	5.17	6.00	1.79

aq38_j**Other**

Question Text: Other (specify)

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	80	1.8%	37.4%
2		2	.0%	.9%
3		3	.1%	1.4%
4		5	.1%	2.3%
5		8	.2%	3.7%
6		23	.5%	10.7%
7	Extremely important	93	2.0%	43.5%
-5	Not Applicable	383	8.4%	
-3	Missing	1996	44.0%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4324	1.00	7.00	4.40	6.00	2.77

aq39_1**Job offers public**

Question Text: How many job offers did you receive in the public sector?

Variable Type: Continuous

Interval: 1.00 – 15.00

Range of Missing Variable (M): -5, -4, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	673	1.00	15.00	.60	.00	1.04

aq39_2**Job offers private**

Question Text: How many job offers did you receive in the private sector?

Variable Type: Continuous

Interval: 1.00 – 20.00

Range of Missing Variable (M): -5, -4, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	400	1.00	20.00	2.36	2.00	2.76

aq40a**Only one job box**

Question Text:

Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice?

I received one offer.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Yes	1476	32.5%	33.5%
2	No	2935	64.7%	66.5%
.	System missing	127	2.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	127	1.00	2.00	1.67	2.00	.47

aq40_a**Salary**

Question Text:

Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice?

Salary.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	177	3.9%	6.4%
2		107	2.4%	3.9%
3		127	2.8%	4.6%
4		365	8.0%	13.3%
5		579	12.8%	21.0%
6		656	14.5%	23.8%
7	Extremely important	743	16.4%	27.0%
-5	Not Applicable	70	1.5%	
-4	Multiple	1	.0%	
-3	Missing	106	2.3%	
.	System Missing	1607	35.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1784	1.00	7.00	5.18	6.00	1.73

aq40_b**Benefits**

Question Text: Benefits.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	263	5.8%	9.6%
2		170	3.7%	6.2%
3		180	4.0%	6.6%
4		488	10.8%	17.8%
5		637	14.0%	23.3%
6		543	12.0%	19.8%
7	Extremely important	458	10.1%	16.7%
-5	Not Applicable	80	1.8%	
-4	Multiple	1	.0%	
-3	Missing	271	2.4%	
.	System Missing	1607	35.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1799	1.00	7.00	4.65	5.00	1.81

aq40_c**Office environment**

Question Text: Benefits.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	85	1.9%	3.1%
2		49	1.1%	1.8%
3		89	2.0%	3.2%
4		254	5.6%	9.2%
5		492	10.8%	17.9%
6		793	17.5%	28.8%
7	Extremely important	991	21.8%	36.0%
-5	Not Applicable	66	1.5%	
-4	Multiple	1	.0%	
-3	Missing	271	2.4%	
.	System Missing	1607	35.4	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1785	1.00	7.00	5.67	6.00	1.47

aq40_d	Hours expected
Question Text:	Hours expected.
Variable Type:	Discrete
Interval:	1.00 – 7.00
Range of Missing Variable (M):	-5, -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not important at all	191	4.2%	7.0%
2		119	2.6%	4.3%
3		170	3.7%	6.2%
4		444	9.8%	16.2%
5		576	12.7%	21.0%
6		667	14.7%	24.3%
7	Extremely important	576	12.7%	21.0%
-5	Not Applicable	77	1.7%	
-4	Multiple	2	.0%	
-3	Missing	108	2.4%	
-2	Don't know	1	.0%	
.	System Missing	1607	35.4	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1795	1.00	7.00	4.97	5.00	1.73

aq40_e**Pro bono opportunities**

Question Text: Pro bono opportunities.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	746	16.4%	29.1%
2		391	8.6%	15.3%
3		322	7.1%	12.6%
4		548	12.1%	21.4%
5		282	6.2%	11.0%
6		176	3.9%	6.9%
7	Extremely important	97	2.1%	3.8%
-5	Not Applicable	253	5.6%	
-4	Multiple	1	.0%	
-3	Missing	115	2.5%	
.	System Missing	1607	35.4	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1976	1.00	7.00	3.06	3.00	1.79

aq40_f**Prospects for advancement**

Question Text: Prospects for advancement.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	194	4.3%	7.1%
2		132	2.9%	4.8%
3		167	3.7%	6.1%
4		440	9.7%	16.1%
5		668	14.7%	24.4%
6		673	14.8%	24.7%
7	Extremely important	459	10.1%	16.8%
-5	Not Applicable	86	1.9%	
-4	Multiple	1	.0%	
-3	Missing	110	2.4%	
.	System Missing	1608	35.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1805	1.00	7.00	3.06	3.00	1.79

aq40_g**Good match**

Question Text: Good match of employer's mission and my own.
Variable Type: Discrete
Interval: 1.00 – 7.00
Range of Missing Variable (M): -5, -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not important at all	246	5.4%	9.1%
2		158	3.5%	5.8%
3		196	4.3%	7.2%
4		420	9.3%	15.5%
5		506	11.2%	18.7%
6		618	13.6%	22.8%
7	Extremely important	567	12.5%	20.9%
-5	Not Applicable	104	2.3%	
-4	Multiple	2	.0%	
-3	Missing	113	2.5%	
-2	Don't Know	1	.0%	
.	System Missing	1607	35.4	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1827	1.00	7.00	4.81	5.00	1.86

aq40_h**Location**

Question Text:

Location

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	154	3.4%	5.6%
2		89	2.0%	3.2%
3		93	2.0%	3.4%
4		281	6.2%	10.2%
5		503	11.0%	18.3%
6		684	15.1%	24.9%
7	Extremely important	947	20.9%	34.4%
-5	Not Applicable	71	1.6%	
-4	Multiple	1	.0%	
-3	Missing	108	2.4%	
.	System Missing	1607	35.4	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1787	1.00	7.00	5.45	6.00	1.69

aq40_i**Size**

Question Text:

Size

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	314	6.9%	11.5%
2		191	4.2%	7.0%
3		223	4.9%	8.2%
4		513	11.3%	18.8%
5		657	14.5%	24.1%
6		525	11.6%	19.3%
7	Extremely important	301	6.6%	11.0%
-5	Not Applicable	98	2.2%	
-4	Multiple	1	.0%	
-3	Missing	108	2.4%	
.	System Missing	1607	35.4	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1814	1.00	7.00	4.39	5.00	1.80

aq40_j	Prestige
Question Text:	Prestige
Variable Type:	Discrete
Interval:	1.00 – 7.00
Range of Missing Variable (M):	-5, -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not important at all	282	6.2%	10.3%
2		180	4.0%	6.6%
3		213	4.7%	7.8%
4		417	9.2%	15.2%
5		552	12.2%	20.2%
6		609	13.4%	22.3%
7	Extremely important	482	10.6%	17.6%
-5	Not Applicable	83	1.8%	
-4	Multiple	1	.0%	
-3	Missing	271	2.4%	
-2	Don't know	1	.0%	
.	System Missing	1607	35.4	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1803	1.00	7.00	4.39	5.00	1.80

aq40_k**Training/mentorship**

Question Text: Training/mentorship opportunities

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not important at all	193	4.3%	7.1%
2		128	2.8%	4.7%
3		183	4.0%	6.7%
4		466	10.3%	17.0%
5		630	13.9%	23.0%
6		642	14.1%	23.5%
7	Extremely important	493	10.9%	18.0%
-5	Not Applicable	85	1.9%	
-4	Multiple	1	.0%	
-3	Missing	109	2.4%	
-2	Don't know	1	.0%	
.	System Missing	1607	35.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1803	1.00	7.00	4.87	5.00	1.88

aq41_a**Reputation law school**

Question Text: How important do you believe each of the following factors was in this organization's decision to make you a job offer?
The reputation of the law school I attended.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	347	7.6%	14.3%
2		182	4.0%	7.5%
3		186	4.1%	7.7%
4		371	8.2%	15.3%
5		514	11.3%	21.1%
6		419	9.2%	17.2%
7	Extremely important	412	9.1%	16.9%
-5	Not Applicable	74	1.6%	
-3	Missing	88	1.9%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2107	1.00	7.00	4.41	5.00	1.98

aq41_b**My law school grades**

Question Text: My law school grades

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	389	8.6%	16.0%
2		145	3.2%	6.0%
3		198	4.4%	8.2%
4		318	7.0%	13.1%
5		450	9.9%	18.5%
6		452	10.0%	18.6%
7	Extremely important	475	10.5%	19.6%
-3	Missing	81	1.8%	
.	System Missing	2030	46.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2111	1.00	7.00	4.46	5.00	2.06

aq41_c**My participation**

Question Text: My participation in law journal or moot court

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	692	15.2%	32.1%
2		175	3.9%	8.1%
3		161	3.5%	7.5%
4		239	5.3%	11.1%
5		315	6.9%	14.6%
6		311	6.9%	14.4%
7	Extremely important	260	5.7%	12.1%
-5	Not Applicable	351	7.7%	
-3	Missing	89	2.0%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2385	1.00	7.00	3.60	4.00	2.23

aq41_d**Reputation undergrad**

Question Text: The reputation of the undergraduate school I attended

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	716	15.8%	30.0%
2		317	7.0%	13.3%
3		310	6.8%	13.0%
4		367	8.1%	15.4%
5		338	7.4%	14.2%
6		225	5.0%	9.4%
7	Extremely important	114	2.5%	4.8%
-5	Not Applicable	118	2.6%	
-3	Missing	88	1.9%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2151	1.00	7.00	3.18	3.00	1.91

aq41_e**Prior work exp in org**

Question Text: My prior work experience in this organization

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	689	15.2%	37.1%
2		95	2.1%	5.1%
3		44	1.0%	2.4%
4		107	2.4%	5.8%
5		103	2.3%	5.5%
6		195	4.3%	10.5%
7	Extremely important	625	13.8%	33.6%
-5	Not Applicable	647	14.3%	
-3	Missing	88	1.9%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2680	1.00	7.00	4.04	4.00	2.66

aq41_g**My potential for attracting**

Question Text: My potential from attracting clients
 Variable Type: Discrete
 Interval: 1.00 – 7.00
 Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	714	15.7%	35.1%
2		258	5.7%	12.7%
3		213	4.7%	10.5%
4		263	5.8%	12.9%
5		237	5.2%	11.6%
6		195	4.3%	9.6%
7	Extremely important	157	3.5%	7.7%
-5	Not Applicable	457	10.1%	
-3	Missing	99	2.2%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2501	1.00	7.00	3.13	3.00	2.05

aq41_h**Recommendations**

Question Text: The recommendations of faculty from my law school.
 Variable Type: Discrete
 Interval: 1.00 – 7.00
 Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	1072	23.6%	53.6%
2		226	5.0%	11.3%
3		159	3.5%	8.0%
4		179	3.9%	9.0%
5		144	3.2%	7.2%
6		121	2.7%	6.0%
7	Extremely important	99	2.2%	5.0%
-5	Not Applicable	496	10.9%	
-3	Missing	97	2.1%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2538	1.00	7.00	2.43	1.00	1.91

aq41_i**Personal connections**

Question Text: Personal connections (family, friends, colleagues)

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	1033	22.8%	48.9%
2		155	3.4%	7.3%
3		112	2.5%	5.3%
4		122	2.7%	5.8%
5		160	3.5%	7.6%
6		205	4.5%	9.7%
7	Extremely important	326	7.2%	15.4%
-5	Not Applicable	379	8.4%	
-3	Missing	101	2.2%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2425	1.00	7.00	3.07	2.00	2.39

aq41_j**Race ethnicity**

Question Text: My race/ethnicity

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not important at all	1503	33.1%	68.5%
2		174	3.8%	7.9%
3		101	2.2%	4.6%
4		159	3.5%	7.2%
5		117	2.6%	5.3%
6		85	1.9%	3.9%
7	Extremely important	56	1.2%	2.6%
-5	Not Applicable	300	6.6%	
-3	Missing	96	2.1%	
-2	Don't know	2	.0%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2343	1.00	7.00	1.95	1.00	1.66

aq41_k**Gender**

Question Text: My gender

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not important at all	1386	30.5%	62.0%
2		210	4.6%	9.4%
3		148	3.3%	6.6%
4		196	4.3%	8.8%
5		146	3.2%	6.5%
6		112	2.5%	5.0%
7	Extremely important	38	.8%	1.7%
-5	Not Applicable	257	5.7%	
-3	Missing	98	2.2%	
-2	Don't know	2	.0%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2302	1.00	7.00	2.10	1.00	1.69

aq41_1**Physical Appearance**

Question Text: My physical appearance

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not important at all	974	21.5%	42.8%
2		260	5.7%	11.4%
3		229	5.0%	10.1%
4		331	7.3%	14.5%
5		251	5.5%	11.0%
6		171	3.8%	7.5%
7	Extremely important	59	1.3%	2.6%
-5	Not Applicable	210	4.6%	
-3	Missing	107	2.4%	
-2	Don't know	1	.0%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2263	1.00	7.00	2.72	1.00	1.85

aq41_m**Personal Qualities**

Question Text: Personal qualities I possess (Specify briefly)

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not important at all	218	4.8%	18.5%
2		18	.4%	1.5%
3		26	.6%	2.2%
4		68	1.5%	5.8%
5		145	3.2%	12.3%
6		323	7.1%	27.4%
7	Extremely important	379	8.4%	32.2%
-5	Not Applicable	384	8.5%	
-3	Missing	1032	22.7%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3361	1.00	7.00	5.03	1.00	2.19

aq41_n**Other**

Question Text: Other (Specify)

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not important at all	136	3.0%	41.8%
2		4	.1%	1.2%
3		1	.0%	.3%
4		8	.2%	2.5%
5		20	.4%	6.2%
6		40	.9%	12.3%
7	Extremely important	116	2.6%	35.7%
-5	Not Applicable	462	10.2%	
-3	Missing	1805	39.8%	
-2	Don't know	1	.0%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4213	1.00	7.00	5.03	1.00	2.19

aq42_1**Mother**

Question Text:

Who among the following people live within 50 miles of your current home?

Variable Type:

Mother

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	988	21.8%	38.4%
2	No	1584	34.9%	61.6%
-3	Missing	21	.5%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1966	1.00	2.00	1.62	2.00	.49

aq42_2**Father**

Question Text:

Father

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	867	19.1%	33.7%
2	No	1705	37.6%	66.3%
-3	Missing	21	.5%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1966	1.00	2.00	1.66	2.00	.47

aq42_3**Two or more siblings**

Question Text: Two or more siblings

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	435	9.6%	16.9%
2	No	2137	47.1%	83.1%
-3	Missing	21	.5%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1966	1.00	2.00	1.83	2.00	.37

aq42_4**One sibling**

Question Text: One sibling

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	612	13.5%	23.8%
2	No	1960	43.2%	76.2%
-3	Missing	21	.5%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1966	1.00	2.00	1.76	2.00	.43

aq42_5**Two or all of your three closest friends**

Question Text:

Two or all of your three closest friends

Variable Type:

Discrete

Interval:

1.00 – 2.0

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	1036	22.8%	40.3%
2	No	1536	33.8%	59.7%
-3	Missing	21	.5%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1966	1.00	2.00	1.60	2.00	.49

aq42_6**One of your closest friends**

Question Text:

One of your closest friends

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	764	16.8%	29.7%
2	No	1808	39.8%	70.3%
-3	Missing	21	.5%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1966	1.00	2.00	1.70	2.00	.46

aq42_7**None of the above**

Question Text: None of the above

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	530	11.7%	20.6%
2	No	2042	45.0%	79.4%
-3	Missing	21	.5%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1966	1.00	2.00	1.79	2.00	.40

aq43**Political preference**

Question Text: Which of the following best characterizes your national political party preference?

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Democrat	1891	41.7%	44.3%
2	Independent	452	10.0%	10.6%
3	Republican	1224	27.0%	28.7%
4	Unaffiliated	584	12.9%	13.7%
5	Other (Specify)	114	2.5%	
-4	Multiple	85	1.9%	
-3	Missing	47	1.0%	
-2	Don't know	1	.0%	
.	System Missing	140	3.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	273	1.00	5.00	2.20	2.00	1.22

aq44_a**Social Scale**

Question Text:

Circle the number on each of the following scales that best characterizes your political leaning...
On social issues

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Liberal	485	10.7%	11.4%
2		902	19.9%	21.2%
3		813	17.9%	19.1%
4	Moderate	964	21.2%	22.7%
5		570	12.6%	13.4%
6		387	8.5%	9.1%
7	Conservative	134	3.0%	3.1%
-4	Multiple	83	1.8%	
-3	Missing	52	1.1%	
-2	Don't know	6	.1%	
.	System Missing	142	3.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	283	1.00	7.00	3.45	3.00	1.60

aq44_b**Taxation scale**

Question Text: on taxation, spending and social welfare issues

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Liberal	288	6.3%	6.8%
2		507	11.2%	11.9%
3		659	14.5%	15.5%
4	Moderate	952	21.0%	22.4%
5		778	17.1%	18.3%
6		702	15.5%	16.5%
7	Conservative	369	8.1%	8.7%
-4	Multiple	87	1.9%	
-3	Missing	50	1.1%	
-2	Don't know	4	.1%	
.	System Missing	142	3.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	283	1.00	7.00	4.18	4.00	1.68

aq45_1**Political party**

Question Text: Indicate whether and at what level you have participated in each of the following organizations.
Political party.

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not a member	2363	52.1%	54.8%
2	Member	1420	31.3%	32.9%
3	Currently active participant/ Officer	229	5.0%	5.3%
4	Formerly active participant/ Officer	298	6.6%	6.9%
-4	Multiple	26	.6%	
-3	Missing	57	1.3%	
.	System Missing	145	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	228	1.00	4.00	1.64	1.00	.87

aq45_2**Political advocacy**

Question Text: Political advocacy groups

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not a member	3484	76.8%	80.8%
2	Member	430	9.5%	10.0%
3	Currently active participant/ Officer	172	3.8%	4.0%
4	Formerly active participant/ Officer	224	4.9%	5.2%
-4	Multiple	29	.6%	
-3	Missing	53	1.2%	
-2	Don't know	1	.0%	
.	System Missing	145	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	228	1.00	4.00	1.34	1.00	.78

aq45_3**PTA**

Question Text: PTA or other school organizations

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not a member	3934	86.7%	90.8%
2	Member	191	4.2%	4.4%
3	Currently active participant/ Officer	99	2.2%	2.3%
4	Formerly active participant/ Officer	107	2.4%	2.5%
-4	Multiple	8	.2%	
-3	Missing	54	1.2%	
.	System missing	145	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	207	1.00	4.00	1.16	1.00	.58

aq45_4**College Alumni**

Question Text: College alumni/ae associations

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not a member	2297	50.6%	52.9%
2	Member	1492	32.9%	34.4%
3	Currently active participant/ Officer	417	9.2%	9.6%
4	Formerly active participant/ Officer	133	2.9%	3.1%
-4	Multiple	6	.1%	
-3	Missing	48	1.1%	
.	System missing	145	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	199	1.00	4.00	1.63	1.00	.78

aq45_5**Law school alumni**

Question Text: Law school alumni/ae associations

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not a member	2721	60.0%	62.8%
2	Member	1297	28.6%	29.9%
3	Currently active participant/ Officer	269	5.9%	6.2%
4	Formerly active participant/ Officer	48	1.1%	1.1%
-4	Multiple	8	.2%	
-3	Missing	48	1.1%	
-2	Don't know	2	.0%	
.	System missing	145	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	203	1.00	4.00	1.46	1.00	.66

aq45_6**Charitable organization**

Question Text: Charitable organizations

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not a member	2234	49.2%	51.7%
2	Member	1035	22.8%	24.0%
3	Currently active participant/ Officer	792	17.5%	18.3%
4	Formerly active participant/ Officer	258	5.7%	6.0%
-4	Multiple	10	.2%	
-3	Missing	63	1.4%	
-2	Don't know	1	.0%	
.	System missing	145	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	219	1.00	4.00	1.79	1.00	.95

aq45_7**Religious organizations**

Question Text: Religious organizations

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not a member	2444	53.9%	56.6%
2	Member	969	21.4%	22.5%
3	Currently active participant/ Officer	765	16.9%	17.7%
4	Formerly active participant/ Officer	138	3.0%	3.2%
-4	Multiple	18	.4%	
-3	Missing	59	1.3%	
.	System missing	145	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	222	1.00	4.00	1.67	1.00	.88

aq45_8**American Bar Assn**

Question Text: American bar association

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not a member	1354	29.8%	31.2%
2	Member	2502	55.1%	57.7%
3	Currently active participant/ Officer	285	6.3%	6.6%
4	Formerly active participant/ Officer	195	4.3%	4.5%
-4	Multiple	6	.1%	
-3	Missing	48	1.1%	
-2	Don't know	3	.1%	
.	System missing	145	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	202	1.00	4.00	1.84	2.00	.73

aq45_9**State or local bar**

Question Text: State or local bar association

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not a member	605	13.3%	13.9%
2	Member	3011	66.4%	69.3%
3	Currently active participant/ Officer	661	14.6%	15.2%
4	Formerly active participant/ Officer	67	1.5%	1.5%
-4	Multiple	4	.1%	
-3	Missing	45	1.0%	
.	System missing	145	4.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	194	1.00	4.00	2.04	2.00	.59

aq45_10**Substantive section of bar**

Question Text: Substantive section of bar association
 Variable Type: Discrete
 Interval: 1.00 – 4.00
 Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not a member	2063	45.5%	47.5%
2	Member	1780	39.2%	41.0%
3	Currently active participant/ Officer	420	9.3%	9.7%
4	Formerly active participant/ Officer	80	1.8%	1.8%
-4	Multiple	4	.1%	
-3	Missing	43	.9%	
-2	Don't know	3	.1%	
.	System missing	145	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	195	1.00	4.00	1.66	2.00	.73

aq45_11**Gender-based org**

Question Text: Gender-based organization
 Variable Type: Discrete
 Interval: 1.00 – 4.00
 Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not a member	3758	82.8%	86.7%
2	Member	326	7.2%	7.5%
3	Currently active participant/ Officer	139	3.1%	3.2%
4	Formerly active participant/ Officer	110	2.4%	2.5%
-4	Multiple	9	.2%	
-3	Missing	51	1.1%	
.	System missing	145	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	205	1.00	4.00	1.22	1.00	.62

aq45_12**Race/ethnicity-org**

Question Text: Race/ethnicity-based organization

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not a member	3657	80.6%	84.6%
2	Member	364	8.0%	8.4%
3	Currently active participant/ Officer	183	4.0%	4.2%
4	Formerly active participant/ Officer	121	2.7%	2.8%
-4	Multiple	12	.3%	
-3	Missing	55	1.2%	
.	System missing	146	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	213	1.00	4.00	1.25	1.00	.66

aq45_13**Community/civic assn**

Question Text: Community/civic association

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not a member	3250	71.6%	75.0%
2	Member	516	11.4%	11.9%
3	Currently active participant/ Officer	417	9.2%	9.6%
4	Formerly active participant/ Officer	152	3.3%	3.5%
-4	Multiple	9	.2%	
-3	Missing	44	1.0%	
-2	Don't know	3	.1%	
.	System missing	147	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	203	1.00	4.00	1.42	1.00	.80

aq45_14**Service organizations**

Question Text: Service organizations (e.g. Kiwanis, Rotary)

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not a member	3799	83.7%	87.7%
2	Member	200	4.4%	4.6%
3	Currently active participant/ Officer	215	4.7%	5.0%
4	Formerly active participant/ Officer	118	2.6%	2.7%
-4	Multiple	8	.2%	
-3	Missing	51	1.1%	
.	System missing	147	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	206	1.00	4.00	1.23	1.00	.66

aq45_15**Private clubs athletic clubs**

Question Text: Private clubs/athletic clubs

Variable Type: Discrete

Interval: 1.00 – 4.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not a member	2715	59.8%	62.7%
2	Member	963	21.2%	22.2%
3	Currently active participant/ Officer	555	12.2%	12.8%
4	Formerly active participant/ Officer	99	2.2%	2.3%
-4	Multiple	8	.2%	
-3	Missing	51	1.1%	
.	System missing	147	3.2%	
Total		458	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	206	1.00	4.00	1.55	1.00	.80

aq45_16**Organized sports leagues**

Question Text: Organized sports leagues
 Variable Type: Discrete
 Interval: 1.00 – 4.00
 Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not a member	3231	71.2%	75.1%
2	Member	423	9.3%	9.8%
3	Currently active participant/ Officer	427	9.4%	9.9%
4	Formerly active participant/ Officer	223	4.9%	5.2%
-4	Multiple	7	.2%	
-3	Missing	80	1.8%	
.	System missing	147	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	234	1.00	4.00	1.45	1.00	.87

aq45_17**Other**

Question Text: Other (Specify)
 Variable Type: Discrete
 Interval: 1.00 – 4.00
 Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not a member	1835	40.4%	87.3%
2	Member	106	2.3%	5.0%
3	Currently active participant/ Officer	126	2.8%	6.0%
4	Formerly active participant/ Officer	35	.8%	1.7%
-4	Multiple	171	3.8%	
-3	Missing	2117	46.7%	
-2	Don't know	1	.0%	
.	System missing	147	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2436	1.00	4.00	1.22	1.00	.63

aq46_brac**Undergrad year bracketed**

Question Text:

In what year did you receive your undergraduate degree?

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

Values	Label	Frequency	%	Valid %
1	Lowest through 1990	641	14.1%	14.7%
2	1991 through 1993	696	15.3%	15.9%
3	1994 through 1995	1085	23.9%	24.9%
4	1996	976	21.5%	22.4%
5	1997 through Highest	968	21.3%	22.2%
-4	Multiple	2	.0%	
-3	Missing	22	.5%	
-2	Don't know	1	.0%	
.	System missing	147	3.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	172	1.00	5.00	3.21	3.00	1.35

aq48**Undergraduate GPA**

Question Text:

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

Variable Type:

Discrete

Interval:

1.00 – 8.00

Range of Missing Variable (M):

-3, -2, -1, .

Values	Label	Frequency	%	Valid %
1	3.75 – 4.00	569	12.5%	22.7%
2	3.50 – 3.74	577	12.7%	23.0%
3	3.25 – 3.49	601	13.2%	24.0%
4	3.00 – 3.24	441	8.7%	17.6%
5	2.75 – 2.99	207	4.6%	8.3%
6	2.50 – 2.74	72	1.6%	2.9%
7	2.25 – 2.49	24	.5%	1.0%
8	Under 2.25	10	.2%	.4%
-3	Missing	40	.9%	
-2	Don't know	51	1.1%	
-1	Refused	1	.0%	
.	System missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2037	1.00	8.00	2.80	3.00	1.47

aq49**Class rank**

Question Text: What was your undergraduate class rank?

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): -3, -2, -1, .

Values	Label	Frequency	%	Valid %
1	Top 10%	532	11.7%	40.7%
2	Top 11 – 25%	437	9.6%	33.4%
3	Second quarter of class	258	5.7%	19.7%
4	Third quarter of class	59	1.3%	4.5%
5	Fourth quarter of class	21	.5%	1.6%
-3	Missing	20	.4%	
-2	Don't know	1265	27.9%	
-1	Refused	1	.0%	
.	System missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3231	1.00	5.00	1.93	2.00	.96

aq50_1**Biological Science**

Question Text: Which of the following categories best describes your undergraduate major? Check all that apply.
Biological sciences.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	207	4.6%	4.7%
2	No	4167	91.8%	95.3%
-4	Multiple	4	.1%	
-3	Missing	9	.2%	
.	System Missing	151	3.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	164	1.00	2.00	1.95	2.00	.21

aq50_2**Business**

Question Text: Business

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	625	13.8%	14.3%
2	No	3749	82.6%	85.7%
-4	Multiple	4	.1%	
-3	Missing	9	.2%	
.	System Missing	151	3.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	164	1.00	2.00	1.86	2.00	.35

aq50_3**Criminal Justice or law enforcement**

Question Text: Criminal justice or law enforcement

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	193	4.3%	4.4%
2	No	4181	92.1%	95.6%
-4	Multiple	4	.1%	
-3	Missing	9	.2%	
.	System Missing	151	3.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	164	1.00	2.00	1.96	2.00	.21

aq50_4**Engineering**

Question Text: Engineering

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	188	4.1%	4.3%
2	No	4186	92.2%	95.7%
-4	Multiple	4	.1%	
-3	Missing	9	.2%	
.	System Missing	151	3.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	164	1.00	2.00	1.96	2.00	.20

aq50_5**Humanities**

Question Text: Humanities

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	902	19.9%	20.6%
2	No	3472	76.5%	79.4%
-4	Multiple	4	.1%	
-3	Missing	9	.2%	
.	System Missing	151	3.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	164	1.00	2.00	1.80	2.00	.40

aq50_6**Physical science or mathematics**

Question Text: Physical science or mathematics

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	120	2.6%	2.7%
2	No	4254	93.7%	97.3%
-4	Multiple	4	.1%	
-3	Missing	9	.2%	
.	System Missing	151	3.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	164	1.00	2.00	1.97	2.00	.16

aq50_7**Social Science**

Question Text: Social science

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	1404	30.9%	32.1%
2	No	2970	65.4%	67.9%
-4	Multiple	4	.1%	
-3	Missing	9	.2%	
.	System Missing	151	3.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	164	1.00	2.00	1.68	2.00	.47

aq50_8**Other (Specify)**

Question Text: Other (specify)

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	1167	25.7%	26.7%
2	No	3207	70.7%	73.3%
-4	Multiple	4	.1%	
-3	Missing	9	.2%	
.	System Missing	151	3.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	164	1.00	2.00	1.73	2.00	.44

aq51**Direct to law sch**

Question Text: Did you go directly from college to law school?

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	1657	36.5%	37.9%
2	No	2715	59.8%	62.1%
-4	Multiple	2	.0%	
-3	Missing	13	.3%	
.	System Missing	151	3.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	166	1.00	2.00	1.62	2.00	.49

aq52_2**Attend to family responsibilities**

Question Text:

What did you do in the interim?
Attended to family responsibilities

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-5, -1 .

Values	Label	Frequency	%	Valid %
1	Yes	87	1.9%	5.4%
2	No	1527	33.6%	94.6%
-5	Not applicable	1	.0%	
-1	Refused	9	.2%	
.	System Missing	2914	64.2	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2924	1.00	2.00	1.95	2.00	.23

aq52_3**Held one or more full-time jobs**

Question Text:

Held one or more full-time jobs

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	1325	29.2%	82.1%
2	No	289	6.4%	17.9%
-5	Not applicable	1	.0%	
-3	Missing	9	.2%	
.	System Missing	2914	64.2	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2924	1.00	2.00	1.18	2.00	.38

aq52_4**Attended graduate school**

Question Text: Attended graduate school.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -9, -5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	342	7.5%	21.2%
2	No	1272	28.0%	78.8%
-9	Logical Skip	1657	36.5%	
-5	Not applicable	1	.0%	
-3	Missing	9	.2%	
.	System Missing	2914	64.2	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2924	1.00	2.00	1.79	2.00	.41

aq52_5**Something else (specify)**

Question Text: Something else (Describe)

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -9, -5, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	216	4.8%	13.4%
2	No	1398	30.8%	86.6%
-9	Logical Skip	1657	36.5%	
-5	Not applicable	1	.0%	
-3	Missing	9	.2%	
.	System Missing	2914	64.2	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2924	1.00	2.00	1.87	2.00	.34

aq54**How many years elapsed**

Question Text: How many years elapsed between college and law school?

Variable Type: Continuous

Interval: .00 – 48.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2947	.00	48.00	5.04	3.00	5.48

aq55_yr**q55_YR**

Question Text: In what year did you receive your law degree?

Variable Type: Discrete

Interval: 1998 - 2002

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1998		304	6.7%	6.7%
1999		1599	35.2%	35.3%
2000		2621	57.8%	57.8%
2001		2	.0%	.0%
2002		6	.1%	.1%
.	System Missing	6	.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	6	1998	2002	1999.52	2000.00	.63

aq58**Part time student**

- Question Text: Were you a part-time student for more than half of the time you were a law student?
- Variable Type: Discrete
- Interval: 1.00 – 2.00
- Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	335	7.4%	13.0%
2	No	2245	49.5%	87.0%
-3	Missing	13	.3%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1958	1.00	2.00	1.87	2.00	.34

aq59**How many semesters**

- Question Text: For how many semesters during law school did you hold a paying job for more than 15 hours a week?
- Variable Type: Continuous
- Interval: .00 – 18.00
- Range of Missing Variable (M): -5, -3, -2, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2100	.00	18.00	2.62	2.00	2.77

aq60**Law sch GPA**

Question Text:

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

Variable Type:

Discrete

Interval:

1.00 – 8.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	3.75 – 4.00	161	3.5%	7.0%
2	3.50 – 3.74	394	8.7%	17.2%
3	3.25 – 3.49	555	12.2%	24.2%
4	3.00 – 3.24	578	12.7%	25.2%
5	2.75 – 2.99	371	8.2%	16.2%
6	2.50 – 2.74	137	3.0%	6.0%
7	2.25 – 2.49	48	1.1%	2.1%
8	Under 2.25	9	.2%	.4%
.	System missing	2285	49.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2285	1.00	8.00	3.56	4.00	1.43

aq60_all**REC categorical Law School GPA for all valid responses**

Question Text:

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

Variable Type:

Discrete

Interval:

1.00 – 8.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	3.75 – 4.00	236	5.2%	6.6%
2	3.50 – 3.74	604	13.3%	17.0%
3	3.25 – 3.49	859	18.9%	24.2%
4	3.00 – 3.24	973	21.4%	27.4%
5	2.75 – 2.99	514	11.3%	14.5%
6	2.50 – 2.74	199	4.4%	5.6%
7	2.25 – 2.49	57	1.3%	1.6%
8	Under 2.25	15	.3%	.4%
9	Did not apply	96	2.1%	2.7%
.	System missing	985	21.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	985	1.00	8.00	3.68	4.00	1.63

aq61**Law sch class rank**

Question Text: What was your class rank?

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Top 10%	363	8.0%	19.2%
2	Top 11 – 25%	580	12.8%	30.7%
3	Second quarter of class	581	12.8%	30.7%
4	Third quarter of class	265	5.8%	14.0%
5	Fourth quarter of class	102	2.2%	5.4%
.	System Missing	1891	41.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2647	1.00	5.00	2.56	3.00	1.11

aq61_all**REC categorical class rank**

Question Text: What was your class rank?

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Top 10%	564	12.4%	18.9%
2	Top 11 – 25%	842	18.6%	28.3%
3	Second quarter of class	984	21.7%	33.1%
4	Third quarter of class	372	8.2%	12.5%
5	Fourth quarter of class	214	4.7%	7.2%
.	System Missing	1562	34.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1562	1.00	5.00	2.60	3.00	1.14

aq62_a**No additional degrees**

Question Text:

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

No.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	2065	45.5%	79.9%
2	No	518	11.4%	20.1%
-3	Missing	10	.2%	
.	System Missing	1945	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1955	1.00	2.00	1.20	1.00	.40

aq63**Intend to practice**

Question Text:

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

Variable Type:

Discrete

Interval:

1.00 – 3.00

Range of Missing Variable (M):

-4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	3630	80.0%	83.1%
2	No	240	5.3%	5.5%
3	Wasn't sure	496	10.9%	11.4%
-4	Multiple	1	.0%	
-3	Missing	17	.4%	
.	System Missing	154	3.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	172	1.00	3.00	1.28	1.00	.66

aq64**CATI Consider other careers**

Question Text:

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

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-2, .

Values	Label	Frequency	%	Valid %
1	Yes	736	16.2%	41.1%
2	No	1053	23.2%	58.9%
-2	Don't know	1	.0%	
.	System Missing	2748	60.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2749	1.00	2.00	1.59	2.00	.49

aq64_a**Business**

Question Text:

Business

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	1063	23.4%	44.3%
2	No	1334	29.4%	55.7%
-3	Missing	2	.0%	
.	System Missing	2139	47.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2141	1.00	2.00	1.56	2.00	.50

aq64_b**Community organizing**

Question Text:

Community organizing

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	294	6.5%	12.8%
2	No	2006	44.2%	87.2%
-3	Missing	2	.0%	
.	System Missing	2236	49.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2238	1.00	2.00	1.87	2.00	.33

aq64_c**Consulting**

Question Text:

Consulting

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Yes	641	14.1%	27.5%
2	No	1689	37.2%	72.5%
-3	Missing	2	.0%	
.	System Missing	2206	48.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2208	1.00	2.00	1.72	2.00	.45

aq64_d**Investment banking**

Question Text: Investment banking

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	254	5.6%	11.1%
2	No	2039	44.9%	88.9%
-3	Missing	2	.0%	
.	System Missing	2243	49.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2245	1.00	2.00	1.89	2.00	.31

aq64_e**Journalism/writing**

Question Text: Journalism/writing

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	586	12.9%	25.2%
2	No	1737	38.3%	74.8%
-3	Missing	1	.0%	
.	System Missing	2214	48.8%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2215	1.00	2.00	1.75	2.00	.43

aq64_f**Politics**

Question Text: Politics

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	733	16.2%	31.4%
2	No	1601	35.3%	68.6%
-3	Missing	1	.0%	
.	System Missing	2203	48.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2204	1.00	2.00	1.69	2.00	.46

aq64_g**Public policy**

Question Text: Public policy/public administration

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	782	17.2%	33.3%
2	No	1564	34.5%	66.7%
-3	Missing	1	.0%	
.	System Missing	2191	48.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2192	1.00	2.00	1.67	2.00	.47

aq64_h**Public/social service**

Question Text: Public/social service

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	793	17.5%	33.9%
2	No	1549	34.1%	66.1%
.	System Missing	2196	48.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2196	1.00	2.00	1.66	2.00	.47

aq64_i**Starting own business**

Question Text: Starting your own business

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	782	17.2%	33.5%
2	No	1553	34.2%	66.5%
-3	Missing	2	.0%	
.	System Missing	2201	48.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2203	1.00	2.00	1.67	2.00	.47

aq64_j**Teaching/academia**

Question Text: Teaching/academia

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	1165	25.7%	48.8%
2	No	1222	26.9%	51.2%
.	System Missing	2151	47.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2151	1.00	2.00	1.51	2.00	.50

aq64_k**Other**

Question Text: Other (Specify type of organization)

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Yes	164	3.6%	25.3%
2	No	485	10.7%	74.7%
-3	Missing	23	.5%	
.	System Missing	3866	85.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3866	1.00	2.00	1.75	2.00	.43

aq65_a**Intellectual challenge of law school and the law**

Question Text:

How important was each of the following goals in your decision to attend law school?

Intellectual challenge of law school and the law.

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Irrelevant	217	4.8%	8.5%
2		152	3.3%	5.9%
3		365	8.0%	14.2%
4		795	17.5%	31.0%
5	Very Important	1035	22.8%	40.4%
-3	Missing	28	.6%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1974	1.00	5.00	3.89	4.00	1.24

aq65_b**Desire to help individuals as a lawyer**

Question Text:

Desire to help individuals as a lawyer.

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Irrelevant	211	4.6%	8.2%
2		348	7.7%	13.6%
3		567	12.5%	22.1%
4		663	14.6%	25.9%
5	Very Important	774	17.1%	30.2%
-3	Missing	29	.6%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1975	1.00	5.00	3.56	4.00	1.27

aq65_c**Desire to develop a satisfying career**

Question Text: Desire to develop a satisfying career.

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Irrelevant	45	1.0%	1.8%
2		35	.8%	1.4%
3		204	4.5%	8.0%
4		954	21.0%	37.2%
5	Very Important	1324	29.2%	51.7%
-3	Missing	30	.7%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1976	1.00	5.00	4.36	5.00	.83

aq65_d**Desire to defer entry into the job market**

Question Text: Desire to defer entry into the job market.

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Irrelevant	1601	35.3%	62.7%
2		329	7.2%	12.9%
3		261	5.8%	10.2%
4		207	4.6%	8.1%
5	Very Important	154	3.4%	6.0%
-3	Missing	40	.9%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1986	1.00	5.00	1.82	1.00	1.25

aq65_e**Desire for eventual financial security**

Question Text: Desire for eventual financial security.

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Irrelevant	118	2.6%	4.6%
2		124	2.7%	4.8%
3		349	7.7%	13.6%
4		854	18.8%	33.3%
5	Very Important	1123	24.7%	43.7%
-3	Missing	24	.5%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1970	1.00	5.00	4.07	4.00	1.08

aq65_f**Desire to change or improve society**

Question Text: Desire to change or improve society.

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Irrelevant	249	5.5%	9.7%
2		368	8.1%	14.4%
3		688	15.2%	26.9%
4		654	14.4%	25.5%
5	Very Important	602	13.3%	23.5%
-3	Missing	31	.7%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1977	1.00	5.00	3.39	3.00	1.26

aq65_g**Becoming influential in powerful position**

Question Text:

Becoming influential in powerful position.

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Irrelevant	489	10.8%	19.1%
2		484	10.7%	18.9%
3		652	14.4%	25.5%
4		627	13.8%	24.5%
5	Very Important	309	6.8%	12.1%
-3	Missing	31	.7%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1977	1.00	5.00	2.92	3.00	1.29

aq65_h**Desire to build a set of transferable skills**

Question Text:

Desire to build a set of transferable skills

Variable Type:

Discrete

Interval:

1.00 – 5.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Irrelevant	221	4.9%	8.6%
2		224	2.9%	8.7%
3		463	10.2%	18.1%
4		843	18.6%	32.9%
5	Very Important	810	17.8%	31.6%
-3	Missing	31	.7%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1977	1.00	5.00	3.70	4.00	.83

aq65_i**Other**

Question Text: Other (Specify)

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Irrelevant	184	4.1%	61.7%
2		5	.1%	1.7%
3		12	.3%	4.0%
4		15	.3%	5.0%
5	Very Important	82	1.8%	27.5%
-3	Missing	2294	50.6%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4240	1.00	5.00	2.35	1.00	1.80

aq66_e**Political advocacy group**

Question Text: Indicate whether or not you participated in any of the following activities during law school and, if you did, at what level.
Political advocacy group.

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	No	3785	83.4%	87.5%
2	Member	367	8.1%	8.5%
3	Leader	174	3.8%	4.0%
-4	Multiple	5	.1%	
-3	Missing	48	1.1%	
-2	Don't know	2	.0%	
.	System Missing	157	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	212	1.00	3.00	1.17	1.00	.47

aq66_f**College alumni**

Question Text: College alumni/ae association

Variable Type: Discrete

Interval: 1.00 – 3.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	No	3397	74.9%	78.6%
2	Member	853	18.8%	19.7
3	Leader	74	1.6%	1.7%
-4	Multiple	5	.1%	
-3	Missing	51	1.1%	
-2	Don't know	1	.0%	
.	System Missing	157	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	214	1.00	3.00	1.23	1.00	.46

aq66_g**American Bar Assn**

Question Text: American bar association, student division

Variable Type: Discrete

Interval: 1.00 – 3.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	No	2568	56.6%	59.3%
2	Member	1701	37.5%	39.2%
3	Leader	65	1.4%	1.5%
-4	Multiple	4	.1%	
-3	Missing	38	.8%	
-2	Don't know	5	.1%	
.	System Missing	157	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	204	1.00	3.00	1.42	1.00	.52

aq66_h**Public interest**

Question Text: Public interest law group
 Variable Type: Discrete
 Interval: 1.00 – 3.00
 Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	No	3445	75.9%	79.6%
2	Member	683	15.1%	15.8%
3	Leader	202	4.5%	4.7%
-4	Multiple	5	.1%	
-3	Missing	45	1.0%	
-2	Don't know	1	.0%	
.	System Missing	157	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	208	1.00	3.00	1.25	1.00	.53

aq66_j**Pro bono work**

Question Text: Pro bono work with clients
 Variable Type: Discrete
 Interval: 1.00 – 3.00
 Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	No	2849	62.8%	65.8%
2	Member	1228	27.1%	28.4%
3	Leader	254	5.6%	5.9%
-4	Multiple	3	.1%	
-3	Missing	46	1.0%	
-2	Don't know	1	.0%	
.	System Missing	157	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	207	1.00	3.00	1.40	1.00	.60

aq66_k**Political party**

Question Text: Political party

Variable Type: Discrete

Interval: 1.00 – 3.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	No	3676	81.0%	84.9%
2	Member	604	13.3%	14.0%
3	Leader	49	1.1%	1.1%
-4	Multiple	9	.2%	
-3	Missing	42	.9%	
-2	Don't know	1	.0%	
.	System Missing	157	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	209	1.00	3.00	1.16	1.00	.40

aq66_j**Gender-based organization**

Question Text: Gender-based organization

Variable Type: Discrete

Interval: 1.00 – 3.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	No	3665	80.8%	84.7%
2	Member	545	12.0%	12.6%
3	Leader	116	2.6%	2.7%
-4	Multiple	8	.2%	
-3	Missing	46	1.0%	
-2	Don't know	1	.0%	
.	System Missing	157	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	212	1.00	3.00	1.18	1.00	.45

aq66_1**Race ethnicity**

Question Text: Race/ethnicity-based organization

Variable Type: Discrete

Interval: 1.00 – 3.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	No	3293	72.6%	76.5%
2	Member	691	15.2%	16.5%
3	Leader	323	7.1%	7.5%
-4	Multiple	9	.2%	
-3	Missing	64	1.4%	
-2	Don't know	1	.0%.	
.	System Missing	157	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	231	1.00	3.00	1.31	1.00	.60

aq66_m**Other**

Question Text: Other (Specify)

Variable Type: Discrete

Interval: 1.00 – 3.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	No	1616	35.6%	66.4%
2	Member	486	10.7%	20.0%
3	Leader	332	7.3%	13.6%
-4	Multiple	116	2.6%	
-3	Missing	1830	40.3%	
-2	Don't know	1	.0%	
.	System Missing	157	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2014	1.00	3.00	1.47	1.00	.72

aq67_a**First-year curriculum**

Question Text:

How helpful were the following elements of your law school years in making the transition to your early work assignment as a lawyer?
First-year curriculum.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all helpful	392	8.6%	15.6%
2		333	7.3%	13.2%
3		395	8.7%	15.7%
4		479	10.6%	19.0%
5		434	9.6%	17.2%
6		254	5.6%	10.1%
7	Extremely helpful	233	5.1%	9.2%
-5	Not Applicable	38	.8%	
-3	Missing	34	.7%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2018	1.00	7.00	3.76	4.00	1.85

aq67_b**Clinical courses**

Question Text:

Clinical courses/training

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all helpful	205	4.5%	9.7%
2		135	3.0%	6.4%
3		179	3.9%	8.4%
4		288	6.3%	13.6%
5		377	8.3%	13.6%
6		360	7.9%	17.0%
7	Extremely helpful	578	12.7%	27.2%
-5	Not Applicable	431	9.5%	
-3	Missing	39	.9%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2416	1.00	7.00	4.83	5.00	1.96

aq67_c**Upper-year lecture**

Question Text: Upper-year lecture courses (Specify)

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all helpful	294	6.5%	13.3%
2		191	4.2%	8.7%
3		238	5.2%	10.8%
4		369	8.1%	16.7%
5		418	9.2%	18.9%
6		365	8.0%	16.5%
7	Extremely helpful	333	7.3%	15.1%
-5	Not Applicable	215	4.7%	
-3	Missing	169	3.7%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2330	1.00	7.00	4.29	5.00	1.94

aq67_d**Course concentration**

Question Text: Course concentration/specialization offered at your law school.

Variable Type: Discrete

Interval: 1.00 - 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all helpful	363	8.0%	17.3%
2		230	5.1%	10.9%
3		224	4.9%	10.7%
4		365	8.0%	17.4%
5		343	7.6%	16.3%
6		309	6.8%	14.7%
7	Extremely helpful	267	5.9%	12.7%
-5	Not Applicable	430	9.5%	
-3	Missing	61	1.3%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2437	1.00	7.00	3.99	4.00	2.00

aq67_e**Legal employ summers**

Question Text:

Legal employment during law school summers.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all helpful	158	3.5%	6.9%
2		87	1.9%	3.8%
3		106	2.3%	4.6%
4		186	4.1%	8.1%
5		322	7.1%	14.0%
6		540	11.9%	23.5%
7	Extremely helpful	903	19.6%	39.2%
-5	Not Applicable	260	5.7%	
-3	Missing	30	.7%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2236	1.00	7.00	5.46	6.00	1.91

aq67_f**Legal employ sch year**

Question Text:

Legal employment during law school academic year.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all helpful	241	5.3%	13.6%
2		88	1.9%	5.0%
3		119	2.6%	6.7%
4		156	3.4%	8.8%
5		204	4.5%	11.5%
6		327	7.2%	18.5%
7	Extremely helpful	637	14.0%	35.9%
-5	Not Applicable	772	17.0%	
-3	Missing	48	1.1%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2766	1.00	7.00	4.99	6.00	2.15

aq67_g**Internships**

Question Text: Internships or externships during academic year.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all helpful	325	7.2%	22.0%
2		83	1.8%	5.6%
3		90	2.0%	6.1%
4		135	3.0%	9.1%
5		175	3.9%	11.8%
6		249	5.5%	16.8%
7	Extremely helpful	423	9.3%	28.6%
-5	Not Applicable	1067	23.5%	
-3	Missing	45	1.0%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3058	1.00	7.00	4.48	5.00	2.23

aq67_h**Pro bono**

Question Text: Pro bono service work

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all helpful	512	11.3%	36.8%
2		165	3.6%	11.9%
3		118	2.6%	8.5%
4		156	3.4%	11.2%
5		143	3.2%	10.3%
6		137	3.0%	9.9%
7	Extremely helpful	159	3.5%	11.4%
-5	Not Applicable	1148	25.3%	
-3	Missing	54	1.2%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3148	1.00	7.00	3.32	3.00	2.19

aq67_i**Legal ethics**

Question Text: Law school training in legal ethics.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all helpful	566	12.5%	23.9%
2		379	8.4%	16.0%
3		325	7.2%	13.7%
4		384	8.5%	16.2%
5		348	7.7%	14.7%
6		244	5.4%	10.3%
7	Extremely helpful	123	2.7%	5.2%
-5	Not Applicable	186	4.1%	
-3	Missing	37	.8%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2169	1.00	7.00	3.33	3.00	1.87

aq67_j**Legal writing**

Question Text: Law school training in legal writing.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all helpful	219	4.8%	8.8%
2		190	4.2%	7.6%
3		224	4.9%	7.6%
4		344	7.6%	13.7%
5		420	9.3%	16.8%
6		547	12.1%	21.9%
7	Extremely helpful	558	12.3%	22.3%
-5	Not Applicable	53	1.2%	
-3	Missing	37	.8%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2036	1.00	7.00	4.77	5.00	1.91

aq67_k**Other**

Question Text: Other (Specify)

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not at all helpful	72	1.6%	36.7%
2		1	.0%	.5%
3		1	.0%	.5%
4		7	.2%	3.6%
5		22	.5%	11.2%
6		20	.4%	10.2%
7	Extremely helpful	73	1.6%	37.2%
-5	Not Applicable	318	7.0%	
-3	Missing	2076	45.7%	
-2	Don't know	2	.0%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4342	1.00	7.00	4.32	5.00	2.67

aq68_a**Administrative law**

Question Text: How important was your law school preparation in the following areas of competence been in preparing you for your professional career?

Administrative law.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	754	16.6%	40.6%
2		230	5.1%	12.4%
3		210	4.6%	11.3%
4		206	4.5%	11.1%
5		214	4.7%	11.5%
6		137	3.0%	7.4%
7	Extremely Important	104	2.3%	5.6%
-5	Not Applicable	685	15.1%	
-3	Missing	52	1.1%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2683	1.00	7.00	2.85	2.00	1.97

aq68_b**Business organization**

Question Text: Business organization (including corporations)

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	430	9.5%	18.1%
2		250	5.5%	10.5%
3		304	6.7%	12.8%
4		359	7.9%	15.1%
5		440	9.7%	18.5%
6		350	7.7%	14.7%
7	Extremely Important	241	5.3%	10.2%
-5	Not Applicable	180	4.0%	
-3	Missing	38	.8%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2164	1.00	7.00	3.90	4.00	1.96

aq68_c**Civil procedure**

Question Text: Civil procedure

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	350	7.7%	14.1%
2		226	5.0%	9.1%
3		249	5.5%	10.0%
4		343	7.6%	13.8%
5		405	8.9%	16.3%
6		407	9.0%	16.4%
7	Extremely Important	499	11.0%	20.1%
-5	Not Applicable	84	1.9%	
-3	Missing	29	.6%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2059	1.00	7.00	4.39	5.00	2.05

aq68_d**Conflict of laws**

Question Text: Conflict of law
 Variable Type: Discrete
 Interval: 1.00 – 7.00
 Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	611	13.5%	30.8%
2		374	8.2%	18.8%
3		294	6.5%	14.8%
4		282	6.2%	14.2%
5		248	5.5%	12.5%
6		106	2.3%	5.3%
7	Extremely Important	70	1.5%	3.5%
-5	Not Applicable	562	12.4%	
-3	Missing	45	1.0%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2553	1.00	7.00	2.89	3.00	1.76

aq68_e**Constitutional law**

Question Text: Constitutional law
 Variable Type: Discrete
 Interval: 1.00 – 7.00
 Range of Missing Variable (M): -5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	458	10.1%	18.5%
2		381	8.4%	15.4%
3		380	8.4%	15.4%
4		377	8.3%	15.2%
5		388	8.6%	15.7%
6		284	6.3%	11.5%
7	Extremely Important	207	4.6%	8.4%
-5	Not Applicable	86	1.9%	
-3	Missing	31	.7%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2063	1.00	7.00	3.62	4.00	1.91

aq68_f**Contracts**

Question Text:

Contracts

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -3, -1, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	220	4.8%	8.8%
2		174	3.8%	6.9%
3		261	5.8%	10.4%
4		391	8.6%	15.6%
5		505	11.1%	20.1%
6		519	11.4%	20.7%
7	Extremely Important	437	9.6%	17.4%
-5	Not Applicable	48	1.1%	
-3	Missing	36	.8%	
-1	Refused	1	.0%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2031	1.00	7.00	4.63	5.00	1.84

aq68_g**Criminal law**

Question Text:

Criminal Law

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	951	21.0%	39.6%
2		402	8.9%	16.8%
3		217	4.8%	9.0%
4		196	4.3%	8.2%
5		213	4.7%	8.9%
6		151	3.3%	6.3%
7	Extremely Important	269	5.9%	11.2%
-5	Not Applicable	158	3.5%	
-3	Missing	35	.8%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2139	1.00	7.00	2.94	2.00	2.13

aq68_h	Evidence																																																												
Question Text:	Evidence																																																												
Variable Type:	Discrete																																																												
Interval:	1.00 – 7.00																																																												
Range of Missing Variable (M):	-5, -3, .																																																												
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Values</th><th>Label</th><th>Frequency</th><th>%</th><th>Valid %</th></tr> </thead> <tbody> <tr><td>1</td><td>Not at all Important</td><td>379</td><td>8.4%</td><td>15.4%</td></tr> <tr><td>2</td><td></td><td>235</td><td>5.2%</td><td>9.5%</td></tr> <tr><td>3</td><td></td><td>214</td><td>4.7%</td><td>8.7%</td></tr> <tr><td>4</td><td></td><td>269</td><td>5.9%</td><td>10.9%</td></tr> <tr><td>5</td><td></td><td>397</td><td>8.7%</td><td>16.1%</td></tr> <tr><td>6</td><td></td><td>413</td><td>9.1%</td><td>16.7%</td></tr> <tr><td>7</td><td>Extremely Important</td><td>561</td><td>12.4%</td><td>22.7%</td></tr> <tr><td>-5</td><td>Not Applicable</td><td>94</td><td>2.1%</td><td></td></tr> <tr><td>-3</td><td>Missing</td><td>30</td><td>.7%</td><td></td></tr> <tr><td>.</td><td>System Missing</td><td>1946</td><td>42.9%</td><td></td></tr> <tr> <td>Total</td><td></td><td>4538</td><td>100.0%</td><td>100.0%</td></tr> </tbody> </table>		Values	Label	Frequency	%	Valid %	1	Not at all Important	379	8.4%	15.4%	2		235	5.2%	9.5%	3		214	4.7%	8.7%	4		269	5.9%	10.9%	5		397	8.7%	16.1%	6		413	9.1%	16.7%	7	Extremely Important	561	12.4%	22.7%	-5	Not Applicable	94	2.1%		-3	Missing	30	.7%		.	System Missing	1946	42.9%		Total		4538	100.0%	100.0%
Values	Label	Frequency	%	Valid %																																																									
1	Not at all Important	379	8.4%	15.4%																																																									
2		235	5.2%	9.5%																																																									
3		214	4.7%	8.7%																																																									
4		269	5.9%	10.9%																																																									
5		397	8.7%	16.1%																																																									
6		413	9.1%	16.7%																																																									
7	Extremely Important	561	12.4%	22.7%																																																									
-5	Not Applicable	94	2.1%																																																										
-3	Missing	30	.7%																																																										
.	System Missing	1946	42.9%																																																										
Total		4538	100.0%	100.0%																																																									

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2070	1.00	7.00	4.44	5.00	2.13

aq68_i	Family law																																																												
Question Text:	Family law																																																												
Variable Type:	Discrete																																																												
Interval:	1.00 – 7.00																																																												
Range of Missing Variable (M):	-5, -3, .																																																												
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Values</th><th>Label</th><th>Frequency</th><th>%</th><th>Valid %</th></tr> </thead> <tbody> <tr><td>1</td><td>Not at all Important</td><td>952</td><td>21.0%</td><td>45.8%</td></tr> <tr><td>2</td><td></td><td>326</td><td>7.2%</td><td>15.7%</td></tr> <tr><td>3</td><td></td><td>217</td><td>4.8%</td><td>10.4%</td></tr> <tr><td>4</td><td></td><td>159</td><td>3.5%</td><td>7.6%</td></tr> <tr><td>5</td><td></td><td>155</td><td>3.4%</td><td>7.5%</td></tr> <tr><td>6</td><td></td><td>136</td><td>3.0%</td><td>6.5%</td></tr> <tr><td>7</td><td>Extremely Important</td><td>134</td><td>3.0%</td><td>6.4%</td></tr> <tr><td>-5</td><td>Not Applicable</td><td>476</td><td>10.5%</td><td></td></tr> <tr><td>-3</td><td>Missing</td><td>37</td><td>.8%</td><td></td></tr> <tr><td>.</td><td>System Missing</td><td>1946</td><td>42.9%</td><td></td></tr> <tr> <td>Total</td><td></td><td>4538</td><td>100.0%</td><td>100.0%</td></tr> </tbody> </table>		Values	Label	Frequency	%	Valid %	1	Not at all Important	952	21.0%	45.8%	2		326	7.2%	15.7%	3		217	4.8%	10.4%	4		159	3.5%	7.6%	5		155	3.4%	7.5%	6		136	3.0%	6.5%	7	Extremely Important	134	3.0%	6.4%	-5	Not Applicable	476	10.5%		-3	Missing	37	.8%		.	System Missing	1946	42.9%		Total		4538	100.0%	100.0%
Values	Label	Frequency	%	Valid %																																																									
1	Not at all Important	952	21.0%	45.8%																																																									
2		326	7.2%	15.7%																																																									
3		217	4.8%	10.4%																																																									
4		159	3.5%	7.6%																																																									
5		155	3.4%	7.5%																																																									
6		136	3.0%	6.5%																																																									
7	Extremely Important	134	3.0%	6.4%																																																									
-5	Not Applicable	476	10.5%																																																										
-3	Missing	37	.8%																																																										
.	System Missing	1946	42.9%																																																										
Total		4538	100.0%	100.0%																																																									

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2459	1.00	7.00	2.61	2.00	1.96

aq68_j**Professional responsibility**

Question Text:

Professional responsibility

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	325	7.2%	13.0%
2		303	6.7%	12.1%
3		365	8.0%	14.6%
4		438	9.7%	17.5%
5		440	9.7%	17.5%
6		398	8.8%	15.9%
7	Extremely Important	239	5.3%	9.5%
-5	Not Applicable	50	1.1%	
-3	Missing	34	.7%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2030	1.00	7.00	4.00	4.00	1.86

aq68_k**Real property**

Question Text:

Real property

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	582	12.8%	23.7%
2		394	8.7%	16.1%
3		341	7.5%	13.9%
4		350	7.7%	14.3%
5		338	7.4%	13.8%
6		253	5.6%	10.3%
7	Extremely Important	194	4.3%	7.9%
-5	Not Applicable	104	2.3%	
-3	Missing	36	.8%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2086	1.00	7.00	3.41	3.00	1.96

aq68_1**Torts**

Question Text:

Torts

Variable Type:

Discrete

Interval:

1.00 - 7.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	515	11.3%	21.0%
2		354	7.8%	14.4%
3		292	6.4%	11.9%
4		350	7.7%	14.2%
5		344	7.6%	14.0%
6		319	7.0%	13.0%
7	Extremely Important	284	6.3%	11.6%
-5	Not Applicable	99	2.2%	
-3	Missing	35	.8%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2086	1.00	7.00	3.71	4.00	2.05

aq68_m**Trusts & Wills**

Question Text:

Trusts & wills

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	849	18.7%	37.8%
2		376	8.3%	16.7%
3		231	5.1%	10.3%
4		248	5.5%	11.0%
5		192	4.2%	8.5%
6		191	4.2%	8.5%
7	Extremely Important	160	3.5%	7.1%
-5	Not Applicable	306	6.7%	
-3	Missing	39	.9%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2291	1.00	7.00	2.90	2.00	2.01

aq68_n**Uniform commercial code**

Question Text:

Uniform commercial code

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-5, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	698	15.4%	30.7%
2		312	6.9%	13.7%
3		259	5.7%	11.4%
4		298	6.6%	13.1%
5		297	6.5%	13.1%
6		253	5.6%	11.1%
7	Extremely Important	158	3.5%	6.9%
-5	Not Applicable	282	6.2%	
-3	Missing	35	.8%	
.	System Missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2263	1.00	7.00	3.25	3.00	2.02

aq69_a**Problem Solving**

Question Text:

How important has each of the following skills been in your

professional career?

Problem solving.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	11	.2%	.3%
2		31	.7%	.7%
3		58	1.3%	1.3%
4		214	4.7%	4.9%
5		625	13.8%	14.4%
6		1084	23.9%	24.9%
7	Extremely Important	2322	51.2%	53.4%
-3	Missing	35	.8%	
.	System Missing	158	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	193	1.00	7.00	6.21	7.00	1.06

aq69_b**Legal analysis**

Question Text: Legal analysis and reasoning

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	29	.6%	.7%
2		40	.9%	.9%
3		62	1.4%	1.4%
4		210	4.6%	4.8%
5		645	14.2%	14.8%
6		2717	24.6%	25.7%
7	Extremely Important	2243	49.4%	51.6%
-4	Multiple	2	.0%	
-3	Missing	32	.7%	
.	System Missing	158	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	192	1.00	7.00	6.16	7.00	1.13

aq69_c**Legal research**

Question Text: Legal research

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	71	1.6%	1.6%
2		141	3.1%	3.2%
3		231	5.1%	5.3%
4		433	9.5%	10.0%
5		888	19.6%	20.4%
6		991	21.8%	22.8%
7	Extremely Important	1590	35.0%	36.6%
-4	Multiple	2	.0%	
-3	Missing	33	.7%	
.	System Missing	158	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	193	1.00	7.00	5.59	6.00	1.49

aq69_d**Factual investigation**

Question Text:

Factual investigation

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-4, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	161	3.5%	3.7%
2		199	4.4%	4.6%
3		264	5.8%	6.1%
4		526	11.6%	12.1%
5		888	19.6%	20.5%
6		1036	22.8%	23.9%
7	Extremely Important	1258	27.7%	29.0%
-4	Multiple	5	.1%	
-3	Missing	43	.9%	
.	System Missing	158	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	206	1.00	7.00	5.29	6.00	1.64

aq69_e**Communication**

Question Text:

Communication

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	13	.3%	.3%
2		12	.3%	.3%
3		47	1.0%	1.1%
4		158	3.5%	3.6%
5		525	11.6%	12.1%
6		1165	25.7%	26.8%
7	Extremely Important	2424	53.4%	55.8%
-3	Missing	36	.8%	
.	System Missing	158	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	194	1.00	7.00	6.31	7.00	.97

aq69_f**Counseling**

Question Text:

Counseling

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-4, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	268	5.9%	6.2%
2		265	5.8%	6.1%
3		377	8.3%	8.7%
4		691	15.2%	15.9%
5		909	20.0%	21.0%
6		861	19.0%	19.9%
7	Extremely Important	963	21.2%	22.2%
-4	Multiple	8	.2%	
-3	Missing	38	.8%	
.	System Missing	158	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	204	1.00	7.00	4.88	5.00	1.77

aq69_g**Negotiation**

Question Text:

Negotiation

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-4, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	230	5.1%	5.3%
2		238	5.2%	5.5%
3		309	6.8%	7.1%
4		551	12.1%	12.7%
5		870	19.2%	20.1%
6		929	20.5%	21.4%
7	Extremely Important	1205	26.6%	27.8%
-4	Multiple	9	.2%	
-3	Missing	39	.9%	
.	System Missing	158	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	206	1.00	7.00	5.12	5.00	1.75

aq69_h**Litigation/Alternate**

Question Text:

Litigation and alternate dispute resolution

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-4, -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	744	16.4%	17.3%
2		355	7.8%	8.3%
3		318	7.0%	7.4%
4		530	11.7%	12.3%
5		544	12.0%	12.7%
6		698	15.4%	16.2%
7	Extremely Important	1109	24.4%	25.8%
-4	Multiple	37	.8%	
-3	Missing	45	1.0%	
.	System Missing	158	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	240	1.00	7.00	4.47	5.00	2.20

aq69_i**Organization/Management**

Question Text:

Organization and management of legal work

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	151	3.3%	3.5%
2		122	2.7%	2.8%
3		190	4.2%	4.4%
4		487	10.7%	11.3%
5		801	17.7%	18.5%
6		1127	24.8%	26.0%
7	Extremely Important	1450	32.0%	33.5%
-4	Multiple	7	.2%	
-3	Missing	44	1.0%	
-2	Don't know	1	.0%	
.	System Missing	158	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	210	1.00	7.00	5.51	6.00	1.56

aq69_j**Recognizing/Resolving**

Question Text: Recognizing and resolving ethical dilemmas

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Not at all Important	351	7.7%	8.1%
2		501	11.0%	11.5%
3		549	12.1%	12.6%
4		905	19.9%	20.8%
5		895	19.7%	20.6%
6		587	12.9%	13.5%
7	Extremely Important	554	12.2%	12.8%
-3	Missing	38	.8%	
.	System Missing	158	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	196	1.00	7.00	4.36	4.00	1.77

aq70_a**Law school prepared me well for my legal career**Question Text: Indicate your level of agreement or disagreement with each of the following statements about your legal education.
Law school prepared me well for my legal career.

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): -3, .

Values	Label	Frequency	%	Valid %
1	Strongly disagree	190	4.2%	7.4%
2		307	6.8%	12.0%
3		312	6.9%	12.2%
4	Neither agree or disagree	510	11.2%	20.0%
5		690	15.2%	27.0%
6		366	8.1%	14.3%
7	Strongly disagree	180	4.0%	7.0%
-3	Missing	37	.8%	
.	System missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1983	1.00	7.00	4.18	4.00	1.65

aq70_b**Law school teaching is too theoretical and unconcerned with real life practice**

Question Text:

Law school teaching is too theoretical and unconcerned with real life practice.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Strongly disagree	131	2.9%	5.1%
2		302	6.7%	11.8%
3		242	5.3%	9.5%
4	Neither agree or disagree	390	8.6%	15.2%
5		540	11.9%	21.1%
6		458	10.1%	17.9%
7	Strongly agree	496	10.9%	19.4%
-3	Missing	33	56.4%	
.	System missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1979	1.00	7.00	4.67	5.00	1.80

aq70_c**The 3rd year of law school is largely superfluous**

Question Text:

The 3rd year of law school is largely superfluous.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Strongly disagree	377	8.3%	14.8%
2		434	9.6%	17.0%
3		286	6.3%	11.2%
4	Neither agree or disagree	430	9.5%	16.8%
5		362	8.0%	14.2%
6		300	6.6%	11.7%
7	Strongly agree	366	8.1%	14.3%
-3	Missing	37	.8%	
.	System missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1983	1.00	7.00	3.91	4.00	2.00

aq70_d**I wish I had received more business training in law school**

Question Text:

I wish I had received more business training in law school.

Variable Type:

Discrete

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-3, .

Values	Label	Frequency	%	Valid %
1	Strongly disagree	302	6.7%	11.8%
2		312	6.9%	12.2%
3		210	4.6%	8.2%
4	Neither agree or disagree	495	10.9%	19.3%
5		407	9.0%	15.9%
6		380	8.4%	14.8%
7	Strongly agree	457	10.1%	17.8%
-3	Missing	29	.6%	
.	System missing	1946	42.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1975	1.00	7.00	4.31	4.00	1.97

aq71_a**Employment**

Question Text:

During law school, what percentage of your financial support came from each of the following sources?
Employment during school year summers.

Variable Type:

Continuous

Interval:

.00 – 100.00

Range of Missing Variable (M):

-3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2375	.00	100.00	19.28	10.00	23.38

aq71_b**Federal Stafford**

Question Text:

Federal Stafford/Direct loans.

Variable Type:

Continuous

Interval:

.00 – 100.00

Range of Missing Variable (M):

-3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2360	.00	100.00	48.44	50.00	28.17

aq71_c**Alternative private**

Question Text: Alternative/private (non-family) loans

Variable Type: Continuous

Interval: .00 – 95.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3225	.00	95.00	10.71	.00	16.98

aq71_d**Other student loans**

Question Text: Other student loans (Perkins, law school based loans)

Variable Type: Continuous

Interval: .00 – 100.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3151	.00	100.00	8.88	2.00	15.39

aq71_e**Law school based**

Question Text: Law school based grants or scholarships

Variable Type: Continuous

Interval: .00 – 100.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3069	.00	100.00	11.65	5.00	18.65

aq71_f**Other (non-school)**

Question Text: Other (non-school) grants or scholarships

Variable Type: Continuous

Interval: .00 – 100.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3481	.00	100.00	10.95	.00	11.58

aq71_g**Spouse partner**

Question Text: Spouse/partner
 Variable Type: Continuous
 Interval: .00 – 100.00
 Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3267	.00	100.00	10.94	.00	20.24

aq71_h**Parent or relative**

Question Text: Parent(s) or other relative(s)
 Variable Type: Continuous
 Interval: .00 – 100.00
 Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3025	.00	100.00	22.16	5.00	31.75

aq71_i**Previous savings**

Question Text: Previous savings
 Variable Type: Continuous
 Interval: .00 – 100.00
 Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3308	.00	100.00	7.20	.00	17.13

aq71_j**Veteran benefits**

Question Text: Veteran benefits
 Variable Type: Continuous
 Interval: .00 – 100.00
 Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3528	.00	100.00	1.07	.00	7.52

aq71_k**Other**

Question Text: Other (Specify)

Variable Type: Continuous

Interval: .00 – 100.00

Range of Missing Variable (M): -3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3833	.00	100.00	11.17	.00	29.36

aq72a_brac**Educational debt bracketed**

Question Text: 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)?

Variable Type: Discrete

Interval: .1.00 – 8.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	0	600	13.2%	14.4%
2	1 - 29999	390	8.6%	9.4%
3	30000 – 49999	438	10.6%	11.6%
4	50000 – 59999	350	7.7%	8.4%
5	60000 – 69999	457	10.1%	11.0%
6	70000 – 79999	388	8.6%	9.3%
7	80000 – 100000	853	18.8%	20.5%
8	100001 - Highest	640	14.1%	15.4%
.	System missing	377	8.3	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
3308	377	1.00	8.00	4.79	5.00	2.44

aq72b_brac**Credit card educational debt bracketed**

Question Text:

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

Variable Type:

Discrete

Interval:

.1.00 – 8.00

Range of Missing Variable (M):

-5, -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	0	2503	55.2%	61.6%
2	1 - 29999	1476	32.5%	35.3%
3	30000 – 49999	60	1.3%	1.5%
4	50000 – 59999	7	.2%	.2%
5	60000 – 69999	9	.2%	.2%
7	80000 – 100000	7	.2%	.2%
8	100001 - Highest	8	.1%	.1%
-5	Not applicable	3	.1%	
-4	Multiple	97	2.1%	
-3	Missing	194	4.3%	
-2	Don't know	21	.5%	
.	System missing	158	3.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
3308	473	1.00	8.00	1.42	1.00	.63

aq73_1yr**1YR Year Bar Passed 1**

Question Text:

In which states are you admitted to the bar? Dates Admitted

Variable Type:

Continuous

Interval:

1968 - 2002

Range of Missing Variable (M):

-3, .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	78	1968	2002	1999.93	2000.00	.77

aq73_2yr**2YR Year Bar Passed 2**

Question Text: In which states are you admitted to the bar? Dates Admitted

Variable Type: Continuous

Interval: 1997 - 2003

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3434	1997	2003	2000.43	2000.00	.82

aq73_3yr**3YR Year Bar Passed**

Question Text: In which states are you admitted to the bar? Dates Admitted

Variable Type: Continuous

Interval: 1970 - 2003

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	290	1970	2003	2000.56	2001	2.91

aq74a**Bar exam number**

Question Text:

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

Variable Type:

Discrete

Interval:

0.00 – 5.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
0		80	1.8%	1.9%
1		3780	81.7%	87.3%
2		363	8.0%	8.5%
3		80	1.8%	1.9%
4		14	.3%	.3%
5		3	.1%	.1%
.	System Missing	290	6.4%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	290	.00	5.00	1.12	1.00	.45

aq74b**Not Licensed Box**

Question Text:

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

Not licensed to work in this state.

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Yes	102	2.2%	44.2%
2	No	129	2.8%	55.8%
.	System Missing	4307	94.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4307	1.00	2.00	1.56	2.00	.50

aq75**Sex**

Question Text: Are you male or female?

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Female	2077	45.8%	47.0%
2	Male	2343	51.6%	53.0%
.	System Missing	118	2.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	118	1.00	2.00	1.53	2.00	.50

aq76_1**Black/African American**Question Text: What is your racial/ethnic group? Check all that apply.
Black/African American

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	381	8.4%	8.9%
2	No	3899	85.9%	91.1%
.	System Missing	258	94.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	258	1.00	2.00	1.91	2.00	.28

aq76_2**Hispanic/Latino**

Question Text: Hispanic/Latino

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	353	7.8%	9.2%
2	No	3927	85.7%	90.8%
.	System Missing	258	5.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	258	1.00	2.00	1.92	2.00	.28

aq76_4**Asian/Pacific Islander**

Question Text: Asian/Pacific Islander

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	392	8.6%	9.2%
2	No	3888	85.7%	90.8%
.	System Missing	258	5.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	258	1.00	2.00	1.91	2.00	.29

aq76_5**White/Caucasian**

Question Text: White/Caucasian

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	3066	67.6%	71.6%
2	No	1214	26.8%	28.4%
.	System Missing	258	5.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	258	1.00	2.00	1.28	1.00	.45

aq76_6**Other**

Question Text: Other

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	177	3.9%	4.1%
2	No	4103	90.4%	95.9%
.	System Missing	258	5.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	258	1.00	2.00	1.96	2.00	.20

aq78_brac**birth year bracketed**

Question Text: In what year were you born?

Variable Type: Discrete

Interval: 1.00 – 5.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Lowest through 1964	534	11.8%	12.4%
2	1965 through 1970	920	20.3%	21.4%
3	1971 through 1992	818	18.0%	19.0%
4	1973 through 1974	1345	29.6%	31.3%
5	1975 through Highest	682	15.0%	15.9%
.	System missing	239	5.3%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	239	1.00	5.00	3.17	3.00	1.28

aq79_a**Mother Born in USA**Question Text: Were your parents/guardians born in the United States?
Mother or female guardian.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	2056	45.3%	80.3%
2	No	503	11.1%	19.7%
-4	Multiple	1	.0%	
-3	Missing	28	.6%	
.	System Missing	1950	43.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1979	1.00	2.00	1.20	1.00	.40

aq79_b**Father Born in USA**

Question Text: Father or male guardian

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	1995	44.0%	78.9%
2	No	533	11.7%	21.1%
-4	Multiple	1	.0%	
-3	Missing	59	1.3%	
.	System Missing	1950	43.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2010	1.00	2.00	1.21	1.00	.41

aq80mom**Mother education**Question Text: What is the highest level of education completed by each of your parents/guardians?
Mother or female guardian.

Variable Type: Discrete

Interval: 1.00 – 9.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Grade school	83	1.8%	3.3%
2	Some high school	86	1.9%	3.4%
3	High school diploma or equivalent	558	12.3%	21.9%
4	Trade or vocational school	124	2.7%	4.9%
5	Associate or two-year degree	418	9.2%	16.4%
6	Bachelors or four-year degree	612	13.5%	24.1%
7	Law degree (J.D)	34	.7%	1.3%
8	Some graduate or professional school	113	2.5%	4.4%
9	Graduate or professional degree	515	11.3%	20.3%
.	System Missing	1995	44.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1995	1.00	9.00	5.49	6.00	2.33

aq80mom_all**RS recoded mom education**

Question Text:

What is the highest level of education completed by each of your parents/guardians?
Mother or female guardian.

Variable Type:

Discrete

Interval:

1.00 – 9.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Grade school	120	2.6%	3.2%
2	Some high school	104	2.3%	2.8%
3	High school diploma or equivalent	777	17.1%	20.7%
4	Trade or vocational school	151	3.3%	4.0%
5	Associate or two-year degree	512	11.3%	13.7%
6	Bachelors or four-year degree	1020	22.5%	27.2%
7	Law degree (J.D)	54	1.2%	1.4%
8	Some graduate or professional school	115	2.5%	3.1%
9	Graduate or professional degree	892	19.7%	23.8%
.	System Missing	793	17.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	793	1.00	9.00	5.68	6.00	2.37

aq80dad**Father education**

Question Text: Father or male guardian.

Variable Type: Discrete

Interval: 1.00 – 9.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Grade school	100	2.2%	4.0%
2	Some high school	92	2.0%	3.7%
3	High school diploma or equivalent	385	8.5%	15.3%
4	Trade or vocational school	106	2.3%	4.2%
5	Associate or two-year degree	294	6.5%	11.7%
6	Bachelors or four-year degree	478	10.5%	19.0%
7	Law degree (J.D)	208	4.6%	8.3%
8	Some graduate or professional school	102	2.2%	4.1%
9	Graduate or professional degree	753	16.6%	29.9%
.	System Missing	2020	44.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2020	1.00	9.00	6.06	6.00	2.48

aq80dad_all**RS recoded dad education**

Question Text: Father or male guardian.

Variable Type: Discrete

Interval: 1.00 – 9.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Grade school	137	3.0%	3.6%
2	Some high school	112	2.5%	2.9%
3	High school diploma or equivalent	583	12.8%	15.1%
4	Trade or vocational school	120	2.6%	3.1%
5	Associate or two-year degree	351	7.7%	9.1%
6	Bachelors or four-year degree	804	17.7%	20.9%
7	Law degree (J.D)	353	7.8%	9.2%
8	Some graduate or professional school	107	2.4%	2.8%
9	Graduate or professional degree	1283	28.3%	33.3%
.	System Missing	688	15.2%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	688	1.00	9.00	6.24	6.00	2.47

amom_occ2**REC MOM 9 Cat. Treiman 1977 occupation code**

Question Text:

Variable Type: Discrete

Interval: 10000.00 – 90000.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Legislators, Senior officials and managers	454	10.0%	16.9%
2	Professionals	1056	23.3%	39.4%
3	Technicians and associate professionals	589	13.0%	22.0%
4	Clerks	305	6.7%	11.4%
5	Service workers and shop and market sales workers	141	3.1%	5.3%
6	Skilled agricultural and fishery worker	8	.2%	.3%
7	Craft and related trades worker	32	.7%	1.2%
8	Plant and machine operator and assemblers	73	1.6%	2.7%
9	Elementary occupations	24	.5%	.9%
.	System Missing	1856	40.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1856	1000.00	9000.00	2733.04	2000.00	1596.27

adad_occ2**REC DAD 9 Cat. Treiman 1977 occupation code**

Question Text:

Variable Type: Discrete

Interval: 10000.00 – 90000.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Legislators, Senior officials and managers	951	21.0%	27.1%
2	Professionals	1426	31.4%	40.6%
3	Technicians and associate professionals	408	9.0%	11.6%
4	Clerks	54	1.2%	1.5%
5	Service workers and shop and market sales workers	121	2.7%	3.4%
6	Skilled agricultural and fishery worker	59	1.3%	1.7%
7	Craft and related trades worker	269	5.9%	7.7%
8	Plant and machine operator and assemblers	160	3.5%	4.6%
9	Elementary occupations	60	1.3%	1.7%
.	System Missing	1030	22.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1030	1000.00	9000.00	2823.55	2000.00	2179.16

aq83a1m**Mom work in private**

Question Text:

When you were in high school (to the best of your current knowledge): Did your parent(s) work in the private sector?

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	1244	27.4%	%
2	No	1237	27.3%	%
-4	Multiple	1	.0%	
-3	Missing	105	2.3%	
-2	Don't know	1	.0%	
.	System Missing	1950	43.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2010	1.00	2.00	1.21	1.00	.41

aq83a1f**Dad work in private**

Question Text:

When you were in high school (to the best of your current knowledge): Did your parent(s) work in the private sector?

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	1806	39.8%	74.0%
2	No	635	14.0%	26.0%
-4	Multiple	1	.0%	
-3	Missing	142	3.1%	
-2	Don't know	4	.1%	
.	System Missing	1950	43.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2097	1.00	2.00	1.26	1.00	.44

aq83a2m**Mom work at a site**

Question Text:

Did your parent(s) work at a site (e.g., office, factory) with more than 50 people?

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-4, -3, -2, .

..

Values	Label	Frequency	%	Valid %
1	Yes	955	21.0%	36.8%
2	No	1504	33.1%	61.2%
-4	Multiple	1	.0%	
-3	Missing	127	2.8%	
-2	Don't know	1	.0%	
.	System Missing	1950	43.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2079	1.00	2.00	1.61	1.00	.49

aq83a2f**Dad work at a site**

Question Text:

Did your parent(s) work at a site (e.g., office, factory) with more than 50 people?

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	1310	28.9%	54.2%
2	No	1108	24.4%	45.8%
-4	Multiple	1	.0%	
-3	Missing	166	3.7%	
-2	Don't know	3	.1%	
.	System Missing	1950	43.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2120	1.00	2.00	1.46	1.00	.50

aq83a3m**Mom supervise**

Question Text:

Did your parent(s) supervise more than 10 people?

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	344	7.6%	14.1%
2	No	2088	46.0%	85.9%
-4	Multiple	1	.0%	
-3	Missing	154	3.4%	
-2	Don't know	1	.0%	
.	System Missing	1950	43.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2106	1.00	2.00	1.86	2.00	.35

aq83a3f**Dad supervise**

Question Text: Did your parent(s) supervise more than 10 people?

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	1073	23.6%	44.3%
2	No	1348	29.7%	55.7%
-4	Multiple	1	.0%	
-3	Missing	163	3.6%	
-2	Don't know	3	.1%	
.	System Missing	1950	43.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2117	1.00	2.00	1.56	2.00	.50

aq83b1m**Mom self-employed**

Question Text: Were your parent(s) self-employed?

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	343	7.6%	13.9%
2	No	2122	46.8%	86.1%
-4	Multiple	1	.0%	
-3	Missing	122	2.7%	
.	System Missing	1950	43.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2073	1.00	2.00	1.86	2.00	.35

aq83b1f**Dad self-employed**

Question Text: Were your parent(s) self-employed?

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	740	16.3%	30.5%
2	No	1686	37.2%	69.5%
-4	Multiple	1	.0%	
-3	Missing	153	3.5%	
-2	Don't know	3	.1%	
.	System Missing	1950	43.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2112	1.00	2.00	1.70	2.00	.46

aq83b2m**Mom CEO**

Question Text: Were your parent(s) a CEO or senior executive?

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	91	2.0%	3.8%
2	No	2304	50.8%	96.2%
-4	Multiple	1	.0%	
-3	Missing	192	4.2%	
.	System Missing	1950	43.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2143	1.00	2.00	1.96	2.00	.19

aq83b2f**Dad CEO**

Question Text: Were your parent(s) a CEO or senior executive?

Variable Type: Discrete

Interval: 1.00 - 2.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	493	10.9%	20.6%
2	No	1895	41.8%	79.4%
-4	Multiple	1	.0%	
-3	Missing	196	4.3%	
-2	Don't know	3	.1%	
.	System Missing	1950	43.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	2150	1.00	2.00	1.79	2.00	.40

aq84_1**Mother or female guardian**Question Text: Are or were any of your following relatives lawyers?
Mother or female guardian.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	61	1.3%	1.4%
2	No	4207	92.7%	98.6%
-4	Multiple	12	.3%	
-3	Missing	94	2.1%	
-2	Don't know	2	.0%	
.	System Missing	162	3.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	270	1.00	2.00	1.99	2.00	.12

aq84_2**Father or male guardian**

Question Text: Father or male guardian.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	416	9.2%	9.7%
2	No	3852	84.9%	90.3%
-4	Multiple	12	.3%	
-3	Missing	94	2.1%	
-2	Don't know	2	.0%	
.	System Missing	162	3.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	270	1.00	2.00	1.90	2.00	.30

aq84_3**One or more sibling**

Question Text: One or more sibling

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	257	5.7%	6.0%
2	No	4011	88.4%	94.0%
-4	Multiple	12	.3%	
-3	Missing	94	2.1%	
-2	Don't know	2	.0%	
.	System Missing	162	3.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	270	1.00	2.00	1.99	2.00	.12

aq84_4**One or more grandparents**

Question Text:

One or more grandparents

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	210	4.6%	4.9%
2	No	4058	89.4%	95.1%
-4	Multiple	12	.3%	
-3	Missing	94	2.1%	
-2	Don't know	2	.0%	
.	System Missing	162	3.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	270	1.00	2.00	1.90	2.00	.30

aq84_5**Other relative(s)**

Question Text:

Other relative(s) (Specify)

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

-4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	1030	22.7%	24.1%
2	No	3238	71.4%	75.9%
-4	Multiple	12	.3%	
-3	Missing	94	2.1%	
-2	Don't know	2	.0%	
.	System Missing	162	3.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	270	1.00	2.00	1.76	2.00	.43

aq84_6**No relatives are or were lawyers**

Question Text: No relatives are or were lawyers.

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	Yes	2723	60.0%	63.8%
2	No	1545	34.0%	36.2%
-4	Multiple	12	.3%	
-3	Missing	94	2.1%	
-2	Don't know	2	.0%	
.	System Missing	162	3.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	270	1.00	2.00	1.36	1.00	.48

aq85**Marital status**

Question Text: What is your marital status?

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Never married or never in a domestic partnership	1665	36.7%	38.6%
2	Married first time	2072	45.7%	48.0%
3	Remarried after divorce annulment or being widowed	166	3.7%	3.8%
4	Domestic partnership	145	3.2%	3.4%
5	Divorced or separated	187	4.1%	4.3%
6	Widowed	12	.3%	.3%
7	Other	67	1.5%	1.6%
.	System missing	224	4.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	224	1.00	7.00	1.94	2.00	1.17

aq86**Spouse employed**

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

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): -9, -3, .

Values	Label	Frequency	%	Valid %
1	Yes	1252	27.6%	83.7%
2	No	244	5.4%	16.3%
-9	Logical skip	1665	36.7%	
-3	Missing	125	2.8%	
.	System Missing	1252	27.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3042	1.00	2.00	1.16	1.00	.37

aq87_a**Number of kids**

Question Text: How many children live with you for a significant part of the year?

Variable Type: Discrete

Interval: 0.00 – 6.00

Range of Missing Variable (M): -5, -4, -3, .

Values	Label	Frequency	%	Valid %
0		3164	69.7%	74.1%
1		576	12.7%	13.5%
2		358	7.9%	8.4%
3		123	2.7%	2.9%
4		37	.8%	.9%
5		9	.2%	.2%
6		1	.0%	.0%
-5		2	.0%	
-4		19	.4%	
-3		87	1.9%	
.	System missing	162	3.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	270	1.00	6.00	.44	.00	.86

aq87b1_y**Child 1 Age Years**

Question Text: What are their ages?

Variable Type: Continuous

Interval: .00 – 27.00

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3984	.00	27.00	7.02	5.50	6.04

aq87b1_m**Child 1 Age Months**

Question Text: What are their ages?

Variable Type: Continuous

Interval: .00 – 22.00

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4322	.00	22.00	4.44	4.00	4.97

aq87bkid2**Child 2**

Question Text: Child 2

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	311	6.9%	48.0%
2	No	337	7.4%	52.0%
.	System Missing	3890	85.7%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	3890	1.00	2.00	1.52	2.00	.50

aq87b2_y**Child 2 Age Years**

Question Text: What are their ages?

Variable Type: Continuous

Interval: .00 – 25.00

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4260	.00	25.00	7.63	6.00	5.83

aq87b2_m**Child 2 Age Months**

Question Text: What are their ages?

Variable Type: Continuous

Interval: .00 – 21.00

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4462	.00	21.00	2.71	.50	4.10

aq87bkid3**Child 3**

Question Text: Child 3

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Yes	94	2.1%	30.2%
2	No	217	4.8%	69.8%
.	System Missing	4227	93.1%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4227	1.00	2.00	1.70	2.00	.46

aq87b3_y	Child 3 Age Years
Question Text:	What are their ages?
Variable Type:	Continuous
Interval:	.00 – 22.00
Range of Missing Variable (M):	.

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4455	.00	22.00	6.60	5.00	5.60

aq87b3_m	Child 3 Age Months
Question Text:	What are their ages?
Variable Type:	Continuous
Interval:	.00 – 8.00
Range of Missing Variable (M):	.

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4509	.00	8.00	1.93	1.00	2.56

aq87bkid4	Child 4
Question Text:	Child 4
Variable Type:	Discrete
Interval:	1.00 – 2.00
Range of Missing Variable (M):	.

Values	Label	Frequency	%	Valid %
1	Yes	23	.5%	24.5%
2	No	71	1.6%	75.5%
.	System Missing	4444	97.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4444	1.00	2.00	1.76	2.00	.43

aq87b4_y**Child 4 Age Years**

Question Text:

What are their ages?

Variable Type:

Continuous

Interval:

.00 – 22.00

Range of Missing Variable (M):

.

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4516	.00	22.00	6.27	5.00	6.11

aq87b4_m**Child 4 Age Months**

Question Text:

What are their ages?

Variable Type:

Continuous

Interval:

.00 - 6.00

Range of Missing Variable (M):

.

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4528	.00	6.00	1.10	.00	2.33

aq87bkid5**Child 5**

Question Text:

Child 5

Variable Type:

Discrete

Interval:

1.00 – 2.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Yes	3	.1%	13.0%
2	No	20	.4%	87.0%
.	System Missing	4515	99.5%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4515	1.00	2.00	1.87	2.00	.34

aq87b5_y**Child 5 Age Years**

Question Text: What are their ages?

Variable Type: Continuous

Interval: 2.00 – 16.00

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4535	2.00	16.00	7.67	5.00	7.37

aq87b5_m**Child 5 Age Months**

Question Text: What are their ages?

Variable Type: Continuous

Interval: .00

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4536	.00	.00	.00	.00	.00

aq87bkid6**Child 6**

Question Text: Child 6

Variable Type: Discrete

Interval: 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
2	No	3	.1%	100.0%
.	System Missing	4535	99.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4535	1.00	2.00	2.00	2.00	.00

aq87b6_y**Child 6 Age Years**

Question Text: What are their ages?

Variable Type: Continuous

Interval: N/A

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
0	4538					

aq87b6_m**Child 6 Age Months**

Question Text: What are their ages?

Variable Type: Continuous

Interval: N/A

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
0	4538					

aq87bkid7**Child 7**

Question Text: Child 7

Variable Type: Discrete

Interval: N/A

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
.	System Missing	458	100.0%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	4538					

aq88_brac**2001 household income brac**

Question Text:

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

Variable Type:

Continuous

Interval:

1.00 – 7.00

Range of Missing Variable (M):

-4, -3, -2, .

