



2002 Oklahoma Bar Association Membership Survey Report

THE OKLAHOMA
BAR
JOURNAL



Vol. 73 No. 35

December 7, 2002

PERSUASIVE TRIAL TECHNIQUES

The Foundation of Effective Advocacy

DATES & LOCATIONS: Tulsa
December 19, 2002
Hilton Southern Hills (7902 S. Lewis)

OKC
December 20, 2002
Oklahoma Bar Center (1901 N. Lincoln Blvd.)

CLE CREDIT: This course has been approved by the Oklahoma Bar Association Mandatory Continuing Legal Education Commission for 6 hours of mandatory CLE credit, including 1 hour of ethics.

TUITION: \$200 for early-bird registrations received at least four full business days prior to the seminar date; \$225 for walk-in registrations and preregistrations received within four full business days of the seminar date. **No discounts.**

CANCELLATION POLICY: Cancellations, refunds, or transfers will not be accepted.

About the Speaker

Todd Winegar

Attorney at Law, Salt Lake City, Utah

Todd Winegar is a dynamic speaker with over 20 years of litigation experience who has taught CLE programs across the country. Mr. Winegar's practice emphasizes civil trial litigation, including a Minuteman missile accident case, professional malpractice, and product liability actions. He draws examples from these experiences to present a thought-provoking, yet practical, seminar.

PROGRAM:

8:30 Registration and Continental Breakfast

9:00 Memory: The Basis of Understanding
How jurors (judges, witnesses, attorneys) learn and recall information

- Factual memory, emotional memory, false memory
- Right and left brain distinctions
- Three memory principles
- Memory and ethics in wood shedding
- Reconstructing memory
- Your memory - speaking without notes

Communication: The Instrument of Persuasion

- What you say is often not what your listener hears
- Communication takes place on the terms of the listener
- The importance of nonverbal communication

11:45 Lunch (on your own)

1:00 The Process of Decision Making

- Watch a mock jury deliberate an actual case, and see how reason and bias battle for jurors' minds
- How bias, reason, and memory are used to decide
- Psychological decision models

- Jury research on the decision making process
- When the jury decides - placing your influence where it works

Arguments

How to use the three basic types of arguments to structure testimony

- Constructing arguments that persuade
- Common errors in constructing arguments
- Locating the weaknesses in opponents' arguments
- Structuring arguments to make the fact finder want to find in your favor

Persuasion

Combining memory, decision theory, communication principles, and arguments to obtain results

- Persuading with the opening statement
- The "guide theory" of persuasion
- Three rules of persuasion

Practical Applications

- Trials, oral arguments, negotiations, and briefs
- How to use persuasion principles consistently

4:00 Adjourn

Persuasive Trial Techniques

Tulsa December 19, 2002
Hilton Southern Hills

OKC December 20, 2002
Oklahoma Bar Center

Materials only Pub. #876 \$80

Register on line at www.okbar.org

Full Name _____

Firm _____

Address _____

City _____ State _____ Zip _____

Phone () _____ E-Mail _____

Are you a Member of OBA? Yes No OBA Bar # _____

Make Check payable to the **Oklahoma Bar Association** and mail entire page to:

CLE REGISTRAR, P.O. Box 960063 Oklahoma City, OK 73196-0063 • (405) 416-7006

For Visa or Master Card Fax (405) 416-7088, Phone or Mail

Credit Card# _____ Exp. date _____

Authorized Signature _____



OKLAHOMA BAR ASSOCIATION

THE OKLAHOMA BAR JOURNAL is a publication of the Oklahoma Bar Association. All rights reserved. Copyright© 2002 Oklahoma Bar Association. The design of the scales and the "Oklahoma Bar Association" encircling the scales are trademarks of the Oklahoma Bar Association. Legal articles carried in THE OKLAHOMA BAR JOURNAL are selected by the Board of Editors.

Managing Editor

WILLIAM H. SULLIVAN

News & Layout Editor

CAROL A. MANNING

Editor

RONALD MAIN, Tulsa

Associate Editors

STEPHEN D. BEAM, Weatherford

JUDGE LEE CARD, Ardmore

SHELLEY CUNDIFF, Poteau

MELISSA G. DELACERDA, Stillwater

MICHAEL D. EVANS, Frederick

LUKE GAITHER, Henryetta

JAMES O. GOODWIN, Tulsa

D. RENÉE HILDEBRANT, Oklahoma City

O.B. JOHNSTON III, Vinita

NOTICE of change of address (which must be in writing and signed by the OBA member), undeliverable copies, orders for subscriptions or ads, news stories, articles and all mail items should be sent to the **Oklahoma Bar Association, P.O. Box 53036, Oklahoma City, OK 73152-3036.**

Oklahoma Bar Association

Main Number (405) 416-7000

Toll Free (800) 522-8065

Facsimile Number (405) 416-7001

Continuing Legal

Education (405) 416-7006

General Counsel (405) 416-7007

Law Related Education (405) 416-7005

Lawyers Helping Lawyers . (800) 364-7886

Mgmt. Assistance Program . (405) 416-7008

Mandatory Continuing

Legal Education (405) 416-7009

Oklahoma Bar Journal &

Public Information (405) 416-7004

Board of Bar Examiners (405) 416-7075

Oklahoma Bar Foundation ... (405) 416-7070

The Oklahoma Bar Association's official website:
www.okbar.org

TABLE OF CONTENTS

MESSAGE FROM THE OBA PRESIDENT 3394

INTRODUCTION 3395

I. THE OKLAHOMA LAWYER
 OBA MEMBERS 3396
 AGE 3397
 RACE & ETHNICITY 3398
 REGION 3400
 GENDER 3402

II. STATUS 3404

III. BAR ASSOCIATION PARTICIPATION
 OKLAHOMA BAR JOURNAL
 & WEB SITE 3406
 BAR SERVICES 3408
 CONTINUING LEGAL EDUCATION 3409

IV. COMMUNITY INVOLVEMENT 3410

V. PRIVATE PRACTICE ATTORNEYS:
 THE BUSINESS 3412

VI. PRACTICE AREAS 3418

VII. PRIVATE PRACTICE: FIRMS 3420

VIII. SALARIED LAWYERS 3429

IX. LAWYER INCOME 3430

APPENDIX: RESEARCH METHODS 3432

THE OKLAHOMA BAR JOURNAL (ISSN 0030-1655) IS PUBLISHED FOUR TIMES A MONTH IN JANUARY AND THREE TIMES A MONTH THE REMAINDER OF THE YEAR, BY THE OKLAHOMA BAR ASSOCIATION, 1901 N. LINCOLN BOULEVARD, OKLAHOMA CITY, OKLAHOMA 73105. PERIODICALS POSTAGE PAID AT OKLAHOMA CITY, OK. POSTMASTER: SEND ADDRESS CHANGES TO THE OKLAHOMA BAR ASSOCIATION, P.O. BOX 53036, OKLAHOMA CITY, OK 73152-3036. SUBSCRIPTIONS ARE \$45 PER YEAR EXCEPT FOR LAW STUDENTS REGISTERED WITH THE OKLAHOMA BAR ASSOCIATION, WHO MAY SUBSCRIBE FOR \$25. ACTIVE MEMBER SUBSCRIPTIONS ARE INCLUDED AS A PORTION OF ANNUAL DUES. ANY OPINION EXPRESSED HEREIN IS THAT OF THE AUTHOR AND NOT NECESSARILY THAT OF THE OKLAHOMA BAR ASSOCIATION, OR THE OKLAHOMA BAR JOURNAL BOARD OF EDITORS.

Message from the OBA President

By Gary C. Clark



My fellow OBA members:

I am pleased to transmit to you the 2002 Oklahoma Bar Association Membership Survey Report. We are deeply indebted to Professor Robert Darcy, Oklahoma State University Department of Statistics, who contributed his time and talent to compose an effective survey instrument and methodology and lead the effort with OSU Professor Mark Payton and OBA Survey Committee Chair Steven Balman.

In order to increase the reliability of the data (and reduce costs), we chose to survey a random sampling of our membership with an aggressive follow-up campaign. In August 1,250 of our members received the survey either by e-mail or by regular mail (approximately one-half each). With the assistance of Judge Charles Hogshead programming an online response system, and follow-up correspondence, **a response rate of over 75 percent** was achieved. So that you can fully appreciate the significance of that response rate, you should know that the response rates for the 1992 and 1982 surveys were approximately 40 percent. Response rates in other bar surveys I have seen recently were 12 percent, 16 percent and 28 percent. A hearty thank you to those of you who received the survey and responded. The time you spent in completing the survey enables us to have a far more reliable picture of the environment of practicing lawyers in Oklahoma than we have ever had.

Responses to survey questions have been supplemented by statistical information from our membership database and other sources and compared to prior surveys by Professor Darcy. All in all, the information drawn from the survey and other sources provides useful insight about the status of lawyers in Oklahoma and helps us to plan for the future.

A few interesting facts to contemplate: Our 2002 membership (15,075) has increased by 300 percent since 1970 (4,793) and by 50 percent since 1992 (9,837). The number of lawyers over 50 years of age has increased from 27 percent to 41 percent of our active in state membership since 1992. On an economic front the median hourly rate for all lawyers in private practice is approximately \$150, but the spread between non-metro counties and the metro counties is almost \$20 per hour. In the 1992 survey over 43 percent of lawyers reported incomes under \$50,000. Without adjusting for inflation, over 30 percent of lawyers reported earning less than \$50,000 in the recent survey.

Finally, you should know that while obtaining more reliable data, we have reduced the cost of the survey from \$50,000 in 1992 to less than \$12,000 this year. Your bar leadership will use the information provided by this report to provide you with the services you desire and need in your everyday practices. I think you will also find it useful and helpful.

A handwritten signature in black ink that reads "Gary". The signature is written in a cursive, flowing style.

2002 Oklahoma Bar Association Membership Survey Report

R. Darcy & Mark Payton

with

*Kiana Adkisson, Carissa Champlin,
Mary Henderson and Erik Motsinger*

*Department of Statistics
Oklahoma State University*

Introduction

The first study of Oklahoma lawyers in 1970 was devoted to economics and questions in other areas, years in practice or where the lawyer worked, for example, were of interest only to the extent income was affected. In subsequent surveys who the Oklahoma lawyer is and what he or she does expanded in scope. By the 1992 survey the 90 questions concerned bar association activities, office practices, community involvement, as well as the economic questions. Here we keep this wide perspective. At the same time the survey was cut to 46 questions. These 2002 responses are supplemented by responses from previous surveys, information calculated from the OBA membership data base and from other sources.¹

- | | |
|---------------------|---|
| Section I | describes the Oklahoma lawyer. Included are age, race, gender and similar information. |
| Section II | describes the lawyer's position or employment and his or her experience. |
| Section III | deals with participation in Oklahoma Bar Association activities and the <i>Oklahoma Bar Journal</i> . |
| Section IV | documents the Oklahoma lawyer's community involvement. |
| Section V | describes how private practice lawyers conduct their business. |
| Section VI | documents practice areas. |
| Section VII | describes private practice firms. |
| Section VIII | describes salaried lawyers. |
| Section IX | documents lawyer income. |

The appendix describes how the survey was conducted.

I. The Oklahoma Lawyer

OBA Members

The Oklahoma Bar Association had 4,793 members in 1970; 7,908 in 1982 and 9,837 in 1992. The July 2002 membership stood at 14,837 of which 10,609 were active Oklahoma attorneys. The remainder are either inactive, reside outside Oklahoma, or both. Growth averaged 5.4 percent per year 1970 - 1982; 2.4 percent 1982 - 1992 and 5.0 percent 1992 - 2002. Assuming a growth averaging 5 percent per year, we can project an OBA membership of 22,255 by 2012.

