



Oregon
State
Bar

OREGON STATE BAR

2012 ECONOMIC SURVEY

ADDENDUM

With Additional Analyses by Race/Ethnicity Categories

AUGUST 2012 (REVISED JULY 2013)

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ADDENDUM

INTRODUCTION

The following report will provide additional information to the Oregon State Bar 2012 Economic Survey report. This is the first time that this survey included demographic questions regarding race/ethnicity, disability, sexual orientation, and transgender. Basic demographic information was provided in the overall report. The data presented in this addendum will provide additional analyses by race/ethnicity categories.

EXPLANATION OF DATA ANALYSIS

The data analysis relies on descriptive statistics, including averages, medians, and percentiles. The average, also known as the mean, is calculated by adding all of the respondents' scores for a particular item and dividing by the total number of respondents. The median, also known as the midpoint, is the point at which 50% of the responses are above and 50% are below that number. The percentiles, e.g., 25th, 75th, and 95th, represent the point in the range of responses at which 25%, 75%, and 95% of the responses occur for a specific question. For example, the 95th percentile compensation amount is the compensation amount (may not be an actual reported compensation amount) at which 95% of the reported amounts were below and 5% of the compensation amounts were above. Statistical interpolation was used to compute the specific percentile points.

Items may not sum to 100% due to rounding. Data was indicated as "n/a" if no data was reported or if data from less than five individuals (for average, median, and percentile data) was reported in order to protect confidentiality.

EXPLANATION OF TABLES

Tables present data by two categories of race/ethnicity - White or Caucasian and All Other Racial/Ethnic. The five racial categories other than White or Caucasian did not have sufficient numbers of respondents to permit analysis by individual categories so the data was collapsed into an "all other" category. In addition to the race/ethnicity categories, data is presented for all respondents. Because not all respondents answered the race/ethnicity question, the total of the race/ethnicity respondents will not necessarily equal the total of all respondents.

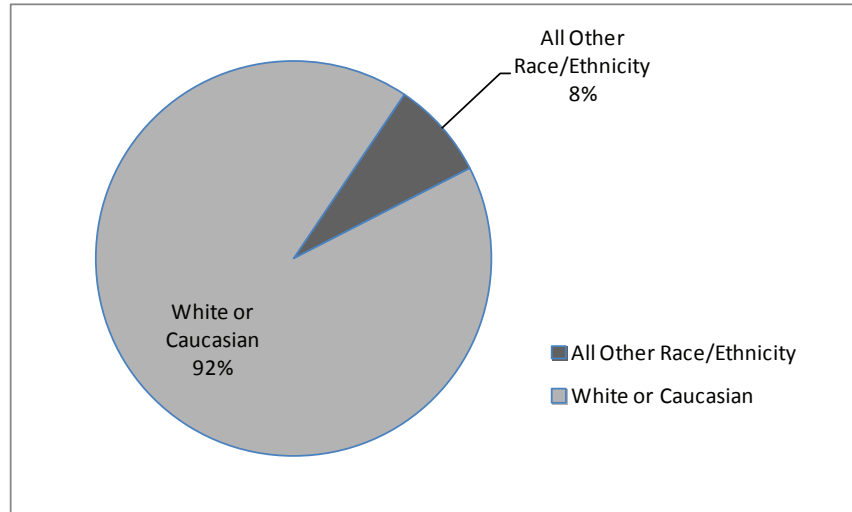
Data is presented for all of Oregon including the number of respondents and the percentage those respondents represent of the data being presented. The number of respondents has been reported because the number of respondents in certain sub-groups of the All Other Racial/Ethnic category is very small. Because of the small number of respondents in many of the categories in the following tables, caution should be exercised in drawing conclusions from this data.

Data is also reported for the geographical regions of Portland and All Other Regions. The areas included in these regions is detailed in the overall report.

ATTORNEY PROFILE/CHARACTERISTICS

The charts on pages A-2 and A-3 are the same as on page 8 of the Economic Survey and are repeated here for ease in reading the data in this addendum.