Values	Label	Frequency	%	Valid %
1	0 – 39999	324	7.1%	8.4%
2	40000 – 59000	610	13.4%	15.8%
3	60000 – 74999	426	9.4%	11.0%
4	75000 – 99999	665	14.7%	17.2%
5	100000 – 124000	584	12.9%	15.2%
6	125000 – 149999	501	11.0%	13.0%
7	150000 – Highest	749	16.5%	19.4%
-4	Multiple	261	5.8%	
-3	Missing	231	5.1%	
-2	Don't know	25	.6%	
.	System missing	162	3.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	679	1.00	7.00	4.13	4.00	1.95

arace_imp**if survey RACE missing imputed using LSACRACE**

Question Text:

Variable Type:

Discrete

Interval:

1.00 – 6.00

Range of Missing Variable (M):

.

Values	Label	Frequency	%	Valid %
1	Black	407	9.0%	9.0%
2	Hispanic	368	8.1%	8.2%
3	Native	48	1.1%	1.1%
4	Asian	411	9.1%	9.1%
5	White	3131	68.8%	69.4%
6	Other	143	3.2%	
.	System missing	28	.9%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	28	1.00	6.00	4.31	5.00	1.37

asample_type**national sample – inverse of over sample**

Question Text:

Variable Type: Discrete

Interval: 1.00 – 2.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	National Sample	3905	86.1%	86.1%
2		633	13.9%	13.9%
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	0	1.00	2.00	1.14	1.00	.35

awt_nat_nr**national selection weight adjusted for nonresponce**

Question Text:

Variable Type: Continuous

Interval: 2.19105441E0 – 3.49556695E1

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1	2.19E0	3.50E1	8.74E0	7.59E0	4.53E0

awt_min_nr**Minority selection weight adjusted for nonresponce**

Question Text:

Variable Type: Continuous

Interval: .00 – 43.00

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1	.00	43.00	1.50	.00	3.71

awt_comb_nr**Joint selection weight adjusted for nonresponce**

Question Text:

Variable Type: Continuous

Interval: 1.34306969E0 – 2.23930843E1

Range of Missing Variable (M): .

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	1	1.34E0	2.24E1	7.15E0	6.37E0	4.32E0

ausnews03**US NEWS – 2003 Law School Rankings**

Question Text:

Variable Type: Discrete

Interval: 1.00 – 7.00

Range of Missing Variable (M): .

Values	Label	Frequency	%	Valid %
1	Top 10	417	9.2%	9.6%
2	Top 11- 20	526	11.6%	12.2%
3	Top 21- 100	1995	44.0%	46.1%
4	Tier 3	686	15.1%	15.9%
5	Tier 4	594	13.1%	13.7%
6	Degree from outside US	20	.4%	.5%
7	Unaccredited school	89	2.0%	2.1%
.	System missing	211	4.6%	
Total		4538	100.0%	100.0%

Valid	Invalid	Min	Max	Mean	Median	Stdev
4538	211	1.00	7.00	3.21	3.00	1.24

INFORMED CONSENT PROCESS

In this study data will be collected via:

- a. Self-administered mail questionnaire
- b. Telephone interview
- c. Face to Face interview

Self-administered Mail Questionnaire:

During the mail questionnaire data collection, respondents' consent to participate will be requested in the letter accompanying the survey questionnaire. The letter will include the following information:

- a. participation in the survey involves the completion of a 24-page questionnaire that will take no more than 45 minutes
- b. the respondent's responses are kept confidential
- c. the respondent's participation is completely voluntary and if there are any questions that they would rather not answer, they can skip them
- d. in the event they have further questions or concerns about the project or survey, they will be given the project director's name and number.

Following the initial mailing, a reminder post card followed by a second mailing will be sent to all non-responding members. If a respondent does not agree to participate in the survey membership, he/she can choose not to complete the survey questionnaire. Receipt of completed questionnaire will be considered as sign of respondent's consent to participate in the study.

Telephone and Face to Face Interview:

Subjects participating in telephone interviews will be read the informed consent by the interviewer, and verbal consent will be obtained. Face to Face interview participants will be presented and read the informed consent, which will be signed by the participant and returned to the interviewer.

In both telephone and face to face interview, the interviewer will answer any questions the subject may have about the study, and describe the confidentiality procedures that are in place. The informed consent form details the purpose of the study, the confidentiality protection, and the subject's rights during the interview. The rights include withdrawing his or her consent at any time, and refusing to answer any item during the interview.

Copies of the cover letter describing the voluntary nature of participation in the self-administered mail questionnaire and the informed consent form for telephone and face to face interview respondents are attached.

COVER LETTER FOR SELF-ADMINISTERED MAIL QUESTIONNAIRE
PHASE I – AFTER THE JD
(Printed on AJD Letterhead)

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 for purposes of following up with those who do not respond and contacting participants for the follow-up study 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 call Dr. Ronit Dinovitzer at 312-988-6614 or Shobha Shagle at 1-(800) ____ - ____ or e-mail Dr. Ronit Dinovitzer at rdinovitzer@abfn.org or Shobha Shagle at shagle-shobha@norcmail.uchicago.edu

CONSENT TO PARTICIPATE IN A RESEARCH STUDY
PHASE I – AFTER THE JD
Telephone Interview

Hello, my name is _____. May I speak with (INSERT NAME OF THE RESPONDENT)?

(AFTER R IS ON PHONE):

I work with the National Opinion Research Center (NORC) at the University of Chicago. We are conducting a national study of about the experiences of careers of new lawyers admitted to the bar in the early twenty-first century. The After the JD study is being conducted in collaboration with the American Bar Foundation and is being supported by a grant from the Law School Admission Council, NALP Foundation for Research and Education, National Association for Law Placement, National Science Foundation, and Open Society Institute. You should have already received a letter informing you about the study and our call. Did you receive the letter?

[IF RESPONDENT SAYS "NO" I can tell you about the project now. PLEASE CONTINUE AS APPROPRIATE.]

The study will collect information from lawyers admitted to the bar in the early twenty-first century. We hope to get a picture of the career experiences of new lawyers and assess their level of success, job stability, job satisfaction, and other job related issues.

You are one of about 7,500 lawyers scientifically selected to participate in this effort. Your participation is crucial to the outcome of the study and will take less than 45 minutes. We are currently talking with lawyers that are eligible to participate in the study to obtain their consent to participate and schedule an interview.

Any reports based on this information will not identify individual information but will be provided in summary form. Your participation is voluntary, you may choose to not answer any question or stop at any time.

If you have any questions about the study, feel free to call Dr. Ronit Dinovitzer at 312-988-6614 Shobha Shagle at shobha-shagle@norcmail.uchicago.edu or e-mail Dr. Ronit Dinovitzer at rdinovitzer@abfn.org or Shobha Shagle at shobha-shagle@norcmail.uchicago.edu.

Let's begin now.

CONSENT TO PARTICIPATE IN A RESEARCH STUDY
Face to Face Interview

Research Project: PHASE I – AFTER THE JD

Principal Investigator: Shobha Shagle

Protocol # _____

I, _____ hereby consent to participate as a subject in the above named research project, conducted under the direction of the above named person(s) at the National Opinion Research Center at the University of Chicago. My consent is given of my own free choice without undue inducement, and after the following things have been explained to me.

Purpose:

The purpose of the study is to understand the career patterns of recent law graduates admitted to the bar in a wide variety of geographic and employment settings. You will be asked a number of questions, which are intended to understand the career paths, level of success, job stability, and job satisfaction of new attorneys admitted to the bar.

Duration and Procedure:

Your participation in this study will last for approximately 60 minutes. During this time an interviewer will ask you questions from a written questionnaire. Your answer will be recorded by the interviewer. You have the opportunity to ask, and to have answered, any questions that you may have about this research project.

Risks and Benefits:

There are no foreseeable risks resulting from your participation in this study. However, your participation and candid responses to the questions in this interview will enable curriculum and policy changes that could significantly influence future attorneys' experience in graduate studies and taking the bar.

Confidentiality:

Your responses will be confidential, and will not be released outside the research team in any form that will allow the identification of individual responses. Your answers will be used only for research purposes. Although every effort will be made to keep research records private, there may be times when federal or state law requires the disclosure of such records. This is very unlikely, but if disclosure is ever required, NORC will take all steps allowable by law to protect the privacy of personal information.

Rights to refuse or to withdraw from the study:

Your participation in this research study is completely voluntary. You may refuse to participate or refuse to answer an individual question.

Institutional Review Board Approval:

This project has been reviewed and approved by the Committee on the Protection of the Rights of Human Subjects at the National Opinion Research Center. If you believe that there is any infringement upon your rights as a research subjects, you may contact the Chairman of the Committee, _____ at _____

How to Contact the After the JD Project:

You may request additional information about the After the JD project or discuss problems related to the study by calling Dr. Ronit Dinovitzer at 312-988-6614 or Shobha Shagle at 1-(800) ____ - ____ or e-mail Dr. Ronit Dinovitzer at rdinovitzer@abfn.org or Shobha Shagle at shobha-shagle@norcmail.uchicago.edu.

I have had the opportunity to ask questions concerning any and all aspects of the project and my questions have been answered. I understand that participation is voluntary and that I may withdraw my consent at any time without prejudice to me. Confidentiality of records concerning my involvement in this project will be maintained in an appropriate manner. When required by law, the records of this research may be reviewed by applicable government agencies. A copy of this written consent has been given to me. I understand that if I have any questions concerning this research, I can contact the PI stated below.

Signature of Subject

Date

For further information contact:
National Opinion Research Center
1155 East 60th Street, 206e
Chicago, IL 60637

American Bar Foundation

Dedicated to the study of law, legal institutions, and legal processes

750 North Lake Shore Drive
Chicago, Illinois 60611
(312) 988-6500
FAX: (312) 988-6579

TO: Bryant Garth



FROM: Stephen Daniels, IRB Chair

RE: Legal Careers and Their Trajectories in the 21st Century: A National Longitudinal Study

DATE: January 29, 2001

Your project – Legal Careers and Their Trajectories in the 21st Century: A National Longitudinal Study – was given Institutional Review Board approval via expedited review as of January 29, 2001. This approval extends until September 1, 2001, when the project will be reviewed again. Approval is given with the understanding that no changes may be made in the procedures to be followed until those changes have been submitted to the IRB for approval. Any unanticipated human subjects problems must be reported promptly to the IRB.

FORM B: ABF HUMAN SUBJECTS REVIEW FORM

Project Title: Legal Careers and their Trajectories in the 21st Century: A National Longitudinal Study

Project director(s): Bryant G. Garth

Project dates— From: January 2001 To: January 2005

1. ABSTRACT OF THE RESEARCH PROJECT: *Please be brief – 200 words or less OR attach copy of abstract from your proposal.*

Please refer to attached NSF Project Summary.

2. DOES THE PROJECT INVOLVE NEGOTIATION OF ACCESS TO DATA/RECORDS/SUBJECTS? *If yes, describe parties controlling access and the kind/types of guarantees or inducements you anticipate providing.*

We will be contacting bar admitting authorities in order to receive names and addresses of those who meet our sampling criteria (discussed in Question 4a below).

3. DATA SOURCES AND COLLECTION PROCEDURES: *Briefly describe the sources of data and collection procedures, including (a) manipulations or experimental procedures, (b) use of archival or secondary data, and (c) questionnaires or other instruments (attach copies of available).*

The *After the JD* study consists of a number of components:

- a) Mailed questionnaires; b) Telephone follow-up interviews with non-respondents; and c) Face-to-face interviews with a subsample of respondents to the mail questionnaire

The mail questionnaires will be preceded by an advance letter mailing to all potential respondents. This mailing will include a letter explaining the purposes of the study from the investigators, and one or two letters of support from state and local bar association leaders.

The mail questionnaire will be designed to allow completion in approximately 45 minutes, and it will consist of approximately 300 data items in a 24-page booklet; approximately 30 of the items will be open-ended, and approximately 10 will have “other: specify” options. This survey will canvass issues such as employment history (including how jobs were obtained), job satisfaction, social participation, and educational and demographic background. We have attached a draft of the mail questionnaire, and the telephone follow-ups will be comprised of a subset of the questions in the mail questionnaire.

The face to face interviews are intended to supplement the information gathered in the mail questionnaire with qualitative data, and will allow us to pursue more in depth themes and topics that are of interest after preliminary data analysis of the questionnaire data. Thus, while the precise content of the interviews will only be determined after the questionnaires

After The JD: The First Ten Years

A Longitudinal Study Funded by the:
Access Group, Inc.
American Bar Foundation
Law School Admission Council
NALP Foundation for Law Career Research and Education
National Association for Law Placement
National Conference of Bar Examiners
National Science Foundation (Grant #0115521)
Open Society Institute

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. The linkage between your name and identification number 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. There will be strict measures to ensure confidentiality overseen by the Human Subjects Review Committee of the American Bar Foundation.

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 Dr. Ronit Dinovitzer, the After the JD Project Manager, toll free at **1-877-416-0418** or at ajd@abfn.org.

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

After the JD Study
American Bar Foundation
750 North Lake Shore Drive
Fourth Floor
Chicago, IL 60611

312-988-6614
Fax: 312-988-6579

ajd@abfn.org
<http://ajd.abfn.org>

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 → 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 (Specify: _____) |

**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?	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>	<input type="checkbox"/> 2 <input type="checkbox"/>	<input type="checkbox"/> 3 <input type="checkbox"/>	<input type="checkbox"/> 4 <input type="checkbox"/>	<input type="checkbox"/> 5 <input type="checkbox"/>
b. Doing work limited to routine research and memo-writing?	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>	<input type="checkbox"/> 2 <input type="checkbox"/>	<input type="checkbox"/> 3 <input type="checkbox"/>	<input type="checkbox"/> 4 <input type="checkbox"/>	<input type="checkbox"/> 5 <input type="checkbox"/>
c. Spending 100 or more hours reviewing discovered documents or performing due diligence on prepared materials?	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>	<input type="checkbox"/> 2 <input type="checkbox"/>	<input type="checkbox"/> 3 <input type="checkbox"/>	<input type="checkbox"/> 4 <input type="checkbox"/>	<input type="checkbox"/> 5 <input type="checkbox"/>
d. Writing motions or taking depositions?	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>	<input type="checkbox"/> 2 <input type="checkbox"/>	<input type="checkbox"/> 3 <input type="checkbox"/>	<input type="checkbox"/> 4 <input type="checkbox"/>	<input type="checkbox"/> 5 <input type="checkbox"/>
e. Appearing in court as first or second chair on a case?	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>	<input type="checkbox"/> 2 <input type="checkbox"/>	<input type="checkbox"/> 3 <input type="checkbox"/>	<input type="checkbox"/> 4 <input type="checkbox"/>	<input type="checkbox"/> 5 <input type="checkbox"/>
f. Drafting transactional documents?	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>	<input type="checkbox"/> 2 <input type="checkbox"/>	<input type="checkbox"/> 3 <input type="checkbox"/>	<input type="checkbox"/> 4 <input type="checkbox"/>	<input type="checkbox"/> 5 <input type="checkbox"/>
g. Involved in formulating strategy on the matter with attorneys more senior than you and/or clients?	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>	<input type="checkbox"/> 2 <input type="checkbox"/>	<input type="checkbox"/> 3 <input type="checkbox"/>	<input type="checkbox"/> 4 <input type="checkbox"/>	<input type="checkbox"/> 5 <input type="checkbox"/>
h. Traveling to meet with clients, interview witnesses, or make court appearances?	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>	<input type="checkbox"/> 2 <input type="checkbox"/>	<input type="checkbox"/> 3 <input type="checkbox"/>	<input type="checkbox"/> 4 <input type="checkbox"/>	<input type="checkbox"/> 5 <input type="checkbox"/>
i. Assigning and/or supervising the work of others (attorneys or paralegals)?	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>	<input type="checkbox"/> 2 <input type="checkbox"/>	<input type="checkbox"/> 3 <input type="checkbox"/>	<input type="checkbox"/> 4 <input type="checkbox"/>	<input type="checkbox"/> 5 <input type="checkbox"/>
j. Handling the entire matter on your own?	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/>	<input type="checkbox"/> 2 <input type="checkbox"/>	<input type="checkbox"/> 3 <input type="checkbox"/>	<input type="checkbox"/> 4 <input type="checkbox"/>	<input type="checkbox"/> 5 <input type="checkbox"/>

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 → Skip to Question #24.

→ 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 (Specify: _____) |

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 <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"/>
b. Recognition you receive for your work	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. Substantive area of your work	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. Tasks you perform	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. Opportunities for advancement	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. Compensation (including salary, benefits and bonus, if applicable)	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. Control you have over the amount of work you do	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. Control you have over how you do your work	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. Relationships with colleagues	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. Opportunities for doing pro bono work	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. Intellectual challenge of your work	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. Opportunities for building skills	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. Amount of travel required	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. Diversity of the workplace	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"/>
o. Performance evaluation 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"/>
p. Value of your work to society	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"/>
q. Job security	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"/>

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:*
_____)

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 <input type="checkbox"/>	2 <input type="checkbox"/>
b. Missed out on a desirable assignment	1 <input type="checkbox"/>	2 <input type="checkbox"/>
c. Had a client request someone other than you to handle a matter	1 <input type="checkbox"/>	2 <input type="checkbox"/>
d. Experienced one or more other forms of discrimination	1 <input type="checkbox"/>	2 <input type="checkbox"/>

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
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.

	NOT AT ALL IMPORTANT						EXTREMELY IMPORTANT	NA
a. Medium-to-long-term earning potential	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. Substantive interest in a specific field of law	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. Salary to pay off law school debts	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. Availability of loan repayment assistance or loan forgiveness programs	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. Opportunity to develop specific skills	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. Potential to balance work and personal life	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. Opportunity to do socially responsible work	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. Prestige of the sector	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. Opportunities for future career mobility	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. 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"/>

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.

	NOT AT ALL IMPORTANT						EXTREMELY IMPORTANT	NA
a. Salary	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. Benefits	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. Office environment/collegiality	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. Hours expected	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. Pro bono opportunities	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. Prospects for advancement	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. Good match of employer's mission and my own	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. Location	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. Size	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. Prestige	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. Training/mentorship opportunities	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"/>

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.

	NOT AT ALL IMPORTANT						EXTREMELY IMPORTANT		NA
a. The reputation of the law school I attended	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. My law school grades	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. My participation in law journal or moot court	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. The reputation of the undergraduate school I attended	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. My prior work experience in this organization	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. My prior work experience	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. My potential for attracting clients	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. The recommendations of faculty from my 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"/>
i. Personal connections (family, friends, colleagues)	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. My race/ethnicity	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. My gender	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. My physical appearance	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. Personal qualities I possess (Specify briefly: _____)	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"/>

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	CURRENTLY ACTIVE MEMBER	PARTICIPANT/ OFFICER	FORMERLY ACTIVE PARTICIPANT/ OFFICER
1. Political party	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
2. Political advocacy groups	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
3. PTA or other school organization	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
4. College alumni/ae associations	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
5. Law school alumni/ae associations	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
6. Charitable organizations	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
7. Religious organizations	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
8. American Bar Association	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
9. State or local bar associations	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
10. Substantive sections of bar associations	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
11. Gender-based organizations	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
12. Race/ethnicity-based organizations	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
13. Community/civic associations	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
14. Service organizations (e.g. Kiwanis, Rotary)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
15. Private clubs/athletic clubs	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
16. Organized sports leagues	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
17. Other (Specify: _____)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>

V. EDUCATIONAL BACKGROUND

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

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

Year

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

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

--

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. <input type="checkbox"/> No → Skip to Question #63.		
b. <input type="checkbox"/> Yes, Master of Arts or Science (M.A., M.S. or ScM.)	_____	1 <input type="checkbox"/> 2 <input type="checkbox"/>
c. <input type="checkbox"/> Yes, LL.M	_____	1 <input type="checkbox"/> 2 <input type="checkbox"/>
d. <input type="checkbox"/> Yes, MBA	_____	1 <input type="checkbox"/> 2 <input type="checkbox"/>
e. <input type="checkbox"/> Yes, M.D.	_____	1 <input type="checkbox"/> 2 <input type="checkbox"/>
f. <input type="checkbox"/> Yes, Doctorate (Specify: _____)	_____	1 <input type="checkbox"/> 2 <input type="checkbox"/>
g. <input type="checkbox"/> Yes, Other (Specify: _____)	_____	1 <input type="checkbox"/> 2 <input type="checkbox"/>

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 <input type="checkbox"/> 2 <input type="checkbox"/>	
b. Community organizing	1 <input type="checkbox"/> 2 <input type="checkbox"/>	
c. Consulting	1 <input type="checkbox"/> 2 <input type="checkbox"/>	
d. Investment banking	1 <input type="checkbox"/> 2 <input type="checkbox"/>	
e. Journalism/writing	1 <input type="checkbox"/> 2 <input type="checkbox"/>	
f. Politics	1 <input type="checkbox"/> 2 <input type="checkbox"/>	
g. Public policy/public administration	1 <input type="checkbox"/> 2 <input type="checkbox"/>	
h. Public/social service	1 <input type="checkbox"/> 2 <input type="checkbox"/>	
i. Starting your own business	1 <input type="checkbox"/> 2 <input type="checkbox"/>	
j. Teaching/academia	1 <input type="checkbox"/> 2 <input type="checkbox"/>	
k. Other (Specify type of organization: _____)	1 <input type="checkbox"/> 2 <input type="checkbox"/>	

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

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

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
a. First-year curriculum	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. Clinical courses/training	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. Upper-year lecture courses (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"/>
d. Course concentrations/specializations offered at your 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"/>
e. Legal employment during law school summers	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. Legal employment during law school academic year	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. Internships or externships during academic year	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. Pro bono service work	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. Law school training in legal ethics	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. Law school training in legal writing	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. 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"/>

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
a. Administrative Law	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. Business Organization (including corporations)	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. Civil Procedure	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. Conflict of Laws	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. Constitutional Law	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. Contracts	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. Criminal Law	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. Evidence	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. Family Law	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. Professional Responsibility	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. Real Property	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. Torts	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. Trusts & Wills	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. Uniform Commercial Code	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"/>

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 <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"/>	
b. Legal analysis and reasoning	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"/>	
c. Legal research	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"/>	
d. Factual investigation	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"/>	
e. Communication	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"/>	
f. Counseling	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"/>	
g. Negotiation	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"/>	
h. Litigation and alternate dispute resolution	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"/>	
i. Organization and management of legal work	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"/>	
j. Recognizing and resolving ethical dilemmas	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"/>	

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 <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"/>
b. Law school teaching is too theoretical and unconcerned with real life practice	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"/>
c. The 3rd year of law school is largely superfluous	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"/>
d. I wish I had received more business training in 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"/>

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.

1.	DATE ADMITTED (MONTH/YEAR)
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 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| b. Father or Male Guardian | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |

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	<input type="checkbox"/>	<input type="checkbox"/>
2 Some high school	<input type="checkbox"/>	<input type="checkbox"/>
3 High school diploma or equivalent	<input type="checkbox"/>	<input type="checkbox"/>
4 Trade or vocational school	<input type="checkbox"/>	<input type="checkbox"/>
5 Associate degree or some college	<input type="checkbox"/>	<input type="checkbox"/>
6 Bachelor's or four-year degree	<input type="checkbox"/>	<input type="checkbox"/>
7 Law degree (J.D.)	<input type="checkbox"/>	<input type="checkbox"/>
8 Some graduate or professional school	<input type="checkbox"/>	<input type="checkbox"/>
9 Graduate or professional degree	<input type="checkbox"/>	<input type="checkbox"/>
10 Don't know	<input type="checkbox"/>	<input type="checkbox"/>

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?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Work at a site (e.g., office, factory) with more than 50 people?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Supervise more than 10 people?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Were your parent(s) ...					
1	Self-employed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	A CEO or senior executive?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**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	<table border="1"> <tr> <td></td> </tr> </table>		4	<table border="1"> <tr> <td></td> </tr> </table>		7	<table border="1"> <tr> <td></td> </tr> </table>	
2	<table border="1"> <tr> <td></td> </tr> </table>		5	<table border="1"> <tr> <td></td> </tr> </table>		8	<table border="1"> <tr> <td></td> </tr> </table>	
3	<table border="1"> <tr> <td></td> </tr> </table>		6	<table border="1"> <tr> <td></td> </tr> </table>		9	<table border="1"> <tr> <td></td> </tr> </table>	

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 Dr. Ronit Dinovitzer,
the After the JD Project Manager, toll free at 1-877-416-0418 or at ajd@abfn.org)

**After the JD Study
American Bar Foundation
750 North Lake Shore Drive, 4th Floor
Chicago, IL 60611-9851**

After the JD: First Results of a *National Study* of Legal Careers

A Joint Publication of
The NALP Foundation for Law Career Research and Education
and the American Bar Foundation

Authored by Ronit Dinovitzer, Project Manager, and the Drafting Committee of the AJD Project — Bryant G. Garth, Richard Sander, Joyce Sterling, and Gita Z. Wilder. Layout and editing by Janet E. Smith, Abbie F. Willard, and Paula A. Patton.

© 2004 The NALP Foundation for Law Career Research and Education
and the American Bar Foundation.
All rights reserved.

ISBN 0-9728699-2-1

For additional information on the *After the JD* study, contact The NALP Foundation or the American Bar Foundation:

The NALP Foundation 14907 Outlook Lane Overland Park, KS 66223 (913) 851-8120 info@nlpfoundation.org www.nlpfoundation.org *	American Bar Foundation 750 N. Lake Shore Drive Chicago, IL 60611 (312) 988-6500 info@abfn.org www.abf-sociolegal.org *
--	---

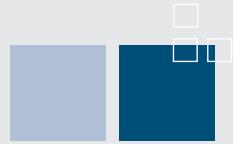
* This report is available for download in PDF format at both The NALP Foundation and American Bar Foundation web sites.

For more information on the organizations participating in this study, see page 93.

Table of Contents

Acknowledgments	7	SECTION 5: The Income of New Lawyers	39
		Private Practice	41
SECTION 1: Introduction – Rationale and and Origins of this Study	11	Government	41
History of the Project	13	Factors Contributing to Salary	42
SECTION 2: Demographic Characteristics of AJD Lawyers	17	SECTION 6: Dimensions of Satisfaction for New Lawyers	45
Gender, Ethnicity, and Sexual Orientation	19	Levels of Satisfaction	47
Education	19	Dimensions of Satisfaction	47
Socioeconomic Background	20	SECTION 7: Mobility and Turnover	51
Religion	20	Mobility and Turnover by Employment Sector	53
SECTION 3: Practice Setting	23	Intentions to Move	53
Private Practice	25	SECTION 8: Gender	55
Government	26	Practice Setting	57
Public Interest	26	Specialization	57
Business	26	Earnings Disparity	58
The Rest	26	Satisfaction	58
SECTION 4: What New Lawyers Do	31	Networking	58
Hours Worked	33	Marriage and Family	59
Specialization	33	SECTION 9: Race and Ethnicity	61
The Nature of Work	34	Minorities and Markets	63
Pro Bono Work	35	Race and Demographics	63
		Practice Setting Differences	64
		Satisfaction	64
		Race and Gender	65

Table of Contents (continued)



SECTION 10: Financing a Legal Education	69	SECTION 12: Conclusions and Next Steps in the <i>After the JD</i> Study	83
Overall Debt Levels	71		
Sources of Support	71	APPENDIX: Summary of Methodology and Works Cited	87
Levels of Indebtedness	71	Summary of Methodology	89
Debt and Practice Settings	72	Works Cited	91
SECTION 11: Law School and the Transition to Practice	77	Profiles of AJD Sponsors and Donor Organizations	93
Bar Passage	79		
Law School Experience	79		
Role of Mentors	80		

Index of Tables



Table 2.1: Distribution of Sample by Race and Gender Using Comparative Data	21	Table 8.3: Marriage and Children among <i>After the JD</i> Respondents and in the General Population	60
Table 2.2: AJD Parental Education Compared with the General Population	21	Table 9.1: Distribution of Sample by Race, Comparing <i>After the JD</i> with the 2000 Census PUMS (Public Use Micro Data Sample) 5% Sample	66
Table 3.1: AJD Respondents by Practice Setting Compared with the General Population of Lawyers	27	Table 9.2: Distribution of Race in AJD National Sample by Geographic Market	67
Figure 3.2: Practice Setting by Geographic Market	28	Table 9.3: Median Income by Setting and Race	68
Table 3.2: Practice Setting by Geographic Market	29	Table 9.4: Likelihood of Leaving Employer within Two Years	68
Figure 4.1: Mean Hours and Percent Working over 60 Hours by Setting	36	Table 10.1: Paying for Law School — Relative Contribution of Specific Sources of Support during Law School	73
Table 4.1: Mean and Median Hours and Percent Working over 60 Hours by Setting	36	Figure 10.2: Median Debt (for Those Reporting Any Debt), and Percent Reporting Zero Debt, by Practice Setting	74
Table 4.2: Specialist by Practice Setting	37	Table 10.2: Median Debt (for Those Reporting Any Debt), and Percent Reporting Zero Debt, by Practice Setting	74
Table 4.3: Pro Bono Statistics by Practice Setting	37	Figure 10.3: Selectivity, Median Salary, Median Debt (for Those with Any Debt), and Percent with Zero Debt	75
Table 5.1: Salary by Setting of AJD Respondents	43	Table 10.3: Selectivity, Median Salary, Median Debt (for Those with Any Debt), and Percent with Zero Debt	75
Table 5.2: Law School Selectivity, Median Income, and Percent Practice Setting	44	Figure 11.1: Mean Attitudes toward Dimensions of Law School Experiences	81
Table 5.3: Grades, Law School Selectivity, and Median Salary	44	Table 11.1: Mean Attitudes toward Dimensions of Law School Experiences	81
Figure 6.1: Detailed Measures of Job Satisfaction	49	Figure 11.2: Mean Ratings of the Importance of Strategies for Obtaining Jobs by Law School Selectivity	82
Table 6.1: Detailed Measures of Job Satisfaction	49	Table 11.2: Mean Ratings of the Importance of Strategies for Obtaining Jobs by Law School Selectivity	82
Figure 6.2: Job Satisfaction Scores (Means) by Practice Setting	50		
Table 6.2: Job Satisfaction Factor Scores by Practice Setting	50		
Table 7.1: Prior and Future Job Mobility by Setting	54		
Table 8.1: Gender by Setting	59		
Table 8.2: Salary by Setting and Gender	60		

Acknowledgments

The *After the JD* research initiative has been made possible through the intense, collaborative effort of key individuals and organizations throughout the legal community. The many donors and researchers, all of whom have long recognized that the careers of lawyers and the factors that influence lawyer career choices merit in-depth study, have provided the platform, expertise, technical skill, and financial resources to undertake the most ambitious study of lawyer careers to date. As the nonprofit sponsor of the *After the JD* study, with these acknowledgments, The NALP Foundation wishes to express its sincere appreciation to all of those whose contributions of time, expertise, and underwriting have made the first wave of the *After the JD* study possible.

First among those meriting appreciation is the National Association for Law Placement (NALP). The concept for this study was born among members and leaders of NALP more than three decades ago. NALP's enthusiastic pursuit of this research project, ultimately accomplished under the auspices of The NALP Foundation, a 501(c)(3) nonprofit organization, merits high praise and sincere gratitude. Extraordinary vision and decades-long dedication to lawyer careers have been central to NALP's mission. We are indebted to NALP's members and volunteer leaders for their generosity in sharing their vision and ceding the opportunity to pursue this inquiry with the greater legal community.

Special institutional thanks go also to the American Bar Foundation, without which the project could not have gone forward. The ABF provided a core of expertise to help launch the project, contributed the most funding among all donor organizations, and has housed the project since 1998. Peter Moser, President of the ABF Board from 2002 to 2004, and members of the ABF Board, have our sincere gratitude for the ABF's support of *After the JD*.

The AJD Executive Coordinating Committee (ECC) merits similar appreciation and accolades. Leadership of the AJD research effort has been undertaken by a select group of very motivated, highly credentialed social scientists and legal scholars who have worked tirelessly as members of the AJD ECC. These individuals, some of whom have dedicated more than eight years to achieving these first data, are due the gratitude of all those in the legal community who will learn from, benefit from, or develop new inquiries from the findings herein. Our deep appreciation is extended to each member of the ECC — the team of

principal researchers that has mounted an enormous collaborative effort in the acquisition and compilation of the data from the first wave of the AJD study. The ECC members and principal researchers are:

Terry Adams, J.D., M.A.

*Senior Research Associate, Institute for Social Research, University of Michigan
and University of Michigan Law School*

Ronit Dinovitzer, Ph.D.

*Assistant Professor of Sociology, University of Toronto, Project Manager,
After the JD*

Bryant G. Garth, J.D., Ph.D.

Director (until August 31, 2004), American Bar Foundation

Jeffrey E. Hanson, Ph.D.

Director of Borrower Education Services, Access Group, Inc.

David S. Hill, J.D. (through June 2003)

Professor of Law, University of Colorado School of Law

Robert Nelson, J.D., Ph.D.

*Professor of Sociology and Law, Northwestern University, Senior Research Fellow
at the American Bar Foundation; after August 31, 2004 — Director, American
Bar Foundation*

Richard Sander, J.D., Ph.D.

*Professor of Law and Director, UCLA Empirical Research Group, University of
California Los Angeles*

Joyce Sterling, Ph.D.

Professor of Law, University of Denver College of Law

Gita Wilder, Ph.D.

Social Research Scientist, Law School Admission Council

David Wilkins, J.D.

*Kirkland & Ellis Professor of Law and Director, Program on the Legal Profession,
Harvard Law School*

Abbie Willard, Ph.D.

*Associate Dean for Career Services & Public Initiatives, University of Chicago
Law School*

The dedication of the members of the AJD first-wave ECC is unparalleled. These legal scholars and social scientists were scattered across the country; thus, they convened by conference call and gathered during breaks in professional conferences to contemplate issues the study posed. They also dedicated their weekends many, many times to formulating sampling

frames, structuring methodology, considering strategy and scope, and otherwise dealing with the complex nuances of steering a massive national research initiative. They did so without compensation or reward — because they have believed in the importance of these data and the impact this study might have on how lawyers are educated, recruited, trained, and developed — and, subsequently, on how legal services are delivered to Fortune 500 clients in cities across the globe as well as to small businesses or individuals in diverse locales. The ECC members have given not only their time and expertise to this project, but also their standing and status as well-respected scholars and scientists. For all that they have done, these individuals have our enduring gratitude for the many ways in which they have contributed to the realization of these data and for the personal sacrifices they have made toward that end.

The concept and the researchers, however, had no opportunity without the underwriting to implement the study. From the beginning, it was clear that an in-depth, longitudinal research study such as *After the JD* would require substantial funding from a broad base of donors who shared both common and diverse interests in the potential of such a research inquiry. The AJD study has benefited from an exceptionally varied donor constituency — seven organizations that are dedicated to scientific inquiry, service to the legal profession, and enhancing the delivery of legal services and social enterprise. We express deep gratitude to these organizations for their generous funding and ongoing support of the study:

Access Group, Inc.

Daniel Lau, President

American Bar Foundation

Bryant G. Garth, Director

Law School Admission Council

Phillip D. Shelton, President and Executive Director

National Association for Law Placement (NALP)

James G. Leipold, Executive Director

National Conference of Bar Examiners

Erica Moeser, President and CEO

National Science Foundation

NSF Grant No. SES 0115521 “After the JD” (Bryant G. Garth, Richard Sander, and Joyce Sterling)

Open Society Institute of the Soros Foundation

Catherine Samuels, Executive Director

The principal researchers were aided by the efforts of a cadre of energetic research assistants who helped carry the enormous load of developing sampling frames, managing the survey distribution and receipt processes, and compiling and analyzing the first-wave data. Our

appreciation is extended to Dr. Robert Sockloskie and Patrick Anderson, both with the Empirical Research Group, UCLA School of Law; Sarah Babbitt, Travis Patrick Colburn, Joseph Krupnick, and Milti Leonard, assistants at the American Bar Foundation; Josiah Evans, Research Associate, Law School Admission Council; and Leslie Greer and Rachel Cook, Research Assistants from the University of Denver College of Law. Special thanks go to Sabra Thorner, based at the American Bar Foundation, for her hard work, enthusiasm, and dedication to this project. The AJD study worked with NORC to undertake a major portion of the AJD data collection efforts, and the assistance of Harrison Greene, Jr., Michael Reynolds, and Shobha Shagle is gratefully acknowledged.

This research project also benefitted from the cooperative support of numerous local, city, and state bar organizations as well as bar examiners, all of whom assisted in providing the means to develop a representative sample of cohorts from the Class of 2000. The involvement of these individuals and organizations has been central to the project's success, and we extend sincere appreciation for the confidence they exhibited in the project and its leadership.

As more than eight years of effort have accumulated toward realization of these first-wave findings, more individuals than can be counted have offered words of advice and support and ideas for inclusion, and provided their ongoing support for this ambitious project. Their allegiance has augmented the resolve of everyone and has provided encouragement for accomplishing the challenging work that this study has required. To all who have expressed interest or shared their perspectives with The NALP Foundation or the members of the ECC, we express our appreciation.

Finally, sincere appreciation is extended to the more than 5,000 lawyers whose candid responses to the *After the JD* survey provide a new window on the nature and complexities of lawyer careers that would otherwise have been impossible to obtain. Their representative experiences are providing new understandings about how lawyers' careers evolve. Additionally, we are grateful to the 500 lawyers who have participated or will participate in face-to-face interviews, providing qualitative data that adds depth and richness to our knowledge. Their willingness to contribute in a very personal way to this study is of great value and is appreciated.

The publication of the initial findings of the first wave of the *After the JD* research study is a proud moment for everyone associated with the project. Together, we have realized the first step of a very important goal — a ten-year, longitudinal examination of lawyers' careers. Thank you to everyone for taking an interest in, contributing toward, or otherwise supporting this effort. The initial data are rich and abundant — a prelude to what can be expected as the second- and third-wave initiatives are undertaken.

On behalf of The NALP Foundation Board of Trustees,

Paula A. Patton
CEO/President

SECTION 1:



Introduction — Rationale and Origins of This Study



Introduction – Rationale and Origins of This Study

The *After the JD* project will track the professional lives of more than 5,000 lawyers during their first ten years after law school. While most of the project will unfold in coming years, the data presented here provide a first snapshot of the stratified random national sample, based on questionnaires administered two to three years into the new lawyers' careers. The findings presented here will be elaborated and augmented through face-to-face interviews with a sub-sample of roughly 10% of the survey respondents. Building on this first wave, the future work of AJD will employ follow-up questionnaires and personal interviews six and ten years into the respondents' careers. When completed, it will be the first national study of the factors — personal and professional — that account for the wide spectrum of legal careers and experiences.

Many law schools and other institutions involved with the profession have been deeply engaged over the past generation in efforts to expand access to, and diversity within, the legal profession. Various types of gender, racial, ethnic, or religious exclusion characterized much of the legal profession during the 20th century; more recent research suggests that while many barriers have fallen, lawyers are still highly stratified in many ways. A key goal of AJD is to better understand how legal careers are launched, what sorts of environments and skills most help young attorneys to reach their goals, and how the experiences and opportunities of these new lawyers may vary according to a variety of characteristics — especially race, ethnicity, and gender.

History of the Project

After the JD came about because of strong interest from three different constituencies — practicing attorneys, institutions involved with legal education, and academics studying the profession. They were interested in exploring the consequences of the changing demographics of American society and of law school applicants, escalating student loan debt, dramatic fluctuations in the economy and corporate world, and widening gaps between private, public sector, and public interest salaries. The AJD project will map these changes and trace their effects through the study of a cohort of new lawyers — those entering practice in the year 2000.

The National Association for Law Placement (NALP) has long been active in gathering data on the career choices of new lawyers, and, as early as 1983, NALP leaders identified the need for a systematic, national study of careers in the law. In the mid-1990s, NALP commissioned the development of a proposal for a comprehensive longitudinal study focused on the



first ten years of law graduates' careers. As a means of providing long-term oversight and funding for such a massive undertaking, NALP authorized the incorporation of a 501c(3) organization, The NALP Foundation for Law Career Research and Education, to serve as the sponsor of the study. The NALP Foundation secured seed funding from the Open Society Institute (OSI) of the Soros Foundation and, in September 1998, The NALP Foundation, with the support of the OSI funding, brought some thirty leading research specialists to the American Bar Foundation (ABF) to explore the idea of a longitudinal study. From this meeting, the Executive Coordinating Committee (ECC),¹ a group of premier social scientists charged to implement *After the JD*, was established.² Under the auspices of The NALP Foundation and the American Bar Foundation, the ECC formulated detailed research plans, obtained additional funding, recruited staff, and retained a national survey organization to assist with locating and contacting a national sample of new lawyers. The AJD project has been based at the ABF office in Chicago.

The ECC selected a sample that is representative of the national population of lawyers first admitted to the bar in 2000. It sampled lawyers from eighteen geographic areas across the country, including the four largest legal markets (New York, Washington, D.C., Chicago, and Los Angeles), and fourteen other areas ranging from small metropolitan areas to entire states. New attorneys in the sample from these areas collectively mirror the national population of new attorneys. Roughly 70% of those located by the AJD study responded to either mail, phone, or web versions of the survey. In order to better explore issues of race and ethnicity,³

¹ The ECC members who provided leadership for the first wave were: Terry Adams, Ronit Dinovitzer, Bryant G. Garth, Jeffrey Hanson, David Hill (*through June 2003*), Robert Nelson, Paula Patton, Richard Sander, Joyce Sterling, Gita Wilder, David Wilkins, and Abbie Willard.

² ECC members, as scholars, will publish a variety of articles and reports based on these data, and these data will also be made available to other researchers in due course. Individual scholars who have been part of the ECC come to this project with a range of research interests and scholarship agendas. The various themes and perspectives that characterize individual ECC member research interests have encouraged debate and analysis of the issues involved in lawyer careers and in the role of law more generally, thereby strengthening this first phase of the study. Differences in approach and data interpretation are a natural outcome of these various perspectives and will certainly lead to differing and controversial analyses of the AJD data not endorsed by the ECC as a whole or by the various funding organizations that have made the first phase of this study possible. With the publication of this first report, the ECC takes this opportunity to note that they believe it is premature to draw conclusions about career satisfaction and success as lawyers begin and become established in the early stages of their careers.

³ This report and the data upon which it is based serve as an initial exploration of the factors that contribute to or diminish the opportunities experienced by all lawyers and particularly by women and minority lawyers early in their careers. All members of the ECC hope that this longitudinal research will contribute to and enhance opportunities for these groups that — as this document shows — remain relatively disadvantaged in the legal profession.

the sample was augmented with a minority oversample, which resulted in an additional 600 Black, Hispanic, and Asian respondents.⁴

This report is divided into twelve sections, ten of which summarize initial findings. After the main body of the report, an appendix is included detailing the study's methodology for selecting and contacting study participants.

⁴ As described in the appendix, of the 5,267 respondents to the AJD survey, 4,538 were defined as eligible respondents, and, of those, 3,905 were part of the national sample. Most of the initial report is based on these 3,905 respondents. The data in this report are presented in unweighted form, and results will be slightly different once differential selection probabilities and nonresponse are taken into account in weights.

SECTION 2:



Demographic Characteristics of AJD Lawyers



Demographic Characteristics of AJD Lawyers

There are roughly one million practicing lawyers in the United States today. The number of new lawyers entering the profession each year tripled between 1960 and the late 1970s, but growth has been fairly stable — about 40,000 per year — for the past 20 years. The new lawyers of the 21st century are more diverse in terms of gender and race than lawyers of a generation ago.

Gender, Ethnicity, and Sexual Orientation

Forty-six percent of the AJD sample are women (compared to women's representation as 5% of new lawyers in 1970), and 17% are non-white (up from about 5% in 1970). On another dimension of diversity, 2.5% of the AJD respondents reported that they are gay or lesbian. This figure is not very different from the 2.1% of the general population, and 3.5% of the college-educated population, that self-identified as homosexual in the 1991 Laumann et al survey (Laumann and Michael, 2001).⁵

Education

Nearly every accredited and unaccredited law school in the nation is represented in the AJD sample — a total of some 200 schools. The sample as a whole illustrates the strong pool of talent that moves into the legal profession annually. Over 40% of the lawyers report that they graduated in the top 10% of their undergraduate classes, and 75% report graduating in the top quarter. The competition for this talent came especially from teaching/academia and business, with 48.7% reporting that they considered a teaching/academic career, and 43.7% considering business (multiple responses were permitted to this question). The most common undergraduate majors were the social sciences (31.7%), humanities (21.1%), and business (14.5%), but the group also includes 4.3% with engineering majors.

Only 38% of respondents went directly from college to law school, although 54% attended law school within three years of graduation from college. Accordingly, at graduation from law school, half of the lawyers in the sample were 27 or younger and a quarter of them were 30 or older. Among those who took a less direct path to law school, 82% held one or more

⁵ Given that younger people may be more likely to report homosexuality, and that more people are openly gay now than a decade ago, it is likely that the AJD sample reflects some underreporting by the respondents. Those who reported being gay or lesbian were distributed very much like the rest of the respondents by gender, race, practice settings, and income, with a slight geographic overrepresentation in New York and San Francisco.



full-time jobs; 21% went to graduate school, another 6% delayed law school because of family responsibilities, and 4% served in the military.

Socioeconomic Background

The newly admitted lawyers come generally from relatively privileged socioeconomic backgrounds. Sixty-three percent of AJD respondents' fathers graduated from college, as did 51% of their mothers — about three times the rate for comparable parents nationally. Sixty-nine percent of respondents' fathers are managers or professionals, compared to 20% of the general workforce. About 12% of the lawyers in the sample are the children of lawyers, and another 36% had some other close relative who was an attorney.

Despite the general pattern of relative privilege, the data also demonstrate that the legal profession provides opportunities for some individuals to become upwardly mobile. Fully 21% of respondents' fathers and 28% of respondents' mothers did not attend college; 15% of the fathers had blue-collar occupations, and 15% of respondents' parents were born outside the United States. Those from different socioeconomic backgrounds, however, are not evenly distributed in the law schools they attended. The more selective the law school, the more likely it is to educate the children of relative privilege, and the less selective schools are notably more accessible to the less privileged students.

Religion

The AJD respondents can also be mapped by religion. The largest group, 30%, reported Protestant affiliations; 27% reported Roman Catholic affiliations; 7% stated they were Jewish; and 23% reported no religious identity. Earlier studies have shown that religious background has historically worked as a proxy for ethnicity and, at times, social class (Heinz and Laumann 1982). Catholics, especially the Irish, tended to be close to politics and government, and their legal careers were disproportionately linked to those sectors. Protestant groups historically tended to represent the social elite, closely connected to economic power, and they therefore tended to dominate corporate law. The recent study of Chicago lawyers finds that much of that legacy has disappeared (Heinz, Nelson, Laumann, and Sandefur, forthcoming 2005). The social legacy, nevertheless, still accounts for an overrepresentation of Catholics in government and a Protestant edge in the likelihood of partnership in a corporate law firm and/or very high legal earnings. The AJD data do not show the same pattern at this point with one exception: Catholic lawyers are indeed already overrepresented in government.

TABLE 2.1. Distribution of Sample by Race and Gender Using Comparative Data

	AJD National Sample		National Comparisons*	
Female	1,729	46.2%	19,409	46.0%
Male	2,016	53.8%	22,777	54.0%
American Indian	46	1.2%	430	0.3%
Asian	254	6.5%	9,715	6.3%
Black	217	5.6%	9,410	6.1%
Hispanic	146	3.7%	6,482	4.2%
Other	116	3.0%	2,298	1.5%
White	3,089	79.1%	126,888	81.8%
TOTAL	3,868		*	*
Missing	37			

* Sources: Data on gender are based on the ABA Survey of Law Schools, 1997 Cohort of first-year law students ($n = 42,186$) accessible at http://www.abanet.org/legaled/statistics/le_bastats.html. Data on race/ethnicity are based on 2000 Public-Use Microdata 5% Samples weighted (all lawyers and judges, ages 27-32, $n = 155,223$).

The counts of Black, Hispanic, and Asian AJD respondents reported here include only those in the "National Sample," which is intended to be representative of the national population of new lawyers.

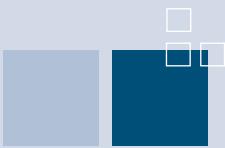
The AJD study also included a minority oversample; with this oversample, the AJD study includes 1,185 minority respondents (about 400 for each of the three minority groups).

TABLE 2.2. AJD Parental Education Compared with the General Population

Highest Grade or Degree Earned	AJD Mother*	AJD Father*	National Women**	National Men**
Grade school	3%	3%	6%	7%
Some high school	3%	3%	11%	10%
High school diploma or equivalent	22%	15%	31%	26%
Some college or vocational training	21%	16%	29%	27%
Bachelor's or four-year degree	25%	19%	14%	16%
Some post-graduate work or graduate/professional degree	26%	44%	10%	13%
Total N	2,210	2,192	31,290,000	29,580,000

* National Sample, mail questionnaire respondents only.

** Source: 2000 Public-Use Microdata 5% Samples weighted (restricted to general population ages 45-64).



SECTION 3:



Practice Setting



Practice Setting

Geographic location and practice setting together account for many of the key differences within the AJD sample — including the qualifications necessary to obtain the job, the nature of and supervision over their work, satisfaction with various aspects of the position, pro bono opportunities, and incomes. The importance of the differences in practice setting described here will therefore be seen in every subsequent section of this report.

The vast majority of the lawyers (97%) in the AJD sample reported that they were employed, with 94% working full time and 91% practicing law in their primary jobs. Almost 70% of respondents worked in private law firms, and about 16% of respondents worked in government. Of those in government, 11% were in state or local government and 5% in the federal government.⁶ Other settings accounted for very small proportions of the AJD sample.

Private Practice

New lawyers are much more concentrated in large firms than are lawyers as a whole, but even at this stage a great many new lawyers go into what, by modern standards, are comparatively small firms. About one-quarter of the new lawyers in private practice are in offices with more than 100 lawyers, but a substantially larger proportion (48%) are in offices with 20 or fewer lawyers. Even in large metropolitan areas like New York and Los Angeles, a substantial proportion of new attorneys are working in relatively small settings. If prior patterns persist, the relative numbers of the AJD sample practicing in smaller firm settings will increase over time (ABF Lawyer Statistical Report, 1994).

Respondents working in the largest offices (251+) comprise 6.6% of the sample. The greatest representation of lawyers in this setting is in New York (24%), with at least 10% of respondents in Boston, Chicago, Houston, and Washington, D.C., also working in this very large office setting. The proportions working in small offices of 2 to 20 lawyers range from a low of 15% in New York (but 28% in Los Angeles) to an average of 35% in the least urbanized markets, such as Oklahoma, Utah, and Indiana.

Most of the data in this report are based on office size rather than firm size, but the relationship between the two merits some attention. Three times as many lawyers work in *firms* of more than 250 lawyers than are found in *offices* of that size. While a substantial number of law-

⁶ This figure is somewhat higher than the 58% reported by NALP for the percentage of new lawyers in 2000 that entered private practice. The difference may be attributable in part to the fact that the AJD data were collected two years later, but also by the selection of the particular markets in which AJD data were collected. Percentages for the remaining categories of settings also vary, but slightly. The most divergent of these is between NALP's figure of 12% — as opposed to AJD's 16% — in government positions.



yers do work in offices connected to large law firms, it is important to note that about 80% of the lawyers in small offices (2 to 20 lawyers) are in stand-alone offices.

Government

About 16% of new lawyers work in government. Of those in government, two-thirds work at the state or local level and one-third work for the federal government. The proportion of new lawyers who work in government is remarkably similar across regions; even in Washington, D.C., only 23% of the sample were government lawyers.⁷ Nearly one-fifth of these attorneys in government characterize their work as mostly non-legal.

Public Interest

Just over 4% of the lawyers in the sample work in public interest or legal services organizations. Of all groups, the public interest lawyers are the most geographically concentrated — 42% of those in the AJD sample are in New York, D.C., or Chicago.

Business

About 9% of the new lawyers work in business settings (compared to 8% of all attorneys). This is a very heterogeneous group. Most do not work at Fortune 1000 corporations, and about a third are doing primarily non-legal work.

The Rest

Another 2% of the lawyers studied are outside any of these standard career patterns.⁸ Some of these lawyers are pursuing academic careers; others work in non-profit settings; and another portion work in accounting or consulting firms. About half of this group report that they are functioning primarily as non-lawyers in their jobs.

⁷ In 15 of the 18 sampling areas, government lawyers make up between 14% and 20% of all new lawyers.

⁸ These 2% are in the categories of nonprofit, education, and “other.” It is likely that the true proportion is higher, and the AJD study was less likely to locate, or get a response, from lawyers outside the mainstream. Also note that many law school graduates pursuing non-traditional careers do not take the bar. The AJD sample does not include graduates who did not take and pass the bar.

TABLE 3.1. AJD Respondents by Practice Setting Compared with the General Population of Lawyers

Setting	AJD (by office size)	AJD (by firm size)	All Lawyers* (by firm size)
Solo	5%	5%	32%
Private firms of 2-20 lawyers	28%	25%	19%
Private firms of 21-100 lawyers	19%	13%	8%
Private firms of 101-250 lawyers	11%	8%	8%
Private firms of 251+ lawyers	7%	20%	
Government – federal	5%	5%	6%
Government – state or local	11%	11%	16%
Legal services or public defender	3%	3%	
Public Interest	1%	1%	1%
Nonprofit or education and other	2%	2%	2%
Business	9%	9%	8%
Total N	3,611	3,663	–

* Sources for last column are 2000 Public-Use Microdata 5% Samples weighted (all lawyers and judges), used to separate out lawyers into government, nonprofit, legal services, and private practice; ABF Lawyer Statistical Report (1994), used to distribute private practice lawyers by firm size.

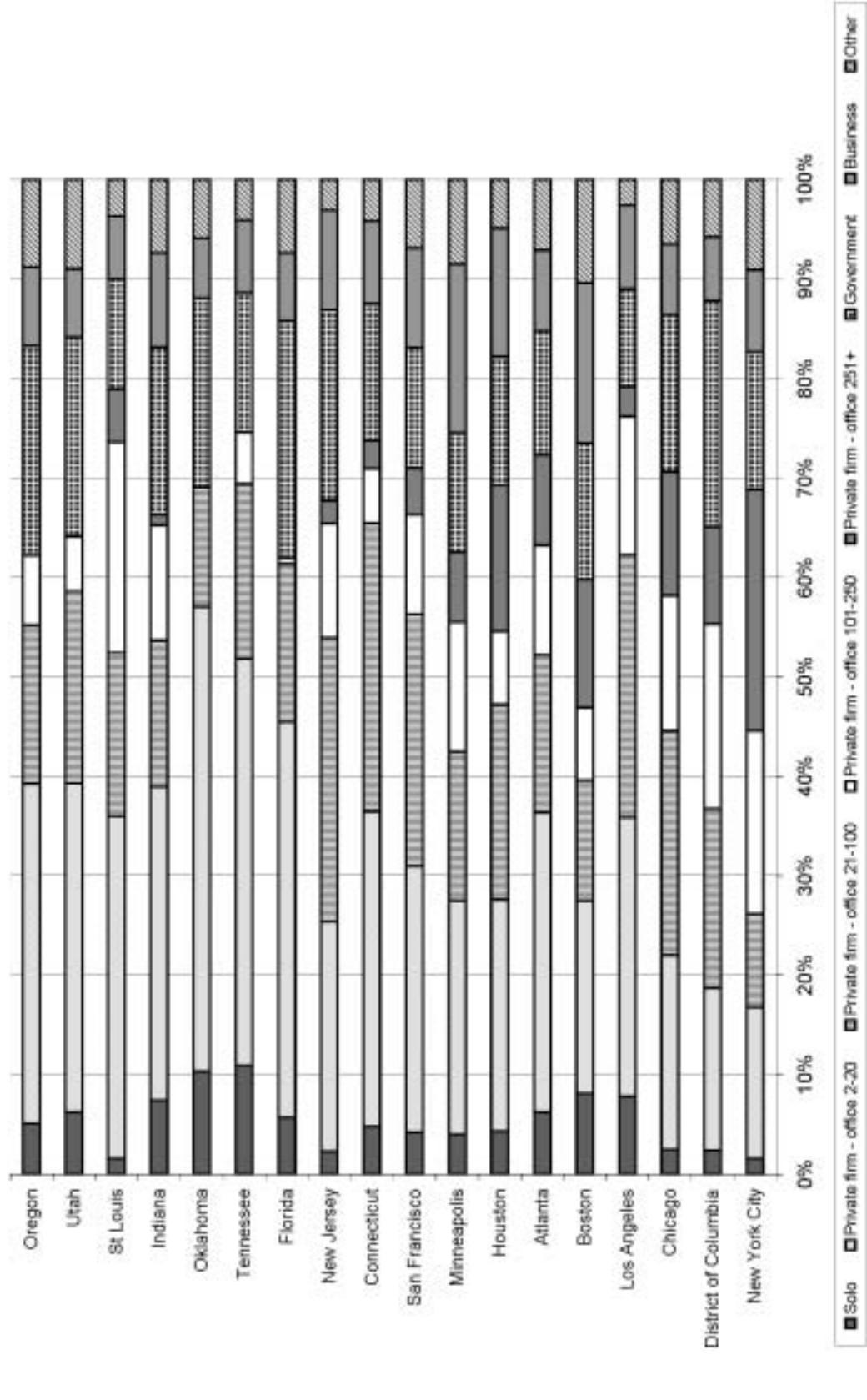
Figure 3.2. Practice Setting by Geographic Market

TABLE 3.2. Practice Setting by Geographic Market

Market	PRIVATE FIRMS					Govern- ment	Business	Other
	Solo	Office of 2-20 Lawyers	Office of 21-100 Lawyers	Office of 101-250 Lawyers	Office of 251+ Lawyers			
Oregon	5%	34%	16%	7%	—	21%	8%	9%
Utah	6%	33%	19%	6%	—	20%	7%	9%
St. Louis	2%	34%	16%	21%	5%	11%	6%	4%
Indiana	7%	32%	15%	12%	1%	17%	10%	7%
Oklahoma	10%	47%	12%	—	—	19%	6%	6%
Tennessee	11%	41%	18%	5%	—	14%	7%	4%
Florida	6%	40%	16%	1%	—	24%	7%	7%
New Jersey	2%	23%	29%	12%	2%	19%	10%	3%
Connecticut	5%	32%	29%	6%	3%	14%	8%	4%
San Francisco	4%	27%	25%	10%	5%	12%	10%	7%
Minneapolis	4%	24%	15%	13%	7%	12%	17%	9%
Houston	4%	23%	20%	7%	15%	13%	13%	5%
Atlanta	6%	30%	16%	11%	9%	12%	8%	7%
Boston	8%	19%	12%	7%	13%	14%	16%	10%
Los Angeles	8%	28%	26%	14%	3%	10%	8%	3%
Chicago	3%	20%	23%	14%	12%	16%	7%	7%
District of Columbia	2%	16%	18%	19%	10%	23%	6%	6%
New York City	2%	15%	9%	18%	24%	14%	8%	9%

The information illustrated by Figure 3.2 on the opposite page is presented here as a table.

SECTION 4:



What New Lawyers Do



What New Lawyers Do

The work that new lawyers do varies by practice setting and legal market, as emphasized above, both because of different regional expectations and because of different distributions of practice settings. The paradigmatic distinction is between the largest law firm as a practice setting and New York City as a legal market, versus government and public interest lawyers and practice in locations other than New York City.

Hours Worked

New lawyers are generally portrayed in the legal press as overworked to a point of exhaustion. The AJD study suggests that this image is greatly exaggerated, even for large firm lawyers.⁹ In the entire sample, the mean number of hours reported for a typical work week was 49 and the median 50 — compared with a median of 40 hours for all full-time workers in the United States (US Census Bureau, 2000 Decennial Census of the United States, 5% Public Use Microdata Sample, 2002). The reported time commitment for new lawyers also is consistent with data reported on the general population of American lawyers (US Census Bureau, 2000 Decennial Census of the United States, 5% Public Use Microdata Sample, 2002).

The stereotypes, however, are not without some basis. About 20% of all new attorneys reported working 60 or more hours a week, and those who did were most likely to be in the largest firms; not surprisingly, the highest percentage of lawyers working more than 60 hours are those working in New York City (28% — rising to 39% working these hours in New York City's largest private offices). Those least likely to report these long hours are working in government and public interest, where the means and medians for hours worked are also lower than the other practice settings. Substantial differences in practice settings are important, but the more general point is that 60-hour weeks do occur, but are not the norm, in every sector and market.

Specialization

Evidence from the AJD responses suggests that new lawyers develop a specialization fairly early in their careers. Two separate measures of specialization contribute to this conclusion. Respondents to the questionnaire stated whether or not they consider themselves specialists, and they also indicated the amount of time they spend in each of 20 different practice areas.

⁹ Data on hours worked are based on the question “How many hours did you actually work last week even if it was atypical (include evenings and weekends worked)?” It is possible that the hours reported in this study were somewhat lower due to the fact that the economy had not fully recovered from the recession at the time of the survey.



Over two-thirds of the AJD respondents report that half or more of their recent work has been in a single substantive field, but only 40% actually describe themselves as “specialists.” This may reflect the difference between being assigned to a particular concentrated area as a new lawyer and making a conscious commitment to specialize in that area.

Specialization (measured by spending at least 50% of time in one area) was most common in those public sector jobs where work in a particular agency necessarily implied specialization (e.g., legal services for the poor or public defenders’ offices) and in medium and large firms. Within the firm setting, there is more reported specialization in terms of time in the larger office settings of more than 100 lawyers.

The Nature of Work

Within private law firms, the data suggest two general patterns in the work assignments of new lawyers. Some attorneys are given a large number of comparatively small projects and a commensurately large level of responsibility for each project. Others play minor, supporting roles on bigger, more complex projects. As one might imagine, new lawyers in smaller firms tend to follow the first pattern — that is, learning by taking primary responsibility for relatively small projects. New lawyers in large firms tend to follow the second pattern — learning by playing sometimes minor or routine roles in big, complex projects. Those in large firms are also, as suggested above, relatively more likely to already be specialized in the kind of work they do.

At this stage of their careers, the majority of lawyers — with the exception of lawyers in public interest settings and those in the largest private firms — report that they work on many different matters. Following the pattern described above, the percentages of lawyers who report having worked on nine or more matters (during a three-month period) varied inversely with the size of the office, from 45% among lawyers in offices with more than 250 lawyers to 90% in offices of between 2 and 20.

The differences among the practice settings are further emphasized by examining the type of work that lawyers report doing within each setting. Using a statistical technique termed “factor analysis,” the AJD data analyses combine these tasks into three major groupings, or factors. One factor was labeled “routine,” to indicate work such as routine research or due diligence; a second, “independence,” represents tasks that allow the lawyers some degree of autonomy in their performance; and a third, “trust,” represents tasks for which a great deal of responsibility is vested in a lawyer.

It is not surprising that lawyers in venues where resources are stretched thin — public defenders and legal services lawyers — report relatively high trust and independence. Lawyers in private practice generally report lower levels of trust and independence, with strikingly lower levels in the largest firms. These large firm lawyers also report correspondingly high levels of routine activity but not as much routine as for the solo practitioners.

Pro Bono Work

ABA Model Rule 6.1 provides an aspiration for all lawyers of 50 hours of pro bono work per year. Over the past decade, most big private firms have participated in a survey of pro bono work undertaken by the *American Lawyer*, which, for 2000, found the average lawyer in the largest firms spending about 39 hours per year on pro bono matters (*American Lawyer*, 2001).

Pro bono commitments in the AJD sample vary considerably by practice setting. Lawyers outside private firms (e.g., in government or corporations) report little pro bono, and the amount of pro bono done within private firms is strongly related to office size. The highest percentage of participation is found among solo practitioners and respondents in the largest law firms (251+). Among those who report engaging in some pro bono work, the amount of pro bono time new lawyers spend varies by the size of their office. While lawyers undertaking pro bono in all private practice settings reported an average of 58 pro bono hours a year, respondents in offices with 100 or more attorneys reported an average of 75 hours of pro bono work. In all private firm settings, small numbers of lawyers account for a disproportionate amount of pro bono work.

There are several possible explanations for this pattern aside from differences in personal commitment to pro bono work. The largest firms may be more likely to express an institutional commitment to pro bono work, and they may also be more likely to have a formal institutional mechanism for linking attorneys to pro bono opportunities.¹⁰ Some law firms may also encourage pro bono partly to give associates valuable experience, especially in litigation. Evidence for the last possibility is suggested by the finding that associates in large firms who do more pro bono work are less likely to report that they would like more training.

Relatively small percentages of the sample — an average of about 18% across settings — said that they would like more opportunities for pro bono work. The highest percentages came from private practitioners in small-to-medium offices. That one quarter of respondents in offices of between 21 and 100 lawyers express a desire for more pro bono work suggests that better opportunities and stronger institutional commitment in this setting would increase pro bono hours.

¹⁰ It is also possible that small firm lawyers are less likely to categorize informal work done for indigent clients as “pro bono” work. Note, too, that many lawyers in sectors other than private firms frequently report significant amounts of pro bono activity.

FIGURE 4.1. Mean Hours and Percent Working over 60 Hours by Setting (full-time workers only)

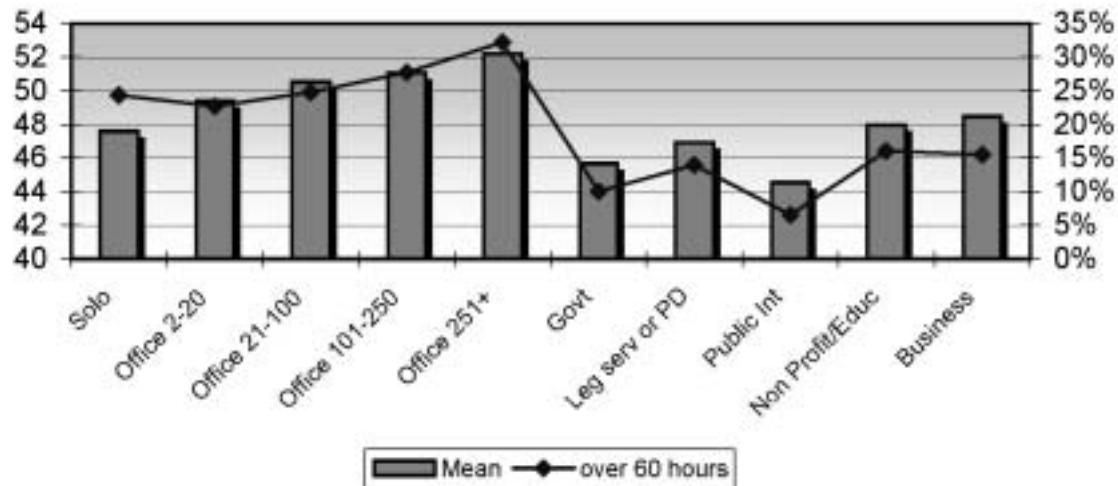


TABLE 4.1. Mean and Median Hours and Percent Working over 60 Hours by Setting (full-time workers only)

	HOURS WORKED LAST WEEK			Over 60 Hours
	Mean	Median	Valid N	
Solo	47.6	50	152	24%
Private firm – office of 2-20 lawyers	49.39	50	919	23%
Private firm – office of 21-100 lawyers	50.5	50	602	25%
Private firm – office of 101-250 lawyers	51.03	50	350	28%
Private firm – office of 251+ lawyers	52.15	50	205	32%
Government	45.66	45	432	10%
Legal services or public defender	46.93	45	86	14%
Public interest	44.55	45	31	7%
Nonprofit or education	47.96	45	25	16%
Business	48.48	48	142	16%

TABLE 4.2. Specialist by Practice Setting

	50% or More Time in One Area	Self-reported as “Specialist”
Solo	49%	37%
Office of 2-20 lawyers	65%	36%
Office of 21-100 lawyers	75%	40%
Office of 101-250 lawyers	81%	44%
Office of 251+ lawyers	79%	37%
Government	78%	38%
Legal services or public defender	85%	54%
Public interest	65%	47%
Nonprofit/education	48%	46%
Business	63%	51%
Other	100%	25%
TOTAL	71%	40%

TABLE 4.3. Pro Bono Statistics by Practice Setting

	Average Pro Bono Hours (including 0 hours)	% Engaging in Some Pro Bono	Average for Those Engaging in Some Pro Bono	Median for Those Engaging in Some Pro Bono
Solo	40.5	81%	49.8	30
Office of 2-20 lawyers	17.7	56%	31.9	20
Office of 21-100 lawyers	22.0	55%	39.7	24.5
Office of 101-250 lawyers	46.7	73%	64.3	40
Office of 251+ lawyers	68.5	81%	84.5	45
Government	4.1	18%	22.6	10
Business	11.2	47%	24.1	20
Total N	1,595	1,595	865	865

SECTION 5:



The Income of New Lawyers



The Income of New Lawyers

The median income of the full-time lawyers in the sample is \$73,000. This figure appears relatively high for new lawyers, given that the Current Population Survey of 2002 indicated a nationwide median income for all lawyers of \$85,000.¹¹ These relatively high figures for new lawyers may reflect the dramatic escalation of lawyers' starting salaries in the mid-1990s and/or some compression of salaries over time in certain practice settings. Recent studies also suggest a widening of the gap generally between high-earning lawyers and those at the lower end of the income spectrum (Heinz, Nelson, Laumann, and Sandefur, forthcoming 2005). Consistent with that pattern, the median figure in the AJD study of \$73,000 already conceals an enormous range of incomes. About 25% of the attorneys in the sample reported incomes of more than \$110,000 (and 10% were over \$150,000), while another 25% reported incomes below \$50,000. Table 5.1 outlines median incomes by the crucial determinant, practice setting.

Private Practice

Within private practice, accordingly, income tends to rise with the number of lawyers working within the office. The actual levels of income in these settings, however, are constrained by their geographic market. Median incomes in the largest law firms (251+), for example, range from a low of \$100,000 in Minneapolis, to \$172,500 in Connecticut and \$170,000 in New York City.

Government

Salaries in the public sector are generally well below those in private firms, though within the public sector the median lawyer working for the federal government earns 35% more than the median lawyer working for state or local governments. (A part of this difference is due to the greater concentration of federal lawyers in major metropolitan areas.) The medians for legal services lawyers, public defenders, and public interest lawyers are only 10–15% lower than the median for state and local government lawyers generally, but they make less than a third of the earnings of their peers at the largest firms.

¹¹ Data on the general population of lawyers from the U.S. Department of Labor, Bureau of Labor Statistics, 2002 Current Population Survey.



Factors Contributing to Salary

At this early stage of lawyer careers, the ability to obtain high salaries depends largely on practice setting, which in turn depends on the credentials new lawyers have when they graduate from law school: what law school they attended and how well they performed academically. For purposes of discussion, this first analysis of the AJD data relies on the five groupings of law schools publicized by *US News and World Report* because these rankings reflect a general reputational hierarchy that has important consequences in lawyer careers. *After the JD* respondents who graduated from the more selective law schools, as ranked in the aforementioned publication, work disproportionately in the larger offices in private practice and in the markets where the highest paid lawyers are located. When they work for government, they are more likely to be employed by the higher-paying federal government.¹² Those graduating from the so-called medium and low selectivity schools, in contrast, are more likely to work in smaller firms, in state and local government, or in the business sector, where salaries tend to be somewhat lower. Although law school attended correlates highly with salary, it is not the entire story; some 15–18% of those working in the largest private offices in NYC and in other major metropolitan areas graduated from schools that are relatively low in selectivity.

Law school performance largely accounts for the ability of graduates of less selective schools to work in the most lucrative settings. Grades are not equally important in all law schools, however. In many of the most selective schools, virtually all grades are B or higher and salaries have no apparent relationship to grades.¹³ For the vast majority of law graduates, however, a higher GPA is correlated with a higher salary. There is also a strong penalty for low grades. Outside of a relatively small number of selective schools, those with lower GPAs (under 3.0) have dramatically lower salaries across the board — suggesting that GPA, mediated through practice setting, is the key factor for those lawyers.

The discussion of lawyer incomes is, of course, incomplete without analysis of the effects of gender, ethnicity, and race on the structure of opportunity. These analyses are deferred until Sections 8 and 9, which focus directly on issues of equality and equity in early careers.

¹² Determining the selectivity of law schools is itself a controversial and subjective undertaking. As noted, for ease of discussion, this first analysis of the AJD data relies on the five groupings of law schools publicized by *US News and World Report*. Use of the broad general categories found in this particular ranking system in no way indicates endorsement of the *US News* approach. The AJD study uses these categories because they are the most widely known, and because they provide a shorthand for describing clusters of schools that have reputational similarities. In using these categories, the AJD researchers acknowledge that categories used in this ranking system mask many exceptional schools that defy some of the aggregate relationships found in the AJD data.

¹³ Note that all grades in these analyses are self-reported and subject to possible inflation by respondents.

TABLE 5.1. Salary by Setting of AJD Respondents (full-time workers only)

	Salary – Median	Salary – Percentile 25	Salary – Percentile 75
Solo	\$55,000	\$45,000	\$75,000
Office of 2-20 lawyers	60,000	48,500	78,000
Office of 21-100 lawyers	97,000	78,000	132,500
Office of 101-250 lawyers	125,000	96,000	145,000
Office of 251+ lawyers	140,000	125,000	158,000
Federal government (including judiciary)	63,000	54,275	70,000
State or local government (including judiciary)	45,000	40,000	53,500
Legal services or public defender	40,100	36,000	45,000
Public interest organization	38,500	34,000	48,000
Other nonprofit organization	51,650	42,000	69,500
Educational institution	51,800	43,000	70,000
Professional service firm (e.g., accounting or investment banking)	77,500	61,000	110,000
Other Fortune 1000 industry/service	84,000	63,000	120,000
Other business/industry	75,500	60,000	100,000
Labor union trade association	71,200	46,200	90,000
Other (specify)	40,200	33,000	47,400
TOTAL	73,000	50,000	110,000

Note: Much of the variation between practice settings displayed in this table is also accounted for by geographic variations.



TABLE 5.2. Law School Selectivity, Median Income, and Percent Practice Setting (full-time workers only)

	TOP 10		TOP 11-20		TOP 21-100		TIER 3		TIER 4	
	Median Salary	%								
Solo	—	0%	—	2%	\$50,000	4%	\$55,000	6%	\$57,500	8%
Office of 2-20 lawyers	135,000	6%	75,500	16%	60,000	29%	55,000	36%	54,500	41%
Office of 21-100 lawyers	130,000	20%	130,000	27%	94,000	20%	85,000	15%	79,500	12%
Office of 101-250 lawyers	145,000	25%	135,000	22%	107,000	10%	95,000	6%	—	2%
Office of 251+ lawyers	150,000	25%	140,000	11%	135,000	5%	137,000	3%	—	1%
Government - federal	74,000	7%	64,892	5%	59,500	6%	60,000	3%	56,000	3%
Government - state/local	53,000	3%	50,000	6%	45,000	12%	43,450	13%	45,000	17%
Legal services or public defender	37,500	3%	—	2%	41,000	3%	45,425	3%	40,250	3%
Public interest	39,000	4%	—	2%	—	1%	—	1%	—	0%
Nonprofit/ education	—	2%	—	2%	52,600	2%	52,500	2%	—	2%
Business	120,000	6%	80,000	5%	84,000	9%	70,000	11%	80,000	11%
Total Median	135,000	100%	107,000	100%	72,787	100%	60,000	100%	56,182	100%
Total N	295		375		1,459		503		433	

TABLE 5.3. Grades, Law School Selectivity, and Median Salary (full-time workers only)

	Top 10	Top 11-20	Top 21-100	Tier 3	Tier 4
GPA 3.75 - 4.00	\$130,000	\$135,000	\$100,000	\$93,000	\$79,000
GPA 3.50 - 3.74	140,000	127,460	90,000	90,000	79,000
GPA 3.25 - 3.49	135,000	105,000	80,000	65,000	57,000
GPA 3.00 - 3.24	125,000	100,000	63,000	55,820	60,000
GPA 2.75 - 2.99	—	56,000	51,025	55,000	50,000
GPA 2.50 or lower	—	49,000	51,500	51,000	50,000

Note: n < 10 are suppressed.

SECTION 6:



Dimensions of Satisfaction for New Lawyers



Dimensions of Satisfaction for New Lawyers

The AJD respondents report relatively high levels of satisfaction with their decisions to become lawyers and with their legal practices. Consistent with the findings of other systematic studies of the legal profession, including the recent Chicago Lawyers study (Heinz, Nelson, Laumann, and Sandefur, forthcoming 2005), there is no evidence in the AJD data of any pervasive unhappiness in the profession. The Chicago Lawyers study found that in the profession as a whole the level of satisfaction is highly correlated with the incomes of the lawyers. For the AJD lawyers, who are at the beginning of their careers, the story is more complex and somewhat paradoxical. Those with the highest incomes report relatively less satisfaction with the work they do and the practice settings in which they work than those earning far less from the practice of law.

Levels of Satisfaction

The AJD respondents report a relatively high level of general satisfaction, with 80% expressing that they were “moderately” or “extremely” satisfied with their decision to become a lawyer. This figure does not differ greatly from the Chicago Lawyers finding that 83% of Chicago lawyers (of all ages) report being “fairly” or “very” satisfied with their jobs (Heinz, Nelson, Laumann, and Sandefur, 2005).

In the *After the JD* questionnaire, when respondents were asked to rate their satisfaction with 16 specific aspects of their jobs, the average response of the AJD lawyers in every category was on the “satisfied” portion of the continuum. Respondents are most satisfied with their “relationships with colleagues” and “level of responsibility” and least satisfied with the “performance evaluation process.”

Dimensions of Satisfaction

Factor analysis (see Section 4 above) was used to distill four dimensions of job satisfaction from the AJD data: “Job Setting Satisfaction,” which consolidates ratings of recognition received at work, relationships with colleagues, control over the work, and job security; “Work Substance Satisfaction,” which reflects the intrinsic interest of the work; “Social Value Satisfaction,” which concerns the reported relationship between work and broader social issues (workplace diversity, opportunities for pro bono work, and the social value of the work); and “Power Track Satisfaction,” comprised of two items, satisfaction with compensation levels and satisfaction with opportunities for advancement.



The first three dimensions of satisfaction tend to correlate highly with one another — people happy with the substance of their work also tend to like their work environment and its social value. But “power track” satisfaction is often inversely related to the others. For example, attorneys in large firms tend to report the highest levels of satisfaction on the power track measure, but they tend to express much less satisfaction with the other dimensions of their jobs. These findings are supported by data showing that lawyers in the largest firms (251+) are also substantially more likely to express a desire to work fewer hours, to have less pressure to bill, and to have greater opportunities to shape decisions on matters on which they work. The smaller the law firm, the more likely it is that new attorneys will report relatively high satisfaction with the work that they do. On the other hand, they report relatively low satisfaction with the “power track” aspects of their job. (Of course, compensation does in fact generally decline with firm size.) With respect to attorneys in government and in public interest, the pattern is much the same as in smaller firms.

These different patterns help provide a context for the literature that purports to find high levels of dissatisfaction among associates in large law firms. The relative dissatisfaction reported by associates suggests that high salaries and a perception of strong prospects for the future are counterbalanced by the less desirable aspects of their current work environment.

FIGURE 6.1. Detailed Measures of Job Satisfaction
(mean scores, national sample = 3,905)

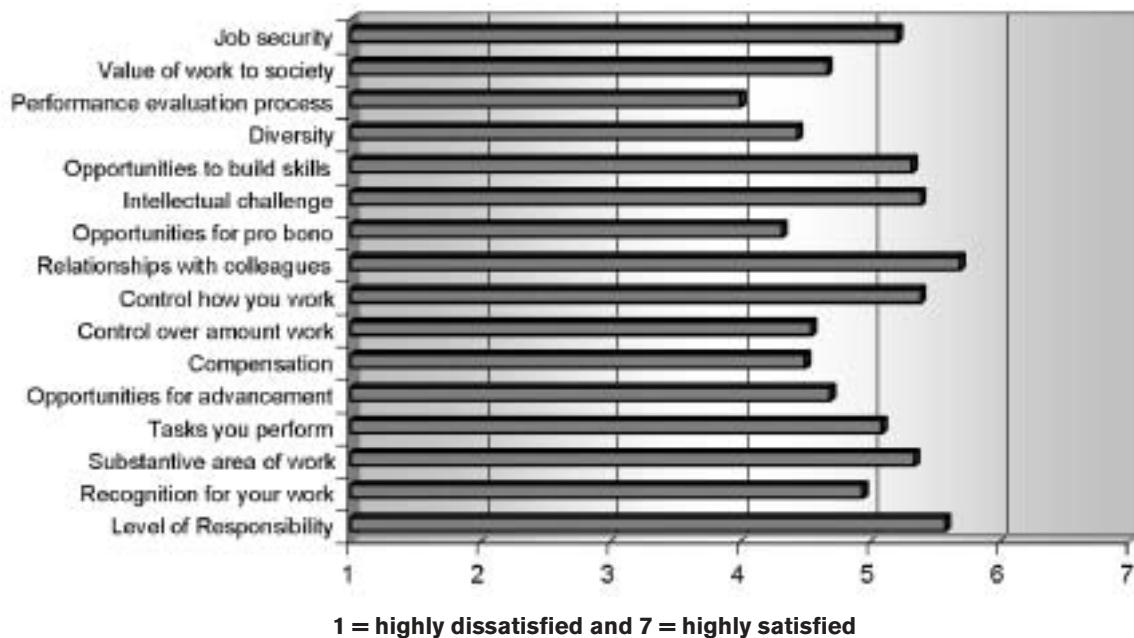


TABLE 6.1. Detailed Measures of Job Satisfaction

	Mean
Job security	5.21
Value of work to society	4.67
Performance evaluation process	4.00
Diversity	4.44
Opportunities to build skills	5.32
Intellectual challenge	5.39
Opportunities for pro bono	4.32
Relationships with colleagues	5.69
Control how you work	5.39
Control over amount work	4.55
Compensation	4.5
Opportunities for advancement	4.69
Tasks you perform	5.09
Substantive area of work	5.34
Recognition for your work	4.94
Level of responsibility	5.58

FIGURE 6.2. Job Satisfaction Scores (Means) by Practice Setting
(the mean for each satisfaction factor score in the sample is 0; national sample = 3,905)

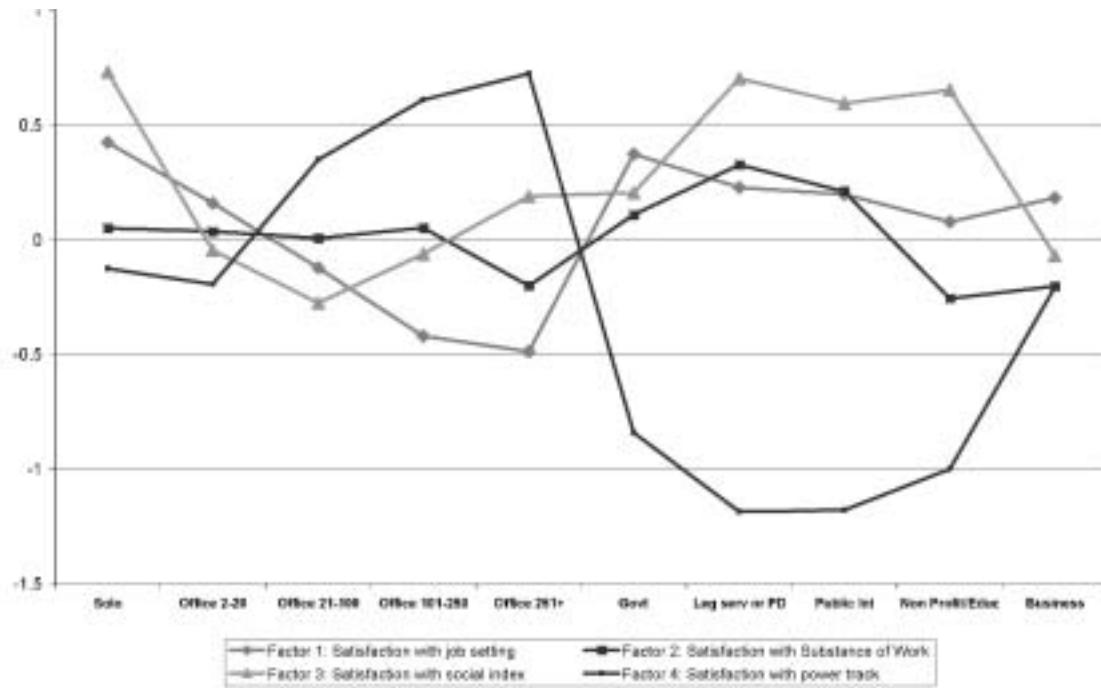


TABLE 6.2. Job Satisfaction Scores (Means) by Practice Setting (the mean for each satisfaction factor score in the sample is 0; national sample = 3,905)

	Factor 1: Satisfaction with Job Setting	Factor 2: Satisfaction with Substance of Work	Factor 3: Satisfaction with Social Index	Factor 4: Satisfaction with Power Track
Solo	0.426284	0.053592	0.734866	-0.12434
Office of 2-20 lawyers	0.162442	0.038821	-0.0439	-0.1926
Office of 21-100 lawyers	-0.12048	0.009602	-0.27366	0.351867
Office of 101-250 lawyers	-0.41768	0.054715	-0.06036	0.612294
Office of 251+ lawyers	-0.4847	-0.1985	0.192385	0.727267
Government	0.375479	0.11231	0.20797	-0.84009
Legal services or public defender	0.230343	0.329442	0.706815	-1.18333
Public interest	0.200473	0.212216	0.596733	-1.17607
Nonprofit/education	0.081501	-0.253970	0.655231	-0.99712
Business	0.184924	-0.20108	-0.0662	-0.20597

SECTION 7:



Mobility and Turnover



Mobility and Turnover

There is no question that mobility in legal careers has increased in recent decades, particularly in private practice (Heinz, Nelson, Laumann, and Sandefur, forthcoming 2005). The AJD sample confirms that a great deal of mobility takes place early in careers and reveals quite a bit of self-reporting of plans to move within a few years. High mobility is also evidenced by the difficulties AJD researchers encountered in attempts to locate many sample members. Despite obtaining initial mailing addresses from state bar authorities and extensive Internet and other follow-ups, the AJD team could not locate 20% of the individuals in the original sample.

Mobility and Turnover by Employment Sector

Even though most respondents in the AJD data set were fewer than three years out of law school, more than a third had already changed jobs at least once (and 18% twice or more) during their legal careers — not counting as a job change those lawyers who obtained clerkships after law school. Least likely to move were lawyers in practice settings with the highest incomes. Only 16% of those in the largest (251+) offices had moved, suggesting that their satisfaction with the “power track” has tempered their relative dissatisfaction with the work itself. In contrast, one-half of the solos and 42% of those in offices of 2–20 lawyers had already moved. In these small-firm settings, approximately two-thirds of the movers had already changed jobs two or more times. Some of the early mobility of solo practitioners may reflect an underestimation of the demands and costs of going solo — or the fact that some lawyers choose solo practice while searching for other employment options. Relatively high mobility is found also in the government and legal aid spheres, with about one-third already reporting a job change, and the figures for public interest, nonprofit, and education are comparable to the solo and small firm numbers.

Intentions to Move

The theme of relatively high mobility generally is found also in expressed intentions to move in the future. In the sample as a whole, 44% report plans to move within two years; 22% of the sample as a whole plan to move in less than a year. The data by specific sectors of practice reveal an interesting asymmetry, again revolving around the contrast between the large law firms and most of the other work settings. Respondents in large firms are less likely than anyone else to have changed jobs since law school, as noted above, but over half of them (along with government lawyers) state that they are planning to change jobs within the next two years. On the other hand, lawyers in the smaller firms, who tend to have experienced more job changes than those in other settings, are relatively less likely to report that they are planning to seek another job in the coming years.

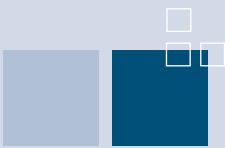


The contrast between actual mobility and intentions to move may be a matter of timing. It could be that those in the larger firms are beginning to translate their relative dissatisfaction with job settings into a search for new positions — or it could be that many intended all along to remain at their initial firms for several years while paying down student loans and gaining experience and then to consider other options. Another possibility is that planned moves relate to a perception of lack of success on the track to partnership. Yet another explanation could be a proliferation of other opportunities in other firms or settings in an increasingly competitive environment.

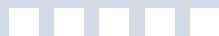
For the solo and small firm lawyers, it could be that they have already spent some time developing credentials and experience — reflected in their job changes — that will place them in a niche where they no longer feel the need to move. It could also be that the movement of solos is dictated less by long-term plans and more by particular situations, or similarly that large firm lawyers cope with their dissatisfactions in part by perpetually planning to move. Statements of intention to move do not necessarily mean that the intention will be carried out.

TABLE 7.1. Prior and Future Job Mobility by Setting

	At Least One Job Change	Intends to Change Jobs within Two Years	Total N for Job Changes	Total N for Future Mobility
Solo	50%	12%	164	147
Office of 2-20 lawyers	42%	39%	980	958
Office of 21-100 lawyers	29%	41%	650	619
Office of 101-250 lawyers	23%	45%	384	374
Office of 251+ lawyers	16%	55%	229	219
Government	33%	54%	553	542
Legal services or public defender	33%	47%	100	99
Public interest	41%	67%	39	39
Nonprofit/education	55%	48%	67	67
Business	43%	41%	304	295



SECTION 8: Gender





Gender

The entry of women into the legal profession over the last two decades has raised expectations for full gender integration. The AJD study will examine how those expectations are being fulfilled for the new generation of lawyers. Since the year 2000, women and men have been attending law school in virtually equal proportions, and the AJD study reflects this move toward parity, with women comprising 46% of the respondents (Glater, 2001). The AJD data confirm this relative convergence of numbers of women entering the legal profession compared to men, but they do not point toward full gender integration. There is continuing evidence of divergence in career paths and of relative gaps in the income of female lawyers.

Studies have shown that despite the increasing numbers of women entering the legal profession in recent decades, the proportion of women partners in private practice has remained static since the mid-1990s (NALP Foundation, 1999). Other studies suggest that women and men are increasingly occupying very different spaces in the legal landscape (Heinz, Nelson, Laumann, and Sandefur, forthcoming 2005).

Practice Setting

Women in the AJD sample are found in roughly similar numbers to the men in the different practice settings. Nevertheless the evidence of divergence at this very early stage is striking. Women are more likely than men to work in government, legal services, or public defender positions, public interest law positions, and nonprofit or education positions. Higher numbers of men are found in private practice than their female counterparts (almost three-quarters of the men and two-thirds of the women report that they are working in private practice). Current patterns suggest that women will increasingly move out of private law firms and into positions in government and in corporate counsel. Future waves of the AJD study will document whether that pattern continues to be true, and — perhaps more importantly — what accounts for individual exceptions.

Specialization

As reported in Section 3, substantial proportions of these new lawyers view themselves as, or are *de facto*, specialists. The concentrations of men and women in particular areas are, for the most part, comparable. However, there is still evidence of some of the traditional gendered divisions in areas of specialization: women are found more frequently to be practicing family law, while men are more likely to be found in intellectual property.



Earnings Disparity

One of the most salient findings with respect to gender is that the women in the AJD sample, even at this early stage of their careers, are earning significantly less than their male counterparts. The median salary for women is \$66,000 compared to \$80,000 for men. This difference is not explained by practice setting alone. In the largest law offices (251+), there is a \$15,000 gap in men's and women's salaries. And with the exception of only two categories where the difference is fairly small (private firms of 101-250 and in nonprofit/education), men outearn women in every setting.¹⁴ Further exploration of the factors that contribute to this disparity is necessary.

Satisfaction

There are also important differences in the current satisfaction levels of women and men. While both are generally satisfied with their decision to become lawyers, important differences are found in the four dimensions of satisfaction discussed in Section 5. Women are significantly more satisfied than men with the substance of their work. Satisfaction with substance, however, must be distinguished from the three other dimensions of satisfaction where women's ratings are significantly lower than those of men: namely job setting, social index of work, and the power track. That the experiences of women diverge from those of men is evident also in the fact that women are significantly more likely than men to report discriminatory behavior based not only on gender but also on race.