2002

RESIDENCY	NUMBER	PERCENT
Oklahoma	11,473	77.33%
Other	3,364	22.67%
Total	14,837	100%

(from July 2002 OBA membership base)

TYPE OF MEMBER	NUMBER	PERCENT
Active	13,677	92.18%
Associate	63	0.42%
Senior	1,097	7.39%
Total	14,837	100%

(from July 2002 OBA membership base)

HAS FAX	NUMBER	PERCENT
Yes	5,643	49.19%
No	5,830	50.81%
	11,473	100%

(from July 2002 OBA active Oklahoma membership base)

HAS E-MAIL	NUMBER	PERCENT
Yes	6,233	54.33%
No	5,240	45.67%
	11,473	100%

(from July 2002 OBA active Oklahoma membership base)

2002

IS A JUDGE	NUMBER	PERCENT
Yes	300	2.61%
No	11,173	97.39%
	11,473	100%

(from July 2002 OBA active Oklahoma membership base)

LAW SCHOOL	NUMBER	PERCENT
University of Oklahoma	5,895	39.46%
University of Tulsa	3,599	24.09%
Oklahoma City University	3,143	21.04%
University of Arkansas	226	1.51%
University of Texas at Austin	184	1.23%
Southern Methodist University	150	1.00%
Other (less than 1% each)	1,742	11.66%
	14,939	100%

(from July 2002 OBA membership base)

While Oklahoma lawyers come from 159 different law schools, 85 percent graduated from Oklahoma's three law programs and, if we add Southern Methodist, Texas and Arkansas we have accounted for almost 90 percent of the Oklahoma legal profession.

Age

Today about a quarter of all members are under 40. Nearly 30 percent are over 55. In 1992 the survey reported over 40 percent aged 40 or under and only 19 percent over 55.

2002

Age (Birth Year)	ALL OBA		ACTIVE OKLAHOMA OBA	
	Number	Percent	Number	Percent
Under 40	3,566	24.03%	2,788	24.30%
40 - 55	7,031	47.39%	5,376	46.86%
Over 55	4,240	28.58%	3,309	28.84%
Total	14,837	100%	11,473	100%

(from July 2002 OBA membership base)

The 2002 survey age groups closely match the Oklahoma active member base from which it was sampled. Exceptions are those 65 or older who are about six percent less of the sample than they are of the membership population. The mean age was 47.71 years based on responses from 924 lawyers.

2002

IN WHAT AGE CATEGORY DO YOU FALL?

	Survey		All OBA	Active Oklahoma
	1992	2002	2002	OBA 2002
30 or Younger	8.70%	6.37%	4.83%	5.26%
31-35	15.60%	10.02%	10.22%	10.04%
36-40	18.20%	10.96%	11.19%	11.23%
41-45	18.40%	13.99%	14.33%	14.05%
46-50	12.00%	14.20%	15.81%	15.29%
51-55	8.10%	16.07%	15.04%	15.29%
56-60	5.50%	10.54%	10.43%	10.40%
61-65	4.30%	8.25%	5.96%	6.08%
Over 65	9.20%	6.05%	12.19%	12.36%
Unknown		3.55%		
	100%	100%	100%	100%
	3,992	958	14,837	11,473

(2002 from all surveyed and July 2002 membership base)

Race and Ethnicity

The 2002 OBA Membership Survey asked race for the first time. Lawyers could check as many races as they wished.

Over 90 percent of OBA members are white. Approximately 75 percent of the general population of Oklahoma is white. Based upon survey data, less than eight-tenths of one percent of OBA members are African-American. Over seven percent of Oklahoma's general population is African-American. Over five percent of OBA members are Native American. Over seven percent of Oklahoma's general population is Native American. About one half of one percent of the OBA membership is Asian-American. The Asian-American component of Oklahoma's general population is over one percent.



Oklahoma City attorneys Joel Porter and Linda Samuel-Jaha with OBA President Gary Clark.

2002

WHAT IS YOUR RACE? (CIRCLE AS MANY AS APPROPRIATE)

	2002	2002 Census
White	94.20%	76.17%
African American	0.75%	7.56%
Native American	5.55%	7.91%
Asian	0.64%	1.35%
Other (specify)	1.81%	12.12%
	102.95%	105.11%
	937	

Totals greater than 100% because individuals can select multiple races.
(2002 asked of all surveyed)

The number of African-American attorneys will gradually increase in Oklahoma as our law schools admit and graduate more African-American lawyers. But the law schools are not attracting African-American students quite at the rate of African-Americans in Oklahoma's population. Further, if we assume the 443 new freshmen will all graduate and stay in Oklahoma, they will represent only three percent of the 10,609 active Oklahoma attorneys. It will take many years for the African-American proportion of Oklahoma attorneys to reach the proportions enrolled by our law schools in this year's freshman class.

2002

OKLAHOMA LAW SCHOOLS

2002 AFRICAN-AMERICAN STUDENT ENROLLMENT

School	African-American	African-American	All Students	All Students
	Freshman	All Students	Freshman	All Classes
University of Oklahoma	3.40%	2.50%	174	514
University of Tulsa	2.70%	6.10%	184	572
Oklahoma City University	4.30%	6.70%	251	583
Overall	3.60%	5.20%	609	1,669

Source: Authors' calculations from information supplied by law schools.

Thirty-seven African-American attorneys belong to the Tulsa area Northeast Oklahoma Black Lawyers Association. This is 1.08 percent of the 3,403 OBA members in Tulsa County. According to the 2000 U.S. census, there are 60,794 African Americans among the 393,049 City of Tulsa residents (15.46 percent).

The number of active African Americans belonging to the Oklahoma City Association of Black Lawyers is 112. This is 2.50 percent of the 4,478 Oklahoma Bar Association members in Oklahoma County. There are Oklahoma County area African American attorneys that are not members of the Association of Black Attorneys. According to the 2000 U.S. census, there are 77,810 African Americans among the 506,132 Oklahoma City residents (15.37 percent).

Region

Most Oklahoma lawyers are in the state's metro areas of Tulsa and Oklahoma City. Between 1969 and 1993 this metro proportion rose by seven percent, but in the last decade the growth in lawyers has been evenly distributed with no percent change in geographical area percentages.

OKLAHOMA BAR ASSOCIATION MEMBERSHIP BY REGION

County	December 31	January 1	January 1	All OBA	Active	
	1969	1982	1993	July 1 2002	July 1 2002	2002 Census
Oklahoma	36.79%	37.33%	40.08%	39.40%	39.39%	19.14%
Tulsa	25.33%	27.59%	29.05%	29.94%	29.94%	16.32%
North West ¹	37.89% ⁵	35.08% ⁵	6.68%	6.13%	6.14%	13.43%
South West ²			9.82%	9.95%	9.95%	15.01%
South East ³			6.69%	6.67%	6.67%	16.46%
North East ⁴			7.68%	7.91%	7.91%	19.64%
Total	100%	100%	100%	100%	100%	100%
Out of state	1,489	1,856	2,817	3,471	107	
Total	6,314	9,510	12,965	14,837	11,473	

(from OBA membership base for various years)

¹ Cimarron, Texas, Beaver, Harper, Woods, Alfalfa, Grant, Ellis, Woodward, Major, Garfield, Roger Mills, Dewey, Blaine, Kingfisher, Beckham, Custer, Washita, Caddo, Canadian, Harmon, Greer, Kiowa, Logan, Noble, Kay

² Jackson, Tillman, Comanche, Cotton, Grady, McClain, Cleveland, Garvin, Stephens, Jefferson

³ Pawnee, Payne, Lincoln, Hughes, Pottawatomie, Seminole, Pontotoc, Murray, Carter, Love, Johnston, Marshall, Bryan, Atoka, Coal, Pittsburg, Latimer, LeFlore, Pushmataha, Choctaw, McCurtain

⁴ Washington, Nowata, Osage, Craig, Ottawa, Rogers, Mayes, Delaware, Wagoner, Cherokee, Adair, Creek, Okmulgee, Okfuskee, McIntosh, Muskogee, Haskell, Sequoyah

⁵ Percentage is a total of the North West, South West, South East and North East regions.

While in 2002 the survey did not directly ask for the size of the city with the lawyer's principal office, the 2002 pattern is unlikely to differ much from the previous decades. Most attorneys are in the two major metropolitan areas, the bulk of the remainder in county seats. Few are in small towns. In 2002 there are 18 Oklahoma counties where the number of attorneys are in single digits. In 1993 there were 19 counties where the number of lawyers was in single digits. Adair, Alfalfa and Haskell saw a rise in attorneys taking them out of this category. Major and Tillman counties, however, experienced a drop in attorneys leaving each with only eight and nine respectively.

Given the requirements of staffing the justice system, the small number of lawyers in certain areas cannot help but make legal access problems for residents over and above those imposed by income.

2002

COUNTIES WITH FEWER THAN TEN LAWYERS

<i>Number of Lawyers</i>						
3	4	5	6	7	8	9
Dewey	Cimarron	Cotton	Coal	Love	Beaver	Grant
Harmon	Greer	Ellis	Johnston		Major	Nowata
	Harper	Jefferson				Tillman
	Latimer					
	Roger Mills					

(from July 2002 OBA membership base)

1993

COUNTIES WITH FEWER THAN TEN LAWYERS

<i>Number of Lawyers</i>						
4	5	6	7	8	9	
Cimarron	Greer	Roger Mills	Grant	Adair	Beaver	
Dewey	Love	Jefferson	Latimer	Cotton	Alfalfa	
Coal		Johnston		Ellis	Nowata	
Harmon				Harper	Haskell	

(from 1993 OBA membership base)

2002

WHAT IS THE POPULATION OF THE CITY IN WHICH YOU HAVE YOUR PRINCIPAL OFFICE?

	1970	1982	1992
A. Under 5,000	0%	5%	5.70%
B. 5,000 to 10,000	2%	6%	5.10%
C. 10,001 to 20,000	4%	7%	5.60%
D. 20,001 to 30,000	6%	5%	4.40%
E. 30,001 to 40,000	7%	4%	3.50%
F. 40,001 to 60,000	12%	4%	4.10%
G. 60,001 to 200,000	5%	5%	16.90%
I. Over 200,000	64%	64%	54.70%
	100%	100%	100%
			3,889

Gender

Today more than a quarter of Oklahoma lawyers are women. This is up from 22 percent of those surveyed in 1992. Oklahoma's law schools are close to admitting an equal number of men and women students. Currently freshman law classes are averaging 45 percent women. In the next few years we can expect this to reach 50 percent. The University of Oklahoma has reached this level for the first time this year. Over the next two decades increased numbers of women law students will impact on the number of women lawyers. If these trends persist change in the gender composition of Oklahoma lawyers will continue to be slow but steady. By 2022 approximately half of Oklahoma lawyers will be women.

2002

WHAT IS YOUR GENDER?

	1992	2002	All OBA	Active Oklahoma
Female	22.00%	28.76%	26.00%	25.43%
Male	78.00%	71.24%	73.89%	74.50%
Unknown			0.11%	0.07%
	100%	100%	100%	100%
	3,989	932	14,837	11,473

(2002 asked of all surveyed and from July 2002 OBA membership base)

When we compare response rates to the active Oklahoma member base sampled, we find women attorneys responded to the survey at a slightly higher rate than did men.

2002

OKLAHOMA LAW SCHOOLS 2002 WOMEN STUDENT ENROLLMENT

School	Women	Women	All Students	All Students
	Freshman	All Students	Freshman	All Classes
University of Oklahoma	56.32%	48.44%	174	514
University of Tulsa	41.30%	42.48%	184	572
Oklahoma City University	40.24%	40.48%	251	583
Overall	45.16%	43.62%	609	1,669

Source: Authors' calculations from information supplied by law schools.

We can notice Oklahoma's law schools are admitting about 600 students a year while the Oklahoma bar admits about 325 to 350 new lawyers a year. *Oklahoma is a net exporter of new lawyers.* We can also note new lawyers are only a small portion of the total Oklahoma bar, which is over 15,000 members by October 2002. *Gender, racial and other composition changes among new lawyers will only slowly manifest themselves in change in the overall Oklahoma bar membership.*



Photo courtesy of OU College of Law

II. Status

Status

There is a gradual trend toward smaller percentages of lawyers in solo practice and in professional corporations and more salaried employees. Between 1992 and 2002 there is an increase in the proportion of salaried lawyers.