Race/Ethnicity: The largest race/ethnicity category was White or Caucasian with 92%. Regional data closely followed Oregon data.



Race/Ethnicity	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
American Indian or Alaska Native	1%	1%	1%	0%	1%	0%	1%	2%
Asian or Pacific Islander	2%	3%	1%	2%	2%	1%	2%	3%
Black or African American	1%	2%	1%	0%	0%	0%	1%	0%
Hispanic or Latino	2%	1%	2%	3%	2%	1%	1%	3%
White or Caucasian	92%	91%	93%	92%	94%	96%	92%	91%
Multi Racial/Ethnic	2%	2%	2%	2%	1%	2%	3%	2%

Disability: Respondents were asked whether they have a disability (physical or mental impairment) that substantially limits one or more of their major life activities. Most respondents reported that they did not have a disability (97%).

Disability	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Yes	3%	2%	2%	6%	3%	5%	3%	3%
No	97%	98%	98%	94%	97%	95%	97%	97%

Sexual Orientation: Most respondents reported that their sexual orientation was heterosexual (96%).

Sexual Orientation	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Heterosexual	96%	95%	95%	96%	94%	100%	99%	98%
Gay, Lesbian, or Bisexual	4%	5%	5%	4%	6%	0%	1%	2%

Transgender: Respondents were asked if they identify as a transgender person. Only three respondents reported yes.

Transgender	Oregon	Portland	Tri-County	Upper Valley	Lower Valley	Southern Oregon	Eastern Oregon	Oregon Coast
Yes	0%	0%	0%	0%	0%	0%	0%	0%
No	100%	100%	100%	100%	100%	100%	100%	100%

TYPE OF EMPLOYMENT

All respondents reported the highest percentage in private practice (67%) followed by government (15%) and corporate in-house counsel (8%). The White or Caucasian category closely follows these numbers. Compared to all respondents, the All Other Racial/Ethnic category reported a lower percentage in private practice (60%) followed by a higher percentage in government (18%) and private non-profit (11%).

The Portland region reflects higher percentages in private practice and lower percentages in government than All Other Regions.

Type of Employment by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	%		
White or Caucasian				
Private	954	68%	76%	64%
Private Non-Profit	80	6%	5%	6%
Government	214	15%	11%	17%
Corporate In-House Counsel	106	8%	6%	8%
Judge/Hearings Officer	55	4%	1%	5%
All Other Racial/Ethnic				
Private	60	60%	64%	57%
Private Non-Profit	11	11%	7%	14%
Government	18	18%	14%	21%
Corporate In-House Counsel	9	9%	14%	5%
Judge/Hearings Officer	2	2%	0%	3%
All Respondents				
Private	1,028	67%	75%	63%
Private Non-Profit	91	6%	5%	6%
Government	235	15%	11%	17%
Corporate In-House Counsel	115	8%	7%	8%
Judge/Hearings Officer	57	4%	1%	5%
Total Respondents	1,526	100%	34%	66%

AREAS OF PRACTICE

The White or Caucasian category had the largest percentage in Other area of practice (18%) followed by the General area (11%). In the All Other Racial/Ethnic category, the highest percentage area was Business/Corporate – Transactional (15%) followed by Other (13%). The number of respondents in some of the 16 areas of practice were very low – most with fewer than 10 respondents.