This relative dissatisfaction may be one of the factors translating into intentions to move to new employment. Women are significantly more likely to indicate that they intend to change jobs within the next two years (48% of women compared to 38% of men). As suggested above, correlations between future intentions and actual behavior remain to be charted.

Networking

One of the goals of AJD is to track the role of social networks in career success. Similar to the divergence of career paths seen earlier, AJD women exhibit different networking patterns just two to three years into their careers. Men are more likely than women to join partners for breakfast or lunch, to write for publications, and to join law firm governance committees, while women are more likely than men to participate in less influential firm committees. While it is too early in the AJD study to say much about networks and relationships, women's participation on less influential committees may be the type of "service" work that does not translate into higher compensation or advancement.

¹⁴ In contrast, NALP's annual survey of law graduates found only a \$5,000 gap in median salaries at the time men and women of the Class of 2000 began their careers — and this gap was primarily attributable to the fact women in the overall Class of 2000 were somewhat less likely to have entered private practice than their male counterparts (NALP, 2001).

Marriage and Family

The role of marriage and family in structuring careers is a fundamental concern of the AJD study. The general pattern for lawyers is that marriage and children imply significant career sacrifices for women and career advantages for men. (The usual case is that male lawyers who are married earn more than unmarried lawyers, and married male lawyers with children earn even more.) Evidence of differential “sacrifice” is already apparent. Men in the AJD sample are more likely to be married than AJD women, and in fact relatively more AJD men are married than in a similar age cohort in the general population. While both AJD men and women are less likely to have children than their age cohort in the general population, this gap is much larger for women than for men. Differences are already apparent, but it remains very early in the study and in these careers. The majority of this relatively young sample of lawyers has not yet had to confront many of the tough decisions involving family/children and professional careers.

TABLE 8.1. Gender by Setting

	FEMALE		MALE	
	Number	%	Number	%
Solo	64	4%	114	6%
Private firm - office of 2-20 lawyers	415	26	573	30
Private firm - office of 21-100 lawyers	275	17	377	19
Private firm - office of 101-250 lawyers	175	11	204	11
Private firm - office of 251+ lawyers	97	6	138	7
Government	287	18	269	14
Legal services or public defender	66	4	36	2
Public interest	31	2	9	1
Nonprofit or education	50	3	26	1
Business	123	8	188	10
Total N	1,583	—	1,934	—

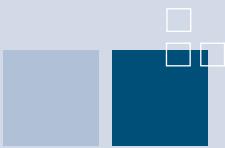
TABLE 8.2. Salary by Setting and Gender (full-time workers only)

	FEMALE		MALE		Female/Male
	Median	N	Median	N	
Solo	\$50,000	40	\$55,000	74	91%
Private firm - office of 2-20 lawyers	\$56,000	364	\$60,000	511	93%
Private firm - office of 21-100 lawyers	\$90,000	245	\$100,000	347	90%
Private firm - office of 101-250 lawyers	\$125,000	162	\$120,000	193	104%
Private firm - office of 251+ lawyers	\$135,000	86	\$150,000	131	90%
Government	\$50,000	262	\$50,000	258	100%
Legal services or public defender	\$38,500	62	\$43,000	35	90%
Public interest	\$37,750	30	\$48,000	8	79%
Nonprofit or education	\$53,300	42	\$51,000	20	105%
Business	\$65,000	110	\$87,000	165	75%
Missing and other	—	109	—	172	
Total (based on valid N)	\$66,000	1,445	\$80,000	1,779	83%

TABLE 8.3. Marriage and Children among *After the JD* Respondents and in the General Population

	AJD Respondents Ages 27-32		All US Residents Ages 27-32 in 2000 Census (5% PUMS)	
	Men	Women	Men	Women
Marital Status				
Never Married	33%	38%	38%	29%
Married	60	51	53	59
Domestic Partnership	3	4	n/a	n/a
Divorced or Separated	3	5	8	12
Widowed	0	0	0	0
Number of Children				
None	64	76	53	36
One	18	15	19	23
Two or More	18	9	28	42

Notes: PUMS (Public Use Micro Data Sample) data are based on those 27-32 years of age in April 1999, and AJD data are based on those ages 27-32 at time of graduation. Numbers for AJD marital status do not add to 100% due to suppression of the "other" category.



SECTION 9:



Race and Ethnicity



Race and Ethnicity

Members of minority groups have enjoyed a small but steady increase in the legal profession over the past 20 years. At the same time, with the exception of Asians, their representation in the law has not kept pace with their presence in the U.S. population. Opportunities within the legal profession continue to vary by race and ethnicity, even at this early stage of legal careers.

Minorities and Markets

Because location is so central to the careers of lawyers, the fact that minorities are not arrayed proportionally across the 18 markets included in the AJD sample mediates other data about their experiences. The largest minority groups are clustered in the four largest markets, although occasionally a small concentration of a single group appears in one of the second-tier markets. For example, 49% of the Asians in the sample work in one of the four largest markets (New York City, Washington, D.C., Chicago, and Los Angeles) as do 40% of the Blacks and 39% of the Hispanics. Only 30% of white sample members work in these markets. Other notable concentrations are 12% of the national sample of Blacks located in Atlanta and 15% of Asians located in San Francisco. These geographic distributions may help to account for differences between minority and white lawyers in work setting, the nature of their work, and their salaries.

Race and Demographics

Apart from racial and ethnic identification, there are differences among racial and ethnic groups in a number of demographic measures..

As could be expected, Hispanic and Asian respondents are considerably more likely than those from other groups to have parents — mothers and/or fathers — who were not born in the United States. In fact, over 85% of Asian and just over half of Hispanic respondents report that their mother and father were born outside of the U.S. Parents' levels of education among Black, Hispanic, and Asian respondents were lower than those of whites, although the distribution of education, especially among fathers, of Asian respondents tends to be bi-modal, that is, with concentrations in the less-than-high-school category, on the one hand, and bachelor's and post-baccalaureate degree categories, on the other. Black and Hispanic respondents, more than other groups, reported that their fathers had completed only trade or vocational school. Members of all minority groups represented in the study were considerably less likely than white respondents to have claimed relatives (fathers and grandparents in particular) who were lawyers. Despite these internal variations, however, it is important to



note that all groups in the AJD sample report that their parents worked in occupations characterized by a higher socioeconomic status when compared to the general population. (U.S. Census Bureau, 2000 Decennial Census of the United States, 5% Public Use Microdata Sample, 2002.)

Practice Setting Differences

Differences among racial and ethnic groups in the work settings they inhabit relate to geographic distribution. Black sample members are significantly more likely than members of other groups, including whites, to be working in government and, along with Hispanic and Asian sample members, more likely to be working in not-for-profit organizations. Asians are more likely than other members of all groups except whites to be working in business settings.

Median salaries reflect these differences in practice settings and region. Black and Hispanic lawyers in the AJD sample reported overall median salaries that were generally lower than those of other groups, mainly because they tended to cluster in lower-paying sectors (predominantly government and not-for-profit). The mean salaries reveal even larger differences. Within settings, however, the differences moderate and are, in some cases, reversed. So, for example, Black respondents in solo practice and in business settings reported higher salaries than those of any of the other groups in those sectors, although the numbers in these settings are relatively small. Asians in private practice offices of between 21 and 100 lawyers earn the highest salaries in those settings and also earn among the highest salaries in private offices with more than 100 lawyers.

Satisfaction

Although the vast majority of respondents to the survey expressed satisfaction with their decision to become lawyers, satisfaction with that decision was highest among Black respondents, and almost as high among Hispanic respondents. More than 80% of Black sample members and almost 80% of Hispanic sample members said that they were extremely or moderately satisfied with that decision. The racial and ethnic differences with regard to various aspects of practice are more contradictory. Returning to the satisfaction index described in Section 6, Black respondents expressed the highest levels of satisfaction — higher than the average for all other groups — with the substance of their work, but lower levels with “social index,” and the lowest level among all groups with the “power track.” And, although their reactions to the substance of their work were close to the average for the entire sample, Hispanic respondents’ satisfaction with social index and power track indices were similar to those of Black respondents (that is, lower than average). Asian respondents expressed the lowest levels of satisfaction with the substance of their work but, along with whites, the highest level with their job setting and, along with white respondents, high levels of satisfaction with the power

track. These differences in satisfaction are undoubtedly explained in some measure by the differences in practice setting described above.

Respondents from the three major minority groups — Blacks, Hispanics, and Asians — were all more likely than their white peers to report that they were already looking for another position or intended to remain in their current positions for less than a year. For the Asians, this expression may partly be a function of their disproportionate representation in the largest firms, but for Hispanics and Blacks, as was the case for women in the preceding section, the expressed intention appears to relate to their relative dissatisfaction with at least the job setting and the power track.

Race and Gender

Minority status interacts with gender among new lawyers in major ways. One difference is that the ratio of females to males varies as a function of race and ethnicity. While white men outnumber white women in the AJD sample (54% are male and 46% are female), women comprise 61% of the Black lawyers and 55% of the Asian lawyers in the study sample.

This intersection of race and gender results in differences in the magnitudes of the male-female salary discrepancy when they are viewed separately by race. Across all groups, male respondents reported higher salaries, on average, than female respondents. The largest of the gaps are found in the median salaries of Asian male and female lawyers who work full-time (a difference of \$20,250) and Hispanic male and female lawyers (a difference of \$14,800). The salary discrepancy between men and women was smallest for Black respondents, amounting to less than \$5,000 in the median salaries of the two groups (by way of contrast, the difference among white respondents was \$13,000).

The major story to date for minority groups is again stratification, both by practice setting and by geographic market. Documenting the career patterns of AJD sample members over time and identifying the exceptions to the basic patterns will tell much about the current structure of opportunity for minorities in the legal profession.

TABLE 9.1. Distribution of Sample by Race, Comparing *After the JD* with the 2000 Census PUMS (Public Use Micro Data Sample) 5% Sample

	AJD National Sample		2000 PUMS 5% Sample Weighted	
	Number	%	Number	%
American Indian	46	1.2%	430	0.3%
Asian	254	6.5%	9,715	6.3%
Black	217	5.6%	9,410	6.1%
Hispanic	146	3.7%	6,482	4.2%
Other	116	3.0%	2,298	1.5%
White	3,089	79.1%	126,888	81.8%
TOTAL	3,868	—	155,223	—
Missing	37			

Data on race/ethnicity are based on 2000 Public-Use Microdata 5% Samples weighted (all lawyers and judges, aged 27-32, n = 155,223).

The counts of Black, Hispanic, and Asian AJD respondents reported here include only those in the “National Sample,” which is intended to be representative of the national population of new lawyers. The AJD study also included a minority oversample; with this oversample, the AJD study includes 1,185 minority respondents (about 400 for each of the three minority groups).

TABLE 9.2. Distribution of Race in AJD National Sample by Geographic Market

	Black	Hispanic	Asian	White
New York City	12%	5%	10%	6%
District of Columbia	13	7	11	8
Chicago	8	9	9	9
Los Angeles	7	19	19	7
Atlanta	12	6	3	6
Houston	9	7	3	4
Minneapolis	2	2	4	6
San Francisco	3	9	15	5
Connecticut	3	1	1	4
New Jersey	2	4	6	4
Florida	7	9	2	5
Tennessee	6	0	2	6
Oklahoma	3	3	1	5
Indiana	6	4	2	6
St Louis	5	3	3	6
Utah	1	6	2	5
Oregon	2	3	3	7
Boston	2	4	5	4
Total N	217	146	254	3,088

Note: Native Americans and “other” are excluded due to low numbers.

**TABLE 9.3.** Median Income by Setting and Race (full-time workers only)

	Black	Hispanic	Asian	White
Solo	\$75,000	—	—	\$50,000
Office of 2-20 lawyers	\$65,000	\$61,500	\$62,500	\$58,500
Office of 21-100 lawyers	\$110,000	\$100,000	\$135,000	\$95,000
Office of 101-250 lawyers	\$115,000	\$106,000	\$130,000	\$125,000
Office of 251+ lawyers	\$137,500	—	\$150,000	\$140,000
Government	\$54,000	\$60,000	\$60,000	\$48,000
Legal services or public defender	\$41,000	—	—	\$40,500
Public interest	—	—	—	\$39,500
Nonprofit/education	—	—	—	\$52,600
Business	\$90,500	\$78,000	\$80,000	\$75,500
Overall Median	\$65,000	\$71,000	\$80,000	\$73,000

Note: Cells with n < 10 are suppressed.

TABLE 9.4. Likelihood of Leaving Employer within Two Years

	Black	Hispanic	Asian	pWhite
Solo	—	0%	—	21%
Office of 2-20 lawyers	44%	49	53%	38
Office of 21-100 lawyers	68	60	53	37
Office of 101-250 lawyers	44	57	72	42
Office of 251+ lawyers	67	—	55	54
Government	69	58	63	52
Legal services or public defender	—	—	—	—
Public interest	—	—	—	—
Nonprofit/education	—	—	—	48
Business	55	60	62	38

Note: Cells with n < 10 are suppressed.

SECTION 10:



Financing a Legal Education



Financing a Legal Education

The cost of higher education has risen at twice the rate of inflation for the past 30 years, and with it the difficulty of financing the pursuit of a professional degree. Respondents in this AJD study reported a median undergraduate and law school debt upon graduation of \$60,000 (including those with no debt). The question of the impact of this debt on career choices and opportunities over time is complex and is one of the key concerns of the *After the JD* project. The data at this stage of lawyer careers, however, reveal no simple pattern relating job choice to debt. Indeed, in contrast to what has been seen in the other sections, the initial AJD data show debt levels that are fairly constant across practice settings.

Overall Debt Levels

Roughly 15% of the national sample reported leaving law school with no educational debt. Among the remainder, removing those with zero debt, the median educational debt was \$70,000.

Sources of Support

Regardless of the amount of their debt leaving law school, AJD respondents reported that loans were by far the most frequently used source of support for their education, and loans also accounted for the highest proportion of the total support. Table 10.1 displays both the percentage of respondents who reported a particular source of support and the percentage of their total support that came from each source. While most respondents reported having used some combination of the sources listed in the questionnaire in varying proportions, loans — especially federal Stafford loans — made up the lion's share of that support.

Asian and white respondents were more likely than members of other groups to have received support from parents and relatives, averaging 22% and 14% of total support in the two groups. The comparable figures were 9% among Hispanics and 5% among Blacks. Blacks received more of their support than any other group from law school-based grants and scholarships (17%, compared with around 5% among Asians, Hispanics, whites, and “others”).

Levels of Indebtedness

About 15% of the national sample, as noted before, reported leaving law school with no educational debt, and about 60% reported no — or negligible amounts of — credit card debt.¹⁵

¹⁵ Individuals with no educational debt leaving law school were more likely than their peers in the sample to be white or Asian, and of higher socioeconomic status, based on a coding of their mothers' and fathers' occupations.



The median level of educational debt reported above (\$70,000) masks a very broad range, from a minimum of \$100 to more than \$200,000. As with sources of support, there are some differences in average levels of debt among members of different racial and ethnic groups, though the medians are quite similar. Hispanic and Black respondents reported the highest levels of educational debt and Asians the lowest.

Of those reporting any debt, students from the most selective schools reported the highest debt load. Reflecting the higher socioeconomic status of the students at those schools, a higher percentage also graduated with no debt than those graduating from other law schools. Public school graduates had substantially less debt than private school graduates, which no doubt relates to the lower average tuitions of the public schools.

Debt and Practice Settings

Seventy percent of AJD respondents said that when they looked for their first legal job, the goal of paying off debt was one of their top four concerns. Despite this sentiment, however, the impact of debt on job choice seems relatively muted. The median level of debt for AJD respondents hardly varies at all across practice settings; big-firm attorneys, government attorneys, and public interest lawyers all finished law school with very similar levels of aggregate debt.

At the same time, however, respondents' evaluations of the importance of monetary concerns in their choice of sector in which to work do appear to be highly related to their levels of debt. Those with the lowest levels of debt accorded less importance to salary and those with higher levels accorded considerably more. The mean educational debt level of respondents who judged salary "not at all important" was \$64,814, compared with \$90,300 among those who judged salary to be "extremely important."

Furthermore, there is support in the data for some relationship between debt and certain jobs that are identified with public service. Those with zero debt are more likely to work in nonprofits or education (4.4% vs 1.6%). There is no such pattern for the public interest category, but it is instructive that 11 of the 23 public interest lawyers who responded to this question stated that the availability of a loan forgiveness program was "extremely important" in their choice. The figure for public defender or legal aid offices is less dramatic, but 11 of 65 of these respondents also indicated the program was extremely important in their choice.

In short, the new lawyers represented by the AJD sample leave law school with considerable amounts of debt, but the career implications of that debt for various job settings remain to be determined. Debt levels do not vary systematically by job sector at this early stage in lawyer careers.

TABLE 10.1. Paying for Law School – Relative Contribution of Specific Sources of Support during Law School (values are mean percent of support reported)

	Total	Female	Male	Black	Hispanic	Asian	White
Federal Stafford	41%	42%	40%	48%	55%	36%	40%
Employment	17%	14%	19%	14%	12%	14%	17%
Parent or relative	13%	15%	12%	5%	9%	22%	14%
Law school grants/scholarships	7%	7%	6%	17%	5%	5%	6%
Spouse/partner	6%	7%	6%	3%	5%	6%	6%
Alternative private loans	5%	5%	5%	4%	4%	5%	5%
Other student loans	5%	5%	4%	5%	4%	6%	4%
Previous savings	4%	3%	4%	2%	2%	5%	4%
Other	1%	1%	2%	0%	2%	0%	2%
Other (non-school)	1%	1%	1%	2%	0%	0%	1%
Veterans benefits	0%	0%	1%	0%	0%	0%	1%
Total N for Sources of Support	2,128	1,071	1,051	106	73	118	1,745
Median Debt*	\$70,000	\$70,000	\$68,000	\$70,000	\$70,500	\$70,000	\$70,000
Percent Reporting \$0 Debt	15%	16%	15%	5%	5%	18%	16%

Note: This analysis is restricted to only those respondents whose total is between 90 to 110 of what should total 100 of educational loans.

* For those reporting any debt.

FIGURE 10.2. Median Debt (for Those Reporting Any Debt), and Percent Reporting Zero Debt, by Practice Setting

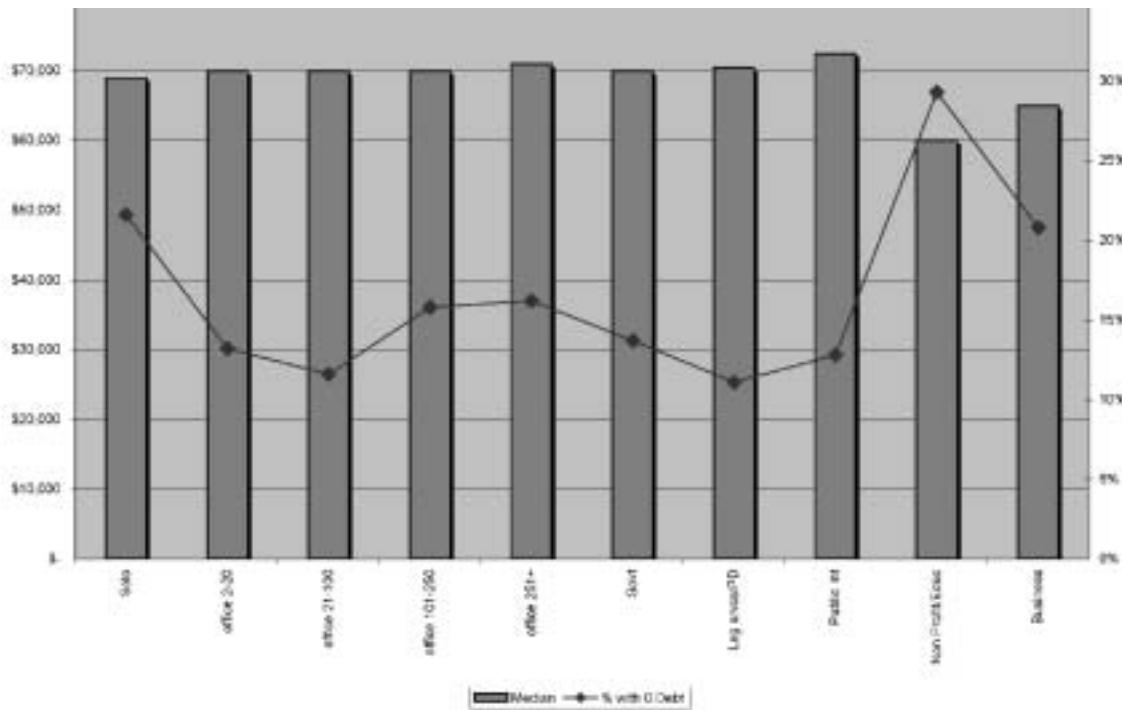


TABLE 10.2. Median Debt (for Those Reporting Any Debt), and Percent Reporting Zero Debt, by Practice Setting

	Median Debt	% Reporting Zero Debt
Solo	\$69,000	22%
Office of 2-20 lawyers	\$70,000	13
Office of 21-100 lawyers	\$70,000	12
Office of 101-250 lawyers	\$70,000	16
Office of 251+ lawyers	\$71,000	16
Government	\$70,000	14
Legal services or public defender	\$70,500	11
Public interest	\$72,500	13
Nonprofit/education	\$60,000	29
Business	\$65,000	21

FIGURE 10.3. Selectivity, Median Salary, Median Debt (for Those with Any Debt), and Percent with Zero Debt (full-time workers only)

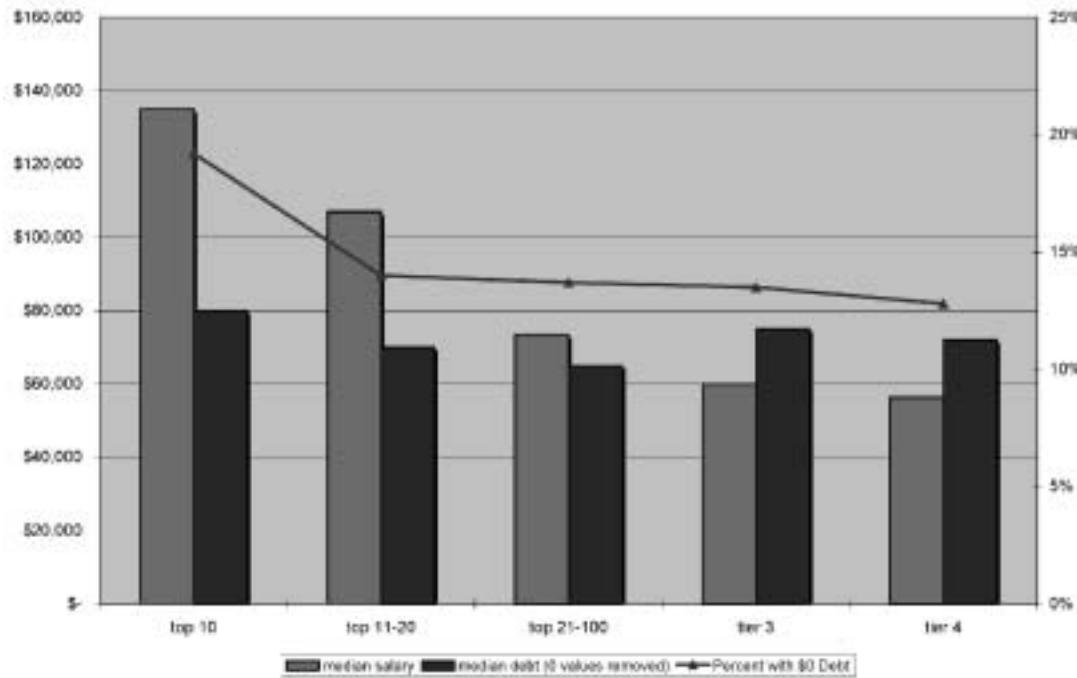


TABLE 10.3. Selectivity, Median Salary, Median Debt (for Those with Any Debt), and Percent with Zero Debt (full-time workers only)

Law School Selectivity	Median Salary	Median Debt (0 values removed)	Percent with \$0 Debt
Top 10	\$135,000	\$80,000	19%
Top 11-20	107,000	70,000	14
Top 21-100	73,500	65,000	14
Tier 3	60,000	75,000	14
Tier 4	56,341	72,000	13

SECTION 11: Law School and the
Transition to Practice



Law School and the Transition to Practice

A large majority of AJD respondents, as noted above, expressed high satisfaction with their decision to become a lawyer. When asked to reflect on their legal education, however, most were not especially enthusiastic about the specific role of their law schools in the transition to practice. On the question of whether law school prepared them well for their legal careers, the median response is exactly in the middle (neither agree nor disagree). Respondents tended to agree¹⁶ — but not strongly — with the proposition that law school teaching is too theoretical and unconcerned with real-life practice. They also evinced a desire for more practical training in their assessment of the most helpful law school courses. Both clinical and legal writing courses received higher ratings than more conventional law school offerings. Most helpful in the transition to practice, however, was experience working during law school summers and during the year.

Bar Passage

The first hurdle faced by law graduates in the transition to practice is bar passage. While respondents had to pass a bar to be selected for the AJD sample, and therefore the sample does not include those not (yet) admitted to practice, there are still notable differences in the role of the bar exams in limiting access to legal careers. AJD respondents were most likely to pass the bar on the first try in Minneapolis, St. Louis, and Utah, and they had the most difficult time in Boston and Los Angeles — where about 20% of respondents took the bar more than once.

Law School Experience

Section 5 indicated that two credentials are crucial to finding the first job after law school: the reputation of the school and law school grades. The data reveal a wide range of strategies that mediate between those credentials and first jobs. The strategies, in turn, relate to the selectivity of law schools. When asked to rate the sources of first jobs, a majority of those from the most selective schools rated as “very” or “extremely important” their summer positions (over 70%) and on-campus interviews (over 60%). In contrast, the role of friends — between 20 and 30% as compared to 10% for the most selective — and family (between 15 and 20% as opposed to about 5%) is much more pronounced for the less selective law schools. The differences, while substantial, are also somewhat misleading, because graduates from all the law

¹⁶ Median 5, on a 7 point scale.



schools used all the sources. Indeed, across all law schools roughly the same percentage — about 30% — gave high importance to direct unsolicited contact with potential employers.

Role of Mentors

While law schools are the formal training ground for new lawyers, once they graduate from law school and begin working, mentors (in and out of the workplace) are often the source for insight and advice into legal practice. The topic of mentoring is one of the more difficult ones to probe in studies of legal careers. Mentoring is often informal, casual, and difficult to quantify and recognize. The results may also be elusive. Mentoring can be a key to success, and it may be a way to cope with, and perhaps accept, repeated disappointment. What is clear at this point in lawyer careers is that informal mentoring in law firm settings — however difficult to measure — is central in the careers of new lawyers. Well over a third (and as high as half) of respondents in these settings identify informal mentors as the first most important source of assistance for learning office protocols/customs and for having a personal advocate in the firm.

As the lawyers in the sample change jobs and build their careers, it will be important to look at the role of mentoring and personal relationships more generally, as compared to the more formal credentials so vital in initial job placement.

FIGURE 11.1. Mean Attitudes toward Dimensions of Law School Experiences (on a scale where 1 = not at all helpful and 7 = extremely helpful)

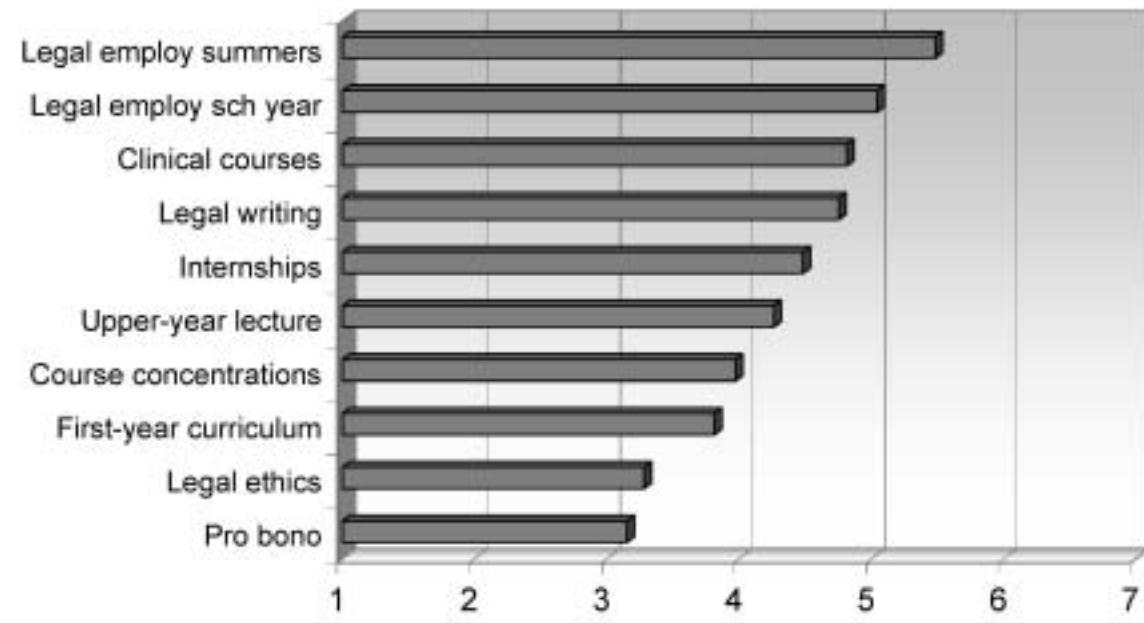


TABLE 11.1. Mean Attitudes toward Dimensions of Law School Experiences (on a scale where 1 = not at all helpful and 7 = extremely helpful)

	Mean*	Median*	Valid N
Legal employment during summers	5.48	6	1,868
Legal employment during school year	5.04	6	1,433
Clinical courses	4.81	5	1,723
Legal writing	4.75	5	2,029
Internships	4.48	5	1,179
Upper-year lecture	4.26	4	1,798
Course concentrations	3.97	4	1,700
First-year curriculum	3.81	4	2,052
Legal ethics	3.28	3	1,923
Pro bono	3.15	2.5	1,098

FIGURE 11.2. Mean Ratings of the Importance of Strategies for Obtaining Jobs by Law School Selectivity
(on a scale where 1 = not at all important and 7 = extremely important)

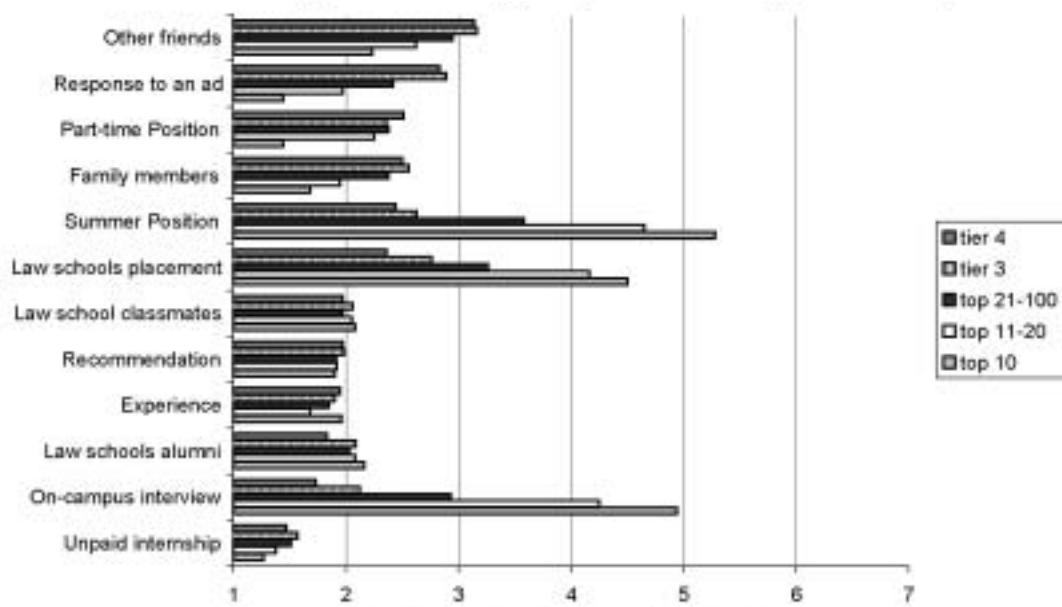


TABLE 11.2. Mean Ratings of the Importance of Strategies for Obtaining Jobs by Law School Selectivity
(on a scale where 1 = not at all important and 7 = extremely important)

	Top 10	Top 20	Top 21-100	Tier 3	Tier 4
Other friends	2.23	2.62	2.95	3.16	3.14
Response to an ad	1.44	1.97	2.42	2.89	2.83
Part-time position	1.44	2.25	2.38	2.36	2.51
Family members	1.68	1.95	2.38	2.56	2.5
Summer position	5.28	4.65	3.58	2.63	2.44
Law school's placement	4.5	4.16	3.26	2.76	2.36
Law school classmates	2.08	2.05	1.97	2.06	1.97
Recommendation	1.9	1.92	1.91	1.98	1.97
Experience	1.96	1.68	1.85	1.9	1.95
Law schools alumni	2.16	2.08	2.03	2.09	1.83
On-campus interview	4.94	4.25	2.93	2.12	1.73
Unpaid internship	1.27	1.38	1.51	1.57	1.47

SECTION 12:



Conclusions and Next Steps in the *After the JD* Study



Conclusions and Next Steps in the *After the JD* Study

This report highlights some of the important patterns evident in the data collected in the first phase of the *After the JD* study. It examines the initial stage of lawyer careers, and, in particular, which lawyers move into the various practice settings and how those practice settings differ. The strikingly clear example of difference in settings, as noted several times in the report, is between the very largest firms and offices on one side and government and public interest practices on the other. While most of the AJD lawyers are not found in the largest firms or the government, many dimensions of practice, including compensation, time devoted to law practice, satisfaction, mobility, and responsibility, are illuminated by this basic contrast. Another focal point of this report is the impact of race, ethnicity, and gender as new lawyers begin to build their careers. Although still at a very early stage, there are already notable impacts, mediated through — but not entirely explained by — the differences in practice settings.

The findings presented here will be elaborated in coming months. The challenge is to understand better the processes that account for the differences identified and to elaborate on the ways in which the various features of lawyers' careers are interwoven. The methods of data analysis will accordingly become more sophisticated. Multivariate techniques will allow AJD researchers to control for a range of overlapping influences and to distill underlying mechanisms from a large number of potential connections. As more sophisticated methods are used to analyze the data, AJD researchers are also gathering richer, more in-depth perspectives through face-to-face interviews with roughly one-tenth of the survey respondents. The interviews provide more candid information on sensitive issues, allow exploration of topics in more detail, and enable an understanding of how different influences on new lawyers' professional lives interact with one another.

The most significant findings, however, will come from the ability to track the lawyers in the AJD sample over a ten-year period. The initial pattern of stratification described in this report is relatively straightforward. Initial jobs, and therefore the salaries recent graduates command, depend to a great extent on law school attended and academic performance in law school. But as noted many times in this report, the respondents in the AJD sample are at an early stage in their careers, and much richer and more complex patterns are anticipated as their careers develop. The subsequent waves of AJD surveys will explore, among other things, the role of social networks, including family, friends, colleagues, and classmates; the factors that lead lawyers to change practice settings, between and among firms of varying size, government, and public interest organizations; how differences in fields of practice shape career trajectories; the impact of family considerations on career opportunities and choices;



the role of public service in lawyer careers; and how relative satisfaction levels may change as lawyers become more established in different practice settings.

There is no one model of professional — or what might be termed “professional/personal” — success that will characterize these lawyers as their careers further evolve. Subsequent waves of the AJD study will explore various models of satisfaction and success distilled from the data; and the longitudinal follow-up with these lawyers will enable researchers to identify which factors — with variations that may relate to race, ethnicity, and gender — promote or hinder that satisfaction and success.

APPENDIX:



Summary of Methodology and Works Cited



Summary of Methodology

After the JD is designed to be longitudinal, seeking to follow a sample of slightly more than 10% of all the individuals who became lawyers in 2000. AJD researchers selected a sample that would be at once representative of the national population of lawyers who were first admitted to the bar in 2000, and that could also characterize key markets for lawyers across the country.¹⁷ The first phase of the study began with a mail survey to the lawyers in the sample. The survey results, of which only the most central are presented here, provide a great deal of data about more than 4,500 individuals. The survey data will be elaborated and augmented by data from face-to-face interviews, currently underway, with a sub-sample of roughly 10% of the survey respondents.

The study employed a two-stage sampling process. In the first stage, AJD researchers divided the nation into 18 strata by region and size of the new lawyer population. Within each stratum one primary sampling unit (PSU) — metropolitan area, portion of a state outside large metropolitan areas, or entire state — was chosen. The PSUs included all four “major” markets, those with more than 2,000 new lawyers (Chicago, Los Angeles, New York, and Washington, DC); five of the nine “large” markets, those with between 750 and 2,000 new lawyers; and nine of the remaining, smaller markets. In the second stage, AJD researchers sampled individuals from each of the PSUs at rates that would, combined, generalize to the national population. Researchers also added an oversample of 1,465 new lawyers from minority groups (Black, Hispanic, and Asian American). The final sample included just over 9,192 lawyers in the 18 PSUs.

Working with a major academic survey organization (NORC, a national organization for research), AJD researchers attempted to locate all of these lawyers and administer a questionnaire to them. The questionnaire included sections on the respondent’s job history and search process; the nature of the respondent’s current job, including its content, the work environment, and the respondent’s satisfaction with it; the respondent’s law school history; and a variety of background and contextual information. Following the initial mailing of surveys in May 2002, nonrespondents were followed up by mail and phone (with the telephone survey using a somewhat abridged version of the mail questionnaire).

About 20% of the individuals in the sample could not be located, and roughly 20% of those AJD researchers were able to locate proved to be lawyers moving from one state bar to another rather than lawyers entering a bar for the first time. Researchers opted to keep these “movers” in the sample so long as they had graduated from law school no earlier than 1998.

¹⁷ The sample frame construction was designed to exclude individuals who did not enter a state bar in 2000, and thus excludes 1998-2000 law school graduates who never took a bar exam or never passed it.



(Consequently, about 6% of the AJD sample began law practice in 1999, and 1.5% began practice in 1998.) Of the original sample members who were located and who met the criteria for inclusion in the study, 71% responded either to the mail questionnaire or to a telephone interview based on it, for a total of 4,538 valid responses. This report presents data mainly from the national sample of 3,905 individuals. The minority oversample of 633 respondents (and, of course, the “all eligibles” sample of 4,538, which combines the national sample with the minority oversample) is used to augment the national sample when comparisons are made among different minority groups. The data in this report are presented in unweighted form, and results will be slightly different once differential selection probabilities and nonresponse are taken into account in weights.

One of the most important methodological goals for any survey is a close match between the people who respond and the general population from which the sample was selected. This study’s 71% response rate is certainly encouraging in this regard, but it is also necessary to compare the characteristics of AJD respondents to what is known about lawyers in the general population. Assessments of the representativeness of the sample are very encouraging. The AJD national sample almost exactly matches the racial composition¹⁸ of young lawyers as tabulated by the 2000 Census and, to the extent practice settings can be inferred from census data, the sample closely approximates the distribution of lawyers across firms, government, and business employers. Comparing the AJD sample with ABA data along gender lines, the AJD cohort of lawyers produces another very close match.¹⁹

The *After the JD* project will continue by contacting and surveying both the respondents and the nonrespondents from the original sample. AJD researchers plan to mail questionnaires in March of 2006 and again in March of 2010.

¹⁸ The AJD survey asked respondents to identify their racial/ethnic group, and the indication of multiple categories was permitted. In the data analyses in this report, AJD researchers employ the following coding mechanism to deal with multiple racial and ethnic self-identifications: All persons giving “Black” as one of their races were coded as “Black”; all other persons giving “Asian” as one of their races are coded as “Asian”; all other persons giving “American Indian” as one of their races were coded as “American Indian”; all other persons giving “Hispanic” as one of their races were coded as “Hispanic”; all other persons giving “White” as one of their races were coded as “White”; everyone else was coded as “other.”

¹⁹ Census data are not as appropriate for evaluating the gender makeup of the AJD sample, since there was a surge in women’s law school enrollment in the late 1990s.

Works Cited

- Curran, Barbara A., and Clara N. Carson. 1994. *The Lawyer Statistical Report: The U.S. Legal Profession in the 1990s*. Chicago: American Bar Foundation.
- Glater, Jonathan. 2001. "Women Are Close to Being Majority of Law Students" *New York Times*, Section A, Page 1, Column 6, March 26.
- Heinz, John P., Robert L. Nelson, Rebecca L. Sandefur, and Edward O. Laumann. Forthcoming 2005. *Urban Lawyers: The New Social Structure of the Bar*. Chicago: University of Chicago Press.
- Heinz, John P., and Edward O. Laumann. 1982. *Chicago Lawyers: The Social Structure of the Bar*. New York: Russell Sage Foundation and American Bar Foundation.
- Laumann, Edward O., and Robert T. Michael (eds). 2001. *Sex, Love, and Health in America: Private Choices and Public Policies*. Chicago: University of Chicago Press.
- The NALP Foundation for Law Career Research and Education. 1999. *Perceptions of Partnership: The Allure and Accessibility of the Brass Ring*.
- NALP. 2001. *Jobs & J.D.'s: Employment & Salaries of New Law Graduates, Class of 2000*.
- US Census Bureau. 2002. 2000 Decennial Census of the United States, 5% Public Use Microdata Sample.
- American Lawyer*. 2001. "The Am Law 100." July, vol.23(7).

Profiles of AJD Sponsors and Donor Organizations

About The NALP Foundation

The NALP Foundation has served the legal community with benchmark research and informational resources since its genesis in 1996. The Foundation was created as a nonprofit 501(c)(3) organization to ensure that the legal community and society at large have a reliable, objective, affordable source of information about law careers and the law as a profession. The Foundation provides practical, affordable, and reliable research, analyses, and programs that go beyond data, numbers, and statistics. Its products and services offer well-considered insights and actionable practices that have proven applicability and value to practitioners, law faculty, students, and legal career services and recruitment administrators. The support of leading law schools, legal employers, corporations, and individuals throughout the legal community has enabled The Foundation to fulfill that essential role.

The NALP Foundation
Paula Patton, CEO/President
14907 Outlook Lane
Overland Park, KS 66223
913-851-8120 — Fax 913-851-4961
www.nalpfoundation.org

About the American Bar Foundation

Established in 1952, the American Bar Foundation is an independent, nonprofit national research institute committed to objective empirical research on law and legal institutions. This program of sociolegal research is conducted by an interdisciplinary staff of Research Fellows trained in such diverse fields as law, sociology, psychology, political science, economics, history, and anthropology. The American Bar Foundation is the preeminent resource of lawyers, scholars, and policy makers who seek insightful analyses of the theory and functioning of law, legal institutions, and the legal profession. The Foundation's work is supported by the American Bar Endowment, by The Fellows of the American Bar Foundation, and by grants for particular research projects from private foundations and government agencies.

American Bar Foundation
Bryant G. Garth, Director *until August 31, 2004*
After August 31, 2004: Robert Nelson, Director
750 N. Lake Shore Drive
Chicago, IL 60611
312-988-6500 — Fax: 312-988-6579 or 312-988-6611

About the Law School Admission Council

The Law School Admission Council (LSAC) is a nonprofit corporation whose members are 202 law schools in the United States and Canada. Of these, 187 law schools are located in the United States; 15 are in Canada. Headquartered in Newtown, Pennsylvania, about 30 miles north of Philadelphia, LSAC is best known for administering the Law School Admission Test (LSAT). LSAC administered about 147,600 LSATs last year. With the guidance and support of volunteers representing LSAC-member schools, LSAC provides important services and programs for law schools, applicants, and students. At the core of each is an ongoing commitment to expanding educational opportunities for underrepresented minorities, educationally disadvantaged persons, and people with disabilities.

Law School Admission Council
Phillip D. Shelton, President and Executive Director
P.O. Box 40
Newtown, PA 18940
215-968-1001
LSACinfo@LSAC.org

About the National Association for Law Placement (NALP)

Since 1971, The National Association for Law Placement, Inc.[®] (NALP) has served as the premier source of information for legal career planning and recruitment. NALP's mission is to meet the needs of all participants in the legal employment process for information, coordination, and standards. NALP's members include virtually every ABA-accredited law school and more than 900 legal employers (law firms, government agencies, corporations, and public interest organizations). The law school career services professionals and lawyer personnel and professional development administrators who represent their institutions in NALP work together to advance NALP's mission.

National Association for Law Placement
James G. Leipold, Executive Director
1025 Connecticut Avenue NW, Suite 1110
Washington, DC 20036
202-835-1001
Fax: 202-835-1112
www.nalp.org

About the National Science Foundation

The National Science Foundation (NSF) is an independent agency of the U.S. Government, established by the National Science Foundation Act of 1950, as amended, and related legislation, 42 U.S.C. 1861 et seq., and was given additional authority by the Science and Engineering Equal Opportunities Act (42 U.S.C. 1885), and Title I of the Education for Economic Security Act (20 U.S.C. 3911 to 3922). The Foundation consists of the National Science Board of 24 part-time members and a Director (who also serves as *ex officio* National Science Board member), each appointed by the President with the advice and consent of the U.S. Senate. Other senior officials include a Deputy Director who is appointed by the President with the advice and consent of the U.S. Senate, and eight Assistant Directors. The *After the JD* project received support from NSF Grant No. SES 0115521.

The National Science Foundation
4201 Wilson Boulevard
Arlington, VA 22230
703-292-5111 — FIRS: 800-877-8339 — TDD: 800-281-8749
www.nsf.gov

About the Access Group, Inc.

Access Group is a nonprofit, mission-driven organization with its roots in higher education. The mission of other lenders is to generate equity for their shareholders; the mission of Access Group is to “provide education financing to the broadest range of eligible students, positively influence education financing practices, and provide services valued by students and schools.” Access Group’s sole charge is to ensure that students have access to affordable funding for their education. Furthermore, its nonprofit outlook aligns Access Group closely with the schools it serves and enables Access Group to place customers’ needs first. In all of its operations, Access Group focuses on its borrowers and school customers — both the nonprofit ABA-approved law schools that constitute its membership, and the hundreds of other nonprofit graduate and professional degree-granting institutions it serves. The history and growth of Access Group revolve around one basic idea: make affordable financing more accessible to graduate students.

Access Group, Inc.
Daniel Lau, President
P.O. Box 7430
Wilmington, DE 19803-0430
302-477-4000
Fax: 302-477-4080
www.accessgroup.org

About the Open Society Institute

The Open Society Institute (OSI) is a private operating and grantmaking foundation based in New York City that serves as the hub of the Soros foundations network, a group of autonomous foundations and organizations in more than 50 countries. OSI and the network implement a range of initiatives that aim to promote open societies by shaping government policy and supporting education, media, public health, and human and women's rights, as well as social, legal, and economic reform. To diminish and prevent the negative consequences of globalization, OSI seeks to foster global open society by increasing collaboration with other nongovernmental organizations, governments, and international institutions. OSI was founded in 1993 by investor and philanthropist George Soros to support his foundations in Central and Eastern Europe and the former Soviet Union. Those foundations were established, starting in 1984, to help former communist countries in their transition to democracy. The Soros foundations network has expanded its geographic reach to include foundations and initiatives in Africa, Latin America and the Caribbean, Mongolia, Southeast Asia, Turkey, and the United States. OSI also supports selective projects in other parts of the world.

Open Society Institute
400 West 59th Street
New York, NY 10019
212-548-0600
Fax: 212-548-4600
www.osi.org

About the National Conference of Bar Examiners

The National Conference of Bar Examiners was formed in 1931 as a not-for-profit corporation. The mission of the Conference is to work with other institutions to develop, maintain, and apply reasonable and uniform standards of education and character for eligibility for admission to the practice of law, and to assist bar admission authorities by providing standardized examinations of uniform and high quality for the testing of applicants for admission to the practice of law, disseminating relevant information concerning admission standards and practices, conducting educational programs for the members and staffs of such authorities, and providing other services such as character investigations and conducting research.

National Conference of Bar Examiners
Erica Moeser, President and CEO
402 West Wilson Street
Madison, WI 53703-3614
608-280-8550 — Fax: 608-280-8552
TDD: 608-661-1275
contact@ncbex.org — www.ncbex.org

After the JD: FIRST RESULTS REPORT



TECHNICAL ADDENDUM
JUNE 2007

A Publication of
The American Bar Foundation

After the JD: First Results Report

Technical Addendum June 2007*

Authored by
Gabriele Plickert and Ronit Dinovitzer

*This Addendum is available for download from the American Bar Foundation website at: <http://www.abf-sociolegal.org/afterjd.html>. The weights included in this Addendum are based on version 1.0. For additional information on the *After the JD Study*, contact the American Bar Foundation, 750 N. Lake Shore Drive, Chicago IL 60611; Phone: 312-988-6530 or Email: ajd@abfn.org

TABLE OF CONTENTS

❖ INTRODUCTION.....	1
❖ Weights	2
❖ Results.....	5
▪ Table 1.1: Descriptive Statistics for Weight Variables for Correcting Sampling and Non-Responses in the Public and Restricted After the JD Data Files	3
▪ Table 1.2: Comparisons of Unweighted and Weighted Percentage Distributions of AJD Respondents by PSU	4
▪ Figure 1: Percentage Distribution of AJD Respondents by PSU (Weighted N=32,889)	5
❖ SECTION 2: Demographic Characteristics of AJD Lawyers	7
▪ Table 2.1: Comparing the National Eligible Sample of AJD Respondents (weighted) with Comparative Data Sources by Race and Gender.....	7
▪ Table 2.2: AJD Parental Education Compared with the General Population	7
❖ SECTION 3: Practice Setting	8
▪ Table 3.1: AJD Respondents by Practice Setting (weighted)	8
▪ Table 3.2: Percentages of Practice Setting by Geographic Market (weighted)	9
▪ Figure 3.2: Practice Setting by Geographic Market (weighted)	10
❖ SECTION 4: What New Lawyers Do.....	11
▪ Table 4.1: Mean and Median Hours and Percent Working over 60 Hours by Practice Setting (full-time workers only) (weighted)	11
▪ Figure 4.1: Mean Hours Worked and Percent Working over 60 Hours by Practice Setting (full-time workers only) (weighted)	11
▪ Table 4.2: Specialist by Practice Setting (weighted)	12
▪ Table 4.3: Pro Bono Annual Hours by Practice Setting (weighted)	12
❖ SECTION 5: The Income of New Lawyers	13
▪ Table 5.1: Weighted Median Salary by Practice Setting (full time workers only)	13
▪ Figure 5.1: Weighted Median Salary by Practice Setting (full time workers only)	13

▪ Table 5.2: Law School Selectivity, Median Income, and Percent Practice Setting (weighted).....	14
▪ Table 5.3: Grades, Law School Selectivity, and Median Salary (full time workers only) (n<100 are suppressed) (weighted).....	15
❖ SECTION 6: Dimensions of Satisfaction for New Lawyers.....	16
▪ Table 6.1: Weighted Mean Distribution of Detailed Measures of Job Satisfaction.....	16
▪ Figure 6.1: Weighted Mean Distribution of Detailed Measures of Job Satisfaction.....	16
▪ Table 6.2: Job Satisfaction Scores (Weighted Means) by Practice Setting	17
▪ Figure 6.2: Job Satisfaction Scores (Weighted Means) by Practice Setting	18
❖ SECTION 7: Mobility and Turnover.....	19
▪ Table 7.1: Prior and Future Job Mobility by Practice Setting (weighted) ..	19
▪ Figure 7.1: Prior and Future Job Mobility by Practice Setting (weighted)	20
❖ SECTION 8: Gender	21
▪ Table 8.1: Practice Setting by Gender (weighted)	21
▪ Figure 8.1: Practice Setting by Gender (weighted).....	21
▪ Table 8.2: Salary by Practice Setting and Gender (full time workers only) (weighted)	22
▪ Table 8.3: Marital Status and Number of Children among After the JD Respondents (weighted) and in the General Population between the Ages 27 and 32.....	22
❖ SECTION 9: Race and Ethnicity.....	23
▪ Table 9.1: Racial Comparisons between After the JD Respondents (weighted) and the 2000 Census Public-Use Micro Data (PUMS) 5% Sample	23
▪ Table 9.2: Weighted Distribution of Race in the AJD National Sample by Geographic Market	23
▪ Table 9.3: Weighted Median Income by Practice Setting and Race (full time workers only).....	24
▪ Table 9.4a: Likelihood of Leaving Employer within Two Years by Practice Setting (weighted).....	24

▪ Table 9.4b: Likelihood of Leaving Employer within Two Years, by Public or Private Sector and Race (weighted).....	25
▪ Figure 9.4b: Likelihood of Leaving Employer within Two Years by Public or Private Sector and Race (weighted).....	25
❖ SECTION 10: Financing a Legal Education.....	26
▪ Table 10.1: Paying for Law School: Relative Contribution of Specific Sources of Support during Law School	26
▪ Table 10.2: Median Debt (for Those Reporting Any Debt), and Percent Reporting Zero Debt, by Practice Setting (weighted).....	27
▪ Figure 10.2: Median Debt (for Those Reporting Any Debt), and Percent Reporting Zero Debt, by Practice Setting (weighted).....	27
▪ Table 10.3: Selectivity, Median Salary, Median Debt (for Those with Any Debt), and Percent with Zero Debt (full time workers only) (weighted).....	28
▪ Figure 10.3: Selectivity, Median Salary, Median Debt (for Those with Any Debt), and Percent with Zero Debt (full time workers only) (weighted)	28
❖ SECTION 11: Law School and the Transition to Practice	29
▪ Table 11.1: Weighted Mean Attitudes toward Dimensions of Law School Experiences	29
▪ Figure 11.1: Weighted Mean Attitudes toward Dimensions of Law School Experiences	29
▪ Table 11.2: Weighted Mean Ratings of the Importance of Strategies for Obtaining Jobs by Law School Selectivity	30
▪ Figure 11.2: Weighted Mean Ratings of the Importance of Strategies for Obtaining Jobs by Law School Selectivity	31

INTRODUCTION

This Addendum serves as a follow up to the “*After the JD, First Results Report*” released in 2004, and which is available for download at <http://www.abf-sociolegal.org/afterjd.html>. The initial report presented findings from the After the JD Study (AJD), a national longitudinal survey of new lawyers. The study employed a two stage sampling process. In the first stage, AJD researchers divided the nation into 18 strata by region and size of the new lawyer population. Within each stratum one primary sampling unit (PSU) – metropolitan area, portion of a state outside large metropolitan areas, or entire state – was chosen. The PSUs included all four “major” markets, those with more than 2,000 new lawyers (Chicago, Los Angeles, New York, and Washington, DC); five of the nine “large” market, those with between 750 and 2,000 new lawyers; and nine of the remaining “smaller” markets. In the second stage, AJD researchers sampled 7,727 individuals (from data bases of individuals admitted to a bar in 2000 supplied by state bar admitting authorities in the jurisdictions including the 18 selected PSUs) for each of the PSUs at rates that would, combined, permit generalization to the national population. Researchers also added a supplemental Minority Sample of 1,465 new lawyers from minority groups (Black, Hispanic, and Asian American) from the 18 selected PSUs. The final sample included just over 9,192 lawyers in the 18 PSUs.

Given this sampling design, weights are required in order to adjust for the fact that respondents had unequal probabilities of being selected into the sample, and to adjust for differences in response rates. The results reported in the AJD’s *First Results Report* were not based on weighted data. Hence, the *First Results Report* provided information for the 3,905 eligible individuals in the National Eligible Sample, without weights (for detailed summaries see: First Results of a National Study of Legal Careers 2004). This Addendum presents a technical summary of the weighted AJD data, replicating the tables that were first presented in the *First Results Report*.

As we describe in greater detail below, the results in the weighted tables presented in this Addendum are almost identical to those presented in the *First Results Report*. Overall, we find that differences between the weighted and unweighted results are generally no greater than 5.5%. As a result, while the weighted tables provide more precise estimates of our findings, the results published in the *First Results Report* remain valid.

WEIGHTS

Weights are variables utilized to permit population estimates when individuals in the sample have different probabilities of selection or response. In the After the JD study, weights have been developed to account for the differential selection and response probabilities. In After the JD, PSUs had different probabilities of selection (e.g., the New York City PSU had a 1.00 probability of selection but the Boston PSU probability was 0.495, which was the proportion of eligibles in Massachusetts of all in the stratum; individuals within PSUs had different probabilities of selection (e.g., persons in the NYC PSU had an individual sampling fraction of 0.1503, whereas those in the Boston PSU had a sampling fraction of 0.6036; and individuals everywhere had different probabilities of actually responding to the survey¹). Thus, in order to accurately represent the national population of lawyers admitted in 2000, weights were computed in order to correct differential selection and response probabilities; these weights are the inverse of the combined selection-response probabilities.

The 2006 release of the After the JD restricted and public data files consist of three different weights,²

- 1) a National Sample selection probability weight adjusted for non-response, *wt_nat_nr*, which should be used with the National Sample cases when making estimates of the characteristics of persons first admitted to the bar in 2000;
- 2) a Minority Sample selection probability weight adjusted for non-response, *wt_min_nr*, which should be used when making estimates of the characteristics of Minority Persons first admitted to the bar in 2000; and
- 3) a Joint National/Minority Sample selection probability weight adjusted for non-response, *wt_comb_nr*, which should be used when making estimates of the characteristics of the persons first admitted to a bar in 2000, and where an increased precision for minority sub-populations is desired. Note that this weight takes into account the possibility that an individual could be selected into both the National and Minority Samples, and adjusts for the probability of a dual selection. We suggest that researchers wanting to describe the national population of lawyers admitted to a

¹ Analyses indicate that response rates were weakly related to age, gender, ethnicity, law school PSU, and other factors known in advance of the survey period, with these factors predicting about 7% of the variance in response rates.

² A complete listing and origins of variables used in creating the three weights can be obtained by contacting the AJD Project Manager. Please refer to <http://ajd.abfn.org/> for full contact information.

bar in 2000 should use this weight for their analyses. Table 1.1 presents the descriptive distribution of the three weights for the eligible national AJD sample.

TABLE 1.1. Descriptive Statistics for Weight Variables for Correcting Sampling and Non-Responses in the Public and Restricted After the JD Data Files^{*}

Weight Variable	wt_nat_nr	wt_min_nr	wt_comb_nr
Weight Variable Name	National Sample selection probability weight adjusted for non-response	Minority Sample selection probability weight adjusted for non-response	Joint National/Minority Sample selection probability weight adjusted for non-response
Valid Value Range	2.19 – 23.19	2 – 43	1.34 – 22.39
Strata Variable	PSU	PSU	PSU
Mean of Weight	10.60	10.08	9.76
Weighted N	32,889	3,145	32,430
Unweighted N ³	3,904	633	4,537

In sum, researchers who wish to make point estimates of characteristics of individuals first admitted to a bar in 2000 are advised to use the weights appropriate to the sample(s) they have selected (i.e. national, minority, or joint national/minority sample) for their analysis. Because this Addendum replicates the *First Results Report*, we present findings based on the National Sample of 3904 eligible individuals and utilize the national selection probability weight adjusted for non-response (*wt_nat_nr*).

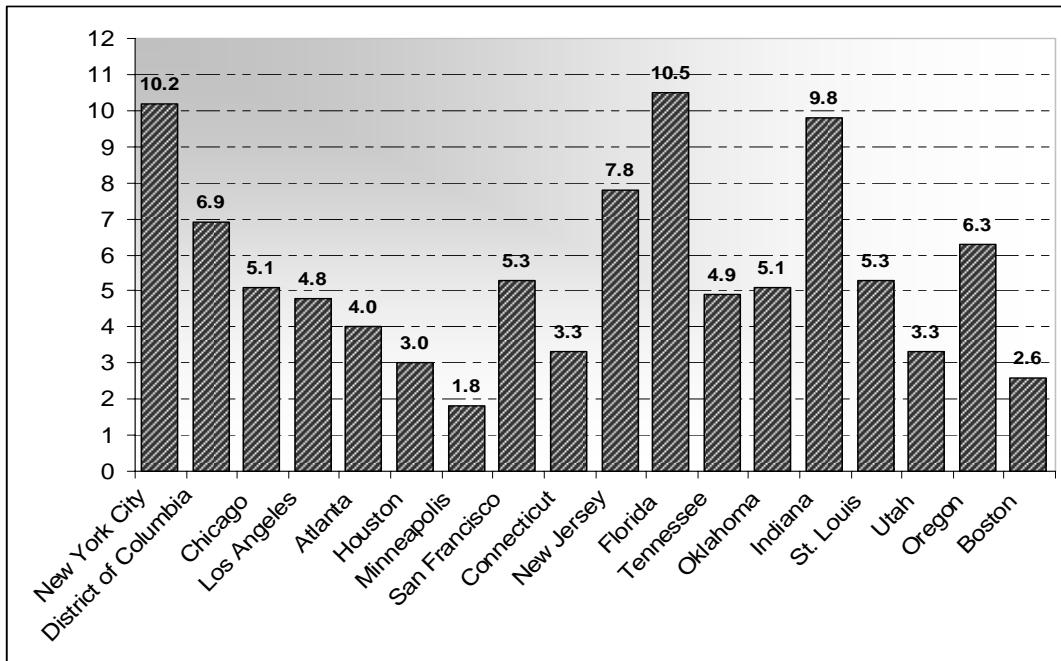
To illustrate the differences between “unweighted” and “weighted” results, Table 1.2 provides the distribution of AJD respondents by geographical areas. In particular, the third column (Table 1.2.) indicates the percentage difference between unweighted and weighted results. Discrepancies between the weighted and unweighted results are generally no greater than 5.5%. In addition, Figure 1.2 illustrates the distribution of AJD respondents across geographical areas, accounting for selection probabilities and nonresponse.

³ While the national eligible sample is comprised of 3,905 respondents, we are missing the PSU for one respondent. Since weights are in part derived from PSUs, we therefore have one missing case.

TABLE 1.2. Comparisons of Unweighted and Weighted Percentage Distributions of AJD Respondents by PSU

	Unweighted %	Weighted %	W minus U
New York City	6.7	10.2	3.5
District of Columbia	8.2	6.9	-1.3
Chicago	8.9	5.1	-3.8
Los Angeles	8.2	4.8	-3.4
Atlanta	5.7	4.0	-1.7
Houston	4.5	3.0	-1.5
Minneapolis	5.5	1.8	-3.7
San Francisco	5.3	5.3	0.0
Connecticut	3.9	3.3	-0.6
New Jersey	3.8	7.8	4.0
Florida	5.0	10.5	5.5
Tennessee	5.1	4.9	-0.2
Oklahoma	5.0	5.1	0.1
Indiana	5.1	9.8	4.7
St. Louis	5.4	5.3	-0.1
Utah	4.1	3.3	-0.8
Oregon	5.9	6.3	0.4
Boston	3.6	2.6	-1.0
Total Percentage	100	100	
Total Valid N	3,904	32,889	

Figure1. Percentage Distribution of AJD Respondents by PSU
(Weighted N=32,889)



RESULTS

The following ten sections present tables and figures that correspond with the format of the AJD *First Results Report*. For detailed descriptions of the results in each section please consult the initial report released in 2004. In this Addendum minor additions have been made in order to elaborate and clarify the findings initially presented. The following figures have been added to provide a graphical representation of tables that were presented in the first report: in section five, Figure 5.1 on Median Salary by Practice Setting (for full time workers only); section seven, Figure 7.1 on Prior and Future Job Mobility by Practice Setting; and section eight, Figure 8.1 on Practice Setting by Gender. In section nine we now provide one additional table and figure: Table 9.4b and Figure 9.4b on the Likelihood of Leaving Employer within Two Years by Public or Private Sector and Race. We include this additional set because since the release of the first report we have received requests to provide this supplemental information.

A systematic comparison between the tables published in the 2004 *First Results Report* and these current, weighted tables reveals that differences in percentages and dollar amounts are no greater than 5.5%. In short, while use of weights is required to ensure that the AJD data are

representative of the national population of lawyers first admitted in 2000, this Addendum shows that the results published in the *First Results Report* do not substantially differ from the weighted results, and that the results published in the *First Results Report* remain valid.

Section 2: Demographic Characteristics of AJD Lawyers

TABLE 2.1. Comparing the National Eligible Sample of AJD Respondents (weighted) with Comparative Data Sources by Race and Gender

	AJD National Eligible Sample		National Comparisons*	
	WTN	Valid %	WTN	Valid %
Female	14,733	46.8%	19,409	46.0%
Male	16,780	53.2%	22,777	54.0%
Total Valid N	31,513	100%	42,186	100%
Missing	1,376			
American Indian	342	1.1%	430	0.3%
Asian	2,062	6.6%	9,715	6.3%
Black	1,830	5.8%	9,410	6.1%
Hispanic	1,207	3.8%	6,482	4.2%
Other	988	3.1%	2,298	1.5%
White	24,989	79.5%	126,888	81.8%
Non-missing responses	31,418	100%	155,223	100%
Missing data	1,471			
Total	32,889			

* Sources: Data on gender are based on the ABA Survey of Law Schools, 1997 Cohort of first-year law students (n=42,186) accessible at http://www.abanet.org/legaled/statistics/le_bastats.html. Data on race/ethnicity are based on 2000 Public-Use Microdata 5% Samples weighted (all lawyers and judges, ages 27-32, n=155,223). The counts of Black, Hispanic, and Asian AJD respondents here include the “National Eligible Sample”, which is intended to be representative of the national population of new lawyers. The AJD study included a minority oversample; with this oversample, the study incorporated an unweighted sample of 1,185 minority respondents (about 400 for each of the three largest minority groups).

TABLE 2.2. AJD Parental Education Compared with the General Population

	AJD National Eligible Sample		National Comparisons**	
Highest Grade or Degree Earned	Mother	Father	Mother	Father
Grade school	2.6%	3.9%	6%	7%
Some high school	4.0%	4.1%	11%	10%
High school diploma or equivalent	23.6%	15.5%	31%	26%
Some college or vocational training	21.2%	15.6%	29%	27%
Bachelor's four-year degree	22.9%	19.5%	14%	16%
Some post-graduate work or graduate /professional degree	25.7%	41.6%	10%	13%
Total WTN	18,603	18,413	31,290,000	29,580,000

** Source: 2000 Public-Use Microdata 5% Samples (PUMS) weighted (restricted to general population ages 45-64)
*** WTN indicates the weighted non-missing total responses

Section 3: Practice Setting

TABLE 3.1. AJD Respondents by Practice Setting (weighted)

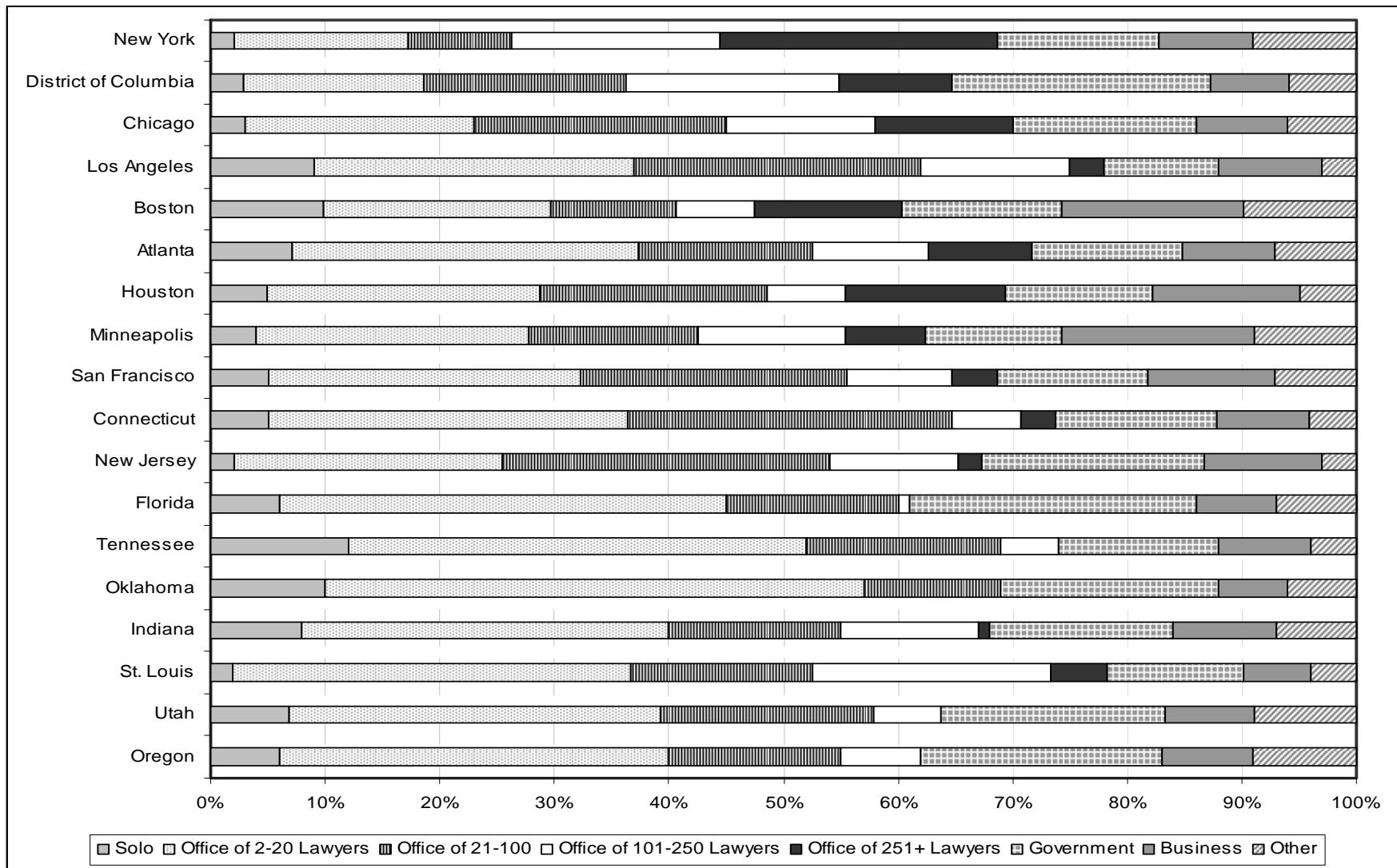
Setting	AJD (by office size)		AJD (by firm size)	
	WTN	%	WTN	%
Solo	1,684	6%	1,684	6%
Office 2-20	8,744	29%	7,773	25%
Office 21-100	5,280	17%	3,814	12%
Office 101-250	3,086	10%	2,173	7%
Office 251+	1,787	6%	5,620	18%
Government - Federal	1,405	5%	1,405	5%
Government - State or Local	3,700	12%	3,700	12%
Legal services or public defender	919	3%	919	3%
Public Interest	340	1%	340	1%
Non Profit or Education	657	2%	657	2%
Business	2,604	9%	2,604	9%
Non-missing responses	30,206	100%	30,689	100%
Missing data	2,683		2,200	
Total	32,889		32,889	

¹ Note: Because of the small number of cases, the "Other" category is included in the missing data row.

TABLE 3.2. Percentages of Practice Setting by Geographic Market (weighted)

Market	PRIVATE FIRMS					Govern- ment	Business	Other
	Solo	Office of 2-20 Lawyers	Office of 21-100 Lawyers	Office of 101-250 Lawyers	Office of 251+ Lawyers			
Oregon	6%	34%	15%	7%	—	21%	8%	9%
Utah	7%	33%	19%	6%	—	20%	8%	9%
St. Louis	2%	35%	16%	21%	5%	12%	6%	4%
Indiana	8%	32%	15%	12%	1%	16%	9%	7%
Oklahoma	10%	47%	12%	—	—	19%	6%	6%
Tennessee	12%	40%	17%	5%	—	14%	8%	4%
Florida	6%	39%	15%	1%	—	25%	7%	7%
New Jersey	2%	23%	28%	11%	2%	19%	10%	3%
Connecticut	5%	31%	28%	6%	3%	14%	8%	4%
San Francisco	5%	27%	23%	9%	4%	13%	11%	7%
Minneapolis	4%	24%	15%	13%	7%	12%	17%	9%
Houston	5%	24%	20%	7%	14%	13%	13%	5%
Atlanta	7%	30%	15%	10%	9%	13%	8%	7%
Boston	10%	20%	11%	7%	13%	14%	16%	10%
Los Angeles	9%	28%	25%	13%	3%	10%	9%	3%
Chicago	3%	20%	22%	13%	12%	16%	8%	6%
District of Columbia	3%	16%	18%	19%	10%	23%	7%	6%
New York	2%	15%	9%	18%	24%	14%	8%	9%

Figure 3.2. Percentages of Practice Setting by Geographic Market (weighted)



Section 4: What New Lawyers Do

TABLE 4.1. Mean and Median Hours Worked and Percent Working Over 60 Hours by Practice Setting (full-time workers only) (weighted)¹

	HOURS WORKED LAST WEEK			
	Mean	Median	WTN	over 60 hours
Solo	45.5	46	1,535	22%
Private firm - office 2-20	49.2	50	8,121	23%
Private firm - office 21-100	50.8	50	4,855	25%
Private firm - office 101-250	50.3	50	2,787	26%
Private firm - office 251+	52.8	50	1,568	35%
Government	45.5	45	3,950	10%
Legal services or public defender	46.3	45	776	15%
Public interest	45.1	45	264	7%
Non profit or education	45.5	45	227	15%
Business	47.0	48	192	13%

¹ Note: The “Other” category has been excluded because of the small number of cases.

Figure 4.1. Mean Hours Worked and Percent Working Over 60 Hours by Practice Setting (full-time workers only) (weighted)

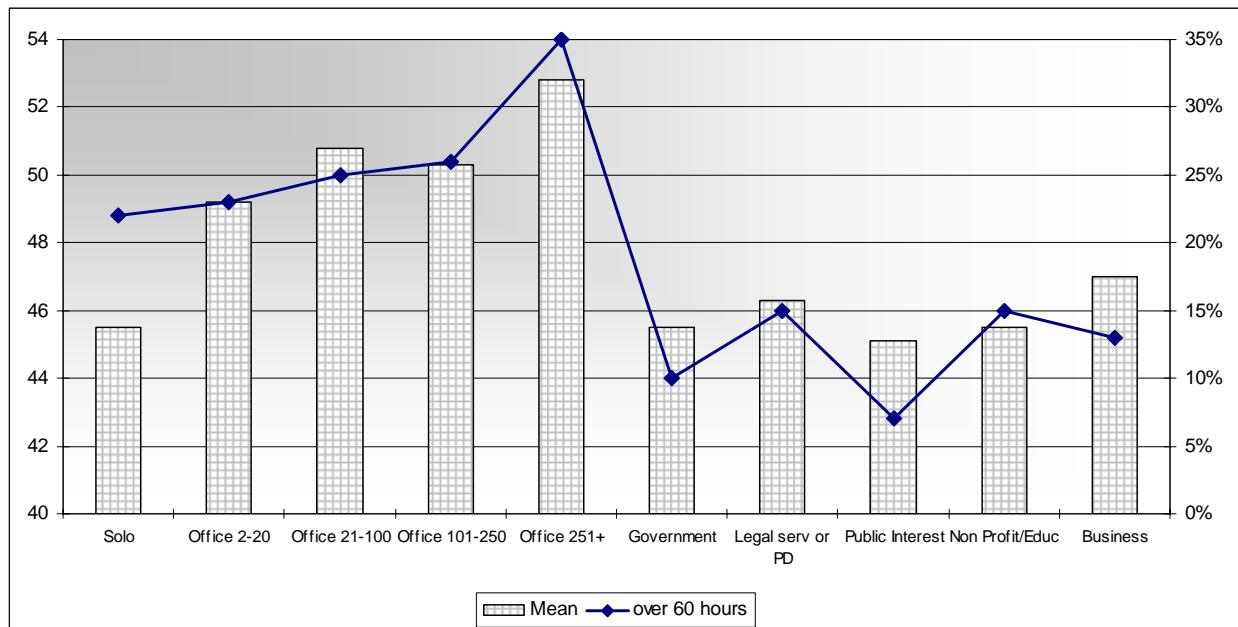


TABLE 4.2. Specialization by Practice Setting (weighted)¹

	50% or more time in one area	Self Reported as "Specialist"
Solo	49%	34%
Office 2-20	64%	36%
Office 21-100	73%	39%
Office 101-250	81%	48%
Office 251+	79%	37%
Government	79%	36%
Legal services or public defender	86%	57%
Public interest	70%	47%
Non profit or education	52%	51%
Business	64%	49%
Total	71%	40%

¹ Note: The “Other” category has been excluded because of the small number of cases.

TABLE 4.3. Pro Bono Annual Hours by Practice Setting (weighted)²

	Average Annual Pro Bono Hours (including 0 hours)	Percentage Engaging in Some Pro Bono	Average Annual Hours for Those Engaging in Some Pro Bono	Median Annual Hours for Those Engaging in Some Pro Bono
Solo	38.8	82.2%	47.2	30.0
Office 2-20	17.5	56.0%	31.3	20.0
Office 21-100	20.8	54.1%	38.5	20.0
Office 101-250	41.3	67.2%	61.4	39.0
Office 251+	70.9	81.1%	87.5	40.0
Government	3.7	16.8%	21.7	10.0
Legal services or public defender	44.8	22.1%	202.9	10.0
Public interest	4.7	16.1%	29.2	20.0
Non profit or education	11.7	40.4%	29.0	30.0
Business	10.7	51.6%	20.8	20.0
Total WTN	14,762	7,545	7,545	7,545

² Note: The “Other” category has been excluded because of the small number of cases.

Section 5: The Income of New Lawyers

TABLE 5.1. Salary by Practice Setting (full time workers only)
(weighted)¹

	Median	Percentile 25	Percentile 75
Solo	\$52,000	\$45,000	\$75,000
Office 2-20	\$57,000	\$47,000	\$75,000
Office 21-100	\$90,000	\$74,000	\$125,000
Office 101-250	\$120,000	\$93,000	\$145,000
Office 251+	\$150,000	\$135,000	\$170,000
Federal government (including judiciary)	\$63,138	\$54,275	\$70,500
State or local government (including judiciary)	\$44,500	\$40,000	\$52,000
Legal services or public defender	\$39,000	\$36,000	\$43,000
Public interest organization	\$40,000	\$34,447	\$48,000
Other non-profit organization	\$48,000	\$43,000	\$75,000
Educational institution	\$51,000	\$43,000	\$66,624
Professional service firm (e.g. accounting or investment banking)	\$80,000	\$62,500	\$110,000
Other Fortune 1000 industry/service	\$84,748	\$65,000	\$120,000
Other business/industry	\$80,000	\$61,500	\$100,000
Labor union trade association	\$67,400	\$40,500	\$96,000
Total	\$70,000	\$50,000	\$102,000

¹**Note:** The “Other” category has been excluded because of the small number of cases.

Figure 5.1. Median Salary by Practice Setting (full time workers only)

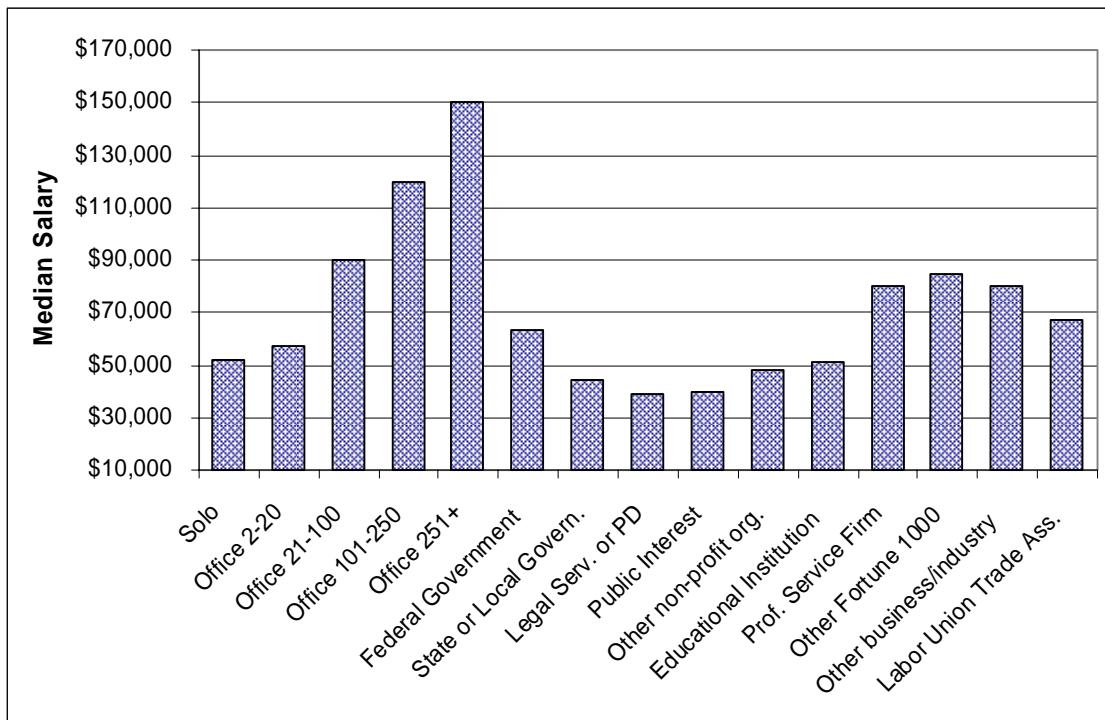


Table 5.2. Law School Selectivity, Median Salary & Percent Practice Setting (full time workers only) (weighted)

	TOP 10		TOP 11-20		TOP 21-100		Tier 3		Tier 4	
	Median Salary	%	Median Salary	%	Median Salary	%	Median Salary	%	Median Salary	%
Solo	—	0%	—	2%	\$50,000	4%	\$55,000	7%	\$55,000	9%
Office 2-20	\$135,000	6%	\$65,000	16%	\$60,000	30%	\$55,000	38%	\$55,000	42%
Office 21-100	\$130,000	18%	\$130,000	26%	\$88,000	20%	\$85,000	15%	\$78,000	10%
Office 101-250	\$145,000	23%	\$135,000	21%	\$103,500	10%	\$95,000	6%	—	2%
Office 251+	\$150,000	26%	\$150,000	11%	\$144,000	4%	\$137,000	2%	—	1%
Federal	\$74,000	7%	\$63,996	5%	\$60,000	6%	\$60,000	3%	\$57,000	3%
State	—	3%	\$48,155	6%	\$45,000	13%	\$42,700	14%	\$44,000	18%
Legal services or public defender	—	4%	—	3%	\$40,800	3%	\$45,000	3%	\$38,500	4%
Public interest	\$39,000	5%	—	3%	—	1%	—	0%	—	0%
Non profit/education	—	2%	—	3%	\$51,000	2%	\$47,000	2%	—	2%
Business	\$120,000	5%	\$80,000	4%	\$86,000	9%	\$70,000	10%	\$83,000	10%
Total Median	\$135,000	100%	\$105,000	100%	\$70,000	100%	\$59,989	100%	\$55,000	100%
Total WTN	2,537		2,430		13,993		4,716		3,987	

Note: No dollar value is presented for counts smaller than 100.

Note: The “Other” category has been excluded because of the small number of cases.

TABLE 5.3. Grades, Law School Selectivity & Median Salary (full time workers only) (n<100 are suppressed) (weighted)

GPA	Top 10	Top 11-20	Top 21-100	Tier 3	Tier 4
3.75 - 4.00	\$135,000	\$135,000	\$90,500	\$89,000	\$80,000
3.50 - 3.74	\$140,000	\$130,000	\$90,000	\$89,000	\$75,000
3.25 - 3.49	\$140,000	\$105,000	\$75,000	\$60,000	\$57,000
3.00 - 3.24	\$135,000	\$100,000	\$62,000	\$55,000	\$60,000
2.75 - 2.99	—	\$65,000	\$50,000	\$54,000	\$48,000
2.50 or lower	—	\$50,000	\$50,000	\$51,000	\$51,000

Section 6: Dimensions of Satisfaction for New Lawyers

TABLE 6.1. Weighted Mean Distribution of Detailed Measures of Job Satisfaction

	Mean
Level of responsibility	5.61
Recognition for your work	4.95
Substantive area of work	5.34
Tasks you perform	5.11
Opportunities for advancement	4.68
Compensation	4.44
Control over amount work	4.57
Control how you work	5.41
Relationships with colleagues	5.70
Opportunities for pro bono	4.31
Intellectual challenge	5.40
Opportunities to build skills	5.34
Diversity	4.47
Performance evaluation process	4.00
Value of work to society	4.76
Job security	5.24

Figure 6.1. Weighted Mean Distribution of Detailed Measures of Job Satisfaction (1=highly dissatisfied and 7= highly satisfied)

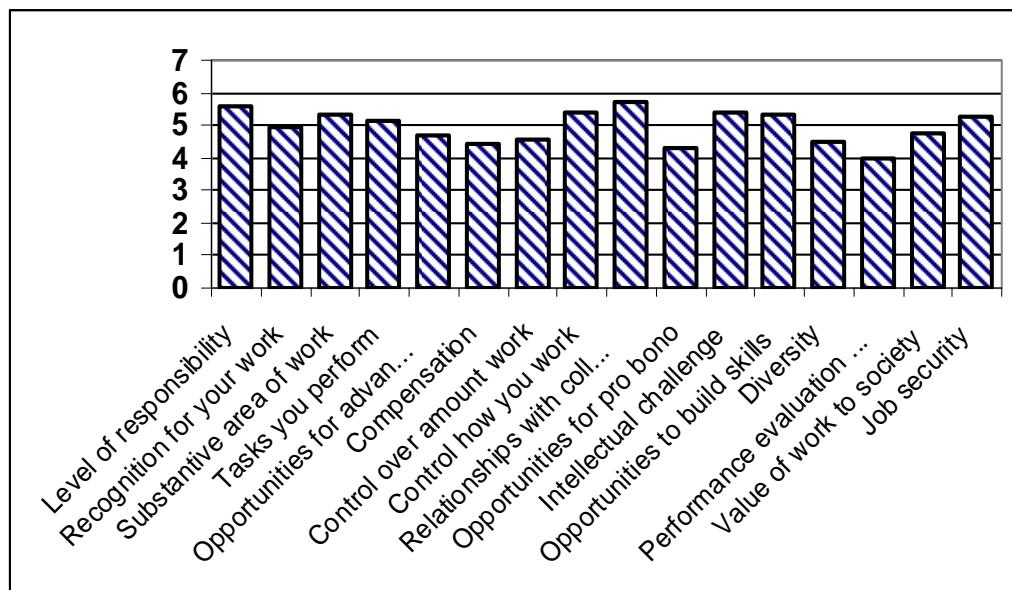
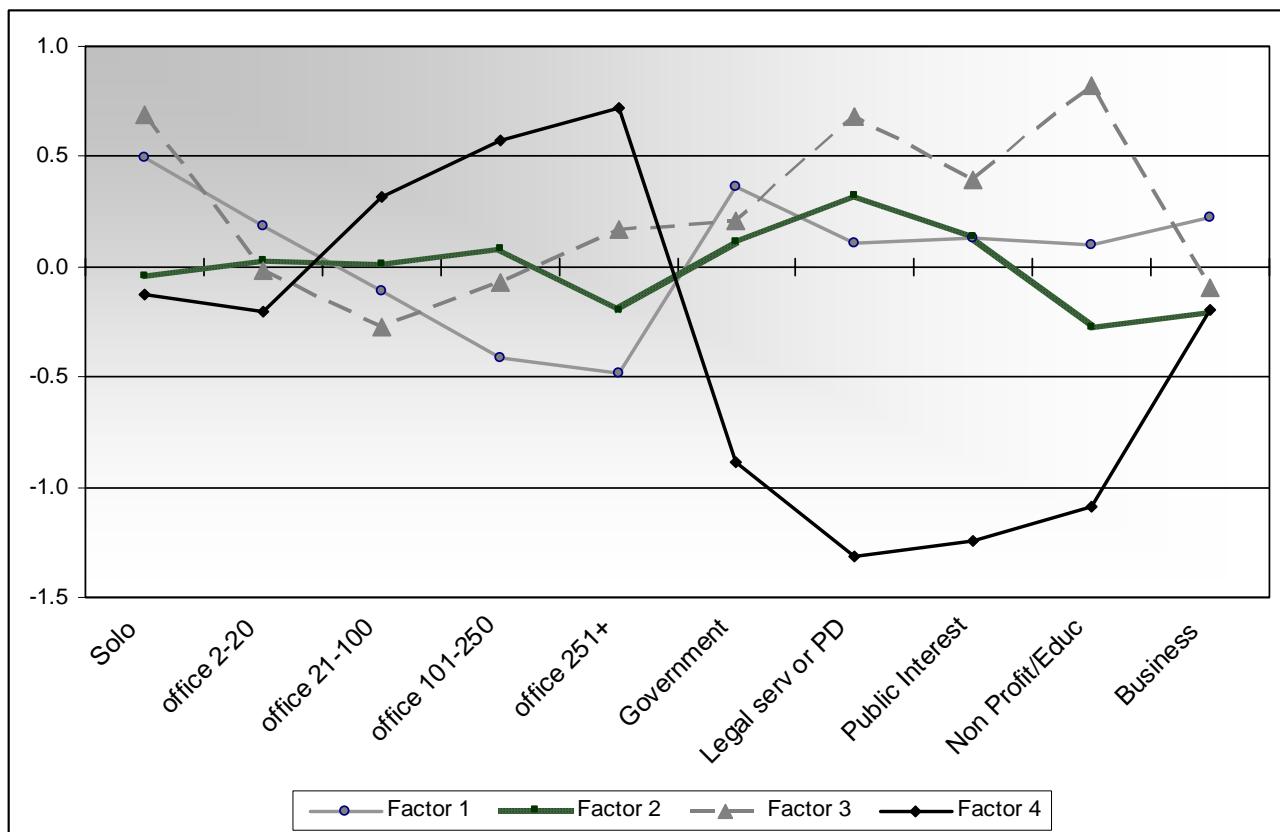


TABLE 6.2. Job Satisfaction Scores (Weighted Means) by Practice Setting (the mean for each satisfaction factor score in the sample is 0)¹

	Factor 1: Satisfaction with Job Setting	Factor 2: Satisfaction with Substance of Work	Factor 3: Satisfaction with Social Index	Factor 4: Satisfaction with Power Track
Solo	.49628	-.04394	.68880	-.12289
office 2-20	.18810	.03004	-.01457	-.20472
office 21-100	-.11226	.01777	-.27231	.31676
office 101-250	-.41315	.08697	-.07120	.57093
office 251+	-.47919	-.19520	.17013	.72009
Government	.36090	.11254	.20770	-.89036
Legal services or public defender	.10572	.32207	.68073	-.131681
Public Interest	.13227	.13472	.39230	-.124371
Non Profit/Education	.10271	-.27413	.82423	-.108989
Business	.21980	-.20147	-.09470	-.19458
Weighted N	21,889	21,889	21,889	21,889

¹ Note: The “Other” category has been excluded because of the small number of cases.