1992

ARE YOU ACTIVELY ENGAGED IN THE PRACTICE OF LAW?

A. Yes, full time	80.20%
B. Yes, part time	7.70%
C. Retired	2.90%
D. No	8.20%
No Reply	1.00%
	100%
	4,089

IF YOU ARE NOT ACTIVELY ENGAGED IN THE PRACTICE OF LAW, DO YOU USE YOUR LEGAL TRAINING IN YOUR WORK?

A. Yes	82.30%
B. No	17.40%
No Reply	0.30%
	100%
	609

1970

PLEASE INDICATE YOUR STATUS

A. Salaried employee not in private practice	35.05%
B. Other	64.95%
	100%

1982

PLEASE INDICATE YOUR STATUS

A. Partner	44%
B. Associate	22%
C. Sole practitioner (including having an associate or officing with others)	34%
	100%

PLEASE INDICATE YOUR STATUS

	1992	2002
Member of a professional corporation	16.20%	13.95%
Partner	12.20%	10.68%
Associate	13.30%	13.05%
Sole practitioner (including having an associate or officing with others)	31.30%	29.25%
"Of counsel" to a firm	2.60%	2.36%
Salaried employee (not in private practice)	24.30%	30.71%
Other	0.10%	
	100%	100%
	3,862	889

(2002 asked of all surveyed)

PLEASE INDICATE YOUR STATUS

	1970	1982
Member of professional corporation	8.50%	35%
Not member of professional corporation	91.50%	65%
	100%	100%

III. Bar Association Participation

While the Oklahoma Bar Journal remains read, proportions reading the various sections regularly continues to decline.

Oklahoma Bar Journal & Web Site

Almost 90 percent of Oklahoma Bar Association members regularly or sometimes read the *Oklahoma Bar Journal*. Regular readership of Published Opinions and scholarly articles has shown a steady decline over the past two decades. Planned changes in the article issues for next year under the leadership of President-Elect DeLacerda may reverse this decline. Readership for classified advertisements also continues to decline. However, over a third of Oklahoma lawyers would pay for their subscriptions to the *Oklahoma Bar Journal* if it were available to members on the Web. Slightly less than half of the members regularly or sometimes visit the bar Web site.

DO YOU READ THE OKLAHOMA BAR JOURNAL?

	1982	1992
A. Regularly	80%	80.40%
B. Sometimes	18%	17.10%
C. Almost never	2%	2.50%
	100%	100%
		4,054

DO YOU READ THE PUBLISHED OPINIONS IN THE OKLAHOMA BAR JOURNAL?

	1982	1992	2002
Regularly	71%	68.80%	49.25%
Sometimes	26%	26.80%	38.87%
Almost never	3%	4.40%	11.88%
	100%	100%	100%
		4,054	934

(2002 asked of all surveyed)

DO YOU READ THE "BAR NEWS" ISSUE OF THE OKLAHOMA BAR JOURNAL CONTAINING SCHOLARLY ARTICLES?

	1982	1992	2002
Regularly	49%	47.20%	35.58%
Sometimes	46%	44.80%	52.13%
Almost never	5%	8.00%	12.29%
	100%	100%	100%
		4,051	936

(2002 asked of all surveyed)

DO YOU READ THE CLASSIFIED ADVERTISEMENTS IN THE OKLAHOMA BAR JOURNAL?

	1982	1992	2002
Regularly	36%	40.30%	25.61%
Sometimes	48%	42.90%	48.46%
Almost never	16%	16.80%	25.93%
	100%	100%	100%
		4,055	937

(2002 asked of all surveyed)

HOW OFTEN DO YOU VISIT THE OKBAR.ORG WEB SITE?

	2002
Regularly	4.64%
Sometimes	41.96%
Almost never	53.40%
	100%
	927

(2002 asked of all surveyed)

WOULD YOU PAY A SUBSCRIPTION TO CONTINUE HAVING THE OKLAHOMA BAR JOURNAL MAILED TO YOU IF IT WAS ON THE OKBAR.ORG WEB SITE FOR MEMBERS TO ACCESS?

	2002
Yes	34.65%
No	65.35%
	100%
	889

(2002 asked of all surveyed)

Bar Services

Oklahoma lawyers see Continuing Legal Education (CLE) as the bar's most important service. Professional discipline is next in importance. A third of Oklahoma lawyers see self-governance and the bar's legislative program as important to them. A quarter see practice management and insurance or retirement programs as important to them. For 16 percent of Oklahoma lawyers the bar provides an important opportunity for public service. There were only minor metro and non-metro differences except non-metro lawyers were more inclined to rate practice management and insurance and retirement programs as important.

**WHICH OF THE FOLLOWING OBA SERVICES ARE IMPORTANT TO YOU?
(CIRCLE AS MANY AS APPLICABLE)**

	2002	Metro	Non-Metro
Self-governance	36.15%	37.01%	33.75%
Professional Discipline	58.24%	58.06%	58.75%
Continuing Legal Education	82.42%	81.09%	85.83%
Legislative Program	30.11%	29.10%	32.92%
Opportunities for Public Service	16.26%	16.87%	14.58%
Practice Management	23.85%	20.15%	34.14%
Insurance & Retirement Programs	27.47%	24.93%	34.58%
	910	670	240

(2002 asked of all surveyed)

A majority of Oklahoma lawyers see legal education as a challenge to the bar. But a quarter to a third of the lawyers also identify a number of other challenges facing the bar. Metro and non-metro differences are largely minor. The exceptions are non-metro lawyers are more likely to be concerned with unauthorized practice of law, legal training and congested court dockets than are metro lawyers.

THE FOLLOWING ISSUES HAVE BEEN IDENTIFIED AS SIGNIFICANT CHALLENGES FOR THE OBA. (CIRCLE THE LETTERS OF ANY IMPORTANT TO YOU)

	2002	Metro	Non-Metro
Multi-Disciplinary Practice	30.46%	31.07%	28.81%
Multi-Jurisdictional Practice	21.52%	23.08%	17.28%
Unauthorized Practice of Law	37.42%	34.09%	46.50%
Legal Education/ Clinical Skills Training	56.62%	54.60%	62.14%
Judicial Independence	33.22%	34.39%	30.04%
The Billable Hour	21.19%	21.23%	21.07%
Regulation of e-lawyering	18.54%	18.25%	19.34%
Alternative Dispute Resolution	30.02%	30.92%	27.57%
Congested Court Dockets	37.50%	35.60%	42.74%
	904	663	241

(2002 asked of all surveyed)

CONTINUING LEGAL EDUCATION (CLE)

Seventy-eight percent of Oklahoma lawyers participate in Continuing Legal Education (CLE) offered by the OBA with most taking from seven to twelve hours a year. Since 1982 there has been a small rise in the percent of attorneys taking no OBA CLE programs.

HOW MANY HOURS OF CONTINUING LEGAL EDUCATION PROGRAMS PRESENTED BY THE OKLAHOMA BAR ASSOCIATION DID YOU ATTEND LAST YEAR?

	1982
A. None	17%
B. 1 - 5	26%
C. 6 - 10	33%
D. 11 - 15	15%
E. More than 15	9%
	100%

HOW MANY HOURS OF CONTINUING LEGAL EDUCATION PROGRAMS PRESENTED BY THE OKLAHOMA BAR ASSOCIATION DID YOU ATTEND IN [1991, 2001]?

	1992	2002
None	18.10%	21.52%
1 to 6 hours	15.90%	17.72%
7 to 12 hours	27.60%	32.83%
Over 12 hours	38.40%	27.93%
	100%	100%
	3,988	920

(2002 asked of all surveyed)

IV. Community Involvement

Lawyers are known for their community involvement. This involvement includes both *pro bono* (donated) legal work and other community efforts. The 2002 survey drew a distinction between community involvement as an attorney and as a non-attorney volunteer. Over half the Oklahoma attorneys do *pro bono* legal work. Many give several hours a week. Seventy percent of Oklahoma lawyers report giving some time each week to community, volunteer or charity work.

1982

IN AN AVERAGE WEEK, HOW MANY HOURS DO YOU SPEND ON: CIVIC/COMMUNITY/PRO BONO/CHARITABLE WORK?

A. Less than 5 hours per week	65%
B. 5-9 hours	28%
C. 10 -19	6%
D. 20 and more	1%
	100%

1992

IN AN AVERAGE WEEK, HOW MANY HOURS DO YOU SPEND ON:

	Civic/Community/ Pro Bono/Charitable Work	Professional Legal Work/ Volunteer Work
A. Less than 3	51.50%	65.60%
B. 3	15.40%	12.80%
C. 4	8.70%	6.30%
D. 5	8.90%	4.40%
E. 6	3.90%	1.60%
F. 7	0.90%	0.50%
G. 8	1.70%	0.80%
H. More than 8	9.00%	8.00%
	100%	100%
	3,687	3,128

2002

IN AN AVERAGE WEEK, HOW MANY HOURS DO YOU SPEND ON:

	Civic Volunteer/Community/ Charity work NOT as an attorney	Pro Bono Legal Work
Hours		
None	27.67%	45.67%
Up to 3 hours per week	43.40%	38.81%
3-5	13.78%	9.70%
5-7	5.51%	2.33%
7-9	3.10%	1.16%
Over 9	6.54%	2.33%
	100%	100%
	871	773

(2002 asked of all surveyed)

1992

IF YOU PRACTICE PART TIME, ON THE AVERAGE, HOW MANY CHARITABLE HOURS DO YOU PRODUCE A DAY (WHETHER DIRECTLY BILLED OR NOT)?

A. Less than 3 hours	17.00%
B. 3 hours	5.00%
C. 4 hours	4.60%
D. Over 4 hours	3.10%
E. Practice full time	70.30%
	100%
	1,103

V. Private Practice Attorneys: The Business

2002

DOES YOUR LAW FIRM MAINTAIN MULTIPLE OFFICES?

Yes	19.09%
No	80.91%
	100%
	613

(2002 asked of lawyers in private practice surveyed)

Over the decade the proportion of solo practice lawyers has remained constant. There is now a smaller proportion of lawyers in small firms of two to five and a greater proportion in larger firms, the biggest growth being in the firms with over 40 lawyers. Non-metro firms are represented in all size categories but over 80 percent of non-metro lawyers range from solo practices to firms with up to five lawyers.

WHAT IS THE SIZE OF YOUR LAW OFFICE, INCLUDING YOURSELF, YOUR PARTNERS, ASSOCIATES AND LAWYERS WHO ARE "OF COUNSEL" TO THE FIRM?

	1982		1992	2002 All	Metro	Non-Metro
Solo	19%	Solo	31.30%	31.27%	27.57%	41.26%
2	16%	2 to 5	35.10%	31.76%	28.41%	40.81%
3	14%	6 to 10	11.20%	11.64%	12.96%	8.07%
4	10%	11 to 20	9.80%	10.42%	11.96%	6.28%
5 to 9	18%	21 to 40	5.80%	6.06%	7.64%	1.79%
10 to 14	7%	Over 40	6.80%	8.85%	11.46%	1.79%
15 to 24	6%		100%	100%	100%	100%
Over 24	9%		2,947	825	602	223
	99%					

(2002 asked of all surveyed)

HOW MANY LAWYERS DOES YOUR FIRM EMPLOY IN THE LOCATION AT WHICH YOU PRINCIPALLY WORK INCLUDING YOURSELF, YOUR PARTNERS, ASSOCIATES AND LAWYERS WHO ARE "OF COUNSEL" TO THE FIRM? _____ (NUMBER OF LAWYERS)

Average: 12.88

Number of cases: 849

(2002 asked of all surveyed)

DO YOU OR DOES YOUR FIRM MAINTAIN PROFESSIONAL LIABILITY INSURANCE?

	1992	2002
Yes	73.90%	81.62%
No	26.10%	18.38%
	100%	100%
	2,923	604

(2002 asked of lawyers in private practice surveyed)

1992

DO YOU OR DOES YOUR FIRM PARTICIPATE IN THE OKLAHOMA BAR PROFESSIONAL LIABILITY INSURANCE PROGRAM?