Areas of Practice by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	%		
White or Caucasian				
<i>Type of Employment—Private</i>				
Bankruptcy	30	2%	2%	2%
Business/Corporate - Litigation	62	4%	8%	2%
Business/Corporate - Transactional	127	9%	10%	9%
Civil Litigation, Defendant (excludes Insurance Defense)	56	4%	8%	2%
Civil Litigation, Insurance Defense	87	6%	12%	3%
Civil Litigation, Plaintiff - (excludes Personal Injury)	69	5%	5%	5%
Civil Litigation, Plaintiff - Personal Injury	74	5%	6%	5%
Criminal - Private Bar	44	3%	3%	3%
Family Law	129	9%	6%	11%
Real Estate/Land Use/ Environmental Law	85	6%	6%	6%
Tax/Estate Planning	93	7%	6%	7%
Workers' Compensation	40	3%	2%	3%
General (no area over 50%)	158	11%	5%	14%
Other	248	18%	16%	18%
<i>Type of Employment—Private Nonprofit or Government</i>				
Criminal - Public Defender	47	3%	2%	4%
Criminal - Public Prosecutor	54	4%	3%	4%
All Other Racial/Ethnic				
<i>Type of Employment—Private</i>				
Bankruptcy	1	1%	0%	2%
Business/Corporate - Litigation	1	1%	2%	0%
Business/Corporate - Transactional	15	15%	29%	5%
Civil Litigation, Defendant (excludes Insurance Defense)	7	7%	7%	7%
Civil Litigation, Insurance Defense	7	7%	14%	2%

Areas of Practice by Race/Ethnicity (Continued)

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	%		
All Other Racial/Ethnic				
<i>Type of Employment—Private (Continued)</i>				
Civil Litigation, Plaintiff - (excludes Personal Injury)	10	10%	10%	10%
Civil Litigation, Plaintiff - Personal Injury	5	5%	5%	5%
Criminal - Private Bar	3	3%	5%	2%
Family Law	12	12%	2%	19%
Real Estate/Land Use/ Environmental Law	4	4%	7%	2%
Tax/Estate Planning	4	4%	2%	5%
Workers' Compensation	2	2%	0%	3%
General (no area over 50%)	8	8%	7%	9%
Other	13	13%	5%	19%
<i>Type of Employment—Private Nonprofit or Government</i>				
Criminal - Public Defender	6	6%	2%	9%
Criminal - Public Prosecutor	2	2%	2%	2%
All Respondents				
<i>Type of Employment—Private</i>				
Bankruptcy	32	2%	2%	2%
Business/Corporate - Litigation	65	4%	8%	2%
Business/Corporate - Transactional	143	9%	11%	9%
Civil Litigation, Defendant (excludes Insurance Defense)	63	4%	8%	2%
Civil Litigation, Insurance Defense	94	6%	12%	3%
Civil Litigation, Plaintiff - (excludes Personal Injury)	80	5%	5%	5%
Civil Litigation, Plaintiff - Personal Injury	79	5%	5%	5%
Criminal - Private Bar	47	3%	3%	3%
Family Law	142	9%	6%	11%
Real Estate/Land Use/ Environmental Law	89	6%	6%	6%
Tax/Estate Planning	100	7%	6%	7%
Workers' Compensation	43	3%	2%	3%
General (no area over 50%)	168	11%	5%	14%
Other	262	17%	15%	18%
<i>Type of Employment—Private Nonprofit or Government</i>				
Criminal - Public Defender	53	3%	2%	4%
Criminal - Public Prosecutor	59	4%	3%	4%
Total Respondents	1,519	100%	34%	66%

SIZE OF PRACTICE

The largest size of practice area reported for the White or Caucasian category was 1 Lawyer Office (28%) and the smallest area was 2 Lawyer Office (9%). The size categories for the All Other Racial/Ethnic category were more evenly distributed from a low of 13% to a high of 20%.

Size of Practice by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	%		
White or Caucasian				
1 Lawyer Office	385	28%	14%	35%
2 Lawyer Office	125	9%	5%	11%
3-6 Lawyer Office	262	19%	16%	20%
7-20 Lawyer Office	281	20%	21%	20%
21-60 Lawyer Office	181	13%	24%	8%
Over 60 Lawyer Office	148	11%	20%	6%
All Other Racial/Ethnic				
1 Lawyer Office	20	20%	10%	28%
2 Lawyer Office	19	19%	12%	25%
3-6 Lawyer Office	17	17%	12%	21%
7-20 Lawyer Office	13	13%	17%	11%
21-60 Lawyer Office	13	13%	20%	9%
Over 60 Lawyer Office	16	16%	29%	7%
All Respondents				
1 Lawyer Office	411	27%	14%	35%
2 Lawyer Office	146	10%	6%	12%
3-6 Lawyer Office	283	19%	16%	20%
7-20 Lawyer Office	294	20%	21%	19%
21-60 Lawyer Office	198	13%	23%	8%
Over 60 Lawyer Office	165	11%	21%	6%
Total Respondents	1,497	100%	34%	66%