Figure 6.2. Job Satisfaction Scores (Means) by Practice Setting



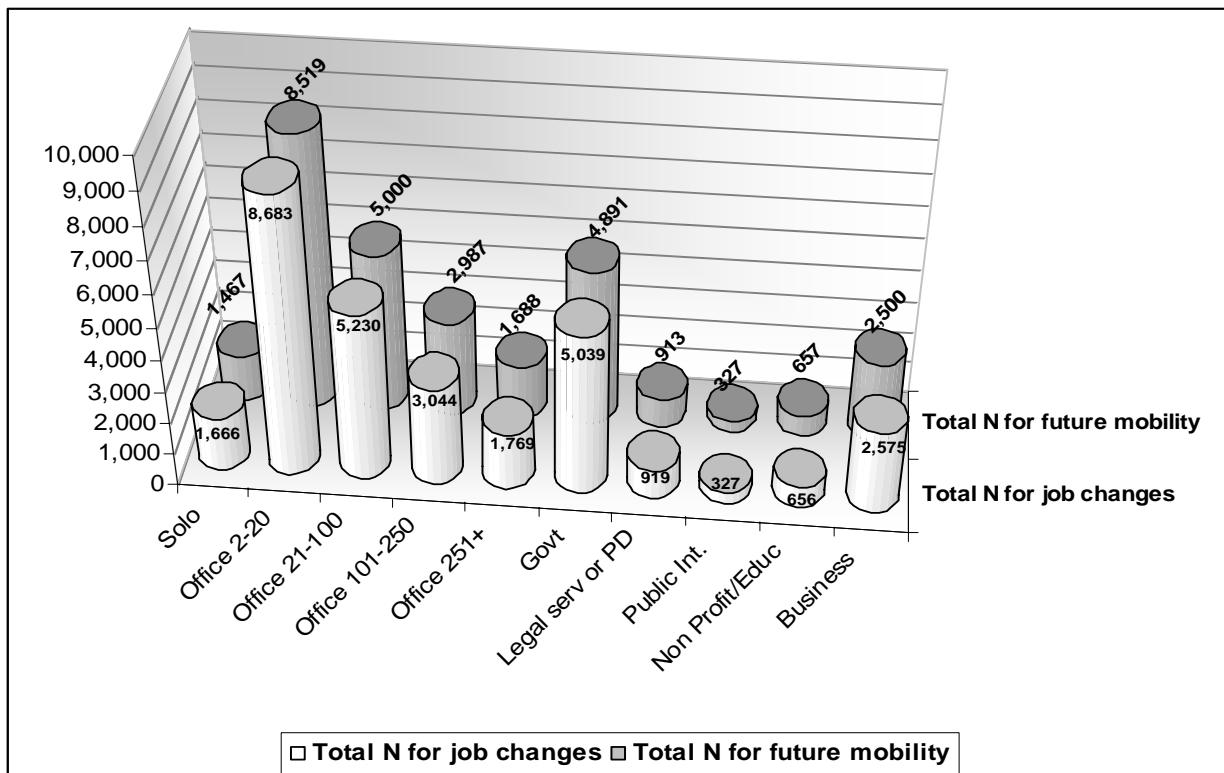
Section 7: Mobility and Turnover

TABLE 7.1. Prior and Future Job Mobility by Practice Setting (weighted)¹

	At least one job change	Intends to change jobs within 2 years	Total WTN for job changes	Total WTN for future mobility
Solo	49%	18%	1,666	1,467
Office 2-20	42%	39%	8,683	8,519
Office 21-100	30%	40%	5,230	5,000
Office 101-250	22%	46%	3,044	2,987
Office 251+	18%	57%	1,769	1,688
Government	32%	55%	5,039	4,891
Legal services or public defender	32%	53%	919	913
Public Interest	41%	69%	327	327
Non Profit/Education	50%	50%	656	657
Business	42%	42%	2,575	2,500

¹ **Note:** The “Other” category has been excluded because of the small number of cases.

Figure 7.1. Prior and Future Job Mobility by Practice Setting¹



¹N for job changes = number of individuals who experienced at least one job change prior to the AJD survey; N for future mobility = number of individuals who say they are planning to change jobs or careers

Section 8: Gender

TABLE 8.1. Practice Setting by Gender (weighted)

	Female		Male	
	WTN	%	WTN	%
Solo	583	4.3%	1,028	6.4%
Office 2-20	3,650	27.2%	4,907	30.4%
Office 21-100	2,270	17.0%	2,895	18.0%
Office 101-250	1,389	10.3%	1,578	9.8%
Office 251+	738	5.5%	1,032	6.4%
Government	2,542	18.9%	2,444	15.1%
Legal Service /PD	577	4.3%	332	2.1%
Public Interest	253	1.9%	74	0.5%
Non Profit/Education	422	3.1%	235	1.5%
Business	975	7.3%	1,569	9.7%
Total WTN	13,399		16,094	

¹ Note: The “Other” category has been excluded because of the small number of cases.

Figure 8.1. Practice Setting by Gender (weighted)

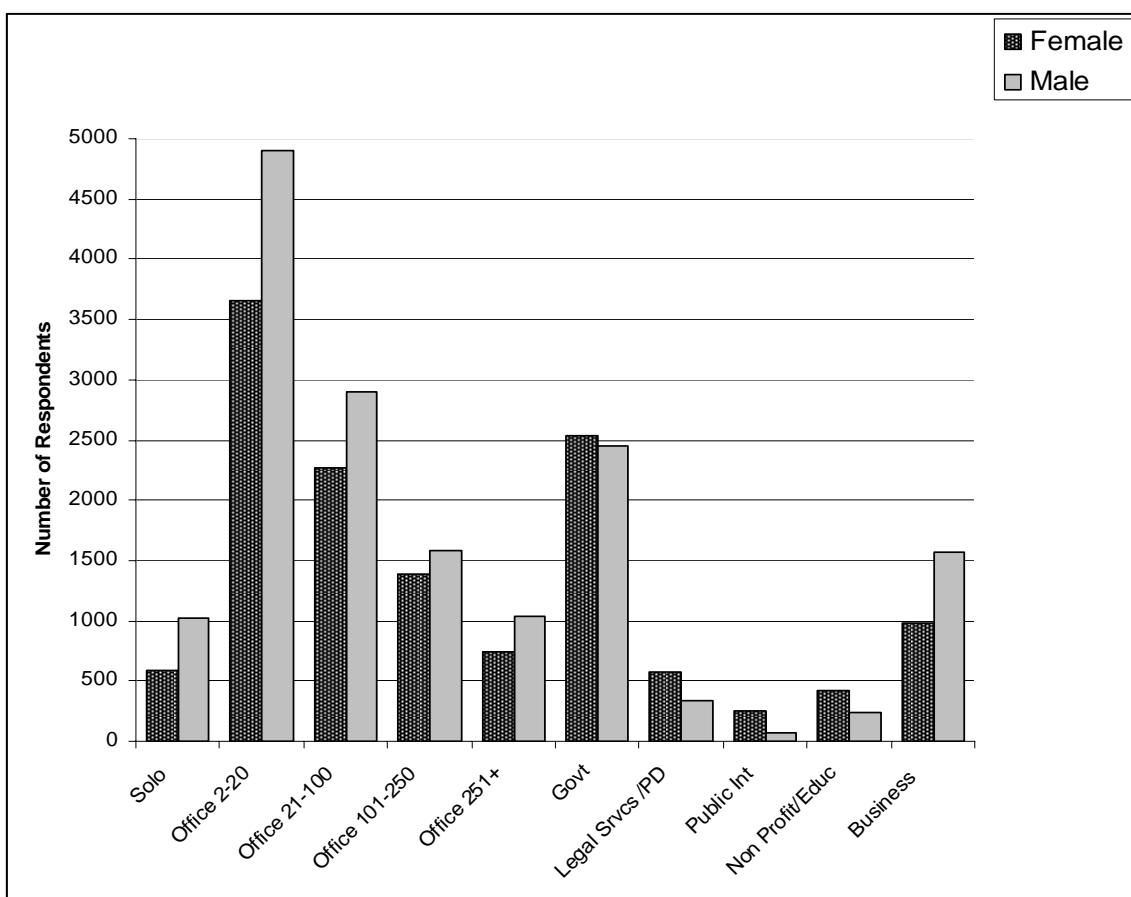


TABLE 8.2. Salary by Practice Setting and Gender (full time workers only) (weighted)¹

	Female		Male		Female/Male
	Median	WTN	Median	WTN	
Solo	\$50,000	493	\$55,000	951	90.90%
Office 2-20	\$52,500	3,145	\$55,000	4,286	95.45%
Office 21-100	\$74,000	1,570	\$80,000	2,117	92.50%
Office 101-250	\$97,000	960	\$100,000	1,135	97.00%
Office 251+	\$135,000	2,276	\$135,000	3,094	100.00%
Government	\$48,500	2,453	\$48,000	2,439	101.04%
Legal services or public defender	\$37,500	555	\$42,500	325	88.24%
Public interest	\$39,000	244	\$46,000	74	84.78%
Non profit/education	\$50,000	373	\$50,000	190	100.00%
Business	\$65,000	922	\$90,000	1,534	72.22%
Total	\$63,000	13,034	\$75,000	16,189	84.00%

¹ Note: The "Other" category has been excluded because of the small number of cases.

TABLE 8.3. Marital Status and Number of Children among After the JD Respondents (weighted) and in the General Population between the Ages 27 and 32

	AJD Respondents Aged 27-32		All US Residents Aged 27-32 in 2000 Census (5% PUMS)	
	Men	Women	Men	Women
Marital Status				
Never married	32%	38%	38%	29%
Married	58%	47%	53%	59%
Domestic partnership	3%	5%	n/a	n/a
Divorced or separated	3%	5%	8%	12%
Widowed	0%	0%	0%	0%
Number of Children				
None	64%	75%	53%	36%
One	19%	15%	19%	23%
Two or More	17%	10%	28%	42%

Notes: PUMS data are based on those 27-32 year of age in April 1999, and AJD data are based on those aged 27-32 at time of graduation. Numbers for AJD marital status do not add to 100% due to suppression of the "other" category

Section 9: Race and Ethnicity

TABLE 9.1. Racial Comparisons between After the JD Respondents (weighted) and the 2000 Census Public-Use Micro Data (PUMS) 5% Sample

	AJD Eligible National Sample		2000 PUMS* 5% Sample Weighted	
	WTN	%	WTN	%
American Indian	342	1.1%	430	0.3%
Asian	2,154	6.6%	9,715	6.3%
Black	1,942	6.0%	9,410	6.1%
Hispanic	1,251	3.8%	6,482	4.2%
Other	1,018	3.1%	2,298	1.5%
White	25,843	79.4%	126,888	81.8%
Non-missing weighted responses	32,550	100.0%	155,223	100.0%
Missing data	339			

*Data on race/ethnicity are based on the 2000 Public-Use Microdata 5% Sample weighted including all lawyers and judges, aged 27-32, n=155,223.

TABLE 9.2. Weighted Distribution of Race in AJD National Eligible Sample by Geographic Market

	BLACK	HISPANIC	ASIAN	WHITE
	%	%	%	%
New York City	16.9	7.0	15.6	9.6
District of Columbia	11.3	6.0	10.0	6.5
Chicago	4.6	5.0	5.4	5.1
Los Angeles	4.1	10.8	11.6	3.9
Atlanta	7.9	3.7	2.0	4.0
Houston	5.7	4.2	2.1	2.8
Minneapolis	0.5	0.6	1.5	1.9
San Francisco	2.4	9.0	16.7	4.5
Connecticut	2.6	0.7	0.6	3.7
New Jersey	3.4	8.8	13.2	7.6
Florida	12.8	18.8	4.3	10.0
Tennessee	4.8	0	1.6	5.5
Oklahoma	2.6	3.0	1.3	5.2
Indiana	11.7	7.6	3.1	10.6
St Louis	4.6	3.5	3.0	5.7
Utah	0.4	4.9	1.6	3.7
Oregon	2.2	3.4	3.1	7.0
Boston	1.3	3.0	3.5	2.6
Total WTN	1,943	1,251	2,155	25,842

Note: Native Americans and "other" are excluded due to low numbers.

TABLE 9.3. Weighted Median Income by Practice Setting and Race (full time workers only) (n<100 are suppressed)¹

	Black	Hispanic	Asian	White
Solo	\$60,000	—	—	\$50,000
Office 2-20	\$65,000	\$64,486	\$64,863	\$56,000
Office 21-100	\$90,000	\$94,000	\$135,000	\$90,000
Office 101-250	\$105,000	\$104,000	\$132,999	\$117,818
Office 251+	\$150,000	\$150,000	\$150,000	\$146,485
Government	\$53,000	\$52,000	\$60,000	\$47,000
Legal services or public defender	\$40,967	—	—	\$40,000
Public interest	—	—	—	\$40,000
Non profit/education	—	—	—	\$51,000
Business	\$90,237	\$80,964	\$79,827	\$80,000
Total	\$65,000	\$70,000	\$80,000	\$70,000

¹ Note: The “Other” category has been excluded because of the small number of cases.

TABLE 9.4.a. Likelihood of Leaving Employer within Two Years by Practice Setting (weighted)*

	Black	Hispanic	Asian	White
Solo	15%	0%	24%	19%
Office 2-20	41%	51%	51%	38%
Office 21-100	62%	55%	56%	37%
Office 101-250	48%	53%	76%	42%
Office 251+	69%	70%	67%	56%
Government	70%	51%	60%	53%
Legal services or public defender	82%	64%	63%	46%
Public interest	66%	0%	85%	66%
Non profit/education	83%	30%	73%	47%
Business	47%	51%	57%	40%

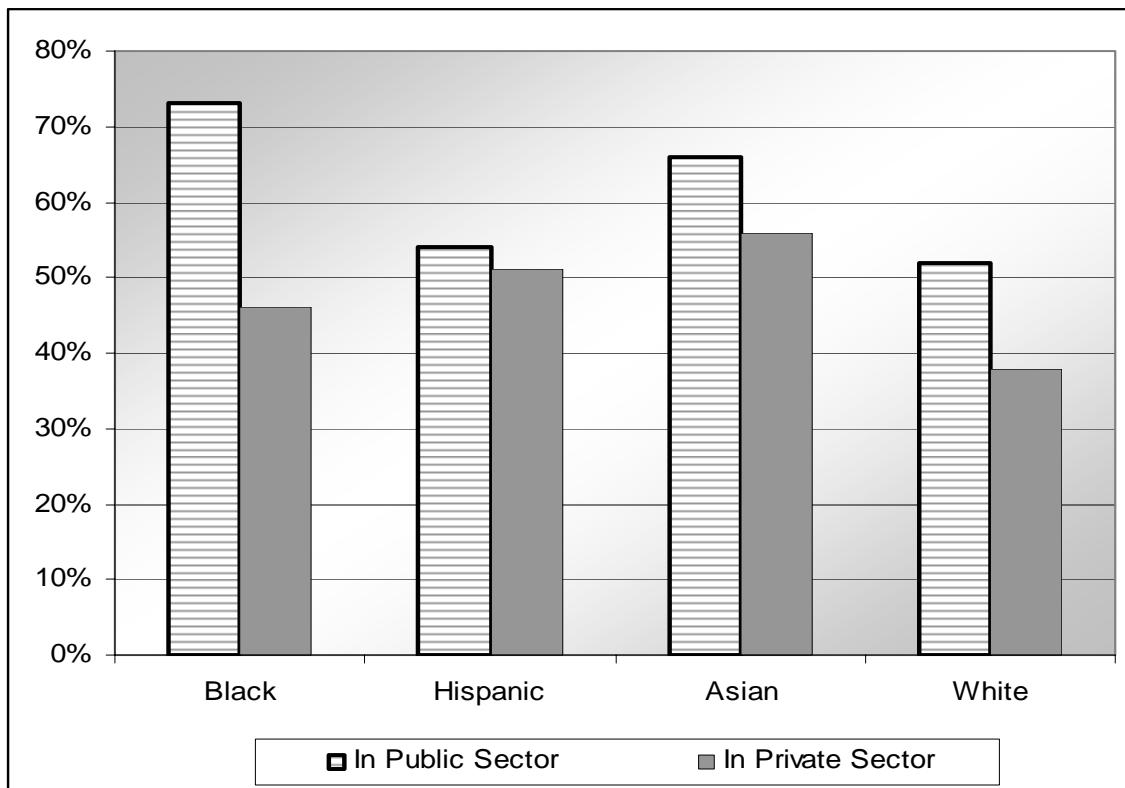
* Note: Potential fluctuations between weighted and unweighted results occur because of small N's for some of the categories. However, the general pattern remains consistent with the original findings.

** Note: The “Other” category has been excluded because of the small number of cases.

TABLE 9.4.b. Likelihood of Leaving Employer within Two Years, by Public or Private Sector and Race (weighted)

	In Public Sector		In Private Practice	
	%	N	%	N
Black	73%	440	46%	455
Hispanic	54%	172	51%	339
Asian	66%	304	56%	688
White	52%	2,628	38%	6,085

Figure 9.4.b. Likelihood of Leaving Employer within Two Years, by Public or Private Sector and Race (weighted)



Section 10: Financing a Legal Education

TABLE 10.1. Paying for Law School: Relative Contribution of Specific Sources of Support during Law School (values are weighted mean percentages of support reported)

	Total	Female	Male	Black	Hispanic	Asian	White
Federal Stafford	41%	42%	39%	47%	56%	35%	39%
Employment	17%	14%	20%	14%	12%	13%	17%
Parent or relative	14%	15%	12%	5%	9%	22%	14%
Law School Grants/Scholarships	6%	7%	6%	18%	5%	5%	6%
Spouse/Partner	6%	7%	6%	4%	5%	6%	7%
Alternative private loans	5%	5%	5%	3%	3%	6%	5%
Other student loans	4%	4%	4%	4%	5%	6%	4%
Previous savings	4%	3%	5%	3%	3%	6%	4%
Other	2%	1%	2%	1%	3%	0%	2%
Other (non-school)	1%	1%	1%	3%	0%	0%	0%
Veterans benefits	0%	0%	1%	0%	1%	0%	0%
Total WTN for Sources of Support	18,002	9,199	8,803	926	676	996	14,730
Median Debt*	\$70,000	\$70,000	\$70,000	\$70,000	\$72,000	\$70,000	\$70,000
Percent Reporting \$0 Debt	16%	16%	16%	6%	0%	19%	17%

Note: This analysis is restricted to only those respondents whose total is between 90% to 110% of what should total 100% of educational loans.

*For those reporting any debt

TABLE 10.2. Median Debt (for those reporting any debt), and Percent Reporting Zero Debt, by Practice Setting (weighted)¹

Practice Setting	Median Debt	% Reporting Zero Debt
Solo	\$70,000	22%
Office 2-20	\$70,000	15
Office 21-100	\$70,000	12
Office 101-250	\$70,000	16
Office 251+	\$75,000	20
Government	\$70,000	14
Legal services or public defender	\$71,000	11
Public interest	\$75,000	13
Non profit/education	\$60,000	30
Business	\$65,000	20
Median Debt Total	\$70,000	

¹ Note: The “Other” category has been excluded because of the small number of cases.

Figure 10.2. Median Debt (for those reporting any debt), and Percent Reporting Zero Debt, by Practice Setting (weighted)

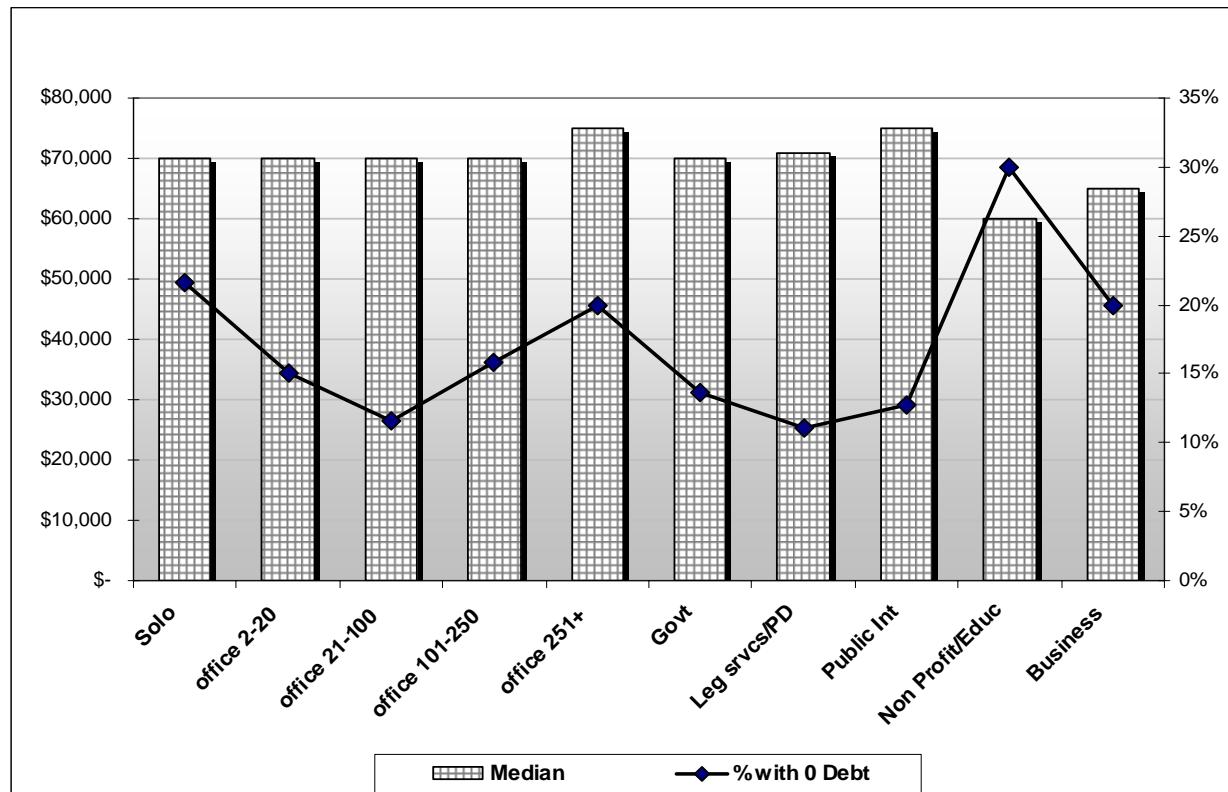
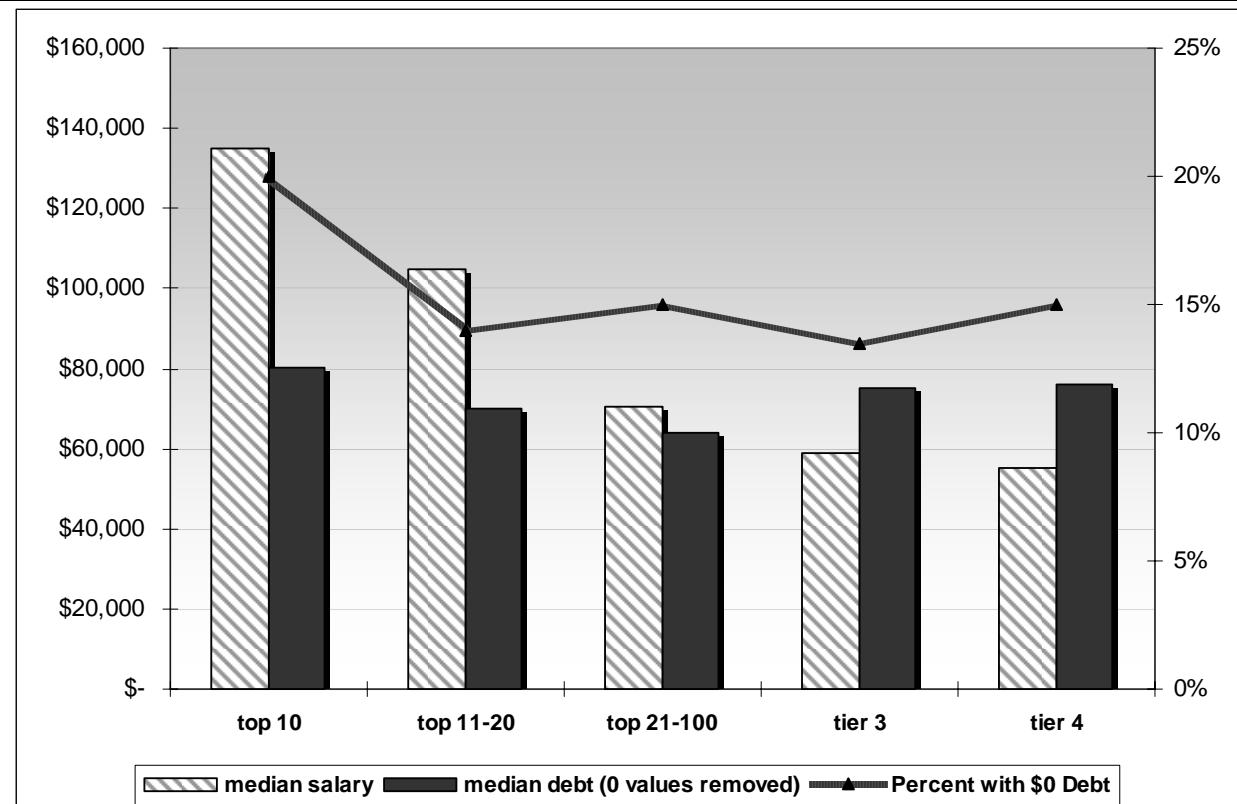


TABLE 10.3. Selectivity, Median Salary, Median Debt (for those with any debt), and Percent with Zero Debt (full-time workers only) (weighted)*

Law School Selectivity	Median Salary	Median Debt (0 values removed)	Percent with \$0 Debt
Top 10	\$135,000	\$80,000	20%
Top 11-20	\$105,000	\$70,000	14
Top 21-100	\$70,000	\$64,000	15
Tier 3	\$59,000	\$75,000	14
Tier 4	\$55,000	\$76,000	15

* Note: This table excludes sample members who graduated from law schools not included in the US News & World Report ranking (such as unaccredited law schools and law schools outside the US) as well as excluding missing data.

Figure 10.3. Selectivity, Median Salary, Median Debt (for those with any debt), and Percent with Zero Debt (full-time workers only) (weighted)



Section 11: Law School and the Transition to Practice

TABLE 11.1. Weighted Mean Attitudes towards Dimensions of Law School Experiences (on a scale where 1=not at all helpful and 7=extremely helpful)

	Mean	Median	Weighted N
Pro bono	3.15	2	10,022
Legal ethics	3.30	3	17,356
First-year curriculum	3.84	4	18,444
Course concentrations	3.97	4	15,471
Upper-year lecture	4.27	4	16,187
Internships	4.51	5	11,030
Legal writing	4.76	5	18,311
Clinical courses	4.83	5	15,479
Legal employment during school year	5.00	6	12,960
Legal employment during summers	5.42	6	16,461
Other	4.36	5	1,322

Figure 11.1. Weighted Mean Attitudes towards Dimensions of Law School Experiences (on a scale where 1=not at all helpful and 7=extremely helpful)

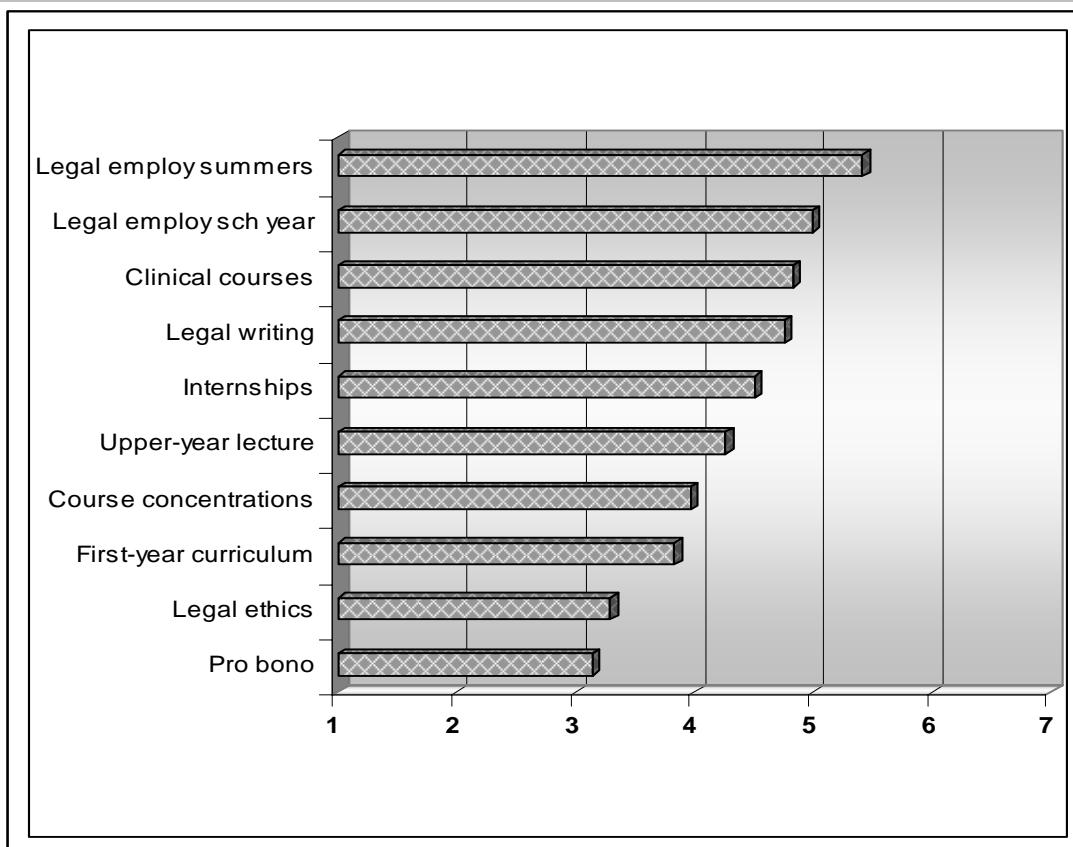
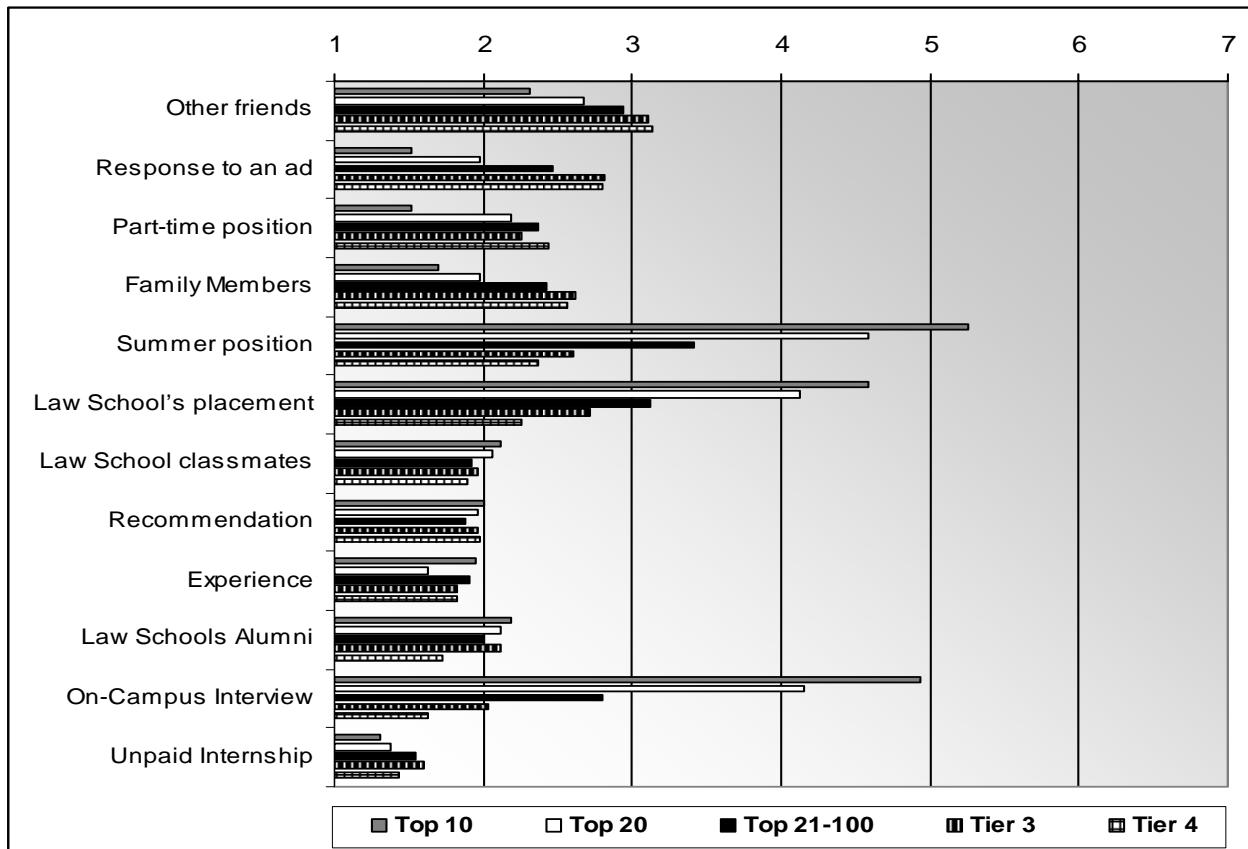


TABLE 11.2. Weighted Mean Ratings for the Importance of Strategies for Obtaining Jobs by Law School Selectivity (on a scale where 1= not important and 7= extremely important)

	Top 10	Top 20	Top 21-100	Tier 3	Tier 4
	Mean	Mean	Mean	Mean	Mean
Other friends	2.31	2.67	2.94	3.11	3.14
Response to an ad	1.51	1.98	2.47	2.82	2.80
Part-time position	1.52	2.18	2.37	2.25	2.44
Family members	1.70	1.97	2.43	2.62	2.56
Summer position	5.26	4.58	3.42	2.60	2.37
Law school's placement	4.58	4.12	3.12	2.72	2.25
Law school classmates	2.12	2.06	1.92	1.96	1.89
Recommendation	2.00	1.96	1.88	1.96	1.97
Experience	1.95	1.63	1.90	1.83	1.83
Law school's alumni	2.19	2.11	2.00	2.11	1.72
On-campus interview	4.94	4.16	2.80	2.03	1.63
Unpaid internship	1.31	1.38	1.54	1.60	1.43

Figure 11.2. Weighted Mean Ratings for the Importance of Strategies for Obtaining Jobs by Law School Selectivity (on a scale where 1= not important and 7= extremely important)



Publications:

R. Dinovitzer, N. Reichman, and J. Sterling, “The Differential Valuation of Women’s Work: A New Look at the Gender Gap in Lawyers’ Incomes,” *Social Forces*, (Forthcoming 2009)

G. Plickert and R. Dinovitzer, “Technical Addendum of the After the JD First Results Report,” American Bar Foundation (ABF) (2007).

J. Sterling, R. Dinovitzer, and B. G. Garth, “The Changing Social Role of Urban Law Schools,” 36 *Southwestern University Law Review* 389 (2007).

D. Wilkins, R. Dinovitzer, and R. Batra, “Urban Law School Graduates at Large Law Firms,” 36 *Southwestern University Law Review* 433 (2007).

R. Dinovitzer and B. G. Garth, “Lawyer Satisfaction in the Process of Structuring Legal Careers,” *Law and Society Review Volume*: 41(1). Available at SSRN: <http://ssrn.com/abstract=948571> (2007).

G. Z. Wilder, “Women in the Profession: An After the JD Monograph,” The NALP Foundation for Law Career Research and Education and the National Association for Law Placement, Inc. (NALP) (2007).

G. Z. Wilder, “Law School Debt Among New Lawyers: An After the JD Monograph,” The NALP Foundation for Law Career Research and Education and the National Association for Law Placement, Inc. (NALP) (2007).

G. Z. Wilder, “Race and Ethnicity in the Legal Profession: An After the JD Monograph,” The NALP Foundation for Law Career Research and Education and the National Association for Law Placement, Inc. (NALP) (2008).

After the JD: First Results of a National Study of Legal Careers, The NALP Foundation for Law Career Research and Education and the American Bar Foundation (ABF) (2004).

R. Dinovitzer and B. G. Garth, Forthcoming 2009. “Pro Bono as an Elite Strategy in Early Lawyer Careers,” Forthcoming in *Private Lawyers in the Public Interest*, edited by Robert Granfield and Lynn Mather, Oxford University Press.

J. Sterling, R. Dinovitzer, and B. G. Garth, “The Changing Social Role of Urban Law Schools,” 36 *Southwestern University Law Review* 389 (2007).

D. Wilkins, R. Dinovitzer, and R. Batra, “Urban Law School Graduates at Large Law Firms,” 36 *Southwestern University Law Review* 433 (2007).

R. Dinovitzer and B. G. Garth, “Lawyer Satisfaction in the Process of Structuring Legal Careers,” *Law and Society Review* 41:1-50 (2007).

Data Completeness Report

Notes: (1) Variables are individually listed only if they have greater than 5% missing data. These variables are listed under the appropriate percentage category in the order in which they appear in the data file. (2) The Data Completeness Report only captures information about system missing or other values that are declared missing. Codes that have a label implying that they are missing but that are not declared missing values are not reflected in this report. Data users should consult the codebook for more specific information about missing values. (3) Some variables that have 100% missing data may have been blanked by ICPSR to protect respondent confidentiality. Data users should consult the codebook for more specific information about blanked variables. (4) Data do not contain skip patterns or skip patterns are not reflected in the data as coded.

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
0.5% (3 of 556 variables)	have 0% Missing Values	
0.9% (5 of 556 variables)	have 0% - 1% Missing Values	
0.9% (5 of 556 variables)	have 1% - 3% Missing Values	
7.6% (42 of 556 variables)	have 3% - 5% Missing Values	
8.3% (46 of 556 variables)	have 5% - 10% Missing Values	
AQ03_YEAR	current employment: beginning work year	6.3%
AQ04CLEAN	current employment: type of organization	5.8%
AQ09	current employment: practicing lawyer	6.2%
AQ27	current employment: compensation scheme	9.5%
AQ69_H	importance of skill in legal career: litigation/alternate dispute resolution	5.3%
AQ26_A	satisfaction with: level of responsibility	7.2%
AQ26_B	satisfaction with: recognition received for work	7.4%
AQ26_C	satisfaction with: substantive area of work	7.1%
AQ26_D	satisfaction with: tasks performed	7.3%
AQ26_F	satisfaction with: compensation	7.5%
AQ26_G	satisfaction with: control over work (amount)	7.1%
AQ26_H	satisfaction with: control over work (method)	7.1%
AQ26_I	satisfaction with: relationship with colleagues	7.9%
AQ26_K	satisfaction with: intellectual challenge of work	7.0%
AQ26_L	satisfaction with: opportunities for building skills	7.2%
AQ26_P	satisfaction with: value of work	7.8%
AQ26_Q	satisfaction with: job security	8.0%
AQ30	satisfaction with: decision to become a lawyer	6.6%
AQ31	current employment: how much longer wish to stay	9.5%
AQ29_A	discrimination: experienced demeaning comments/harassment	7.2%
AQ29_B	discrimination: missed out on desirable assignment	7.5%
AQ29_C	discrimination: client requests someone else	7.9%
AQ29_D	discrimination: other forms of discrimination	7.7%
AQ74A	number of times took bar examination	6.4%
AQ39_2	number of job offers (private sector)	8.8%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
AQ45_1	participation in: political party	5.0%
AQ45_2	participation in: political advocacy group	5.0%
AQ45_16	participation in: organized sports league	5.2%
AQ66_L	law school participation in: race/ethnicity-based organization	5.1%
AQ72A_BRAC	total amount of educational debt when graduated from law school	8.3%
AQ43	political party preference	6.0%
AQ44A	political leaning: social scale	6.2%
AQ44B	political leaning: taxation scale	6.2%
AQ76_1	respondent ethnic/racial group: Black/African American	5.7%
AQ76_2	respondent ethnic/racial group: Hispanic/Latino	5.7%
AQ76_4	respondent ethnic/racial group: Asian/Pacific Islander	5.7%
AQ76_5	respondent ethnic/racial group: White/Caucasian	5.7%
AQ76_6	respondent ethnic/racial group: other	5.7%
AQ78_BRAC	respondent birth year	5.3%
AQ84_1	relatives that are/were lawyers: mother or female guardian	5.9%
AQ84_2	relatives that are/were lawyers: father or male guardian	5.9%
AQ84_3	relatives that are/were lawyers: one or more siblings	5.9%
AQ84_4	relatives that are/were lawyers: one or more grandparents	5.9%
AQ84_5	relatives that are/were lawyers: other relative(s)	5.9%
AQ84_6	relatives that are/were lawyers: none	5.9%
AQ87A	number of children	5.9%
3.2% (18 of 556 variables)	have 10% - 20% Missing Values	
AQ24_BRAC	current employment: total annual salary	14.2%
AQ13	current employment: specialist	16.2%
AQ11C	current employment: hours actually worked	19.7%
AQ11C_VAC	current employment: vacation last week	14.6%
AQ26_E	satisfaction with: opportunities for advancement	10.4%
AQ26_M	satisfaction with: amount of travel	15.3%
AQ26_N	satisfaction with: diversity of workplace	11.2%
AQ26_O	satisfaction with: performance evaluation process	15.4%
AQ39_1	number of job offers (public sector)	14.8%
AQ37_A	importance in obtaining first job: family members	14.8%
AQ37_B	importance in obtaining first job: law school classmates	13.8%
AQ37_C	importance in obtaining first job: other friends	12.9%
AQ37_D	importance in obtaining first job: law school alumni	13.9%
AQ37_E	importance in obtaining first job: direct unsolicited contact with employer	16.8%
AQ37_G	importance in obtaining first job: law school placement office	12.7%
AQ37_H	importance in obtaining first job: on-campus interview process	16.0%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
AQ72B_BRAC	amount of educational debt that is credit card debt	10.4%
AQ88_BRAC	2001 household income	15.0%
4.5% (25 of 556 variables)	have 20% - 40% Missing Values	
AQ05A_BRAC	current employment: number of lawyers (law firm)	32.4%
AQ05B_BRAC	current employment: number of lawyers (law firm office)	33.7%
AQ12D	area of law: civil litigation	34.0%
AQ12G	area of law: criminal	38.7%
AQ12K	area of law: family	40.0%
AQ12L	area of law: corporate	38.8%
AQ12N	area of law: intellectual property	40.0%
AQ11B	current employment: typical work hours	21.1%
AQ26_J	satisfaction with: pro bono opportunities	23.2%
AQ37_F	importance in obtaining first job: response to advertisement	20.5%
AQ37_I	importance in obtaining first job: summer position	20.4%
AQ37_J	importance in obtaining first job: part-time position	28.4%
AQ37_K	importance in obtaining first job: unpaid internship	31.8%
AQ37_L	importance in obtaining first job: recommendation from law professor	25.9%
AQ37_M	importance in obtaining first job: experience in a judicial clerkship	31.2%
AQ40_A	importance in choosing employer: salary	39.3%
AQ40_B	importance in choosing employer: benefits	39.6%
AQ40_C	importance in choosing employer: office environment/collegiality	39.3%
AQ40_D	importance in choosing employer: hours expected	39.6%
AQ40_F	importance in choosing employer: prospects for advancement	39.8%
AQ40_H	importance in choosing employer: location	39.4%
AQ40_I	importance in choosing employer: size	40.0%
AQ40_J	importance in choosing employer: prestige	39.7%
AQ40_K	importance in choosing employer: training/mentorship opportunities	39.7%
ADAD_OCC2	recode father or male guardian (9 cat. treiman 1977 occupation code)	22.7%
70.1% (390 of 556 variables)	have 40% - 99% Missing Values	
AQ01B_1	part-time: in order to care for children	97.6%
AQ01B_2	part-time: due to a disability	97.6%
AQ01B_3	part-time: due to partial retirement	97.6%
AQ01B_4	part-time: for other reasons	97.6%
AQ01C_I1	not employed: in order to care for children	96.7%
AQ01C_I2	not employed: due to a disability	96.7%
AQ01C_I3	not employed: due to partial retirement	96.7%
AQ01C_I4	not employed: for other reasons	96.7%
AQ01C_II1	not employed: looking for full-time employment	96.7%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
AQ01C_II2	not employed: looking for part-time employment	96.7%
AQ01C_II3	not employed: retired	96.7%
AQ01C_II4	not employed: other	96.7%
AQ06A_BRAC	current employment: number of lawyers (non-law firm organization)	87.0%
AQ19	current workplace: percent of lawyers are men	55.1%
AQ20	current workplace: percent of lawyers from racial/ethnic minority groups	56.1%
AQ06B	current employment: job status	86.8%
AQ07	current employment: other jobs	45.8%
AQ10	current employment: position	52.4%
AQ17_1	recurring activities: participate the office/firm recruitment committee	60.4%
AQ17_2	recurring activities: join partners or senior attorneys for breakfast or lunch	60.4%
AQ17_3	recurring activities: spend recreational time with partners or senior attorneys	60.4%
AQ17_4	recurring activities: spend recreational time with associates	60.4%
AQ17_5	recurring activities: write for publications/presentations	60.4%
AQ17_6	recurring activities: participate in bar/civic/non-profit associations	60.4%
AQ11D_1	current employment: pro bono hours	55.6%
AQ11D_2	current employment: pro bono type	77.4%
AQ12A	area of law: general practice	40.4%
AQ12B	area of law: antitrust	42.5%
AQ12C	area of law: bankruptcy	40.7%
AQ12E	area of law: civil rights/liberties	42.0%
AQ12F	area of law: commercial	40.1%
AQ12H	area of law: employment (union)	42.7%
AQ12I	area of law: employment (management)	41.0%
AQ12J	area of law: environmental	42.3%
AQ12M	area of law: immigration	42.1%
AQ12O	area of law: municipal	42.5%
AQ12P	area of law: personal injury (plaintiff)	40.4%
AQ12Q	area of law: personal injury (defense)	41.2%
AQ12R	area of law: probate	41.0%
AQ12S	area of law: public utilities	42.4%
AQ12T	area of law: real estate (commercial)	41.0%
AQ12U	area of law: real estate (personal)	41.1%
AQ12V	area of law: securities	41.0%
AQ12W	area of law: tax	41.6%
AQ12X	area of law: other	41.4%
AQ14	current employment: percent of work is non-U.S.	52.9%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
AQ15	current employment: number of distinct legal matters	54.1%
AQ16_A	legal matters: responsible for keeping client updated	56.6%
AQ16_B	legal matters: routine research and memos	54.9%
AQ16_C	legal matters: reviewing discovered documents or due diligence	58.9%
AQ16_D	legal matters: writing motions or taking depositions	59.0%
AQ16_E	legal matters: appearing in court as first or second chair	60.0%
AQ16_F	legal matters: drafting transactional documents	61.1%
AQ16_G	legal matters: formulating strategy with senior lawyers or client	55.7%
AQ16_H	legal matters: traveling	56.4%
AQ16_I	legal matters: assigning/supervising work of others	56.2%
AQ16_J	legal matters: handling entire matter on own	54.2%
AQ21_A	percentage of representation: high-income individuals	75.8%
AQ21_B	percentage of representation: middle-income individuals	74.7%
AQ21_C	percentage of representation: fortune 500 companies	76.9%
AQ21_D	percentage of representation: other large/middle-sized businesses	73.2%
AQ21_E	percentage of representation: small businesses	75.4%
AQ21_F	percentage of representation: governments/government agencies	81.6%
AQ21_G	percentage of representation: start-up businesses	82.6%
AQ21_H	percentage of representation: insurance companies	81.5%
AQ21_I	percentage of representation: non-profit organizations	82.5%
AQ21_J	percentage of representation: other	88.7%
AQ22	current employment: community or social group representation	52.0%
AQ23	current employment: number of new clients	74.2%
AQ23_NA	current employment: number of new client (NA)	51.3%
AQ23B	current employment: revenue from new clients	90.8%
AQ11A	current employment: typical billing hours	74.1%
AQ25_AFM	source of help for: acquiring technical aspects (most important)	50.9%
AQ25_ASM	source of help for: acquiring technical aspects (second most important)	62.6%
AQ25_BFM	source of help for: learning office protocols/customs (most important)	51.3%
AQ25_BSM	source of help for: learning office protocols/customs (second most important)	65.6%
AQ25_CFM	source of help for: devising specific strategies to achieve goals (most important)	52.2%
AQ25_CSM	source of help for: devising specific strategies to achieve goals (second most important)	67.2%
AQ25_DFM	source of help for: receiving support and encouragement (most important)	51.1%
AQ25_DSM	source of help for: receiving support and encouragement (second most important)	64.3%
AQ25_EFM	source of help for: getting informal feedback (most important)	51.5%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)	Percent of Cases with Missing Values
AQ25_ESM	source of help for: getting informal feedback (second most important) 71.0%
AQ25_FFM	source of help for: gaining valuable networking opportunities (most important) 54.6%
AQ25_FSM	source of help for: gaining valuable networking opportunities (second most important) 71.1%
AQ25_GFM	source of help for: having a personal advocate in firm (most important) 59.7%
AQ25_GSM	source of help for: having a personal advocate in firm (second most important) 78.8%
AQ28	satisfaction with: compensation scheme 46.1%
AQ18_01	desired changes: formal leave policies 58.5%
AQ18_02	desired changes: greater encouragement by employer 58.5%
AQ18_03	desired changes: less pressure to engage in client development 58.5%
AQ18_04	desired changes: fewer hours 58.5%
AQ18_05	desired changes: less pressure to bill 58.5%
AQ18_06	desired changes: more flexibility 58.5%
AQ18_07	desired changes: greater opportunity to shape decisions 58.5%
AQ18_08	desired changes: greater opportunity to shape future 58.5%
AQ18_09	desired changes: more and/or better mentoring 58.5%
AQ18_10	desired changes: more and/or better training 58.5%
AQ18_11	desired changes: more opportunities for pro bono work 58.5%
AQ18_12	desired changes: other 58.5%
APOS_NOTEPMLO	position 1: not employed 61.1%
APOS1BYR	position 1: beginning year 64.9%
APOS1EYR	position 1: end year 67.0%
APOS1ORG	position 1: type of organization 64.6%
APOS1F	position 1: full or part-time 80.5%
APOS1NAT	position 1: nature of position 64.5%
APOS1LAW_BRAC	position 1: number of lawyers 81.8%
APOS1LEA	position 1: first reason for leaving 66.7%
APOS1LEA2	position 1: second reason for leaving 92.3%
APOS1LEA3	position 1: third reason for leaving 94.3%
APOS1LEA4	position 1: fourth reason for leaving 96.9%
APOS1LEA5	position 1: fifth reason for leaving 98.3%
APOS1LEA6	position 1: sixth reason for leaving 99.1%
APOS1LEA7	position 1: seventh reason for leaving 99.5%
APOS1LEA8	position 1: eighth reason for leaving 99.7%
APOS1LEA9	position 1: ninth reason for leaving 99.9%
APOS2	position 2 63.1%
APOS2BYR	position 2: beginning year 81.1%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
APOS2EYR	position 2: end year	89.8%
APOS2ORG	position 2: type of organization	81.3%
APOS2F	position 2: full or part-time	86.6%
APOS2NAT	position 2: nature of position	81.4%
APOS2LAW_BRAC	position 2: number of lawyers	87.8%
APOS2LEA	position 2: first reason for leaving	89.8%
APOS2LEA2	position 2: second reason for leaving	98.3%
APOS2LEA3	position 2: third reason for leaving	98.8%
APOS2LEA4	position 2: fourth reason for leaving	99.3%
APOS2LEA5	position 2: fifth reason for leaving	99.7%
APOS2LEA6	position 2: sixth reason for leaving	99.9%
APOS2LEA7	position 2: seventh reason for leaving	100.0%
APOS2LEA8	position 2: eighth reason for leaving	100.0%
APOS2LEA9	position 2: ninth reason for leaving	100.0%
APOS3	position 3	80.6%
APOS3BYR	position 3: beginning year	95.4%
APOS3EYR	position 3: end year	98.0%
APOS3ORG	position 3: type of organization	95.5%
APOS3F	position 3: full or part-time	96.3%
APOS3NAT	position 3: nature of position	95.5%
APOS3LAW_BRAC	position 3: number of lawyers	96.8%
APOS3LEA	position 3: first reason for leaving	98.1%
APOS3LEA2	position 3: second reason for leaving	99.6%
APOS3LEA3	position 3: third reason for leaving	99.8%
APOS3LEA4	position 3: fourth reason for leaving	99.9%
APOS3LEA5	position 3: fifth reason for leaving	100.0%
APOS4	position 4	95.3%
APOS4BYR	position 4: beginning year	99.0%
APOS4EYR	position 4: end year	99.4%
APOS4ORG	position 4: type of organization	99.0%
APOS4F	position 4: full or part-time	99.2%
APOS4NAT	position 4: nature of position	99.1%
APOS4LAW_BRAC	position 4: number of lawyers	99.3%
APOS4LEA	position 4: first reason for leaving	99.5%
APOS4LEA2	position 4: second reason for leaving	99.9%
APOS4LEA3	position 4: third reason for leaving	100.0%
APOS4LEA4	position 4: fourth reason for leaving	100.0%
APOS4LEA5	position 4: fifth reason for leaving	100.0%
APOS4LEA6	position 4: sixth reason for leaving	100.0%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
APOS5	position 5	99.0%
APOS5BYR	position 5: beginning year	99.8%
APOS5EYR	position 5: end year	100.0%
APOS5ORG	position 5: type of organization	99.8%
APOS5F	position 5: full or part-time	99.8%
APOS5NAT	position 5: nature of position	99.8%
APOS5LAW_BRAC	position 5: number of lawyers	99.8%
APOS5LEA	position 5: first reason for leaving	100.0%
AQ32	leave of absence 1	79.6%
AQ33L1REA	leave 1 reason: dissatisfaction with practice area	98.7%
AQ33L1RE2	leave 1 reason: conflicts with management or supervisor	98.8%
AQ33L1RE3	leave 1 reason: dissatisfaction with assignments	98.8%
AQ33L1RE4	leave 1 reason: disagreement with firm or company	98.8%
AQ33L1RE5	leave 1 reason: desire to change sector	98.8%
AQ33L1RE6	leave 1 reason: signals from management	98.8%
AQ33L1RE7	leave 1 reason: experienced discrimination	98.8%
AQ33L1RE8	leave 1 reason: for a better job	98.8%
AQ33L1RE9	leave 1 reason: to accommodate dual careers	98.8%
AQ33L1R10	leave 1 reason: moved from area because of spouses job	98.8%
AQ33L1R11	leave 1 reason: preferred a different geographical location	98.8%
AQ33L1R12	leave 1 reason: to better accommodate family needs	98.8%
AQ33L1R13	leave 1 reason: for a better work environment	98.8%
AQ33L1R14	leave 1 reason: for a more diverse work environment	98.8%
AQ33L1R15	leave 1 reason: for more compatible hours	98.8%
AQ33L1R16	leave 1 reason: firm or company was downsized	98.8%
AQ33L1R17	leave 1 reason: firm or company was closed	98.8%
AQ33L1R18	leave 1 reason: received a promotion	98.8%
AQ33L1R19	leave 1 reason: illness or injury	98.8%
AQ33L1R20	leave 1 reason: maternity/paternity leave	98.8%
AQ33L1R21	leave 1 reason: to return to school	98.8%
AQ33L1R22	leave 1 reason: contract ended	98.8%
AQ33L1R23	leave 1 reason: was fired	98.8%
AQ33L1R24	leave 1 reason: other	98.8%
AQ33LEAV2	leave of absence 2	98.7%
AQ33L2REA	leave 2 reason: dissatisfaction with practice area	100.0%
AQ33L2RE2	leave 2 reason: conflicts with management or supervisor	100.0%
AQ33L2RE3	leave 2 reason: dissatisfaction with assignments	100.0%
AQ33L2RE4	leave 2 reason: disagreement with firm or company	100.0%
AQ33L2RE5	leave 2 reason: desire to change sector	100.0%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
AQ33L2RE6	leave 2 reason: signals from management	100.0%
AQ33L2RE7	leave 2 reason: experienced discrimination	100.0%
AQ33L2RE8	leave 2 reason: for a better job	100.0%
AQ33L2RE9	leave 2 reason: to accommodate dual careers	100.0%
AQ33L2R10	leave 2 reason: moved from area because of spouses job	100.0%
AQ33L2R11	leave 2 reason: preferred a different geographical location	100.0%
AQ33L2R12	leave 2 reason: to better accommodate family needs	100.0%
AQ33L2R13	leave 2 reason: for a better work environment	100.0%
AQ33L2R14	leave 2 reason: for a more diverse work environment	100.0%
AQ33L2R15	leave 2 reason: for more compatible hours	100.0%
AQ33L2R16	leave 2 reason: firm or company was downsized	100.0%
AQ33L2R17	leave 2 reason: firm or company was closed	100.0%
AQ33L2R18	leave 2 reason: received a promotion	100.0%
AQ33L2R19	leave 2 reason: illness or injury	100.0%
AQ33L2R20	leave 2 reason: maternity/paternity leave	100.0%
AQ33L2R21	leave 2 reason: to return to school	100.0%
AQ33L2R22	leave 2 reason: contract ended	100.0%
AQ33L2R23	leave 2 reason: was fired	100.0%
AQ33L2R24	leave 2 reason: other	100.0%
AQ33LEAV3	leave of absence 3	100.0%
AQ33L3REA	leave 3 reason: dissatisfaction with practice area	100.0%
AQ33L3RE2	leave 3 reason: conflicts with management or supervisor	100.0%
AQ33L3RE3	leave 3 reason: dissatisfaction with assignments	100.0%
AQ33L3RE4	leave 3 reason: disagreement with firm or company	100.0%
AQ33L3RE5	leave 3 reason: desire to change sector	100.0%
AQ33L3RE6	leave 3 reason: signals from management	100.0%
AQ33L3RE7	leave 3 reason: experienced discrimination	100.0%
AQ33L3RE8	leave 3 reason: for a better job	100.0%
AQ33L3RE9	leave 3 reason: to accommodate dual careers	100.0%
AQ33L3R10	leave 3 reason: moved from area because of spouses job	100.0%
AQ33L3R11	leave 3 reason: preferred a different geographical location	100.0%
AQ33L3R12	leave 3 reason: to better accommodate family needs	100.0%
AQ33L3R13	leave 3 reason: for a better work environment	100.0%
AQ33L3R14	leave 3 reason: for a more diverse work environment	100.0%
AQ33L3R15	leave 3 reason: for more compatible hours	100.0%
AQ33L3R16	leave 3 reason: firm or company was downsized	100.0%
AQ33L3R17	leave 3 reason: firm or company was closed	100.0%
AQ33L3R18	leave 3 reason: received a promotion	100.0%
AQ33L3R19	leave 3 reason: illness or injury	100.0%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
AQ33L3R20	leave 3 reason: maternity/paternity leave	100.0%
AQ33L3R21	leave 3 reason: to return to school	100.0%
AQ33L3R22	leave 3 reason: contract ended	100.0%
AQ33L3R23	leave 3 reason: was fired	100.0%
AQ33L3R24	leave 3 reason: other	100.0%
AQ34	judicial clerkship	79.4%
AQ35	judicial clerkship (more than one)	97.2%
AQ36_1	court type of judicial clerkship: state trial	97.2%
AQ36_2	court type of judicial clerkship: state appellate	97.2%
AQ36_3	court type of judicial clerkship: federal district	97.2%
AQ36_4	court type of judicial clerkship: federal appellate	97.2%
AQ36_5	court type of judicial clerkship: U.S. supreme court	97.2%
AQ36_6	court type of judicial clerkship: specialized court	97.2%
AQ73_2YR	states where admitted to the bar: second state	75.7%
AQ73_3YR	states where admitted to the bar: third state	97.3%
AQ74B	number of times took bar examination: not licensed	94.9%
AQ64	considered other careers than law	60.6%
AQ64_A	considered other careers than law: business/management	47.2%
AQ64_B	considered other careers than law: community organizing	49.3%
AQ64_C	considered other careers than law: consulting	48.7%
AQ64_D	considered other careers than law: investment banking	49.5%
AQ64_E	considered other careers than law: journalism/writing	48.8%
AQ64_F	considered other careers than law: politics	48.6%
AQ64_G	considered other careers than law: public policy/administration	48.3%
AQ64_H	considered other careers than law: public/social service	48.4%
AQ64_I	considered other careers than law: starting own business	48.5%
AQ64_J	considered other careers than law: teaching/academia	47.4%
AQ64_K	considered other careers than law: other	85.7%
AQ41_A	importance in receiving offer: reputation of law school	46.4%
AQ41_B	importance in receiving offer: law school grades	46.5%
AQ41_C	importance in receiving offer: participation in law journal/moot court	52.6%
AQ41_D	importance in receiving offer: reputation of undergraduate education	47.4%
AQ41_E	importance in receiving offer: prior work experience (in organization)	59.1%
AQ41_F	importance in receiving offer: prior work experience (overall)	47.2%
AQ41_G	importance in receiving offer: potential for attracting clients	55.1%
AQ41_H	importance in receiving offer: recommendations from law school faculty	55.9%
AQ41_I	importance in receiving offer: personal connections	53.4%
AQ41_J	importance in receiving offer: race/ethnicity	51.6%
AQ41_K	importance in receiving offer: gender	50.7%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
AQ41_L	importance in receiving offer: physical appearance	49.9%
AQ41_M	importance in receiving offer: personal qualities	74.1%
AQ41_N	importance in receiving offer: other	92.8%
AQ37_N	importance in obtaining first job: other	60.7%
AQ38_A	importance in determining sector: medium-to-long-term earning potential	45.5%
AQ38_B	importance in determining sector: substantive interest in a specific field	45.6%
AQ38_C	importance in determining sector: salary to pay off law school debts	47.6%
AQ38_D	importance in determining sector: availability of loan assistance	57.8%
AQ38_E	importance in determining sector: opportunity to develop specific skills	45.4%
AQ38_F	importance in determining sector: potential to balance work and personal life	45.5%
AQ38_G	importance in determining sector: opportunity to do socially responsible work	46.7%
AQ38_H	importance in determining sector: prestige	46.3%
AQ38_I	importance in determining sector: opportunities for mobility	45.9%
AQ38_J	importance in determining sector: other	95.3%
AQ40_E	importance in choosing employer: pro bono opportunities	43.5%
AQ40_G	importance in choosing employer: match between employer and own mission	40.3%
AQ45_17	participation in: other	53.7%
AQ48	undergraduate gpa	44.9%
AQ49	undergraduate class rank	71.2%
AQ52_2	transition to law school: attended to family responsibilities	64.4%
AQ52_3	transition to law school: held one or more full-time jobs	64.4%
AQ52_4	transition to law school: attended graduate school	64.4%
AQ52_5	transition to law school: something else	64.4%
AQ54	transition to law school: number of years elapsed	64.9%
AQ65_A	importance in attending law school: intellectual challenge	43.5%
AQ65_B	importance in attending law school: desire to help individuals	43.5%
AQ65_C	importance in attending law school: desire to develop a satisfying career	43.5%
AQ65_D	importance in attending law school: desire to defer entry into the job market	43.8%
AQ65_E	importance in attending law school: desire for eventual financial security	43.4%
AQ65_F	importance in attending law school: desire to change/improve society	43.6%
AQ65_G	importance in attending law school: becoming influential in a powerful profession	43.6%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
AQ65_H	importance in attending law school: desire to build a set of transferable skills	43.6%
AQ65_I	importance in attending law school: other	93.4%
AQ57	graduated from law school where began education	43.1%
AQ58	law school: part-time student	43.1%
AQ59	law school: number of semesters held paying job	46.3%
AQ60	law school gpa	50.4%
AQ60_ALL	law school gpa (for all valid)	57.6%
AQ61	law school class rank	58.3%
AQ61_ALL	law school class rank (for all valid)	64.2%
AQ62_A	additional degrees apart from jd	43.1%
AQ66_M	law school participation in: other	46.4%
AQ67_A	helpfulness of law school elements: first-year curriculum	44.5%
AQ67_B	helpfulness of law school elements: clinical courses	53.2%
AQ67_C	helpfulness of law school elements: upper-year lecture courses	51.3%
AQ67_D	helpfulness of law school elements: course concentrations/specializations	53.7%
AQ67_E	helpfulness of law school elements: summer legal employment	49.3%
AQ67_F	helpfulness of law school elements: school year legal employment	61.0%
AQ67_G	helpfulness of law school elements: academic year internships	67.4%
AQ67_H	helpfulness of law school elements: pro bono service work	69.4%
AQ67_I	helpfulness of law school elements: legal ethics training	47.8%
AQ67_J	helpfulness of law school elements: legal writing training	44.9%
AQ67_K	helpfulness of law school elements: other	95.7%
AQ68_A	importance of law school preparation in: administrative law	59.1%
AQ68_B	importance of law school preparation in: business organization	47.7%
AQ68_C	importance of law school preparation in: civil procedure	45.4%
AQ68_D	importance of law school preparation in: conflict of laws	56.3%
AQ68_E	importance of law school preparation in: constitutional law	45.5%
AQ68_F	importance of law school preparation in: contracts	44.8%
AQ68_G	importance of law school preparation in: criminal law	47.1%
AQ68_H	importance of law school preparation in: evidence	45.6%
AQ68_I	importance of law school preparation in: family law	54.2%
AQ68_J	importance of law school preparation in: professional responsibility	44.7%
AQ68_K	importance of law school preparation in: real property	46.0%
AQ68_L	importance of law school preparation in: torts	45.8%
AQ68_M	importance of law school preparation in: trusts and wills	50.5%
AQ68_N	importance of law school preparation in: uniform commercial code	49.9%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
AQ70_A	statements about legal education: law school prepared me well for legal career	43.7%
AQ70_B	statements about legal education: law school teaching is too theoretical	43.6%
AQ70_C	statements about legal education: the third year of law school is largely superfluous	43.7%
AQ70_D	statements about legal education: desire more business training in law school	43.5%
AQ71_A	law school financial support: employment	52.3%
AQ71_B	law school financial support: federal stafford/direct loans	52.0%
AQ71_C	law school financial support: alternative/private (non-family) loans	71.1%
AQ71_D	law school financial support: other student loans	69.4%
AQ71_E	law school financial support: law school-based grants or scholarships	67.6%
AQ71_F	law school financial support: other (non-school) grants or scholarships	76.7%
AQ71_G	law school financial support: spouse/partner	72.0%
AQ71_H	law school financial support: parent(s) or other relative(s)	66.7%
AQ71_I	law school financial support: previous savings	72.9%
AQ71_J	law school financial support: veterans benefits	77.7%
AQ71_K	law school financial support: other	84.5%
AQ42_1	live near current home: mother	43.3%
AQ42_2	live near current home: father	43.3%
AQ42_3	live near current home: two or more siblings	43.3%
AQ42_4	live near current home: one sibling	43.3%
AQ42_5	live near current home: two or all of three of closest friends	43.3%
AQ42_6	live near current home: one of three closest friends	43.3%
AQ42_7	live near current home: none of the above	43.3%
AQ79A	mother or female guardian: born in united states	43.6%
AQ79B	father or male guardian: born in the united states	44.3%
AQ80MOM	mother or female guardian: highest level of education	44.0%
AQ80MOM_ALL	mother or female guardian: highest level of education (for all valid)	55.3%
AQ80DAD	father or male guardian: highest level of education	44.5%
AQ80DAD_ALL	father or male guardian: highest level of education (for all valid)	53.9%
AMOM_OCC2	recode mother or female guardian (9 cat. treiman 1977 occupation code)	40.9%
AQ83A1F	did parent(s) work in the private sector: father or male guardian	46.2%
AQ83A1M	did parent(s) work in the private sector: mother or female guardian	45.3%
AQ83A2F	did parent(s) work at a site with more than 50 people: father or male guardian	46.7%
AQ83A2M	did parent(s) work at a site with more than 50 people: mother or female guardian	45.8%
AQ83A3F	did parent(s) supervise more than 10 people: father or male guardian	46.7%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
AQ83A3M	did parent(s) supervise more than 10 people: mother or female guardian	46.4%
AQ83B1F	were your parent(s) self-employed: father or male guardian	46.5%
AQ83B1M	were your parent(s) self-employed: mother or female guardian	45.7%
AQ83B2F	were your parent(s) a ceo or senior executive: father or male guardian	47.4%
AQ83B2M	were your parent(s) a ceo or senior executive: mother or female guardian	47.2%
AQ86	spouse/partner employment	67.0%
AQ87B1_Y	child 1 age: years	87.8%
AQ87KID2	child 2	85.7%
AQ87B2_Y	child 2 age: years	93.9%
AQ87KID3	child 3	93.1%
AQ87B3_Y	child 3 age: years	98.2%
AQ87KID4	child 4	97.9%
AQ87B4_Y	child 4 age: years	99.5%
AQ87KID5	child 5	99.5%
AQ87B5_Y	child 5 age: years	99.9%
AQ87KID6	child 6	99.9%
4.0% (22 of 556 variables)	have 100% missing values	
APOS1LE10	position 1: tenth reason for leaving	100.0%
APOS2LE10	position 2: tenth reason for leaving	100.0%
APOS3LEA6	position 3: sixth reason for leaving	100.0%
APOS3LEA7	position 3: seventh reason for leaving	100.0%
APOS3LEA8	position 3: eighth reason for leaving	100.0%
APOS3LEA9	position 3: ninth reason for leaving	100.0%
APOS3LE10	position 3: tenth reason for leaving	100.0%
APOS4LEA7	position 4: seventh reason for leaving	100.0%
APOS4LEA8	position 4: eighth reason for leaving	100.0%
APOS4LEA9	position 4: ninth reason for leaving	100.0%
APOS4LE10	position 4: tenth reason for leaving	100.0%
APOS5LEA2	position 5: second reason for leaving	100.0%
APOS5LEA3	position 5: third reason for leaving	100.0%
APOS5LEA4	position 5: fourth reason for leaving	100.0%
APOS5LEA5	position 5: fifth reason for leaving	100.0%
APOS5LEA6	position 5: sixth reason for leaving	100.0%
APOS5LEA7	position 5: seventh reason for leaving	100.0%
APOS5LEA8	position 5: eighth reason for leaving	100.0%
APOS5LEA9	position 5: ninth reason for leaving	100.0%
APOS5LE10	position 5: tenth reason for leaving	100.0%

Table 1: Distribution of Variables by Percentage of Missing Values

Variable Name and Label (Total Cases = 4538)		Percent of Cases with Missing Values
AQ87B6_Y	child 6 age: years	100.0%
AQ87KID7	child 7	100.0%

ICPSR 26302

After the JD - Wave 1: A Longitudinal Study of Legal Careers in Transition Data Collection: May 2002-May 2003, United States

Variable Description and Frequencies

Note: Frequencies displayed for the variables are not weighted. They are purely descriptive and may not be representative of the study population. Please review any sampling or weighting information available with the study.

Summary statistics (minimum, maximum, mean, median, and standard deviation) may not be available for every variable in the codebook. Conversely, a listing of frequencies in table format may not be present for every variable in the codebook either. However, all variables in the dataset are present and display sufficient information about each variable. These decisions are made intentionally and are at the discretion of the archive producing this codebook.

After the JD - Wave 1: A Longitudinal Study of Legal Careers in Transition Data Collection: May 2002-May 2003, United States

Variable Groups

Variable Groups Containing Other Variable Groups

<i>ID</i>	<i>Variable Group Label</i>	<i>Page</i>
VG1F1	CURRENT EMPLOYMENT	2
VG13F1	PROFESSIONAL EMPLOYMENT HISTORY	2
VG23F1	FIRST JOB AFTER LAW SCHOOL	2
VG29F1	SOCIAL, POLITICAL, AND COMMUNITY PARTICIPATION	3
VG32F1	EDUCATIONAL BACKGROUND	3
VG41F1	OTHER BACKGROUND INFORMATION	3

VG1F1

CURRENT EMPLOYMENT

Variable Groups within this Variable Group

<i>ID</i>	<i>Variable Group Label</i>	<i>Page</i>
VG2F1	EMPLOYMENT STATUS	4
VG3F1	WORKPLACE CHARACTERISTICS	5
VG4F1	EMPLOYMENT DETAILS	5
VG5F1	AREAS OF PRACTICE	5
VG6F1	JOB RESPONSIBILITIES	6
VG7F1	PROFESSIONAL SKILLS	6
VG8F1	CLIENTELE	7
VG9F1	BILLING HOURS	7
VG10F1	JOB SUPPORT AND SATISFACTION	7
VG11F1	JOB CHANGES	9
VG12F1	JOB DISCRIMINATION	9

VG13F1

PROFESSIONAL EMPLOYMENT HISTORY

Variable Groups within this Variable Group

<i>ID</i>	<i>Variable Group Label</i>	<i>Page</i>
VG14F1	FIRST POSITION	9
VG15F1	SECOND POSITION	10
VG16F1	THIRD POSITION	10
VG17F1	FOURTH POSITION	11
VG18F1	FIFTH POSITION	11
VG19F1	LEAVES OF ABSENCE	12
VG20F1	JUDICIAL CLERKSHIPS	14
VG21F1	BAR ADMISSION	14
VG22F1	ALTERNATE CAREER CONSIDERATIONS	14

VG23F1

FIRST JOB AFTER LAW SCHOOL

- Study 26302 -

Variable Groups within this Variable Group		
ID	Variable Group Label	Page
VG24F1	JOB OFFERS	15
VG25F1	FACTORS IN OBTAINING JOB OFFER	15
VG26F1	FACTORS IN OBTAINING JOB	15
VG27F1	FACTORS IN DETERMINING PROFESSIONAL SECTOR	16
VG28F1	FACTORS IN CHOOSING JOB	16

VG29F1

SOCIAL, POLITICAL, AND COMMUNITY PARTICIPATION

Variable Groups within this Variable Group		
ID	Variable Group Label	Page
VG30F1	POLITICAL PARTICIPATION	16
VG31F1	SOCIAL AND COMMUNITY PARTICIPATION	16

VG32F1

EDUCATIONAL BACKGROUND

Variable Groups within this Variable Group		
ID	Variable Group Label	Page
VG33F1	UNDERGRADUATE EDUCATION	17
VG34F1	TRANSITION TO LAW SCHOOL	17
VG35F1	DECISION TO ATTEND LAW SCHOOL	17
VG36F1	LAW SCHOOL EDUCATION	18
VG37F1	LAW SCHOOL ACTIVITIES	18
VG38F1	TRANSITION TO LEGAL CAREER	19
VG39F1	EDUCATIONAL FINANCING	19
VG40F1	EDUCATION DEBT	20

VG41F1

OTHER BACKGROUND INFORMATION

Variable Groups within this Variable Group		
ID	Variable Group Label	Page
VG42F1	DEMOGRAPHIC CHARACTERISTICS	20
VG43F1	FAMILIAL CHARACTERISTICS	20

Variable Groups Containing Variables

Variable Group Name	Variable Group Label	Page
VG2F1	EMPLOYMENT STATUS	4
VG3F1	WORKPLACE CHARACTERISTICS	5
VG4F1	EMPLOYMENT DETAILS	5
VG5F1	AREAS OF PRACTICE	5
VG6F1	JOB RESPONSIBILITIES	6
VG7F1	PROFESSIONAL SKILLS	6
VG8F1	CLIENTELE	7
VG9F1	BILLING HOURS	7
VG10F1	JOB SUPPORT AND SATISFACTION	7
VG11F1	JOB CHANGES	9

- Study 26302 -

Variable Group Name	Variable Group Label	Page
VG12F1	JOB DISCRIMINATION	9
VG14F1	FIRST POSITION	9
VG15F1	SECOND POSITION	10
VG16F1	THIRD POSITION	10
VG17F1	FOURTH POSITION	11
VG18F1	FIFTH POSITION	11
VG19F1	LEAVES OF ABSENCE	12
VG20F1	JUDICIAL CLERKSHIPS	14
VG21F1	BAR ADMISSION	14
VG22F1	ALTERNATE CAREER CONSIDERATIONS	14
VG24F1	JOB OFFERS	15
VG25F1	FACTORS IN OBTAINING JOB OFFER	15
VG26F1	FACTORS IN OBTAINING JOB	15
VG27F1	FACTORS IN DETERMINING PROFESSIONAL SECTOR	16
VG28F1	FACTORS IN CHOOSING JOB	16
VG30F1	POLITICAL PARTICIPATION	16
VG31F1	SOCIAL AND COMMUNITY PARTICIPATION	16
VG33F1	UNDERGRADUATE EDUCATION	17
VG34F1	TRANSITION TO LAW SCHOOL	17
VG35F1	DECISION TO ATTEND LAW SCHOOL	17
VG36F1	LAW SCHOOL EDUCATION	18
VG37F1	LAW SCHOOL ACTIVITIES	18
VG38F1	TRANSITION TO LEGAL CAREER	19
VG39F1	EDUCATIONAL FINANCING	19
VG40F1	EDUCATION DEBT	20
VG42F1	DEMOGRAPHIC CHARACTERISTICS	20
VG43F1	FAMILIAL CHARACTERISTICS	20
VG44F1	ADMINISTRATIVE VARIABLES	22
VG45F1	WEIGHT VARIABLES	22

VG2F1

EMPLOYMENT STATUS

Variables within this Variable Group		
Variable	Variable Label	Page
AQ01A	employment status	22
AQ01B_1	part-time: in order to care for children	22
AQ01B_2	part-time: due to a disability	23
AQ01B_3	part-time: due to partial retirement	23
AQ01B_4	part-time: for other reasons	24
AQ01C_I1	not employed: in order to care for children	24
AQ01C_I2	not employed: due to a disability	25
AQ01C_I3	not employed: due to partial retirement	25
AQ01C_I4	not employed: for other reasons	26

- Study 26302 -

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ01C_I1	not employed: looking for full-time employment	26
AQ01C_I2	not employed: looking for part-time employment	27
AQ01C_I3	not employed: retired	27
AQ01C_I4	not employed: other	28
AQ03_YEAR	current employment: beginning work year	28

VG3F1

WORKPLACE CHARACTERISTICS

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ04CLEAN	current employment: type of organization	30
AQ05A_BRAC	current employment: number of lawyers (law firm)	30
AQ05B_BRAC	current employment: number of lawyers (law firm office)	31
AQ06A_BRAC	current employment: number of lawyers (non-law firm organization)	32
AQ19	current workplace: percent of lawyers are men	32
AQ20	current workplace: percent of lawyers from racial/ethnic minority groups	33

VG4F1

EMPLOYMENT DETAILS

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ06B	current employment: job status	33
AQ07	current employment: other jobs	33
AQ09	current employment: practicing lawyer	34
AQ10	current employment: position	34
AQ17_1	recurring activities: participate the office/firm recruitment committee	35
AQ17_2	recurring activities: join partners or senior attorneys for breakfast or lunch	36
AQ17_3	recurring activities: spend recreational time with partners or senior attorneys	36
AQ17_4	recurring activities: spend recreational time with associates	37
AQ17_5	recurring activities: write for publications/presentations	37
AQ17_6	recurring activities: participate in bar/civic/non-profit associations	38
AQ24_BRAC	current employment: total annual salary	38
AQ27	current employment: compensation scheme	39

VG5F1

AREAS OF PRACTICE

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ11D_1	current employment: pro bono hours	39
AQ11D_2	current employment: pro bono type	42
AQ12A	area of law: general practice	43
AQ12B	area of law: antitrust	44

- Study 26302 -

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ12C	area of law: bankruptcy	45
AQ12D	area of law: civil litigation	47
AQ12E	area of law: civil rights/liberties	49
AQ12F	area of law: commercial	50
AQ12G	area of law: criminal	51
AQ12H	area of law: employment (union)	53
AQ12I	area of law: employment (management)	53
AQ12J	area of law: environmental	55
AQ12K	area of law: family	56
AQ12L	area of law: corporate	58
AQ12M	area of law: immigration	59
AQ12N	area of law: intellectual property	60
AQ12O	area of law: municipal	62
AQ12P	area of law: personal injury (plaintiff)	63
AQ12Q	area of law: personal injury (defense)	65
AQ12R	area of law: probate	66
AQ12S	area of law: public utilities	67
AQ12T	area of law: real estate (commercial)	69
AQ12U	area of law: real estate (personal)	70
AQ12V	area of law: securities	71
AQ12W	area of law: tax	73
AQ12X	area of law: other	74
AQ13	current employment: specialist	76
AQ14	current employment: percent of work is non-U.S.	77

VG6F1

JOB RESPONSIBILITIES

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ15	current employment: number of distinct legal matters	77
AQ16_A	legal matters: responsible for keeping client updated	78
AQ16_B	legal matters: routine research and memos	78
AQ16_C	legal matters: reviewing discovered documents or due diligence	79
AQ16_D	legal matters: writing motions or taking depositions	79
AQ16_E	legal matters: appearing in court as first or second chair	80
AQ16_F	legal matters: drafting transactional documents	80
AQ16_G	legal matters: formulating strategy with senior lawyers or client	81
AQ16_H	legal matters: traveling	82
AQ16_I	legal matters: assigning/supervising work of others	82
AQ16_J	legal matters: handling entire matter on own	83

VG7F1

PROFESSIONAL SKILLS

- Study 26302 -

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ69_A	importance of skill in legal career: problem solving	83
AQ69_B	importance of skill in legal career: legal analysis	84
AQ69_C	importance of skill in legal career: legal research	85
AQ69_D	importance of skill in legal career: factual investigation	85
AQ69_E	importance of skill in legal career: communication	86
AQ69_F	importance of skill in legal career: counseling	87
AQ69_G	importance of skill in legal career: negotiation	87
AQ69_H	importance of skill in legal career: litigation/alternate dispute resolution	88
AQ69_I	importance of skill in legal career: organization/management of legal work	88
AQ69_J	importance of skill in legal career: recognizing/resolving ethical dilemmas	89

VG8F1

CLIENTELE

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ21_A	percentage of representation: high-income individuals	90
AQ21_B	percentage of representation: middle-income individuals	91
AQ21_C	percentage of representation: fortune 500 companies	93
AQ21_D	percentage of representation: other large/middle-sized businesses	94
AQ21_E	percentage of representation: small businesses	96
AQ21_F	percentage of representation: governments/government agencies	97
AQ21_G	percentage of representation: start-up businesses	99
AQ21_H	percentage of representation: insurance companies	100
AQ21_I	percentage of representation: non-profit organizations	101
AQ21_J	percentage of representation: other	102
AQ22	current employment: community or social group representation	103
AQ23	current employment: number of new clients	104
AQ23_NA	current employment: number of new client (NA)	105
AQ23B	current employment: revenue from new clients	106

VG9F1

BILLING HOURS

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ11A	current employment: typical billing hours	108
AQ11B	current employment: typical work hours	110
AQ11C	current employment: hours actually worked	112
AQ11C_VAC	current employment: vacation last week	114

VG10F1

JOB SUPPORT AND SATISFACTION

- Study 26302 -

Variables within this Variable Group		
Variable	Variable Label	Page
AQ25_AFM	source of help for: acquiring technical aspects (most important)	115
AQ25_ASM	source of help for: acquiring technical aspects (second most important)	116
AQ25_BFM	source of help for: learning office protocols/customs (most important)	116
AQ25_BSM	source of help for: learning office protocols/customs (second most important)	117
AQ25_CFM	source of help for: devising specific strategies to achieve goals (most important)	118
AQ25_CSM	source of help for: devising specific strategies to achieve goals (second most important)	119
AQ25_DFM	source of help for: receiving support and encouragement (most important)	119
AQ25_DSM	source of help for: receiving support and encouragement (second most important)	120
AQ25_EFM	source of help for: getting informal feedback (most important)	121
AQ25_ESM	source of help for: getting informal feedback (second most important)	122
AQ25_FFM	source of help for: gaining valuable networking opportunities (most important)	123
AQ25_FSM	source of help for: gaining valuable networking opportunities (second most important)	123
AQ25_GFM	source of help for: having a personal advocate in firm (most important)	124
AQ25_GSM	source of help for: having a personal advocate in firm (second most important)	125
AQ26_A	satisfaction with: level of responsibility	126
AQ26_B	satisfaction with: recognition received for work	126
AQ26_C	satisfaction with: substantive area of work	127
AQ26_D	satisfaction with: tasks performed	127
AQ26_E	satisfaction with: opportunities for advancement	128
AQ26_F	satisfaction with: compensation	129
AQ26_G	satisfaction with: control over work (amount)	129
AQ26_H	satisfaction with: control over work (method)	130
AQ26_I	satisfaction with: relationship with colleagues	130
AQ26_J	satisfaction with: pro bono opportunities	131
AQ26_K	satisfaction with: intellectual challenge of work	132
AQ26_L	satisfaction with: opportunities for building skills	132
AQ26_M	satisfaction with: amount of travel	133
AQ26_N	satisfaction with: diversity of workplace	133
AQ26_O	satisfaction with: performance evaluation process	134
AQ26_P	satisfaction with: value of work	135
AQ26_Q	satisfaction with: job security	135
AQ28	satisfaction with: compensation scheme	136
AQ30	satisfaction with: decision to become a lawyer	136

- Study 26302 -

Variables within this Variable Group		
Variable	Variable Label	Page
AQ31	current employment: how much longer wish to stay	137

VG11F1

JOB CHANGES

Variables within this Variable Group		
Variable	Variable Label	Page
AQ18_01	desired changes: formal leave policies	138
AQ18_02	desired changes: greater encouragement by employer	138
AQ18_03	desired changes: less pressure to engage in client development	139
AQ18_04	desired changes: fewer hours	139
AQ18_05	desired changes: less pressure to bill	140
AQ18_06	desired changes: more flexibility	140
AQ18_07	desired changes: greater opportunity to shape decisions	141
AQ18_08	desired changes: greater opportunity to shape future	141
AQ18_09	desired changes: more and/or better mentoring	142
AQ18_10	desired changes: more and/or better training	142
AQ18_11	desired changes: more opportunities for pro bono work	143
AQ18_12	desired changes: other	143

VG12F1

JOB DISCRIMINATION

Variables within this Variable Group		
Variable	Variable Label	Page
AQ29_A	discrimination: experienced demeaning comments/harassment	144
AQ29_B	discrimination: missed out on desirable assignment	144
AQ29_C	discrimination: client requests someone else	145
AQ29_D	discrimination: other forms of discrimination	145

VG14F1

FIRST POSITION

Variables within this Variable Group		
Variable	Variable Label	Page
APOS_CURRPOS	position 1: current position	146
APOS_NOTEMPLO	position 1: not employed	146
APOS1BYR	position 1: beginning year	147
APOS1EYR	position 1: end year	148
APOS1ORG	position 1: type of organization	148
APOS1F	position 1: full or part-time	149
APOS1NAT	position 1: nature of position	150
APOS1LAW_BRAC	position 1: number of lawyers	151
APOS1LEA	position 1: first reason for leaving	151
APOS1LEA2	position 1: second reason for leaving	152
APOS1LEA3	position 1: third reason for leaving	153
APOS1LEA4	position 1: fourth reason for leaving	154
APOS1LEA5	position 1: fifth reason for leaving	155

- Study 26302 -

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
APOS1LEA6	position 1: sixth reason for leaving	156
APOS1LEA7	position 1: seventh reason for leaving	157
APOS1LEA8	position 1: eighth reason for leaving	158
APOS1LEA9	position 1: ninth reason for leaving	160
APOS1LEA10	position 1: tenth reason for leaving	161

VG15F1

SECOND POSITION

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
APOS2	position 2	161
APOS2BYR	position 2: beginning year	162
APOS2EYR	position 2: end year	163
APOS2ORG	position 2: type of organization	163
APOS2F	position 2: full or part-time	164
APOS2NAT	position 2: nature of position	164
APOS2LAW_BRAC	position 2: number of lawyers	165
APOS2LEA	position 2: first reason for leaving	166
APOS2LEA2	position 2: second reason for leaving	167
APOS2LEA3	position 2: third reason for leaving	168
APOS2LEA4	position 2: fourth reason for leaving	169
APOS2LEA5	position 2: fifth reason for leaving	170
APOS2LEA6	position 2: sixth reason for leaving	171
APOS2LEA7	position 2: seventh reason for leaving	172
APOS2LEA8	position 2: eighth reason for leaving	173
APOS2LEA9	position 2: ninth reason for leaving	174
APOS2LEA10	position 2: tenth reason for leaving	175

VG16F1

THIRD POSITION

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
APOS3	position 3	176
APOS3BYR	position 3: beginning year	177
APOS3EYR	position 3: end year	177
APOS3ORG	position 3: type of organization	178
APOS3F	position 3: full or part-time	179
APOS3NAT	position 3: nature of position	179
APOS3LAW_BRAC	position 3: number of lawyers	180
APOS3LEA	position 3: first reason for leaving	181
APOS3LEA2	position 3: second reason for leaving	182
APOS3LEA3	position 3: third reason for leaving	183
APOS3LEA4	position 3: fourth reason for leaving	184

- Study 26302 -

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
APOS3LEA5	position 3: fifth reason for leaving	185
APOS3LEA6	position 3: sixth reason for leaving	186
APOS3LEA7	position 3: seventh reason for leaving	187
APOS3LEA8	position 3: eighth reason for leaving	188
APOS3LEA9	position 3: ninth reason for leaving	189
APOS3LEA10	position 3: tenth reason for leaving	190

VG17F1

FOURTH POSITION

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
APOS4	position 4	191
APOS4BYR	position 4: beginning year	191
APOS4EYR	position 4: end year	192
APOS4ORG	position 4: type of organization	192
APOS4F	position 4: full or part-time	193
APOS4NAT	position 4: nature of position	194
APOS4LAW_BRAC	position 4: number of lawyers	195
APOS4LEA	position 4: first reason for leaving	195
APOS4LEA2	position 4: second reason for leaving	196
APOS4LEA3	position 4: third reason for leaving	197
APOS4LEA4	position 4: fourth reason for leaving	198
APOS4LEA5	position 4: fifth reason for leaving	199
APOS4LEA6	position 4: sixth reason for leaving	200
APOS4LEA7	position 4: seventh reason for leaving	201
APOS4LEA8	position 4: eighth reason for leaving	202
APOS4LEA9	position 4: ninth reason for leaving	203
APOS4LEA10	position 4: tenth reason for leaving	204

VG18F1

FIFTH POSITION

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
APOS5	position 5	205
APOS5BYR	position 5: beginning year	206
APOS5EYR	position 5: end year	206
APOS5ORG	position 5: type of organization	206
APOS5F	position 5: full or part-time	207
APOS5NAT	position 5: nature of position	208
APOS5LAW_BRAC	position 5: number of lawyers	209
APOS5LEA	position 5: first reason for leaving	209
APOS5LEA2	position 5: second reason for leaving	210
APOS5LEA3	position 5: third reason for leaving	211

- Study 26302 -

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
APOS5LEA4	position 5: fourth reason for leaving	212
APOS5LEA5	position 5: fifth reason for leaving	213
APOS5LEA6	position 5: sixth reason for leaving	214
APOS5LEA7	position 5: seventh reason for leaving	215
APOS5LEA8	position 5: eighth reason for leaving	216
APOS5LEA9	position 5: ninth reason for leaving	217
APOS5LEA10	position 5: tenth reason for leaving	218

VG19F1

LEAVES OF ABSENCE

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ32	leave of absence 1	219
AQ33L1REA	leave 1 reason: dissatisfaction with practice area	219
AQ33L1RE2	leave 1 reason: conflicts with management or supervisor	220
AQ33L1RE3	leave 1 reason: dissatisfaction with assignments	220
AQ33L1RE4	leave 1 reason: disagreement with firm or company	220
AQ33L1RE5	leave 1 reason: desire to change sector	221
AQ33L1RE6	leave 1 reason: signals from management	221
AQ33L1RE7	leave 1 reason: experienced discrimination	222
AQ33L1RE8	leave 1 reason: for a better job	222
AQ33L1RE9	leave 1 reason: to accommodate dual careers	223
AQ33L1R10	leave 1 reason: moved from area because of spouses job	223
AQ33L1R11	leave 1 reason: preferred a different geographical location	224
AQ33L1R12	leave 1 reason: to better accommodate family needs	224
AQ33L1R13	leave 1 reason: for a better work environment	225
AQ33L1R14	leave 1 reason: for a more diverse work environment	225
AQ33L1R15	leave 1 reason: for more compatible hours	226
AQ33L1R16	leave 1 reason: firm or company was downsized	226
AQ33L1R17	leave 1 reason: firm or company was closed	227
AQ33L1R18	leave 1 reason: received a promotion	227
AQ33L1R19	leave 1 reason: illness or injury	228
AQ33L1R20	leave 1 reason: maternity/paternity leave	228
AQ33L1R21	leave 1 reason: to return to school	229
AQ33L1R22	leave 1 reason: contract ended	229
AQ33L1R23	leave 1 reason: was fired	230
AQ33L1R24	leave 1 reason: other	230
AQ33LEAV2	leave of absence 2	231
AQ33L2REA	leave 2 reason: dissatisfaction with practice area	231
AQ33L2RE2	leave 2 reason: conflicts with management or supervisor	232
AQ33L2RE3	leave 2 reason: dissatisfaction with assignments	232
AQ33L2RE4	leave 2 reason: disagreement with firm or company	233