A. Yes	58.70%
B. No	41.30%
	100%
	2,746

DO YOU KEEP TIME RECORDS?

	1982	1992	2002
Always	48%	59.90%	56.54%
Always, except in contingency or fixed fee cases	22%	21.00%	22.38%
Sometimes	27%	16.00%	16.50%
Never	3%	3.10%	4.58%
	100%	100%	100%
		2,919	612

(2002 asked of lawyers in private practice surveyed)

The median hours billed has remained constant at six per day since 1982 and holds true for metro and non-metro attorneys both. But while less than 38 percent of the metro attorneys have less than six billable hours per day, almost 43 percent of the non-metro attorneys do.



Cleveland County attorneys Gretchen Runkle Nicholson and Sandee Coogan-Sutter.

IF YOU ARE IN FULL-TIME PRACTICE, ON THE AVERAGE, HOW MANY CHARGEABLE HOURS DO YOU PRODUCE A DAY (WHETHER DIRECTLY BILLED OR NOT)?

ON THE AVERAGE, HOW MANY BILLABLE HOURS DO YOU PRODUCE A DAY (WHETHER DIRECTLY BILLED OR NOT)? (AVERAGE DAILY BILLABLE HOURS)

	1982	1992	2002	Metro	Non-Metro
Less than 3 hours	7%	6.20%	10.33%	11.89%	6.45%
3 hours	5%	4.30%	5.35%	3.62%	9.68%
4 hours	12%	12.20%	8.30%	7.49%	10.32%
5 hours	20%	15.90%	15.31%	14.21%	18.06%
6 hours	24%	18.00%	20.67%	18.60%	25.82%
7 hours	14%	15.00%	13.47%	14.21%	11.61%
8 hours	10%	10.70%	17.34%	19.13%	12.90%
More than 8 hours	8%	10.90%	9.23%	10.85%	5.16%
Not in full-time practice		6.80%			
	100%	100%	100%	100%	100%
		2,752	542	387	155

(2002 asked of lawyers in private practice surveyed)

2002

ON THE AVERAGE, HOW MANY BILLABLE HOURS DO YOU PRODUCE A DAY (WHETHER DIRECTLY BILLED OR NOT)? (AVERAGE DAILY BILLABLE HOURS)

	Mean	Number
Metro	5.99	387
Non-Metro	5.62	155
All	5.89	542

(2002 asked of lawyers in private practice surveyed)

In 1970 the median hourly charge was \$25. By 1982 the median jumped to between \$61 and \$81. In 1992 the median hourly charge rose to between \$101 and \$125. In 2002 the average hourly rate was just over \$150. While the median hourly rate has increased over the decades, the percent increase has dampened. We can project the trend to 2012 to a 20 percent increase over the 2002 rate. That would be an \$180 average hourly rate. Whether or not this is realized, of course, will depend on many factors.

Metro lawyers charge an average of \$18 more per hour than non-metro lawyers.

WHAT IS YOUR HOURLY CHARGE (RATE)?

	1970		1982
Under \$10	3%	Under \$50	3%
\$10-\$15	10%	\$50 - \$60	13%
\$16-\$24	21%	\$61 - \$ 85	49%
\$25	23%	\$86 - \$100	21%
\$26-\$30	32%	\$101 - \$125	9%
\$31-\$40	9%	Over \$125	5%
\$41-\$50	2%		100%
	100%		

	1992	2002	Metro	Non-Metro
Under \$75	5.60%	1.75%	1.98%	1.19%
\$76 to \$85	10.20%	1.05%	1.48%	0.00%
\$86 to \$100	31.70%	9.60%	6.67%	16.67%
\$101 to \$125	29.00%	24.08%	23.21%	26.19%
\$126 to \$150	14.60%	30.19%	25.93%	40.48%
\$151 to \$200	7.60%	23.56%	27.41%	14.29%
Over \$200	1.30%	9.77%	13.33%	1.19%
	100%	100%	100%	100%
	2,845	573	405	168

(2002 asked of lawyers in private practice surveyed)

2002

WHAT IS YOUR HOURLY RATE?

	Mean	Number
Metro	\$156.72	405
Non-Metro	\$138.55	168
All	\$151.39	573

(2002 asked of lawyers in private practice surveyed)

PERCENT INCREASE IN HOURLY CHARGE

Year	Median Rate	Percent Increase
1970	\$25	
1982	\$71	184%
1992	\$113	59%
2002	\$150	32%

Source: Authors' calculations

DO YOU DISCUSS YOUR FEE AND HOW YOU WILL DETERMINE IT WITH THE CLIENT DURING THE FIRST INTERVIEW?

	1982	1992
Yes, the discussion is initiated by us	86%	86.00%
Sometimes		10.70%
Only if the client initiates the discussion		1.80%
Rarely		1.50%
(1982) Do not initiate discussion	14%	
	100%	100%
		2,855

DO YOU ROUTINELY PUT YOUR FEE AGREEMENT WITH THE CLIENT IN WRITING?

	1982	1992	2002
Yes	19%	55.80%	72.29%
Sometimes (1982)	59%		
No	23%	44.20%	27.71%
	101%	100%	100%
		2,857	599

(2002 asked of lawyers in private practice surveyed)

DO YOU HAVE A POLICY OF ROUTINELY SENDING COPIES OF ALL DOCUMENTS, CORRESPONDENCE AND PLEADINGS TO YOUR CLIENT?

	1970	1982	1992	2002
Yes	29%	56%	74.40%	80.23%
No	71%	44%	25.60%	19.77%
	100%	100%	100%	100%
			2,889	602

(2002 asked of lawyers in private practice surveyed)

VI. Practice Areas

Personal injury, estate and probate and real property were among the top five practice areas over the last four decades. Criminal law appears on the increase as a practice area but 75 percent of Oklahoma lawyers practice in other areas. Mineral law as a practice area has declined over the decades.

We can notice several practice area differences between metro and non-metro areas in 2002. As might be expected, individual non-metro lawyers join more areas than metro lawyers. This can be seen in the percentage totals which is almost half again as large for non-metro (437%) as for metro (311%). Twice as high a percent of non-metro lawyers areas include estate planning and probate, banking, real property, criminal and family law as metro lawyers. While the percentages are smaller, about twice as many metro as non-metro lawyers areas include labor, health and the environment.

1992

DO YOU HAVE ONE OR MORE SPECIFIC AREA(S) OF PRACTICE IN WHICH YOU CONCENTRATE?

A. Yes	87.90%
B. No	12.10%
	100%
	2,835



Attorneys from across the state with experience in a myriad of practice areas attend the OBA Solo and Small Firm Conference.

FROM THE FOLLOWING LIST, PLEASE INDICATE YOUR PRINCIPAL AREAS OF PRACTICE. PLEASE RANK (1, 2 AND 3), IN ORDER OF IMPORTANCE, YOUR TOP THREE (3) AREAS OF PRACTICE.

FROM THE FOLLOWING LIST, PLEASE INDICATE YOUR PRINCIPAL AREAS OF PRACTICE. (SELECT AS MANY CHOICES AS APPROPRIATE)

Fields producing greatest amount of fees 1970

	1970	1982	1992	2002	Metro	Non-Metro
A. Admiralty		0.40%	0.10%	0.00%	0.00%	0.00%
B. Indian Law			1.49%	2.60%	0.91%	6.82%
C. Bankruptcy /Reorganization	1.00%	2.00%	13.10%	18.51%	15.68%	25.57%
D. Labor /Employment Law	1.00%	0.80%	6.97%	10.23%	11.82%	6.25%
E. Corporations	7.50%	6.00%	12.61%	21.59%	22.27%	19.89%
F. Patent, Trademark & Copyright	1.00%	0.60%	1.39%	2.44%	2.95%	1.14%
G. Estate Planning /Probate	23.00%	8.00%	32.13%	33.28%	25.68%	52.28%
H. Taxation	4.00%	7.00%	7.46%	7.21%	8.18%	5.11%
I. Health Law			2.55%	5.68%	6.59%	3.41%
J. Banking	1.00%	3.00%	6.62%	7.31%	5.68%	11.36%
K. International Law			0.73%	1.14%	1.59%	0.00%
L. Commercial Law	2.00%	5.00%	18.70%	20.94%	22.50%	17.05%
M. Mineral Law	3.00%	12.00%	9.97%	6.01%	5.23%	7.95%
N. Environmental Law			3.27%	2.11%	2.27%	1.70%
O. Real Property	4.00%	12.10%	26.25%	33.12%	24.55%	54.55%
P. Government/ Administrative	3.05%	4.10%	5.24%	7.47%	6.14%	10.80%
Q. Appellate Practice	0%*	0.70%	6.96%	9.42%	10.23%	7.39%
R. Insurance Law			11.36%	19.48%	19.77%	18.75%
S. Business Litigation			22.59%	24.19%	26.14%	19.32%
T. Military Affairs			5.47%	0.65%	0.45%	1.14%
U. Criminal Law	2.00%	4.00%	20.84%	23.86%	15.91%	43.45%
V. Personal Injury	18.00%	13.20%	27.64%	34.58%	30.23%	45.45%
W. Family Law	3.00%	6.00%	22.29%	31.83%	22.05%	56.25%
X. Workers' Compensation	1.00%	3.00%	10.11%	9.42%	9.55%	9.09%
Y. General or Office Law	25.00%	2.00%				
Z. Other (please specify)	2.00%	10.00%	7.74%	14.77%	15.45%	13.07%
Total	102%	99.90%	283.57%	347.84%	311.82%	437.79%
				616	440	176

Note: Practice areas for 1970, 1982 and 1992 combine first, second and third most important and, where necessary, grouped into 1992 categories.

(2002 asked of lawyers in private practice surveyed)

TOP FIVE AREAS OF PRACTICE BY DECADE AND 2002 REGION

Rank	1970	1982	1992	2002	Metro	Non-Metro
First	General & Office	Personal Injury	Estate & Probate	Personal Injury	Personal Injury	Family Law
Second	Estate & Probate	Real Property	Personal Injury	Probate & Estate	Business Litigation	Real Property
Third	Personal Injury	Mineral Law	Real Property	Family Law	Probate & Estate	Probate & Estate
Fourth	Corporations	Estate & Probate	Business Law	Real Property	Commercial Law	Personal Injury
Fifth (tie)	Tax Real Property	Tax	Family Law	Business Litigation	Real Property	Criminal Law

Source: Authors' calculations

VII. Private Practice: Firms

There is a sharp trend toward forming and practicing in professional corporations as opposed to partnerships or solo practices. This trend differentiates metro and non-metro lawyers, where professional corporations still employ a minority. Metro and non-metro differences characterize use of staff, use of budgets and similar matters. Non-metro lawyers are using internet resources at almost the rate of metro lawyers, however. While differences in overhead are minimal between the metro and non-metro lawyers, the volume of business, hourly rates and overall income are greater in the metro areas.