LEVEL OF EMPLOYMENT

The White or Caucasian respondents reported 11% Not Working as a Lawyer and 4% Part-Time Lawyer due to Lack of Legal Work compared to the All Other Racial/Ethnic respondents who reported 21% Not Working as a Lawyer and 3% Part-Time Lawyer due to Lack of Legal Work. Nearly one-half (46%) of the White or Caucasian respondents who were Not Working as a Lawyer were Working, But Not in Legal Work and Not Wanting Legal Work. This compares to only 26% of the All Other Racial/Ethnic respondents. However, this represents only 6 respondents.

Level of Employment by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	%		
White or Caucasian				
Full-Time Lawyer	1,244	73%	84%	68%
Part-Time Lawyer by Choice	160	9%	8%	10%
Part-Time Lawyer due to Lack of Legal Work	75	4%	3%	5%
Retired	46	3%	1%	3%
Not Working as a Lawyer (Total)	189	11%	5%	14%
<i>Level of Non-Legal Employment</i>				
Working, But Not in Legal Work and Not Wanting Legal Work	78	46%	36%	48%
Working, But Not in Legal Work and Wanting Legal Work	59	35%	50%	33%
Not Working	32	19%	14%	20%
All Other Racial/Ethnic				
Full-Time Lawyer	99	70%	85%	62%
Part-Time Lawyer by Choice	7	5%	4%	6%
Part-Time Lawyer due to Lack of Legal Work	4	3%	0%	4%
Retired	1	1%	0%	1%
Not Working as a Lawyer (Total)	30	21%	12%	27%
<i>Level of Non-Legal Employment</i>				
Working, But Not in Legal Work and Not Wanting Legal Work	6	26%	33%	25%
Working, But Not in Legal Work and Wanting Legal Work	11	48%	33%	50%
Not Working	6	26%	33%	25%
All Respondents				
Full-Time Lawyer	1,366	72%	84%	67%
Part-Time Lawyer by Choice	168	9%	7%	10%
Part-Time Lawyer due to Lack of Legal Work	80	4%	2%	5%
Retired	48	3%	1%	3%
Not Working as a Lawyer (Total)	225	12%	5%	15%
<i>Level of Non-Legal Employment</i>				
Working, But Not in Legal Work and Not Wanting Legal Work	89	45%	36%	47%
Working, But Not in Legal Work and Wanting Legal Work	70	36%	48%	34%
Not Working	38	19%	16%	20%
Total Respondents	1,887	100%	31%	69%

COMPENSATION

The average compensation (\$127,086) and median compensation (\$96,000) for the White or Caucasian respondents was higher than that reported by the All Other Racial/Ethnic respondents – average (\$95,392) and median (\$77,000). It should be noted that the data reported for the All Other Racial/Ethnic category represents fewer than 100 respondents.

Compensation by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	\$		
White or Caucasian				
Average	1,313	127,086	162,568	109,325
Median	1,313	96,000	120,000	83,162
25th Percentile	1,313	60,000	79,250	53,000
75th Percentile	1,313	150,000	200,000	122,250
95th Percentile	1,313	350,000	425,000	298,000
All Other Racial/Ethnic				
Average	92	95,392	132,174	69,509
Median	92	77,000	114,500	59,798
25th Percentile	92	50,000	73,750	37,050
75th Percentile	92	130,000	173,034	85,525
95th Percentile	92	236,250	277,250	150,000
All Respondents				
Average	1,416	124,861	160,330	106,844
Median	1,416	94,743	120,000	82,000
25th Percentile	1,416	60,000	79,000	51,136
75th Percentile	1,416	150,000	200,000	120,000
95th Percentile	1,416	336,250	416,000	285,900

The data for Full-Time and Part-Time attorneys is presented in the following chart. Data for Full-Time attorneys is similar to the above table. However, for Part-Time attorneys, the average compensation amount for the All Other Racial/Ethnic respondents is higher than the White or Caucasian respondents. However, this represents only 9 respondents.