- Study 26302 -

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ33L2RE5	leave 2 reason: desire to change sector	233
AQ33L2RE6	leave 2 reason: signals from management	234
AQ33L2RE7	leave 2 reason: experienced discrimination	234
AQ33L2RE8	leave 2 reason: for a better job	235
AQ33L2RE9	leave 2 reason: to accommodate dual careers	235
AQ33L2R10	leave 2 reason: moved from area because of spouses job	236
AQ33L2R11	leave 2 reason: preferred a different geographical location	236
AQ33L2R12	leave 2 reason: to better accommodate family needs	237
AQ33L2R13	leave 2 reason: for a better work environment	237
AQ33L2R14	leave 2 reason: for a more diverse work environment	238
AQ33L2R15	leave 2 reason: for more compatible hours	238
AQ33L2R16	leave 2 reason: firm or company was downsized	239
AQ33L2R17	leave 2 reason: firm or company was closed	239
AQ33L2R18	leave 2 reason: received a promotion	240
AQ33L2R19	leave 2 reason: illness or injury	240
AQ33L2R20	leave 2 reason: maternity/paternity leave	241
AQ33L2R21	leave 2 reason: to return to school	241
AQ33L2R22	leave 2 reason: contract ended	242
AQ33L2R23	leave 2 reason: was fired	242
AQ33L2R24	leave 2 reason: other	243
AQ33LEAV3	leave of absence 3	243
AQ33L3REA	leave 3 reason: dissatisfaction with practice area	244
AQ33L3RE2	leave 3 reason: conflicts with management or supervisor	244
AQ33L3RE3	leave 3 reason: dissatisfaction with assignments	245
AQ33L3RE4	leave 3 reason: disagreement with firm or company	245
AQ33L3RE5	leave 3 reason: desire to change sector	246
AQ33L3RE6	leave 3 reason: signals from management	246
AQ33L3RE7	leave 3 reason: experienced discrimination	247
AQ33L3RE8	leave 3 reason: for a better job	247
AQ33L3RE9	leave 3 reason: to accommodate dual careers	248
AQ33L3R10	leave 3 reason: moved from area because of spouses job	248
AQ33L3R11	leave 3 reason: preferred a different geographical location	249
AQ33L3R12	leave 3 reason: to better accommodate family needs	249
AQ33L3R13	leave 3 reason: for a better work environment	250
AQ33L3R14	leave 3 reason: for a more diverse work environment	250
AQ33L3R15	leave 3 reason: for more compatible hours	251
AQ33L3R16	leave 3 reason: firm or company was downsized	251
AQ33L3R17	leave 3 reason: firm or company was closed	252
AQ33L3R18	leave 3 reason: received a promotion	252
AQ33L3R19	leave 3 reason: illness or injury	253
AQ33L3R20	leave 3 reason: maternity/paternity leave	253

- Study 26302 -

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ33L3R21	leave 3 reason: to return to school	254
AQ33L3R22	leave 3 reason: contract ended	254
AQ33L3R23	leave 3 reason: was fired	255
AQ33L3R24	leave 3 reason: other	255

VG20F1

JUDICIAL CLERKSHPIS

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ34	judicial clerkship	256
AQ35	judicial clerkship (more than one)	256
AQ36_1	court type of judicial clerkship: state trial	257
AQ36_2	court type of judicial clerkship: state appellate	257
AQ36_3	court type of judicial clerkship: federal district	258
AQ36_4	court type of judicial clerkship: federal appellate	258
AQ36_5	court type of judicial clerkship: U.S. supreme court	259
AQ36_6	court type of judicial clerkship: specialized court	259

VG21F1

BAR ADMISSION

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ73_1YR	states where admitted to the bar: first state	259
AQ73_2YR	states where admitted to the bar: second state	260
AQ73_3YR	states where admitted to the bar: third state	261
AQ74A	number of times took bar examination	261
AQ74B	number of times took bar examination: not licensed	262

VG22F1

ALTERNATE CAREER CONSIDERATIONS

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ64	considered other careers than law	262
AQ64_A	considered other careers than law: business/management	263
AQ64_B	considered other careers than law: community organizing	263
AQ64_C	considered other careers than law: consulting	264
AQ64_D	considered other careers than law: investment banking	264
AQ64_E	considered other careers than law: journalism/writing	265
AQ64_F	considered other careers than law: politics	265
AQ64_G	considered other careers than law: public policy/administration	266
AQ64_H	considered other careers than law: public/social service	266
AQ64_I	considered other careers than law: starting own business	267
AQ64_J	considered other careers than law: teaching/academia	267
AQ64_K	considered other careers than law: other	268

- Study 26302 -

VG24F1

JOB OFFERS

Variables within this Variable Group

<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AQ39_1</u>	number of job offers (public sector)	268
<u>AQ39_2</u>	number of job offers (private sector)	269

VG25F1

FACTORS IN OBTAINING JOB OFFER

Variables within this Variable Group

<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AQ41_A</u>	importance in receiving offer: reputation of law school	270
<u>AQ41_B</u>	importance in receiving offer: law school grades	271
<u>AQ41_C</u>	importance in receiving offer: participation in law journal/moot court	271
<u>AQ41_D</u>	importance in receiving offer: reputation of undergraduate education	272
<u>AQ41_E</u>	importance in receiving offer: prior work experience (in organization)	273
<u>AQ41_F</u>	importance in receiving offer: prior work experience (overall)	273
<u>AQ41_G</u>	importance in receiving offer: potential for attracting clients	274
<u>AQ41_H</u>	importance in receiving offer: recommendations from law school faculty	275
<u>AQ41_I</u>	importance in receiving offer: personal connections	275
<u>AQ41_J</u>	importance in receiving offer: race/ethnicity	276
<u>AQ41_K</u>	importance in receiving offer: gender	277
<u>AQ41_L</u>	importance in receiving offer: physical appearance	277
<u>AQ41_M</u>	importance in receiving offer: personal qualities	278
<u>AQ41_N</u>	importance in receiving offer: other	279

VG26F1

FACTORS IN OBTAINING JOB

Variables within this Variable Group

<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AQ37_A</u>	importance in obtaining first job: family members	279
<u>AQ37_B</u>	importance in obtaining first job: law school classmates	280
<u>AQ37_C</u>	importance in obtaining first job: other friends	281
<u>AQ37_D</u>	importance in obtaining first job: law school alumni	281
<u>AQ37_E</u>	importance in obtaining first job: direct unsolicited contact with employer	282
<u>AQ37_F</u>	importance in obtaining first job: response to advertisement	283
<u>AQ37_G</u>	importance in obtaining first job: law school placement office	283
<u>AQ37_H</u>	importance in obtaining first job: on-campus interview process	284
<u>AQ37_I</u>	importance in obtaining first job: summer position	285
<u>AQ37_J</u>	importance in obtaining first job: part-time position	286
<u>AQ37_K</u>	importance in obtaining first job: unpaid internship	286
<u>AQ37_L</u>	importance in obtaining first job: recommendation from law professor	287
<u>AQ37_M</u>	importance in obtaining first job: experience in a judicial clerkship	288
<u>AQ37_N</u>	importance in obtaining first job: other	288

- Study 26302 -

VG27F1

FACTORS IN DETERMINING PROFESSIONAL SECTOR

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AQ38_A</u>	importance in determining sector: medium-to-long-term earning potential	289
<u>AQ38_B</u>	importance in determining sector: substantive interest in a specific field	290
<u>AQ38_C</u>	importance in determining sector: salary to pay off law school debts	290
<u>AQ38_D</u>	importance in determining sector: availability of loan assistance	291
<u>AQ38_E</u>	importance in determining sector: opportunity to develop specific skills	292
<u>AQ38_F</u>	importance in determining sector: potential to balance work and personal life	292
<u>AQ38_G</u>	importance in determining sector: opportunity to do socially responsible work	293
<u>AQ38_H</u>	importance in determining sector: prestige	294
<u>AQ38_I</u>	importance in determining sector: opportunities for mobility	294
<u>AQ38_J</u>	importance in determining sector: other	295

VG28F1

FACTORS IN CHOOSING JOB

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AQ40A</u>	importance in choosing offer: only one job offer	296
<u>AQ40_A</u>	importance in choosing employer: salary	296
<u>AQ40_B</u>	importance in choosing employer: benefits	297
<u>AQ40_C</u>	importance in choosing employer: office environment/collegiality	297
<u>AQ40_D</u>	importance in choosing employer: hours expected	298
<u>AQ40_E</u>	importance in choosing employer: pro bono opportunities	299
<u>AQ40_F</u>	importance in choosing employer: prospects for advancement	300
<u>AQ40_G</u>	importance in choosing employer: match between employer and own mission	300
<u>AQ40_H</u>	importance in choosing employer: location	301
<u>AQ40_I</u>	importance in choosing employer: size	302
<u>AQ40_J</u>	importance in choosing employer: prestige	302
<u>AQ40_K</u>	importance in choosing employer: training/mentorship opportunities	303

VG30F1

POLITICAL PARTICIPATION

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AQ45_1</u>	participation in: political party	304
<u>AQ45_2</u>	participation in: political advocacy group	304

VG31F1

SOCIAL AND COMMUNITY PARTICIPATION

- Study 26302 -

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AQ45_3</u>	participation in: pta	305
<u>AQ45_4</u>	participation in: college alumni association	305
<u>AQ45_5</u>	participation in: law school alumni association	306
<u>AQ45_6</u>	participation in: charitable organization	306
<u>AQ45_7</u>	participation in: religious organization	307
<u>AQ45_8</u>	participation in: american bar association	308
<u>AQ45_9</u>	participation in: state or local bar association	308
<u>AQ45_10</u>	participation in: substantive sections of bar association	309
<u>AQ45_11</u>	participation in: gender-based organization	309
<u>AQ45_12</u>	participation in: race/ethnicity-based organization	310
<u>AQ45_13</u>	participation in: community/civic association	310
<u>AQ45_14</u>	participation in: service organization	311
<u>AQ45_15</u>	participation in: privateclub /athletic club	312
<u>AQ45_16</u>	participation in: organized sports league	312
<u>AQ45_17</u>	participation in: other	313

VG33F1

UNDERGRADUATE EDUCATION

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AQ46_BRAC</u>	undergraduate degree year	313
<u>AQ48</u>	undergraduate gpa	314
<u>AQ49</u>	undergraduate class rank	315
<u>AQ50_1</u>	undergraduate major: biological science	315
<u>AQ50_2</u>	undergraduate major: business	316
<u>AQ50_3</u>	undergraduate major: criminal justice or law enforcement	316
<u>AQ50_4</u>	undergraduate major: engineering	317
<u>AQ50_5</u>	undergraduate major: humanities	317
<u>AQ50_6</u>	undergraduate major: physical science or mathematics	318
<u>AQ50_7</u>	undergraduate major: social science	318
<u>AQ50_8</u>	undergraduate major: other	319

VG34F1

TRANSITION TO LAW SCHOOL

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AQ51</u>	transition to law school: directly from college to law school	319
<u>AQ52_2</u>	transition to law school: attended to family responsibilities	320
<u>AQ52_3</u>	transition to law school: held one or more full-time jobs	320
<u>AQ52_4</u>	transition to law school: attended graduate school	321
<u>AQ52_5</u>	transition to law school: something else	321
<u>AQ54</u>	transition to law school: number of years elapsed	322

VG35F1

DECISION TO ATTEND LAW SCHOOL

- Study 26302 -

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AQ65_A</u>	importance in attending law school: intellectual challenge	323
<u>AQ65_B</u>	importance in attending law school: desire to help individuals	324
<u>AQ65_C</u>	importance in attending law school: desire to develop a satisfying career	324
<u>AQ65_D</u>	importance in attending law school: desire to defer entry into the job market	325
<u>AQ65_E</u>	importance in attending law school: desire for eventual financial security	325
<u>AQ65_F</u>	importance in attending law school: desire to change/improve society	326
<u>AQ65_G</u>	importance in attending law school: becoming influential in a powerful profession	327
<u>AQ65_H</u>	importance in attending law school: desire to build a set of transferable skills	327
<u>AQ65_I</u>	importance in attending law school: other	328

VG36F1

LAW SCHOOL EDUCATION

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AQ55_YR</u>	law school degree year and month	328
<u>AQ57</u>	graduated from law school where began education	329
<u>AQ58</u>	law school: part-time student	329
<u>AQ59</u>	law school: number of semesters held paying job	330
<u>AQ60</u>	law school gpa	331
<u>AQ60_ALL</u>	law school gpa (for all valid)	331
<u>AQ61</u>	law school class rank	332
<u>AQ61_ALL</u>	law school class rank (for all valid)	332
<u>AQ62_A</u>	additional degrees apart from jd	333
<u>AQ63</u>	intended to practice law when entered law school	333
<u>AUSNEWS03</u>	2003 US News law school rankings	334

VG37F1

LAW SCHOOL ACTIVITIES

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AQ66_E</u>	law school participation in: political advocacy group	335
<u>AQ66_F</u>	law school participation in: college alumni association	335
<u>AQ66_G</u>	law school participation in: american bar association (student division)	336
<u>AQ66_H</u>	law school participation in: public interest law group	336
<u>AQ66_I</u>	law school participation in: pro bono work	337
<u>AQ66_J</u>	law school participation in: political party	337
<u>AQ66_K</u>	law school participation in: gender-based organization	338
<u>AQ66_L</u>	law school participation in: race/ethnicity-based organization	339
<u>AQ66_M</u>	law school participation in: other	339

- Study 26302 -

VG38F1

TRANSITION TO LEGAL CAREER

Variables within this Variable Group

Variable	Variable Label	Page
AQ67_A	helpfulness of law school elements: first-year curriculum	340
AQ67_B	helpfulness of law school elements: clinical courses	340
AQ67_C	helpfulness of law school elements: upper-year lecture courses	341
AQ67_D	helpfulness of law school elements: course concentrations/specializations	342
AQ67_E	helpfulness of law school elements: summer legal employment	342
AQ67_F	helpfulness of law school elements: school year legal employment	343
AQ67_G	helpfulness of law school elements: academic year internships	344
AQ67_H	helpfulness of law school elements: pro bono service work	344
AQ67_I	helpfulness of law school elements: legal ethics training	345
AQ67_J	helpfulness of law school elements: legal writing training	345
AQ67_K	helpfulness of law school elements: other	346
AQ68_A	importance of law school preparation in: administrative law	347
AQ68_B	importance of law school preparation in: business organization	347
AQ68_C	importance of law school preparation in: civil procedure	348
AQ68_D	importance of law school preparation in: conflict of laws	349
AQ68_E	importance of law school preparation in: constitutional law	349
AQ68_F	importance of law school preparation in: contracts	350
AQ68_G	importance of law school preparation in: criminal law	351
AQ68_H	importance of law school preparation in: evidence	351
AQ68_I	importance of law school preparation in: family law	352
AQ68_J	importance of law school preparation in: professional responsibility	353
AQ68_K	importance of law school preparation in: real property	353
AQ68_L	importance of law school preparation in: torts	354
AQ68_M	importance of law school preparation in: trusts and wills	355
AQ68_N	importance of law school preparation in: uniform commercial code	355
AQ70_A	statements about legal education: law school prepared me well for legal career	356
AQ70_B	statements about legal education: law school teaching is too theoretical	356
AQ70_C	statements about legal education: the third year of law school is largely superfluous	357
AQ70_D	statements about legal education: desire more business training in law school	358

VG39F1

EDUCATIONAL FINANCING

Variables within this Variable Group

Variable	Variable Label	Page
AQ71_A	law school financial support: employment	358
AQ71_B	law school financial support: federal stafford/direct loans	360
AQ71_C	law school financial support: alternative/private (non-family) loans	362

- Study 26302 -

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ71_D	law school financial support: other student loans	364
AQ71_E	law school financial support: law school-based grants or scholarships	365
AQ71_F	law school financial support: other (non-school) grants or scholarships	367
AQ71_G	law school financial support: spouse/partner	368
AQ71_H	law school financial support: parent(s) or other relative(s)	369
AQ71_I	law school financial support: previous savings	371
AQ71_J	law school financial support: veterans benefits	373
AQ71_K	law school financial support: other	373

VG40F1

EDUCATION DEBT

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ72A_BRAC	total amount of educational debt when graduated from law school	374
AQ72B_BRAC	amount of educational debt that is credit card debt	375

VG42F1

DEMOGRAPHIC CHARACTERISTICS

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ43	political party preference	376
AQ44A	political leaning: social scale	376
AQ44B	political leaning: taxation scale	377
AQ75	respondent gender	378
AQ76_1	respondent ethnic/racial group: Black/African American	378
AQ76_2	respondent ethnic/racial group: Hispanic/Latino	379
AQ76_4	respondent ethnic/racial group: Asian/Pacific Islander	379
AQ76_5	respondent ethnic/racial group: White/Caucasian	379
AQ76_6	respondent ethnic/racial group: other	380
AQ78_BRAC	respondent birth year	380
AQ88_BRAC	2001 household income	381

VG43F1

FAMILIAL CHARACTERISTICS

<i>Variables within this Variable Group</i>		
<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
AQ42_1	live near current home: mother	382
AQ42_2	live near current home: father	382
AQ42_3	live near current home: two or more siblings	382
AQ42_4	live near current home: one sibling	383
AQ42_5	live near current home: two or all of three of closest friends	383
AQ42_6	live near current home: one of three closest friends	384
AQ42_7	live near current home: none of the above	384
AQ79A	mother or female guardian: born in united states	385
AQ79B	father or male guardian: born in the united states	385

- Study 26302 -

Variables within this Variable Group		
Variable	Variable Label	Page
AQ80MOM	mother or female guardian: highest level of education	386
AQ80MOM_ALL	mother or female guardian: highest level of education (for all valid)	387
AQ80DAD	father or male guardian: highest level of education	387
AQ80DAD_ALL	father or male guardian: highest level of education (for all valid)	388
AMOM_OCC2	recode mother or female guardian (9 cat. treiman 1977 occupation code)	388
ADAD_OCC2	recode father or male guardian (9 cat. treiman 1977 occupation code)	389
AQ83A1F	did parent(s) work in the private sector: father or male guardian	390
AQ83A1M	did parent(s) work in the private sector: mother or female guardian	390
AQ83A2F	did parent(s) work at a site with more than 50 people: father or male guardian	391
AQ83A2M	did parent(s) work at a site with more than 50 people: mother or female guardian	391
AQ83A3F	did parent(s) supervise more than 10 people: father or male guardian	392
AQ83A3M	did parent(s) supervise more than 10 people: mother or female guardian	392
AQ83B1F	were your parent(s) self-employed: father or male guardian	393
AQ83B1M	were your parent(s) self-employed: mother or female guardian	394
AQ83B2F	were your parent(s) a ceo or senior executive: father or male guardian	394
AQ83B2M	were your parent(s) a ceo or senior executive: mother or female guardian	395
AQ84_1	relatives that are/were lawyers: mother or female guardian	395
AQ84_2	relatives that are/were lawyers: father or male guardian	396
AQ84_3	relatives that are/were lawyers: one or more siblings	396
AQ84_4	relatives that are/were lawyers: one or more grandparents	397
AQ84_5	relatives that are/were lawyers: other relative(s)	397
AQ84_6	relatives that are/were lawyers: none	398
AQ85	respondent marital status	398
AQ86	spouse/partner employment	399
AQ87A	number of children	399
AQ87B1_Y	child 1 age: years	400
AQ87KID2	child 2	401
AQ87B2_Y	child 2 age: years	402
AQ87KID3	child 3	403
AQ87B3_Y	child 3 age: years	403
AQ87KID4	child 4	404
AQ87B4_Y	child 4 age: years	404
AQ87KID5	child 5	405
AQ87B5_Y	child 5 age: years	406
AQ87KID6	child 6	406
AQ87B6_Y	child 6 age: years	407
AQ87KID7	child 7	407

- Study 26302 -

VG44F1

ADMINISTRATIVE VARIABLES

Variables within this Variable Group

<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>ASU_ID</u>	norc id	407
<u>AMODE</u>	survey data type indicator	407
<u>ARACE_IMP</u>	if survey race is missing: race imputed using lsacrace	408
<u>ASAMPLE_TYPE</u>	sample type: national sample	408

VG45F1

WEIGHT VARIABLES

Variables within this Variable Group

<i>Variable</i>	<i>Variable Label</i>	<i>Page</i>
<u>AWT_NAT_NR</u>	national selection weight (adjusted for nonresponse)	409
<u>AWT_MIN_NR</u>	minority selection weight (adjusted for nonresponse)	409
<u>AWT_COMB_NR</u>	combined selection weight (adjusted for nonresponse)	409

AQ01A

employment status

Location: 21-30 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

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

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 full-time	4178	92.1 %
2	2 part-time	108	2.4 %
3	3 not employed	160	3.5 %
. (M)	-	92	2.0 %

Based upon 4446 valid cases out of 4538 total cases.

- Mean: 1.10
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.40

AQ01B_1

part-time: in order to care for children

Location: 31-40 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Describe your current employment status by checking the appropriate box(es) below: Part time, in order to care for children.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	55	1.2 %
2	2 no	53	1.2 %
. (M)	-	4430	97.6 %

Based upon 108 valid cases out of 4538 total cases.

- Mean: 1.49
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

AQ01B_2

part-time: due to a disability

Location: 41-50 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Describe your current employment status by checking the appropriate box(es) below: Part time, due to a disability.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	2	0.0 %
2	2 no	106	2.3 %
-3 (M)	-3 missing	8	0.2 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	4421	97.4 %

Based upon 108 valid cases out of 4538 total cases.

- Mean: 1.98
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.14

AQ01B_3

part-time: due to partial retirement

Location: 51-60 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Describe your current employment status by checking the appropriate box(es) below: Part time, due to partial retirement.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1	0.0 %
2	2 no	107	2.4 %
-3 (M)	-3 missing	8	0.2 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	4421	97.4 %

Based upon 108 valid cases out of 4538 total cases.

- Mean: 1.99
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.10

AQ01B_4	part-time: for other reasons
----------------	-------------------------------------

Location: 61-70 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Describe your current employment status by checking the appropriate box(es) below: Part time, for other reasons.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	54	1.2 %
2	2 no	54	1.2 %
-3 (M)	-3 missing	8	0.2 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	4421	97.4 %

Based upon 108 valid cases out of 4538 total cases.

- Mean: 1.50
- Median: 1.50
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

AQ01C_I1	not employed: in order to care for children
-----------------	--

Location: 71-80 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Are you not employed for any of the following reasons? In order to care for children.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	31	0.7 %
2	2 no	119	2.6 %
. (M)	-	4388	96.7 %

Based upon 150 valid cases out of 4538 total cases.

- Mean: 1.79
 - Median: 2.00
 - Mode: 2.00
 - Minimum: 1.00
 - Maximum: 2.00
 - Standard Deviation: 0.41

AQ01C_I2

not employed: due to a disability

Location: 81-90 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Are you not employed for any of the following reasons? Due to a disability.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	3	0.1 %
2	2 no	147	3.2 %
-3 (M)	-3 missing	10	0.2 %
. (M)	-	4378	96.5 %

Based upon 150 valid cases out of 4538 total cases.

- Mean: 1.98
 - Median: 2.00
 - Mode: 2.00
 - Minimum: 1.00
 - Maximum: 2.00
 - Standard Deviation: 0.14

AQ01C_I3

not employed: due to partial retirement

Location: 91-100 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5, -4, -3, -2, -1, ..

Question: Are you not employed for any of the following reasons? Due to partial retirement

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	2 no	149	3.3 %
-3 (M)	-3 missing	10	0.2 %
. (M)	-	4378	96.5 %

Based upon 150 valid cases out of 4538 total cases.

- Mean: 1.99
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.08

AQ01C_I4

not employed: for other reasons

Location: 101-110 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Are you not employed for any of the following reasons? For other reasons (Please specify).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	116	2.6 %
2	2 no	34	0.7 %
-3 (M)	-3 missing	10	0.2 %
. (M)	-	4378	96.5 %

Based upon 150 valid cases out of 4538 total cases.

- Mean: 1.23
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.42

AQ01C_II1

not employed: looking for full-time employment

Location: 111-120 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: If you are not employed, are you doing any of the following? Looking for full-time employment.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	93	2.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	2 no	55	1.2 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	11	0.2 %
. (M)	-	4378	96.5 %

Based upon 148 valid cases out of 4538 total cases.

- Mean: 1.37
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.48

AQ01C_II2
not employed: looking for part-time employment

Location: 121-130 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: If you are not employed, are you doing any of the following? Looking for part-time employment.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	27	0.6 %
2	2 no	121	2.7 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	11	0.2 %
. (M)	-	4378	96.5 %

Based upon 148 valid cases out of 4538 total cases.

- Mean: 1.82
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.39

AQ01C_II3
not employed: retired

Location: 131-141 (width: 11; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: If you are not employed, are you doing any of the following? Retired.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	2	0.0 %
2	2 no	146	3.2 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	11	0.2 %
. (M)	-	4378	96.5 %

Based upon 148 valid cases out of 4538 total cases.

- Mean: 1.99
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.12

AQ01C_II4	not employed: other
------------------	----------------------------

Location: 142-151 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: If you are not employed, are you doing any of the following? Other (Specify):

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	52	1.1 %
2	2 no	96	2.1 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	11	0.2 %
. (M)	-	4378	96.5 %

Based upon 148 valid cases out of 4538 total cases.

- Mean: 1.65
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.48

AQ03_YEAR	current employment: beginning work year
------------------	--

Location: 152-161 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: On what date did you begin to work for this employer?

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1973	-	1	0.0 %
1974	-	2	0.0 %
1975	-	1	0.0 %
1976	-	2	0.0 %
1977	-	1	0.0 %
1978	-	1	0.0 %
1979	-	3	0.1 %
1981	-	1	0.0 %
1982	-	4	0.1 %
1985	-	5	0.1 %
1986	-	2	0.0 %
1987	-	5	0.1 %
1988	-	2	0.0 %
1989	-	8	0.2 %
1990	-	8	0.2 %
1991	-	2	0.0 %
1992	-	5	0.1 %
1993	-	7	0.2 %
1994	-	12	0.3 %
1995	-	8	0.2 %
1996	-	18	0.4 %
1997	-	24	0.5 %
1998	-	86	1.9 %
1999	-	454	10.0 %
2000	-	1909	42.1 %
2001	-	1034	22.8 %
2002	-	647	14.3 %
2003	-	1	0.0 %
-4 (M)	-4 multiple	3	0.1 %
-3 (M)	-3 missing	36	0.8 %
-2 (M)	-2 dont know	4	0.1 %
. (M)	-	242	5.3 %

Based upon 4253 valid cases out of 4538 total cases.

- Mean: 2000.15
- Median: 2000.00
- Mode: 2000.00
- Minimum: 1973.00
- Maximum: 2003.00
- Standard Deviation: 2.09

- Study 26302 -

AQ04CLEAN	current employment: type of organization		
Location:	162-171 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	What type of organization is it?		
Value	Label	Unweighted Frequency	%
1	1 solo practice	215	4.7 %
2	2 private law firm	2737	60.3 %
3	3 federal government (including judiciary)	203	4.5 %
4	4 state or local government (including judiciary)	472	10.4 %
5	5 legal services or public defender	123	2.7 %
6	6 public interest organization	55	1.2 %
7	7 other non-profit organization	45	1.0 %
8	8 educational institution	42	0.9 %
9	9 professional service firm	106	2.3 %
10	10 other fortune 1000 industry/service	94	2.1 %
11	11 other business/industry	173	3.8 %
12	12 labor union trade association	7	0.2 %
13	13 other (specify)	4	0.1 %
. (M)	-	262	5.8 %

Based upon 4276 valid cases out of 4538 total cases.

- Mean: 3.21
 - Median: 2.00
 - Mode: 2.00
 - Minimum: 1.00
 - Maximum: 13.00
 - Standard Deviation: 2.52

AQ05A_BRAC	current employment: number of lawyers (law firm)		
Location:	172-175 (width: 4; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	What is the number of lawyers in your entire firm?		
Value	Label	Unweighted Frequency	%
1	0-5	711	15.7 %
2	6-10	258	5.7 %
3	11-25	366	8.1 %
4	25-50	262	5.8 %
5	51-100	245	5.4 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
6	101-150	126	2.8 %
7	151-200	126	2.8 %
8	201-250	78	1.7 %
9	251-500	396	8.7 %
10	501-1000	372	8.2 %
11	1000-highest	127	2.8 %
. (M)	-	1471	32.4 %

Based upon 3067 valid cases out of 4538 total cases.

- Mean: 5.07
- Median: 4.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 11.00
- Standard Deviation: 3.47

AQ05B_BRAC	current employment: number of lawyers (law firm office)			
Location:	176-179 (width: 4; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	What is the number of lawyers in the particular office in which you work?			
	<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	
	1	0-5	730	16.1 %
	2	6-10	343	7.6 %
	3	11-25	450	9.9 %
	4	25-50	387	8.5 %
	5	51-100	324	7.1 %
	6	101-150	196	4.3 %
	7	151-200	169	3.7 %
	8	201-250	107	2.4 %
	9	251-500	267	5.9 %
	10	501-1000	34	0.7 %
	11	1000-highest	0	0.0 %
	. (M)	-	1531	33.7 %

Based upon 3007 valid cases out of 4538 total cases.

- Mean: 3.95
- Median: 3.00
- Mode: 1.00

- Study 26302 -

- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.62

AQ06A_BRAC	current employment: number of lawyers (non-law firm organization)			
Location:	180-183 (width: 4; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	How many attorneys work in your organization or, if your organization has multiple offices, what is the number of attorneys at your location?			
	Value	Label	Unweighted Frequency	%
	1	0-5	147	3.2 %
	2	6-10	88	1.9 %
	3	11-25	130	2.9 %
	4	25-50	92	2.0 %
	5	51-100	58	1.3 %
	6	101-150	15	0.3 %
	7	151-200	11	0.2 %
	8	201-250	5	0.1 %
	9	251-500	34	0.7 %
	10	501-1000	9	0.2 %
	11	1000-highest	0	0.0 %
	. (M)	-	3949	87.0 %

Based upon 589 valid cases out of 4538 total cases.

- Mean: 3.35
- Median: 3.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.27

AQ19	current workplace: percent of lawyers are men			
Location:	784-798 (width: 15; decimal: 12)			
Variable Type:	numeric			
Range of Missing Values (M):	-5.000000000000 , -4.000000000000 , -3.000000000000 , -2.000000000000 , -1.000000000000 , .			
Question:	Approximately what proportion of the lawyers in your workplace are men?			
	Based upon 2038 valid cases out of 4538 total cases.			

- Mean: 64.773390579000
- Median: 66.000000000000
- Mode: 50.000000000000

- Study 26302 -

- Minimum: 0.000000000000
- Maximum: 100.000000000000
- Standard Deviation: 22.282420670191

AQ20	current workplace: percent of lawyers from racial/ethnic minority groups
Location:	799-813 (width: 15; decimal: 12)
Variable Type:	numeric
Range of Missing Values (M):	-5.000000000000 , -4.000000000000 , -3.000000000000 , -2.000000000000 , -1.000000000000 , .
Question:	Approximately what proportion of the lawyers in your workplace are members of racial/ethnic minority groups? Based upon 1992 valid cases out of 4538 total cases.
	<ul style="list-style-type: none"> • Mean: 13.373072289228 • Median: 5.000000000000 • Mode: 0.000000000000 • Minimum: 0.000000000000 • Maximum: 100.000000000000 • Standard Deviation: 19.325237442480

AQ06B	current employment: job status																												
Location:	184-193 (width: 10; decimal: 0)																												
Variable Type:	numeric																												
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .																												
Question:	What is your status?																												
	<table border="1"> <thead> <tr> <th>Value</th> <th>Label</th> <th>Unweighted Frequency</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>1 supervisory/managing attorney</td> <td>27</td> <td>0.6 %</td> </tr> <tr> <td>2</td> <td>2 staff attorney</td> <td>418</td> <td>9.2 %</td> </tr> <tr> <td>3</td> <td>3 other (specify)</td> <td>155</td> <td>3.4 %</td> </tr> <tr> <td>-5 (M)</td> <td>-5 not applicable</td> <td>1</td> <td>0.0 %</td> </tr> <tr> <td>-3 (M)</td> <td>-3 missing</td> <td>336</td> <td>7.4 %</td> </tr> <tr> <td>. (M)</td> <td>-</td> <td>3601</td> <td>79.4 %</td> </tr> </tbody> </table>	Value	Label	Unweighted Frequency	%	1	1 supervisory/managing attorney	27	0.6 %	2	2 staff attorney	418	9.2 %	3	3 other (specify)	155	3.4 %	-5 (M)	-5 not applicable	1	0.0 %	-3 (M)	-3 missing	336	7.4 %	. (M)	-	3601	79.4 %
Value	Label	Unweighted Frequency	%																										
1	1 supervisory/managing attorney	27	0.6 %																										
2	2 staff attorney	418	9.2 %																										
3	3 other (specify)	155	3.4 %																										
-5 (M)	-5 not applicable	1	0.0 %																										
-3 (M)	-3 missing	336	7.4 %																										
. (M)	-	3601	79.4 %																										

Based upon 600 valid cases out of 4538 total cases.

- Mean: 2.21
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.51

AQ07	current employment: other jobs
Location:	194-203 (width: 10; decimal: 0)

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Do you hold any other paid jobs in addition to your primary position?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	208	4.6 %
2	2 no	2251	49.6 %
. (M)	-	2079	45.8 %

Based upon 2459 valid cases out of 4538 total cases.

- Mean: 1.92
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.28

AQ09

current employment: practicing lawyer

Location: 204-213 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Are you a practicing lawyer in your primary job?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	3878	85.5 %
2	2 no	378	8.3 %
. (M)	-	282	6.2 %

Based upon 4256 valid cases out of 4538 total cases.

- Mean: 1.09
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.28

AQ10

current employment: position

Location: 214-223 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What is your position (in your primary job)?

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 solo practitioner	103	2.3 %
2	2 associate	1382	30.5 %
3	3 non-equity partner	11	0.2 %
4	4 equity partner/shareholder	34	0.7 %
5	5 contract attorney	16	0.4 %
6	6 of counsel	10	0.2 %
7	7 staff attorney	398	8.8 %
8	8 supervising/managing attorney	18	0.4 %
9	9 permanent judicial clerk	24	0.5 %
10	10 judge	0	0.0 %
11	11 law professor	0	0.0 %
12	12 law school/academic administrator	1	0.0 %
13	13 entry level manager/consultant	1	0.0 %
14	14 mid-level manager/consultant	10	0.2 %
15	15 senior level manager/consultant	1	0.0 %
16	16 business owner/operator	8	0.2 %
17	17 elected official (other than judge)	0	0.0 %
18	18 non-elected public official	19	0.4 %
19	19 lobbyist/governmental affairs	2	0.0 %
20	20 other (than law) teacher or professor	1	0.0 %
21	21 student/fellow	6	0.1 %
22	22 other (specify)	115	2.5 %
. (M)	-	2378	52.4 %

Based upon 2160 valid cases out of 4538 total cases.

- Mean: 4.48
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 22.00
- Standard Deviation: 5.11

AQ17_1
recurring activities: participate the office/firm recruitment committee

Location:	604-613 (width: 10; decimal: 0)
Variable Type:	numeric
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .
Question:	Which of the following do you do on a recurring basis? Participate on the office/firm recruitment committee.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	400	8.8 %
2	2 no	1399	30.8 %
-3 (M)	-3 missing	412	9.1 %
. (M)	-	2327	51.3 %

Based upon 1799 valid cases out of 4538 total cases.

- Mean: 1.78
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.42

AQ17_2

recurring activities: join partners or senior attorneys for breakfast or lunch

Location: 614-623 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Which of the following do you do on a recurring basis? Join partners (if you are in a law firm) or senior attorneys (if you are in another setting) for breakfast or lunch.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	966	21.3 %
2	2 no	833	18.4 %
-3 (M)	-3 missing	412	9.1 %
. (M)	-	2327	51.3 %

Based upon 1799 valid cases out of 4538 total cases.

- Mean: 1.46
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

AQ17_3

recurring activities: spend recreational time with partners or senior attorneys

Location: 624-633 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Which of the following do you do on a recurring basis? Spend recreational time with partners (if you are in a law firm) or senior attorneys (if you are in another setting).

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	560	12.3 %
2	2 no	1239	27.3 %
-3 (M)	-3 missing	412	9.1 %
. (M)	-	2327	51.3 %

Based upon 1799 valid cases out of 4538 total cases.

- Mean: 1.69
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.46

AQ17_4

recurring activities: spend recreational time with associates

Location: 634-643 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Which of the following do you do on a recurring basis? Spend recreational time with associates (if you are in a law firm) or peers (if you are in another setting).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1196	26.4 %
2	2 no	603	13.3 %
-3 (M)	-3 missing	412	9.1 %
. (M)	-	2327	51.3 %

Based upon 1799 valid cases out of 4538 total cases.

- Mean: 1.34
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.47

AQ17_5

recurring activities: write for publications/presentations

Location: 644-653 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Which of the following do you do on a recurring basis? Write for publications, presentations, or employer sponsored seminars.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	345	7.6 %
2	2 no	1454	32.0 %
-3 (M)	-3 missing	412	9.1 %
. (M)	-	2327	51.3 %

Based upon 1799 valid cases out of 4538 total cases.

- Mean: 1.81
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.39

AQ17_6

recurring activities: participate in bar/civic/non-profit associations

Location: 654-663 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Which of the following do you do on a recurring basis? Participate at least monthly in either bar association activities, civic groups, or non-profit associations.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	719	15.8 %
2	2 no	1080	23.8 %
-3 (M)	-3 missing	412	9.1 %
. (M)	-	2327	51.3 %

Based upon 1799 valid cases out of 4538 total cases.

- Mean: 1.60
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.49

AQ24_BRAC

current employment: total annual salary

Location: 934-937 (width: 4; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): .

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

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	0-39999	310	6.8 %
2	40000-49999	554	12.2 %
3	50000-59999	536	11.8 %
4	60000-74999	588	13.0 %
5	75000-99999	649	14.3 %
6	100000-124999	411	9.1 %
7	125000-149999	426	9.4 %
8	150000-highest	419	9.2 %
. (M)	-	645	14.2 %

Based upon 3893 valid cases out of 4538 total cases.

- Mean: 4.48
- Median: 4.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 8.00
- Standard Deviation: 2.12

AQ27
current employment: compensation scheme

Location: 1248-1257 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Which of the following compensation schemes represents the scheme in your place of work?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 straight salary	1627	35.9 %
2	2 salary plus bonus (specify basis of bonus)	2480	54.6 %
-4 (M)	-4 multiple	72	1.6 %
-3 (M)	-3 missing	88	1.9 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	269	5.9 %

Based upon 4107 valid cases out of 4538 total cases.

- Mean: 1.60
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.49

AQ11D_1
current employment: pro bono hours

- Study 26302 -

Location: 259-268 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How many hours of pro bono work did you perform during the last 12 months?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	981	21.6 %
1	-	8	0.2 %
2	-	25	0.6 %
3	-	21	0.5 %
4	-	15	0.3 %
5	-	64	1.4 %
6	-	20	0.4 %
7	-	3	0.1 %
8	-	18	0.4 %
9	-	1	0.0 %
10	-	134	3.0 %
11	-	2	0.0 %
12	-	14	0.3 %
13	-	1	0.0 %
14	-	4	0.1 %
15	-	55	1.2 %
16	-	4	0.1 %
18	-	2	0.0 %
20	-	123	2.7 %
22	-	1	0.0 %
24	-	6	0.1 %
25	-	35	0.8 %
26	-	1	0.0 %
27	-	1	0.0 %
28	-	3	0.1 %
30	-	56	1.2 %
35	-	8	0.2 %
36	-	2	0.0 %
39	-	1	0.0 %
40	-	70	1.5 %
41	-	1	0.0 %
44	-	1	0.0 %
45	-	11	0.2 %
46	-	1	0.0 %
47	-	1	0.0 %
50	-	88	1.9 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
52	-	1	0.0 %
54	-	1	0.0 %
55	-	6	0.1 %
60	-	35	0.8 %
65	-	1	0.0 %
70	-	10	0.2 %
71	-	1	0.0 %
72	-	1	0.0 %
74	-	1	0.0 %
75	-	6	0.1 %
80	-	18	0.4 %
84	-	1	0.0 %
85	-	1	0.0 %
86	-	1	0.0 %
90	-	2	0.0 %
95	-	1	0.0 %
97	-	1	0.0 %
98	-	1	0.0 %
100	-	43	0.9 %
102	-	1	0.0 %
103	-	1	0.0 %
105	-	2	0.0 %
110	-	2	0.0 %
113	-	1	0.0 %
115	-	1	0.0 %
120	-	12	0.3 %
125	-	4	0.1 %
130	-	1	0.0 %
140	-	1	0.0 %
150	-	21	0.5 %
152	-	1	0.0 %
156	-	1	0.0 %
160	-	2	0.0 %
164	-	1	0.0 %
170	-	1	0.0 %
175	-	1	0.0 %
180	-	2	0.0 %
200	-	13	0.3 %
205	-	3	0.1 %
212	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
225	-	1	0.0 %
230	-	1	0.0 %
245	-	1	0.0 %
250	-	6	0.1 %
270	-	1	0.0 %
280	-	1	0.0 %
300	-	7	0.2 %
320	-	1	0.0 %
350	-	1	0.0 %
400	-	2	0.0 %
450	-	1	0.0 %
500	-	1	0.0 %
512	-	1	0.0 %
640	-	1	0.0 %
700	-	1	0.0 %
800	-	1	0.0 %
1200	-	1	0.0 %
1920	-	1	0.0 %
-5 (M)	-5 not applicable	14	0.3 %
-3 (M)	-3 missing	180	4.0 %
. (M)	-	2327	51.3 %

Based upon 2017 valid cases out of 4538 total cases.

- Mean: 25.54
- Median: 2.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 1920.00
- Standard Deviation: 74.24

AQ11D_2
current employment: pro bono type

Location: 269-278 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Are these pro bono hours? (Check one only.)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 billable time	250	5.5 %
2	2 non-billable time	488	10.8 %
3	3 a combination of billable time and non-billable time	187	4.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
4	4 other(specify)	101	2.2 %
-3 (M)	-3 missing	11	0.2 %
. (M)	-	3501	77.1 %

Based upon 1026 valid cases out of 4538 total cases.

- Mean: 2.14
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.90

AQ12A

area of law: general practice

Location: 279-283 (width: 5; decimal: 1)

Variable Type: numeric

Range of Missing Values (M): -5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

Question: 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: General practice.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	1940	42.8 %
1.0	-	52	1.1 %
2.0	-	48	1.1 %
2.5	-	1	0.0 %
3.0	-	15	0.3 %
4.0	-	7	0.2 %
5.0	-	175	3.9 %
6.0	-	2	0.0 %
7.0	-	2	0.0 %
8.0	-	4	0.1 %
9.0	-	5	0.1 %
10.0	-	196	4.3 %
11.0	-	3	0.1 %
12.0	-	3	0.1 %
13.0	-	2	0.0 %
14.0	-	1	0.0 %
15.0	-	32	0.7 %
16.0	-	1	0.0 %
17.0	-	1	0.0 %
18.0	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
19.0	-	1	0.0 %
20.0	-	72	1.6 %
25.0	-	30	0.7 %
26.0	-	1	0.0 %
27.0	-	2	0.0 %
30.0	-	18	0.4 %
33.0	-	3	0.1 %
35.0	-	3	0.1 %
40.0	-	7	0.2 %
45.0	-	3	0.1 %
50.0	-	18	0.4 %
60.0	-	4	0.1 %
70.0	-	1	0.0 %
75.0	-	1	0.0 %
80.0	-	5	0.1 %
90.0	-	1	0.0 %
100.0	-	45	1.0 %
-3.0 (M)	-3 missing	1163	25.6 %
. (M)	-	669	14.7 %

Based upon 2706 valid cases out of 4538 total cases.

- Mean: 5.00
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 15.11

AQ12B
area of law: antitrust

Location: 284-288 (width: 5; decimal: 1)

Variable Type: numeric

Range of Missing Values (M): -5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

Question: 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: Antitrust.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	2454	54.1 %
0.5	-	1	0.0 %
1.0	-	19	0.4 %
2.0	-	14	0.3 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3.0	-	8	0.2 %
4.0	-	1	0.0 %
5.0	-	34	0.7 %
7.0	-	1	0.0 %
9.0	-	1	0.0 %
10.0	-	27	0.6 %
15.0	-	10	0.2 %
20.0	-	4	0.1 %
25.0	-	7	0.2 %
30.0	-	5	0.1 %
33.0	-	3	0.1 %
35.0	-	1	0.0 %
40.0	-	3	0.1 %
49.0	-	1	0.0 %
50.0	-	3	0.1 %
75.0	-	2	0.0 %
80.0	-	2	0.0 %
90.0	-	2	0.0 %
100.0	-	6	0.1 %
-3.0 (M)	-3 missing	1260	27.8 %
. (M)	-	669	14.7 %

Based upon 2609 valid cases out of 4538 total cases.

- Mean: 1.01
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 7.15

AQ12C
area of law: bankruptcy

Location: 289-293 (width: 5; decimal: 1)

Variable Type: numeric

Range of Missing Values (M): -5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

Question: 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:
Bankruptcy.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	2175	47.9 %
1.0	-	52	1.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2.0	-	48	1.1 %
3.0	-	19	0.4 %
4.0	-	5	0.1 %
4.5	-	1	0.0 %
5.0	-	155	3.4 %
6.0	-	1	0.0 %
7.0	-	1	0.0 %
8.0	-	1	0.0 %
10.0	-	69	1.5 %
12.0	-	1	0.0 %
13.0	-	1	0.0 %
15.0	-	23	0.5 %
20.0	-	22	0.5 %
25.0	-	9	0.2 %
30.0	-	15	0.3 %
35.0	-	5	0.1 %
40.0	-	9	0.2 %
45.0	-	3	0.1 %
50.0	-	9	0.2 %
60.0	-	2	0.0 %
70.0	-	2	0.0 %
75.0	-	2	0.0 %
80.0	-	7	0.2 %
85.0	-	4	0.1 %
90.0	-	12	0.3 %
92.0	-	2	0.0 %
95.0	-	2	0.0 %
97.0	-	1	0.0 %
98.0	-	1	0.0 %
99.0	-	1	0.0 %
100.0	-	31	0.7 %
-3.0 (M)	-3 missing	1178	26.0 %
. (M)	-	669	14.7 %

Based upon 2691 valid cases out of 4538 total cases.

- Mean: 3.89
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00

- Study 26302 -

- Standard Deviation: 15.26

AQ12D	area of law: civil litigation		
Value	Label	Unweighted Frequency	%
0	-	1404	30.9 %
1	-	35	0.8 %
2	-	40	0.9 %
3	-	17	0.4 %
4	-	11	0.2 %
5	-	179	3.9 %
6	-	3	0.1 %
7	-	2	0.0 %
8	-	7	0.2 %
9	-	2	0.0 %
10	-	182	4.0 %
11	-	1	0.0 %
12	-	1	0.0 %
13	-	2	0.0 %
14	-	1	0.0 %
15	-	51	1.1 %
16	-	1	0.0 %
17	-	1	0.0 %
18	-	1	0.0 %
19	-	1	0.0 %
20	-	105	2.3 %
21	-	1	0.0 %
22	-	1	0.0 %
23	-	2	0.0 %
25	-	78	1.7 %
28	-	1	0.0 %
29	-	1	0.0 %
30	-	82	1.8 %
31	-	1	0.0 %
33	-	8	0.2 %
35	-	20	0.4 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
37	-	1	0.0 %
39	-	1	0.0 %
40	-	79	1.7 %
42	-	1	0.0 %
44	-	1	0.0 %
45	-	14	0.3 %
47	-	1	0.0 %
48	-	1	0.0 %
49	-	2	0.0 %
50	-	127	2.8 %
54	-	1	0.0 %
55	-	8	0.2 %
59	-	2	0.0 %
60	-	46	1.0 %
65	-	8	0.2 %
66	-	3	0.1 %
69	-	1	0.0 %
70	-	38	0.8 %
75	-	28	0.6 %
76	-	2	0.0 %
80	-	50	1.1 %
85	-	18	0.4 %
89	-	1	0.0 %
90	-	60	1.3 %
91	-	1	0.0 %
92	-	1	0.0 %
93	-	1	0.0 %
95	-	21	0.5 %
96	-	1	0.0 %
97	-	3	0.1 %
98	-	6	0.1 %
99	-	2	0.0 %
100	-	222	4.9 %
-3 (M)	-3 missing	875	19.3 %
. (M)	-	669	14.7 %

Based upon 2994 valid cases out of 4538 total cases.

- Mean: 22.65
- Median: 4.00
- Mode: 0.00

- Study 26302 -

- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 33.17

AQ12E	area of law: civil rights/liberties			
	Value	Label	Unweighted Frequency	%
	0	-	2323	51.2 %
	1	-	28	0.6 %
	2	-	30	0.7 %
	3	-	8	0.2 %
	4	-	6	0.1 %
	5	-	80	1.8 %
	6	-	1	0.0 %
	8	-	1	0.0 %
	10	-	46	1.0 %
	15	-	8	0.2 %
	16	-	1	0.0 %
	20	-	19	0.4 %
	23	-	1	0.0 %
	25	-	14	0.3 %
	27	-	1	0.0 %
	28	-	1	0.0 %
	30	-	13	0.3 %
	34	-	1	0.0 %
	35	-	2	0.0 %
	40	-	7	0.2 %
	50	-	8	0.2 %
	55	-	1	0.0 %
	60	-	3	0.1 %
	70	-	2	0.0 %
	75	-	3	0.1 %
	80	-	1	0.0 %
	90	-	4	0.1 %
	95	-	1	0.0 %
	100	-	16	0.4 %
	-3 (M)	-3 missing	1239	27.3 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
. (M)	-	669	14.7 %

Based upon 2630 valid cases out of 4538 total cases.

- Mean: 2.23
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 10.85

AQ12F
area of law: commercial

Location: 314-323 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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:
Commercial law.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	1950	43.0 %
1	-	51	1.1 %
2	-	39	0.9 %
3	-	18	0.4 %
4	-	7	0.2 %
5	-	184	4.1 %
6	-	4	0.1 %
7	-	4	0.1 %
8	-	8	0.2 %
10	-	158	3.5 %
12	-	1	0.0 %
15	-	46	1.0 %
20	-	59	1.3 %
25	-	33	0.7 %
30	-	38	0.8 %
33	-	3	0.1 %
35	-	3	0.1 %
40	-	18	0.4 %
45	-	7	0.2 %
50	-	25	0.6 %
55	-	1	0.0 %
60	-	9	0.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
65	-	2	0.0 %
70	-	3	0.1 %
75	-	5	0.1 %
80	-	8	0.2 %
82	-	1	0.0 %
85	-	3	0.1 %
88	-	1	0.0 %
90	-	7	0.2 %
95	-	2	0.0 %
100	-	18	0.4 %
-3 (M)	-3 missing	1152	25.4 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	669	14.7 %

Based upon 2716 valid cases out of 4538 total cases.

- Mean: 5.21
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 14.59

AQ12G	area of law: criminal
--------------	------------------------------

Location:	324-333 (width: 10; decimal: 0)
Variable Type:	numeric
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .
Question:	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: Criminal law

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	2039	44.9 %
1	-	27	0.6 %
2	-	27	0.6 %
3	-	9	0.2 %
4	-	4	0.1 %
5	-	84	1.9 %
6	-	1	0.0 %
7	-	1	0.0 %
8	-	2	0.0 %
9	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
10	-	68	1.5 %
12	-	4	0.1 %
15	-	15	0.3 %
18	-	1	0.0 %
20	-	40	0.9 %
25	-	22	0.5 %
29	-	1	0.0 %
30	-	27	0.6 %
33	-	1	0.0 %
35	-	10	0.2 %
36	-	2	0.0 %
37	-	1	0.0 %
40	-	19	0.4 %
43	-	2	0.0 %
45	-	4	0.1 %
50	-	33	0.7 %
60	-	7	0.2 %
65	-	5	0.1 %
70	-	8	0.2 %
74	-	1	0.0 %
75	-	9	0.2 %
80	-	13	0.3 %
85	-	5	0.1 %
90	-	17	0.4 %
91	-	1	0.0 %
92	-	1	0.0 %
95	-	6	0.1 %
98	-	2	0.0 %
99	-	6	0.1 %
100	-	256	5.6 %
-3 (M)	-3 missing	1087	24.0 %
. (M)	-	669	14.7 %

Based upon 2782 valid cases out of 4538 total cases.

- Mean: 14.06
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 31.55

- Study 26302 -

AQ12H

area of law: employment (union)

Location: 334-338 (width: 5; decimal: 1)

Variable Type: numeric

Range of Missing Values (M): -5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

Question: 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:
Employment law (Union).

Value	Label	Unweighted Frequency	%
0.0	-	2502	55.1 %
1.0	-	14	0.3 %
2.0	-	5	0.1 %
2.5	-	1	0.0 %
3.0	-	4	0.1 %
4.0	-	1	0.0 %
5.0	-	16	0.4 %
10.0	-	12	0.3 %
12.0	-	1	0.0 %
15.0	-	7	0.2 %
20.0	-	10	0.2 %
25.0	-	6	0.1 %
40.0	-	1	0.0 %
45.0	-	1	0.0 %
50.0	-	6	0.1 %
60.0	-	2	0.0 %
85.0	-	2	0.0 %
88.0	-	1	0.0 %
100.0	-	9	0.2 %
-3.0 (M)	-3 missing	1268	27.9 %
. (M)	-	669	14.7 %

Based upon 2601 valid cases out of 4538 total cases.

- Mean: 0.91
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 7.52

AQ12I

area of law: employment (management)

Location: 339-343 (width: 5; decimal: 1)

Variable Type: numeric

- Study 26302 -

Range of Missing Values (M):

Question:

-5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

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:
Employment law (Management).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	2214	48.8 %
1.0	-	33	0.7 %
2.0	-	22	0.5 %
2.5	-	1	0.0 %
3.0	-	11	0.2 %
4.0	-	4	0.1 %
5.0	-	105	2.3 %
7.0	-	2	0.0 %
8.0	-	4	0.1 %
9.0	-	1	0.0 %
10.0	-	66	1.5 %
11.0	-	1	0.0 %
13.0	-	1	0.0 %
15.0	-	19	0.4 %
20.0	-	32	0.7 %
23.0	-	1	0.0 %
25.0	-	21	0.5 %
30.0	-	12	0.3 %
33.0	-	1	0.0 %
35.0	-	2	0.0 %
40.0	-	10	0.2 %
43.0	-	1	0.0 %
45.0	-	2	0.0 %
47.0	-	1	0.0 %
49.0	-	1	0.0 %
50.0	-	21	0.5 %
55.0	-	2	0.0 %
60.0	-	6	0.1 %
65.0	-	2	0.0 %
70.0	-	3	0.1 %
75.0	-	4	0.1 %
80.0	-	9	0.2 %
85.0	-	1	0.0 %
87.0	-	1	0.0 %
90.0	-	9	0.2 %
95.0	-	6	0.1 %
96.0	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
98.0	-	1	0.0 %
100.0	-	44	1.0 %
-3.0 (M)	-3 missing	1191	26.2 %
. (M)	-	669	14.7 %

Based upon 2678 valid cases out of 4538 total cases.

- Mean: 4.85
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 17.32

AQ12J

area of law: environmental

Location: 344-353 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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:
Environmental law.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	2399	52.9 %
1	-	21	0.5 %
2	-	13	0.3 %
3	-	3	0.1 %
4	-	4	0.1 %
5	-	48	1.1 %
6	-	1	0.0 %
7	-	1	0.0 %
8	-	2	0.0 %
10	-	29	0.6 %
11	-	1	0.0 %
15	-	4	0.1 %
18	-	1	0.0 %
20	-	16	0.4 %
25	-	5	0.1 %
30	-	8	0.2 %
35	-	2	0.0 %
40	-	7	0.2 %
45	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
50	-	6	0.1 %
55	-	1	0.0 %
60	-	3	0.1 %
66	-	1	0.0 %
70	-	4	0.1 %
75	-	7	0.2 %
80	-	4	0.1 %
85	-	2	0.0 %
90	-	3	0.1 %
91	-	1	0.0 %
93	-	1	0.0 %
95	-	2	0.0 %
98	-	2	0.0 %
100	-	17	0.4 %
-3 (M)	-3 missing	1249	27.5 %
. (M)	-	669	14.7 %

Based upon 2620 valid cases out of 4538 total cases.

- Mean: 2.38
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 12.42

AQ12K

area of law: family

Location: 354-358 (width: 5; decimal: 1)

Variable Type: numeric

Range of Missing Values (M): -5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

Question: 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: Family law (Divorce, Adoption)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	2164	47.7 %
1.0	-	40	0.9 %
2.0	-	33	0.7 %
2.5	-	1	0.0 %
3.0	-	12	0.3 %
4.0	-	3	0.1 %
5.0	-	97	2.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
6.0	-	3	0.1 %
7.0	-	1	0.0 %
8.0	-	7	0.2 %
9.0	-	1	0.0 %
10.0	-	62	1.4 %
12.0	-	1	0.0 %
15.0	-	28	0.6 %
16.0	-	1	0.0 %
20.0	-	44	1.0 %
23.0	-	1	0.0 %
25.0	-	21	0.5 %
30.0	-	25	0.6 %
33.0	-	1	0.0 %
35.0	-	6	0.1 %
38.0	-	1	0.0 %
40.0	-	28	0.6 %
42.0	-	1	0.0 %
43.0	-	1	0.0 %
44.0	-	1	0.0 %
45.0	-	5	0.1 %
50.0	-	18	0.4 %
55.0	-	4	0.1 %
57.0	-	1	0.0 %
60.0	-	11	0.2 %
65.0	-	4	0.1 %
70.0	-	5	0.1 %
75.0	-	3	0.1 %
80.0	-	11	0.2 %
85.0	-	8	0.2 %
90.0	-	8	0.2 %
94.0	-	2	0.0 %
95.0	-	7	0.2 %
96.0	-	1	0.0 %
97.0	-	1	0.0 %
98.0	-	3	0.1 %
99.0	-	2	0.0 %
100.0	-	45	1.0 %
-3.0 (M)	-3 missing	1146	25.3 %
. (M)	-	669	14.7 %

Based upon 2723 valid cases out of 4538 total cases.

- Mean: 6.14
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 19.04

AQ12L	area of law: corporate		
Location:	359-368 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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: General corporate.		
Value	Label	Unweighted Frequency	%
0	-	1824	40.2 %
1	-	44	1.0 %
2	-	49	1.1 %
3	-	28	0.6 %
4	-	14	0.3 %
5	-	167	3.7 %
6	-	2	0.0 %
7	-	6	0.1 %
8	-	8	0.2 %
9	-	2	0.0 %
10	-	162	3.6 %
12	-	1	0.0 %
13	-	1	0.0 %
14	-	2	0.0 %
15	-	40	0.9 %
16	-	1	0.0 %
18	-	1	0.0 %
20	-	70	1.5 %
22	-	1	0.0 %
23	-	1	0.0 %
24	-	1	0.0 %
25	-	33	0.7 %
30	-	50	1.1 %
33	-	9	0.2 %
35	-	12	0.3 %
40	-	39	0.9 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
45	-	15	0.3 %
50	-	55	1.2 %
55	-	3	0.1 %
60	-	28	0.6 %
64	-	1	0.0 %
65	-	2	0.0 %
66	-	1	0.0 %
67	-	1	0.0 %
70	-	19	0.4 %
75	-	14	0.3 %
78	-	1	0.0 %
80	-	21	0.5 %
85	-	2	0.0 %
90	-	4	0.1 %
91	-	1	0.0 %
95	-	3	0.1 %
99	-	1	0.0 %
100	-	36	0.8 %
-3 (M)	-3 missing	1093	24.1 %
. (M)	-	669	14.7 %

Based upon 2776 valid cases out of 4538 total cases.

- Mean: 8.64
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 19.65

AQ12M	area of law: immigration
--------------	---------------------------------

Location: 369-378 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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:
Immigration law.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	2420	53.3 %
1	-	19	0.4 %
2	-	17	0.4 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	-	3	0.1 %
4	-	3	0.1 %
5	-	42	0.9 %
7	-	1	0.0 %
8	-	1	0.0 %
9	-	1	0.0 %
10	-	27	0.6 %
15	-	7	0.2 %
20	-	13	0.3 %
25	-	3	0.1 %
30	-	5	0.1 %
35	-	1	0.0 %
40	-	6	0.1 %
45	-	2	0.0 %
50	-	7	0.2 %
60	-	1	0.0 %
65	-	1	0.0 %
70	-	3	0.1 %
75	-	1	0.0 %
80	-	3	0.1 %
85	-	1	0.0 %
90	-	6	0.1 %
95	-	3	0.1 %
97	-	1	0.0 %
98	-	1	0.0 %
100	-	29	0.6 %
-3 (M)	-3 missing	1241	27.3 %
. (M)	-	669	14.7 %

Based upon 2628 valid cases out of 4538 total cases.

- Mean: 2.49
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 13.41

AQ12N

area of law: intellectual property

Location:

379-383 (width: 5; decimal: 1)

Variable Type:

numeric

- Study 26302 -

Range of Missing Values (M):

Question:

-5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

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: Intellectual property.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	2130	46.9 %
1.0	-	29	0.6 %
2.0	-	31	0.7 %
2.5	-	1	0.0 %
3.0	-	8	0.2 %
4.0	-	7	0.2 %
5.0	-	113	2.5 %
7.0	-	3	0.1 %
8.0	-	4	0.1 %
9.0	-	1	0.0 %
10.0	-	61	1.3 %
14.0	-	2	0.0 %
15.0	-	14	0.3 %
20.0	-	21	0.5 %
25.0	-	14	0.3 %
30.0	-	18	0.4 %
34.0	-	1	0.0 %
35.0	-	1	0.0 %
40.0	-	5	0.1 %
44.0	-	1	0.0 %
45.0	-	2	0.0 %
47.0	-	1	0.0 %
48.0	-	1	0.0 %
50.0	-	23	0.5 %
59.0	-	1	0.0 %
60.0	-	8	0.2 %
63.0	-	1	0.0 %
65.0	-	4	0.1 %
67.0	-	1	0.0 %
70.0	-	6	0.1 %
75.0	-	6	0.1 %
76.0	-	1	0.0 %
79.0	-	1	0.0 %
80.0	-	10	0.2 %
85.0	-	6	0.1 %
90.0	-	16	0.4 %
91.0	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
93.0	-	1	0.0 %
95.0	-	9	0.2 %
96.0	-	1	0.0 %
97.0	-	4	0.1 %
98.0	-	5	0.1 %
99.0	-	1	0.0 %
100.0	-	150	3.3 %
-3.0 (M)	-3 missing	1144	25.2 %
. (M)	-	669	14.7 %

Based upon 2725 valid cases out of 4538 total cases.

- Mean: 9.69
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 26.70

AQ12O
area of law: municipal

Location: 384-393 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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: Municipal law (including bond issues).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	2399	52.9 %
1	-	12	0.3 %
2	-	21	0.5 %
3	-	7	0.2 %
4	-	2	0.0 %
5	-	63	1.4 %
8	-	2	0.0 %
10	-	34	0.7 %
12	-	1	0.0 %
15	-	11	0.2 %
20	-	5	0.1 %
25	-	3	0.1 %
28	-	1	0.0 %
30	-	7	0.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
33	-	1	0.0 %
35	-	3	0.1 %
40	-	5	0.1 %
45	-	1	0.0 %
50	-	6	0.1 %
60	-	7	0.2 %
65	-	2	0.0 %
70	-	2	0.0 %
75	-	2	0.0 %
85	-	1	0.0 %
95	-	1	0.0 %
100	-	11	0.2 %
-3 (M)	-3 missing	1259	27.7 %
. (M)	-	669	14.7 %

Based upon 2610 valid cases out of 4538 total cases.

- Mean: 1.59
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 9.25

AQ12P
area of law: personal injury (plaintiff)

Location: 394-403 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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: Personal injury (plaintiffs).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	2209	48.7 %
1	-	32	0.7 %
2	-	35	0.8 %
3	-	8	0.2 %
4	-	4	0.1 %
5	-	123	2.7 %
6	-	1	0.0 %
8	-	5	0.1 %
9	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
10	-	83	1.8 %
11	-	1	0.0 %
12	-	2	0.0 %
15	-	27	0.6 %
16	-	1	0.0 %
18	-	2	0.0 %
20	-	29	0.6 %
25	-	18	0.4 %
26	-	1	0.0 %
27	-	1	0.0 %
30	-	11	0.2 %
33	-	2	0.0 %
35	-	1	0.0 %
40	-	11	0.2 %
44	-	2	0.0 %
45	-	2	0.0 %
50	-	18	0.4 %
55	-	1	0.0 %
60	-	7	0.2 %
65	-	4	0.1 %
70	-	10	0.2 %
75	-	1	0.0 %
79	-	1	0.0 %
80	-	8	0.2 %
85	-	2	0.0 %
90	-	11	0.2 %
92	-	1	0.0 %
95	-	6	0.1 %
97	-	1	0.0 %
98	-	1	0.0 %
100	-	20	0.4 %
-3 (M)	-3 missing	1165	25.7 %
. (M)	-	669	14.7 %

Based upon 2704 valid cases out of 4538 total cases.

- Mean: 4.22
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00

- Study 26302 -

- Standard Deviation: 15.17

AQ12Q	area of law: personal injury (defense)		
Value	Label	Unweighted Frequency	%
0	-	2257	49.7 %
1	-	22	0.5 %
2	-	15	0.3 %
3	-	7	0.2 %
4	-	5	0.1 %
5	-	53	1.2 %
6	-	1	0.0 %
8	-	3	0.1 %
9	-	2	0.0 %
10	-	53	1.2 %
14	-	1	0.0 %
15	-	13	0.3 %
16	-	1	0.0 %
20	-	33	0.7 %
24	-	1	0.0 %
25	-	16	0.4 %
26	-	1	0.0 %
30	-	22	0.5 %
33	-	4	0.1 %
35	-	3	0.1 %
38	-	1	0.0 %
40	-	20	0.4 %
45	-	5	0.1 %
48	-	1	0.0 %
50	-	30	0.7 %
60	-	13	0.3 %
65	-	3	0.1 %
70	-	5	0.1 %
75	-	8	0.2 %
80	-	12	0.3 %
85	-	3	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
90	-	16	0.4 %
92	-	1	0.0 %
95	-	8	0.2 %
97	-	1	0.0 %
99	-	1	0.0 %
100	-	29	0.6 %
-3 (M)	-3 missing	1199	26.4 %
. (M)	-	669	14.7 %

Based upon 2670 valid cases out of 4538 total cases.

- Mean: 5.36
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 17.89

AQ12R
area of law: probate

Location: 414-418 (width: 5; decimal: 1)

Variable Type: numeric

Range of Missing Values (M): -5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

Question: 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: Probate (wills and trusts).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	2202	48.5 %
1.0	-	42	0.9 %
2.0	-	49	1.1 %
2.5	-	1	0.0 %
3.0	-	17	0.4 %
4.0	-	9	0.2 %
5.0	-	126	2.8 %
6.0	-	1	0.0 %
7.0	-	3	0.1 %
8.0	-	3	0.1 %
9.0	-	1	0.0 %
10.0	-	75	1.7 %
13.0	-	2	0.0 %
15.0	-	21	0.5 %
17.0	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
20.0	-	21	0.5 %
25.0	-	10	0.2 %
30.0	-	14	0.3 %
31.0	-	1	0.0 %
33.0	-	1	0.0 %
35.0	-	4	0.1 %
36.0	-	1	0.0 %
40.0	-	9	0.2 %
45.0	-	4	0.1 %
50.0	-	13	0.3 %
55.0	-	1	0.0 %
58.0	-	1	0.0 %
60.0	-	4	0.1 %
65.0	-	2	0.0 %
68.0	-	1	0.0 %
70.0	-	11	0.2 %
75.0	-	5	0.1 %
80.0	-	4	0.1 %
85.0	-	3	0.1 %
90.0	-	4	0.1 %
95.0	-	1	0.0 %
97.0	-	1	0.0 %
98.0	-	1	0.0 %
100.0	-	7	0.2 %
-3.0 (M)	-3 missing	1192	26.3 %
. (M)	-	669	14.7 %

Based upon 2677 valid cases out of 4538 total cases.

- Mean: 3.05
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 11.86

AQ12S
area of law: public utilities

Location: 419-428 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

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: Public utilities, administrative law, and regulated industries.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	2340	51.6 %
1	-	23	0.5 %
2	-	15	0.3 %
3	-	13	0.3 %
4	-	6	0.1 %
5	-	62	1.4 %
6	-	1	0.0 %
7	-	1	0.0 %
8	-	2	0.0 %
9	-	1	0.0 %
10	-	39	0.9 %
15	-	4	0.1 %
17	-	1	0.0 %
20	-	13	0.3 %
23	-	1	0.0 %
25	-	13	0.3 %
30	-	4	0.1 %
33	-	2	0.0 %
35	-	4	0.1 %
40	-	3	0.1 %
45	-	4	0.1 %
50	-	11	0.2 %
60	-	1	0.0 %
70	-	5	0.1 %
72	-	1	0.0 %
75	-	2	0.0 %
80	-	8	0.2 %
85	-	1	0.0 %
89	-	1	0.0 %
90	-	3	0.1 %
94	-	2	0.0 %
95	-	4	0.1 %
98	-	1	0.0 %
100	-	20	0.4 %
-3 (M)	-3 missing	1257	27.7 %
. (M)	-	669	14.7 %

Based upon 2612 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 2.72
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 13.15

AQ12T	area of law: real estate (commercial)		
Value	Label	Unweighted Frequency	%
0.0	-	2203	48.5 %
1.0	-	37	0.8 %
2.0	-	30	0.7 %
2.5	-	1	0.0 %
3.0	-	12	0.3 %
4.0	-	6	0.1 %
5.0	-	124	2.7 %
6.0	-	3	0.1 %
8.0	-	3	0.1 %
10.0	-	73	1.6 %
11.0	-	1	0.0 %
12.0	-	1	0.0 %
13.0	-	1	0.0 %
14.0	-	2	0.0 %
15.0	-	21	0.5 %
20.0	-	20	0.4 %
25.0	-	17	0.4 %
30.0	-	17	0.4 %
35.0	-	2	0.0 %
36.0	-	1	0.0 %
40.0	-	12	0.3 %
41.0	-	1	0.0 %
45.0	-	2	0.0 %
50.0	-	10	0.2 %
55.0	-	3	0.1 %
60.0	-	6	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
65.0	-	1	0.0 %
70.0	-	2	0.0 %
75.0	-	8	0.2 %
80.0	-	5	0.1 %
82.0	-	1	0.0 %
85.0	-	7	0.2 %
86.0	-	1	0.0 %
90.0	-	9	0.2 %
95.0	-	3	0.1 %
96.0	-	1	0.0 %
98.0	-	1	0.0 %
99.0	-	2	0.0 %
100.0	-	26	0.6 %
-3.0 (M)	-3 missing	1193	26.3 %
. (M)	-	669	14.7 %

Based upon 2676 valid cases out of 4538 total cases.

- Mean: 4.13
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 15.51

AQ12U	area of law: real estate (personal)
Location:	434-438 (width: 5; decimal: 1)
Variable Type:	numeric
Range of Missing Values (M):	-5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .
Question:	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: Real estate (personal/residential).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	2254	49.7 %
1.0	-	44	1.0 %
2.0	-	27	0.6 %
2.5	-	1	0.0 %
3.0	-	20	0.4 %
4.0	-	7	0.2 %
5.0	-	112	2.5 %
7.0	-	2	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
8.0	-	1	0.0 %
10.0	-	77	1.7 %
12.0	-	2	0.0 %
13.0	-	1	0.0 %
15.0	-	16	0.4 %
18.0	-	1	0.0 %
20.0	-	16	0.4 %
25.0	-	10	0.2 %
30.0	-	17	0.4 %
35.0	-	5	0.1 %
40.0	-	11	0.2 %
45.0	-	2	0.0 %
50.0	-	7	0.2 %
55.0	-	3	0.1 %
60.0	-	4	0.1 %
70.0	-	4	0.1 %
75.0	-	1	0.0 %
80.0	-	4	0.1 %
85.0	-	3	0.1 %
90.0	-	2	0.0 %
95.0	-	4	0.1 %
97.0	-	1	0.0 %
98.0	-	2	0.0 %
99.0	-	2	0.0 %
100.0	-	9	0.2 %
-3.0 (M)	-3 missing	1197	26.4 %
. (M)	-	669	14.7 %

Based upon 2672 valid cases out of 4538 total cases.

- Mean: 2.72
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 11.54

AQ12V

area of law: securities

Location: 439-448 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

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: Securities (mergers, security fraud).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	2199	48.5 %
1	-	14	0.3 %
2	-	10	0.2 %
3	-	6	0.1 %
4	-	3	0.1 %
5	-	59	1.3 %
6	-	2	0.0 %
7	-	2	0.0 %
8	-	3	0.1 %
9	-	3	0.1 %
10	-	71	1.6 %
11	-	1	0.0 %
13	-	2	0.0 %
14	-	2	0.0 %
15	-	30	0.7 %
16	-	1	0.0 %
18	-	1	0.0 %
20	-	31	0.7 %
25	-	27	0.6 %
30	-	36	0.8 %
33	-	3	0.1 %
34	-	1	0.0 %
35	-	7	0.2 %
37	-	1	0.0 %
40	-	24	0.5 %
45	-	7	0.2 %
50	-	33	0.7 %
55	-	2	0.0 %
58	-	1	0.0 %
60	-	11	0.2 %
65	-	3	0.1 %
68	-	1	0.0 %
70	-	10	0.2 %
75	-	6	0.1 %
76	-	1	0.0 %
80	-	15	0.3 %
82	-	1	0.0 %
85	-	3	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
90	-	12	0.3 %
99	-	1	0.0 %
100	-	33	0.7 %
-3 (M)	-3 missing	1190	26.2 %
. (M)	-	669	14.7 %

Based upon 2679 valid cases out of 4538 total cases.

- Mean: 5.88
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 17.84

AQ12W	area of law: tax		
Location:	449-458 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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: Tax.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	2356	51.9 %
1	-	16	0.4 %
2	-	13	0.3 %
3	-	6	0.1 %
4	-	6	0.1 %
5	-	71	1.6 %
7	-	1	0.0 %
8	-	2	0.0 %
9	-	1	0.0 %
10	-	48	1.1 %
11	-	1	0.0 %
12	-	1	0.0 %
13	-	2	0.0 %
15	-	11	0.2 %
19	-	1	0.0 %
20	-	14	0.3 %
24	-	1	0.0 %
25	-	6	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
27	-	1	0.0 %
30	-	9	0.2 %
32	-	1	0.0 %
34	-	1	0.0 %
35	-	3	0.1 %
40	-	1	0.0 %
45	-	1	0.0 %
50	-	6	0.1 %
51	-	1	0.0 %
60	-	1	0.0 %
65	-	2	0.0 %
70	-	4	0.1 %
75	-	5	0.1 %
80	-	6	0.1 %
85	-	2	0.0 %
90	-	2	0.0 %
93	-	3	0.1 %
95	-	4	0.1 %
96	-	1	0.0 %
100	-	37	0.8 %
-3 (M)	-3 missing	1221	26.9 %
. (M)	-	669	14.7 %

Based upon 2648 valid cases out of 4538 total cases.

- Mean: 3.27
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 15.03

AQ12X
area of law: other

Location: 459-468 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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: Other.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	1821	40.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	-	12	0.3 %
2	-	10	0.2 %
3	-	7	0.2 %
4	-	4	0.1 %
5	-	36	0.8 %
6	-	1	0.0 %
7	-	1	0.0 %
9	-	3	0.1 %
10	-	75	1.7 %
11	-	1	0.0 %
12	-	2	0.0 %
13	-	1	0.0 %
15	-	22	0.5 %
16	-	1	0.0 %
20	-	46	1.0 %
24	-	2	0.0 %
25	-	24	0.5 %
30	-	30	0.7 %
33	-	5	0.1 %
34	-	3	0.1 %
35	-	13	0.3 %
38	-	2	0.0 %
40	-	38	0.8 %
42	-	1	0.0 %
44	-	1	0.0 %
45	-	4	0.1 %
47	-	1	0.0 %
50	-	57	1.3 %
51	-	1	0.0 %
54	-	1	0.0 %
55	-	7	0.2 %
57	-	1	0.0 %
59	-	1	0.0 %
60	-	24	0.5 %
65	-	10	0.2 %
70	-	24	0.5 %
71	-	1	0.0 %
75	-	21	0.5 %
76	-	1	0.0 %
80	-	44	1.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
83	-	1	0.0 %
85	-	16	0.4 %
88	-	2	0.0 %
89	-	1	0.0 %
90	-	41	0.9 %
92	-	1	0.0 %
93	-	1	0.0 %
94	-	2	0.0 %
95	-	10	0.2 %
98	-	6	0.1 %
99	-	2	0.0 %
100	-	214	4.7 %
-5 (M)	-5 not applicable	1	0.0 %
-3 (M)	-3 missing	1211	26.7 %
. (M)	-	669	14.7 %

Based upon 2657 valid cases out of 4538 total cases.

- Mean: 18.03
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 33.43

AQ13	current employment: specialist
-------------	---------------------------------------

Location:	469-478 (width: 10; decimal: 0)
Variable Type:	numeric
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .
Question:	Do you consider yourself a specialist? (Whether or not you are certified as a specialist by your state.)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1521	33.5 %
2	2 no	2283	50.3 %
-4 (M)	-4 multiple	3	0.1 %
-3 (M)	-3 missing	59	1.3 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	670	14.8 %

Based upon 3804 valid cases out of 4538 total cases.

- Mean: 1.60

- Study 26302 -

- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.49

AQ14	current employment: percent of work is non-U.S.
-------------	--

Location: 479-493 (width: 15; decimal: 12)
 Variable Type: numeric
 Range of Missing Values (M): -5.000000000000 , -4.000000000000 , -3.000000000000 , -2.000000000000 , -1.000000000000 , .
 Question: What percentage of your work over the past year has involved non-U.S. clients or cross-border matters?
 Based upon 2136 valid cases out of 4538 total cases.

- Mean: 9.559293071162
- Median: 0.000000000000
- Mode: 0.000000000000
- Minimum: 0.000000000000
- Maximum: 100.000000000000
- Standard Deviation: 20.588375827611

AQ15	current employment: number of distinct legal matters
-------------	---

Location: 494-503 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: 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.)

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1-2	50	1.1 %
2	3-4	118	2.6 %
3	5-8	316	7.0 %
4	9 or more	1597	35.2 %
-5 (M)	-5 not applicable	80	1.8 %
-3 (M)	-3 missing	50	1.1 %
. (M)	-	2327	51.3 %

Based upon 2081 valid cases out of 4538 total cases.

- Mean: 3.66
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.69

- Study 26302 -

AQ16_A
legal matters: responsible for keeping client updated

Location: 504-513 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Over the total life of these matters, on how many of them were you responsible for keeping the client updated on the matter?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 none	86	1.9 %
2	2 some	577	12.7 %
3	3 half	210	4.6 %
4	4 most	539	11.9 %
5	5 all	557	12.3 %
-5 (M)	-5 not applicable	164	3.6 %
-3 (M)	-3 missing	78	1.7 %
. (M)	-	2327	51.3 %

Based upon 1969 valid cases out of 4538 total cases.

- Mean: 3.46
- Median: 4.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.29

AQ16_B
legal matters: routine research and memos

Location: 514-523 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Over the total life of these matters, on how many of them were you doing work limited to routine research and memo-writing?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 none	509	11.2 %
2	2 some	1030	22.7 %
3	3 half	162	3.6 %
4	4 most	185	4.1 %
5	5 all	159	3.5 %
-5 (M)	-5 not applicable	80	1.8 %
-3 (M)	-3 missing	86	1.9 %
. (M)	-	2327	51.3 %

Based upon 2045 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 2.24
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.15

AQ16_C	legal matters: reviewing discovered documents or due diligence		
Location:	524-533 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Over the total life of these matters, on how many of them were you spending 100 or more hours reviewing discovered documents or performing due diligence on prepared materials?		
Value	Label	Unweighted Frequency	%
1	1 none	1025	22.6 %
2	2 some	568	12.5 %
3	3 half	121	2.7 %
4	4 most	92	2.0 %
5	5 all	61	1.3 %
-5 (M)	-5 not applicable	252	5.6 %
-3 (M)	-3 missing	92	2.0 %
. (M)	-	2327	51.3 %

Based upon 1867 valid cases out of 4538 total cases.

- Mean: 1.71
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.01

AQ16_D	legal matters: writing motions or taking depositions		
Location:	534-543 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Over the total life of these matters, on how many of them were you writing motions or taking depositions?		
Value	Label	Unweighted Frequency	%
1	1 none	438	9.7 %
2	2 some	629	13.9 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	3 half	261	5.8 %
4	4 most	332	7.3 %
5	5 all	200	4.4 %
-5 (M)	-5 not applicable	260	5.7 %
-3 (M)	-3 missing	91	2.0 %
. (M)	-	2327	51.3 %

Based upon 1860 valid cases out of 4538 total cases.

- Mean: 2.58
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.31

AQ16_E
legal matters: appearing in court as first or second chair

Location: 544-553 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Over the total life of these matters, on how many of them were you appearing in court as first or second chair on a case?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 none	705	15.5 %
2	2 some	478	10.5 %
3	3 half	107	2.4 %
4	4 most	233	5.1 %
5	5 all	292	6.4 %
-5 (M)	-5 not applicable	306	6.7 %
-3 (M)	-3 missing	90	2.0 %
. (M)	-	2327	51.3 %

Based upon 1815 valid cases out of 4538 total cases.

- Mean: 2.41
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.50

AQ16_F
legal matters: drafting transactional documents

- Study 26302 -

Location: 554-563 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Over the total life of these matters, on how many of them were you drafting transactional documents?

Value	Label	Unweighted Frequency	%
1	1 none	690	15.2 %
2	2 some	505	11.1 %
3	3 half	135	3.0 %
4	4 most	267	5.9 %
5	5 all	167	3.7 %
-5 (M)	-5 not applicable	344	7.6 %
-3 (M)	-3 missing	102	2.2 %
-1 (M)	-1 refused	1	0.0 %
. (M)	-	2327	51.3 %

Based upon 1764 valid cases out of 4538 total cases.

- Mean: 2.27
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.36

AQ16_G

legal matters: formulating strategy with senior lawyers or client

Location: 564-573 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Over the total life of these matters, on how many of them were you involved in formulating strategy on the matter with attorneys more senior than you and/or clients?

Value	Label	Unweighted Frequency	%
1	1 none	161	3.5 %
2	2 some	659	14.5 %
3	3 half	302	6.7 %
4	4 most	524	11.5 %
5	5 all	363	8.0 %
-5 (M)	-5 not applicable	117	2.6 %
-3 (M)	-3 missing	85	1.9 %
. (M)	-	2327	51.3 %

Based upon 2009 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 3.13
- Median: 3.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.27

AQ16_H	legal matters: traveling		
Location:	574-583 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Over the total life of these matters, on how many of them were you traveling to meet with clients, interview witnesses, or make court appearances?		
Value	Label	Unweighted Frequency	%
1	1 none	371	8.2 %
2	2 some	752	16.6 %
3	3 half	227	5.0 %
4	4 most	339	7.5 %
5	5 all	288	6.3 %
-5 (M)	-5 not applicable	152	3.3 %
-3 (M)	-3 missing	82	1.8 %
. (M)	-	2327	51.3 %

Based upon 1977 valid cases out of 4538 total cases.

- Mean: 2.71
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.34

AQ16_I	legal matters: assigning/supervising work of others		
Location:	584-593 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Over the total life of these matters, on how many of them were you assigning and/or supervising the work of others (attorneys or paralegal)?		
Value	Label	Unweighted Frequency	%
1	1 none	460	10.1 %
2	2 some	943	20.8 %
3	3 half	199	4.4 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
4	4 most	200	4.4 %
5	5 all	184	4.1 %
-5 (M)	-5 not applicable	144	3.2 %
-3 (M)	-3 missing	81	1.8 %
. (M)	-	2327	51.3 %

Based upon 1986 valid cases out of 4538 total cases.

- Mean: 2.35
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.20

AQ16_J
legal matters: handling entire matter on own

Location: 594-603 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Over the total life of these matters, on how many of them were you handling the entire matter on your own?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 none	536	11.8 %
2	2 some	693	15.3 %
3	3 half	199	4.4 %
4	4 most	399	8.8 %
5	5 all	251	5.5 %
-5 (M)	-5 not applicable	57	1.3 %
-3 (M)	-3 missing	76	1.7 %
. (M)	-	2327	51.3 %

Based upon 2078 valid cases out of 4538 total cases.

- Mean: 2.58
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.37

AQ69_A
importance of skill in legal career: problem solving

Location: 4588-4597 (width: 10; decimal: 0)

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important has each of the following skills been in your professional career? Problem solving.

Value	Label	Unweighted Frequency	%
1	1 not at all important	11	0.2 %
2	-	31	0.7 %
3	-	58	1.3 %
4	-	214	4.7 %
5	-	625	13.8 %
6	-	1084	23.9 %
7	7 extremely important	2322	51.2 %
-3 (M)	-3 missing	35	0.8 %
. (M)	-	158	3.5 %

Based upon 4345 valid cases out of 4538 total cases.

- Mean: 6.21
- Median: 7.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.06

AQ69_B	importance of skill in legal career: legal analysis		
Location:	4598-4607 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How important has each of the following skills been in your professional career? Legal analysis and reasoning.		
	Value	Label	Unweighted Frequency
	1	1 not at all important	29
	2	-	40
	3	-	62
	4	-	210
	5	-	645
	6	-	1117
	7	7 extremely important	2243
	-4 (M)	-4 multiple	2
	-3 (M)	-3 missing	32
	. (M)	-	158

Based upon 4346 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 6.16
- Median: 7.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.13

AQ69_C	importance of skill in legal career: legal research			
Value	Label	Unweighted Frequency	%	
1	1 not at all important	71	1.6 %	
2	-	141	3.1 %	
3	-	231	5.1 %	
4	-	433	9.5 %	
5	-	888	19.6 %	
6	-	991	21.8 %	
7	7 extremely important	1590	35.0 %	
-4 (M)	-4 multiple	2	0.0 %	
-3 (M)	-3 missing	33	0.7 %	
. (M)	-	158	3.5 %	

Based upon 4345 valid cases out of 4538 total cases.

- Mean: 5.59
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.49

AQ69_D	importance of skill in legal career: factual investigation			
Value	Label	Unweighted Frequency	%	
1	1 not at all important	161	3.5 %	
2	-	199	4.4 %	

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	-	264	5.8 %
4	-	526	11.6 %
5	-	888	19.6 %
6	-	1036	22.8 %
7	7 extremely important	1258	27.7 %
-4 (M)	-4 multiple	5	0.1 %
-3 (M)	-3 missing	43	0.9 %
. (M)	-	158	3.5 %

Based upon 4332 valid cases out of 4538 total cases.

- Mean: 5.29
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.64

AQ69_E

importance of skill in legal career: communication

Location: 4628-4637 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important has each of the following skills been in your professional career? Communication.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	13	0.3 %
2	-	12	0.3 %
3	-	47	1.0 %
4	-	158	3.5 %
5	-	525	11.6 %
6	-	1165	25.7 %
7	7 extremely important	2424	53.4 %
-3 (M)	-3 missing	36	0.8 %
. (M)	-	158	3.5 %

Based upon 4344 valid cases out of 4538 total cases.

- Mean: 6.31
- Median: 7.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 0.97

- Study 26302 -

AQ69_F
importance of skill in legal career: counseling

Location: 4638-4647 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important has each of the following skills been in your professional career? Counseling.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	268	5.9 %
2	-	265	5.8 %
3	-	377	8.3 %
4	-	691	15.2 %
5	-	909	20.0 %
6	-	861	19.0 %
7	7 extremely important	963	21.2 %
-4 (M)	-4 multiple	8	0.2 %
-3 (M)	-3 missing	38	0.8 %
. (M)	-	158	3.5 %

Based upon 4334 valid cases out of 4538 total cases.

- Mean: 4.88
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.77

AQ69_G
importance of skill in legal career: negotiation

Location: 4648-4657 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important has each of the following skills been in your professional career? Negotiation.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	230	5.1 %
2	-	238	5.2 %
3	-	309	6.8 %
4	-	551	12.1 %
5	-	870	19.2 %
6	-	929	20.5 %
7	7 extremely important	1205	26.6 %
-4 (M)	-4 multiple	9	0.2 %
-3 (M)	-3 missing	39	0.9 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
. (M)	-	158	3.5 %

Based upon 4332 valid cases out of 4538 total cases.

- Mean: 5.12
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.75

AQ69_H
importance of skill in legal career: litigation/alternate dispute resolution

Location: 4658-4667 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important has each of the following skills been in your professional career? Litigation and alternate dispute resolution.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	744	16.4 %
2	-	355	7.8 %
3	-	318	7.0 %
4	-	530	11.7 %
5	-	544	12.0 %
6	-	698	15.4 %
7	7 extremely important	1109	24.4 %
-4 (M)	-4 multiple	37	0.8 %
-3 (M)	-3 missing	45	1.0 %
. (M)	-	158	3.5 %

Based upon 4298 valid cases out of 4538 total cases.

- Mean: 4.47
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.20

AQ69_I
importance of skill in legal career: organization/management of legal work

Location: 4668-4677 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

How important has each of the following skills been in your professional career? Organization and management of legal work.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	151	3.3 %
2	-	122	2.7 %
3	-	190	4.2 %
4	-	487	10.7 %
5	-	801	17.7 %
6	-	1127	24.8 %
7	7 extremely important	1450	32.0 %
-4 (M)	-4 multiple	7	0.2 %
-3 (M)	-3 missing	44	1.0 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	158	3.5 %

Based upon 4328 valid cases out of 4538 total cases.

- Mean: 5.51
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.56

AQ69_J

importance of skill in legal career: recognizing/resolving ethical dilemmas

Location:

4678-4687 (width: 10; decimal: 0)

Variable Type:

numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

How important has each of the following skills been in your professional career? Recognizing and resolving ethical dilemmas.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	351	7.7 %
2	-	501	11.0 %
3	-	549	12.1 %
4	-	905	19.9 %
5	-	895	19.7 %
6	-	587	12.9 %
7	7 extremely important	554	12.2 %
-3 (M)	-3 missing	38	0.8 %
. (M)	-	158	3.5 %

Based upon 4342 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 4.26
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.77

AQ21_A	percentage of representation: high-income individuals		
Value	Label	Unweighted Frequency	%
0.0	-	353	7.8 %
1.0	-	26	0.6 %
2.0	-	25	0.6 %
2.5	-	1	0.0 %
3.0	-	8	0.2 %
4.0	-	2	0.0 %
5.0	-	167	3.7 %
7.0	-	2	0.0 %
8.0	-	4	0.1 %
10.0	-	188	4.1 %
15.0	-	45	1.0 %
18.0	-	1	0.0 %
20.0	-	83	1.8 %
25.0	-	33	0.7 %
30.0	-	40	0.9 %
33.0	-	2	0.0 %
34.0	-	1	0.0 %
35.0	-	8	0.2 %
40.0	-	16	0.4 %
45.0	-	1	0.0 %
50.0	-	27	0.6 %
55.0	-	2	0.0 %
60.0	-	8	0.2 %
63.0	-	1	0.0 %
65.0	-	1	0.0 %
70.0	-	4	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
75.0	-	9	0.2 %
80.0	-	11	0.2 %
85.0	-	4	0.1 %
90.0	-	9	0.2 %
92.0	-	1	0.0 %
95.0	-	3	0.1 %
99.0	-	1	0.0 %
100.0	-	11	0.2 %
-5.0 (M)	-5 not applicable	229	5.0 %
-3.0 (M)	-3 missing	883	19.5 %
-2.0 (M)	-2 dont know	1	0.0 %
. (M)	-	2327	51.3 %

Based upon 1098 valid cases out of 4538 total cases.