IS YOUR FIRM A:

	1992	2002	Metro	Non-Metro
Professional corporation	35.90%	43.74%	50.00%	30.20%
Partnership (or LLC 2002)	18.60%	16.56%	13.98%	22.15%
Sole practitioner	45.50%	39.70%	36.02%	47.65%
	100%	100%	100%	100%
	2,312	471	322	149

(2002 asked of private practice partners and sole practitioners surveyed)

DO YOU EMPLOY THE SERVICES OF NON-LAWYER PERSONNEL OTHER THAN SECRETARIES, BOOKKEEPERS, RECEPTIONISTS AND FILE CLERKS ON A FULL-TIME BASIS? IF SO, WHICH OF THE FOLLOWING? (MULTIPLE ANSWERS)

	1982	1992	2002	Metro	Non-Metro
Do not employ any other than above	77%	70.70%	69.70%	61.61%	86.81%
Office manager		19.90%	22.69%	30.32%	6.25%
Personnel manager		3.10%	4.85%	7.10%	0.00%
Data processing personnel		10.30%	8.81%	11.61%	2.78%
Marketing director, public relations person or advertising person		1.00%	1.32%	1.94%	0.00%
Other (please specify)		8.20%	10.35%	13.23%	4.17%
(1982)					
Use Non-Lawyer Personnel	23%				
Total	100%	2,116	454	310	144

(2002 asked of private practice partners and sole practitioners surveyed)

IF YOUR OFFICE DOES EMPLOY A FULL-TIME OFFICE MANAGER, IS THAT PERSON A: (% OF OFFICE MANAGERS)

	1982	1992	2002
Lawyer		5.00%	1.51%
Non-Lawyer		67.20%	28.01%
Legal administrator with a degree		12.00%	3.01%
Legal administrator without a degree		9.30%	3.61%
Other (please specify)		6.50%	2.41%
Do not have an office manager	84%		61.45%
Full time office manager (1982)	16%		
Total	100%		100%
		421	332

(2002 asked of private practice partners and sole practitioners surveyed)

DOES YOUR OFFICE EMPLOY THE SERVICES OF LEGAL ASSISTANTS (PARALEGALS)? (% OF LEGAL ASSISTANTS)

	1982	1992
A. Yes, full time	22%	32.20%
B. Yes, part time		10.70%
C. No	78%	57.10%
	100%	100.0%
		2,263

HOW MANY LEGAL ASSISTANTS (PARALEGALS) DOES YOUR OFFICE EMPLOY?

	1992	2002	Metro	Non-Metro
None	55.10%	50.97%	45.74%	62.16%
2002 Only part time		8.17%	8.20%	8.11%
(2002 Full Time) 1	20.10%	17.85%	15.14%	23.65%
2	8.00%	6.88%	8.52%	3.38%
3	4.80%	3.01%	3.47%	2.03%
4 or more	12.00%	13.12%	18.93%	0.68%
	100%	100%	100%	100%
	2,118	465	317	148

(2002 asked of private practice partners and sole practitioners surveyed)

IN WHAT AREAS DO YOUR LEGAL ASSISTANTS (PARALEGALS) SPEND THE MAJORITY OF THEIR TIME? (% OF THOSE USING LEGAL ASSISTANTS)

2002 (circle as many as appropriate)

	1992	2002	Metro	Non-Metro
Corporate work	8.30%	9.20%	12.80%	1.48%
Litigation	44.30%	33.96%	44.29%	11.85%
Probate	9.80%	10.85%	11.76%	8.89%
Real estate	6.60%	7.78%	8.30%	6.67%
Commercial	3.50%	7.55%	10.73%	0.74%
General	17.80%	15.29%	12.46%	21.23%
Other (please specify)	7.90%	11.08%	10.03%	13.33%
No reply 2002 do not have any	1.80%	41.27%	35.99%	52.59%
	100%	136.98%	146.36%	116.78%
	950	424	289	135

(2002 asked of private practice partners and sole practitioners surveyed)

1992

WHAT IS THE RATIO OF NON-LAWYER EMPLOYEES TO ALL LAWYERS IN YOUR OFFICE? (DIVIDE THE TOTAL NUMBER OF EMPLOYEES BY THE TOTAL NUMBER OF LAWYERS)

A. Less than one-half	16.10%
B. One-half	18.90%
C. Three-fourths	5.40%
D. One	31.90%
E. One and one-half	9.40%
F. Two	11.20%
G. Two and one-half	2.80%
H. Over two and one-half	4.30%
	100%
	1,952

2002

HOW MANY NON-LAWYERS DOES YOUR FIRM EMPLOY IN THE LOCATION AT WHICH YOU PRINCIPALLY WORK? (NUMBER OF NON-LAWYERS)

	Mean	Number
Metro	12.85	422
Non-Metro	2.61	178
All	9.82	600

(2002 asked of lawyers in private practice surveyed)

IS YOUR FIRM USING COMPUTERS FOR COST ACCOUNTING, BILLING AND/OR TIME ACCOUNTING?

	1982	1992	2002
Yes	29%	70.20%	81.18%
No	71%	29.80%	18.83%
	100%	100%	100%
		2,302	473

(2002 asked of private practice partners and sole practitioners surveyed)

**DO YOU HAVE COMPUTERIZED RESEARCH SUCH AS LEXIS
OR WESTLAW IN YOUR OFFICE?**

	1982	1992	2002	Metro	Non-Metro
Yes	12%	39.10%	62.34%	64.26%	58.28%
No	88%	60.90%	37.66%	35.74%	41.72%
	100%	100%	100%	100%	100%
		2,310	470	319	151

(2002 asked of private practice partners and sole practitioners surveyed)

**DOES YOUR FIRM HAVE A WRITTEN PARTNERSHIP OR CORPORATE
AGREEMENT PERTAINING TO DISABILITY, RETIREMENT AND DEATH?**

DOES YOUR FIRM HAVE A WRITTEN PARTNERSHIP OR CORPORATE AGREEMENT?

	1982	1992	2002	Metro	Non-Metro
Yes	29%	28.20%	45.50%	52.01%	31.11%
No	45%	71.80%	54.50%	47.99%	68.89%
(1982) No partner	26%				
	100%	100%	100%	100%	100%
		2,181	433	298	135

(2002 asked of private practice partners and sole practitioners surveyed)

DOES YOUR FIRM HAVE A RETIREMENT PLAN WHICH IS:

	1992	2002	Metro	Non-Metro
Yes, funded by the firm	27.20%	32.90%	39.42%	19.05%
Yes, unfunded by the firm	5.30%	9.80%	9.62%	10.20%
No	67.50%	57.30%	50.96%	70.75%
	100%	100%	100%	100%
	2,256	459	312	147

(2002 asked of private practice partners and sole practitioners surveyed)

DOES YOUR FIRM PREPARE AN ANNUAL BUDGET SHOWING PROJECTED INCOME AND EXPENSES?

	1982	1992	2002	Metro	Non-Metro
Yes	17%	23.90%	24.06%	29.55%	12.41%
No	83%	76.10%	75.94%	70.45%	87.59%
	100%	100%	100%	100%	100%
		2,243	453	308	145

(2002 asked of private practice partners and sole practitioners surveyed)

DOES YOUR FIRM PREPARE A PROFIT AND LOSS STATEMENT?

	1982	1992	2002	Metro	Non-Metro
Yes, monthly	36%	42.20%	36.80%	42.31%	25.33%
Yes, quarterly	13%	7.90%	8.01%	7.05%	10.00%
Yes, semi-annually	4%	1.40%	0.87%	0.96%	0.67%
Yes, annually	17%	12.40%	19.91%	16.99%	26.00%
No	30%	36.10%	34.42%	32.69%	38.00%
	100%	100%	100%	100%	100%
		2,249	462	312	150

(2002 asked of private practice partners and sole practitioners surveyed)

WHAT PERCENT OF YOUR FIRM'S GROSS INCOME IS SPENT ON OVER-HEAD?

For this purpose, "overhead" is defined as all costs exclusive of lawyers' salaries. To calculate, take total gross income and subtract all lawyers' salaries; this amount is overhead. Divide this figure by total gross income. (Example: gross income = \$100,000; lawyers' salaries - \$60,000; overhead is \$40,000 (\$100,000 minus \$60,000); overhead ratio is \$40,000/\$100,000 = 40%).

	1982	1992	2002	Metro	Non-Metro
Under 10%	2%	5.20%	17.93%	17.46%	18.81%
10% to 19%	3%	6.10%	3.89%	4.23%	2.97%
20% to 25%	8%	8.00%	7.24%	7.94%	5.94%
26% to 30%	9%	7.70%	4.14%	3.70%	4.95%
31% to 35%	17%	12.10%	7.93%	4.76%	13.86%
36% to 50%	38%	39.60%	31.38%	35.98%	22.77%
51% to 70%	20%	17.50%	22.07%	21.69%	22.77%
Over 70%	3%	3.80%	5.52%	4.23%	7.92%
	100%	100%	100%	100%	100%
		2,026	290	189	101

(2002 asked of private practice partners and sole practitioners surveyed)

2002

**WHAT WOULD YOU ESTIMATE YOUR OFFICE'S GROSS INCOME TO BE?
(OFFICE'S 2001 GROSS INCOME ESTIMATE)**

	Mean	Number
Metro	\$1,472,225.08	189
Non-Metro	\$278,727.72	101
All	\$1,056,558.76	290

(2002 asked of private practice partners and sole practitioners surveyed)

**WHAT WOULD YOU ESTIMATE THE OFFICE'S TOTAL OF
INCOME/SALARIES FOR ALL LAWYERS?
(ESTIMATE OFFICE'S 2001 LAWYER INCOME/SALARIES)**

	Mean	Number
Metro	\$781,576.72	189
Non-Metro	\$162,202.97	101
All	\$565,863.79	290

(2002 asked of private practice partners and sole practitioners surveyed)

WHAT PERCENT OF YOUR FIRM'S GROSS INCOME IS SPENT ON OVER-HEAD? For this purpose, "overhead" is defined as all costs exclusive of lawyers' salaries. To calculate, take total gross income and subtract all lawyers' salaries; this amount is overhead. Divide this figure by total gross income. (Example: gross income = \$100,000; lawyers' salaries - \$60,000; overhead is \$40,000 (\$100,000 minus \$60,000); overhead ratio is \$40,000/\$100,000 = 40%).

	Mean	Number
Metro	37.68%	189
Non-Metro	38.47%	101
All	37.96%	290

(2002 asked of private practice partners and sole practitioners surveyed)

WHAT PERCENTAGE OF CHARGED FEES DOES YOUR FIRM FAIL TO COLLECT? What percentage of charged fees does your office write-off?

	1982	1992	2002	Metro	Non-Metro
None entered	4%	5.90%	10.23%	10.80%	9.09%
Less than 5%	38%	28.20%	31.86%	36.24%	23.08%
5% to 9%	23%	21.50%	22.33%	23.00%	20.98%
10% to 19%	24%	28.00%	22.33%	18.47%	30.07%
20% or more	11%	16.40%	13.26%	11.50%	16.78%
	100%	100%	100%	100%	100%
		2,077	430	287	143

(2002 asked of private practice partners and sole practitioners surveyed)

HOW MANY ASSOCIATES HAS YOUR FIRM HIRED WITHIN THE LAST YEAR: How many associates has your firm hired within the last twelve months:

	1992	2002	Metro	Non-Metro
None	72.70%	76.92%	69.28%	93.29%
One	14.10%	10.47%	12.23%	6.71%
Two	8.50%	5.77%	8.46%	0.00%
Three	1.70%	2.35%	3.46%	0.00%
Four	1.10%	2.78%	4.08%	0.00%
Over 4	1.90%	1.71%	2.51%	0.00%
	100%	100%	100%	100%
	2,259	468	319	149

(2002 asked of private practice partners and sole practitioners surveyed)



Crowe and Dunlevy associates Chris Kirt and Jennifer Blankenship.

IF YOUR OFFICE HIRED ASSOCIATES WITHIN THE LAST YEAR, WITHIN WHAT SALARY RANGE DID YOU PAY THIS PERSON(S)?

	1970		1992
Under \$5,000	16%	Under \$25,000	13.00%
\$5,000-\$7,500	44%	\$25,000-\$30,000	20.40%
\$7,500-\$10,000	20%	\$30,001-\$35,000	14.30%
Over \$10,000	4%	\$35,001-\$40,000	12.80%
% of Salary and fees	8%	\$40,001-\$45,000	13.10%
Other	8%	\$45,001-\$50,000	14.40%
		Over \$50,000	6.30%
		No reply	5.70%
Total	100%		100%
			617

	2002	Metro	Non-Metro
Under \$30,000	3.39%	3.00%	4.31%
\$30,001 to \$50,000	12.27%	15.73%	4.31%
\$50,001 to \$75,000	7.83%	11.24%	0.00%
\$75,001 to \$80,000	2.09%	3.00%	0.00%
More than \$80,000	1.31%	1.50%	0.86%
None hired	73.11%	65.54%	90.52%
	100%	100%	100%
	383	267	116

(2002 asked of private practice partners and sole practitioners surveyed)

HOW MANY ASSOCIATES DOES YOUR FIRM PLAN TO HIRE WITHIN THE NEXT THREE YEARS?