Compensation by Full-Time and Part-Time by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	\$		
White or Caucasian				
<i>Full-Time</i>				
Average	1,125	139,774	172,830	121,748
Median	1,125	106,000	127,857	95,000
<i>Part-Time</i>				
Average	187	51,145	63,199	47,761
Median	187	38,898	64,000	34,000
All Other Racial/Ethnic				
<i>Full-Time</i>				
Average	83	97,885	126,461	75,998
Median	83	80,000	107,500	63,000
<i>Part-Time</i>				
Average	9	72,400	n/a	25,943
Median	9	36,400	n/a	24,000
All Respondents				
<i>Full-Time</i>				
Average	1,219	136,615	169,162	118,621
Median	1,219	103,000	125,000	90,500
<i>Part-Time</i>				
Average	196	52,121	71,190	46,762
Median	196	38,825	65,000	33,000

It is difficult to analyze the data in the following chart because for the 8 categories of Total Years Admitted to Practice the number of respondents in the All Other Racial/Ethnic category ranges from only 4 to 16 respondents. In general, the average compensation figures of the two categories are closer together for the less experienced categories and farther apart for the more experienced categories. Again, due to the low number of responses, conclusions should not be made from this data.

Compensation by Total Years Admitted to Practice for Full-Time Attorneys

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	\$		
White or Caucasian				
<i>0-3 Years</i>				
Average	97	61,351	97,616	47,363
Median	97	52,000	65,000	48,000
<i>4-6 Years</i>				
Average	121	76,825	83,896	73,065
Median	121	75,000	82,000	65,000
<i>7-9 Years</i>				
Average	98	102,813	122,582	88,594
Median	98	90,000	110,000	75,000
<i>10-12 Years</i>				
Average	89	124,958	126,911	123,632
Median	89	100,677	103,163	98,000
<i>13-15 Years</i>				
Average	76	144,369	189,310	120,999
Median	76	110,000	155,000	97,000
<i>16-20 Years</i>				
Average	118	161,506	152,351	166,026
Median	118	114,734	122,000	110,000
<i>21-30 Years</i>				
Average	240	164,445	216,963	128,821
Median	240	120,000	180,000	114,000
<i>Over 30 Years</i>				
Average	276	183,140	243,611	156,684
Median	276	140,000	200,000	114,770
All Other Racial/Ethnic				
<i>0-3 Years</i>				
Average	16	59,250	n/a	56,500
Median	16	59,500	n/a	54,500
<i>4-6 Years</i>				
Average	16	62,462	92,492	48,812
Median	16	49,000	86,000	40,000
<i>7-9 Years</i>				
Average	10	108,914	117,767	n/a
Median	10	103,500	117,000	n/a

Compensation by Total Years Admitted to Practice for Full-Time Attorneys (Continued)

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	\$		
All Other Racial/Ethnic (Continued)				
<i>10-12 Years</i>				
Average	6	118,710	n/a	n/a
Median	6	88,629	n/a	n/a
<i>13-15 Years</i>				
Average	4	n/a	n/a	n/a
Median	4	n/a	n/a	n/a
<i>16-20 Years</i>				
Average	15	128,573	160,875	91,657
Median	15	120,000	155,000	102,000
<i>21-30 Years</i>				
Average	11	132,009	n/a	111,456
Median	11	86,000	n/a	84,100
<i>Over 30 Years</i>				
Average	5	122,400	n/a	n/a
Median	5	135,000	n/a	n/a
All Respondents				
<i>0-3 Years</i>				
Average	113	61,053	93,730	48,700
Median	113	52,000	65,000	48,000
<i>4-6 Years</i>				
Average	137	75,147	84,811	70,101
Median	137	70,000	84,000	65,000
<i>7-9 Years</i>				
Average	108	103,378	121,796	88,082
Median	108	90,000	110,000	75,000
<i>10-12 Years</i>				
Average	96	123,506	128,559	120,048
Median	96	100,000	101,325	96,000
<i>13-15 Years</i>				
Average	80	141,938	183,645	119,480
Median	80	110,000	141,000	97,000
<i>16-20 Years</i>				
Average	135	156,399	153,802	157,785
Median	135	114,468	122,000	108,500
<i>21-30 Years</i>				
Average	256	162,078	217,444	126,586
Median	256	120,000	180,000	114,000
<i>Over 30 Years</i>				
Average	284	181,685	237,959	156,419
Median	284	140,000	200,000	114,770