- Mean: 13.61
- Median: 5.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 20.69

AQ21_B
percentage of representation: middle-income individuals

Location: 819-823 (width: 5; decimal: 1)

Variable Type: numeric

Range of Missing Values (M): -5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

Question: 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%: Middle-income or low-income individuals.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	288	6.3 %
1.0	-	16	0.4 %
2.0	-	15	0.3 %
2.5	-	2	0.0 %
3.0	-	7	0.2 %
4.0	-	2	0.0 %
5.0	-	104	2.3 %
6.0	-	1	0.0 %
7.0	-	1	0.0 %
8.0	-	1	0.0 %
9.0	-	2	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
10.0	-	89	2.0 %
15.0	-	13	0.3 %
20.0	-	52	1.1 %
25.0	-	32	0.7 %
26.0	-	1	0.0 %
30.0	-	32	0.7 %
33.0	-	4	0.1 %
35.0	-	4	0.1 %
38.0	-	1	0.0 %
40.0	-	19	0.4 %
45.0	-	8	0.2 %
46.0	-	1	0.0 %
50.0	-	46	1.0 %
55.0	-	4	0.1 %
60.0	-	22	0.5 %
65.0	-	10	0.2 %
66.0	-	1	0.0 %
70.0	-	32	0.7 %
75.0	-	25	0.6 %
76.0	-	1	0.0 %
80.0	-	40	0.9 %
85.0	-	20	0.4 %
86.0	-	2	0.0 %
88.0	-	1	0.0 %
90.0	-	36	0.8 %
92.0	-	1	0.0 %
93.0	-	1	0.0 %
94.0	-	1	0.0 %
95.0	-	22	0.5 %
98.0	-	8	0.2 %
99.0	-	8	0.2 %
100.0	-	173	3.8 %
-5.0 (M)	-5 not applicable	228	5.0 %
-3.0 (M)	-3 missing	833	18.4 %
-2.0 (M)	-2 dont know	1	0.0 %
. (M)	-	2327	51.3 %

Based upon 1149 valid cases out of 4538 total cases.

- Mean: 38.66
- Median: 20.00

- Study 26302 -

- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 39.68

AQ21_C	percentage of representation: fortune 500 companies		
Value	Label	Unweighted Frequency	%
0	-	394	8.7 %
1	-	7	0.2 %
2	-	1	0.0 %
3	-	3	0.1 %
5	-	39	0.9 %
8	-	2	0.0 %
9	-	1	0.0 %
10	-	99	2.2 %
13	-	1	0.0 %
15	-	19	0.4 %
16	-	1	0.0 %
20	-	60	1.3 %
25	-	34	0.7 %
30	-	39	0.9 %
33	-	2	0.0 %
35	-	6	0.1 %
40	-	29	0.6 %
45	-	6	0.1 %
47	-	1	0.0 %
49	-	1	0.0 %
50	-	96	2.1 %
55	-	1	0.0 %
60	-	20	0.4 %
65	-	6	0.1 %
68	-	1	0.0 %
70	-	27	0.6 %
75	-	24	0.5 %
79	-	1	0.0 %
80	-	34	0.7 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
83	-	1	0.0 %
85	-	7	0.2 %
90	-	31	0.7 %
94	-	1	0.0 %
95	-	13	0.3 %
96	-	1	0.0 %
98	-	2	0.0 %
100	-	38	0.8 %
-5 (M)	-5 not applicable	230	5.1 %
-3 (M)	-3 missing	931	20.5 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2327	51.3 %

Based upon 1049 valid cases out of 4538 total cases.

- Mean: 27.13
- Median: 10.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 32.05

AQ21_D

percentage of representation: other large/middle-sized businesses

Location: 834-843 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question:

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%: Other large or middle-sized businesses.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	278	6.1 %
1	-	7	0.2 %
2	-	5	0.1 %
3	-	6	0.1 %
4	-	1	0.0 %
5	-	55	1.2 %
6	-	2	0.0 %
7	-	1	0.0 %
8	-	4	0.1 %
9	-	2	0.0 %
10	-	102	2.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
11	-	1	0.0 %
12	-	1	0.0 %
13	-	1	0.0 %
15	-	40	0.9 %
16	-	2	0.0 %
17	-	2	0.0 %
19	-	2	0.0 %
20	-	114	2.5 %
22	-	2	0.0 %
23	-	1	0.0 %
25	-	55	1.2 %
27	-	1	0.0 %
28	-	1	0.0 %
30	-	79	1.7 %
33	-	6	0.1 %
35	-	11	0.2 %
40	-	69	1.5 %
42	-	1	0.0 %
43	-	1	0.0 %
45	-	18	0.4 %
48	-	1	0.0 %
49	-	2	0.0 %
50	-	118	2.6 %
55	-	13	0.3 %
60	-	37	0.8 %
61	-	1	0.0 %
65	-	10	0.2 %
66	-	1	0.0 %
70	-	28	0.6 %
75	-	24	0.5 %
79	-	1	0.0 %
80	-	34	0.7 %
84	-	1	0.0 %
85	-	8	0.2 %
90	-	24	0.5 %
94	-	2	0.0 %
95	-	7	0.2 %
96	-	1	0.0 %
98	-	4	0.1 %
100	-	29	0.6 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-5 (M)	-5 not applicable	229	5.0 %
-3 (M)	-3 missing	764	16.8 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2327	51.3 %

Based upon 1217 valid cases out of 4538 total cases.

- Mean: 29.59
- Median: 20.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 28.41

AQ21_E	percentage of representation: small businesses		
Location:	844-853 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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%: Small businesses.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	311	6.9 %
1	-	12	0.3 %
2	-	15	0.3 %
3	-	13	0.3 %
4	-	4	0.1 %
5	-	156	3.4 %
6	-	1	0.0 %
8	-	6	0.1 %
9	-	4	0.1 %
10	-	195	4.3 %
12	-	1	0.0 %
13	-	1	0.0 %
15	-	47	1.0 %
19	-	1	0.0 %
20	-	121	2.7 %
22	-	2	0.0 %
25	-	54	1.2 %
28	-	1	0.0 %
29	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
30	-	55	1.2 %
33	-	6	0.1 %
35	-	5	0.1 %
40	-	30	0.7 %
43	-	1	0.0 %
45	-	3	0.1 %
50	-	35	0.8 %
60	-	8	0.2 %
65	-	3	0.1 %
66	-	1	0.0 %
70	-	6	0.1 %
75	-	4	0.1 %
80	-	4	0.1 %
84	-	1	0.0 %
90	-	3	0.1 %
95	-	1	0.0 %
100	-	5	0.1 %
-5 (M)	-5 not applicable	228	5.0 %
-3 (M)	-3 missing	865	19.1 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2327	51.3 %

Based upon 1117 valid cases out of 4538 total cases.

- Mean: 13.80
- Median: 10.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 17.11

AQ21_F
percentage of representation: governments/government agencies

Location: 854-863 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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%: Governments, government agencies.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	489	10.8 %
1	-	4	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	-	14	0.3 %
3	-	5	0.1 %
4	-	1	0.0 %
5	-	35	0.8 %
10	-	51	1.1 %
15	-	7	0.2 %
16	-	1	0.0 %
20	-	15	0.3 %
25	-	6	0.1 %
30	-	9	0.2 %
33	-	4	0.1 %
35	-	1	0.0 %
40	-	4	0.1 %
45	-	1	0.0 %
47	-	1	0.0 %
50	-	12	0.3 %
60	-	9	0.2 %
66	-	1	0.0 %
70	-	3	0.1 %
75	-	3	0.1 %
80	-	2	0.0 %
89	-	1	0.0 %
90	-	5	0.1 %
93	-	1	0.0 %
95	-	6	0.1 %
99	-	2	0.0 %
100	-	144	3.2 %
-5 (M)	-5 not applicable	230	5.1 %
-3 (M)	-3 missing	1143	25.2 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2327	51.3 %

Based upon 837 valid cases out of 4538 total cases.

- Mean: 23.41
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 38.90

- Study 26302 -

AQ21_G

percentage of representation: start-up businesses

Location: 864-868 (width: 5; decimal: 1)

Variable Type: numeric

Range of Missing Values (M): -5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

Question: 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%: Start-up businesses.

Value	Label	Unweighted Frequency	%
0.0	-	434	9.6 %
1.0	-	15	0.3 %
2.0	-	17	0.4 %
3.0	-	9	0.2 %
4.0	-	1	0.0 %
5.0	-	95	2.1 %
7.5	-	1	0.0 %
8.0	-	2	0.0 %
9.0	-	1	0.0 %
10.0	-	101	2.2 %
13.0	-	2	0.0 %
14.0	-	1	0.0 %
15.0	-	26	0.6 %
16.0	-	1	0.0 %
18.0	-	1	0.0 %
20.0	-	37	0.8 %
22.0	-	1	0.0 %
25.0	-	11	0.2 %
30.0	-	12	0.3 %
33.0	-	3	0.1 %
35.0	-	1	0.0 %
40.0	-	4	0.1 %
45.0	-	1	0.0 %
50.0	-	4	0.1 %
70.0	-	2	0.0 %
80.0	-	3	0.1 %
85.0	-	1	0.0 %
90.0	-	1	0.0 %
100.0	-	2	0.0 %
-5.0 (M)	-5 not applicable	230	5.1 %
-3.0 (M)	-3 missing	1190	26.2 %
-2.0 (M)	-2 dont know	1	0.0 %
. (M)	-	2327	51.3 %

Based upon 790 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 6.02
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 11.89

AQ21_H	percentage of representation: insurance companies			
	Value	Label	Unweighted Frequency	%
	0	-	470	10.4 %
	1	-	3	0.1 %
	2	-	7	0.2 %
	3	-	2	0.0 %
	5	-	37	0.8 %
	8	-	1	0.0 %
	9	-	1	0.0 %
	10	-	47	1.0 %
	11	-	1	0.0 %
	15	-	18	0.4 %
	16	-	2	0.0 %
	20	-	29	0.6 %
	25	-	10	0.2 %
	30	-	9	0.2 %
	33	-	1	0.0 %
	34	-	1	0.0 %
	35	-	1	0.0 %
	40	-	15	0.3 %
	45	-	3	0.1 %
	47	-	2	0.0 %
	50	-	34	0.7 %
	60	-	8	0.2 %
	70	-	12	0.3 %
	75	-	8	0.2 %
	78	-	1	0.0 %
	80	-	16	0.4 %
	85	-	5	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
90	-	27	0.6 %
95	-	8	0.2 %
96	-	1	0.0 %
98	-	4	0.1 %
99	-	2	0.0 %
100	-	54	1.2 %
-5 (M)	-5 not applicable	231	5.1 %
-3 (M)	-3 missing	1139	25.1 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2327	51.3 %

Based upon 840 valid cases out of 4538 total cases.

- Mean: 21.09
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 33.84

AQ21_I	percentage of representation: non-profit organizations		
Location:	879-883 (width: 5; decimal: 1)		
Variable Type:	numeric		
Range of Missing Values (M):	-5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .		
Question:	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%: Non-profit organizations.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	475	10.5 %
1.0	-	29	0.6 %
2.0	-	29	0.6 %
2.5	-	2	0.0 %
3.0	-	7	0.2 %
4.0	-	1	0.0 %
5.0	-	107	2.4 %
6.0	-	1	0.0 %
7.0	-	1	0.0 %
9.0	-	1	0.0 %
10.0	-	70	1.5 %
15.0	-	8	0.2 %
16.0	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
20.0	-	18	0.4 %
25.0	-	8	0.2 %
30.0	-	8	0.2 %
40.0	-	2	0.0 %
50.0	-	5	0.1 %
60.0	-	3	0.1 %
70.0	-	2	0.0 %
80.0	-	5	0.1 %
85.0	-	1	0.0 %
90.0	-	4	0.1 %
99.0	-	1	0.0 %
100.0	-	7	0.2 %
-5.0 (M)	-5 not applicable	228	5.0 %
-3.0 (M)	-3 missing	1186	26.1 %
-2.0 (M)	-2 dont know	1	0.0 %
. (M)	-	2327	51.3 %

Based upon 796 valid cases out of 4538 total cases.

- Mean: 5.78
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 15.57

AQ21_J
percentage of representation: other

Location: 884-893 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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%: Other.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	389	8.6 %
1	-	1	0.0 %
2	-	2	0.0 %
3	-	2	0.0 %
5	-	6	0.1 %
6	-	1	0.0 %
10	-	9	0.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
15	-	3	0.1 %
20	-	5	0.1 %
25	-	3	0.1 %
30	-	1	0.0 %
40	-	7	0.2 %
42	-	1	0.0 %
50	-	4	0.1 %
60	-	4	0.1 %
70	-	2	0.0 %
75	-	1	0.0 %
80	-	4	0.1 %
85	-	3	0.1 %
95	-	1	0.0 %
98	-	1	0.0 %
99	-	1	0.0 %
100	-	62	1.4 %
-5 (M)	-5 not applicable	230	5.1 %
-3 (M)	-3 missing	1467	32.3 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2327	51.3 %

Based upon 513 valid cases out of 4538 total cases.

- Mean: 16.43
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 34.70

AQ22
current employment: community or social group representation

Location: 894-903 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	417	9.2 %
2	2 no	1761	38.8 %
-5 (M)	-5 not applicable	2	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	27	0.6 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	2327	51.3 %

Based upon 2178 valid cases out of 4538 total cases.

- Mean: 1.81
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.39

AQ23

current employment: number of new clients

Location: 904-913 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How many new clients did you personally bring to your firm last year?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	666	14.7 %
1	-	111	2.4 %
2	-	68	1.5 %
3	-	53	1.2 %
4	-	35	0.8 %
5	-	47	1.0 %
6	-	15	0.3 %
7	-	7	0.2 %
8	-	9	0.2 %
9	-	4	0.1 %
10	-	39	0.9 %
12	-	2	0.0 %
14	-	1	0.0 %
15	-	17	0.4 %
18	-	1	0.0 %
20	-	28	0.6 %
21	-	1	0.0 %
22	-	1	0.0 %
24	-	1	0.0 %
25	-	8	0.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
30	-	8	0.2 %
35	-	2	0.0 %
36	-	1	0.0 %
40	-	3	0.1 %
45	-	3	0.1 %
47	-	1	0.0 %
50	-	11	0.2 %
55	-	1	0.0 %
60	-	2	0.0 %
70	-	3	0.1 %
75	-	3	0.1 %
76	-	1	0.0 %
80	-	1	0.0 %
99	-	1	0.0 %
100	-	5	0.1 %
115	-	1	0.0 %
116	-	1	0.0 %
125	-	1	0.0 %
150	-	1	0.0 %
165	-	1	0.0 %
200	-	4	0.1 %
275	-	1	0.0 %
300	-	2	0.0 %
400	-	1	0.0 %
-5 (M)	-5 not applicable	3	0.1 %
-3 (M)	-3 missing	112	2.5 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	3249	71.6 %

Based upon 1173 valid cases out of 4538 total cases.

- Mean: 6.71
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 400.00
- Standard Deviation: 26.30

AQ23_NA

current employment: number of new client (NA)

Location:

914-923 (width: 10; decimal: 0)

Variable Type:

numeric

- Study 26302 -

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

How many new clients did you personally bring to your firm last year? Checked NA box.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	-	922	20.3 %
2	-	1289	28.4 %
. (M)	-	2327	51.3 %

Based upon 2211 valid cases out of 4538 total cases.

- Mean: 1.58
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.49

AQ23B

current employment: revenue from new clients

Location:

924-933 (width: 10; decimal: 0)

Variable Type:

numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

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

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	27	0.6 %
200	-	3	0.1 %
300	-	2	0.0 %
375	-	1	0.0 %
485	-	1	0.0 %
500	-	10	0.2 %
600	-	2	0.0 %
650	-	1	0.0 %
700	-	1	0.0 %
800	-	2	0.0 %
900	-	1	0.0 %
1000	-	12	0.3 %
1100	-	1	0.0 %
1200	-	3	0.1 %
1500	-	3	0.1 %
2000	-	11	0.2 %
2500	-	5	0.1 %
2700	-	1	0.0 %
3000	-	10	0.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
4000	-	4	0.1 %
5000	-	30	0.7 %
5500	-	1	0.0 %
6000	-	9	0.2 %
7000	-	4	0.1 %
7500	-	3	0.1 %
8000	-	3	0.1 %
9000	-	3	0.1 %
10000	-	44	1.0 %
11000	-	1	0.0 %
12000	-	7	0.2 %
13506	-	1	0.0 %
14000	-	1	0.0 %
15000	-	25	0.6 %
16000	-	1	0.0 %
17000	-	1	0.0 %
19000	-	1	0.0 %
20000	-	22	0.5 %
20200	-	1	0.0 %
21000	-	1	0.0 %
23000	-	1	0.0 %
25000	-	13	0.3 %
27500	-	1	0.0 %
29000	-	1	0.0 %
30000	-	20	0.4 %
34000	-	1	0.0 %
35000	-	7	0.2 %
36000	-	1	0.0 %
39000	-	1	0.0 %
40000	-	6	0.1 %
42000	-	1	0.0 %
45000	-	6	0.1 %
50000	-	20	0.4 %
54000	-	1	0.0 %
55000	-	1	0.0 %
60000	-	9	0.2 %
65000	-	2	0.0 %
68000	-	1	0.0 %
70000	-	7	0.2 %
75000	-	9	0.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
80000	-	3	0.1 %
90000	-	1	0.0 %
95000	-	2	0.0 %
96000	-	1	0.0 %
100000	-	15	0.3 %
115000	-	1	0.0 %
120000	-	2	0.0 %
144000	-	1	0.0 %
150000	-	6	0.1 %
170000	-	1	0.0 %
200000	-	3	0.1 %
205000	-	1	0.0 %
250000	-	1	0.0 %
300000	-	2	0.0 %
400000	-	2	0.0 %
500000	-	1	0.0 %
600000	-	2	0.0 %
1050000	-	1	0.0 %
1500000	-	1	0.0 %
3000000	-	1	0.0 %
-5 (M)	-5 not applicable	5	0.1 %
-3 (M)	-3 missing	60	1.3 %
-2 (M)	-2 dont know	26	0.6 %
. (M)	-	4030	88.8 %

Based upon 417 valid cases out of 4538 total cases.

- Mean: 48466.94
- Median: 15000.00
- Mode: 10000.00
- Minimum: 0.00
- Maximum: 3000000.00
- Standard Deviation: 181960.56

AQ11A
current employment: typical billing hours

Location: 224-233 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

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

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	4	0.1 %
4	-	1	0.0 %
5	-	1	0.0 %
7	-	1	0.0 %
8	-	1	0.0 %
10	-	3	0.1 %
12	-	1	0.0 %
15	-	2	0.0 %
20	-	12	0.3 %
22	-	1	0.0 %
25	-	19	0.4 %
26	-	2	0.0 %
27	-	1	0.0 %
28	-	1	0.0 %
29	-	1	0.0 %
30	-	38	0.8 %
31	-	3	0.1 %
32	-	9	0.2 %
33	-	5	0.1 %
34	-	4	0.1 %
35	-	110	2.4 %
36	-	49	1.1 %
37	-	42	0.9 %
38	-	90	2.0 %
39	-	14	0.3 %
40	-	447	9.9 %
41	-	9	0.2 %
42	-	43	0.9 %
43	-	10	0.2 %
44	-	6	0.1 %
45	-	119	2.6 %
46	-	4	0.1 %
47	-	4	0.1 %
48	-	5	0.1 %
49	-	1	0.0 %
50	-	89	2.0 %
53	-	1	0.0 %
55	-	5	0.1 %
60	-	11	0.2 %
65	-	2	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
68	-	1	0.0 %
70	-	1	0.0 %
80	-	1	0.0 %
. (M)	-	3364	74.1 %

Based upon 1174 valid cases out of 4538 total cases.

- Mean: 39.59
- Median: 40.00
- Mode: 40.00
- Minimum: 0.00
- Maximum: 80.00
- Standard Deviation: 7.05

AQ11B

current employment: typical work hours

Location: 234-243 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

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

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	6	0.1 %
3	-	1	0.0 %
5	-	3	0.1 %
8	-	3	0.1 %
9	-	2	0.0 %
10	-	7	0.2 %
12	-	1	0.0 %
18	-	1	0.0 %
20	-	16	0.4 %
23	-	1	0.0 %
24	-	4	0.1 %
25	-	13	0.3 %
27	-	1	0.0 %
28	-	1	0.0 %
30	-	34	0.7 %
32	-	5	0.1 %
33	-	2	0.0 %
34	-	1	0.0 %
35	-	102	2.2 %
36	-	9	0.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
37	-	25	0.6 %
38	-	44	1.0 %
39	-	1	0.0 %
40	-	1255	27.7 %
41	-	5	0.1 %
42	-	17	0.4 %
43	-	14	0.3 %
44	-	9	0.2 %
45	-	401	8.8 %
46	-	5	0.1 %
47	-	6	0.1 %
48	-	24	0.5 %
49	-	3	0.1 %
50	-	857	18.9 %
52	-	12	0.3 %
53	-	7	0.2 %
54	-	3	0.1 %
55	-	248	5.5 %
56	-	1	0.0 %
57	-	2	0.0 %
58	-	3	0.1 %
60	-	320	7.1 %
62	-	1	0.0 %
63	-	1	0.0 %
65	-	43	0.9 %
68	-	1	0.0 %
70	-	33	0.7 %
72	-	1	0.0 %
75	-	5	0.1 %
80	-	14	0.3 %
85	-	2	0.0 %
90	-	1	0.0 %
100	-	2	0.0 %
166	-	1	0.0 %
-5 (M)	-5 not applicable	1	0.0 %
-4 (M)	-4 multiple	7	0.2 %
-3 (M)	-3 missing	216	4.8 %
-2 (M)	-2 dont know	73	1.6 %
. (M)	-	661	14.6 %

Based upon 3580 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 46.21
- Median: 45.00
- Mode: 40.00
- Minimum: 0.00
- Maximum: 166.00
- Standard Deviation: 9.33

AQ11C	current employment: hours actually worked			
	Value	Label	Unweighted Frequency	%
	0.0	-	66	1.5 %
	1.0	-	4	0.1 %
	2.0	-	1	0.0 %
	4.0	-	3	0.1 %
	5.0	-	4	0.1 %
	6.0	-	3	0.1 %
	6.5	-	1	0.0 %
	7.0	-	2	0.0 %
	8.0	-	3	0.1 %
	9.0	-	1	0.0 %
	10.0	-	19	0.4 %
	12.0	-	1	0.0 %
	14.0	-	4	0.1 %
	15.0	-	1	0.0 %
	16.0	-	5	0.1 %
	17.0	-	1	0.0 %
	18.0	-	4	0.1 %
	20.0	-	34	0.7 %
	21.0	-	6	0.1 %
	22.0	-	5	0.1 %
	23.0	-	1	0.0 %
	24.0	-	8	0.2 %
	25.0	-	28	0.6 %
	26.0	-	5	0.1 %
	27.0	-	2	0.0 %
	28.0	-	7	0.2 %
	29.0	-	4	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
30.0	-	96	2.1 %
31.0	-	3	0.1 %
32.0	-	31	0.7 %
33.0	-	5	0.1 %
34.0	-	11	0.2 %
35.0	-	69	1.5 %
36.0	-	22	0.5 %
37.0	-	20	0.4 %
38.0	-	38	0.8 %
39.0	-	7	0.2 %
40.0	-	510	11.2 %
41.0	-	17	0.4 %
42.0	-	54	1.2 %
43.0	-	51	1.1 %
44.0	-	30	0.7 %
45.0	-	383	8.4 %
46.0	-	27	0.6 %
47.0	-	49	1.1 %
48.0	-	78	1.7 %
49.0	-	15	0.3 %
50.0	-	624	13.8 %
51.0	-	18	0.4 %
52.0	-	58	1.3 %
53.0	-	28	0.6 %
54.0	-	23	0.5 %
55.0	-	292	6.4 %
56.0	-	24	0.5 %
57.0	-	15	0.3 %
58.0	-	24	0.5 %
59.0	-	5	0.1 %
60.0	-	386	8.5 %
61.0	-	2	0.0 %
62.0	-	13	0.3 %
63.0	-	7	0.2 %
64.0	-	8	0.2 %
65.0	-	120	2.6 %
66.0	-	2	0.0 %
67.0	-	5	0.1 %
68.0	-	5	0.1 %
69.0	-	2	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
70.0	-	118	2.6 %
71.0	-	1	0.0 %
72.0	-	6	0.1 %
73.0	-	2	0.0 %
74.0	-	4	0.1 %
75.0	-	43	0.9 %
77.0	-	1	0.0 %
78.0	-	1	0.0 %
80.0	-	35	0.8 %
82.0	-	1	0.0 %
84.0	-	1	0.0 %
85.0	-	9	0.2 %
87.0	-	2	0.0 %
90.0	-	8	0.2 %
95.0	-	2	0.0 %
100.0	-	5	0.1 %
107.0	-	1	0.0 %
108.0	-	1	0.0 %
112.0	-	2	0.0 %
-4.0 (M)	-4 multiple	5	0.1 %
-3.0 (M)	-3 missing	196	4.3 %
-2.0 (M)	-2 dont know	31	0.7 %
. (M)	-	663	14.6 %

Based upon 3643 valid cases out of 4538 total cases.

- Mean: 48.07
- Median: 50.00
- Mode: 50.00
- Minimum: 0.00
- Maximum: 112.00
- Standard Deviation: 14.17

AQ11C_VAC	current employment: vacation last week		
Location:	249-258 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Check if you were on vacation last week.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	411	9.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	2 no	3464	76.3 %
. (M)	-	663	14.6 %

Based upon 3875 valid cases out of 4538 total cases.

- Mean: 1.89
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.31

AQ25_AFM	source of help for: acquiring technical aspects (most important)
-----------------	---

Location: 938-947 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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. Acquiring technical aspects of the job.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 formal training program	265	5.8 %
2	2 firm/office-designated mentor	128	2.8 %
3	3 informal mentors at your firm or office	599	13.2 %
4	4 your immediate supervisor	531	11.7 %
5	5 colleagues at other firms/offices	76	1.7 %
6	6 non-lawyer colleagues	69	1.5 %
7	7 friends and family	8	0.2 %
8	8 peers	111	2.4 %
9	9 self-taught	412	9.1 %
10	10 other (specify)	27	0.6 %
-5 (M)	-5 not applicable	5	0.1 %
-3 (M)	-3 missing	262	5.8 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2044	45.0 %

Based upon 2226 valid cases out of 4538 total cases.

- Mean: 4.56
- Median: 4.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 10.00

- Study 26302 -

- Standard Deviation: 2.70

AQ25_ASM	source of help for: acquiring technical aspects (second most important)		
Location:	948-957 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	<p>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. Acquiring technical aspects of the job.</p>		
Value	<i>Label</i>	<i>Unweighted Frequency</i>	%
1	1 formal training program	225	5.0 %
2	2 firm/office-designated mentor	95	2.1 %
3	3 informal mentors at your firm or office	371	8.2 %
4	4 your immediate supervisor	240	5.3 %
5	5 colleagues at other firms/offices	146	3.2 %
6	6 non-lawyer colleagues	71	1.6 %
7	7 friends and family	14	0.3 %
8	8 peers	169	3.7 %
9	9 self-taught	345	7.6 %
10	10 other (specify)	20	0.4 %
-5 (M)	-5 not applicable	6	0.1 %
-3 (M)	-3 missing	791	17.4 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2044	45.0 %

Based upon 1696 valid cases out of 4538 total cases.

- Mean: 4.95
- Median: 4.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.86

AQ25_BFM	source of help for: learning office protocols/customs (most important)		
Location:	958-967 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	<p>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. Learning firm/office protocols and customs.</p>		

- Study 26302 -

Value	Label	Unweighted Frequency	%
1	1 formal training program	142	3.1 %
2	2 firm/office-designated mentor	151	3.3 %
3	3 informal mentors at your firm or office	733	16.2 %
4	4 your immediate supervisor	331	7.3 %
5	5 colleagues at other firms/offices	66	1.5 %
6	6 non-lawyer colleagues	162	3.6 %
7	7 friends and family	4	0.1 %
8	8 peers	290	6.4 %
9	9 self-taught	291	6.4 %
10	10 other (specify)	40	0.9 %
-5 (M)	-5 not applicable	14	0.3 %
-3 (M)	-3 missing	269	5.9 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2044	45.0 %

Based upon 2210 valid cases out of 4538 total cases.

- Mean: 4.81
- Median: 4.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.63

AQ25_BSM

source of help for: learning office protocols/customs (second most important)

Location: 968-977 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question:

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. Learning firm/office protocols and customs.

Value	Label	Unweighted Frequency	%
1	1 formal training program	124	2.7 %
2	2 firm/office-designated mentor	101	2.2 %
3	3 informal mentors at your firm or office	357	7.9 %
4	4 your immediate supervisor	248	5.5 %
5	5 colleagues at other firms/offices	82	1.8 %
6	6 non-lawyer colleagues	132	2.9 %
7	7 friends and family	19	0.4 %
8	8 peers	202	4.5 %
9	9 self-taught	282	6.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
10	10 other (specify)	16	0.4 %
-5 (M)	-5 not applicable	16	0.4 %
-3 (M)	-3 missing	914	20.1 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2044	45.0 %

Based upon 1563 valid cases out of 4538 total cases.

- Mean: 5.14
- Median: 4.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.71

AQ25_CFM	source of help for: devising specific strategies to achieve goals (most important)		
Location:	978-987 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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. Devising specific strategies for achieving your career goals.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 formal training program	27	0.6 %
2	2 firm/office-designated mentor	71	1.6 %
3	3 informal mentors at your firm or office	316	7.0 %
4	4 your immediate supervisor	224	4.9 %
5	5 colleagues at other firms/offices	156	3.4 %
6	6 non-lawyer colleagues	39	0.9 %
7	7 friends and family	328	7.2 %
8	8 peers	140	3.1 %
9	9 self-taught	846	18.6 %
10	10 other (specify)	24	0.5 %
-5 (M)	-5 not applicable	18	0.4 %
-3 (M)	-3 missing	303	6.7 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	2044	45.0 %

Based upon 2171 valid cases out of 4538 total cases.

- Mean: 6.59

- Study 26302 -

- Median: 7.00
- Mode: 9.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.53

AQ25_CSM	source of help for: devising specific strategies to achieve goals (second most important)		
Location:	988-997 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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. Devising specific strategies for achieving your career goals		
Value	Label	Unweighted Frequency	%
1	1 formal training program	23	0.5 %
2	2 firm/office-designated mentor	65	1.4 %
3	3 informal mentors at your firm or office	206	4.5 %
4	4 your immediate supervisor	120	2.6 %
5	5 colleagues at other firms/offices	200	4.4 %
6	6 non-lawyer colleagues	54	1.2 %
7	7 friends and family	354	7.8 %
8	8 peers	251	5.5 %
9	9 self-taught	198	4.4 %
10	10 other (specify)	17	0.4 %
-5 (M)	-5 not applicable	14	0.3 %
-3 (M)	-3 missing	991	21.8 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2044	45.0 %

Based upon 1488 valid cases out of 4538 total cases.

- Mean: 6.06
- Median: 7.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.25

AQ25_DFM	source of help for: receiving support and encouragement (most important)		
Location:	998-1007 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		

- Study 26302 -

Question:

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. Receiving support and encouragement in stressful times.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 formal training program	12	0.3 %
2	2 firm/office-designated mentor	40	0.9 %
3	3 informal mentors at your firm or office	243	5.4 %
4	4 your immediate supervisor	158	3.5 %
5	5 colleagues at other firms/offices	82	1.8 %
6	6 non-lawyer colleagues	41	0.9 %
7	7 friends and family	1198	26.4 %
8	8 peers	262	5.8 %
9	9 self-taught	158	3.5 %
10	10 other (specify)	23	0.5 %
-5 (M)	-5 not applicable	13	0.3 %
-3 (M)	-3 missing	263	5.8 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2044	45.0 %

Based upon 2217 valid cases out of 4538 total cases.

- Mean: 6.42
- Median: 7.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 1.84

AQ25_DSM	source of help for: receiving support and encouragement (second most important)		
Location:	1008-1017 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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. Receiving support and encouragement in stressful times.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 formal training program	2	0.0 %
2	2 firm/office-designated mentor	27	0.6 %
3	3 informal mentors at your firm or office	238	5.2 %
4	4 your immediate supervisor	111	2.4 %
5	5 colleagues at other firms/offices	149	3.3 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
6	6 non-lawyer colleagues	143	3.2 %
7	7 friends and family	355	7.8 %
8	8 peers	461	10.2 %
9	9 self-taught	104	2.3 %
10	10 other (specify)	31	0.7 %
-5 (M)	-5 not applicable	7	0.2 %
-3 (M)	-3 missing	865	19.1 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	2044	45.0 %

Based upon 1621 valid cases out of 4538 total cases.

- Mean: 6.31
- Median: 7.00
- Mode: 8.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.03

AQ25_EFM	source of help for: getting informal feedback (most important)		
Location:	1018-1027 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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. Getting informal feedback on your performance.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 formal training program	19	0.4 %
2	2 firm/office-designated mentor	128	2.8 %
3	3 informal mentors at your firm or office	554	12.2 %
4	4 your immediate supervisor	1049	23.1 %
5	5 colleagues at other firms/offices	83	1.8 %
6	6 non-lawyer colleagues	52	1.1 %
7	7 friends and family	24	0.5 %
8	8 peers	170	3.7 %
9	9 self-taught	61	1.3 %
10	10 other (specify)	60	1.3 %
-5 (M)	-5 not applicable	11	0.2 %
-3 (M)	-3 missing	281	6.2 %
-2 (M)	-2 dont know	2	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
. (M)	-	2044	45.0 %

Based upon 2200 valid cases out of 4538 total cases.

- Mean: 4.33
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 1.90

AQ25_ESM	source of help for: getting informal feedback (second most important)
-----------------	--

Location: 1028-1037 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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. Getting informal feedback on your performance.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 formal training program	27	0.6 %
2	2 firm/office-designated mentor	111	2.4 %
3	3 informal mentors at your firm or office	410	9.0 %
4	4 your immediate supervisor	290	6.4 %
5	5 colleagues at other firms/offices	99	2.2 %
6	6 non-lawyer colleagues	89	2.0 %
7	7 friends and family	37	0.8 %
8	8 peers	181	4.0 %
9	9 self-taught	38	0.8 %
10	10 other (specify)	36	0.8 %
-5 (M)	-5 not applicable	16	0.4 %
-3 (M)	-3 missing	1158	25.5 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	2044	45.0 %

Based upon 1318 valid cases out of 4538 total cases.

- Mean: 4.61
- Median: 4.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 10.00

- Study 26302 -

- Standard Deviation: 2.23

AQ25_FFM	source of help for: gaining valuable networking opportunities (most important)		
Location:	1038-1047 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	<p>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. Gaining valuable networking opportunities.</p>		
Value	<i>Label</i>	<i>Unweighted Frequency</i>	%
1	1 formal training program	33	0.7 %
2	2 firm/office-designated mentor	50	1.1 %
3	3 informal mentors at your firm or office	279	6.1 %
4	4 your immediate supervisor	243	5.4 %
5	5 colleagues at other firms/offices	444	9.8 %
6	6 non-lawyer colleagues	130	2.9 %
7	7 friends and family	221	4.9 %
8	8 peers	215	4.7 %
9	9 self-taught	388	8.6 %
10	10 other (specify)	55	1.2 %
-5 (M)	-5 not applicable	36	0.8 %
-3 (M)	-3 missing	397	8.7 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	2044	45.0 %

Based upon 2058 valid cases out of 4538 total cases.

- Mean: 5.95
- Median: 5.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.31

AQ25_FSM	source of help for: gaining valuable networking opportunities (second most important)		
Location:	1048-1057 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	<p>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. Gaining valuable networking opportunities.</p>		

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 formal training program	24	0.5 %
2	2 firm/office-designated mentor	38	0.8 %
3	3 informal mentors at your firm or office	160	3.5 %
4	4 your immediate supervisor	72	1.6 %
5	5 colleagues at other firms/offices	235	5.2 %
6	6 non-lawyer colleagues	172	3.8 %
7	7 friends and family	217	4.8 %
8	8 peers	243	5.4 %
9	9 self-taught	124	2.7 %
10	10 other (specify)	25	0.6 %
-5 (M)	-5 not applicable	20	0.4 %
-3 (M)	-3 missing	1162	25.6 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	2044	45.0 %

Based upon 1310 valid cases out of 4538 total cases.

- Mean: 6.03
- Median: 6.00
- Mode: 8.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.12

AQ25_GFM

source of help for: having a personal advocate in firm (most important)

Location: 1058-1067 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question:

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. Having a personal advocate within the firm.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 formal training program	6	0.1 %
2	2 firm/office-designated mentor	156	3.4 %
3	3 informal mentors at your firm or office	617	13.6 %
4	4 your immediate supervisor	585	12.9 %
5	5 colleagues at other firms/offices	28	0.6 %
6	6 non-lawyer colleagues	42	0.9 %
7	7 friends and family	11	0.2 %
8	8 peers	113	2.5 %
9	9 self-taught	213	4.7 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
10	10 other (specify)	58	1.3 %
-5 (M)	-5 not applicable	99	2.2 %
-3 (M)	-3 missing	563	12.4 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	2044	45.0 %

Based upon 1829 valid cases out of 4538 total cases.

- Mean: 4.58
- Median: 4.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.36

AQ25_GSM		source of help for: having a personal advocate in firm (second most important)	
Location:	1068-1077 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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. Having a personal advocate within the firm.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 formal training program	2	0.0 %
2	2 firm/office-designated mentor	98	2.2 %
3	3 informal mentors at your firm or office	301	6.6 %
4	4 your immediate supervisor	187	4.1 %
5	5 colleagues at other firms/offices	34	0.7 %
6	6 non-lawyer colleagues	79	1.7 %
7	7 friends and family	18	0.4 %
8	8 peers	137	3.0 %
9	9 self-taught	80	1.8 %
10	10 other (specify)	24	0.5 %
-5 (M)	-5 not applicable	51	1.1 %
-3 (M)	-3 missing	1480	32.6 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	2044	45.0 %

Based upon 960 valid cases out of 4538 total cases.

- Mean: 4.87

- Study 26302 -

- Median: 4.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.41

AQ26_A	satisfaction with: level of responsibility			
Location:	1078-1087 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	How satisfied are you with each of the following aspects of your current position? Level of responsibility you have.			
Value	Label	Unweighted Frequency	%	
1	1 highly dissatisfied	84	1.9 %	
2	-	172	3.8 %	
3	-	208	4.6 %	
4	4 neither satisfied nor dissatisfied	371	8.2 %	
5	-	738	16.3 %	
6	-	1244	27.4 %	
7	7 highly satisfied	1394	30.7 %	
. (M)	-	327	7.2 %	

Based upon 4211 valid cases out of 4538 total cases.

- Mean: 5.57
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.51

AQ26_B	satisfaction with: recognition received for work			
Location:	1088-1097 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	How satisfied are you with each of the following aspects of your current position? Recognition you receive for your work.			
Value	Label	Unweighted Frequency	%	
1	1 highly dissatisfied	174	3.8 %	
2	-	304	6.7 %	
3	-	366	8.1 %	
4	4 neither satisfied nor dissatisfied	584	12.9 %	

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
5	-	934	20.6 %
6	-	1098	24.2 %
7	7 highly satisfied	743	16.4 %
. (M)	-	335	7.4 %

Based upon 4203 valid cases out of 4538 total cases.

- Mean: 4.92
- Median: 5.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.66

AQ26_C		satisfaction with: substantive area of work					
Location:	1098-1107 (width: 10; decimal: 0)						
Variable Type:	numeric						
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .						
Question:	How satisfied are you with each of the following aspects of your current position? Substantive area of your work.						
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>				
1	1 highly dissatisfied	86	1.9 %				
2	-	213	4.7 %				
3	-	288	6.3 %				
4	4 neither satisfied nor dissatisfied	496	10.9 %				
5	-	831	18.3 %				
6	-	1216	26.8 %				
7	7 highly satisfied	1086	23.9 %				
. (M)	-	322	7.1 %				

Based upon 4216 valid cases out of 4538 total cases.

- Mean: 5.32
- Median: 6.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.55

AQ26_D		satisfaction with: tasks performed					
Location:	1108-1117 (width: 10; decimal: 0)						
Variable Type:	numeric						

- Study 26302 -

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

How satisfied are you with each of the following aspects of your current position? Tasks you perform.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 highly dissatisfied	70	1.5 %
2	-	188	4.1 %
3	-	360	7.9 %
4	4 neither satisfied nor dissatisfied	566	12.5 %
5	-	1167	25.7 %
6	-	1241	27.3 %
7	7 highly satisfied	615	13.6 %
. (M)	-	331	7.3 %

Based upon 4207 valid cases out of 4538 total cases.

- Mean: 5.08
- Median: 5.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.42

AQ26_E

satisfaction with: opportunities for advancement

Location:

1118-1127 (width: 10; decimal: 0)

Variable Type:

numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

How satisfied are you with each of the following aspects of your current position? Opportunities for advancement.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 highly dissatisfied	275	6.1 %
2	-	310	6.8 %
3	-	393	8.7 %
4	4 neither satisfied nor dissatisfied	748	16.5 %
5	-	836	18.4 %
6	-	854	18.8 %
7	7 highly satisfied	652	14.4 %
-5 (M)	-5 not applicable	1	0.0 %
. (M)	-	469	10.3 %

Based upon 4068 valid cases out of 4538 total cases.

- Mean: 4.65
- Median: 5.00

- Study 26302 -

- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.75

AQ26_F	satisfaction with: compensation		
Location:	1128-1137 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How satisfied are you with each of the following aspects of your current position? Compensation (including salary, benefits and bonus, if applicable).		
Value	Label	Unweighted Frequency	%
1	1 highly dissatisfied	341	7.5 %
2	-	464	10.2 %
3	-	543	12.0 %
4	4 neither satisfied nor dissatisfied	559	12.3 %
5	-	783	17.3 %
6	-	835	18.4 %
7	7 highly satisfied	673	14.8 %
. (M)	-	340	7.5 %

Based upon 4198 valid cases out of 4538 total cases.

- Mean: 4.47
- Median: 5.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.87

AQ26_G	satisfaction with: control over work (amount)		
Location:	1138-1147 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How satisfied are you with each of the following aspects of your current position? Control you have over the amount of work you do.		
Value	Label	Unweighted Frequency	%
1	1 highly dissatisfied	293	6.5 %
2	-	397	8.7 %
3	-	580	12.8 %
4	4 neither satisfied nor dissatisfied	696	15.3 %
5	-	764	16.8 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
6	-	773	17.0 %
7	7 highly satisfied	715	15.8 %
. (M)	-	320	7.1 %

Based upon 4218 valid cases out of 4538 total cases.

- Mean: 4.52
- Median: 5.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.82

AQ26_H
satisfaction with: control over work (method)

Location: 1148-1157 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How satisfied are you with each of the following aspects of your current position? Control you have over how you do your work.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 highly dissatisfied	113	2.5 %
2	-	156	3.4 %
3	-	271	6.0 %
4	4 neither satisfied nor dissatisfied	496	10.9 %
5	-	808	17.8 %
6	-	1246	27.5 %
7	7 highly satisfied	1127	24.8 %
. (M)	-	321	7.1 %

Based upon 4217 valid cases out of 4538 total cases.

- Mean: 5.37
- Median: 6.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.54

AQ26_I
satisfaction with: relationship with colleagues

Location: 1158-1167 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

How satisfied are you with each of the following aspects of your current position? Relationships with colleagues.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 highly dissatisfied	69	1.5 %
2	-	115	2.5 %
3	-	183	4.0 %
4	4 neither satisfied nor dissatisfied	375	8.3 %
5	-	697	15.4 %
6	-	1340	29.5 %
7	7 highly satisfied	1401	30.9 %
-5 (M)	-5 not applicable	1	0.0 %
. (M)	-	357	7.9 %

Based upon 4180 valid cases out of 4538 total cases.

- Mean: 5.67
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.41

AQ26_J

satisfaction with: pro bono opportunities

Location:

1168-1177 (width: 10; decimal: 0)

Variable Type:

numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

How satisfied are you with each of the following aspects of your current position? Opportunities for doing pro bono work.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 highly dissatisfied	334	7.4 %
2	-	363	8.0 %
3	-	359	7.9 %
4	4 neither satisfied nor dissatisfied	983	21.7 %
5	-	384	8.5 %
6	-	450	9.9 %
7	7 highly satisfied	613	13.5 %
-5 (M)	-5 not applicable	9	0.2 %
. (M)	-	1043	23.0 %

Based upon 3486 valid cases out of 4538 total cases.

- Mean: 4.30

- Study 26302 -

- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.87

AQ26_K		satisfaction with: intellectual challenge of work					
Location:	1178-1187 (width: 10; decimal: 0)						
Variable Type:	numeric						
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .						
Question:	How satisfied are you with each of the following aspects of your current position? Intellectual challenge of your work.						
Value	Label	Unweighted Frequency	%				
1	1 highly dissatisfied	88	1.9 %				
2	-	192	4.2 %				
3	-	268	5.9 %				
4	4 neither satisfied nor dissatisfied	423	9.3 %				
5	-	862	19.0 %				
6	-	1334	29.4 %				
7	7 highly satisfied	1054	23.2 %				
. (M)	-	317	7.0 %				

Based upon 4221 valid cases out of 4538 total cases.

- Mean: 5.37
- Median: 6.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.51

AQ26_L		satisfaction with: opportunities for building skills					
Location:	1188-1197 (width: 10; decimal: 0)						
Variable Type:	numeric						
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .						
Question:	How satisfied are you with each of the following aspects of your current position? Opportunities for building skills.						
Value	Label	Unweighted Frequency	%				
1	1 highly dissatisfied	107	2.4 %				
2	-	202	4.5 %				
3	-	286	6.3 %				
4	4 neither satisfied nor dissatisfied	462	10.2 %				

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
5	-	876	19.3 %
6	-	1215	26.8 %
7	7 highly satisfied	1065	23.5 %
. (M)	-	325	7.2 %

Based upon 4213 valid cases out of 4538 total cases.

- Mean: 5.30
- Median: 6.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.56

AQ26_M	satisfaction with: amount of travel		
Location:	1198-1207 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How satisfied are you with each of the following aspects of your current position? Amount of travel required.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 highly dissatisfied	132	2.9 %
2	-	145	3.2 %
3	-	245	5.4 %
4	4 neither satisfied nor dissatisfied	1159	25.5 %
5	-	549	12.1 %
6	-	797	17.6 %
7	7 highly satisfied	818	18.0 %
-5 (M)	-5 not applicable	8	0.2 %
. (M)	-	685	15.1 %

Based upon 3845 valid cases out of 4538 total cases.

- Mean: 4.95
- Median: 5.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.58

AQ26_N	satisfaction with: diversity of workplace		
Location:	1208-1217 (width: 10; decimal: 0)		

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How satisfied are you with each of the following aspects of your current position? Diversity of the workplace.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 highly dissatisfied	272	6.0 %
2	-	347	7.6 %
3	-	464	10.2 %
4	4 neither satisfied nor dissatisfied	1068	23.5 %
5	-	641	14.1 %
6	-	665	14.7 %
7	7 highly satisfied	574	12.6 %
-5 (M)	-5 not applicable	2	0.0 %
-3 (M)	-3 missing	1	0.0 %
. (M)	-	504	11.1 %

Based upon 4031 valid cases out of 4538 total cases.

- Mean: 4.43
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.73

AQ26_O

satisfaction with: performance evaluation process

Location: 1218-1227 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How satisfied are you with each of the following aspects of your current position? Performance evaluation process.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 highly dissatisfied	364	8.0 %
2	-	474	10.4 %
3	-	564	12.4 %
4	4 neither satisfied nor dissatisfied	1002	22.1 %
5	-	664	14.6 %
6	-	451	9.9 %
7	7 highly satisfied	318	7.0 %
-5 (M)	-5 not applicable	2	0.0 %
-1 (M)	-1 refused	1	0.0 %
. (M)	-	698	15.4 %

- Study 26302 -

Based upon 3837 valid cases out of 4538 total cases.

- Mean: 3.98
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.70

AQ26_P

satisfaction with: value of work

Location: 1228-1237 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How satisfied are you with each of the following aspects of your current position? Value of your work to society.

Value	Label	Unweighted Frequency	%
1	1 highly dissatisfied	304	6.7 %
2	-	355	7.8 %
3	-	409	9.0 %
4	4 neither satisfied nor dissatisfied	806	17.8 %
5	-	701	15.4 %
6	-	740	16.3 %
7	7 highly satisfied	871	19.2 %
. (M)	-	352	7.8 %

Based upon 4186 valid cases out of 4538 total cases.

- Mean: 4.66
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.84

AQ26_Q

satisfaction with: job security

Location: 1238-1247 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How satisfied are you with each of the following aspects of your current position? Job security.

Value	Label	Unweighted Frequency	%
1	1 highly dissatisfied	161	3.5 %
2	-	211	4.6 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	-	291	6.4 %
4	4 neither satisfied nor dissatisfied	563	12.4 %
5	-	790	17.4 %
6	-	1150	25.3 %
7	7 highly satisfied	1009	22.2 %
. (M)	-	363	8.0 %

Based upon 4175 valid cases out of 4538 total cases.

- Mean: 5.18
- Median: 6.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.64

AQ28
satisfaction with: compensation scheme

Location: 1258-1267 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How satisfied are you with the compensation scheme in your place of work?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 extremely satisfied	400	8.8 %
2	2 moderately satisfied	912	20.1 %
3	3 neither satisfied nor dissatisfied	355	7.8 %
4	4 moderately dissatisfied	559	12.3 %
5	5 extremely dissatisfied	218	4.8 %
-3 (M)	-3 missing	50	1.1 %
. (M)	-	2044	45.0 %

Based upon 2444 valid cases out of 4538 total cases.

- Mean: 2.71
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.24

AQ30
satisfaction with: decision to become a lawyer

Location: 1308-1317 (width: 10; decimal: 0)

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How satisfied are you with your decision to become a lawyer?

Value	Label	Unweighted Frequency	%
1	1 extremely satisfied	1434	31.6 %
2	2 moderately satisfied	1764	38.9 %
3	3 neither satisfied nor dissatisfied	311	6.9 %
4	4 moderately dissatisfied	437	9.6 %
5	5 extremely dissatisfied	93	2.0 %
6	6 too soon to tell	198	4.4 %
. (M)	-	301	6.6 %

Based upon 4237 valid cases out of 4538 total cases.

- Mean: 2.19
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 6.00
- Standard Deviation: 1.32

AQ31 current employment: how much longer wish to stay

Location: 1318-1327 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -3 , .

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

Value	Label	Unweighted Frequency	%
1	already looking	554	12.2 %
2	<1 year	417	9.2 %
3	1-2 years	876	19.3 %
4	3-5 years	838	18.5 %
5	5+ years	1421	31.3 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	430	9.5 %

Based upon 4106 valid cases out of 4538 total cases.

- Mean: 3.52
- Median: 4.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 5.00

- Study 26302 -

- Standard Deviation: 1.40

AQ18_01	desired changes: formal leave policies			
Location:	664-673 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	What changes would you most like to see in your job? The establishment by my employer of formal leave policies.			
Value	Label	Unweighted Frequency	%	
1	1 yes	216	4.8 %	
2	2 no	1666	36.7 %	
-5 (M)	-5 not applicable	6	0.1 %	
-3 (M)	-3 missing	323	7.1 %	
. (M)	-	2327	51.3 %	

Based upon 1882 valid cases out of 4538 total cases.

- Mean: 1.89
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.32

AQ18_02	desired changes: greater encouragement by employer			
Location:	674-683 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	What changes would you most like to see in your job? Greater encouragement by my employer to make use of formal leave policies.			
Value	Label	Unweighted Frequency	%	
1	1 yes	181	4.0 %	
2	2 no	1701	37.5 %	
-5 (M)	-5 not applicable	6	0.1 %	
-3 (M)	-3 missing	323	7.1 %	
. (M)	-	2327	51.3 %	

Based upon 1882 valid cases out of 4538 total cases.

- Mean: 1.90
- Median: 2.00
- Mode: 2.00

- Study 26302 -

- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.29

AQ18_03

desired changes: less pressure to engage in client development

Location: 684-693 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: What changes would you most like to see in your job? Less pressure to engage in client development.

Value	Label	Unweighted Frequency	%
1	1 yes	110	2.4 %
2	2 no	1772	39.0 %
-5 (M)	-5 not applicable	6	0.1 %
-3 (M)	-3 missing	323	7.1 %
. (M)	-	2327	51.3 %

Based upon 1882 valid cases out of 4538 total cases.

- Mean: 1.94
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.23

AQ18_04

desired changes: fewer hours

Location: 694-703 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: What changes would you most like to see in your job? Fewer hours.

Value	Label	Unweighted Frequency	%
1	1 yes	521	11.5 %
2	2 no	1361	30.0 %
-5 (M)	-5 not applicable	6	0.1 %
-3 (M)	-3 missing	323	7.1 %
. (M)	-	2327	51.3 %

Based upon 1882 valid cases out of 4538 total cases.

- Mean: 1.72
- Median: 2.00
- Mode: 2.00

- Study 26302 -

- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.45

AQ18_05

desired changes: less pressure to bill

Location: 704-713 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What changes would you most like to see in your job? Less pressure to bill.

Value	Label	Unweighted Frequency	%
1	1 yes	526	11.6 %
2	2 no	1356	29.9 %
-5 (M)	-5 not applicable	6	0.1 %
-3 (M)	-3 missing	323	7.1 %
. (M)	-	2327	51.3 %

Based upon 1882 valid cases out of 4538 total cases.

- Mean: 1.72
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.45

AQ18_06

desired changes: more flexibility

Location: 714-723 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What changes would you most like to see in your job? More flexibility by my employer in accommodating my personal life.

Value	Label	Unweighted Frequency	%
1	1 yes	404	8.9 %
2	2 no	1478	32.6 %
-5 (M)	-5 not applicable	6	0.1 %
-3 (M)	-3 missing	323	7.1 %
. (M)	-	2327	51.3 %

Based upon 1882 valid cases out of 4538 total cases.

- Mean: 1.79
- Median: 2.00

- Study 26302 -

- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.41

AQ18_07	desired changes: greater opportunity to shape decisions			
	Value	Label	Unweighted Frequency	%
Location:	724-733	(width: 10; decimal: 0)		
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	What changes would you most like to see in your job? Greater opportunity to shape decisions on matters I'm working on.			
	1	1 yes	448	9.9 %
	2	2 no	1434	31.6 %
	-5 (M)	-5 not applicable	6	0.1 %
	-3 (M)	-3 missing	323	7.1 %
	. (M)	-	2327	51.3 %

Based upon 1882 valid cases out of 4538 total cases.

- Mean: 1.76
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.43

AQ18_08	desired changes: greater opportunity to shape future			
	Value	Label	Unweighted Frequency	%
Location:	734-743	(width: 10; decimal: 0)		
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	What changes would you most like to see in your job? Greater opportunity to shape the future direction.			
	1	1 yes	541	11.9 %
	2	2 no	1341	29.6 %
	-5 (M)	-5 not applicable	6	0.1 %
	-3 (M)	-3 missing	323	7.1 %
	. (M)	-	2327	51.3 %

Based upon 1882 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 1.71
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.45

AQ18_09
desired changes: more and/or better mentoring

Location: 744-753 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What changes would you most like to see in your job? More and/or better mentoring by senior.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	935	20.6 %
2	2 no	947	20.9 %
-5 (M)	-5 not applicable	6	0.1 %
-3 (M)	-3 missing	323	7.1 %
. (M)	-	2327	51.3 %

Based upon 1882 valid cases out of 4538 total cases.

- Mean: 1.50
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

AQ18_10
desired changes: more and/or better training

Location: 754-763 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What changes would you most like to see in your job? More and/or better training.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	861	19.0 %
2	2 no	1021	22.5 %
-5 (M)	-5 not applicable	6	0.1 %
-3 (M)	-3 missing	323	7.1 %
. (M)	-	2327	51.3 %

Based upon 1882 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 1.54
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

AQ18_11
desired changes: more opportunities for pro bono work

Location: 764-773 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What changes would you most like to see in your job? More opportunities for pro bono work.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	346	7.6 %
2	2 no	1536	33.8 %
-5 (M)	-5 not applicable	6	0.1 %
-3 (M)	-3 missing	323	7.1 %
. (M)	-	2327	51.3 %

Based upon 1882 valid cases out of 4538 total cases.

- Mean: 1.82
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.39

AQ18_12
desired changes: other

Location: 774-783 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What changes would you most like to see in your job? Other.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	321	7.1 %
2	2 no	1561	34.4 %
-5 (M)	-5 not applicable	6	0.1 %
-3 (M)	-3 missing	323	7.1 %
. (M)	-	2327	51.3 %

Based upon 1882 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 1.83
 - Median: 2.00
 - Mode: 2.00
 - Minimum: 1.00
 - Maximum: 2.00
 - Standard Deviation: 0.38

AQ29_A	discrimination: experienced demeaning comments/harassment		
Location:	1268-1277 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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? Experienced demeaning comments or other types of harassment.		
Value	Label	Unweighted Frequency	%
1	1 yes	592	13.0 %
2	2 no	3621	79.8 %
-4 (M)	-4 multiple	13	0.3 %
-3 (M)	-3 missing	41	0.9 %
. (M)	-	271	6.0 %

Based upon 4213 valid cases out of 4538 total cases.

- Mean: 1.86
 - Median: 2.00
 - Mode: 2.00
 - Minimum: 1.00
 - Maximum: 2.00
 - Standard Deviation: 0.35

AQ29_B	discrimination: missed out on desirable assignment		
Location:	1278-1287 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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? Missed out on a desirable assignment.		
Value	Label	Unweighted Frequency	%
1	1 yes	374	8.2 %
2	2 no	3823	84.2 %
-4 (M)	-4 multiple	13	0.3 %
-3 (M)	-3 missing	45	1.0 %
-2 (M)	-2 dont know	12	0.3 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
. (M)	-	271	6.0 %

Based upon 4197 valid cases out of 4538 total cases.

- Mean: 1.91
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.28

AQ29_C
discrimination: client requests someone else

Location: 1288-1297 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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? Had a client request someone other than you to handle a matter.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	379	8.4 %
2	2 no	3801	83.8 %
-4 (M)	-4 multiple	29	0.6 %
-3 (M)	-3 missing	51	1.1 %
-2 (M)	-2 dont know	7	0.2 %
. (M)	-	271	6.0 %

Based upon 4180 valid cases out of 4538 total cases.

- Mean: 1.91
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.29

AQ29_D
discrimination: other forms of discrimination

Location: 1298-1307 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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? Experienced one or more other forms of discrimination.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	466	10.3 %
2	2 no	3722	82.0 %
-4 (M)	-4 multiple	15	0.3 %
-3 (M)	-3 missing	61	1.3 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	271	6.0 %

Based upon 4188 valid cases out of 4538 total cases.

- Mean: 1.89
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.31

APOS_CURRPOS

position 1: current position

Location: 1328-1337 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: If your current position is your first position, check here.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	2648	58.4 %
2	2 no	1768	39.0 %
-4 (M)	-4 multiple	2	0.0 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	119	2.6 %

Based upon 4416 valid cases out of 4538 total cases.

- Mean: 1.40
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.49

APOS_NOTEPMLO

position 1: not employed

Location: 1338-1347 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

If you have not been employed in any setting since being admitted to the Bar, check here.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	91	2.0 %
2	2 no	1674	36.9 %
-4 (M)	-4 multiple	2	0.0 %
. (M)	-	2771	61.1 %

Based upon 1765 valid cases out of 4538 total cases.

- Mean: 1.95
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.22

APOS1BYR

position 1: beginning year

Location: 1348-1357 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Professional employment history. First position, excluding judicial clerkship, start date.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1977	-	1	0.0 %
1981	-	2	0.0 %
1986	-	1	0.0 %
1991	-	1	0.0 %
1992	-	1	0.0 %
1993	-	6	0.1 %
1994	-	3	0.1 %
1995	-	3	0.1 %
1996	-	7	0.2 %
1997	-	13	0.3 %
1998	-	104	2.3 %
1999	-	391	8.6 %
2000	-	906	20.0 %
2001	-	134	3.0 %
2002	-	18	0.4 %
-4 (M)	-4 multiple	3	0.1 %
-3 (M)	-3 missing	64	1.4 %
-2 (M)	-2 dont know	16	0.4 %
. (M)	-	2864	63.1 %

- Study 26302 -

Based upon 1591 valid cases out of 4538 total cases.

- Mean: 1999.58
- Median: 2000.00
- Mode: 2000.00
- Minimum: 1977.00
- Maximum: 2002.00
- Standard Deviation: 1.38

APOS1EYR		position 1: end year		
Location:		1358-1367 (width: 10; decimal: 0)		
Variable Type:		numeric		
Range of Missing Values (M):		-5 , -4 , -3 , -2 , -1 , .		
Question:		Professional employment history. First position, excluding judicial clerkship, end date.		
Value	Label	Unweighted Frequency		%
1995	-	1		0.0 %
1996	-	1		0.0 %
1997	-	2		0.0 %
1998	-	5		0.1 %
1999	-	43		0.9 %
2000	-	373		8.2 %
2001	-	710		15.6 %
2002	-	362		8.0 %
2003	-	1		0.0 %
-4 (M)	-4 multiple	3		0.1 %
-3 (M)	-3 missing	142		3.1 %
-2 (M)	-2 dont know	31		0.7 %
. (M)	-	2864		63.1 %

Based upon 1498 valid cases out of 4538 total cases.

- Mean: 2000.91
- Median: 2001.00
- Mode: 2001.00
- Minimum: 1995.00
- Maximum: 2003.00
- Standard Deviation: 0.83

APOS1ORG		position 1: type of organization		
Location:		1368-1377 (width: 10; decimal: 0)		
Variable Type:		numeric		
Range of Missing Values (M):		-5 , -4 , -3 , -2 , -1 , .		
Question:		First position: type of organization.		

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 private law firm or solo practice	570	12.6 %
2	2 federal government	31	0.7 %
3	3 state or local government	83	1.8 %
4	4 legal services or public defender	26	0.6 %
5	5 legal temporary firm	15	0.3 %
6	6 public interest organization	17	0.4 %
7	7 other non-profit organization	11	0.2 %
8	8 educational institution	10	0.2 %
9	9 professional service firm	43	0.9 %
10	10 other fortune 1000 industry/service	21	0.5 %
11	11 other business/industry trade association	30	0.7 %
12	12 labor union	4	0.1 %
13	13 other (specify)	746	16.4 %
-3 (M)	-3 missing	67	1.5 %
. (M)	-	2864	63.1 %

Based upon 1607 valid cases out of 4538 total cases.

- Mean: 7.46
- Median: 9.00
- Mode: 13.00
- Minimum: 1.00
- Maximum: 13.00
- Standard Deviation: 5.60

APOS1F	position 1: full or part-time
---------------	--------------------------------------

Location: 1378-1387 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: First position: full or part-time?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 full-time	827	18.2 %
2	2 part-time	58	1.3 %
-3 (M)	-3 missing	65	1.4 %
-1 (M)	-1 refused	1	0.0 %
. (M)	-	3587	79.0 %

Based upon 885 valid cases out of 4538 total cases.

- Mean: 1.07
- Median: 1.00

- Study 26302 -

- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.25

APOS1NAT	position 1: nature of position			
	Value	Label	Unweighted Frequency	%
Location:	1388-1397	(width: 10; decimal: 0)		
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	First position: nature of position?			
	1	1 solo practitioner	20	0.4 %
	2	2 associate	516	11.4 %
	3	3 non-equity partner	2	0.0 %
	4	4 equity partner/shareholder	6	0.1 %
	5	5 contract attorney	43	0.9 %
	6	6 of counsel	7	0.2 %
	7	7 staff attorney	99	2.2 %
	8	8 supervising/managing attorney	1	0.0 %
	9	9 permanent judicial clerk	2	0.0 %
	10	10 judge	0	0.0 %
	11	11 law professor	0	0.0 %
	12	12 law school/academic administrator	1	0.0 %
	13	13 entry level manager/consultant	17	0.4 %
	14	14 mid-level manager/consultant	11	0.2 %
	15	15 senior level manager/consultant	9	0.2 %
	16	16 business owner/operator	1	0.0 %
	17	17 elected official (other than judge)	0	0.0 %
	18	18 civil servant	11	0.2 %
	19	19 lobbyist/governmental affairs	6	0.1 %
	20	20 other (than law) teacher or professor	1	0.0 %
	21	21 student/fellow	16	0.4 %
	22	22 other (specify)	840	18.5 %
	-3 (M)	-3 missing	65	1.4 %
	. (M)	-	2864	63.1 %

Based upon 1609 valid cases out of 4538 total cases.

- Mean: 13.51
- Median: 22.00
- Mode: 22.00
- Minimum: 1.00

- Study 26302 -

- Maximum: 22.00
- Standard Deviation: 9.40

APOS1LAW_BRAC
position 1: number of lawyers

Location: 1398-1401 (width: 4; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Approximate number of lawyers at all locations of this organization.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	0-5	272	6.0 %
2	6-10	95	2.1 %
3	11-25	103	2.3 %
4	25-50	78	1.7 %
5	51-100	72	1.6 %
6	101-150	29	0.6 %
7	151-200	30	0.7 %
8	201-250	11	0.2 %
9	251-500	83	1.8 %
10	501-1000	49	1.1 %
11	1000-highest	6	0.1 %
. (M)	-	3710	81.8 %

Based upon 828 valid cases out of 4538 total cases.

- Mean: 3.89
- Median: 3.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 11.00
- Standard Deviation: 3.05

APOS1LEA
position 1: first reason for leaving

Location: 1402-1411 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reason for leaving this position, if applicable. List as many as apply in order of importance.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	98	2.2 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	54	1.2 %
3	3 dissatisfaction with assignments	33	0.7 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
4	4 disagreement with firm or company policies	21	0.5 %
5	5 desire to change sector (private/non-private) of practice	22	0.5 %
6	6 signals from management that opportunity to advance would be limited	13	0.3 %
7	7 experienced discrimination	7	0.2 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	196	4.3 %
9	9 to accommodate dual careers	6	0.1 %
10	10 moved from area because of spouses job	34	0.7 %
11	11 preferred a different geographical location	28	0.6 %
12	12 to better accommodate family needs	14	0.3 %
13	13 for a better work environment	21	0.5 %
14	14 for a more diverse work environment	2	0.0 %
15	15 for more compatible hours	4	0.1 %
16	16 firm or company was downsized	56	1.2 %
17	17 firm or company was closed	28	0.6 %
18	18 received a promotion	11	0.2 %
19	19 illness or injury	2	0.0 %
20	20 maternity/paternity leave	10	0.2 %
21	21 to return to school	6	0.1 %
22	22 contract ended	31	0.7 %
23	23 was fired	13	0.3 %
24	24 other specify	803	17.7 %
-5 (M)	-5 not applicable	8	0.2 %
-3 (M)	-3 missing	108	2.4 %
. (M)	-	2909	64.1 %

Based upon 1513 valid cases out of 4538 total cases.

- Mean: 16.93
- Median: 24.00
- Mode: 24.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 8.65

APOS1LEA2

position 1: second reason for leaving

Location: 1412-1421 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reason for leaving this position, if applicable. Reason 2.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	18	0.4 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	44	1.0 %
3	3 dissatisfaction with assignments	49	1.1 %
4	4 disagreement with firm or company policies	30	0.7 %
5	5 desire to change sector (private/non-private) of practice	10	0.2 %
6	6 signals from management that opportunity to advance would be limited	21	0.5 %
7	7 experienced discrimination	7	0.2 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	52	1.1 %
9	9 to accommodate dual careers	4	0.1 %
10	10 moved from area because of spouses job	5	0.1 %
11	11 preferred a different geographical location	33	0.7 %
12	12 to better accommodate family needs	16	0.4 %
13	13 for a better work environment	30	0.7 %
14	14 for a more diverse work environment	1	0.0 %
15	15 for more compatible hours	14	0.3 %
16	16 firm or company was downsized	2	0.0 %
17	17 firm or company was closed	1	0.0 %
18	18 received a promotion	1	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	1	0.0 %
22	22 contract ended	2	0.0 %
23	23 was fired	2	0.0 %
24	24 other specify	8	0.2 %
. (M)	-	4187	92.3 %

Based upon 351 valid cases out of 4538 total cases.

- Mean: 7.52
- Median: 7.00
- Mode: 8.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 5.26

APOS1LEA3

position 1: third reason for leaving

Location: 1422-1431 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5, -4, -3, -2, -1, .

- Study 26302 -

Question:

Reason for leaving this position, if applicable. Reason 3.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	20	0.4 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	18	0.4 %
3	3 dissatisfaction with assignments	32	0.7 %
4	4 disagreement with firm or company policies	17	0.4 %
5	5 desire to change sector (private/non-private) of practice	9	0.2 %
6	6 signals from management that opportunity to advance would be limited	13	0.3 %
7	7 experienced discrimination	9	0.2 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	35	0.8 %
9	9 to accommodate dual careers	4	0.1 %
10	10 moved from area because of spouses job	3	0.1 %
11	11 preferred a different geographical location	10	0.2 %
12	12 to better accommodate family needs	12	0.3 %
13	13 for a better work environment	37	0.8 %
14	14 for a more diverse work environment	7	0.2 %
15	15 for more compatible hours	17	0.4 %
16	16 firm or company was downsized	1	0.0 %
17	17 firm or company was closed	1	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	1	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	2	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	9	0.2 %
. (M)	-	4281	94.3 %

Based upon 257 valid cases out of 4538 total cases.

- Mean: 8.37
- Median: 8.00
- Mode: 13.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 5.60

APOS1LEA4

position 1: fourth reason for leaving

Location:

1432-1441 (width: 10; decimal: 0)

Variable Type:

numeric

- Study 26302 -

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Reason for leaving this position, if applicable. Reason 4.

Value	Label	Unweighted Frequency	%
1	1 dissatisfaction with the practice area	7	0.2 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	5	0.1 %
3	3 dissatisfaction with assignments	9	0.2 %
4	4 disagreement with firm or company policies	14	0.3 %
5	5 desire to change sector (private/non-private) of practice	4	0.1 %
6	6 signals from management that opportunity to advance would be limited	12	0.3 %
7	7 experienced discrimination	4	0.1 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	11	0.2 %
9	9 to accommodate dual careers	1	0.0 %
10	10 moved from area because of spouses job	1	0.0 %
11	11 preferred a different geographical location	12	0.3 %
12	12 to better accommodate family needs	5	0.1 %
13	13 for a better work environment	22	0.5 %
14	14 for a more diverse work environment	5	0.1 %
15	15 for more compatible hours	22	0.5 %
16	16 firm or company was downsized	3	0.1 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	1	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	1	0.0 %
24	24 other specify	3	0.1 %
. (M)	-	4396	96.9 %

Based upon 142 valid cases out of 4538 total cases.

- Mean: 9.64
- Median: 11.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 5.35

APOS1LEA5

position 1: fifth reason for leaving

Location:

1442-1451 (width: 10; decimal: 0)

Variable Type:

numeric

- Study 26302 -

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Reason for leaving this position, if applicable. Reason 5.

Value	Label	Unweighted Frequency	%
1	1 dissatisfaction with the practice area	1	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	2	0.0 %
3	3 dissatisfaction with assignments	2	0.0 %
4	4 disagreement with firm or company policies	6	0.1 %
5	5 desire to change sector (private/non-private) of practice	5	0.1 %
6	6 signals from management that opportunity to advance would be limited	12	0.3 %
7	7 experienced discrimination	1	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	14	0.3 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	1	0.0 %
11	11 preferred a different geographical location	4	0.1 %
12	12 to better accommodate family needs	5	0.1 %
13	13 for a better work environment	14	0.3 %
14	14 for a more diverse work environment	1	0.0 %
15	15 for more compatible hours	5	0.1 %
16	16 firm or company was downsized	1	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	1	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	4	0.1 %
. (M)	-	4459	98.3 %

Based upon 79 valid cases out of 4538 total cases.

- Mean: 9.72
- Median: 8.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 5.20

APOS1LEA6

position 1: sixth reason for leaving

Location:

1452-1461 (width: 10; decimal: 0)

Variable Type:

numeric

- Study 26302 -

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Reason for leaving this position, if applicable. Reason 6.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	1	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	2	0.0 %
4	4 disagreement with firm or company policies	1	0.0 %
5	5 desire to change sector (private/non-private) of practice	1	0.0 %
6	6 signals from management that opportunity to advance would be limited	2	0.0 %
7	7 experienced discrimination	5	0.1 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	4	0.1 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	2	0.0 %
12	12 to better accommodate family needs	3	0.1 %
13	13 for a better work environment	13	0.3 %
14	14 for a more diverse work environment	1	0.0 %
15	15 for more compatible hours	3	0.1 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	1	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	1	0.0 %
24	24 other specify	1	0.0 %
. (M)	-	4497	99.1 %

Based upon 41 valid cases out of 4538 total cases.

- Mean: 10.93
- Median: 12.00
- Mode: 13.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 4.96

APOS1LEA7

position 1: seventh reason for leaving

Location:

1462-1471 (width: 10; decimal: 0)

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reason for leaving this position, if applicable. Reason 7.

Value	Label	Unweighted Frequency	%
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	2	0.0 %
3	3 dissatisfaction with assignments	2	0.0 %
4	4 disagreement with firm or company policies	2	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	4	0.1 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	1	0.0 %
12	12 to better accommodate family needs	1	0.0 %
13	13 for a better work environment	2	0.0 %
14	14 for a more diverse work environment	1	0.0 %
15	15 for more compatible hours	7	0.2 %
16	16 firm or company was downsized	1	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4515	99.5 %

Based upon 23 valid cases out of 4538 total cases.

- Mean: 10.17
- Median: 12.00
- Mode: 15.00
- Minimum: 2.00
- Maximum: 16.00
- Standard Deviation: 5.06

- Study 26302 -

Location: 1472-1481 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reason for leaving this position, if applicable. Reason 8.

Value	Label	Unweighted Frequency	%
1	1 dissatisfaction with the practice area	1	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	1	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	1	0.0 %
12	12 to better accommodate family needs	1	0.0 %
13	13 for a better work environment	5	0.1 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	3	0.1 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4526	99.7 %

Based upon 12 valid cases out of 4538 total cases.

- Mean: 11.33
- Median: 13.00
- Mode: 13.00
- Minimum: 1.00
- Maximum: 15.00
- Standard Deviation: 4.75

- Study 26302 -

APOS1LEA9

position 1: ninth reason for leaving

Location: 1482-1491 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reason for leaving this position, if applicable. Reason 9.

Value	Label	Unweighted Frequency	%
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	1	0.0 %
6	6 signals from management that opportunity to advance would be limited	1	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	2	0.0 %
15	15 for more compatible hours	1	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4533	99.9 %

Based upon 5 valid cases out of 4538 total cases.

- Mean: 10.80
- Median: 14.00
- Mode: 14.00
- Minimum: 5.00
- Maximum: 15.00
- Standard Deviation: 4.87

- Study 26302 -

APOS1LE10

position 1: tenth reason for leaving

Location: 1492-1501 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reason for leaving this position, if applicable. Reason 10.

Value	Label	Unweighted Frequency	%
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS2

position 2

Location: 1502-1511 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Position 2.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	877	19.3 %
2	2 no	797	17.6 %
. (M)	-	2864	63.1 %

Based upon 1674 valid cases out of 4538 total cases.

- Mean: 1.48
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

APOS2BYR

position 2: beginning year

Location: 1512-1521 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Second position: start date.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1970	-	1	0.0 %
1985	-	1	0.0 %
1988	-	1	0.0 %
1993	-	1	0.0 %
1997	-	1	0.0 %
1998	-	4	0.1 %
1999	-	27	0.6 %
2000	-	230	5.1 %
2001	-	414	9.1 %
2002	-	179	3.9 %
-4 (M)	-4 multiple	2	0.0 %
-3 (M)	-3 missing	11	0.2 %
-2 (M)	-2 dont know	5	0.1 %
. (M)	-	3661	80.7 %

Based upon 859 valid cases out of 4538 total cases.

- Mean: 2000.78
- Median: 2001.00
- Mode: 2001.00
- Minimum: 1970.00
- Maximum: 2002.00
- Standard Deviation: 1.52

- Study 26302 -

APOS2EYR	position 2: end year			
Location:	1522-1531 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	Second position: end date.			
	<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
	1995	-	1	0.0 %
	1997	-	1	0.0 %
	1998	-	1	0.0 %
	1999	-	4	0.1 %
	2000	-	41	0.9 %
	2001	-	170	3.7 %
	2002	-	242	5.3 %
	2003	-	1	0.0 %
	-4 (M)	-4 multiple	2	0.0 %
	-3 (M)	-3 missing	336	7.4 %
	-2 (M)	-2 dont know	78	1.7 %
	. (M)	-	3661	80.7 %

Based upon 461 valid cases out of 4538 total cases.

- Mean: 2001.39
- Median: 2002.00
- Mode: 2002.00
- Minimum: 1995.00
- Maximum: 2003.00
- Standard Deviation: 0.80

APOS2ORG	position 2: type of organization			
Location:	1532-1541 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	Second position: type of organization.			
	<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
	1	1 private law firm or solo practice	382	8.4 %
	2	2 federal government	25	0.6 %
	3	3 state or local government	62	1.4 %
	4	4 legal services or public defender	8	0.2 %
	5	5 legal temporary firm	5	0.1 %
	6	6 public interest organization	10	0.2 %
	7	7 other non-profit organization	11	0.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
8	8 educational institution	6	0.1 %
9	9 professional service firm	22	0.5 %
10	10 other fortune 1000 industry/service	18	0.4 %
11	11 other business/industry trade association	28	0.6 %
12	12 labor union	2	0.0 %
13	13 other (specify)	269	5.9 %
-3 (M)	-3 missing	29	0.6 %
. (M)	-	3661	80.7 %

Based upon 848 valid cases out of 4538 total cases.

- Mean: 5.98
- Median: 3.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 13.00
- Standard Deviation: 5.43

APOS2F
position 2: full or part-time

Location: 1542-1551 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Second position: full or part-time?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 full-time	568	12.5 %
2	2 part-time	39	0.9 %
-3 (M)	-3 missing	24	0.5 %
. (M)	-	3907	86.1 %

Based upon 607 valid cases out of 4538 total cases.

- Mean: 1.06
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.25

APOS2NAT
position 2: nature of position

Location: 1552-1561 (width: 10; decimal: 0)
 Variable Type: numeric

- Study 26302 -

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Second position: nature of position?

Value	Label	Unweighted Frequency	%
1	1 solo practitioner	36	0.8 %
2	2 associate	316	7.0 %
3	3 non-equity partner	6	0.1 %
4	4 equity partner/shareholder	14	0.3 %
5	5 contract attorney	24	0.5 %
6	6 of counsel	4	0.1 %
7	7 staff attorney	80	1.8 %
8	8 supervising/managing attorney	2	0.0 %
9	9 permanent judicial clerk	3	0.1 %
10	10 judge	1	0.0 %
11	11 law professor	2	0.0 %
12	12 law school/academic administrator	0	0.0 %
13	13 entry level manager/consultant	5	0.1 %
14	14 mid-level manager/consultant	13	0.3 %
15	15 senior level manager/consultant	12	0.3 %
16	16 business owner/operator	2	0.0 %
17	17 elected official (other than judge)	0	0.0 %
18	18 civil servant	8	0.2 %
19	19 lobbyist/governmental affairs	4	0.1 %
20	20 other (than law) teacher or professor	2	0.0 %
21	21 student/fellow	2	0.0 %
22	22 other (specify)	310	6.8 %
-3 (M)	-3 missing	31	0.7 %
. (M)	-	3661	80.7 %

Based upon 846 valid cases out of 4538 total cases.

- Mean: 10.76
- Median: 7.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 22.00
- Standard Deviation: 9.19

APOS2LAW_BRAC

position 2: number of lawyers

Location:

1562-1565 (width: 4; decimal: 0)

Variable Type:

numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Approximate number of lawyers at all locations of this organization.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	0-5	205	4.5 %
2	6-10	62	1.4 %
3	11-25	86	1.9 %
4	25-50	57	1.3 %
5	51-100	48	1.1 %
6	101-150	15	0.3 %
7	151-200	15	0.3 %
8	201-250	10	0.2 %
9	251-500	28	0.6 %
10	501-1000	27	0.6 %
11	1000-highest	2	0.0 %
. (M)	-	3983	87.8 %

Based upon 555 valid cases out of 4538 total cases.

- Mean: 3.38
- Median: 3.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 11.00
- Standard Deviation: 2.73

APOS2LEA

position 2: first reason for leaving

Location: 1566-1575 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question:

Reasons for leaving this position, if applicable. List as many as apply in order of importance.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	13	0.3 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	20	0.4 %
3	3 dissatisfaction with assignments	8	0.2 %
4	4 disagreement with firm or company policies	12	0.3 %
5	5 desire to change sector (private/non-private) of practice	5	0.1 %
6	6 signals from management that opportunity to advance would be limited	3	0.1 %
7	7 experienced discrimination	3	0.1 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	50	1.1 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
11	11 preferred a different geographical location	3	0.1 %
12	12 to better accommodate family needs	2	0.0 %
13	13 for a better work environment	2	0.0 %
14	14 for a more diverse work environment	1	0.0 %
15	15 for more compatible hours	1	0.0 %
16	16 firm or company was downsized	17	0.4 %
17	17 firm or company was closed	11	0.2 %
18	18 received a promotion	7	0.2 %
19	19 illness or injury	2	0.0 %
20	20 maternity/paternity leave	2	0.0 %
21	21 to return to school	1	0.0 %
22	22 contract ended	19	0.4 %
23	23 was fired	7	0.2 %
24	24 other specify	274	6.0 %
-3 (M)	-3 missing	273	6.0 %
. (M)	-	3802	83.8 %

Based upon 463 valid cases out of 4538 total cases.

- Mean: 18.44
- Median: 24.00
- Mode: 24.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 8.10

APOS2LEA2

position 2: second reason for leaving

Location: 1576-1585 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 2.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	6	0.1 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	9	0.2 %
3	3 dissatisfaction with assignments	11	0.2 %
4	4 disagreement with firm or company policies	11	0.2 %
5	5 desire to change sector (private/non-private) of practice	2	0.0 %
6	6 signals from management that opportunity to advance would be limited	3	0.1 %
7	7 experienced discrimination	3	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	9	0.2 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	11	0.2 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	2	0.0 %
16	16 firm or company was downsized	3	0.1 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	1	0.0 %
22	22 contract ended	1	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	3	0.1 %
. (M)	-	4463	98.3 %

Based upon 75 valid cases out of 4538 total cases.

- Mean: 7.44
- Median: 5.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 6.13

APOS2LEA3

position 2: third reason for leaving

Location: 1586-1595 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 3.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	2	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	4	0.1 %
3	3 dissatisfaction with assignments	11	0.2 %
4	4 disagreement with firm or company policies	4	0.1 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
6	6 signals from management that opportunity to advance would be limited	4	0.1 %
7	7 experienced discrimination	3	0.1 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	6	0.1 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	3	0.1 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	7	0.2 %
14	14 for a more diverse work environment	1	0.0 %
15	15 for more compatible hours	5	0.1 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	1	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	2	0.0 %
. (M)	-	4485	98.8 %

Based upon 53 valid cases out of 4538 total cases.

- Mean: 8.13
- Median: 7.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 5.71

APOS2LEA4
position 2: fourth reason for leaving

Location: 1596-1605 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 4.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	1	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	3 dissatisfaction with assignments	1	0.0 %
4	4 disagreement with firm or company policies	5	0.1 %
5	5 desire to change sector (private/non-private) of practice	3	0.1 %
6	6 signals from management that opportunity to advance would be limited	6	0.1 %
7	7 experienced discrimination	1	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	1	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	1	0.0 %
13	13 for a better work environment	8	0.2 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	1	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	1	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	1	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	1	0.0 %
. (M)	-	4506	99.3 %

Based upon 32 valid cases out of 4538 total cases.

- Mean: 9.03
- Median: 6.00
- Mode: 13.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 5.74

APOS2LEA5
position 2: fifth reason for leaving

Location: 1606-1615 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 5.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	1	0.0 %
4	4 disagreement with firm or company policies	1	0.0 %
5	5 desire to change sector (private/non-private) of practice	1	0.0 %
6	6 signals from management that opportunity to advance would be limited	2	0.0 %
7	7 experienced discrimination	2	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	3	0.1 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	1	0.0 %
14	14 for a more diverse work environment	1	0.0 %
15	15 for more compatible hours	1	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4525	99.7 %

Based upon 13 valid cases out of 4538 total cases.

- Mean: 8.69
- Median: 7.00
- Mode: 11.00
- Minimum: 3.00
- Maximum: 15.00
- Standard Deviation: 3.99

APOS2LEA6

position 2: sixth reason for leaving

Location: 1616-1625 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5, -4, -3, -2, -1, .

- Study 26302 -

Question:

Reasons for leaving this position, if applicable? Reason 6.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	1	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	1	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	1	0.0 %
12	12 to better accommodate family needs	2	0.0 %
13	13 for a better work environment	1	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4532	99.9 %

Based upon 6 valid cases out of 4538 total cases.

- Mean: 9.50
- Median: 11.50
- Mode: 12.00
- Minimum: 1.00
- Maximum: 13.00
- Standard Deviation: 4.51

APOS2LEA7

position 2: seventh reason for leaving

Location:

1626-1635 (width: 10; decimal: 0)

Variable Type:

numeric

- Study 26302 -

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Reasons for leaving this position, if applicable? Reason 7.

Value	Label	Unweighted Frequency	%
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	1	0.0 %
15	15 for more compatible hours	1	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4536	100.0 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 14.50
- Median: 14.50
- Minimum: 14.00
- Maximum: 15.00
- Standard Deviation: 0.71

APOS2LEA8

position 2: eighth reason for leaving

Location:

1636-1645 (width: 10; decimal: 0)

Variable Type:

numeric

- Study 26302 -

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Reasons for leaving this position, if applicable? Reason 8.

Value	Label	Unweighted Frequency	%
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	1	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4537	100.0 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 15.00
- Median: 15.00
- Mode: 15.00
- Minimum: 15.00
- Maximum: 15.00
- Standard Deviation: 0.00

APOS2LEA9

position 2: ninth reason for leaving

Location:

1646-1655 (width: 10; decimal: 0)

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 9.

Value	Label	Unweighted Frequency	%
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	1	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4537	100.0 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 19.00
- Median: 19.00
- Mode: 19.00
- Minimum: 19.00
- Maximum: 19.00
- Standard Deviation: 0.00

- Study 26302 -

Location: 1656-1665 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 10.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS3

position 3

Location: 1666-1675 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Position 3.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	214	4.7 %
2	2 no	665	14.7 %
. (M)	-	3659	80.6 %

Based upon 879 valid cases out of 4538 total cases.

- Mean: 1.76
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.43

APOS3BYR

position 3: beginning year

Location: 1676-1685 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Third position: start date.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1985	-	1	0.0 %
1994	-	1	0.0 %
1997	-	1	0.0 %
1999	-	2	0.0 %
2000	-	25	0.6 %
2001	-	91	2.0 %
2002	-	86	1.9 %
-3 (M)	-3 missing	6	0.1 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	4324	95.3 %

Based upon 207 valid cases out of 4538 total cases.

- Mean: 2001.14
- Median: 2001.00
- Mode: 2001.00
- Minimum: 1985.00
- Maximum: 2002.00
- Standard Deviation: 1.45

APOS3EYR

position 3: end year

Location: 1686-1695 (width: 10; decimal: 0)

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Third position: end date.

Value	Label	Unweighted Frequency	%
1998	-	1	0.0 %
2000	-	5	0.1 %
2001	-	24	0.5 %
2002	-	62	1.4 %
2003	-	1	0.0 %
-3 (M)	-3 missing	107	2.4 %
-2 (M)	-2 dont know	14	0.3 %
. (M)	-	4324	95.3 %

Based upon 93 valid cases out of 4538 total cases.

- Mean: 2001.60
- Median: 2002.00
- Mode: 2002.00
- Minimum: 1998.00
- Maximum: 2003.00
- Standard Deviation: 0.71

APOS3ORG

position 3: type of organization

Location: 1696-1705 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Third position: type of organization.

Value	Label	Unweighted Frequency	%
1	1 private law firm or solo practice	95	2.1 %
2	2 federal government	4	0.1 %
3	3 state or local government	13	0.3 %
4	4 legal services or public defender	3	0.1 %
5	5 legal temporary firm	7	0.2 %
6	6 public interest organization	2	0.0 %
7	7 other non-profit organization	6	0.1 %
8	8 educational institution	7	0.2 %
9	9 professional service firm	6	0.1 %
10	10 other fortune 1000 industry/service	4	0.1 %
11	11 other business/industry trade association	11	0.2 %
12	12 labor union	1	0.0 %
13	13 other (specify)	47	1.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	8	0.2 %
. (M)	-	4324	95.3 %

Based upon 206 valid cases out of 4538 total cases.

- Mean: 5.52
- Median: 3.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 13.00
- Standard Deviation: 5.08

APOS3F position 3: full or part-time

Location: 1706-1715 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Third position: full or part-time?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 full-time	155	3.4 %
2	2 part-time	13	0.3 %
-3 (M)	-3 missing	8	0.2 %
. (M)	-	4362	96.1 %

Based upon 168 valid cases out of 4538 total cases.

- Mean: 1.08
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.27

APOS3NAT position 3: nature of position

Location: 1716-1725 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Third position: nature of position?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 solo practitioner	16	0.4 %
2	2 associate	70	1.5 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	3 non-equity partner	1	0.0 %
4	4 equity partner/shareholder	1	0.0 %
5	5 contract attorney	13	0.3 %
6	6 of counsel	2	0.0 %
7	7 staff attorney	23	0.5 %
8	8 supervising/managing attorney	4	0.1 %
9	9 permanent judicial clerk	0	0.0 %
10	10 judge	0	0.0 %
11	11 law professor	2	0.0 %
12	12 law school/academic administrator	0	0.0 %
13	13 entry level manager/consultant	1	0.0 %
14	14 mid-level manager/consultant	6	0.1 %
15	15 senior level manager/consultant	3	0.1 %
16	16 business owner/operator	3	0.1 %
17	17 elected official (other than judge)	0	0.0 %
18	18 civil servant	1	0.0 %
19	19 lobbyist/governmental affairs	1	0.0 %
20	20 other (than law) teacher or professor	2	0.0 %
21	21 student/fellow	2	0.0 %
22	22 other (specify)	53	1.2 %
-3 (M)	-3 missing	10	0.2 %
. (M)	-	4324	95.3 %

Based upon 204 valid cases out of 4538 total cases.

- Mean: 9.46
- Median: 6.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 22.00
- Standard Deviation: 8.56

APOS3LAW_BRAC

position 3: number of lawyers

Location: 1726-1729 (width: 4; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Approximate number of lawyers at all locations of this organization.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	0-5	75	1.7 %
2	6-10	14	0.3 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	11-25	20	0.4 %
4	25-50	17	0.4 %
5	51-100	7	0.2 %
6	101-150	2	0.0 %
7	151-200	1	0.0 %
8	201-250	2	0.0 %
9	251-500	5	0.1 %
10	501-1000	4	0.1 %
11	1000-highest	0	0.0 %
. (M)	-	4391	96.8 %

Based upon 147 valid cases out of 4538 total cases.

- Mean: 2.63
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 10.00
- Standard Deviation: 2.34

APOS3LEA	position 3: first reason for leaving		
Location:	1730-1739 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Reasons for leaving this position, if applicable? Reason 1.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	3	0.1 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	5	0.1 %
3	3 dissatisfaction with assignments	3	0.1 %
4	4 disagreement with firm or company policies	1	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	11	0.2 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	1	0.0 %
12	12 to better accommodate family needs	3	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	2	0.0 %
17	17 firm or company was closed	1	0.0 %
18	18 received a promotion	3	0.1 %
19	19 illness or injury	1	0.0 %
20	20 maternity/paternity leave	1	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	7	0.2 %
23	23 was fired	0	0.0 %
24	24 other specify	43	0.9 %
-3 (M)	-3 missing	102	2.2 %
. (M)	-	4351	95.9 %

Based upon 85 valid cases out of 4538 total cases.