HOW MANY ASSOCIATES DOES YOUR OFFICE PLAN TO HIRE WITHIN THE NEXT THREE YEARS?

	1992	2002	Metro	Non-Metro
None	67.50%	63.85%	57.64%	76.81%
One	17.30%	17.37%	16.67%	18.84%
Two	7.70%	8.22%	10.76%	2.90%
Three	3.40%	4.69%	6.25%	1.45%
Four	1.10%	1.64%	2.43%	0.00%
Over 4	3.00%	4.23%	6.25%	0.00%
	100%	100%	100%	100%
	2,131	426	288	138

(2002 asked of private practice partners and sole practitioners surveyed)

VIII. Salaried Lawyers

Government represents an increasing portion of salaried lawyers, rising from about 38 percent of those salaried in 1970 to about 58 percent today. Those in businesses have dropped from about 44 percent of the salaried to about 25 percent.

WHAT IS THE NATURE OF YOUR FULL-TIME SALARIED POSITION:

	1970	1982	1992	2002
Government	30%	36%	43.60%	46.51%
Judiciary	18%	14%	15.00%	12.09%
Business Corporation	31%	33%	24.00%	19.77%
Insurance	6%	4%	4.90%	3.30%
Bank or Trust Company	5%	3%	1.80%	2.20%
Public Utility	2%	1%	0.90%	0.37%
Law School	2%	3%	2.10%	1.47%
Other (please specify)	6%	6%	7.70%	14.29%
	100%	100%	100%	100%
			922	273

(2002 asked of private practice partners and sole practitioners surveyed)

1992

HOW LONG HAVE YOU HELD A SALARIED POSITION(S)?

A. Under 5 years	37.20%
B. 5 to 9 years	21.50%
C. 10 to 14 years	18.40%
D. 15 to 19 years	9.10%
E. 20 to 30 years	9.80%
F. Over 30 years	4.00%
	100%
	947

WERE YOU IN THE PRIVATE PRACTICE OF LAW (HOLD YOURSELF OUT TO REPRESENT CLIENTS) BEFORE TAKING A SALARIED JOB?

	1992
A. Yes	59.60%
B. No	40.40%
	100%
	948

HOW OFTEN DO YOU REPRESENT YOUR EMPLOYER IN COURT OR OTHER LEGAL PROCEEDINGS?

	1992	2002
Never	37.40%	43.18%
Often	37.20%	31.44%
Occasionally	25.40%	25.38%
	100%	100%
	917	264

(2002 asked of salaried lawyers not in private practice surveyed)

DOES YOUR EMPLOYER ALLOW YOU TO “PRACTICE ON THE SIDE” (REPRESENT YOUR OWN CLIENTS)?

	1992	2002
Yes	27.60%	32.58%
No	72.40%	67.42%
	100%	100%
	918	264

(2002 asked of salaried lawyers not in private practice surveyed)

WHAT PERCENTAGE OF YOUR TIME IS SPENT IN REPRESENTING CLIENTS OTHER THAN YOUR PRINCIPAL EMPLOYER?

	1992	2002
Less than 10%	58.00%	62.56%
10% to 20%	2.20%	5.64%
20% to 30%	0.30%	
Over 30%	1.70%	5.64%
Do it all on my own time	37.80%	26.15%
	100%	100%
	600	195

(2002 asked of salaried lawyers not in private practice surveyed)

IX. Lawyer Income

The median lawyer income reported in 1992 was between \$50,001 and \$65,000. In 2002 it was between \$50,000 and \$75,000. Almost half the 1992 lawyers reported their income went up over the past five years. This increase was more modest between 1992 and 2002.

1992

WHICH LETTER MOST CLOSELY INDICATES YOUR YEAR INCOME BEFORE TAXES FROM THE PRACTICE OF LAW OR FROM YOUR EMPLOYMENT?

A. Under \$25,000	12.70%
B. \$25,000-\$35,000	10.20%
C. \$35,001-\$50,000	20.70%
D. \$50,001-\$65,000	16.50%
E. \$65,001-\$75,000	8.50%
F. \$75,001-\$100,000	11.90%
G. \$100,001-\$150,000	11.30%
H. \$150,001-\$200,000	4.10%
I. Over \$200,000	4.10%
Total	100%
	3,818

The median yearly income for Oklahoma lawyers, metro and non-metro, is between \$50,000 and \$75,000. Lawyers in firms with five or more lawyers at the location, however, have a median income of between \$75,000 and \$100,000 while those with fewer lawyers at their location have a median annual income of \$50,000 to \$75,000.

WHICH INDICATES YOUR 2001 INCOME BEFORE TAXES FROM THE PRACTICE OF LAW OR FROM YOUR EMPLOYMENT AS AN ATTORNEY?

	Firm Size (# Lawyers at Location)				
	2002	Metro	Non-Metro	Under 5	5 or More
None	6.27%	7.10%	4.08%	8.83%	1.83%
\$1 - \$25,000	7.39%	6.94%	8.57%	10.60%	1.83%
\$25,000-\$50,000	17.25%	16.67%	18.78%	17.31%	17.13%
\$50,001-\$75,000	20.94%	19.91%	23.67%	18.55%	25.08%
\$75,001-\$100,000	17.36%	17.28%	17.55%	18.73%	14.98%
\$100,001-\$125,000	9.63%	9.41%	10.20%	7.42%	13.46%
\$125,001-\$150,000	6.49%	6.64%	6.12%	7.24%	5.20%
\$150,001-\$175,000	3.70%	3.70%	3.67%	4.24%	2.75%
\$175,001-\$200,000	2.80%	2.93%	2.45%	1.77%	4.59%
Over \$200,000	8.17%	9.41%	4.90%	5.30%	13.15%
Total	100%	100%	100%	100%	100%
	893	648	245	566	327

(2002 asked of all attorneys surveyed)

1992

DURING THE PAST FIVE YEARS, HAS YOUR INCOME:

A. Increased	49.00%
B. Remained about the same	29.00%
C. Decreased	22.00%
	100%
	3,876

Appendix Research Methods

The 1970, 1982 and 1992 bar surveys sent questionnaires to all Oklahoma Bar Association members with deadlines for responding. Instruments from those not practicing law or incomplete in some way were discarded. The results were usable responses from about 40 percent of the membership. These surveys were expensive. The 1992 survey cost the Oklahoma Bar Association \$50,000. The 2002 survey was budgeted at \$12,000.

Early in 2002 OBA President Gary Clark asked Oklahoma State University professor Bob Darcy to organize the 2002 Bar Survey. Professor Darcy volunteered his time. After visiting with ABA experts, Statistics Department sampling expert colleagues, Dr. Cynthia L. Spanhel, Director of Research and Analysis for the State Bar of Texas, and others, Professor Darcy reached the following conclusions:

1. *A response rate of 40 percent was inadequate. The 40 percent responding could not be assumed to represent the 60 percent not responding.*
2. *By 2002 the Oklahoma Bar Association had grown to 14,837 members. A random sample of these members would yield the same information as a survey of the entire membership. But the sample would be less expansive and less cumbersome to administer.*
3. *Previous surveys mailed surveys to the entire membership and discarded any not from active Oklahoma members. There is little sense in mailing surveys to individuals only to discard them once returned. A random sample of the 11,473 active, Oklahoma attorneys would be more efficient than sending surveys to all 14,837 members.*
4. *Many Oklahoma lawyers regularly use e-mail. A survey utilizing the Web would provide an efficient augmentation to postage surveys.*
5. *The Oklahoma Bar Association maintains electronic membership records containing information asked on previous surveys and now available on all members. There is no reason the report should be limited only to a survey. Other available information should be used where appropriate.*

RESPONSE RATES 1970 - 2002

Year	Number Sent	Returned	Percent Returned	Number Not Used	Total Used	Percent Returned & Used
1970	4,793	2,556	53.33%	505	2,051	42.79%
1982	7,908	3,190	40.34%	564	2,540	32.12%
1992	9,837	4,089	41.57%		4,089	41.57%
2002	1,247	964	77.30%	6	958	76.82%

Source: Authors' calculations

President Clark decided the survey could be done in-house using bar association staff and volunteers. He recruited Tulsa attorney Steven Balman to serve as OBA Survey Committee chairperson. Professor Darcy hired Mark Payton, an Oklahoma State University statistics professor and students Erik Motsinger, Kiana Adkisson, Carissa Champlin and Mary Henderson. Professor Payton supervised data processing, and the students did data entry and other tasks.

Judge Charles Hogshead volunteered to develop and test the Web survey procedure and maintain the data base.

A shorter, more focused, survey would be more likely completed and returned. President Clark, Chairperson Balman, Professor Darcy and OBA Director of Public Information Carol Manning and others carefully reviewed the 90-item 1992 survey. They cut the number of questions drastically while adding new items. The final survey consisted of 46 items divided into sections. No attorney would be expected to answer questions in all sections. Thus, attorney time answering was reduced to a minimum.

President Clark, working with OBA Executive Director Bill Sullivan, developed respondent incentives. Ten Continuing Legal Education certificates worth approximately \$125 each would go in a drawing to responding attorneys. The incentive was intended as a tangible demonstration of the survey's importance to the bar. Incentives help raise response rates.

Anonymity is vital in a sensitive survey. High response rates, on the other hand, require reminders to non-responders. Professor Darcy, Judge Hogshead and Ms. Manning applied a system of registrations recommended by Cynthia Spanhel. A Web file, separate from the survey file, was maintained for e-mail responders. Post cards were provided for postage responders. These registrations would be used to award the 10 CLE certificates and were used to determine who had not yet responded.

The separation of survey registration from survey forms created a problem. It was impossible to determine if an individual responded with a completed survey more than once and if so, to eliminate duplicate surveys. We do not think that was a problem with the mail surveys, but it could have been a problem with the e-mail surveys for people not sure if their completed survey was actually received. Based on experience with the Texas bar and examination of the survey responses, we do not think this was a major problem and was limited to fewer than a dozen surveys.

Attorneys would be more likely to respond if the survey was personalized. We achieved this with letters drafted and signed by President Clark, by having the surveys returned to Profes-

sor Darcy at Oklahoma State University. Many lawyers knew the professor, a 25-year OSU veteran, from their student days. Others know him from his work on judicial independence. Lawyers were told if they had any questions or concerns they could call Gary Clark, Bob Darcy or Carol Manning. A number of respondents did, in fact, call or e-mail.

The initial wave sent out 691 e-mail surveys and 559 postage surveys — 1,250 total on August 1, 2002. E-mail reminders to those not responding were sent August 5, and mail surveys were sent to those whose e-mails proved invalid. August 12 e-mail surveys were again sent to e-mail non-responders and 14 postage surveys were sent to certain individuals in the initial e-mail group. On August 19 437 non-responding postage responders were sent second letters. August 20 postage surveys were mailed to 497 e-mail non-responders. September 13 another e-mail reminder was sent to all those with e-mail addresses who had not replied. Finally, September 26 Gary Clark sent a letter to 634 who not yet responded. The letter reminded the respondent of the e-mail response site and indicated that if the questionnaire could not be located, one was available from the bar association. The last mail surveys arrived in November. All letters were personalized and signed in blue ink.

In the end there were 958 usable responses. Five individuals called or wrote to tell us they did not belong in the sample group. Three envelopes were returned indicating the recipient could not be located and was no longer an active Oklahoma lawyer. This reduced the sample base to 1,247. One survey was returned after this report was written. The 76 percent response rate is twice what was achieved in 1982. While 100 percent was not achieved, the 2002 survey comes closer to representing Oklahoma lawyers than had been achieved previously. Comparisons on gender and age group between the sampled lawyers and the membership base from which they were selected show the sample comes close to matching the population. Women were slightly more likely (3%) to respond than were men (chi square = 4.93, df = 1, $p < .02$) while over 60 lawyers were less likely to respond (chi square = 39.42, df = 8, $p < .000004$). The sample responses slightly over represents women and under represents lawyers over age 60. The over-representation of women is most likely due to the lower response rate of lawyers aged 60 and above, an overwhelmingly male group.