FUTURE PLANS

Over one-third (35%) of the White or Caucasian respondents reported that they were Planning or Contemplating to Retire, Planning to Leave the Profession but not Retire, or Planning to Reduce Practice. This compares to only 20% of the All Other Racial/Ethnic respondents.

Future Plans in Next Five Years by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	%		
White or Caucasian				
Planning or Contemplating to Retire	270	18%	14%	20%
Planning to Leave the Profession but not Retire	103	7%	6%	8%
Planning to Reduce Practice	150	10%	11%	10%
None of the Above	962	65%	70%	62%
All Other Racial/Ethnic				
Planning or Contemplating to Retire	5	5%	2%	7%
Planning to Leave the Profession but not Retire	10	10%	12%	8%
Planning to Reduce Practice	5	5%	5%	5%
None of the Above	81	80%	81%	80%
All Respondents				
Planning or Contemplating to Retire	280	17%	13%	20%
Planning to Leave the Profession but not Retire	115	7%	6%	8%
Planning to Reduce Practice	157	10%	10%	10%
None of the Above	1,054	66%	71%	63%
Total Respondents	1,606	100%	34%	66%

LEGAL CAREER SATISFACTION

The average satisfaction rating for the All Other Racial/Ethnic respondents was slightly lower (3.6) than the rating for the White or Caucasian respondents (3.8).

Legal Career Satisfaction Rating by Race/Ethnicity

Race/Ethnicity	Oregon		Portland	All Other Regions
	Number	Rating		
White or Caucasian	1,401	3.8	3.9	3.7
All Other Racial/Ethnic	96	3.6	3.8	3.5
Total Respondents	1,514	3.8	3.9	3.7

DATA COLLECTED BY THE OREGON STATE BAR

The information on this page was not collected during the tabulation of the economic survey and only is included for additional information on the race and ethnicity of members of the Oregon State Bar.

Each month the Oregon State Bar creates a breakdown of various types of bar membership.. This data includes breakdown by type (active, inactive, firms, resigned, etc.), county, region, out-of-state, sections, and others including race/ethnicity.

The chart below reports the race/ethnicity of active bar members as of August 30, 2012, the same month as the economic survey results were tabulated. Race/ethnicity data has been recorded by the bar since 1997 and the information was and is voluntarily provided by the member at the time of admittance to the bar. Thus, the bar's records of race and ethnicity of its members are incomplete. Beginning in fall 2012, the bar expanded this voluntary collection to include additional fields of data for gender identification, disability, and sexual orientation.

Active OSB Membership by Race/Ethnicity

Race/Ethnicity	Count	% of Those Reporting	% of Active Membership
Asian	366	4.3	2.5
Black	98	1.2	0.7
Hispanic	214	2.5	1.5
Multi or Other	194	2.3	1.3
Native American	81	1.0	0.5
White	7,488	88.7	51.1
Total Reporting	8,441	100%	57.6
Declined/Not Stated	6,222		42.4
Total Active Membership	14,663		100%

Of the 57.6% of active members who have reported, 6.5% reported their race or ethnicity as other than white. Since the number of members who have declined or not stated their race or ethnicity is so large (6,222 or 42% of all active members), the bar cannot state the information is representative of the race and ethnic membership of the bar and is presented only as additional information to this addendum.