- Mean: 17.52
- Median: 24.00
- Mode: 24.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 8.40

APOS3LEA2

position 3: second reason for leaving

Location: 1740-1749 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 2.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	3	0.1 %
3	3 dissatisfaction with assignments	4	0.1 %
4	4 disagreement with firm or company policies	3	0.1 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	1	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	2	0.0 %
12	12 to better accommodate family needs	2	0.0 %
13	13 for a better work environment	1	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4521	99.6 %

Based upon 17 valid cases out of 4538 total cases.

- Mean: 6.12
- Median: 4.00
- Mode: 3.00
- Minimum: 2.00
- Maximum: 13.00
- Standard Deviation: 4.12

APOS3LEA3

position 3: third reason for leaving

Location: 1750-1759 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 3.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	1	0.0 %
5	5 desire to change sector (private/non-private) of practice	1	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	2	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	1	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	2	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	1	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4530	99.8 %

Based upon 8 valid cases out of 4538 total cases.

- Mean: 10.00
- Median: 9.00
- Minimum: 4.00
- Maximum: 19.00
- Standard Deviation: 4.90

APOS3LEA4

position 3: fourth reason for leaving

Location: 1760-1769 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 4.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	1	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	1	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	2	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	1	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4533	99.9 %

Based upon 5 valid cases out of 4538 total cases.

- Mean: 10.40
- Median: 13.00
- Mode: 13.00
- Minimum: 3.00
- Maximum: 15.00
- Standard Deviation: 4.88

APOS3LEA5
position 3: fifth reason for leaving

Location: 1770-1779 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 5.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	1	0.0 %
. (M)	-	4537	100.0 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 24.00
- Median: 24.00
- Mode: 24.00
- Minimum: 24.00
- Maximum: 24.00
- Standard Deviation: 0.00

APOS3LEA6

position 3: sixth reason for leaving

Location: 1780-1789 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 6.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS3LEA7	position 3: seventh reason for leaving
------------------	---

Location: 1790-1799 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 7.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS3LEA8	position 3: eighth reason for leaving		
Location:	1800-1809 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Reasons for leaving this position, if applicable? Reason 8.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS3LEA9

position 3: ninth reason for leaving

Location: 1810-1819 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 9.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS3LE10	position 3: tenth reason for leaving		
Location:	1820-1829 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Reasons for leaving this position, if applicable? Reason 10.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS4 **position 4**

Location: 1830-1839 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Position 4.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	45	1.0 %
2	2 no	170	3.7 %
. (M)	-	4323	95.3 %

Based upon 215 valid cases out of 4538 total cases.

- Mean: 1.79
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.41

APOS4BYR **position 4: beginning year**

Location: 1840-1849 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Fourth position: start date.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2000	-	2	0.0 %
2001	-	11	0.2 %
2002	-	30	0.7 %
2003	-	1	0.0 %
-3 (M)	-3 missing	1	0.0 %
. (M)	-	4493	99.0 %

Based upon 44 valid cases out of 4538 total cases.

- Mean: 2001.68
- Median: 2002.00
- Mode: 2002.00
- Minimum: 2000.00
- Maximum: 2003.00
- Standard Deviation: 0.60

APOS4EYR
position 4: end year

Location: 1850-1859 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Fourth position: end date.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2001	-	3	0.1 %
2002	-	20	0.4 %
2003	-	2	0.0 %
-3 (M)	-3 missing	15	0.3 %
-2 (M)	-2 dont know	5	0.1 %
. (M)	-	4493	99.0 %

Based upon 25 valid cases out of 4538 total cases.

- Mean: 2001.96
- Median: 2002.00
- Mode: 2002.00
- Minimum: 2001.00
- Maximum: 2003.00
- Standard Deviation: 0.45

APOS4ORG
position 4: type of organization

Location: 1860-1869 (width: 10; decimal: 0)

Variable Type: numeric

- Study 26302 -

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Fourth position: type of organization.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 private law firm or solo practice	16	0.4 %
2	2 federal government	0	0.0 %
3	3 state or local government	3	0.1 %
4	4 legal services or public defender	3	0.1 %
5	5 legal temporary firm	3	0.1 %
6	6 public interest organization	0	0.0 %
7	7 other non-profit organization	2	0.0 %
8	8 educational institution	2	0.0 %
9	9 professional service firm	1	0.0 %
10	10 other fortune 1000 industry/service	1	0.0 %
11	11 other business/industry trade association	4	0.1 %
12	12 labor union	0	0.0 %
13	13 other (specify)	9	0.2 %
-3 (M)	-3 missing	1	0.0 %
. (M)	-	4493	99.0 %

Based upon 44 valid cases out of 4538 total cases.

- Mean: 5.95
- Median: 4.50
- Mode: 1.00
- Minimum: 1.00
- Maximum: 13.00
- Standard Deviation: 4.87

APOS4F

position 4: full or part-time

Location:

1870-1879 (width: 10; decimal: 0)

Variable Type:

numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Fourth position: full or part-time?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 full-time	30	0.7 %
2	2 part-time	6	0.1 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4500	99.2 %

Based upon 36 valid cases out of 4538 total cases.

- Mean: 1.17

- Study 26302 -

- Median: 1.00
 - Mode: 1.00
 - Minimum: 1.00
 - Maximum: 2.00
 - Standard Deviation: 0.38

position 4: nature of position			
Location:	1880-1889 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Fourth position: nature of position?		
Value	Label	Unweighted Frequency	%
1	1 solo practitioner	3	0.1 %
2	2 associate	9	0.2 %
3	3 non-equity partner	0	0.0 %
4	4 equity partner/shareholder	0	0.0 %
5	5 contract attorney	6	0.1 %
6	6 of counsel	0	0.0 %
7	7 staff attorney	6	0.1 %
8	8 supervising/managing attorney	0	0.0 %
9	9 permanent judicial clerk	0	0.0 %
10	10 judge	0	0.0 %
11	11 law professor	0	0.0 %
12	12 law school/academic administrator	0	0.0 %
13	13 entry level manager/consultant	0	0.0 %
14	14 mid-level manager/consultant	0	0.0 %
15	15 senior level manager/consultant	0	0.0 %
16	16 business owner/operator	0	0.0 %
17	17 elected official (other than judge)	0	0.0 %
18	18 civil servant	0	0.0 %
19	19 lobbyist/governmental affairs	0	0.0 %
20	20 other (than law) teacher or professor	3	0.1 %
21	21 student/fellow	0	0.0 %
22	22 other (specify)	15	0.3 %
-3 (M)	-3 missing	3	0.1 %
. (M)	-	4493	99.0 %

Based upon 42 valid cases out of 4538 total cases.

- Mean: 11.50
 - Median: 7.00
 - Mode: 22.00

- Study 26302 -

- Minimum: 1.00
 - Maximum: 22.00
 - Standard Deviation: 9.09

APOS4LAW_BRAC	position 4: number of lawyers		
Location:	1890-1893 (width: 4; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Approximate number of lawyers at all locations of this organization.		
Value	Label	Unweighted Frequency	%
1	0-5	20	0.4 %
2	6-10	1	0.0 %
3	11-25	4	0.1 %
4	25-50	5	0.1 %
5	51-100	4	0.1 %
6	101-150	0	0.0 %
7	151-200	0	0.0 %
8	201-250	0	0.0 %
9	251-500	0	0.0 %
10	501-1000	0	0.0 %
11	1000-highest	0	0.0 %
. (M)	-	4504	99.3 %

Based upon 34 valid cases out of 4538 total cases.

- Mean: 2.18
 - Median: 1.00
 - Mode: 1.00
 - Minimum: 1.00
 - Maximum: 5.00
 - Standard Deviation: 1.55

APOS4LEA	position 4: first reason for leaving		
Location:	1894-1903 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Reasons for leaving this position, if applicable? Reason 1.		
Value	Label	Unweighted Frequency	%
1	1 dissatisfaction with the practice area	1	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	1	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	4	0.1 %
9	9 to accommodate dual careers	1	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	2	0.0 %
17	17 firm or company was closed	1	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	5	0.1 %
23	23 was fired	1	0.0 %
24	24 other specify	8	0.2 %
-3 (M)	-3 missing	18	0.4 %
. (M)	-	4496	99.1 %

Based upon 24 valid cases out of 4538 total cases.

- Mean: 17.42
- Median: 22.00
- Mode: 24.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 7.86

APOS4LEA2

position 4: second reason for leaving

Location: 1904-1913 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 2.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	1	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	1	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	1	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4535	99.9 %

Based upon 3 valid cases out of 4538 total cases.

- Mean: 3.00
- Median: 3.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 2.00

APOS4LEA3
position 4: third reason for leaving

Location: 1914-1923 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 3.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	1	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4537	100.0 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 4.00
- Median: 4.00
- Mode: 4.00
- Minimum: 4.00
- Maximum: 4.00
- Standard Deviation: 0.00

APOS4LEA4

position 4: fourth reason for leaving

Location: 1924-1933 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5, -4, -3, -2, -1, .

- Study 26302 -

Question:

Reasons for leaving this position, if applicable? Reason 4.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	1	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4537	100.0 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 6.00
- Median: 6.00
- Mode: 6.00
- Minimum: 6.00
- Maximum: 6.00
- Standard Deviation: 0.00

APOS4LEA5

position 4: fifth reason for leaving

Location:

1934-1943 (width: 10; decimal: 0)

Variable Type:

numeric

- Study 26302 -

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Reasons for leaving this position, if applicable? Reason 5.

Value	Label	Unweighted Frequency	%
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	1	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4537	100.0 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 23.00
- Median: 23.00
- Mode: 23.00
- Minimum: 23.00
- Maximum: 23.00
- Standard Deviation: 0.00

APOS4LEA6

position 4: sixth reason for leaving

Location:

1944-1953 (width: 10; decimal: 0)

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 6.

Value	Label	Unweighted Frequency	%
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	1	0.0 %
. (M)	-	4537	100.0 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 24.00
- Median: 24.00
- Mode: 24.00
- Minimum: 24.00
- Maximum: 24.00
- Standard Deviation: 0.00

- Study 26302 -

Location: 1954-1963 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 7.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS4LEA8

position 4: eighth reason for leaving

Location: 1964-1973 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 8.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS4LEA9	position 4: ninth reason for leaving
------------------	---

Location: 1974-1983 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 9.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS4LE10	position 4: tenth reason for leaving		
Location:	1984-1993 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Reasons for leaving this position, if applicable? Reason 10.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS5

position 5

Location: 1994-2003 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Position 5.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	10	0.2 %
2	2 no	35	0.8 %
. (M)	-	4493	99.0 %

Based upon 45 valid cases out of 4538 total cases.

- Mean: 1.78
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.42

- Study 26302 -

APOS5BYR

position 5: beginning year

Location: 2004-2013 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Fifth position: start date.

Value	Label	Unweighted Frequency	%
2001	-	2	0.0 %
2002	-	7	0.2 %
-5 (M)	-5 not applicable	1	0.0 %
. (M)	-	4528	99.8 %

Based upon 9 valid cases out of 4538 total cases.

- Mean: 2001.78
- Median: 2002.00
- Mode: 2002.00
- Minimum: 2001.00
- Maximum: 2002.00
- Standard Deviation: 0.44

APOS5EYR

position 5: end year

Location: 2014-2023 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Fifth position: end date.

Value	Label	Unweighted Frequency	%
2001	-	1	0.0 %
2002	-	1	0.0 %
-5 (M)	-5 not applicable	1	0.0 %
-3 (M)	-3 missing	7	0.2 %
. (M)	-	4528	99.8 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2001.50
- Median: 2001.50
- Minimum: 2001.00
- Maximum: 2002.00
- Standard Deviation: 0.71

APOS5ORG

position 5: type of organization

Location: 2024-2033 (width: 10; decimal: 0)

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Fifth position: type of organization.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 private law firm or solo practice	4	0.1 %
2	2 federal government	0	0.0 %
3	3 state or local government	1	0.0 %
4	4 legal services or public defender	0	0.0 %
5	5 legal temporary firm	2	0.0 %
6	6 public interest organization	0	0.0 %
7	7 other non-profit organization	1	0.0 %
8	8 educational institution	1	0.0 %
9	9 professional service firm	0	0.0 %
10	10 other fortune 1000 industry/service	0	0.0 %
11	11 other business/industry trade association	0	0.0 %
12	12 labor union	0	0.0 %
13	13 other (specify)	1	0.0 %
. (M)	-	4528	99.8 %

Based upon 10 valid cases out of 4538 total cases.

- Mean: 4.50
- Median: 4.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 13.00
- Standard Deviation: 3.98

APOS5F

position 5: full or part-time

Location: 2034-2043 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Fifth position: full or part-time?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 full-time	5	0.1 %
2	2 part-time	3	0.1 %
-3 (M)	-3 missing	1	0.0 %
. (M)	-	4529	99.8 %

Based upon 8 valid cases out of 4538 total cases.

- Mean: 1.38

- Study 26302 -

- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.52

APOS5NAT	position 5: nature of position			
	Value	Label	Unweighted Frequency	%
	1	1 solo practitioner	1	0.0 %
	2	2 associate	2	0.0 %
	3	3 non-equity partner	0	0.0 %
	4	4 equity partner/shareholder	0	0.0 %
	5	5 contract attorney	2	0.0 %
	6	6 of counsel	0	0.0 %
	7	7 staff attorney	1	0.0 %
	8	8 supervising/managing attorney	0	0.0 %
	9	9 permanent judicial clerk	0	0.0 %
	10	10 judge	0	0.0 %
	11	11 law professor	0	0.0 %
	12	12 law school/academic administrator	0	0.0 %
	13	13 entry level manager/consultant	0	0.0 %
	14	14 mid-level manager/consultant	0	0.0 %
	15	15 senior level manager/consultant	0	0.0 %
	16	16 business owner/operator	0	0.0 %
	17	17 elected official (other than judge)	0	0.0 %
	18	18 civil servant	0	0.0 %
	19	19 lobbyist/governmental affairs	0	0.0 %
	20	20 other (than law) teacher or professor	0	0.0 %
	21	21 student/fellow	1	0.0 %
	22	22 other (specify)	2	0.0 %
	-3 (M)	-3 missing	1	0.0 %
	. (M)	-	4528	99.8 %

Based upon 9 valid cases out of 4538 total cases.

- Mean: 9.67
- Median: 5.00
- Minimum: 1.00

- Study 26302 -

- Maximum: 22.00
- Standard Deviation: 9.19

APOS5LAW_BRAC
position 5: number of lawyers

Location: 2054-2057 (width: 4; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Approximate number of lawyers at all locations of this organization.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	0-5	4	0.1 %
2	6-10	1	0.0 %
3	11-25	0	0.0 %
4	25-50	1	0.0 %
5	51-100	3	0.1 %
6	101-150	0	0.0 %
7	151-200	0	0.0 %
8	201-250	0	0.0 %
9	251-500	0	0.0 %
10	501-1000	0	0.0 %
11	1000-highest	0	0.0 %
. (M)	-	4529	99.8 %

Based upon 9 valid cases out of 4538 total cases.

- Mean: 2.78
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.92

APOS5LEA
position 5: first reason for leaving

Location: 2058-2067 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 1.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	1	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	1	0.0 %
-3 (M)	-3 missing	7	0.2 %
. (M)	-	4529	99.8 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 23.00
- Median: 23.00
- Minimum: 22.00
- Maximum: 24.00
- Standard Deviation: 1.41

APOS5LEA2
position 5: second reason for leaving

Location: 2068-2077 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 2.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS5LEA3

position 5: third reason for leaving

Location: 2078-2087 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 3.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS5LEA4

position 5: fourth reason for leaving

Location: 2088-2097 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 4.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS5LEA5	position 5: fifth reason for leaving		
Location:	2098-2107 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Reasons for leaving this position, if applicable? Reason 5.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS5LEA6

position 5: sixth reason for leaving

Location: 2108-2117 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 6.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS5LEA7

position 5: seventh reason for leaving

Location: 2118-2127 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 7.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS5LEA8	position 5: eighth reason for leaving
------------------	--

Location: 2128-2137 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 8.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS5LEA9	position 5: ninth reason for leaving
------------------	---

Location: 2138-2147 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Reasons for leaving this position, if applicable? Reason 9.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

Based upon 0 valid cases out of 4538 total cases.

APOS5LE10	position 5: tenth reason for leaving		
Location:	2148-2157 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Reasons for leaving this position, if applicable? Reason 10.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 dissatisfaction with the practice area	0	0.0 %
2	2 conflicts with management or supervisor, peers or other personnel, or subordinates	0	0.0 %
3	3 dissatisfaction with assignments	0	0.0 %
4	4 disagreement with firm or company policies	0	0.0 %
5	5 desire to change sector (private/non-private) of practice	0	0.0 %
6	6 signals from management that opportunity to advance would be limited	0	0.0 %
7	7 experienced discrimination	0	0.0 %
8	8 for a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility)	0	0.0 %
9	9 to accommodate dual careers	0	0.0 %
10	10 moved from area because of spouses job	0	0.0 %
11	11 preferred a different geographical location	0	0.0 %
12	12 to better accommodate family needs	0	0.0 %
13	13 for a better work environment	0	0.0 %
14	14 for a more diverse work environment	0	0.0 %
15	15 for more compatible hours	0	0.0 %
16	16 firm or company was downsized	0	0.0 %
17	17 firm or company was closed	0	0.0 %
18	18 received a promotion	0	0.0 %
19	19 illness or injury	0	0.0 %
20	20 maternity/paternity leave	0	0.0 %
21	21 to return to school	0	0.0 %
22	22 contract ended	0	0.0 %
23	23 was fired	0	0.0 %
24	24 other specify	0	0.0 %
. (M)	-	4538	100.0 %

- Study 26302 -

Based upon 0 valid cases out of 4538 total cases.

AQ32	leave of absence 1			
	Value	Label	Unweighted Frequency	%
Location:	2158-2167 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	Have you ever taken a leave of absence from any of the positions listed?			
	1	1 yes	62	1.4 %
	2	2 no	862	19.0 %
	-3 (M)	-3 missing	31	0.7 %
	. (M)	-	3583	79.0 %

Based upon 924 valid cases out of 4538 total cases.

- Mean: 1.93
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.25

AQ33L1REA	leave 1 reason: dissatisfaction with practice area			
	Value	Label	Unweighted Frequency	%
Location:	2168-2177 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	If you have taken one or more leave(s) of absence, please supply the dates. Leave 1: Dissatisfaction.			
	1	1 yes	1	0.0 %
	2	2 no	55	1.2 %
	24	UNDOCUMENTED CODE	1	0.0 %
	-3 (M)	-3 missing	5	0.1 %
	. (M)	-	4476	98.6 %

Based upon 57 valid cases out of 4538 total cases.

- Mean: 2.37
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 24.00
- Standard Deviation: 2.92

- Study 26302 -

AQ33L1RE2
leave 1 reason: conflicts with management or supervisor

Location: 2178-2187 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Conflicts with management or supervisor, peers or other personnel, or subordinates.

Value	Label	Unweighted Frequency	%
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1RE3
leave 1 reason: dissatisfaction with assignments

Location: 2188-2197 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Dissatisfaction with assignment.

Value	Label	Unweighted Frequency	%
1	1 yes	1	0.0 %
2	2 no	55	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 1.98
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.13

AQ33L1RE4
leave 1 reason: disagreement with firm or company

Location: 2198-2207 (width: 10; decimal: 0)

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Disagreement with company policies.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1RE5

leave 1 reason: desire to change sector

Location: 2208-2217 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Desire to change sector (private/non-private) of practice.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1	0.0 %
2	2 no	55	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 1.98
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.13

AQ33L1RE6

leave 1 reason: signals from management

Location: 2218-2227 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

Leave 1: Signals from management that opportunity to advance would be limited.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1RE7

leave 1 reason: experienced discrimination

Location:

2228-2237 (width: 10; decimal: 0)

Variable Type:

numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Leave 1: Experienced discrimination.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1RE8

leave 1 reason: for a better job

Location:

2238-2247 (width: 10; decimal: 0)

Variable Type:

numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Leave 1: For a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility).

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1	0.0 %
2	2 no	55	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 1.98
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.13

AQ33L1RE9
leave 1 reason: to accommodate dual careers

Location: 2248-2257 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: To accommodate dual careers.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1R10
leave 1 reason: moved from area because of spouses job

Location: 2258-2267 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Moved from area because of spouse's job.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1R11
leave 1 reason: preferred a different geographical location

Location: 2268-2277 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Preferred a different geographical location.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1R12
leave 1 reason: to better accommodate family needs

Location: 2278-2287 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: To better accommodate family needs.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1R13
leave 1 reason: for a better work environment

Location: 2288-2297 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: For a better work environment.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1R14
leave 1 reason: for a more diverse work environment

Location: 2298-2307 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: For a more diverse work environment.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1R15
leave 1 reason: for more compatible hours

Location: 2308-2317 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: For more compatible hours.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1R16
leave 1 reason: firm or company was downsized

Location: 2318-2327 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Firm or company was downsized.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1R17
leave 1 reason: firm or company was closed

Location: 2328-2337 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Firm or company was closed.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1R18
leave 1 reason: received a promotion

Location: 2338-2347 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Received a promotion.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1R19	leave 1 reason: illness or injury
------------------	--

Location: 2348-2357 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Illness or injury.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	9	0.2 %
2	2 no	47	1.0 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 1.84
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.37

AQ33L1R20	leave 1 reason: maternity/paternity leave
------------------	--

Location: 2358-2367 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Maternity/paternity leave.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	34	0.7 %
2	2 no	22	0.5 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 1.39
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.49

AQ33L1R21

leave 1 reason: to return to school

Location: 2368-2377 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: To return to school.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1	0.0 %
2	2 no	55	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 1.98
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.13

AQ33L1R22

leave 1 reason: contract ended

Location: 2378-2387 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Contract ended.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1R23
leave 1 reason: was fired

Location: 2388-2397 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Was fired.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	56	1.2 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L1R24
leave 1 reason: other

Location: 2398-2407 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 1: Other (specify).

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	11	0.2 %
2	2 no	45	1.0 %
-3 (M)	-3 missing	5	0.1 %
. (M)	-	4477	98.7 %

Based upon 56 valid cases out of 4538 total cases.

- Mean: 1.80
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.40

AQ33LEAV2	leave of absence 2
------------------	---------------------------

Location: 2408-2417 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Leave 2.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	2	0.0 %
2	2 no	57	1.3 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4477	98.7 %

Based upon 59 valid cases out of 4538 total cases.

- Mean: 1.97
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.18

AQ33L2REA	leave 2 reason: dissatisfaction with practice area
------------------	---

Location: 2418-2427 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Leave 2: Dissatisfaction with practice area.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2RE2
leave 2 reason: conflicts with management or supervisor

Location: 2428-2437 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: Conflicts with management or supervisor, peers or other personnel, or subordinates.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2RE3
leave 2 reason: dissatisfaction with assignments

Location: 2438-2447 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: Dissatisfaction with assignment.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2RE4
leave 2 reason: disagreement with firm or company

Location: 2448-2457 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: Disagreement with firm or company.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2RE5
leave 2 reason: desire to change sector

Location: 2458-2467 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: Desire to change sector (private/non-private) of practice.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2RE6
leave 2 reason: signals from management

Location: 2468-2477 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: Signals from management that opportunity to advance would be limited.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2RE7
leave 2 reason: experienced discrimination

Location: 2478-2487 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: Experienced discrimination.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2RE8
leave 2 reason: for a better job

Location: 2488-2497 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: For a better job (higher pay, better benefits, more prestigious firm, faster track, better opportunities).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2RE9
leave 2 reason: to accommodate dual careers

Location: 2498-2507 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: To accommodate dual careers.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R10
leave 2 reason: moved from area because of spouses job

Location: 2508-2517 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: Moved from area because of spouse's job.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R11
leave 2 reason: preferred a different geographical location

Location: 2518-2527 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: Preferred a different geographical location.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R12
leave 2 reason: to better accommodate family needs

Location: 2528-2537 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: To better accommodate family needs.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R13
leave 2 reason: for a better work environment

Location: 2538-2547 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: For a better work environment.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R14
leave 2 reason: for a more diverse work environment

Location: 2548-2557 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: For a more diverse work environment.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R15
leave 2 reason: for more compatible hours

Location: 2558-2567 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: For more compatible hours.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R16
leave 2 reason: firm or company was downsized

Location: 2568-2577 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: Firm or company was downsized.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R17
leave 2 reason: firm or company was closed

Location: 2578-2587 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: Firm or company was closed.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R18
leave 2 reason: received a promotion

Location: 2588-2597 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: Received a promotion.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R19
leave 2 reason: illness or injury

Location: 2598-2607 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 2: Illness or injury.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 1.50
- Median: 1.50
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.71

AQ33L2R20
leave 2 reason: maternity/paternity leave

Location: 2608-2617 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Leave 2: Maternity/paternity leave.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	2	0.0 %
2	2 no	0	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 1.00
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 1.00
- Standard Deviation: 0.00

AQ33L2R21
leave 2 reason: to return to school

Location: 2618-2627 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Leave 2: To return to school.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R22
leave 2 reason: contract ended

Location: 2628-2637 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Leave 2: Contract ended.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R23
leave 2 reason: was fired

Location: 2638-2647 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Leave 2: Was fired.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L2R24
leave 2 reason: other

Location: 2648-2657 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Leave 2: Other (specify).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	2	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33LEAV3
leave of absence 3

Location: 2658-2667 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Leave 3.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4534	99.9 %

Based upon 2 valid cases out of 4538 total cases.

- Mean: 1.50
- Median: 1.50
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.71

AQ33L3REA leave 3 reason: dissatisfaction with practice area

Location: 2668-2677 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Dissatisfaction with the practice area.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3RE2 leave 3 reason: conflicts with management or supervisor

Location: 2678-2687 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Conflicts with management or supervisor, peers or other personnel, or subordinates.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3RE3	leave 3 reason: dissatisfaction with assignments
------------------	---

Location: 2688-2697 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Dissatisfaction with assignment.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3RE4	leave 3 reason: disagreement with firm or company
------------------	--

Location: 2698-2707 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Disagreement with firm or company.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3RE5 leave 3 reason: desire to change sector

Location: 2708-2717 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Desire to change sector (private/non-private) of practice.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3RE6 leave 3 reason: signals from management

Location: 2718-2727 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Signals from management that opportunity to advance would be limited.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3RE7	leave 3 reason: experienced discrimination
------------------	---

Location: 2728-2737 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Experienced discrimination.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3RE8	leave 3 reason: for a better job
------------------	---

Location: 2738-2747 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: For a better job (higher pay, better benefits, more prestigious firm, faster track, more responsibility).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3RE9	leave 3 reason: to accommodate dual careers
------------------	--

Location: 2748-2757 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: To accommodate dual careers.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R10	leave 3 reason: moved from area because of spouses job
------------------	---

Location: 2758-2767 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Moved from area because of spouse's job.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R11
leave 3 reason: preferred a different geographical location

Location: 2768-2777 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Preferred a different geographical location.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R12
leave 3 reason: to better accommodate family needs

Location: 2778-2787 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: To better accommodate family needs.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R13	leave 3 reason: for a better work environment
------------------	--

Location: 2788-2797 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: For a better work environment.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R14	leave 3 reason: for a more diverse work environment
------------------	--

Location: 2798-2807 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: For a more diverse work environment.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R15	leave 3 reason: for more compatible hours
------------------	--

Location: 2808-2817 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: For more compatible hours.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R16	leave 3 reason: firm or company was downsized
------------------	--

Location: 2818-2827 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Firm or company was downsized.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R17	leave 3 reason: firm or company was closed
------------------	---

Location: 2828-2837 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Firm or company was closed.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R18	leave 3 reason: received a promotion
------------------	---

Location: 2838-2847 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Received a promotion.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R19	leave 3 reason: illness or injury
------------------	--

Location: 2848-2857 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Illness or injury.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R20	leave 3 reason: maternity/paternity leave
------------------	--

Location: 2858-2867 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Maternity/paternity leave.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1	0.0 %
2	2 no	0	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 1.00
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 1.00
- Standard Deviation: 0.00

AQ33L3R21	leave 3 reason: to return to school
------------------	--

Location: 2868-2877 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: To return to school.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R22	leave 3 reason: contract ended
------------------	---------------------------------------

Location: 2878-2887 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Contract ended.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R23	leave 3 reason: was fired
------------------	----------------------------------

Location: 2888-2897 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Was fired.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

AQ33L3R24	leave 3 reason: other
------------------	------------------------------

Location: 2898-2907 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Leave 3: Other (specify).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	0	0.0 %
2	2 no	1	0.0 %

- Study 26302 -

Value	Label	Unweighted Frequency	%
-3 (M)	-3 missing	2	0.0 %
. (M)	-	4535	99.9 %

Based upon 1 valid cases out of 4538 total cases.

- Mean: 2.00
 - Median: 2.00
 - Mode: 2.00
 - Minimum: 2.00
 - Maximum: 2.00
 - Standard Deviation: 0.00

AQ34 judicial clerkship

Location: 2908-2917 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5, -4, -3, -2, -1, .

Question: Have you had a judicial clerkship since law school?

Value	Label	Unweighted Frequency	%
1	1 yes	128	2.8 %
2	2 no	809	17.8 %
. (M)	-	3601	79.4 %

Based upon 937 valid cases out of 4538 total cases.

- Mean: 1.86
 - Median: 2.00
 - Mode: 2.00
 - Minimum: 1.00
 - Maximum: 2.00
 - Standard Deviation: 0.34

AQ35 judicial clerkship (more than one)

Location: 2918-2927 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Did you have more than one judicial clerkship?

Value	Label	Unweighted Frequency	%
1	1 yes	20	0.4 %
2	2 no	105	2.3 %
-3 (M)	-3 missing	5	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
. (M)	-	4408	97.1 %

Based upon 125 valid cases out of 4538 total cases.

- Mean: 1.84
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.37

AQ36_1
court type of judicial clerkship: state trial

Location: 2928-2937 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Specify the type of court in which you served one or more judicial clerkship(s). State trial.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	40	0.9 %
2	2 no	87	1.9 %
. (M)	-	4411	97.2 %

Based upon 127 valid cases out of 4538 total cases.

- Mean: 1.69
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.47

AQ36_2
court type of judicial clerkship: state appellate

Location: 2938-2947 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Specify the type of court in which you served one or more judicial clerkship(s). State appellate.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	32	0.7 %
2	2 no	95	2.1 %
. (M)	-	4411	97.2 %

Based upon 127 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 1.75
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.44

AQ36_3
court type of judicial clerkship: federal district

Location: 2948-2957 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Specify the type of court in which you served one or more judicial clerkship(s). Federal district.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	35	0.8 %
2	2 no	92	2.0 %
. (M)	-	4411	97.2 %

Based upon 127 valid cases out of 4538 total cases.

- Mean: 1.72
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.45

AQ36_4
court type of judicial clerkship: federal appellate

Location: 2958-2967 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Specify the type of court in which you served one or more judicial clerkship(s). Federal appellate.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	19	0.4 %
2	2 no	108	2.4 %
. (M)	-	4411	97.2 %

Based upon 127 valid cases out of 4538 total cases.

- Mean: 1.85
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00

- Study 26302 -

- Maximum: 2.00
- Standard Deviation: 0.36

AQ36_5
court type of judicial clerkship: U.S. supreme court

Location: 2968-2977 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Specify the type of court in which you served one or more judicial clerkship(s). United States Supreme.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1	0.0 %
2	2 no	126	2.8 %
. (M)	-	4411	97.2 %

Based upon 127 valid cases out of 4538 total cases.

- Mean: 1.99
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.09

AQ36_6
court type of judicial clerkship: specialized court

Location: 2978-2987 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Specify the type of court in which you served one or more judicial clerkship(s). Specialized court e.g. patent bankrupt.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	14	0.3 %
2	2 no	113	2.5 %
. (M)	-	4411	97.2 %

Based upon 127 valid cases out of 4538 total cases.

- Mean: 1.89
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.31

AQ73_1YR
states where admitted to the bar: first state

- Study 26302 -

Location: 4811-4820 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: In which states are you admitted to the bar? First state: Dates Admitted

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1968	-	1	0.0 %
1979	-	2	0.0 %
1996	-	1	0.0 %
1997	-	3	0.1 %
1998	-	64	1.4 %
1999	-	257	5.7 %
2000	-	3990	87.9 %
2001	-	116	2.6 %
2002	-	26	0.6 %
-3 (M)	-3 missing	9	0.2 %
. (M)	-	69	1.5 %

Based upon 4460 valid cases out of 4538 total cases.

- Mean: 1999.93
- Median: 2000.00
- Mode: 2000.00
- Minimum: 1968.00
- Maximum: 2002.00
- Standard Deviation: 0.77

AQ73_2YR

states where admitted to the bar: second state

Location: 4821-4830 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: In which states are you admitted to the bar? Second state: Dates Admitted

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1997	-	1	0.0 %
1998	-	13	0.3 %
1999	-	73	1.6 %
2000	-	546	12.0 %
2001	-	352	7.8 %
2002	-	118	2.6 %
2003	-	1	0.0 %
. (M)	-	3434	75.7 %

Based upon 1104 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 2000.44
- Median: 2000.00
- Mode: 2000.00
- Minimum: 1997.00
- Maximum: 2003.00
- Standard Deviation: 0.82

AQ73_3YR	states where admitted to the bar: third state			
Value	Label	Unweighted Frequency	%	
1970	-	1	0.0 %	
1999	-	3	0.1 %	
2000	-	47	1.0 %	
2001	-	42	0.9 %	
2002	-	28	0.6 %	
2003	-	1	0.0 %	
. (M)	-	4416	97.3 %	

Based upon 122 valid cases out of 4538 total cases.

- Mean: 2000.56
- Median: 2001.00
- Mode: 2000.00
- Minimum: 1970.00
- Maximum: 2003.00
- Standard Deviation: 2.91

AQ74A	number of times took bar examination			
Value	Label	Unweighted Frequency	%	
0	-	80	1.8 %	
1	-	3708	81.7 %	
2	-	363	8.0 %	
3	-	80	1.8 %	
4	-	14	0.3 %	

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
5	-	3	0.1 %
. (M)	-	290	6.4 %

Based upon 4248 valid cases out of 4538 total cases.

- Mean: 1.12
 - Median: 1.00
 - Mode: 1.00
 - Minimum: 0.00
 - Maximum: 5.00
 - Standard Deviation: 0.45

AQ74B number of times took bar examination: not licensed

Location: 4851-4860 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , ..

Question: How many times did you take the bar examination for the state in which you currently work? Not licensed to work in this state.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	102	2.2 %
2	2 no	129	2.8 %
. (M)	-	4307	94.9 %

Based upon 231 valid cases out of 4538 total cases.

- Mean: 1.56
 - Median: 2.00
 - Mode: 2.00
 - Minimum: 1.00
 - Maximum: 2.00
 - Standard Deviation: 0.50

AQ64 considered other careers than law

Location: 4038-4047 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5, -4, -3, -2, -1, .

Did you consider any of the following other careers in addition to or instead of law?

Value	Label	Unweighted Frequency	%
1	1 yes	736	16.2 %
2	2 no	1053	23.2 %
-2 (M)	-2 dont know	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
. (M)	-	2748	60.6 %

Based upon 1789 valid cases out of 4538 total cases.

- Mean: 1.59
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.49

AQ64_A
considered other careers than law: business/management

Location: 4048-4057 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Did you consider any of the following other careers in addition to or instead of law?
Business/management.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1063	23.4 %
2	2 no	1334	29.4 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	2139	47.1 %

Based upon 2397 valid cases out of 4538 total cases.

- Mean: 1.56
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

AQ64_B
considered other careers than law: community organizing

Location: 4058-4067 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Did you consider any of the following other careers in addition to or instead of law? Community organizing.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	294	6.5 %
2	2 no	2006	44.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	2236	49.3 %

Based upon 2300 valid cases out of 4538 total cases.

- Mean: 1.87
 - Median: 2.00
 - Mode: 2.00
 - Minimum: 1.00
 - Maximum: 2.00
 - Standard Deviation: 0.33

AQ64_C

considered other careers than law: consulting

Location: 4068-4077 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Did you consider any of the following other careers in addition to or instead of law? Consulting.

Value	Label	Unweighted Frequency	%
1	1 yes	641	14.1 %
2	2 no	1689	37.2 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	2206	48.6 %

Based upon 2330 valid cases out of 4538 total cases.

- Mean: 1.72
 - Median: 2.00
 - Mode: 2.00
 - Minimum: 1.00
 - Maximum: 2.00
 - Standard Deviation: 0.45

AQ64_D

considered other careers than law: investment banking

Location: 4078-4087 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M):

Question: Did you consider any of the following other careers in addition to or instead of law? Investment banking.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	254	5.6 %
2	2 no	2039	44.9 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	2	0.0 %
. (M)	-	2243	49.4 %

Based upon 2293 valid cases out of 4538 total cases.

- Mean: 1.89
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.31

AQ64_E	considered other careers than law: journalism/writing
---------------	--

Location: 4088-4097 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Did you consider any of the following other careers in addition to or instead of law? Journalism/writing.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	586	12.9 %
2	2 no	1737	38.3 %
-3 (M)	-3 missing	1	0.0 %
. (M)	-	2214	48.8 %

Based upon 2323 valid cases out of 4538 total cases.

- Mean: 1.75
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.43

AQ64_F	considered other careers than law: politics
---------------	--

Location: 4098-4107 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Did you consider any of the following other careers in addition to or instead of law? Politics.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	733	16.2 %
2	2 no	1601	35.3 %

- Study 26302 -

Value	Label	Unweighted Frequency	%
-3 (M)	-3 missing	1	0.0 %
. (M)	-	2203	48.5 %

Based upon 2334 valid cases out of 4538 total cases.

- Mean: 1.69
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.46

AQ64_G	considered other careers than law: public policy/administration
---------------	--

Location: 4108-4117 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Did you consider any of the following other careers in addition to or instead of law? Public policy/public administration.

Value	Label	Unweighted Frequency	%
1	1 yes	782	17.2 %
2	2 no	1564	34.5 %
-3 (M)	-3 missing	1	0.0 %
. (M)	-	2191	48.3 %

Based upon 2346 valid cases out of 4538 total cases.

- Mean: 1.67
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.47

AQ64_H	considered other careers than law: public/social service
---------------	---

Location: 4118-4127 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Did you consider any of the following other careers in addition to or instead of law? Public/social service.

Value	Label	Unweighted Frequency	%
1	1 yes	793	17.5 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	2 no	1549	34.1 %
. (M)	-	2196	48.4 %

Based upon 2342 valid cases out of 4538 total cases.

- Mean: 1.66
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.47

AQ64_I	considered other careers than law: starting own business
---------------	---

Location: 4128-4137 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Did you consider any of the following other careers in addition to or instead of law? Starting own business.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	782	17.2 %
2	2 no	1553	34.2 %
-3 (M)	-3 missing	2	0.0 %
. (M)	-	2201	48.5 %

Based upon 2335 valid cases out of 4538 total cases.

- Mean: 1.67
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.47

AQ64_J	considered other careers than law: teaching/academia
---------------	---

Location: 4138-4147 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Did you consider any of the following other careers in addition to or instead of law? Teaching/academia.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1165	25.7 %
2	2 no	1222	26.9 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
. (M)	-	2151	47.4 %

Based upon 2387 valid cases out of 4538 total cases.

- Mean: 1.51
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

AQ64_K
considered other careers than law: other

Location: 4148-4157 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Did you consider any of the following other careers in addition to or instead of law? Other (Specify type of organization):.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	164	3.6 %
2	2 no	485	10.7 %
-3 (M)	-3 missing	23	0.5 %
. (M)	-	3866	85.2 %

Based upon 649 valid cases out of 4538 total cases.

- Mean: 1.75
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.43

AQ39_1
number of job offers (public sector)

Location: 3228-3237 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How many job offers did you receive in the public sector?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	2414	53.2 %
1	-	930	20.5 %
2	-	328	7.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	-	121	2.7 %
4	-	33	0.7 %
5	-	19	0.4 %
6	-	9	0.2 %
7	-	6	0.1 %
8	-	1	0.0 %
9	-	1	0.0 %
10	-	1	0.0 %
12	-	1	0.0 %
15	-	1	0.0 %
-5 (M)	-5 not applicable	79	1.7 %
-4 (M)	-4 multiple	17	0.4 %
-3 (M)	-3 missing	447	9.9 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	127	2.8 %

Based upon 3865 valid cases out of 4538 total cases.

- Mean: 0.60
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 15.00
- Standard Deviation: 1.04

AQ39_2	number of job offers (private sector)
---------------	--

Location: 3238-3247 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How many job offers did you receive in the private sector?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	660	14.5 %
1	-	1388	30.6 %
2	-	774	17.1 %
3	-	555	12.2 %
4	-	235	5.2 %
5	-	180	4.0 %
6	-	72	1.6 %
7	-	60	1.3 %
8	-	43	0.9 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
9	-	11	0.2 %
10	-	75	1.7 %
11	-	5	0.1 %
12	-	27	0.6 %
13	-	5	0.1 %
14	-	3	0.1 %
15	-	21	0.5 %
17	-	1	0.0 %
20	-	23	0.5 %
-5 (M)	-5 not applicable	3	0.1 %
-4 (M)	-4 multiple	14	0.3 %
-3 (M)	-3 missing	250	5.5 %
-2 (M)	-2 dont know	6	0.1 %
. (M)	-	127	2.8 %

Based upon 4138 valid cases out of 4538 total cases.

- Mean: 2.36
- Median: 2.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 20.00
- Standard Deviation: 2.76

AQ41_A
importance in receiving offer: reputation of law school

Location: 3368-3377 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important do you believe each of the following factors was in this organization's decision to make you a job offer? The reputation of the law school I attended.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	347	7.6 %
2	-	182	4.0 %
3	-	186	4.1 %
4	-	371	8.2 %
5	-	514	11.3 %
6	-	419	9.2 %
7	7 extremely important	412	9.1 %
-5 (M)	-5 not applicable	74	1.6 %
-3 (M)	-3 missing	88	1.9 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
. (M)	-	1945	42.9 %

Based upon 2431 valid cases out of 4538 total cases.

- Mean: 4.41
- Median: 5.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.98

AQ41_B
importance in receiving offer: law school grades

Location: 3378-3387 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important do you believe each of the following factors was in this organization's decision to make you a job offer? My law school grades.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	389	8.6 %
2	-	145	3.2 %
3	-	198	4.4 %
4	-	318	7.0 %
5	-	450	9.9 %
6	-	452	10.0 %
7	7 extremely important	475	10.5 %
-3 (M)	-3 missing	81	1.8 %
. (M)	-	2030	44.7 %

Based upon 2427 valid cases out of 4538 total cases.

- Mean: 4.46
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.06

AQ41_C
importance in receiving offer: participation in law journal/moot court

Location: 3388-3397 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

How important do you believe each of the following factors was in this organization's decision to make you a job offer? My participation in law journal or moot court.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	692	15.2 %
2	-	175	3.9 %
3	-	161	3.5 %
4	-	239	5.3 %
5	-	315	6.9 %
6	-	311	6.9 %
7	7 extremely important	260	5.7 %
-5 (M)	-5 not applicable	351	7.7 %
-3 (M)	-3 missing	89	2.0 %
. (M)	-	1945	42.9 %

Based upon 2153 valid cases out of 4538 total cases.

- Mean: 3.60
- Median: 4.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.22

AQ41_D

importance in receiving offer: reputation of undergraduate education

Location: 3398-3407 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important do you believe each of the following factors was in this organization's decision to make you a job offer? The reputation of the undergraduate school I attended.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	716	15.8 %
2	-	317	7.0 %
3	-	310	6.8 %
4	-	367	8.1 %
5	-	338	7.4 %
6	-	225	5.0 %
7	7 extremely important	114	2.5 %
-5 (M)	-5 not applicable	118	2.6 %
-3 (M)	-3 missing	88	1.9 %
. (M)	-	1945	42.9 %

Based upon 2387 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 3.18
- Median: 3.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.91

AQ41_E	importance in receiving offer: prior work experience (in organization)		
Value	Label	Unweighted Frequency	%
1	1 not at all important	689	15.2 %
2	-	95	2.1 %
3	-	44	1.0 %
4	-	107	2.4 %
5	-	103	2.3 %
6	-	195	4.3 %
7	7 extremely important	625	13.8 %
-5 (M)	-5 not applicable	647	14.3 %
-3 (M)	-3 missing	88	1.9 %
. (M)	-	1945	42.9 %

Based upon 1858 valid cases out of 4538 total cases.

- Mean: 4.04
- Median: 4.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.66

AQ41_F	importance in receiving offer: prior work experience (overall)		
Value	Label	Unweighted Frequency	%
1	1 not at all important	236	5.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	-	151	3.3 %
3	-	190	4.2 %
4	-	297	6.5 %
5	-	402	8.9 %
6	-	514	11.3 %
7	7 extremely important	608	13.4 %
-5 (M)	-5 not applicable	110	2.4 %
-3 (M)	-3 missing	85	1.9 %
. (M)	-	1945	42.9 %

Based upon 2398 valid cases out of 4538 total cases.

- Mean: 4.86
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.95

AQ41_G

importance in receiving offer: potential for attracting clients

Location: 3428-3437 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important do you believe each of the following factors was in this organization's decision to make you a job offer? My potential for attracting clients.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	714	15.7 %
2	-	258	5.7 %
3	-	213	4.7 %
4	-	263	5.8 %
5	-	237	5.2 %
6	-	195	4.3 %
7	7 extremely important	157	3.5 %
-5 (M)	-5 not applicable	457	10.1 %
-3 (M)	-3 missing	99	2.2 %
. (M)	-	1945	42.9 %

Based upon 2037 valid cases out of 4538 total cases.

- Mean: 3.13
- Median: 3.00

- Study 26302 -

- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.05

AQ41_H	importance in receiving offer: recommendations from law school faculty		
Location:	3438-3447 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How important do you believe each of the following factors was in this organization's decision to make you a job offer? The recommendations of faculty from my law school.		
Value	Label	Unweighted Frequency	%
1	1 not at all important	1072	23.6 %
2	-	226	5.0 %
3	-	159	3.5 %
4	-	179	3.9 %
5	-	144	3.2 %
6	-	121	2.7 %
7	7 extremely important	99	2.2 %
-5 (M)	-5 not applicable	496	10.9 %
-3 (M)	-3 missing	97	2.1 %
. (M)	-	1945	42.9 %

Based upon 2000 valid cases out of 4538 total cases.

- Mean: 2.43
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.91

AQ41_I	importance in receiving offer: personal connections		
Location:	3448-3457 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How important do you believe each of the following factors was in this organization's decision to make you a job offer? Personal connections (family, friends, colleagues).		
Value	Label	Unweighted Frequency	%
1	1 not at all important	1033	22.8 %
2	-	155	3.4 %
3	-	112	2.5 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
4	-	122	2.7 %
5	-	160	3.5 %
6	-	205	4.5 %
7	7 extremely important	326	7.2 %
-5 (M)	-5 not applicable	379	8.4 %
-3 (M)	-3 missing	101	2.2 %
. (M)	-	1945	42.9 %

Based upon 2113 valid cases out of 4538 total cases.

- Mean: 3.07
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.39

AQ41_J	importance in receiving offer: race/ethnicity		
Location:	3458-3467 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How important do you believe each of the following factors was in this organization's decision to make you a job offer? My race/ethnicity.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	1503	33.1 %
2	-	174	3.8 %
3	-	101	2.2 %
4	-	159	3.5 %
5	-	117	2.6 %
6	-	85	1.9 %
7	7 extremely important	56	1.2 %
-5 (M)	-5 not applicable	300	6.6 %
-3 (M)	-3 missing	96	2.1 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	1945	42.9 %

Based upon 2195 valid cases out of 4538 total cases.

- Mean: 1.95
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00

- Study 26302 -

- Maximum: 7.00
- Standard Deviation: 1.66

AQ41_K
importance in receiving offer: gender

Location: 3468-3477 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important do you believe each of the following factors was in this organization's decision to make you a job offer? My gender.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	1386	30.5 %
2	-	210	4.6 %
3	-	148	3.3 %
4	-	196	4.3 %
5	-	146	3.2 %
6	-	112	2.5 %
7	7 extremely important	38	0.8 %
-5 (M)	-5 not applicable	257	5.7 %
-3 (M)	-3 missing	98	2.2 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	1945	42.9 %

Based upon 2236 valid cases out of 4538 total cases.

- Mean: 2.10
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.69

AQ41_L
importance in receiving offer: physical appearance

Location: 3478-3487 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important do you believe each of the following factors was in this organization's decision to make you a job offer? My physical appearance.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	974	21.5 %
2	-	260	5.7 %
3	-	229	5.0 %
4	-	331	7.3 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
5	-	251	5.5 %
6	-	171	3.8 %
7	7 extremely important	59	1.3 %
-5 (M)	-5 not applicable	210	4.6 %
-3 (M)	-3 missing	107	2.4 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	1945	42.9 %

Based upon 2275 valid cases out of 4538 total cases.

- Mean: 2.72
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.85

AQ41_M	importance in receiving offer: personal qualities		
Location:	3488-3497 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How important do you believe each of the following factors was in this organization's decision to make you a job offer? Personal qualities I possess (Specify briefly):.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	218	4.8 %
2	-	18	0.4 %
3	-	26	0.6 %
4	-	68	1.5 %
5	-	145	3.2 %
6	-	323	7.1 %
7	7 extremely important	379	8.4 %
-5 (M)	-5 not applicable	384	8.5 %
-3 (M)	-3 missing	1032	22.7 %
. (M)	-	1945	42.9 %

Based upon 1177 valid cases out of 4538 total cases.

- Mean: 5.03
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00

- Study 26302 -

- Standard Deviation: 2.19

AQ41_N	importance in receiving offer: other			
Location:	3498-3507 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	How important do you believe each of the following factors was in this organization's decision to make you a job offer? Other (Specify):.			
	<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
	1	1 not at all important	136	3.0 %
	2	-	4	0.1 %
	3	-	1	0.0 %
	4	-	8	0.2 %
	5	-	20	0.4 %
	6	-	40	0.9 %
	7	7 extremely important	116	2.6 %
	-5 (M)	-5 not applicable	462	10.2 %
	-3 (M)	-3 missing	1805	39.8 %
	-2 (M)	-2 dont know	1	0.0 %
	. (M)	-	1945	42.9 %

Based upon 325 valid cases out of 4538 total cases.

- Mean: 4.10
- Median: 5.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.76

AQ37_A	importance in obtaining first job: family members			
Location:	2988-2997 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	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? Family members.			
	<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
	1	1 not at all important	2568	56.6 %
	2	-	246	5.4 %
	3	-	134	3.0 %
	4	-	155	3.4 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
5	-	193	4.3 %
6	-	166	3.7 %
7	7 extremely important	406	8.9 %
-5 (M)	-5 not applicable	449	9.9 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	97	2.1 %
. (M)	-	123	2.7 %

Based upon 3868 valid cases out of 4538 total cases.

- Mean: 2.30
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.13

AQ37_B	importance in obtaining first job: law school classmates		
Location:	2998-3007 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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? Law school classmates.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	2693	59.3 %
2	-	297	6.5 %
3	-	193	4.3 %
4	-	210	4.6 %
5	-	184	4.1 %
6	-	120	2.6 %
7	7 extremely important	214	4.7 %
-5 (M)	-5 not applicable	398	8.8 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	105	2.3 %
. (M)	-	123	2.7 %

Based upon 3911 valid cases out of 4538 total cases.

- Mean: 2.01
- Median: 1.00
- Mode: 1.00

- Study 26302 -

- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.80

AQ37_C
importance in obtaining first job: other friends

Location: 3008-3017 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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? Other friends or business associates.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	2075	45.7 %
2	-	239	5.3 %
3	-	196	4.3 %
4	-	259	5.7 %
5	-	342	7.5 %
6	-	292	6.4 %
7	7 extremely important	549	12.1 %
-5 (M)	-5 not applicable	363	8.0 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	99	2.2 %
. (M)	-	123	2.7 %

Based upon 3952 valid cases out of 4538 total cases.

- Mean: 2.91
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.34

AQ37_D
importance in obtaining first job: law school alumni

Location: 3018-3027 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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? Law school's alumni/ae network.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	2632	58.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	-	301	6.6 %
3	-	187	4.1 %
4	-	246	5.4 %
5	-	217	4.8 %
6	-	128	2.8 %
7	7 extremely important	197	4.3 %
-5 (M)	-5 not applicable	396	8.7 %
-4 (M)	-4 multiple	2	0.0 %
-3 (M)	-3 missing	108	2.4 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	123	2.7 %

Based upon 3908 valid cases out of 4538 total cases.

- Mean: 2.05
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.80

AQ37_E
importance in obtaining first job: direct unsolicited contact with employer

Location: 3028-3037 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question:

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? Direct, unsolicited contact with the employer.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	1921	42.3 %
2	-	121	2.7 %
3	-	93	2.0 %
4	-	162	3.6 %
5	-	244	5.4 %
6	-	312	6.9 %
7	7 extremely important	921	20.3 %
-5 (M)	-5 not applicable	532	11.7 %
-4 (M)	-4 multiple	2	0.0 %
-3 (M)	-3 missing	104	2.3 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	123	2.7 %

- Study 26302 -

Based upon 3774 valid cases out of 4538 total cases.

- Mean: 3.35
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.63

AQ37_F**importance in obtaining first job: response to advertisement**

Location: 3038-3047 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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? Response to an advertisement.

Value	Label	Unweighted Frequency	%
1	1 not at all important	2534	55.8 %
2	-	98	2.2 %
3	-	46	1.0 %
4	-	101	2.2 %
5	-	117	2.6 %
6	-	144	3.2 %
7	7 extremely important	566	12.5 %
-5 (M)	-5 not applicable	700	15.4 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	108	2.4 %
. (M)	-	123	2.7 %

Based upon 3606 valid cases out of 4538 total cases.

- Mean: 2.41
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.35

AQ37_G**importance in obtaining first job: law school placement office**

Location: 3048-3057 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

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? Law school's placement office.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	1970	43.4 %
2	-	187	4.1 %
3	-	142	3.1 %
4	-	206	4.5 %
5	-	271	6.0 %
6	-	303	6.7 %
7	7 extremely important	881	19.4 %
-5 (M)	-5 not applicable	359	7.9 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	95	2.1 %
. (M)	-	123	2.7 %

Based upon 3960 valid cases out of 4538 total cases.

- Mean: 3.27
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.56

AQ37_H

importance in obtaining first job: on-campus interview process

Location: 3058-3067 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question:

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? On-campus interview process.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	2289	50.4 %
2	-	121	2.7 %
3	-	74	1.6 %
4	-	89	2.0 %
5	-	122	2.7 %
6	-	211	4.6 %
7	7 extremely important	906	20.0 %
-5 (M)	-5 not applicable	504	11.1 %
-4 (M)	-4 multiple	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	98	2.2 %
. (M)	-	123	2.7 %

Based upon 3812 valid cases out of 4538 total cases.

- Mean: 2.97
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.62

AQ37_I	importance in obtaining first job: summer position
---------------	---

Location: 3068-3077 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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? Hired following a summer position.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	1957	43.1 %
2	-	45	1.0 %
3	-	25	0.6 %
4	-	46	1.0 %
5	-	81	1.8 %
6	-	177	3.9 %
7	7 extremely important	1283	28.3 %
-5 (M)	-5 not applicable	702	15.5 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	96	2.1 %
-2 (M)	-2 dont know	1	0.0 %
-1 (M)	-1 refused	1	0.0 %
. (M)	-	123	2.7 %

Based upon 3614 valid cases out of 4538 total cases.

- Mean: 3.53
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.85

- Study 26302 -

AQ37_J
importance in obtaining first job: part-time position

Location: 3078-3087 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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? Hired following a part-time position I held during law school.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	2428	53.5 %
2	-	50	1.1 %
3	-	34	0.7 %
4	-	55	1.2 %
5	-	72	1.6 %
6	-	110	2.4 %
7	7 extremely important	502	11.1 %
-5 (M)	-5 not applicable	1058	23.3 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	104	2.3 %
-1 (M)	-1 refused	1	0.0 %
. (M)	-	123	2.7 %

Based upon 3251 valid cases out of 4538 total cases.

- Mean: 2.27
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.31

AQ37_K
importance in obtaining first job: unpaid internship

Location: 3088-3097 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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? Unpaid internship with first employer.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	2741	60.4 %
2	-	47	1.0 %
3	-	24	0.5 %
4	-	41	0.9 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
5	-	38	0.8 %
6	-	60	1.3 %
7	7 extremely important	143	3.2 %
-5 (M)	-5 not applicable	1209	26.6 %
-4 (M)	-4 multiple	2	0.0 %
-3 (M)	-3 missing	110	2.4 %
. (M)	-	123	2.7 %

Based upon 3094 valid cases out of 4538 total cases.

- Mean: 1.49
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.51

AQ37_L		importance in obtaining first job: recommendation from law professor	
Location:	3098-3107 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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? Recommendation of a law professor.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	2563	56.5 %
2	-	98	2.2 %
3	-	81	1.8 %
4	-	136	3.0 %
5	-	169	3.7 %
6	-	128	2.8 %
7	7 extremely important	189	4.2 %
-5 (M)	-5 not applicable	933	20.6 %
-4 (M)	-4 multiple	2	0.0 %
-3 (M)	-3 missing	107	2.4 %
-2 (M)	-2 dont know	8	0.2 %
. (M)	-	124	2.7 %

Based upon 3364 valid cases out of 4538 total cases.

- Mean: 1.93

- Study 26302 -

- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.85

AQ37_M		importance in obtaining first job: experience in a judicial clerkship		
Location:	3108-3117 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	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? Experience in a judicial clerkship.			
Value	Label	<i>Unweighted Frequency</i>		%
1	1 not at all important	2481		54.7 %
2	-	51		1.1 %
3	-	54		1.2 %
4	-	88		1.9 %
5	-	135		3.0 %
6	-	119		2.6 %
7	7 extremely important	193		4.3 %
-5 (M)	-5 not applicable	1172		25.8 %
-4 (M)	-4 multiple	1		0.0 %
-3 (M)	-3 missing	120		2.6 %
. (M)	-	124		2.7 %

Based upon 3121 valid cases out of 4538 total cases.

- Mean: 1.87
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.86

AQ37_N		importance in obtaining first job: other		
Location:	3118-3127 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	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? Other (Specify):			

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	1154	25.4 %
2	-	14	0.3 %
3	-	17	0.4 %
4	-	56	1.2 %
5	-	76	1.7 %
6	-	81	1.8 %
7	7 extremely important	386	8.5 %
-5 (M)	-5 not applicable	1047	23.1 %
-4 (M)	-4 multiple	2	0.0 %
-3 (M)	-3 missing	1577	34.8 %
-2 (M)	-2 dont know	4	0.1 %
. (M)	-	124	2.7 %

Based upon 1784 valid cases out of 4538 total cases.

- Mean: 2.82
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.58

AQ38_A	importance in determining sector: medium-to-long-term earning potential
Location:	3128-3137 (width: 10; decimal: 0)
Variable Type:	numeric
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .
Question:	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? Medium-to-long-term earning potential.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	258	5.7 %
2	-	177	3.9 %
3	-	178	3.9 %
4	-	299	6.6 %
5	-	428	9.4 %
6	-	484	10.7 %
7	7 extremely important	648	14.3 %
-5 (M)	-5 not applicable	56	1.2 %
-3 (M)	-3 missing	65	1.4 %
. (M)	-	1945	42.9 %

- Study 26302 -

Based upon 2472 valid cases out of 4538 total cases.

- Mean: 4.82
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.98

AQ38_B

importance in determining sector: substantive interest in a specific field

Location: 3138-3147 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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? Substantive interest in a specific field of law.

Value	Label	Unweighted Frequency	%
1	1 not at all important	166	3.7 %
2	-	98	2.2 %
3	-	158	3.5 %
4	-	281	6.2 %
5	-	423	9.3 %
6	-	569	12.5 %
7	7 extremely important	773	17.0 %
-5 (M)	-5 not applicable	62	1.4 %
-3 (M)	-3 missing	63	1.4 %
. (M)	-	1945	42.9 %

Based upon 2468 valid cases out of 4538 total cases.

- Mean: 5.23
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.80

AQ38_C

importance in determining sector: salary to pay off law school debts

Location: 3148-3157 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: 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? Salary to pay off law school debts.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	403	8.9 %
2	-	145	3.2 %
3	-	152	3.3 %
4	-	242	5.3 %
5	-	307	6.8 %
6	-	349	7.7 %
7	7 extremely important	778	17.1 %
-5 (M)	-5 not applicable	153	3.4 %
-3 (M)	-3 missing	64	1.4 %
. (M)	-	1945	42.9 %

Based upon 2376 valid cases out of 4538 total cases.

- Mean: 4.71
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.24

AQ38_D	importance in determining sector: availability of loan assistance		
Location:	3158-3167 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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? Availability of loan repayment assistance or loan forgiveness.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	1185	26.1 %
2	-	206	4.5 %
3	-	126	2.8 %
4	-	135	3.0 %
5	-	82	1.8 %
6	-	69	1.5 %
7	7 extremely important	112	2.5 %
-5 (M)	-5 not applicable	603	13.3 %
-3 (M)	-3 missing	75	1.7 %
. (M)	-	1945	42.9 %

Based upon 1915 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 2.15
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.84

AQ38_E	importance in determining sector: opportunity to develop specific skills			
	Value	Label	Unweighted Frequency	%
Location:	3168-3177 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	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? Opportunity to develop specific skills.			
	1	1 not at all important	129	2.8 %
	2	-	50	1.1 %
	3	-	105	2.3 %
	4	-	263	5.8 %
	5	-	504	11.1 %
	6	-	689	15.2 %
	7	7 extremely important	739	16.3 %
	-5 (M)	-5 not applicable	56	1.2 %
	-3 (M)	-3 missing	58	1.3 %
	. (M)	-	1945	42.9 %

Based upon 2479 valid cases out of 4538 total cases.

- Mean: 5.41
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.61

AQ38_F	importance in determining sector: potential to balance work and personal life			
	Value	Label	Unweighted Frequency	%
Location:	3178-3187 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	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? Potential to balance work and personal life.			

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	125	2.8 %
2	-	92	2.0 %
3	-	172	3.8 %
4	-	282	6.2 %
5	-	389	8.6 %
6	-	548	12.1 %
7	7 extremely important	866	19.1 %
-5 (M)	-5 not applicable	60	1.3 %
-3 (M)	-3 missing	59	1.3 %
. (M)	-	1945	42.9 %

Based upon 2474 valid cases out of 4538 total cases.

- Mean: 5.35
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.74

AQ38_G	importance in determining sector: opportunity to do socially responsible work		
Location:	3188-3197 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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? Opportunity to do socially responsible work.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	372	8.2 %
2	-	255	5.6 %
3	-	296	6.5 %
4	-	375	8.3 %
5	-	347	7.6 %
6	-	337	7.4 %
7	7 extremely important	437	9.6 %
-5 (M)	-5 not applicable	106	2.3 %
-3 (M)	-3 missing	68	1.5 %
. (M)	-	1945	42.9 %

Based upon 2419 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 4.17
- Median: 4.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.06

AQ38_H	importance in determining sector: prestige		
Location:	3198-3207 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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? Prestige of the sector.		
Value	Label	Unweighted Frequency	%
1	1 not at all important	434	9.6 %
2	-	235	5.2 %
3	-	224	4.9 %
4	-	399	8.8 %
5	-	430	9.5 %
6	-	447	9.9 %
7	7 extremely important	269	5.9 %
-5 (M)	-5 not applicable	86	1.9 %
-3 (M)	-3 missing	69	1.5 %
. (M)	-	1945	42.9 %

Based upon 2438 valid cases out of 4538 total cases.

- Mean: 4.06
- Median: 4.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.00

AQ38_I	importance in determining sector: opportunities for mobility		
Location:	3208-3217 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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? Opportunities for future career mobility.		

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	187	4.1 %
2	-	91	2.0 %
3	-	140	3.1 %
4	-	271	6.0 %
5	-	426	9.4 %
6	-	694	15.3 %
7	7 extremely important	647	14.3 %
-5 (M)	-5 not applicable	73	1.6 %
-3 (M)	-3 missing	64	1.4 %
. (M)	-	1945	42.9 %

Based upon 2456 valid cases out of 4538 total cases.

- Mean: 5.17
- Median: 6.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.79

AQ38_J	importance in determining sector: other		
Location:	3218-3227 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	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? Other (Specify):.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	80	1.8 %
2	-	2	0.0 %
3	-	3	0.1 %
4	-	5	0.1 %
5	-	8	0.2 %
6	-	23	0.5 %
7	7 extremely important	93	2.0 %
-5 (M)	-5 not applicable	383	8.4 %
-3 (M)	-3 missing	1996	44.0 %
. (M)	-	1945	42.9 %

Based upon 214 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 4.40
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.77

AQ40A	importance in choosing offer: only one job offer		
Location:	3248-3257 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? I received one offer.		
Value	Label	Unweighted Frequency	%
1	1 yes	1476	32.5 %
2	2 no	2935	64.7 %
. (M)	-	127	2.8 %

Based upon 4411 valid cases out of 4538 total cases.

- Mean: 1.67
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.47

AQ40_A	importance in choosing employer: salary		
Location:	3258-3267 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? Salary.		
Value	Label	Unweighted Frequency	%
1	1 not at all important	177	3.9 %
2	-	107	2.4 %
3	-	127	2.8 %
4	-	365	8.0 %
5	-	579	12.8 %
6	-	656	14.5 %
7	7 extremely important	743	16.4 %
-5 (M)	-5 not applicable	70	1.5 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	106	2.3 %
. (M)	-	1607	35.4 %

Based upon 2754 valid cases out of 4538 total cases.

- Mean: 5.18
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.73

AQ40_B

importance in choosing employer: benefits

Location: 3268-3277 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? Benefits.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	263	5.8 %
2	-	170	3.7 %
3	-	180	4.0 %
4	-	488	10.8 %
5	-	637	14.0 %
6	-	543	12.0 %
7	7 extremely important	458	10.1 %
-5 (M)	-5 not applicable	80	1.8 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	111	2.4 %
. (M)	-	1607	35.4 %

Based upon 2739 valid cases out of 4538 total cases.

- Mean: 4.65
- Median: 5.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.81

AQ40_C

importance in choosing employer: office environment/collegiality

- Study 26302 -

Location: 3278-3287 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? Office environment/collegiality.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	85	1.9 %
2	-	49	1.1 %
3	-	89	2.0 %
4	-	254	5.6 %
5	-	492	10.8 %
6	-	793	17.5 %
7	7 extremely important	991	21.8 %
-5 (M)	-5 not applicable	66	1.5 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	111	2.4 %
. (M)	-	1607	35.4 %

Based upon 2753 valid cases out of 4538 total cases.

- Mean: 5.67
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.47

AQ40_D

importance in choosing employer: hours expected

Location: 3288-3297 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? Hours expected.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	191	4.2 %
2	-	119	2.6 %
3	-	170	3.7 %
4	-	444	9.8 %
5	-	576	12.7 %
6	-	667	14.7 %
7	7 extremely important	576	12.7 %
-5 (M)	-5 not applicable	77	1.7 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-4 (M)	-4 multiple	2	0.0 %
-3 (M)	-3 missing	108	2.4 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	1607	35.4 %

Based upon 2743 valid cases out of 4538 total cases.

- Mean: 4.97
- Median: 5.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.73

AQ40_E

importance in choosing employer: pro bono opportunities

Location: 3298-3307 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? Pro bono opportunities.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	746	16.4 %
2	-	391	8.6 %
3	-	322	7.1 %
4	-	548	12.1 %
5	-	282	6.2 %
6	-	176	3.9 %
7	7 extremely important	97	2.1 %
-5 (M)	-5 not applicable	253	5.6 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	115	2.5 %
. (M)	-	1607	35.4 %

Based upon 2562 valid cases out of 4538 total cases.

- Mean: 3.06
- Median: 3.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.79

- Study 26302 -

AQ40_F	importance in choosing employer: prospects for advancement		
Location:	3308-3317 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? Prospects for advancement.		
Value	Label	Unweighted Frequency	%
1	1 not at all important	194	4.3 %
2	-	132	2.9 %
3	-	167	3.7 %
4	-	440	9.7 %
5	-	668	14.7 %
6	-	673	14.8 %
7	7 extremely important	459	10.1 %
-5 (M)	-5 not applicable	86	1.9 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	110	2.4 %
. (M)	-	1608	35.4 %

Based upon 2733 valid cases out of 4538 total cases.

- Mean: 4.87
- Median: 5.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.70

AQ40_G	importance in choosing employer: match between employer and own mission		
Location:	3318-3327 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? Good match of employer's mission and my own.		
Value	Label	Unweighted Frequency	%
1	1 not at all important	246	5.4 %
2	-	158	3.5 %
3	-	196	4.3 %
4	-	420	9.3 %
5	-	506	11.2 %
6	-	618	13.6 %
7	7 extremely important	567	12.5 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-5 (M)	-5 not applicable	104	2.3 %
-4 (M)	-4 multiple	2	0.0 %
-3 (M)	-3 missing	113	2.5 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	1607	35.4 %

Based upon 2711 valid cases out of 4538 total cases.

- Mean: 4.81
- Median: 5.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.86

AQ40_H	importance in choosing employer: location
---------------	--

Location: 3328-3337 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? Location.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	154	3.4 %
2	-	89	2.0 %
3	-	93	2.0 %
4	-	281	6.2 %
5	-	503	11.1 %
6	-	684	15.1 %
7	7 extremely important	947	20.9 %
-5 (M)	-5 not applicable	71	1.6 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	108	2.4 %
. (M)	-	1607	35.4 %

Based upon 2751 valid cases out of 4538 total cases.

- Mean: 5.45
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.69

- Study 26302 -

AQ40_I
importance in choosing employer: size

Location: 3338-3347 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? Size.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	314	6.9 %
2	-	191	4.2 %
3	-	223	4.9 %
4	-	513	11.3 %
5	-	657	14.5 %
6	-	525	11.6 %
7	7 extremely important	301	6.6 %
-5 (M)	-5 not applicable	98	2.2 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	108	2.4 %
. (M)	-	1607	35.4 %

Based upon 2724 valid cases out of 4538 total cases.

- Mean: 4.39
- Median: 5.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.80

AQ40_J
importance in choosing employer: prestige

Location: 3348-3357 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? Prestige.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	282	6.2 %
2	-	180	4.0 %
3	-	213	4.7 %
4	-	417	9.2 %
5	-	552	12.2 %
6	-	609	13.4 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
7	7 extremely important	482	10.6 %
-5 (M)	-5 not applicable	83	1.8 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	111	2.4 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	1607	35.4 %

Based upon 2735 valid cases out of 4538 total cases.

- Mean: 4.66
- Median: 5.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.88

AQ40_K

importance in choosing employer: training/mentorship opportunities

Location: 3358-3367 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Comparing specific job offers you received from employers you considered, how important were the following factors in making your choice? Training/mentorship opportunities.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	193	4.3 %
2	-	128	2.8 %
3	-	183	4.0 %
4	-	466	10.3 %
5	-	630	13.9 %
6	-	642	14.1 %
7	7 extremely important	493	10.9 %
-5 (M)	-5 not applicable	85	1.9 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	109	2.4 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	1607	35.4 %

Based upon 2735 valid cases out of 4538 total cases.

- Mean: 4.87
- Median: 5.00
- Mode: 6.00
- Minimum: 1.00

- Study 26302 -

- Maximum: 7.00
- Standard Deviation: 1.71

AQ45_1
participation in: political party

Location: 3608-3617 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether and at what level you have participated in each of the following organizations:
Political party.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not a member	2363	52.1 %
2	2 member	1420	31.3 %
3	3 currently active participant/officer	229	5.0 %
4	4 formerly active participant/officer	298	6.6 %
-4 (M)	-4 multiple	26	0.6 %
-3 (M)	-3 missing	57	1.3 %
. (M)	-	145	3.2 %

Based upon 4310 valid cases out of 4538 total cases.

- Mean: 1.64
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.87

AQ45_2
participation in: political advocacy group

Location: 3618-3627 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether and at what level you have participated in each of the following organizations:
Political advocacy groups.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not a member	3484	76.8 %
2	2 member	430	9.5 %
3	3 currently active participant/officer	172	3.8 %
4	4 formerly active participant/officer	224	4.9 %
-4 (M)	-4 multiple	29	0.6 %
-3 (M)	-3 missing	53	1.2 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	145	3.2 %

- Study 26302 -

Based upon 4310 valid cases out of 4538 total cases.

- Mean: 1.34
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.78

AQ45_3	participation in: pta		
Location:	3628-3637 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Indicate whether and at what level you have participated in each of the following organizations: PTA or other school organization.		
Value	Label	Unweighted Frequency	%
1	1 not a member	3934	86.7 %
2	2 member	191	4.2 %
3	3 currently active participant/officer	99	2.2 %
4	4 formerly active participant/officer	107	2.4 %
-4 (M)	-4 multiple	8	0.2 %
-3 (M)	-3 missing	54	1.2 %
. (M)	-	145	3.2 %

Based upon 4331 valid cases out of 4538 total cases.

- Mean: 1.16
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.58

AQ45_4	participation in: college alumni association		
Location:	3638-3647 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Indicate whether and at what level you have participated in each of the following organizations: College alumni/ae associations.		
Value	Label	Unweighted Frequency	%
1	1 not a member	2297	50.6 %
2	2 member	1492	32.9 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	3 currently active participant/officer	417	9.2 %
4	4 formerly active participant/officer	133	2.9 %
-4 (M)	-4 multiple	6	0.1 %
-3 (M)	-3 missing	48	1.1 %
. (M)	-	145	3.2 %

Based upon 4339 valid cases out of 4538 total cases.

- Mean: 1.63
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.78

AQ45_5 participation in: law school alumni association

Location: 3648-3657 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether and at what level you have participated in each of the following organizations: Law school alumni/ae associations.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not a member	2721	60.0 %
2	2 member	1297	28.6 %
3	3 currently active participant/officer	269	5.9 %
4	4 formerly active participant/officer	48	1.1 %
-4 (M)	-4 multiple	8	0.2 %
-3 (M)	-3 missing	48	1.1 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	145	3.2 %

Based upon 4335 valid cases out of 4538 total cases.

- Mean: 1.46
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.66

AQ45_6 participation in: charitable organization

Location: 3658-3667 (width: 10; decimal: 0)

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether and at what level you have participated in each of the following organizations:
Charitable organizations.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not a member	2234	49.2 %
2	2 member	1035	22.8 %
3	3 currently active participant/officer	792	17.5 %
4	4 formerly active participant/officer	258	5.7 %
-4 (M)	-4 multiple	10	0.2 %
-3 (M)	-3 missing	63	1.4 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	145	3.2 %

Based upon 4319 valid cases out of 4538 total cases.

- Mean: 1.79
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.95

AQ45_7

participation in: religious organization

Location: 3668-3677 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether and at what level you have participated in each of the following organizations:
Religious organizations.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not a member	2444	53.9 %
2	2 member	969	21.4 %
3	3 currently active participant/officer	765	16.9 %
4	4 formerly active participant/officer	138	3.0 %
-4 (M)	-4 multiple	18	0.4 %
-3 (M)	-3 missing	59	1.3 %
. (M)	-	145	3.2 %

Based upon 4316 valid cases out of 4538 total cases.

- Mean: 1.67
- Median: 1.00
- Mode: 1.00

- Study 26302 -

- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.88

AQ45_8	participation in: american bar association		
Location:	3678-3687 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Indicate whether and at what level you have participated in each of the following organizations: American Bar Association.		
Value	Label	Unweighted Frequency	%
1	1 not a member	1354	29.8 %
2	2 member	2502	55.1 %
3	3 currently active participant/officer	285	6.3 %
4	4 formerly active participant/officer	195	4.3 %
-4 (M)	-4 multiple	6	0.1 %
-3 (M)	-3 missing	48	1.1 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	145	3.2 %

Based upon 4336 valid cases out of 4538 total cases.

- Mean: 1.84
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.73

AQ45_9	participation in: state or local bar association		
Location:	3688-3697 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Indicate whether and at what level you have participated in each of the following organizations: State or local bar associations.		
Value	Label	Unweighted Frequency	%
1	1 not a member	605	13.3 %
2	2 member	3011	66.4 %
3	3 currently active participant/officer	661	14.6 %
4	4 formerly active participant/officer	67	1.5 %
-4 (M)	-4 multiple	4	0.1 %
-3 (M)	-3 missing	45	1.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
. (M)	-	145	3.2 %

Based upon 4344 valid cases out of 4538 total cases.

- Mean: 2.04
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.59

AQ45_10
participation in: substantive sections of bar association

Location: 3698-3707 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether and at what level you have participated in each of the following organizations:
Substantive sections of bar associations.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not a member	2063	45.5 %
2	2 member	1780	39.2 %
3	3 currently active participant/officer	420	9.3 %
4	4 formerly active participant/officer	80	1.8 %
-4 (M)	-4 multiple	4	0.1 %
-3 (M)	-3 missing	43	0.9 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	145	3.2 %

Based upon 4343 valid cases out of 4538 total cases.

- Mean: 1.66
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.73

AQ45_11
participation in: gender-based organization

Location: 3708-3717 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether and at what level you have participated in each of the following organizations:
Gender-based organizations.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not a member	3758	82.8 %
2	2 member	326	7.2 %
3	3 currently active participant/officer	139	3.1 %
4	4 formerly active participant/officer	110	2.4 %
-4 (M)	-4 multiple	9	0.2 %
-3 (M)	-3 missing	51	1.1 %
. (M)	-	145	3.2 %

Based upon 4333 valid cases out of 4538 total cases.

- Mean: 1.22
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.62

AQ45_12	participation in: race/ethnicity-based organization
----------------	--

Location: 3718-3727 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether and at what level you have participated in each of the following organizations:
Race/ethnicity-based organizations.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not a member	3657	80.6 %
2	2 member	364	8.0 %
3	3 currently active participant/officer	183	4.0 %
4	4 formerly active participant/officer	121	2.7 %
-4 (M)	-4 multiple	12	0.3 %
-3 (M)	-3 missing	55	1.2 %
. (M)	-	146	3.2 %

Based upon 4325 valid cases out of 4538 total cases.

- Mean: 1.25
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.66

AQ45_13	participation in: community/civic association
----------------	--

- Study 26302 -

Location: 3728-3737 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether and at what level you have participated in each of the following organizations:
Community/civic associations.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not a member	3250	71.6 %
2	2 member	516	11.4 %
3	3 currently active participant/officer	417	9.2 %
4	4 formerly active participant/officer	152	3.3 %
-4 (M)	-4 multiple	9	0.2 %
-3 (M)	-3 missing	44	1.0 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	147	3.2 %

Based upon 4335 valid cases out of 4538 total cases.

- Mean: 1.42
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.80

AQ45_14

participation in: service organization

Location: 3738-3747 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether and at what level you have participated in each of the following organizations:
Service organizations (e.g., Kiwanis, Rotary).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not a member	3799	83.7 %
2	2 member	200	4.4 %
3	3 currently active participant/officer	215	4.7 %
4	4 formerly active participant/officer	118	2.6 %
-4 (M)	-4 multiple	8	0.2 %
-3 (M)	-3 missing	51	1.1 %
. (M)	-	147	3.2 %

Based upon 4332 valid cases out of 4538 total cases.

- Mean: 1.23

- Study 26302 -

- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.66

AQ45_15	participation in: privateclub /athletic club			
Location:	3748-3757 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	Indicate whether and at what level you have participated in each of the following organizations: Private clubs/athletic clubs.			
Value	Label	Unweighted Frequency	%	
1	1 not a member	2715	59.8 %	
2	2 member	963	21.2 %	
3	3 currently active participant/officer	555	12.2 %	
4	4 formerly active participant/officer	99	2.2 %	
-4 (M)	-4 multiple	8	0.2 %	
-3 (M)	-3 missing	51	1.1 %	
. (M)	-	147	3.2 %	

Based upon 4332 valid cases out of 4538 total cases.

- Mean: 1.55
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.80

AQ45_16	participation in: organized sports league			
Location:	3758-3767 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	Indicate whether and at what level you have participated in each of the following organizations: Organized sports leagues.			
Value	Label	Unweighted Frequency	%	
1	1 not a member	3231	71.2 %	
2	2 member	423	9.3 %	
3	3 currently active participant/officer	427	9.4 %	
4	4 formerly active participant/officer	223	4.9 %	
-4 (M)	-4 multiple	7	0.2 %	

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	80	1.8 %
. (M)	-	147	3.2 %

Based upon 4304 valid cases out of 4538 total cases.

- Mean: 1.45
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.87

AQ45_17	participation in: other
----------------	--------------------------------

Location: 3768-3777 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether and at what level you have participated in each of the following organizations: Other.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not a member	1835	40.4 %
2	2 member	106	2.3 %
3	3 currently active participant/officer	126	2.8 %
4	4 formerly active participant/officer	35	0.8 %
-4 (M)	-4 multiple	171	3.8 %
-3 (M)	-3 missing	2117	46.7 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	147	3.2 %

Based upon 2102 valid cases out of 4538 total cases.

- Mean: 1.22
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 4.00
- Standard Deviation: 0.63

AQ46_BRAC	undergraduate degree year
------------------	----------------------------------

Location: 3778-3781 (width: 4; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: In what year did you receive your undergraduate degree?

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	lowest-1990	641	14.1 %
2	1991-1993	696	15.3 %
3	1994-1995	1085	23.9 %
4	1996	976	21.5 %
5	1997-highest	968	21.3 %
-4 (M)	-4 multiple	2	0.0 %
-3 (M)	-3 missing	22	0.5 %
-2 (M)	-2 don't know	1	0.0 %
. (M)	-	147	3.2 %

Based upon 4366 valid cases out of 4538 total cases.

- Mean: 3.21
- Median: 3.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.35

AQ48

undergraduate gpa

Location: 3782-3791 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Which of the following best describes your cumulative undergraduate grade point average?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	3.75-4.00	569	12.5 %
2	3.50-3.74	577	12.7 %
3	3.25-3.49	601	13.2 %
4	3.00-3.24	441	9.7 %
5	2.75-2.99	207	4.6 %
6	2.50-2.74	72	1.6 %
7	2.25-2.49	24	0.5 %
8	under 2.25	10	0.2 %
9	did not take any courses for which grades were given	0	0.0 %
-3 (M)	-3 missing	40	0.9 %
-2 (M)	-2 dont know	51	1.1 %
-1 (M)	-1 refused	1	0.0 %
. (M)	-	1945	42.9 %

Based upon 2501 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 2.80
- Median: 3.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 8.00
- Standard Deviation: 1.46

AQ49	undergraduate class rank		
Location:	3792-3801 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	What was your undergraduate class rank?		
Value	Label	Unweighted Frequency	%
1	1 top 10%	532	11.7 %
2	2 top 11-25%	437	9.6 %
3	3 second quarter of class	258	5.7 %
4	4 third quarter of class	59	1.3 %
5	5 fourth quarter of class	21	0.5 %
-3 (M)	-3 missing	20	0.4 %
-2 (M)	-2 dont know	1265	27.9 %
-1 (M)	-1 refused	1	0.0 %
. (M)	-	1945	42.9 %

Based upon 1307 valid cases out of 4538 total cases.

- Mean: 1.93
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.96

AQ50_1	undergraduate major: biological science		
Location:	3802-3811 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Which of the following categories best describes your undergraduate major? Biological science.		
Value	Label	Unweighted Frequency	%
1	1 yes	207	4.6 %
2	2 no	4167	91.8 %
-4 (M)	-4 multiple	4	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	9	0.2 %
. (M)	-	151	3.3 %

Based upon 4374 valid cases out of 4538 total cases.

- Mean: 1.95
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.21

AQ50_2	undergraduate major: business
---------------	--------------------------------------

Location: 3812-3821 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Which of the following categories best describes your undergraduate major? Business.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	625	13.8 %
2	2 no	3749	82.6 %
-4 (M)	-4 multiple	4	0.1 %
-3 (M)	-3 missing	9	0.2 %
. (M)	-	151	3.3 %

Based upon 4374 valid cases out of 4538 total cases.

- Mean: 1.86
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.35

AQ50_3	undergraduate major: criminal justice or law enforcement
---------------	---

Location: 3822-3831 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Which of the following categories best describes your undergraduate major? Criminal justice or law enforcement.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	193	4.3 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	2 no	4181	92.1 %
-4 (M)	-4 multiple	4	0.1 %
-3 (M)	-3 missing	9	0.2 %
. (M)	-	151	3.3 %

Based upon 4374 valid cases out of 4538 total cases.

- Mean: 1.96
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.21

AQ50_4	undergraduate major: engineering
Location:	3832-3841 (width: 10; decimal: 0)
Variable Type:	numeric
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .
Question:	Which of the following categories best describes your undergraduate major? Engineering.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	188	4.1 %
2	2 no	4186	92.2 %
-4 (M)	-4 multiple	4	0.1 %
-3 (M)	-3 missing	9	0.2 %
. (M)	-	151	3.3 %

Based upon 4374 valid cases out of 4538 total cases.

- Mean: 1.96
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.20

AQ50_5	undergraduate major: humanities
Location:	3842-3851 (width: 10; decimal: 0)
Variable Type:	numeric
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .
Question:	Which of the following categories best describes your undergraduate major? Humanities.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	902	19.9 %
2	2 no	3472	76.5 %
-4 (M)	-4 multiple	4	0.1 %
-3 (M)	-3 missing	9	0.2 %
. (M)	-	151	3.3 %

Based upon 4374 valid cases out of 4538 total cases.

- Mean: 1.79
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.40

AQ50_6	undergraduate major: physical science or mathematics
Location:	3852-3861 (width: 10; decimal: 0)
Variable Type:	numeric
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .
Question:	Which of the following categories best describes your undergraduate major? Physical science or mathematics.
Value	Label
1	1 yes
2	2 no
-4 (M)	-4 multiple
-3 (M)	-3 missing
. (M)	-

Based upon 4374 valid cases out of 4538 total cases.

- Mean: 1.97
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.16

AQ50_7	undergraduate major: social science
Location:	3862-3871 (width: 10; decimal: 0)
Variable Type:	numeric
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .
Question:	Which of the following categories best describes your undergraduate major? Social science.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1404	30.9 %
2	2 no	2970	65.4 %
-4 (M)	-4 multiple	4	0.1 %
-3 (M)	-3 missing	9	0.2 %
. (M)	-	151	3.3 %

Based upon 4374 valid cases out of 4538 total cases.

- Mean: 1.68
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.47

AQ50_8	undergraduate major: other
---------------	-----------------------------------

Location: 3872-3881 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Which of the following categories best describes your undergraduate major? Other (specify).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1167	25.7 %
2	2 no	3207	70.7 %
-4 (M)	-4 multiple	4	0.1 %
-3 (M)	-3 missing	9	0.2 %
. (M)	-	151	3.3 %

Based upon 4374 valid cases out of 4538 total cases.

- Mean: 1.73
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.44

AQ51	transition to law school: directly from college to law school
-------------	--

Location: 3882-3891 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Did you go directly from college to law school?

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1657	36.5 %
2	2 no	2715	59.8 %
-4 (M)	-4 multiple	2	0.0 %
-3 (M)	-3 missing	13	0.3 %
. (M)	-	151	3.3 %

Based upon 4372 valid cases out of 4538 total cases.

- Mean: 1.62
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.49

AQ52_2	transition to law school: attended to family responsibilities
---------------	--

Location: 3892-3901 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What did you do in the interim? Attended to family responsibilities.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	87	1.9 %
2	2 no	1527	33.6 %
-5 (M)	-5 not applicable	1	0.0 %
-3 (M)	-3 missing	9	0.2 %
. (M)	-	2914	64.2 %

Based upon 1614 valid cases out of 4538 total cases.

- Mean: 1.95
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.23

AQ52_3	transition to law school: held one or more full-time jobs
---------------	--

Location: 3902-3911 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What did you do in the interim? Held one or more full-time jobs.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1325	29.2 %
2	2 no	289	6.4 %
-5 (M)	-5 not applicable	1	0.0 %
-3 (M)	-3 missing	9	0.2 %
. (M)	-	2914	64.2 %

Based upon 1614 valid cases out of 4538 total cases.

- Mean: 1.18
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.38

AQ52_4	transition to law school: attended graduate school
---------------	---

Location: 3912-3921 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What did you do in the interim? Attended graduate school.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	342	7.5 %
2	2 no	1272	28.0 %
-5 (M)	-5 not applicable	1	0.0 %
-3 (M)	-3 missing	9	0.2 %
. (M)	-	2914	64.2 %

Based upon 1614 valid cases out of 4538 total cases.

- Mean: 1.79
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.41

AQ52_5	transition to law school: something else
---------------	---

Location: 3922-3931 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What did you do in the interim? Something else (Describe).

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	216	4.8 %
2	2 no	1398	30.8 %
-5 (M)	-5 not applicable	1	0.0 %
-3 (M)	-3 missing	9	0.2 %
. (M)	-	2914	64.2 %

Based upon 1614 valid cases out of 4538 total cases.

- Mean: 1.87
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.34

AQ54	transition to law school: number of years elapsed
-------------	--

Location: 3932-3941 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How many years elapsed between college and law school?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	8	0.2 %
1	-	410	9.0 %
2	-	271	6.0 %
3	-	194	4.3 %
4	-	142	3.1 %
5	-	118	2.6 %
6	-	82	1.8 %
7	-	47	1.0 %
8	-	34	0.7 %
9	-	40	0.9 %
10	-	37	0.8 %
11	-	25	0.6 %
12	-	25	0.6 %
13	-	17	0.4 %
14	-	15	0.3 %
15	-	21	0.5 %
16	-	17	0.4 %
17	-	14	0.3 %
18	-	9	0.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
19	-	8	0.2 %
20	-	18	0.4 %
21	-	8	0.2 %
22	-	3	0.1 %
23	-	4	0.1 %
24	-	5	0.1 %
25	-	7	0.2 %
27	-	2	0.0 %
28	-	1	0.0 %
29	-	2	0.0 %
30	-	2	0.0 %
32	-	1	0.0 %
33	-	2	0.0 %
34	-	1	0.0 %
48	-	1	0.0 %
-3 (M)	-3 missing	33	0.7 %
. (M)	-	2914	64.2 %

Based upon 1591 valid cases out of 4538 total cases.

- Mean: 5.04
- Median: 3.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 48.00
- Standard Deviation: 5.48

AQ65_A	importance in attending law school: intellectual challenge
---------------	---

Location: 4158-4167 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important was each of the following goals in your decision to attend law school? Intellectual challenge of law school and the law.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 irrelevant	217	4.8 %
2	-	152	3.3 %
3	-	365	8.0 %
4	-	795	17.5 %
5	5 very important	1035	22.8 %
-3 (M)	-3 missing	28	0.6 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
. (M)	-	1946	42.9 %

Based upon 2564 valid cases out of 4538 total cases.

- Mean: 3.89
- Median: 4.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.24

AQ65_B
importance in attending law school: desire to help individuals

Location: 4168-4177 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important was each of the following goals in your decision to attend law school? Desire to help individuals as a lawyer.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 irrelevant	211	4.6 %
2	-	348	7.7 %
3	-	567	12.5 %
4	-	663	14.6 %
5	5 very important	774	17.1 %
-3 (M)	-3 missing	29	0.6 %
. (M)	-	1946	42.9 %

Based upon 2563 valid cases out of 4538 total cases.

- Mean: 3.56
- Median: 4.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.27

AQ65_C
importance in attending law school: desire to develop a satisfying career

Location: 4178-4187 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important was each of the following goals in your decision to attend law school? Desire to develop a satisfying career.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 irrelevant	45	1.0 %
2	-	35	0.8 %
3	-	204	4.5 %
4	-	954	21.0 %
5	5 very important	1324	29.2 %
-3 (M)	-3 missing	30	0.7 %
. (M)	-	1946	42.9 %

Based upon 2562 valid cases out of 4538 total cases.