Professors Darcy and Payton prepared the survey report. They incorporated information from previous surveys, the membership data base and other sources where appropriate.

1. Data reported here comes from the 2002 Oklahoma Bar Association Survey fielded July-October 2002; Billie Bethel, "1970 Economic Survey: *Oklahoma Bar Journal* 41 (December 26, 1970):2853-2915; Billie Bethel, "Oklahoma 1982 Up-Date: Report of the 1982 Informational and Service Survey of the Oklahoma Bar Association," *Oklahoma Bar Journal* 54 (January 29, 1983):219-279; Charles L. 'Bo' Monnot, "1992 Oklahoma Bar Association Survey," *Oklahoma Bar Journal* 63 (December 12, 1992):3531-3608; the Oklahoma Bar Association membership data base as of July 2002 and other documented sources.

One **company** makes advertising your business easy

One company enables you to list your business in the Oklahoma Legal Directory, the Official directory of the Oklahoma Bar Association, and on the world wide web at **www.LegalDirectories.com**. Solutions to meet today's needs and tomorrow's challenges. In an increasingly competitive world, one company is leading the way. Legal Directories Publishing Company.



Legal Directories Publishing Company, Inc. 9111 Garland Road P.O. Box 189000 Dallas, Texas 75218-9000 (800) 447-5375 Facsimile: (214) 324-9414



**Too little time to
take care of your
insurance needs?**

If you had the time...



**...would you have the insurance
protection you and your family need?**

Don't wait until it's too late!!

We've been working with attorneys long enough to know how busy you are, and that your insurance needs aren't always at the top of your list. Spending a little time now can save you time, money and worry later.

***Secure Health, Life and Disability Income coverage before you
need it!*** Oklahoma Bar Association-sponsored Plans are quality plans placed with quality insurers, and have simplified paperwork, unique features and/or prices that usually can't be found in today's marketplace. Call today to request **free** information and quotes! You can also request information using the Quick Quote feature on our website www.bealepro.com!



www.bealepro.com

e-mail:beale@bealepro.com

(800)530-4863 or (405)521-1600 FAX:(405)521-1610



LEGAL AID SERVICES OF OKLAHOMA, INC.

presents

**PRACTICAL ADVICE ON LEGAL ISSUES
AFFECTING THE POOR**

for *Pro Bono* Attorneys

Friday, December 13, 2002

Great Plains Area Vo-Tech, Building 100,
Auditorium, 4500 W. Lee Blvd., Lawton, OK

This course has been approved by the Oklahoma Bar Association Mandatory Continuing Legal Education Commission for a maximum of 6 credit hours, including 1 hour of ethics. Paralegals welcome.

AGENDA

9:00-9:30 a.m.	REGISTRATION	
9:30-10:00 a.m.	H. ALLEN JOHNSON, Attorney	Updates on Bankruptcy and Divorce
10:00-10:30 a.m.	LEONA O. DENNING, LASO Attorney SANDRA DENTON, LASO Paralegal	Social Security - Process & Appeals
10:30-11:00 a.m.	THE HONORABLE MARK SMITH	New Domestic Law Procedures
11:00-11:10 a.m.	Break	
11:10-12:00 p.m.	JOE HAMLIN, Attorney	Fundamentals of a Nursing Home Negligence Case
12:00-1:00 p.m.	LUNCH with MIKE EVANS, Attorney	Ethics
1:00-1:50 p.m.	VICKI SPURGEON, Managing Attorney Great Plains Child Support Enforcement	Child Support Administrative Procedures
1:50-2:00 p.m.	Break	
2:00-2:30 p.m.	THE HONORABLE WILLIAM STRATTON	Updates on Guardianships
2:30-3:30 p.m.	JIM CALLOWAY, Attorney, OBA, MAP	Client Centered Law Practice
3:30 p.m.	Adjourn	

This seminar is designed to give the practicing lawyer helpful advice and practice hints. Several of the subjects have universal application, but the focus is on legal issues affecting the poor.

This is a free seminar available to all government attorneys, Pro Bono Panel members or those attorneys who sign up with the Pro Bono Panel agreeing to take at least one (1) case during 2003. For further information please call the Lawton Legal Aid office at (580) 248-4677 or 1-800-850-5950.

**PRACTICAL ADVICE ON LEGAL ISSUES
AFFECTING THE POOR**

Name: _____ OBA Number: _____

County: _____ Address: _____

City: _____ State: _____ Zip: _____

Please enroll me. I am a Paralegal.

Please enroll me. I am a member of the OBA/Legal Services Pro Bono Program.

Please sign me up as a Pro Bono Attorney and enroll me for the seminar.

Mail Enrollment form to: Legal Aid Services of Oklahoma, Inc.

Attn: Kade A. McClure

621 SW "D" Avenue, Lawton, OK 73501

Questions: Telephone Kade McClure (580) 248-4675 or 1-800-850-5950

PURPOSEFUL PRACTICE

A Plan for Enhancing Your Practice and Enriching Your Life

	<u>OKC</u>	<u>Tulsa</u>
DATES & LOCATIONS:	December 12, 2002 Oklahoma Bar Center (1901 N. Lincoln Blvd.)	December 13, 2002 Hilton Southern Hills (7902 S. Lewis)
CLE CREDIT:	This course has been approved by the Oklahoma Bar Association Mandatory Continuing Legal Education Commission for 6 hours of mandatory CLE credit, including 0 hours of ethics.	
TUITION:	\$200 for early-bird registrations received at least four full business days prior to the seminar date; \$225 for walk-in registrations received within four full business days No discounts.	
CANCELLATION POLICY:	Cancellations, refunds, or transfers will not be accepted.	

PROGRAM GOALS

John Moore's goal is clear: to maximize your ability to practice in a truly professional fashion by identifying the steps to live your work and personal lives with true purpose.

This is not a hand-holding, personal-awakening session, but rather an analytical system with a proven guide, which will give you an individualized template for improved practice management, client service, and business development.

This seminar is not just for the disenchanted, disheartened, or disinterested. Moore's techniques will propel any lawyer at any stage of practice to a higher level.

ABOUT THE SPEAKER

John E. Moore is one of the most entertaining and articulate CLE speakers you will ever hear. Lawyers from all areas of practice praise his unique teaching style and his uncompromising substance.

Moore is the managing partner of the Vero Beach, Florida firm Rossway Moore & Taylor. Additionally, he is an actively-licensed CPA. Moore received his undergraduate degree from Notre Dame and his law degree from the University of Virginia.

Moore's experience profile includes tenure with Arthur Andersen LLP and service as an official of the U.S. Department of Housing & Urban Development and the Government National Mortgage Association in Washington, D.C.

John Moore is one of those rare individuals who can take a complicated subject, reduce it to its essence, and impart useful information in an engaging, comprehensive, and practical manner.

Program:

8:30 Registration and Continental Breakfast

9:00 Understanding Yourself and Your Situation – The Platform for Success

Begin With the End In Mind: Develop Your Personal Vision

Understand Your Personality to Better Your Relationships

Developing Your Map: Defining True Wealth By Establishing Personal Financial Milestones

You Can Do Anything But You Can't Do Everything: Weighting Priorities

- 10:00 Break**
- 10:15 Identifying Opportunities and Obstacles**
- Setting the Outline: Develop a Personal Mission Statement
 - Evaluate Your Current Situation: Can I Implement My Personal Mission Statement Here?
 - Developing Your Personal Life Plan: Developing a Detailed Step-by-Step Approach
 - Reducing Larger Themes to Manageable, Realistic Objectives
- 11:45 Lunch (on your own)**
- 1:00 Turbocharging Your Practice Today**
- Practice Operational Tips: A Checklist of Proven Practice and Time Management Improvements
 - Client-Relation Tips: Developing Yourself Into an Invaluable Advisor
 - Employee Management Tips: How to Recruit; How to Motivate; How to Retain
 - Creating a Purposeful Work Environment: Defining Core Values
- 2:30 Break**
- 2:45 Strategic Business Development**
- Establishing Your Ability to Control the Work that Comes to You
 - Marketing of Intangible Services
- Taking Care of Yourself and Taking Care of Your Plan**
- Dealing with the Stress of Modern Legal Practice
 - Adapting to Changing Circumstances
- 4:15 Adjourn**

PURPOSEFUL PRACTICE

OKC

December 12, 2002
Oklahoma Bar Center

Tulsa

December 13, 2002
Hilton Southern Hills

Materials not available for purchase

Register on line at www.okbar.org

Full Name _____

Firm _____

Address _____

City _____ State _____ Zip _____

Phone () _____ E - Mail _____

Are you a Member of OBA? Yes No OBA Bar # _____

Make Check payable to the **Oklahoma Bar Association** and mail entire page to:

CLE REGISTRAR, P.O. Box 960063 Oklahoma City, OK 73196-0063

For Visa or Master Card Fax (405) 416-7088, Phone or Mail • (405) 416-7006

Credit Card# _____ Exp. date _____

Authorized Signature _____

Consulting Close to Home.

Degreed in industrial-organizational psychology and members of the American Society of Trial Consultants, the founders of Jury Strategies recognized a need for a local, jury consulting firm in the Tulsa-metro area.

Jury Strategies offers assistance with favorable jury selection, case preparation and juror assessment to develop the groundwork for a successful case.

Prepare for your next courtroom visit with a call to Jury Strategies.

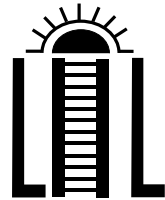
Jury Strategies

a division of Emergent Strategies, Inc.

918 629-8460 · www.jurystrategies.net



OBA Lawyers
Helping Lawyers
will assist you.



Call in Confidence

1-800-364-7886

Like the *Oklahoma Bar Journal*?
There's more where that came from.

Visit www.okbar.org

besides publishing the *Bar Journal*, the OBA produces educational programs for attorneys, offers management assistance tools, creates informational brochures and senior citizen handbooks and coordinates Law Day events.

What can we do for you?

(405) 416-7000

Tomorrow's software for today's attorney

LAW Ware

- Document Assembly
- Client Document Management

Call **1.866.LawWare (866.529.9273)**
for a **FREE** demonstration program
or visit **LawWare.com**

FREE DEMO

JOHN SHIPP MEMORIAL SYMPOSIUM ON PROFESSIONALISM, CIVILITY, AND ETHICS

Cosponsored with the Ruth Bader Ginsburg Inn of Court

Dates & Locations:	December 18, 2002 Oklahoma Bar Center (1901 N. Lincoln Blvd.) Oklahoma City	December 19, 2002 OSU (700 N. Greenwood) Tulsa
-------------------------------	--	---

CLE CREDIT: This course has been approved by the Oklahoma Bar Association Mandatory Continuing Legal Education Commission for 3 hours of mandatory CLE credit, including 3 hours of ethics.

TUITION: \$100 for early-bird registrations received at least four full business days prior to the seminar date; \$125 for registrations received within four full business days of the seminar date.

CANCELLATION POLICY: Cancellations will be accepted at any time prior to the seminar date; however, a \$25 fee will be charged for cancellations made within four full business days of the seminar date. Cancellations, refunds, or transfers will not be accepted on or after the seminar date.