- Mean: 4.36
- Median: 5.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 0.83

AQ65_D	importance in attending law school: desire to defer entry into the job market		
Location:	4188-4197 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How important was each of the following goals in your decision to attend law school? Desire to defer entry into the job market.		
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 irrelevant	1601	35.3 %
2	-	329	7.2 %
3	-	261	5.8 %
4	-	207	4.6 %
5	5 very important	154	3.4 %
-3 (M)	-3 missing	40	0.9 %
. (M)	-	1946	42.9 %

Based upon 2552 valid cases out of 4538 total cases.

- Mean: 1.82
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.25

AQ65_E	importance in attending law school: desire for eventual financial security
---------------	---

- Study 26302 -

Location: 4198-4207 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important was each of the following goals in your decision to attend law school? Desire for eventual financial security.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 irrelevant	118	2.6 %
2	-	124	2.7 %
3	-	349	7.7 %
4	-	854	18.8 %
5	5 very important	1123	24.7 %
-3 (M)	-3 missing	24	0.5 %
. (M)	-	1946	42.9 %

Based upon 2568 valid cases out of 4538 total cases.

- Mean: 4.07
- Median: 4.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.08

AQ65_F importance in attending law school: desire to change/improve society

Location: 4208-4217 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important was each of the following goals in your decision to attend law school? Desire to change or improve society.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 irrelevant	249	5.5 %
2	-	368	8.1 %
3	-	688	15.2 %
4	-	654	14.4 %
5	5 very important	602	13.3 %
-3 (M)	-3 missing	31	0.7 %
. (M)	-	1946	42.9 %

Based upon 2561 valid cases out of 4538 total cases.

- Mean: 3.39
- Median: 3.00

- Study 26302 -

- Mode: 3.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.26

AQ65_G	importance in attending law school: becoming influential in a powerful profession		
Location:	4218-4227 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How important was each of the following goals in your decision to attend law school? Becoming influential in a powerful profession.		
Value	Label	Unweighted Frequency	%
1	1 irrelevant	489	10.8 %
2	-	484	10.7 %
3	-	652	14.4 %
4	-	627	13.8 %
5	5 very important	309	6.8 %
-3 (M)	-3 missing	31	0.7 %
. (M)	-	1946	42.9 %

Based upon 2561 valid cases out of 4538 total cases.

- Mean: 2.92
- Median: 3.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.29

AQ65_H	importance in attending law school: desire to build a set of transferable skills		
Location:	4228-4237 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How important was each of the following goals in your decision to attend law school? Desire to build a set of transferable skills.		
Value	Label	Unweighted Frequency	%
1	1 irrelevant	221	4.9 %
2	-	224	4.9 %
3	-	463	10.2 %
4	-	843	18.6 %
5	5 very important	810	17.8 %
-3 (M)	-3 missing	31	0.7 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
. (M)	-	1946	42.9 %

Based upon 2561 valid cases out of 4538 total cases.

- Mean: 3.70
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.24

AQ65_I	importance in attending law school: other
---------------	--

Location: 4238-4247 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important was each of the following goals in your decision to attend law school? Other (Specify):

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 irrelevant	184	4.1 %
2	-	5	0.1 %
3	-	12	0.3 %
4	-	15	0.3 %
5	5 very important	82	1.8 %
-3 (M)	-3 missing	2294	50.6 %
. (M)	-	1946	42.9 %

Based upon 298 valid cases out of 4538 total cases.

- Mean: 2.35
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.80

AQ55_YR	law school degree year and month
----------------	---

Location: 3942-3951 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: In what month and year did you receive your law degree?

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1998	-	304	6.7 %
1999	-	1599	35.2 %
2000	-	2621	57.8 %
2001	-	2	0.0 %
2002	-	6	0.1 %
. (M)	-	6	0.1 %

Based upon 4532 valid cases out of 4538 total cases.

- Mean: 1999.52
- Median: 2000.00
- Mode: 2000.00
- Minimum: 1998.00
- Maximum: 2002.00
- Standard Deviation: 0.63

AQ57
graduated from law school where began education

Location: 3952-3961 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Was this the law school at which you began your legal education?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	2486	54.8 %
2	2 no	96	2.1 %
-3 (M)	-3 missing	11	0.2 %
. (M)	-	1945	42.9 %

Based upon 2582 valid cases out of 4538 total cases.

- Mean: 1.04
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.19

AQ58
law school: part-time student

Location: 3962-3971 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

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

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	335	7.4 %
2	2 no	2245	49.5 %
-3 (M)	-3 missing	13	0.3 %
. (M)	-	1945	42.9 %

Based upon 2580 valid cases out of 4538 total cases.

- Mean: 1.87
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.34

AQ59

law school: number of semesters held paying job

Location: 3972-3981 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

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

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	918	20.2 %
1	-	162	3.6 %
2	-	275	6.1 %
3	-	175	3.9 %
4	-	364	8.0 %
5	-	118	2.6 %
6	-	189	4.2 %
7	-	37	0.8 %
8	-	154	3.4 %
9	-	14	0.3 %
10	-	13	0.3 %
11	-	9	0.2 %
12	-	6	0.1 %
13	-	1	0.0 %
16	-	2	0.0 %
18	-	1	0.0 %
-5 (M)	-5 not applicable	9	0.2 %
-3 (M)	-3 missing	145	3.2 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	1945	42.9 %

- Study 26302 -

Based upon 2438 valid cases out of 4538 total cases.

- Mean: 2.62
- Median: 2.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 18.00
- Standard Deviation: 2.77

AQ60

law school gpa

Location: 3982-3991 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Which of the following best describes your cumulative law school grade point average?

Value	Label	Unweighted Frequency	%
1	3.75-4.00	161	3.5 %
2	3.50-3.74	394	8.7 %
3	3.25-3.49	555	12.2 %
4	3.00-3.24	578	12.7 %
5	2.75-2.99	371	8.2 %
6	2.50-2.74	137	3.0 %
7	2.25-2.49	48	1.1 %
8	under 2.25	9	0.2 %
9	did not take any courses for which grades were given	0	0.0 %
. (M)	-	2285	50.4 %

Based upon 2253 valid cases out of 4538 total cases.

- Mean: 3.56
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 8.00
- Standard Deviation: 1.43

AQ60_ALL

law school gpa (for all valid)

Location: 3992-3999 (width: 8; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Which of the following best describes your cumulative law school grade point average?

Value	Label	Unweighted Frequency	%
1	3.75-4.00	130	2.9 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	3.50-3.74	322	7.1 %
3	3.25-3.49	454	10.0 %
4	3.00-3.24	539	11.9 %
5	2.75-2.99	275	6.1 %
6	2.50-2.74	120	2.6 %
7	2.25-2.49	25	0.6 %
8	under 2.25	10	0.2 %
9	did not take any courses for which grades were given	49	1.1 %
. (M)	-	2614	57.6 %

Based upon 1924 valid cases out of 4538 total cases.

- Mean: 3.68
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 9.00
- Standard Deviation: 1.63

AQ61
law school class rank

Location: 4000-4009 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What was your class rank?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 top 10%	363	8.0 %
2	2 top 11-25%	580	12.8 %
3	3 second quarter of class	581	12.8 %
4	4 third quarter of class	265	5.8 %
5	5 fourth quarter of class	102	2.2 %
. (M)	-	2647	58.3 %

Based upon 1891 valid cases out of 4538 total cases.

- Mean: 2.56
- Median: 3.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.11

AQ61_ALL
law school class rank (for all valid)

- Study 26302 -

Location: 4010-4017 (width: 8; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What was your class rank?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 top 10%	305	6.7 %
2	2 top 11-25%	456	10.0 %
3	3 second quarter of class	532	11.7 %
4	4 third quarter of class	211	4.6 %
5	5 fourth quarter of class	122	2.7 %
. (M)	-	2912	64.2 %

Based upon 1626 valid cases out of 4538 total cases.

- Mean: 2.62
- Median: 3.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.15

AQ62_A additional degrees apart from jd

Location: 4018-4027 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Apart from your JD, do you have any other degree(s) beyond the bachelor's?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	2065	45.5 %
2	2 no	518	11.4 %
-3 (M)	-3 missing	10	0.2 %
. (M)	-	1945	42.9 %

Based upon 2583 valid cases out of 4538 total cases.

- Mean: 1.20
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.40

AQ63

intended to practice law when entered law school

- Study 26302 -

Location: 4028-4037 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: When you entered law school, did you intend to practice law?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	3630	80.0 %
2	2 no	240	5.3 %
3	3 wasnt sure	496	10.9 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	17	0.4 %
. (M)	-	154	3.4 %

Based upon 4366 valid cases out of 4538 total cases.

- Mean: 1.28
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.66

AUSNEWS03

2003 US News law school rankings

Location: 5373-5382 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): .

Question: 2003 US News law school rankings.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	top 10	417	9.2 %
2	top 11-20	526	11.6 %
3	top 21-100	1995	44.0 %
4	tier 3	686	15.1 %
5	tier 4	594	13.1 %
6	degree from outside U.S.	20	0.4 %
7	unaccredited school	89	2.0 %
. (M)	-	211	4.6 %

Based upon 4327 valid cases out of 4538 total cases.

- Mean: 3.21
- Median: 3.00
- Mode: 3.00
- Minimum: 1.00
- Maximum: 7.00

- Study 26302 -

- Standard Deviation: 1.24

AQ66_E	law school participation in: political advocacy group		
Location:	4248-4257 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Indicate whether or not you participated in any of the following activities during law school and, if you did, at what level: Political advocacy group.		
Value	Label	Unweighted Frequency	%
1	1 no	3785	83.4 %
2	2 member	367	8.1 %
3	3 leadership role	174	3.8 %
-4 (M)	-4 multiple	5	0.1 %
-3 (M)	-3 missing	48	1.1 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	157	3.5 %

Based upon 4326 valid cases out of 4538 total cases.

- Mean: 1.17
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.47

AQ66_F	law school participation in: college alumni association		
Location:	4258-4267 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Indicate whether or not you participated in any of the following activities during law school and, if you did, at what level: College alumni/ae association.		
Value	Label	Unweighted Frequency	%
1	1 no	3397	74.9 %
2	2 member	853	18.8 %
3	3 leadership role	74	1.6 %
-4 (M)	-4 multiple	5	0.1 %
-3 (M)	-3 missing	51	1.1 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	157	3.5 %

Based upon 4324 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 1.23
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.46

AQ66_G	law school participation in: american bar association (student division)		
Location:	4268-4277 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Indicate whether or not you participated in any of the following activities during law school and, if you did, at what level: American Bar Association, Student Division.		
Value	Label	Unweighted Frequency	%
1	1 no	2568	56.6 %
2	2 member	1701	37.5 %
3	3 leadership role	65	1.4 %
-4 (M)	-4 multiple	4	0.1 %
-3 (M)	-3 missing	38	0.8 %
-2 (M)	-2 dont know	5	0.1 %
. (M)	-	157	3.5 %

Based upon 4334 valid cases out of 4538 total cases.

- Mean: 1.42
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.52

AQ66_H	law school participation in: public interest law group		
Location:	4278-4287 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Indicate whether or not you participated in any of the following activities during law school and, if you did, at what level: Public interest law group.		
Value	Label	Unweighted Frequency	%
1	1 no	3445	75.9 %
2	2 member	683	15.1 %
3	3 leadership role	202	4.5 %
-4 (M)	-4 multiple	5	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-3 (M)	-3 missing	45	1.0 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	157	3.5 %

Based upon 4330 valid cases out of 4538 total cases.

- Mean: 1.25
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.53

AQ66_I

law school participation in: pro bono work

Location: 4288-4297 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether or not you participated in any of the following activities during law school and, if you did, at what level: Pro bono work with clients.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 no	2849	62.8 %
2	2 member	1228	27.1 %
3	3 leadership role	254	5.6 %
-4 (M)	-4 multiple	3	0.1 %
-3 (M)	-3 missing	46	1.0 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	157	3.5 %

Based upon 4331 valid cases out of 4538 total cases.

- Mean: 1.40
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.60

AQ66_J

law school participation in: political party

Location: 4298-4307 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

Indicate whether or not you participated in any of the following activities during law school and, if you did, at what level: Political party.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 no	3676	81.0 %
2	2 member	604	13.3 %
3	3 leadership role	49	1.1 %
-4 (M)	-4 multiple	9	0.2 %
-3 (M)	-3 missing	42	0.9 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	157	3.5 %

Based upon 4329 valid cases out of 4538 total cases.

- Mean: 1.16
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.40

AQ66_K

law school participation in: gender-based organization

Location:

4308-4317 (width: 10; decimal: 0)

Variable Type:

numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

Indicate whether or not you participated in any of the following activities during law school and, if you did, at what level: Gender-based organization.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 no	3665	80.8 %
2	2 member	545	12.0 %
3	3 leadership role	116	2.6 %
-4 (M)	-4 multiple	8	0.2 %
-3 (M)	-3 missing	46	1.0 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	157	3.5 %

Based upon 4326 valid cases out of 4538 total cases.

- Mean: 1.18
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.45

- Study 26302 -

AQ66_L
law school participation in: race/ethnicity-based organization

Location: 4318-4327 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether or not you participated in any of the following activities during law school and, if you did, at what level: Race/ethnicity-based organization.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 no	3293	72.6 %
2	2 member	691	15.2 %
3	3 leadership role	323	7.1 %
-4 (M)	-4 multiple	9	0.2 %
-3 (M)	-3 missing	64	1.4 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	157	3.5 %

Based upon 4307 valid cases out of 4538 total cases.

- Mean: 1.31
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.60

AQ66_M
law school participation in: other

Location: 4328-4337 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate whether or not you participated in any of the following activities during law school and, if you did, at what level: Other (Specify:).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 no	1616	35.6 %
2	2 member	486	10.7 %
3	3 leadership role	332	7.3 %
-4 (M)	-4 multiple	116	2.6 %
-3 (M)	-3 missing	1830	40.3 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	157	3.5 %

Based upon 2434 valid cases out of 4538 total cases.

- Mean: 1.47

- Study 26302 -

- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.72

AQ67_A		helpfulness of law school elements: first-year curriculum		
Location:	4338-4347 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	How helpful were the following elements of your law school years in making the transition to your early work assignments as a lawyer? First-year curriculum.			
Value	Label	Unweighted Frequency	%	
1	1 not at all helpful	392	8.6 %	
2	-	333	7.3 %	
3	-	395	8.7 %	
4	-	479	10.6 %	
5	-	434	9.6 %	
6	-	254	5.6 %	
7	7 extremely helpful	233	5.1 %	
-5 (M)	-5 not applicable	38	0.8 %	
-3 (M)	-3 missing	34	0.7 %	
. (M)	-	1946	42.9 %	

Based upon 2520 valid cases out of 4538 total cases.

- Mean: 3.76
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.85

AQ67_B		helpfulness of law school elements: clinical courses		
Location:	4348-4357 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	How helpful were the following elements of your law school years in making the transition to your early work assignments as a lawyer? Clinical courses/training.			
Value	Label	Unweighted Frequency	%	
1	1 not at all helpful	205	4.5 %	
2	-	135	3.0 %	

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	-	179	3.9 %
4	-	288	6.3 %
5	-	377	8.3 %
6	-	360	7.9 %
7	7 extremely helpful	578	12.7 %
-5 (M)	-5 not applicable	431	9.5 %
-3 (M)	-3 missing	39	0.9 %
. (M)	-	1946	42.9 %

Based upon 2122 valid cases out of 4538 total cases.

- Mean: 4.83
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.96

AQ67_C
helpfulness of law school elements: upper-year lecture courses

Location: 4358-4367 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How helpful were the following elements of your law school years in making the transition to your early work assignments as a lawyer? Upper-year lecture courses (Specify):.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all helpful	294	6.5 %
2	-	191	4.2 %
3	-	238	5.2 %
4	-	369	8.1 %
5	-	418	9.2 %
6	-	365	8.0 %
7	7 extremely helpful	333	7.3 %
-5 (M)	-5 not applicable	215	4.7 %
-3 (M)	-3 missing	169	3.7 %
. (M)	-	1946	42.9 %

Based upon 2208 valid cases out of 4538 total cases.

- Mean: 4.29
- Median: 5.00
- Mode: 5.00
- Minimum: 1.00

- Study 26302 -

- Maximum: 7.00
- Standard Deviation: 1.94

AQ67_D
helpfulness of law school elements: course concentrations/specializations

Location: 4368-4377 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How helpful were the following elements of your law school years in making the transition to your early work assignments as a lawyer? Course concentrations/specializations offered at your law school.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all helpful	363	8.0 %
2	-	230	5.1 %
3	-	224	4.9 %
4	-	365	8.0 %
5	-	343	7.6 %
6	-	309	6.8 %
7	7 extremely helpful	267	5.9 %
-5 (M)	-5 not applicable	430	9.5 %
-3 (M)	-3 missing	61	1.3 %
. (M)	-	1946	42.9 %

Based upon 2101 valid cases out of 4538 total cases.

- Mean: 3.99
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.00

AQ67_E
helpfulness of law school elements: summer legal employment

Location: 4378-4387 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How helpful were the following elements of your law school years in making the transition to your early work assignments as a lawyer? Legal employment during law school summers.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all helpful	158	3.5 %
2	-	87	1.9 %
3	-	106	2.3 %
4	-	186	4.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
5	-	322	7.1 %
6	-	540	11.9 %
7	7 extremely helpful	903	19.9 %
-5 (M)	-5 not applicable	260	5.7 %
-3 (M)	-3 missing	30	0.7 %
. (M)	-	1946	42.9 %

Based upon 2302 valid cases out of 4538 total cases.

- Mean: 5.46
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.82

AQ67_F
helpfulness of law school elements: school year legal employment

Location: 4388-4397 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How helpful were the following elements of your law school years in making the transition to your early work assignments as a lawyer? Legal employment during law school academic year.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all helpful	241	5.3 %
2	-	88	1.9 %
3	-	119	2.6 %
4	-	156	3.4 %
5	-	204	4.5 %
6	-	327	7.2 %
7	7 extremely helpful	637	14.0 %
-5 (M)	-5 not applicable	772	17.0 %
-3 (M)	-3 missing	48	1.1 %
. (M)	-	1946	42.9 %

Based upon 1772 valid cases out of 4538 total cases.

- Mean: 4.99
- Median: 6.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.15

- Study 26302 -

AQ67_G
helpfulness of law school elements: academic year internships

Location: 4398-4407 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How helpful were the following elements of your law school years in making the transition to your early work assignments as a lawyer? Internships or externships during academic year.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all helpful	325	7.2 %
2	-	83	1.8 %
3	-	90	2.0 %
4	-	135	3.0 %
5	-	175	3.9 %
6	-	249	5.5 %
7	7 extremely helpful	423	9.3 %
-5 (M)	-5 not applicable	1067	23.5 %
-3 (M)	-3 missing	45	1.0 %
. (M)	-	1946	42.9 %

Based upon 1480 valid cases out of 4538 total cases.

- Mean: 4.48
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.32

AQ67_H
helpfulness of law school elements: pro bono service work

Location: 4408-4417 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How helpful were the following elements of your law school years in making the transition to your early work assignments as a lawyer? Pro bono service work.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all helpful	512	11.3 %
2	-	165	3.6 %
3	-	118	2.6 %
4	-	156	3.4 %
5	-	143	3.2 %
6	-	137	3.0 %
7	7 extremely helpful	159	3.5 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
-5 (M)	-5 not applicable	1148	25.3 %
-3 (M)	-3 missing	54	1.2 %
. (M)	-	1946	42.9 %

Based upon 1390 valid cases out of 4538 total cases.

- Mean: 3.22
- Median: 3.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.19

AQ67_I
helpfulness of law school elements: legal ethics training

Location: 4418-4427 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How helpful were the following elements of your law school years in making the transition to your early work assignments as a lawyer? Law school training in legal ethics.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all helpful	566	12.5 %
2	-	379	8.4 %
3	-	325	7.2 %
4	-	384	8.5 %
5	-	348	7.7 %
6	-	244	5.4 %
7	7 extremely helpful	123	2.7 %
-5 (M)	-5 not applicable	186	4.1 %
-3 (M)	-3 missing	37	0.8 %
. (M)	-	1946	42.9 %

Based upon 2369 valid cases out of 4538 total cases.

- Mean: 3.33
- Median: 3.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.87

AQ67_J
helpfulness of law school elements: legal writing training

Location: 4428-4437 (width: 10; decimal: 0)

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question:

How helpful were the following elements of your law school years in making the transition to your early work assignments as a lawyer? Law school training in legal writing.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all helpful	219	4.8 %
2	-	190	4.2 %
3	-	224	4.9 %
4	-	344	7.6 %
5	-	420	9.3 %
6	-	547	12.1 %
7	7 extremely helpful	558	12.3 %
-5 (M)	-5 not applicable	53	1.2 %
-3 (M)	-3 missing	37	0.8 %
. (M)	-	1946	42.9 %

Based upon 2502 valid cases out of 4538 total cases.

- Mean: 4.77
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.91

AQ67_K

helpfulness of law school elements: other

Location: 4438-4447 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question:

How helpful were the following elements of your law school years in making the transition to your early work assignments as a lawyer? Other (Specify:).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all helpful	72	1.6 %
2	-	1	0.0 %
3	-	1	0.0 %
4	-	7	0.2 %
5	-	22	0.5 %
6	-	20	0.4 %
7	7 extremely helpful	73	1.6 %
-5 (M)	-5 not applicable	318	7.0 %
-3 (M)	-3 missing	2076	45.7 %
-2 (M)	-2 dont know	2	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
. (M)	-	1946	42.9 %

Based upon 196 valid cases out of 4538 total cases.

- Mean: 4.32
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.67

AQ68_A
importance of law school preparation in: administrative law

Location: 4448-4457 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Administrative law.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	754	16.6 %
2	-	230	5.1 %
3	-	210	4.6 %
4	-	206	4.5 %
5	-	214	4.7 %
6	-	137	3.0 %
7	7 extremely important	104	2.3 %
-5 (M)	-5 not applicable	685	15.1 %
-3 (M)	-3 missing	52	1.1 %
. (M)	-	1946	42.9 %

Based upon 1855 valid cases out of 4538 total cases.

- Mean: 2.85
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.97

AQ68_B
importance of law school preparation in: business organization

Location: 4458-4467 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Business organization (including corporations).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	430	9.5 %
2	-	250	5.5 %
3	-	304	6.7 %
4	-	359	7.9 %
5	-	440	9.7 %
6	-	350	7.7 %
7	7 extremely important	241	5.3 %
-5 (M)	-5 not applicable	180	4.0 %
-3 (M)	-3 missing	38	0.8 %
. (M)	-	1946	42.9 %

Based upon 2374 valid cases out of 4538 total cases.

- Mean: 3.90
- Median: 4.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.96

AQ68_C

importance of law school preparation in: civil procedure

Location: 4468-4477 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Civil procedure.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	350	7.7 %
2	-	226	5.0 %
3	-	249	5.5 %
4	-	343	7.6 %
5	-	405	8.9 %
6	-	407	9.0 %
7	7 extremely important	499	11.0 %
-5 (M)	-5 not applicable	84	1.9 %
-3 (M)	-3 missing	29	0.6 %
. (M)	-	1946	42.9 %

Based upon 2479 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 4.39
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.05

AQ68_D	importance of law school preparation in: conflict of laws		
Value	Label	Unweighted Frequency	%
1	1 not at all important	611	13.5 %
2	-	374	8.2 %
3	-	294	6.5 %
4	-	282	6.2 %
5	-	248	5.5 %
6	-	106	2.3 %
7	7 extremely important	70	1.5 %
-5 (M)	-5 not applicable	562	12.4 %
-3 (M)	-3 missing	45	1.0 %
. (M)	-	1946	42.9 %

Based upon 1985 valid cases out of 4538 total cases.

- Mean: 2.89
- Median: 3.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.76

AQ68_E	importance of law school preparation in: constitutional law		
Value	Label	Unweighted Frequency	%
1	1 not at all important	458	10.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	-	381	8.4 %
3	-	380	8.4 %
4	-	377	8.3 %
5	-	388	8.6 %
6	-	284	6.3 %
7	7 extremely important	207	4.6 %
-5 (M)	-5 not applicable	86	1.9 %
-3 (M)	-3 missing	31	0.7 %
. (M)	-	1946	42.9 %

Based upon 2475 valid cases out of 4538 total cases.

- Mean: 3.62
- Median: 4.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.91

AQ68_F

importance of law school preparation in: contracts

Location: 4498-4507 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Contracts.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	220	4.8 %
2	-	174	3.8 %
3	-	261	5.8 %
4	-	391	8.6 %
5	-	505	11.1 %
6	-	519	11.4 %
7	7 extremely important	437	9.6 %
-5 (M)	-5 not applicable	48	1.1 %
-3 (M)	-3 missing	36	0.8 %
-1 (M)	-1 refused	1	0.0 %
. (M)	-	1946	42.9 %

Based upon 2507 valid cases out of 4538 total cases.

- Mean: 4.63

- Study 26302 -

- Median: 5.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.84

AQ68_G	importance of law school preparation in: criminal law		
Location:	4508-4517 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Criminal law.		
Value	Label	Unweighted Frequency	%
1	1 not at all important	951	21.0 %
2	-	402	8.9 %
3	-	217	4.8 %
4	-	196	4.3 %
5	-	213	4.7 %
6	-	151	3.3 %
7	7 extremely important	269	5.9 %
-5 (M)	-5 not applicable	158	3.5 %
-3 (M)	-3 missing	35	0.8 %
. (M)	-	1946	42.9 %

Based upon 2399 valid cases out of 4538 total cases.

- Mean: 2.94
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.13

AQ68_H	importance of law school preparation in: evidence		
Location:	4518-4527 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Evidence.		
Value	Label	Unweighted Frequency	%
1	1 not at all important	379	8.4 %
2	-	235	5.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	-	214	4.7 %
4	-	269	5.9 %
5	-	397	8.7 %
6	-	413	9.1 %
7	7 extremely important	561	12.4 %
-5 (M)	-5 not applicable	94	2.1 %
-3 (M)	-3 missing	30	0.7 %
. (M)	-	1946	42.9 %

Based upon 2468 valid cases out of 4538 total cases.

- Mean: 4.44
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.13

AQ68_I

importance of law school preparation in: family law

Location: 4528-4537 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Family law.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	952	21.0 %
2	-	326	7.2 %
3	-	217	4.8 %
4	-	159	3.5 %
5	-	155	3.4 %
6	-	136	3.0 %
7	7 extremely important	134	3.0 %
-5 (M)	-5 not applicable	476	10.5 %
-3 (M)	-3 missing	37	0.8 %
. (M)	-	1946	42.9 %

Based upon 2079 valid cases out of 4538 total cases.

- Mean: 2.61
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00

- Study 26302 -

- Maximum: 7.00
- Standard Deviation: 1.96

AQ68_J
importance of law school preparation in: professional responsibility

Location: 4538-4547 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Professional responsibility.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	325	7.2 %
2	-	303	6.7 %
3	-	365	8.0 %
4	-	438	9.7 %
5	-	440	9.7 %
6	-	398	8.8 %
7	7 extremely important	239	5.3 %
-5 (M)	-5 not applicable	50	1.1 %
-3 (M)	-3 missing	34	0.7 %
. (M)	-	1946	42.9 %

Based upon 2508 valid cases out of 4538 total cases.

- Mean: 4.00
- Median: 4.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.86

AQ68_K
importance of law school preparation in: real property

Location: 4548-4557 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Real property.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 not at all important	582	12.8 %
2	-	394	8.7 %
3	-	341	7.5 %
4	-	350	7.7 %
5	-	338	7.4 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
6	-	253	5.6 %
7	7 extremely important	194	4.3 %
-5 (M)	-5 not applicable	104	2.3 %
-3 (M)	-3 missing	36	0.8 %
. (M)	-	1946	42.9 %

Based upon 2452 valid cases out of 4538 total cases.

- Mean: 3.41
- Median: 3.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.96

AQ68_L		importance of law school preparation in: torts
Location:	4558-4567 (width: 10; decimal: 0)	
Variable Type:	numeric	
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .	
Question:	How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Torts.	
<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>
1	1 not at all important	515
2	-	354
3	-	292
4	-	350
5	-	344
6	-	319
7	7 extremely important	284
-5 (M)	-5 not applicable	99
-3 (M)	-3 missing	35
. (M)	-	1946

Based upon 2458 valid cases out of 4538 total cases.

- Mean: 3.71
- Median: 4.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.05

- Study 26302 -

AQ68_M	importance of law school preparation in: trusts and wills		
Location:	4568-4577 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Trusts and wills.		
Value	Label	Unweighted Frequency	%
1	1 not at all important	849	18.7 %
2	-	376	8.3 %
3	-	231	5.1 %
4	-	248	5.5 %
5	-	192	4.2 %
6	-	191	4.2 %
7	7 extremely important	160	3.5 %
-5 (M)	-5 not applicable	306	6.7 %
-3 (M)	-3 missing	39	0.9 %
. (M)	-	1946	42.9 %

Based upon 2247 valid cases out of 4538 total cases.

- Mean: 2.90
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.01

AQ68_N	importance of law school preparation in: uniform commercial code		
Location:	4578-4587 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	How important has your law school preparation in the following areas of competence been in preparing you for your professional career? Uniform ommercial code.		
Value	Label	Unweighted Frequency	%
1	1 not at all important	698	15.4 %
2	-	312	6.9 %
3	-	259	5.7 %
4	-	298	6.6 %
5	-	297	6.5 %
6	-	253	5.6 %
7	7 extremely important	158	3.5 %
-5 (M)	-5 not applicable	282	6.2 %

- Study 26302 -

Value	Label	Unweighted Frequency	%
-3 (M)	-3 missing	35	0.8 %
. (M)	-	1946	42.9 %

Based upon 2275 valid cases out of 4538 total cases.

- Mean: 3.25
- Median: 3.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.02

AQ70_A	statements about legal education: law school prepared me well for legal career
---------------	---

Location: 4688-4697 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate your level of agreement or disagreement with each of the following statements about your legal education. Law school prepared me well for my legal career.

Value	Label	Unweighted Frequency	%
1	1 strongly disagree	190	4.2 %
2	-	307	6.8 %
3	-	312	6.9 %
4	4 neither agree nor disagree	510	11.2 %
5	-	690	15.2 %
6	-	366	8.1 %
7	7 strongly agree	180	4.0 %
-3 (M)	-3 missing	37	0.8 %
. (M)	-	1946	42.9 %

Based upon 2555 valid cases out of 4538 total cases.

- Mean: 4.18
- Median: 4.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.65

AQ70_B	statements about legal education: law school teaching is too theoretical
---------------	---

Location: 4698-4707 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

Indicate your level of agreement or disagreement with each of the following statements about your legal education. Law school teaching is too theoretical and unconcerned with real life practice.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 strongly disagree	131	2.9 %
2	-	302	6.7 %
3	-	242	5.3 %
4	4 neither agree nor disagree	390	8.6 %
5	-	540	11.9 %
6	-	458	10.1 %
7	7 strongly agree	496	10.9 %
-3 (M)	-3 missing	33	0.7 %
. (M)	-	1946	42.9 %

Based upon 2559 valid cases out of 4538 total cases.

- Mean: 4.67
- Median: 5.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.80

AQ70_C

statements about legal education: the third year of law school is largely superfluous

Location: 4708-4717 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Indicate your level of agreement or disagreement with each of the following statements about your legal education. The 3rd year of law school is largely superfluous.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 strongly disagree	377	8.3 %
2	-	434	9.6 %
3	-	286	6.3 %
4	4 neither agree nor disagree	430	9.5 %
5	-	362	8.0 %
6	-	300	6.6 %
7	7 strongly agree	366	8.1 %
-3 (M)	-3 missing	37	0.8 %
. (M)	-	1946	42.9 %

Based upon 2555 valid cases out of 4538 total cases.

- Mean: 3.91

- Study 26302 -

- Median: 4.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 2.00

AQ70_D		statements about legal education: desire more business training in law school		
Location:	4718-4727 (width: 10; decimal: 0)			
Variable Type:	numeric			
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .			
Question:	Indicate your level of agreement or disagreement with each of the following statements about your legal education. I wish I had received more business training in law school.			
Value	Label			<i>Unweighted Frequency</i> %
1	1 strongly disagree			302 6.7 %
2	-			312 6.9 %
3	-			210 4.6 %
4	4 neither agree nor disagree			495 10.9 %
5	-			407 9.0 %
6	-			380 8.4 %
7	7 strongly agree			457 10.1 %
-3 (M)	-3 missing			29 0.6 %
. (M)	-			1946 42.9 %

Based upon 2563 valid cases out of 4538 total cases.

- Mean: 4.31
- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.97

AQ71_A		law school financial support: employment		
Location:	4728-4732 (width: 5; decimal: 1)			
Variable Type:	numeric			
Range of Missing Values (M):	-5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .			
Question:	During law school, what percentage of your financial support came from each of the following sources? Employment during school years or summers.			
Value	Label			<i>Unweighted Frequency</i> %
0.0	-			292 6.4 %
0.5	-			1 0.0 %
1.0	-			27 0.6 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1.5	-	1	0.0 %
2.0	-	35	0.8 %
2.5	-	2	0.0 %
3.0	-	24	0.5 %
4.0	-	5	0.1 %
5.0	-	338	7.4 %
6.0	-	2	0.0 %
7.0	-	7	0.2 %
8.0	-	8	0.2 %
9.0	-	3	0.1 %
10.0	-	514	11.3 %
11.0	-	2	0.0 %
12.0	-	4	0.1 %
13.0	-	5	0.1 %
15.0	-	130	2.9 %
16.0	-	1	0.0 %
17.0	-	3	0.1 %
18.0	-	1	0.0 %
19.0	-	2	0.0 %
20.0	-	226	5.0 %
21.0	-	1	0.0 %
22.0	-	2	0.0 %
23.0	-	2	0.0 %
24.0	-	3	0.1 %
25.0	-	92	2.0 %
27.0	-	2	0.0 %
30.0	-	76	1.7 %
33.0	-	2	0.0 %
35.0	-	19	0.4 %
38.0	-	1	0.0 %
40.0	-	45	1.0 %
45.0	-	5	0.1 %
49.0	-	1	0.0 %
50.0	-	88	1.9 %
51.0	-	1	0.0 %
52.0	-	1	0.0 %
53.0	-	1	0.0 %
55.0	-	2	0.0 %
60.0	-	26	0.6 %
63.0	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
65.0	-	4	0.1 %
66.0	-	3	0.1 %
70.0	-	16	0.4 %
75.0	-	13	0.3 %
80.0	-	30	0.7 %
85.0	-	6	0.1 %
87.0	-	1	0.0 %
90.0	-	27	0.6 %
95.0	-	7	0.2 %
98.0	-	1	0.0 %
100.0	-	51	1.1 %
-3.0 (M)	-3 missing	429	9.5 %
. (M)	-	1946	42.9 %

Based upon 2163 valid cases out of 4538 total cases.

- Mean: 19.28
- Median: 10.00
- Mode: 10.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 23.38

AQ71_B
law school financial support: federal stafford/direct loans

Location: 4733-4737 (width: 5; decimal: 1)

Variable Type: numeric

Range of Missing Values (M): -5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

Question: During law school, what percentage of your financial support came from each of the following sources?
Federal Stafford/direct loans.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	210	4.6 %
1.0	-	2	0.0 %
2.0	-	1	0.0 %
3.0	-	2	0.0 %
5.0	-	36	0.8 %
8.0	-	1	0.0 %
9.0	-	1	0.0 %
9.5	-	1	0.0 %
10.0	-	73	1.6 %
12.0	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
13.0	-	1	0.0 %
14.0	-	1	0.0 %
15.0	-	28	0.6 %
18.0	-	2	0.0 %
20.0	-	99	2.2 %
23.0	-	1	0.0 %
25.0	-	82	1.8 %
26.0	-	1	0.0 %
28.0	-	1	0.0 %
29.0	-	1	0.0 %
30.0	-	108	2.4 %
33.0	-	14	0.3 %
34.0	-	1	0.0 %
35.0	-	52	1.1 %
36.0	-	1	0.0 %
37.0	-	3	0.1 %
38.0	-	1	0.0 %
39.0	-	1	0.0 %
40.0	-	180	4.0 %
42.0	-	1	0.0 %
43.0	-	2	0.0 %
44.0	-	2	0.0 %
45.0	-	62	1.4 %
47.0	-	3	0.1 %
48.0	-	5	0.1 %
50.0	-	245	5.4 %
52.0	-	1	0.0 %
54.0	-	2	0.0 %
55.0	-	31	0.7 %
59.0	-	1	0.0 %
60.0	-	203	4.5 %
62.0	-	1	0.0 %
63.0	-	1	0.0 %
65.0	-	54	1.2 %
67.0	-	2	0.0 %
68.0	-	2	0.0 %
70.0	-	144	3.2 %
71.0	-	1	0.0 %
73.0	-	2	0.0 %
75.0	-	82	1.8 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
76.0	-	1	0.0 %
77.0	-	1	0.0 %
78.0	-	3	0.1 %
79.0	-	2	0.0 %
80.0	-	170	3.7 %
81.0	-	1	0.0 %
84.0	-	3	0.1 %
85.0	-	47	1.0 %
87.0	-	1	0.0 %
88.0	-	3	0.1 %
89.0	-	3	0.1 %
90.0	-	105	2.3 %
92.0	-	2	0.0 %
93.0	-	1	0.0 %
94.0	-	3	0.1 %
95.0	-	28	0.6 %
96.0	-	1	0.0 %
98.0	-	5	0.1 %
99.0	-	1	0.0 %
100.0	-	44	1.0 %
-3.0 (M)	-3 missing	414	9.1 %
. (M)	-	1946	42.9 %

Based upon 2178 valid cases out of 4538 total cases.

- Mean: 48.44
- Median: 50.00
- Mode: 50.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 28.16

AQ71_C
law school financial support: alternative/private (non-family) loans

Location: 4738-4747 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: During law school, what percentage of your financial support came from each of the following sources?
Alternative/private (non-family) loans.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	740	16.3 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	-	4	0.1 %
2	-	7	0.2 %
3	-	4	0.1 %
5	-	79	1.7 %
6	-	3	0.1 %
7	-	4	0.1 %
8	-	4	0.1 %
9	-	2	0.0 %
10	-	102	2.2 %
13	-	1	0.0 %
15	-	31	0.7 %
16	-	2	0.0 %
17	-	3	0.1 %
18	-	2	0.0 %
19	-	1	0.0 %
20	-	65	1.4 %
25	-	29	0.6 %
27	-	1	0.0 %
28	-	1	0.0 %
29	-	1	0.0 %
30	-	58	1.3 %
32	-	1	0.0 %
33	-	3	0.1 %
35	-	20	0.4 %
38	-	3	0.1 %
40	-	45	1.0 %
44	-	1	0.0 %
45	-	16	0.4 %
46	-	2	0.0 %
48	-	2	0.0 %
50	-	43	0.9 %
55	-	4	0.1 %
60	-	11	0.2 %
63	-	1	0.0 %
65	-	1	0.0 %
68	-	1	0.0 %
69	-	1	0.0 %
70	-	5	0.1 %
75	-	5	0.1 %
80	-	2	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
90	-	1	0.0 %
95	-	1	0.0 %
-3 (M)	-3 missing	1279	28.2 %
. (M)	-	1946	42.9 %

Based upon 1313 valid cases out of 4538 total cases.

- Mean: 10.71
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 95.00
- Standard Deviation: 16.98

AQ71_D

law school financial support: other student loans

Location: 4748-4752 (width: 5; decimal: 1)

Variable Type: numeric

Range of Missing Values (M): -5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

Question: During law school, what percentage of your financial support came from each of the following sources? Other student loans (Perkins, law school based loans).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	659	14.5 %
0.5	-	1	0.0 %
1.0	-	14	0.3 %
2.0	-	30	0.7 %
2.5	-	2	0.0 %
3.0	-	11	0.2 %
4.0	-	5	0.1 %
5.0	-	181	4.0 %
6.0	-	1	0.0 %
7.0	-	4	0.1 %
8.0	-	8	0.2 %
9.0	-	2	0.0 %
9.5	-	1	0.0 %
10.0	-	203	4.5 %
13.0	-	1	0.0 %
15.0	-	22	0.5 %
17.0	-	1	0.0 %
18.0	-	2	0.0 %
20.0	-	73	1.6 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
23.0	-	2	0.0 %
24.0	-	1	0.0 %
25.0	-	28	0.6 %
30.0	-	29	0.6 %
33.0	-	2	0.0 %
34.0	-	1	0.0 %
35.0	-	9	0.2 %
40.0	-	25	0.6 %
41.0	-	1	0.0 %
45.0	-	12	0.3 %
48.0	-	2	0.0 %
50.0	-	22	0.5 %
55.0	-	1	0.0 %
60.0	-	5	0.1 %
65.0	-	3	0.1 %
66.0	-	1	0.0 %
70.0	-	6	0.1 %
75.0	-	1	0.0 %
80.0	-	8	0.2 %
90.0	-	2	0.0 %
100.0	-	5	0.1 %
-3.0 (M)	-3 missing	1205	26.6 %
. (M)	-	1946	42.9 %

Based upon 1387 valid cases out of 4538 total cases.

- Mean: 8.88
- Median: 2.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 15.38

AQ71_E	law school financial support: law school-based grants or scholarships
Location:	4753-4757 (width: 5; decimal: 1)
Variable Type:	numeric
Range of Missing Values (M):	-5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .
Question:	During law school, what percentage of your financial support came from each of the following sources? Law school based grants or scholarships.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	595	13.1 %
0.5	-	1	0.0 %
1.0	-	35	0.8 %
2.0	-	44	1.0 %
2.5	-	2	0.0 %
3.0	-	22	0.5 %
4.0	-	5	0.1 %
5.0	-	197	4.3 %
6.0	-	3	0.1 %
7.0	-	2	0.0 %
8.0	-	4	0.1 %
9.0	-	1	0.0 %
10.0	-	177	3.9 %
12.0	-	1	0.0 %
13.0	-	1	0.0 %
15.0	-	34	0.7 %
16.0	-	1	0.0 %
17.0	-	1	0.0 %
18.0	-	2	0.0 %
20.0	-	90	2.0 %
25.0	-	43	0.9 %
27.0	-	1	0.0 %
30.0	-	44	1.0 %
33.0	-	5	0.1 %
35.0	-	7	0.2 %
40.0	-	27	0.6 %
45.0	-	8	0.2 %
50.0	-	52	1.1 %
55.0	-	3	0.1 %
60.0	-	15	0.3 %
65.0	-	3	0.1 %
66.0	-	2	0.0 %
70.0	-	8	0.2 %
74.0	-	1	0.0 %
75.0	-	7	0.2 %
80.0	-	9	0.2 %
82.0	-	1	0.0 %
90.0	-	5	0.1 %
95.0	-	2	0.0 %
97.0	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
98.0	-	1	0.0 %
100.0	-	6	0.1 %
-3.0 (M)	-3 missing	1123	24.7 %
. (M)	-	1946	42.9 %

Based upon 1469 valid cases out of 4538 total cases.

- Mean: 11.64
- Median: 5.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 18.65

AQ71_F

law school financial support: other (non-school) grants or scholarships

Location: 4758-4767 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: During law school, what percentage of your financial support came from each of the following sources?
Other (non-school) grants or scholarships.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	914	20.1 %
1	-	10	0.2 %
2	-	13	0.3 %
3	-	4	0.1 %
4	-	3	0.1 %
5	-	47	1.0 %
10	-	15	0.3 %
12	-	1	0.0 %
15	-	8	0.2 %
20	-	10	0.2 %
25	-	3	0.1 %
30	-	5	0.1 %
33	-	1	0.0 %
35	-	1	0.0 %
40	-	2	0.0 %
45	-	1	0.0 %
50	-	3	0.1 %
55	-	1	0.0 %
60	-	2	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
70	-	1	0.0 %
80	-	1	0.0 %
85	-	1	0.0 %
90	-	5	0.1 %
95	-	1	0.0 %
100	-	4	0.1 %
-3 (M)	-3 missing	1535	33.8 %
. (M)	-	1946	42.9 %

Based upon 1057 valid cases out of 4538 total cases.

- Mean: 2.55
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 11.58

AQ71_G
law school financial support: spouse/partner

Location: 4768-4772 (width: 5; decimal: 1)

Variable Type: numeric

Range of Missing Values (M): -5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

Question: During law school, what percentage of your financial support came from each of the following sources?
Spouse/partner.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	798	17.6 %
1.0	-	3	0.1 %
2.0	-	6	0.1 %
2.5	-	1	0.0 %
3.0	-	2	0.0 %
4.0	-	1	0.0 %
5.0	-	48	1.1 %
9.0	-	2	0.0 %
10.0	-	89	2.0 %
12.0	-	1	0.0 %
13.0	-	3	0.1 %
15.0	-	25	0.6 %
17.0	-	1	0.0 %
18.0	-	1	0.0 %
19.0	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
20.0	-	54	1.2 %
22.0	-	1	0.0 %
23.0	-	1	0.0 %
25.0	-	26	0.6 %
27.0	-	1	0.0 %
30.0	-	48	1.1 %
35.0	-	7	0.2 %
38.0	-	1	0.0 %
40.0	-	34	0.7 %
43.0	-	1	0.0 %
45.0	-	8	0.2 %
50.0	-	53	1.2 %
58.0	-	1	0.0 %
60.0	-	8	0.2 %
65.0	-	3	0.1 %
70.0	-	8	0.2 %
75.0	-	4	0.1 %
80.0	-	11	0.2 %
85.0	-	1	0.0 %
90.0	-	3	0.1 %
95.0	-	1	0.0 %
100.0	-	14	0.3 %
-3.0 (M)	-3 missing	1321	29.1 %
. (M)	-	1946	42.9 %

Based upon 1271 valid cases out of 4538 total cases.

- Mean: 10.95
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 20.24

AQ71_H
law school financial support: parent(s) or other relative(s)

Location: 4773-4777 (width: 5; decimal: 1)

Variable Type: numeric

Range of Missing Values (M): -5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .

Question: During law school, what percentage of your financial support came from each of the following sources?
Parent(s) or other relative(s).

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0.0	-	586	12.9 %
1.0	-	16	0.4 %
2.0	-	20	0.4 %
2.5	-	3	0.1 %
3.0	-	7	0.2 %
4.0	-	5	0.1 %
4.5	-	1	0.0 %
5.0	-	139	3.1 %
6.0	-	1	0.0 %
7.0	-	7	0.2 %
8.0	-	3	0.1 %
9.0	-	1	0.0 %
10.0	-	164	3.6 %
12.0	-	2	0.0 %
13.0	-	4	0.1 %
15.0	-	36	0.8 %
17.0	-	2	0.0 %
20.0	-	67	1.5 %
21.0	-	1	0.0 %
24.0	-	1	0.0 %
25.0	-	39	0.9 %
30.0	-	40	0.9 %
33.0	-	6	0.1 %
34.0	-	1	0.0 %
35.0	-	11	0.2 %
37.0	-	1	0.0 %
38.0	-	1	0.0 %
40.0	-	31	0.7 %
42.0	-	1	0.0 %
43.0	-	1	0.0 %
45.0	-	5	0.1 %
50.0	-	64	1.4 %
54.0	-	1	0.0 %
55.0	-	3	0.1 %
57.0	-	1	0.0 %
58.0	-	1	0.0 %
60.0	-	21	0.5 %
65.0	-	4	0.1 %
66.0	-	1	0.0 %
67.0	-	1	0.0 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
70.0	-	14	0.3 %
75.0	-	17	0.4 %
80.0	-	29	0.6 %
83.0	-	1	0.0 %
85.0	-	5	0.1 %
89.0	-	1	0.0 %
90.0	-	31	0.7 %
92.0	-	1	0.0 %
93.0	-	1	0.0 %
94.0	-	1	0.0 %
95.0	-	17	0.4 %
99.0	-	1	0.0 %
100.0	-	94	2.1 %
-3.0 (M)	-3 missing	1079	23.8 %
. (M)	-	1946	42.9 %

Based upon 1513 valid cases out of 4538 total cases.

- Mean: 22.16
- Median: 5.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 31.75

AQ71_I	law school financial support: previous savings		
Location:	4778-4782 (width: 5; decimal: 1)		
Variable Type:	numeric		
Range of Missing Values (M):	-5.0 , -4.0 , -3.0 , -2.0 , -1.0 , .		
Question:	During law school, what percentage of your financial support came from each of the following sources? Previous savings.		
Value	Label	Unweighted Frequency	%
0.0	-	788	17.4 %
0.5	-	1	0.0 %
1.0	-	24	0.5 %
2.0	-	19	0.4 %
3.0	-	10	0.2 %
4.0	-	3	0.1 %
5.0	-	110	2.4 %
7.0	-	4	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
8.0	-	4	0.1 %
9.0	-	1	0.0 %
10.0	-	96	2.1 %
11.0	-	1	0.0 %
12.0	-	1	0.0 %
13.0	-	2	0.0 %
15.0	-	7	0.2 %
17.0	-	1	0.0 %
20.0	-	36	0.8 %
25.0	-	18	0.4 %
30.0	-	18	0.4 %
33.0	-	2	0.0 %
34.0	-	1	0.0 %
35.0	-	1	0.0 %
38.0	-	1	0.0 %
40.0	-	17	0.4 %
48.0	-	1	0.0 %
49.0	-	1	0.0 %
50.0	-	23	0.5 %
55.0	-	1	0.0 %
60.0	-	7	0.2 %
64.0	-	1	0.0 %
67.0	-	1	0.0 %
70.0	-	6	0.1 %
75.0	-	3	0.1 %
85.0	-	1	0.0 %
90.0	-	3	0.1 %
95.0	-	3	0.1 %
100.0	-	13	0.3 %
-3.0 (M)	-3 missing	1362	30.0 %
. (M)	-	1946	42.9 %

Based upon 1230 valid cases out of 4538 total cases.

- Mean: 7.20
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 17.13

- Study 26302 -

AQ71_J

law school financial support: veterans benefits

Location: 4783-4792 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: During law school, what percentage of your financial support came from each of the following sources?
Veterans' benefits.

Value	Label	Unweighted Frequency	%
0	-	974	21.5 %
1	-	2	0.0 %
3	-	1	0.0 %
5	-	4	0.1 %
6	-	1	0.0 %
10	-	6	0.1 %
15	-	2	0.0 %
20	-	3	0.1 %
25	-	1	0.0 %
30	-	3	0.1 %
33	-	1	0.0 %
40	-	1	0.0 %
50	-	6	0.1 %
60	-	1	0.0 %
75	-	2	0.0 %
100	-	2	0.0 %
-3 (M)	-3 missing	1582	34.9 %
. (M)	-	1946	42.9 %

Based upon 1010 valid cases out of 4538 total cases.

- Mean: 1.07
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 7.52

AQ71_K

law school financial support: other

Location: 4793-4802 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: During law school, what percentage of your financial support came from each of the following sources?
Other (Specify:).

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	588	13.0 %
1	-	1	0.0 %
2	-	2	0.0 %
3	-	2	0.0 %
4	-	1	0.0 %
5	-	3	0.1 %
8	-	1	0.0 %
10	-	9	0.2 %
18	-	1	0.0 %
20	-	6	0.1 %
25	-	2	0.0 %
30	-	2	0.0 %
40	-	8	0.2 %
50	-	8	0.2 %
60	-	2	0.0 %
70	-	5	0.1 %
80	-	3	0.1 %
85	-	1	0.0 %
90	-	1	0.0 %
95	-	1	0.0 %
100	-	58	1.3 %
-3 (M)	-3 missing	1887	41.6 %
. (M)	-	1946	42.9 %

Based upon 705 valid cases out of 4538 total cases.

- Mean: 11.17
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 100.00
- Standard Deviation: 29.36

AQ72A_BRAC	total amount of educational debt when graduated from law school
Location:	4803-4806 (width: 4; decimal: 0)
Variable Type:	numeric
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .
Question:	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)?

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	0	600	13.2 %
2	1-29999	390	8.6 %
3	30000-49999	483	10.6 %
4	50000-59999	350	7.7 %
5	60000-69999	457	10.1 %
6	70000-79999	388	8.6 %
7	80000-100000	853	18.8 %
8	100000-highest	640	14.1 %
. (M)	-	377	8.3 %

Based upon 4161 valid cases out of 4538 total cases.

- Mean: 4.79
- Median: 5.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 8.00
- Standard Deviation: 2.44

AQ72B_BRAC	amount of educational debt that is credit card debt
Location:	4807-4810 (width: 4; decimal: 0)
Variable Type:	numeric
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .
Question:	What amount of this education-related debt that you incurred while in undergraduate and law school was credit card debt (enter "0" if none)?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	0	2503	55.2 %
2	1-29999	1476	32.5 %
3	30000-49999	60	1.3 %
4	50000-59999	7	0.2 %
5	60000-69999	9	0.2 %
6	70000-79999	0	0.0 %
7	80000-100000	7	0.2 %
8	100000-highest	3	0.1 %
-5 (M)	-5 not applicable	3	0.1 %
-4 (M)	-4 multiple	97	2.1 %
-3 (M)	-3 missing	194	4.3 %
-2 (M)	-2 don't know	21	0.5 %
. (M)	-	158	3.5 %

Based upon 4065 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 1.42
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 8.00
- Standard Deviation: 0.63

AQ43	political party preference		
Location:	3578-3587 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Which of the following best characterizes your national political party preference?		
Value	Label	Unweighted Frequency	%
1	1 democrat	1891	41.7 %
2	2 independent	452	10.0 %
3	3 republican	1224	27.0 %
4	4 unaffiliated	584	12.9 %
5	5 other (specify)	114	2.5 %
-4 (M)	-4 multiple	85	1.9 %
-3 (M)	-3 missing	47	1.0 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	140	3.1 %

Based upon 4265 valid cases out of 4538 total cases.

- Mean: 2.20
- Median: 2.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.22

AQ44A	political leaning: social scale		
Location:	3588-3597 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Circle the number on each of the following scales that best characterizes your political leaning on social issues.		
Value	Label	Unweighted Frequency	%
1	1 liberal	485	10.7 %
2	-	902	19.9 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	-	813	17.9 %
4	4 moderate	964	21.2 %
5	-	570	12.6 %
6	-	387	8.5 %
7	7 conservative	134	3.0 %
-4 (M)	-4 multiple	83	1.8 %
-3 (M)	-3 missing	52	1.1 %
-2 (M)	-2 dont know	6	0.1 %
. (M)	-	142	3.1 %

Based upon 4255 valid cases out of 4538 total cases.

- Mean: 3.45
- Median: 3.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.60

AQ44B

political leaning: taxation scale

Location: 3598-3607 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Circle the number on each of the following scales that best characterizes your political leaning on taxation, spending and social welfare issues.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 liberal	288	6.3 %
2	-	507	11.2 %
3	-	659	14.5 %
4	4 moderate	952	21.0 %
5	-	778	17.1 %
6	-	702	15.5 %
7	7 conservative	369	8.1 %
-4 (M)	-4 multiple	87	1.9 %
-3 (M)	-3 missing	50	1.1 %
-2 (M)	-2 dont know	4	0.1 %
. (M)	-	142	3.1 %

Based upon 4255 valid cases out of 4538 total cases.

- Mean: 4.18

- Study 26302 -

- Median: 4.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.68

AQ75	respondent gender		
	Value	Label	Unweighted Frequency
Location:	4861-4869	(width: 9; decimal: 0)	
Variable Type:	numeric		
Range of Missing Values (M):	.		
Question:	Are you male or female?		
			%
	1	female	2077 45.8 %
	2	male	2343 51.6 %
	. (M)	-	118 2.6 %

Based upon 4420 valid cases out of 4538 total cases.

- Mean: 1.53
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

AQ76_1	respondent ethnic/racial group: Black/African American		
	Value	Label	Unweighted Frequency
Location:	4870-4879	(width: 10; decimal: 0)	
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	What is your racial/ethnic group? Check all that apply. Black/African American.		
			%
	1	1 yes	381 8.4 %
	2	2 no	3899 85.9 %
	. (M)	-	258 5.7 %

Based upon 4280 valid cases out of 4538 total cases.

- Mean: 1.91
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.28

- Study 26302 -

AQ76_2
respondent ethnic/racial group: Hispanic/Latino

Location: 4880-4889 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What is your racial/ethnic group? Check all that apply. Hispanic/Latino.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	353	7.8 %
2	2 no	3927	86.5 %
. (M)	-	258	5.7 %

Based upon 4280 valid cases out of 4538 total cases.

- Mean: 1.92
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.28

AQ76_4
respondent ethnic/racial group: Asian/Pacific Islander

Location: 4890-4899 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What is your racial/ethnic group? Check all that apply. Asian/Pacific Islander.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	392	8.6 %
2	2 no	3888	85.7 %
. (M)	-	258	5.7 %

Based upon 4280 valid cases out of 4538 total cases.

- Mean: 1.91
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.29

AQ76_5
respondent ethnic/racial group: White/Caucasian

Location: 4900-4909 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

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

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	3066	67.6 %
2	2 no	1214	26.8 %
. (M)	-	258	5.7 %

Based upon 4280 valid cases out of 4538 total cases.

- Mean: 1.28
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.45

AQ76_6	respondent ethnic/racial group: other
---------------	--

Location: 4910-4919 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What is your racial/ethnic group? Check all that apply. Other.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	177	3.9 %
2	2 no	4103	90.4 %
. (M)	-	258	5.7 %

Based upon 4280 valid cases out of 4538 total cases.

- Mean: 1.96
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.20

AQ78_BRAC	respondent birth year
------------------	------------------------------

Location: 4920-4923 (width: 4; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: In what year were you born?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	lowest-1964	534	11.8 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	1965-1970	920	20.3 %
3	1971-1972	818	18.0 %
4	1973-1974	1345	29.6 %
5	1975-highest	682	15.0 %
. (M)	-	239	5.3 %

Based upon 4299 valid cases out of 4538 total cases.

- Mean: 3.17
- Median: 3.00
- Mode: 4.00
- Minimum: 1.00
- Maximum: 5.00
- Standard Deviation: 1.28

AQ88_BRAC
2001 household income

Location: 5310-5313 (width: 4; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What was your total household income (excluding roommates) before taxes for 2001?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	0-39999	324	7.1 %
2	40000-59999	610	13.4 %
3	60000-74999	426	9.4 %
4	75000-99999	665	14.7 %
5	100000-124999	584	12.9 %
6	125000-149999	501	11.0 %
7	150000-highest	749	16.5 %
-4 (M)	-4 multiple	261	5.8 %
-3 (M)	-3 missing	231	5.1 %
-2 (M)	-2 dont know	25	0.6 %
. (M)	-	162	3.6 %

Based upon 3859 valid cases out of 4538 total cases.

- Mean: 4.31
- Median: 4.00
- Mode: 7.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.95

- Study 26302 -

AQ42_1	live near current home: mother																							
Location:	3508-3517 (width: 10; decimal: 0)																							
Variable Type:	numeric																							
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .																							
Question:	Who among the following live within 50 miles of your current home? Mother.																							
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Value</th><th style="text-align: left;">Label</th><th style="text-align: right;">Unweighted Frequency</th><th style="text-align: right;">%</th></tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td><td style="text-align: center;">1 yes</td><td style="text-align: right;">988</td><td style="text-align: right;">21.8 %</td></tr> <tr> <td style="text-align: center;">2</td><td style="text-align: center;">2 no</td><td style="text-align: right;">1584</td><td style="text-align: right;">34.9 %</td></tr> <tr> <td style="text-align: center;">-3 (M)</td><td style="text-align: center;">-3 missing</td><td style="text-align: right;">21</td><td style="text-align: right;">0.5 %</td></tr> <tr> <td style="text-align: center;">. (M)</td><td style="text-align: center;">-</td><td style="text-align: right;">1945</td><td style="text-align: right;">42.9 %</td></tr> </tbody> </table>				Value	Label	Unweighted Frequency	%	1	1 yes	988	21.8 %	2	2 no	1584	34.9 %	-3 (M)	-3 missing	21	0.5 %	. (M)	-	1945	42.9 %
Value	Label	Unweighted Frequency	%																					
1	1 yes	988	21.8 %																					
2	2 no	1584	34.9 %																					
-3 (M)	-3 missing	21	0.5 %																					
. (M)	-	1945	42.9 %																					
	Based upon 2572 valid cases out of 4538 total cases.																							
	<ul style="list-style-type: none"> • Mean: 1.62 • Median: 2.00 • Mode: 2.00 • Minimum: 1.00 • Maximum: 2.00 • Standard Deviation: 0.49 																							
AQ42_2	live near current home: father																							
Location:	3518-3527 (width: 10; decimal: 0)																							
Variable Type:	numeric																							
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .																							
Question:	Who among the following live within 50 miles of your current home? Father.																							
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Value</th><th style="text-align: left;">Label</th><th style="text-align: right;">Unweighted Frequency</th><th style="text-align: right;">%</th></tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td><td style="text-align: center;">1 yes</td><td style="text-align: right;">867</td><td style="text-align: right;">19.1 %</td></tr> <tr> <td style="text-align: center;">2</td><td style="text-align: center;">2 no</td><td style="text-align: right;">1705</td><td style="text-align: right;">37.6 %</td></tr> <tr> <td style="text-align: center;">-3 (M)</td><td style="text-align: center;">-3 missing</td><td style="text-align: right;">21</td><td style="text-align: right;">0.5 %</td></tr> <tr> <td style="text-align: center;">. (M)</td><td style="text-align: center;">-</td><td style="text-align: right;">1945</td><td style="text-align: right;">42.9 %</td></tr> </tbody> </table>				Value	Label	Unweighted Frequency	%	1	1 yes	867	19.1 %	2	2 no	1705	37.6 %	-3 (M)	-3 missing	21	0.5 %	. (M)	-	1945	42.9 %
Value	Label	Unweighted Frequency	%																					
1	1 yes	867	19.1 %																					
2	2 no	1705	37.6 %																					
-3 (M)	-3 missing	21	0.5 %																					
. (M)	-	1945	42.9 %																					
	Based upon 2572 valid cases out of 4538 total cases.																							
	<ul style="list-style-type: none"> • Mean: 1.66 • Median: 2.00 • Mode: 2.00 • Minimum: 1.00 • Maximum: 2.00 • Standard Deviation: 0.47 																							
AQ42_3	live near current home: two or more siblings																							
Location:	3528-3537 (width: 10; decimal: 0)																							

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Who among the following live within 50 miles of your current home? Two or more siblings.

Value	Label	Unweighted Frequency	%
1	1 yes	435	9.6 %
2	2 no	2137	47.1 %
-3 (M)	-3 missing	21	0.5 %
. (M)	-	1945	42.9 %

Based upon 2572 valid cases out of 4538 total cases.

- Mean: 1.83
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.37

AQ42_4

live near current home: one sibling

Location: 3538-3547 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Who among the following live within 50 miles of your current home? One sibling.

Value	Label	Unweighted Frequency	%
1	1 yes	612	13.5 %
2	2 no	1960	43.2 %
-3 (M)	-3 missing	21	0.5 %
. (M)	-	1945	42.9 %

Based upon 2572 valid cases out of 4538 total cases.

- Mean: 1.76
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.43

AQ42_5

live near current home: two or all of three of closest friends

Location: 3548-3557 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

- Study 26302 -

Question:

Who among the following live within 50 miles of your current home? Two or all of your three closest friends.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1036	22.8 %
2	2 no	1536	33.8 %
-3 (M)	-3 missing	21	0.5 %
. (M)	-	1945	42.9 %

Based upon 2572 valid cases out of 4538 total cases.

- Mean: 1.60
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.49

AQ42_6

live near current home: one of three closest friends

Location: 3558-3567 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question:

Who among the following live within 50 miles of your current home? One of your closest friends.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	764	16.8 %
2	2 no	1808	39.8 %
-3 (M)	-3 missing	21	0.5 %
. (M)	-	1945	42.9 %

Based upon 2572 valid cases out of 4538 total cases.

- Mean: 1.70
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.46

AQ42_7

live near current home: none of the above

Location: 3568-3577 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question:

Who among the following live within 50 miles of your current home? None of the above.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	530	11.7 %
2	2 no	2042	45.0 %
-3 (M)	-3 missing	21	0.5 %
. (M)	-	1945	42.9 %

Based upon 2572 valid cases out of 4538 total cases.

- Mean: 1.79
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.40

AQ79A
mother or female guardian: born in united states

Location: 4924-4933 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Were your parents/guardians born in the United States? Mother or female guardian.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	2056	45.3 %
2	2 no	503	11.1 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	28	0.6 %
. (M)	-	1950	43.0 %

Based upon 2559 valid cases out of 4538 total cases.

- Mean: 1.20
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.40

AQ79B
father or male guardian: born in the united states

Location: 4934-4943 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Were your parents/guardians born in the United States? Father or male guardian.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1995	44.0 %
2	2 no	533	11.7 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	59	1.3 %
. (M)	-	1950	43.0 %

Based upon 2528 valid cases out of 4538 total cases.

- Mean: 1.21
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.41

AQ80MOM	mother or female guardian: highest level of education
----------------	--

Location: 4944-4953 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What is the highest level of education completed by each of your parents/guardians? Mother or female guardian.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 grade school	83	1.8 %
2	2 some high school	86	1.9 %
3	3 high school diploma or equivalent	558	12.3 %
4	4 trade or vocational school	124	2.7 %
5	5 associate or two-year degree	418	9.2 %
6	6 bachelors or four-year degree	612	13.5 %
7	7 law degree (JD)	34	0.7 %
8	8 some graduate or professional school	113	2.5 %
9	9 graduate or professional degree	515	11.3 %
. (M)	-	1995	44.0 %

Based upon 2543 valid cases out of 4538 total cases.

- Mean: 5.49
- Median: 6.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 9.00
- Standard Deviation: 2.33

- Study 26302 -

AQ80MOM_ALL

mother or female guardian: highest level of education (for all valid)

Location: 4954-4961 (width: 8; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What is the highest level of education completed by each of your parents/guardians? Mother or female guardian.

Value	Label	Unweighted Frequency	%
1	1 grade school	67	1.5 %
2	2 some high school	58	1.3 %
3	3 high school diploma	420	9.3 %
4	4 trade or vocational school	78	1.7 %
5	5 associate or 2 year college	281	6.2 %
6	6 bachelors or 4 year degree	547	12.1 %
7	7 law degree (JD)	31	0.7 %
8	8 some graduate or professional school	62	1.4 %
9	9 graduate or professional degree	484	10.7 %
. (M)	-	2510	55.3 %

Based upon 2028 valid cases out of 4538 total cases.

- Mean: 5.68
- Median: 6.00
- Mode: 6.00
- Minimum: 1.00
- Maximum: 9.00
- Standard Deviation: 2.37

AQ80DAD

father or male guardian: highest level of education

Location: 4962-4971 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What is the highest level of education completed by each of your parents/guardians? Father or male guardian.

Value	Label	Unweighted Frequency	%
1	1 grade school	100	2.2 %
2	2 some high school	92	2.0 %
3	3 high school diploma or equivalent	385	8.5 %
4	4 trade or vocational school	106	2.3 %
5	5 associate or two-year degree	294	6.5 %
6	6 bachelors or four-year degree	478	10.5 %
7	7 law degree (JD)	208	4.6 %
8	8 some graduate or professional school	102	2.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
9	9 graduate or professional degree	753	16.6 %
. (M)	-	2020	44.5 %

Based upon 2518 valid cases out of 4538 total cases.

- Mean: 6.06
- Median: 6.00
- Mode: 9.00
- Minimum: 1.00
- Maximum: 9.00
- Standard Deviation: 2.48

AQ80DAD_ALL	father or male guardian: highest level of education (for all valid)
--------------------	--

Location: 4972-4979 (width: 8; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What is the highest level of education completed by each of your parents/guardians? Father or male guardian.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 grade school	83	1.8 %
2	2 some high school	54	1.2 %
3	3 high school diploma	316	7.0 %
4	4 trade or vocational school	78	1.7 %
5	5 associate or 2 year college	180	4.0 %
6	6 bachelors or 4 year degree	412	9.1 %
7	7 law degree (JD)	204	4.5 %
8	8 some graduate or professional school	60	1.3 %
9	9 graduate or professional degree	706	15.6 %
. (M)	-	2445	53.9 %

Based upon 2093 valid cases out of 4538 total cases.

- Mean: 6.25
- Median: 6.00
- Mode: 9.00
- Minimum: 1.00
- Maximum: 9.00
- Standard Deviation: 2.49

AMOM_OCC2	recode mother or female guardian (9 cat. treiman 1977 occupation code)
------------------	---

Location: 4980-4989 (width: 10; decimal: 0)

Variable Type: numeric

- Study 26302 -

Range of Missing Values (M): .

Question:

What were your parents'/guardians' occupations when you were in high school? Mother or female guardian.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1000	1000 legislators, senior officials and managers	454	10.0 %
2000	2000 professionals	1056	23.3 %
3000	3000 technicians and associate professionals	589	13.0 %
4000	4000 clerks	305	6.7 %
5000	5000 service workers and shop and market sales workers	141	3.1 %
6000	6000 skilled agricultural and fishery workers	8	0.2 %
7000	7000 craft and related trades workers	32	0.7 %
8000	8000 plant and machine operators and assemblers	73	1.6 %
9000	9000 elementary occupations	24	0.5 %
. (M)	-	1856	40.9 %

Based upon 2682 valid cases out of 4538 total cases.

- Mean: 2733.04
- Median: 2000.00
- Mode: 2000.00
- Minimum: 1000.00
- Maximum: 9000.00
- Standard Deviation: 1595.27

ADAD_OCC2	recode father or male guardian (9 cat. treiman 1977 occupation code)		
Location:	4990-4999 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	.		
Question:	What were your parents'/guardians' occupations when you were in high school? Father or male guardian.		
	<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>
	1000	1000 legislators, senior officials and managers	951
	2000	2000 professionals	1426
	3000	3000 technicians and associate professionals	408
	4000	4000 clerks	54
	5000	5000 service workers and shop and market sales workers	121
	6000	6000 skilled agricultural and fishery workers	59
	7000	7000 craft and related trades workers	269
	8000	8000 plant and machine operators and assemblers	160
	9000	9000 elementary occupations	60
	. (M)	-	1030
			22.7 %

- Study 26302 -

Based upon 3508 valid cases out of 4538 total cases.

- Mean: 2823.55
- Median: 2000.00
- Mode: 2000.00
- Minimum: 1000.00
- Maximum: 9000.00
- Standard Deviation: 2179.16

AQ83A1F

did parent(s) work in the private sector: father or male guardian

Location: 5000-5009 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: When you were in high school (to the best of your current knowledge): Did your parent(s) work in the private sector? Father or male guardian.

Value	Label	Unweighted Frequency	%
1	1 yes	1806	39.8 %
2	2 no	635	14.0 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	142	3.1 %
-2 (M)	-2 dont know	4	0.1 %
. (M)	-	1950	43.0 %

Based upon 2441 valid cases out of 4538 total cases.

- Mean: 1.26
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.44

AQ83A1M

did parent(s) work in the private sector: mother or female guardian

Location: 5010-5019 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: When you were in high school (to the best of your current knowledge): Did your parent(s) work in the private sector? Mother or female guardian.

Value	Label	Unweighted Frequency	%
1	1 yes	1244	27.4 %
2	2 no	1237	27.3 %
-4 (M)	-4 multiple	1	0.0 %

- Study 26302 -

Value	Label	Unweighted Frequency	%
-3 (M)	-3 missing	105	2.3 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	1950	43.0 %

Based upon 2481 valid cases out of 4538 total cases.

- Mean: 1.50
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

AQ83A2F
did parent(s) work at a site with more than 50 people: father or male guardian

Location: 5020-5029 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: When you were in high school (to the best of your current knowledge): Did your parent(s) work at a site (e.g., office, factory) with more than 50 people? Father or male guardian.

Value	Label	Unweighted Frequency	%
1	1 yes	1310	28.9 %
2	2 no	1108	24.4 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	166	3.7 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	1950	43.0 %

Based upon 2418 valid cases out of 4538 total cases.

- Mean: 1.46
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

AQ83A2M
did parent(s) work at a site with more than 50 people: mother or female guardian

Location: 5030-5039 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: When you were in high school (to the best of your current knowledge): Did your parent(s) work at a site (e.g., office, factory) with more than 50 people? Mother or female guardian.

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	955	21.0 %
2	2 no	1504	33.1 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	127	2.8 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	1950	43.0 %

Based upon 2459 valid cases out of 4538 total cases.

- Mean: 1.61
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.49

AQ83A3F
did parent(s) supervise more than 10 people: father or male guardian

Location: 5040-5049 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: When you were in high school (to the best of your current knowledge): Did your parent(s) supervise more than 10 people? Father or male guardian.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1073	23.6 %
2	2 no	1348	29.7 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	163	3.6 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	1950	43.0 %

Based upon 2421 valid cases out of 4538 total cases.

- Mean: 1.56
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

AQ83A3M
did parent(s) supervise more than 10 people: mother or female guardian

Location: 5050-5059 (width: 10; decimal: 0)

Variable Type: numeric

- Study 26302 -

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

When you were in high school (to the best of your current knowledge): Did your parent(s) supervise more than 10 people? Mother or female guardian.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	344	7.6 %
2	2 no	2088	46.0 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	154	3.4 %
-2 (M)	-2 dont know	1	0.0 %
. (M)	-	1950	43.0 %

Based upon 2432 valid cases out of 4538 total cases.

- Mean: 1.86
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.35

AQ83B1F

were your parent(s) self-employed: father or male guardian

Location:

5060-5069 (width: 10; decimal: 0)

Variable Type:

numeric

Range of Missing Values (M):

-5 , -4 , -3 , -2 , -1 , .

Question:

When you were in high school (to the best of your current knowledge): Were your parent(s) self-employed? Father or male guardian.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	740	16.3 %
2	2 no	1686	37.2 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	158	3.5 %
-2 (M)	-2 dont know	3	0.1 %
. (M)	-	1950	43.0 %

Based upon 2426 valid cases out of 4538 total cases.

- Mean: 1.69
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.46

- Study 26302 -

AQ83B1M	were your parent(s) self-employed: mother or female guardian			
	Value	Label	Unweighted Frequency	%
	1	1 yes	343	7.6 %
	2	2 no	2122	46.8 %
	-4 (M)	-4 multiple	1	0.0 %
	-3 (M)	-3 missing	122	2.7 %
	. (M)	-	1950	43.0 %

Based upon 2465 valid cases out of 4538 total cases.

- Mean: 1.86
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.35

AQ83B2F	were your parent(s) a ceo or senior executive: father or male guardian			
	Value	Label	Unweighted Frequency	%
	1	1 yes	493	10.9 %
	2	2 no	1895	41.8 %
	-4 (M)	-4 multiple	1	0.0 %
	-3 (M)	-3 missing	196	4.3 %
	-2 (M)	-2 dont know	3	0.1 %
	. (M)	-	1950	43.0 %

Based upon 2388 valid cases out of 4538 total cases.

- Mean: 1.79
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00

- Study 26302 -

- Standard Deviation: 0.40

AQ83B2M	were your parent(s) a ceo or senior executive: mother or female guardian
----------------	---

Location: 5090-5099 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: When you were in high school (to the best of your current knowledge): Were your parent(s) a CEO or senior executive? Mother or female guardian.

Value	Label	Unweighted Frequency	%
1	1 yes	91	2.0 %
2	2 no	2304	50.8 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	192	4.2 %
. (M)	-	1950	43.0 %

Based upon 2395 valid cases out of 4538 total cases.

- Mean: 1.96
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.19

AQ84_1	relatives that are/were lawyers: mother or female guardian
---------------	---

Location: 5100-5109 (width: 10; decimal: 0)
 Variable Type: numeric
 Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .
 Question: Are or were any of your following relatives lawyers? Mother or female guardian.

Value	Label	Unweighted Frequency	%
1	1 yes	61	1.3 %
2	2 no	4207	92.7 %
-4 (M)	-4 multiple	12	0.3 %
-3 (M)	-3 missing	94	2.1 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	162	3.6 %

Based upon 4268 valid cases out of 4538 total cases.

- Mean: 1.99
- Median: 2.00
- Mode: 2.00

- Study 26302 -

- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.12

AQ84_2

relatives that are/were lawyers: father or male guardian

Location: 5110-5119 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Are or were any of your following relatives lawyers? Father or male guardian.

Value	Label	Unweighted Frequency	%
1	1 yes	416	9.2 %
2	2 no	3852	84.9 %
-4 (M)	-4 multiple	12	0.3 %
-3 (M)	-3 missing	94	2.1 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	162	3.6 %

Based upon 4268 valid cases out of 4538 total cases.

- Mean: 1.90
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.30

AQ84_3

relatives that are/were lawyers: one or more siblings

Location: 5120-5129 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Are or were any of your following relatives lawyers? One or more siblings.

Value	Label	Unweighted Frequency	%
1	1 yes	257	5.7 %
2	2 no	4011	88.4 %
-4 (M)	-4 multiple	12	0.3 %
-3 (M)	-3 missing	94	2.1 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	162	3.6 %

Based upon 4268 valid cases out of 4538 total cases.

- Mean: 1.94

- Study 26302 -

- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.24

AQ84_4

relatives that are/were lawyers: one or more grandparents

Location: 5130-5139 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Are or were any of your following relatives lawyers? One or more grandparents.

Value	Label	Unweighted Frequency	%
1	1 yes	210	4.6 %
2	2 no	4058	89.4 %
-4 (M)	-4 multiple	12	0.3 %
-3 (M)	-3 missing	94	2.1 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	162	3.6 %

Based upon 4268 valid cases out of 4538 total cases.

- Mean: 1.95
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.22

AQ84_5

relatives that are/were lawyers: other relative(s)

Location: 5140-5149 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Are or were any of your following relatives lawyers? Other relative(s) (Specify):.

Value	Label	Unweighted Frequency	%
1	1 yes	1030	22.7 %
2	2 no	3238	71.4 %
-4 (M)	-4 multiple	12	0.3 %
-3 (M)	-3 missing	94	2.1 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	162	3.6 %

Based upon 4268 valid cases out of 4538 total cases.

- Study 26302 -

- Mean: 1.76
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.43

AQ84_6	relatives that are/were lawyers: none		
Location:	5150-5159 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	Are or were any of your following relatives lawyers? No relatives are or were lawyers.		
Value	Label	Unweighted Frequency	%
1	1 yes	2723	60.0 %
2	2 no	1545	34.0 %
-4 (M)	-4 multiple	12	0.3 %
-3 (M)	-3 missing	94	2.1 %
-2 (M)	-2 dont know	2	0.0 %
. (M)	-	162	3.6 %

Based upon 4268 valid cases out of 4538 total cases.

- Mean: 1.36
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.48

AQ85	respondent marital status		
Location:	5160-5169 (width: 10; decimal: 0)		
Variable Type:	numeric		
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .		
Question:	What is your marital status?		
Value	Label	Unweighted Frequency	%
1	1 never married or never in a domestic partnership	1665	36.7 %
2	2 married first time	2072	45.7 %
3	3 remarried after divorce annulment or being widowed	166	3.7 %
4	4 domestic partnership	145	3.2 %
5	5 divorced or separated	187	4.1 %
6	6 widowed	12	0.3 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
7	7 other	67	1.5 %
. (M)	-	224	4.9 %

Based upon 4314 valid cases out of 4538 total cases.

- Mean: 1.94
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 7.00
- Standard Deviation: 1.17

AQ86	spouse/partner employment
-------------	----------------------------------

Location: 5170-5179 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

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

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	1252	27.6 %
2	2 no	244	5.4 %
-3 (M)	-3 missing	125	2.8 %
. (M)	-	2917	64.3 %

Based upon 1496 valid cases out of 4538 total cases.

- Mean: 1.16
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.37

AQ87A	number of children
--------------	---------------------------

Location: 5180-5189 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: How many children live with you for a significant part of the year?

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	3164	69.7 %
1	-	576	12.7 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	-	358	7.9 %
3	-	123	2.7 %
4	-	37	0.8 %
5	-	9	0.2 %
6	-	1	0.0 %
-5 (M)	-5 not applicable	2	0.0 %
-4 (M)	-4 multiple	19	0.4 %
-3 (M)	-3 missing	87	1.9 %
. (M)	-	162	3.6 %

Based upon 4268 valid cases out of 4538 total cases.

- Mean: 0.44
- Median: 0.00
- Mode: 0.00
- Minimum: 0.00
- Maximum: 6.00
- Standard Deviation: 0.86

AQ87B1_Y

child 1 age: years

Location: 5190-5199 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What are their ages? Child 1 (years).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	38	0.8 %
1	-	72	1.6 %
2	-	78	1.7 %
3	-	38	0.8 %
4	-	31	0.7 %
5	-	20	0.4 %
6	-	29	0.6 %
7	-	27	0.6 %
8	-	22	0.5 %
9	-	19	0.4 %
10	-	25	0.6 %
11	-	18	0.4 %
12	-	23	0.5 %
13	-	28	0.6 %
14	-	10	0.2 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
15	-	11	0.2 %
16	-	13	0.3 %
17	-	15	0.3 %
18	-	10	0.2 %
19	-	6	0.1 %
20	-	6	0.1 %
21	-	6	0.1 %
22	-	3	0.1 %
23	-	1	0.0 %
24	-	2	0.0 %
25	-	1	0.0 %
26	-	1	0.0 %
27	-	1	0.0 %
-4 (M)	-4 multiple	1	0.0 %
-3 (M)	-3 missing	93	2.0 %
. (M)	-	3890	85.7 %

Based upon 554 valid cases out of 4538 total cases.

- Mean: 7.02
- Median: 5.50
- Mode: 2.00
- Minimum: 0.00
- Maximum: 27.00
- Standard Deviation: 6.04

AQ87KID2

child 2

Location: 5200-5209 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Child 2.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	311	6.9 %
2	2 no	337	7.4 %
. (M)	-	3890	85.7 %

Based upon 648 valid cases out of 4538 total cases.

- Mean: 1.52
- Median: 2.00
- Mode: 2.00

- Study 26302 -

- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.50

AQ87B2_Y	child 2 age: years			
	Value	Label	Unweighted Frequency	%
	0	-	10	0.2 %
	1	-	19	0.4 %
	2	-	40	0.9 %
	3	-	29	0.6 %
	4	-	20	0.4 %
	5	-	12	0.3 %
	6	-	18	0.4 %
	7	-	11	0.2 %
	8	-	12	0.3 %
	9	-	9	0.2 %
	10	-	14	0.3 %
	11	-	9	0.2 %
	12	-	11	0.2 %
	13	-	12	0.3 %
	14	-	7	0.2 %
	15	-	10	0.2 %
	16	-	10	0.2 %
	17	-	4	0.1 %
	18	-	4	0.1 %
	19	-	7	0.2 %
	20	-	2	0.0 %
	21	-	2	0.0 %
	23	-	3	0.1 %
	24	-	1	0.0 %
	25	-	2	0.0 %
	-4 (M)	-4 multiple	1	0.0 %
	-3 (M)	-3 missing	32	0.7 %
	. (M)	-	4227	93.1 %

Based upon 278 valid cases out of 4538 total cases.

- Mean: 7.63

- Study 26302 -

- Median: 6.00
- Mode: 2.00
- Minimum: 0.00
- Maximum: 25.00
- Standard Deviation: 5.98

AQ87KID3	child 3
-----------------	----------------

Location: 5220-5229 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Child 3.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	94	2.1 %
2	2 no	217	4.8 %
. (M)	-	4227	93.1 %

Based upon 311 valid cases out of 4538 total cases.

- Mean: 1.70
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.46

AQ87B3_Y	child 3 age: years
-----------------	---------------------------

Location: 5230-5239 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What are their ages? Child 3 (years).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	3	0.1 %
1	-	12	0.3 %
2	-	10	0.2 %
3	-	9	0.2 %
4	-	7	0.2 %
5	-	8	0.2 %
6	-	2	0.0 %
8	-	5	0.1 %
9	-	3	0.1 %
10	-	2	0.0 %
11	-	4	0.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
12	-	3	0.1 %
13	-	1	0.0 %
14	-	5	0.1 %
15	-	2	0.0 %
17	-	3	0.1 %
18	-	2	0.0 %
20	-	1	0.0 %
22	-	1	0.0 %
-3 (M)	-3 missing	11	0.2 %
. (M)	-	4444	97.9 %

Based upon 83 valid cases out of 4538 total cases.

- Mean: 6.60
- Median: 5.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 22.00
- Standard Deviation: 5.60

AQ87KID4
child 4

Location: 5240-5249 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Child 4.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	23	0.5 %
2	2 no	71	1.6 %
. (M)	-	4444	97.9 %

Based upon 94 valid cases out of 4538 total cases.

- Mean: 1.76
- Median: 2.00
- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.43

AQ87B4_Y
child 4 age: years

Location: 5250-5259 (width: 10; decimal: 0)

- Study 26302 -

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: What are their ages? Child 4 (years).

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
0	-	1	0.0 %
1	-	6	0.1 %
2	-	2	0.0 %
4	-	1	0.0 %
5	-	2	0.0 %
6	-	2	0.0 %
8	-	3	0.1 %
11	-	1	0.0 %
12	-	1	0.0 %
14	-	1	0.0 %
19	-	1	0.0 %
22	-	1	0.0 %
-3 (M)	-3 missing	1	0.0 %
. (M)	-	4515	99.5 %

Based upon 22 valid cases out of 4538 total cases.

- Mean: 6.27
- Median: 5.00
- Mode: 1.00
- Minimum: 0.00
- Maximum: 22.00
- Standard Deviation: 6.11

AQ87KID5

child 5

Location: 5260-5269 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): -5 , -4 , -3 , -2 , -1 , .

Question: Child 5.

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 yes	3	0.1 %
2	2 no	20	0.4 %
. (M)	-	4515	99.5 %

Based upon 23 valid cases out of 4538 total cases.

- Mean: 1.87
- Median: 2.00

- Study 26302 -

- Mode: 2.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.34

AQ87B5_Y	child 5 age: years			
Location:	5270-5279 (width: 10; decimal: 0)			
Value	Label	Unweighted Frequency	%	
2	-	1	0.0 %	
5	-	1	0.0 %	
16	-	1	0.0 %	
. (M)	-	4535	99.9 %	

Based upon 3 valid cases out of 4538 total cases.

- Mean: 7.67
- Median: 5.00
- Minimum: 2.00
- Maximum: 16.00
- Standard Deviation: 7.37

AQ87KID6	child 6			
Location:	5280-5289 (width: 10; decimal: 0)			
Value	Label	Unweighted Frequency	%	
1	1 yes	0	0.0 %	
2	2 no	3	0.1 %	
. (M)	-	4535	99.9 %	

Based upon 3 valid cases out of 4538 total cases.

- Mean: 2.00
- Median: 2.00
- Mode: 2.00
- Minimum: 2.00
- Maximum: 2.00
- Standard Deviation: 0.00

- Study 26302 -

AQ87B6_Y	child 6 age: years								
Location:	5290-5299 (width: 10; decimal: 0)								
Variable Type:	numeric								
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .								
Question:	What are their ages? Child 6 (years).								
	<table border="1"> <thead> <tr> <th>Value</th><th>Label</th><th>Unweighted Frequency</th><th>%</th></tr> </thead> <tbody> <tr> <td>. (M)</td><td>-</td><td>4538</td><td>100.0 %</td></tr> </tbody> </table>	Value	Label	Unweighted Frequency	%	. (M)	-	4538	100.0 %
Value	Label	Unweighted Frequency	%						
. (M)	-	4538	100.0 %						

Based upon 0 valid cases out of 4538 total cases.

AQ87KID7	child 7																
Location:	5300-5309 (width: 10; decimal: 0)																
Variable Type:	numeric																
Range of Missing Values (M):	-5 , -4 , -3 , -2 , -1 , .																
Question:	Child 7.																
	<table border="1"> <thead> <tr> <th>Value</th><th>Label</th><th>Unweighted Frequency</th><th>%</th></tr> </thead> <tbody> <tr> <td>1</td><td>1 yes</td><td>0</td><td>0.0 %</td></tr> <tr> <td>2</td><td>2 no</td><td>0</td><td>0.0 %</td></tr> <tr> <td>. (M)</td><td>-</td><td>4538</td><td>100.0 %</td></tr> </tbody> </table>	Value	Label	Unweighted Frequency	%	1	1 yes	0	0.0 %	2	2 no	0	0.0 %	. (M)	-	4538	100.0 %
Value	Label	Unweighted Frequency	%														
1	1 yes	0	0.0 %														
2	2 no	0	0.0 %														
. (M)	-	4538	100.0 %														

Based upon 0 valid cases out of 4538 total cases.

ASU_ID	norc id
Location:	1-10 (width: 10; decimal: 0)
Variable Type:	numeric
Question:	norc ID
Based upon 4538 valid cases out of 4538 total cases.	

- Mean: 50549600.26
- Minimum: 10014780.00
- Maximum: 99999999.00
- Standard Deviation: 23661091.68

AMODE	survey data type indicator												
Location:	11-20 (width: 10; decimal: 0)												
Variable Type:	numeric												
Question:	Survey Data Type Indicator												
	<table border="1"> <thead> <tr> <th>Value</th><th>Label</th><th>Unweighted Frequency</th><th>%</th></tr> </thead> <tbody> <tr> <td>1</td><td>1 cade</td><td>2609</td><td>57.5 %</td></tr> <tr> <td>2</td><td>2 cati</td><td>1917</td><td>42.2 %</td></tr> </tbody> </table>	Value	Label	Unweighted Frequency	%	1	1 cade	2609	57.5 %	2	2 cati	1917	42.2 %
Value	Label	Unweighted Frequency	%										
1	1 cade	2609	57.5 %										
2	2 cati	1917	42.2 %										

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
3	3 web	12	0.3 %

Based upon 4538 valid cases out of 4538 total cases.

- Mean: 1.43
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 3.00
- Standard Deviation: 0.50

ARACE_IMP
if survey race is missing: race imputed using Isacrace

Location: 5314-5323 (width: 10; decimal: 0)

Variable Type: numeric

Range of Missing Values (M): .

Question: If survey race is missing: race imputed using Isacrace

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 black	409	9.0 %
2	2 hispanic	368	8.1 %
3	3 native	48	1.1 %
4	4 asian	411	9.1 %
5	5 white	3131	69.0 %
6	6 other	143	3.2 %
. (M)	-	28	0.6 %

Based upon 4510 valid cases out of 4538 total cases.

- Mean: 4.31
- Median: 5.00
- Mode: 5.00
- Minimum: 1.00
- Maximum: 6.00
- Standard Deviation: 1.37

ASAMPLE_TYPE
sample type: national sample

Location: 5324-5327 (width: 4; decimal: 0)

Variable Type: numeric

Question: Sample type: national sample

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
1	1 national sample	3905	86.1 %

- Study 26302 -

<i>Value</i>	<i>Label</i>	<i>Unweighted Frequency</i>	<i>%</i>
2	UNDOCUMENTED CODE	633	13.9 %

Based upon 4538 valid cases out of 4538 total cases.

- Mean: 1.14
- Median: 1.00
- Mode: 1.00
- Minimum: 1.00
- Maximum: 2.00
- Standard Deviation: 0.35

AWT_NAT_NR	national selection weight (adjusted for nonresponse)
-------------------	---

Location: 5328-5342 (width: 15; decimal: 12)
 Variable Type: numeric
 Question: National selection weight (adjusted for nonresponse)
 Based upon 4537 valid cases out of 4538 total cases.

- Mean: 8.739912318216
- Minimum: 2.191054344177
- Maximum: 34.955669403076
- Standard Deviation: 4.527495542008

AWT_MIN_NR	minority selection weight (adjusted for nonresponse)
-------------------	---

Location: 5343-5357 (width: 15; decimal: 12)
 Variable Type: numeric
 Question: Minority selection weight (adjusted for nonresponse)
 Based upon 4537 valid cases out of 4538 total cases.

- Mean: 1.501800248322
- Minimum: 0.000000000000
- Maximum: 43.249404907227
- Standard Deviation: 3.706954585060

AWT_COMB_NR	combined selection weight (adjusted for nonresponse)
--------------------	---

Location: 5358-5372 (width: 15; decimal: 12)
 Variable Type: numeric
 Question: Combined selection weight (adjusted for nonresponse)
 Based upon 4537 valid cases out of 4538 total cases.

- Mean: 7.147962789323
- Minimum: 1.343069672585
- Maximum: 22.393083572388

- Study 26302 -

- Standard Deviation: 4.321380780482