Program:

Moderator

The Honorable Niles L. Jackson

United States Bankruptcy Judge, Western District of Oklahoma, Oklahoma City

5:30 p.m. Registration and Social Hour with wine and beer

Tulsa Program

6:00 Panel Discussion: The Most Common Ethical Problems
Panel

Nancy G. Gourley, Attorney at Law, Tulsa
J. Daniel Morgan, Attorney at Law, Tulsa
Mark Dixon, Works & Lentz, Tulsa
Allen K. Harris, Oklahoma City

Oklahoma City Program

Gloria Bates, Attorney at Law, Postic & Bates, Oklahoma City

7:00 Dinner and table discussion of two hypothetical ethical dilemmas

Harry A. Woods, Jr., Crowe & Dunlevy, Oklahoma City

8:00 Ethics of Everyday Practice

Allen J. Welch, First Assistant General Counsel, Oklahoma Bar Association, Oklahoma City

The Honorable Stephen P. Friot, U. S. District Judge, Western District of Oklahoma, Oklahoma City

Allen K. Harris, Chair, OBA Legal Ethics Committee; Co-Chair, Oklahoma County Bar Association Professionalism Committee; Vice-Chair, Tulsa County Bar Association Professionalism Committee

8:50 Adjourn

Registration Form

JOHN SHIPP MEMORIAL SYMPOSIUM ON PROFESSIONALISM, CIVILITY, AND ETHICS

OKC

December 18, 2002
Oklahoma Bar Center

Full Name _____

Firm _____

Address _____

Tulsa

December 19, 2002
OSU Tulsa Campus

City _____ State _____ Zip _____

Phone () _____ E - Mail _____

Are you a Member of OBA? Yes No OBA Bar# _____
 Make Check payable to the **Oklahoma Bar Association** and mail entire page to:

Materials not available for purchase

CLE REGISTRAR, P.O. Box 960063 Oklahoma City, OK 73196-0063
 For Visa or Master Card Fax (405) 416-7088, Phone or Mail (405) 416-7006

Register on line at www.okbar.org

Credit Card# _____ Exp.date _____

Authorized Signature _____

NEW FILM
**Bankruptcy and the UCC:
Points of Intersection and Conflict**
Oklahoma City University School of Law

Day One Program

NEW FILM
**Bankruptcy and the UCC:
Points of Intersection and Conflict**
Oklahoma City University School of Law

Day Two Program

**STATE OF OKLAHOMA, DEPARTMENT OF HUMAN
SERVICES CHILD SUPPORT ENFORCEMENT
ANNOUNCEMENT # 02-D103**

The Oklahoma County Child Support Office has an opening for a full-time attorney with experience in child support enforcement. This position will be located in the Oklahoma County North office located at 2409 N. Kelly, Oklahoma City, Oklahoma.

The position involves preparation and trial of cases in child support related hearings in district and administrative courts, and preparation and filing of pleadings incident thereto. Duties will also include consultation and negotiation with other attorneys and customers of Child Support Enforcement Division. Position will assist office staff with preparation of legal documents and insure their compliance with ethical considerations.

Active membership in the Oklahoma Bar Association is required. This position may be underfilled as a Child Support Enforcement Attorney II (beginning salary \$3036.00 monthly) or as a Child Support Enforcement Attorney I (beginning salary \$2957.00 monthly) Interested individuals must send a cover letter noting announcement number 02-D103, resume, and a copy of current OBA card to: Department of Human Services, Attn.: Human Resource Management Division, P.O. Box 25352, Oklahoma City, OK 73125. Application must be received no earlier than 8:00 AM Monday December 9, 2002 and no later than 5:00 PM Friday December 20, 2002.

THE STATE OF OKLAHOMA IS AN EQUAL
OPPORTUNITY EMPLOYER

**CITY OF BROKEN ARROW
ATTORNEY**

The City of Broken Arrow is seeking candidates for Assistant City Attorney. This employee serves in a professional capacity in support of the City Attorney. Duties include trying cases, conducting legal research, drafting and reviewing for approval contracts, bonds, ordinances, etc. Qualified applicants must have a LLB or JD from an ABA accredited law school; be admitted before all courts in the State of Oklahoma and two or more years of relevant experience. Beginning salary range is from \$46,197 to \$54,077 and excellent benefits. Resumes may be submitted to: City of Broken Arrow, Human Resources Manager, P. O. Box 610, Broken Arrow, OK 74013 or faxed to (918) 251-9210. Applications accepted until the position is filled.

Equal Opportunity Employer

All qualified applicants will receive consideration for employment without regard to age, race, color, religion, sex, disability or national origin.

City Attorney

The City of Stillwater, OK is seeking to fill the position of City Attorney. The City Attorney provides legal advice and support to City Commissioners, City administration, various municipal boards and commissions. Major duties are to draft, recommend and review ordinances, contracts and instruments of conveyances; advise city officials of legal jurisdiction and alternatives of proposed actions; and represent the City in legal matters and litigation. Applicants will possess a Juris Doctor, hold membership in the Oklahoma State Bar Association, and be certified to practice law in the State of Oklahoma. The City offers an attractive, competitive compensation and benefits package. Applicants should send a comprehensive resume, with salary history, to:

*City of Stillwater
Attn: Human Resources
723 S. Lewis
Stillwater, OK 74074*

*Our website is www.stillwater.org.
An Equal Opportunity Employer
M/F/H/V*

**LEGAL AID
SERVICES OF
OKLAHOMA, INC.**

Legal Aid Services of Oklahoma, Inc. has an opening for a Staff Attorney in its Tulsa Hot-Line Office to Coordinate Community Education and Pro Se Services. LASO provides civil legal services to low-income and elderly Oklahomans. Specify interest in this position when sending a resume and writing sample to Stan Foster, Director of Operations, 2915 N. Classen, Suite 110, Oklahoma City, OK 73106, FAX (405) 524-1257, personnel@legalaidok.org. Applications will be accepted until January 2, 2003 and thereafter until filled. Equal Opportunity Employer

JOURNAL CLASSIFIED ADS

SERVICES

CUSTOMER DATABASES, DOCUMENT CODING and indexing, imagining/image linking, reports and forms. Let Paper Trail assist you with all of your data entry or document organization needs. Paper Trail, Inc., (918) 584-4567.

WILD BLUE YONDER Air Charter Service. Enjoy the convenience of flying with us. From YOUR location to YOUR destination. Seating for up to 7 passengers. Local: (405) 288-2399 • Toll Free 1-866-288-2399 • www.wild-blue-yonder.net.

TIMESLIPS® and AMICUS ATTORNEY® SALES and CONSULTING by Wanda Patrick Certified Timeslips Consultant and Amicus Attorney Certified Consultant. Sales, installations, conversions, training, customization, and troubleshooting. **LEGALWARE CONSULTING, INC.**, (405) 732-8960. www.legalwareconsulting.com

Premises Liability, Security Adequacy, Police Procedures, Shoplifting, Employment Practices: Previously qualified and experienced in 7th and 10th Districts. SAF Consulting International Inc. Forensic Consultants/Expert Witness for the Plaintiff or the Defense. Certified by ACFE and Registered with the IAPSC. Download our Executive Summary at www.securitylawexpert.com or call us at (405) 769-8770.

EXPERT WITNESSES • ECONOMICS • VOCATIONAL • MEDICAL Economic Damages, Lost Profits Analysis, Business/Pension Valuations, Employment Discrimination, Divorce, Wrongful Discharge, Vocational Assessment, Life Care Plans, Medical Records Review, Business/Legal Ethics. National Experience. Call Patrick Fitzgerald. (405) 447-2212 (800) 449-2212.

LEGAL DIAGNOSTICS - AV Rated OKC atty., 20 years practice, U.S. Supreme Court experience, will handle any state or federal appeal. Motions & trial briefs, research projects. Quick turnaround. Competitive rates. Richard Goralewicz, Turner, Turner, Goralewicz & Dillingham (405) 236-5106.

PCLaw, Amicus Attorney, Time Matters & Law Office Technology Assistance. Contact us for problem solving, sales, installation, customization and training (onsite or online). We can help you set up your office technology from scratch (computers, scanners, network, etc.) Cramer Consulting, Inc.: Sheryl Cramer, (580) 248-3099, sheryl@cramer.cc or <http://www.cramer.cc>

OF COUNSEL LEGAL RESOURCES Highest quality legal research and writing, trial and appellate, state and federal, admitted and practiced U. S. Supreme Court. 10 years exclusive research and writing, 17 published opinions, 5 reversals on certiorari. MaryGaye LeBoeuf (405) 728-9925, marygay@cox.net

SERVICES

SIGNATURE and HANDWRITING writer identified. DOCUMENTS examined for alterations. Specialized lab equipment. Since 1978. Certified. PAT TULL (405) 751-1299.

HANDWRITING IDENTIFICATION POLYGRAPH EXAMINATION

Board Certified	Court Qualified
Diplomate — ABFE	Former OSBI Agent
Life Fellow — ACFE	FBI National Academy
Arthur D. Linville	(405) 636-1522

CIVIL APPEALS, RESEARCH PROJECTS, BRIEF WRITING Experienced former federal law clerk will handle state and federal appeals, draft motions and briefs and assist in trial preparation. Amy H. Wellington (405)858-0338, E-mail: avhw@mind-spring.com

OFFICE SPACE

OFFICE SHARING ARRANGEMENT for trial lawyer, located in downtown Tulsa. Approximately 2,400 sq. ft., conference room, kitchen, reception area, and phones included. Ken Ray Underwood (918) 582-7447.

EDMOND OFFICE BUILDING FOR SALE OR LEASE Several individual offices/second story open concept or excellent law library/1000 to 3500 sf/ conf. room/break room/excellent parking/newly remodeled. MAKE OFFER Call (405) 604-7005.

TULSA: Office sharing with 3 established attorneys, close to downtown. Secretarial service, copier, telephone answering, library materials, voice mail, computer network and high-speed Internet access all available. Call for pricing options: (918) 592-4000.

THREE OFFICES AVAILABLE in established 9-office Law suite in NW OKC. Shared reception, conference room, break room, phone, fax, copier, small library. First two months rent free. Contact Marlene: (405) 524-4333 or mailydo@aol.com.

TULSA: Three Blocks from courthouse. IDEAL SPACE FOR SMALL TO MEDIUM SIZE LAW FIRMS — up to 6,500 S.F. Also: ONE-LAWYER SUITES — Starting at \$235 per month. Use of conference rooms and law library included. PARKING (adjacent to building), TELEPHONE answering/voice mail/messaging, secretarial service, copier, cable TV, FIBER CABLE/T-1s and storage available. (918) 584-1600.

BETHANY OFFICE SPACE: Furnished or Unfurnished. Three offices, reception area, file area, and more. Minutes from Oklahoma County Courts. Very affordable. Great Location. Call (405) 787-2756 if interested.

OFFICE SPACE

NORTH OKC OFFICE SPACE to share with non-smoking attorney. Furnished or unfurnished, conference table, office equipment, and free high speed Internet access. Excellent Location. Very nice space. Possible referrals. (405) 842-7626.

ATTORNEY WANTED FOR TULSA OFFICE SHARE ARRANGEMENT. Executive office, receptionist, phone, copier, facsimile and optional typing available for a flat rate. Central location, lease optional, referrals possible. (918) 496-1572.

NORTHWEST OKC: IDEAL SPACE FOR LAW FIRMS Suites from 671 to 7,900 S. F. available. Executive Suites from \$180 to \$600 per month also available with two months free to new tenants. Conference room, telephone answering, copier, fax and fiber cable/T-1s available (405) 943-3001.

OFFICES FOR RENT: NW Classen location, OKC, office with other attorneys. Telephone, law library, waiting area, receptionist, telephone answering service, office desk & chair, all included in rent; one office at \$350 per month and one office at \$450 per month. Free parking. Gene (405) 525-6671.

POSITIONS AVAILABLE

OKC AV RATED law firm seeks associate with 0-5 years experience for civil litigation practice. Lien law, employment, insurance, commercial defense experience. Submit resume, salary requirements, writing samples to 317 NW 12, Oklahoma City, OK 73103.

IMMEDIATE OPENINGS FOR EXPERIENCED LITIGATORS — insurance defense, health care or corporate. Attorney Resource — the Professionals in Attorney Placement. Confidential, discreet. E-Mail Resume to jrr@attorneyresource.com or call (918) 584-1097.

GROWING OKC LAW FIRM with diverse practice seeks ambitious, self-disciplined attorney with 1-3 years of experience. Experience in family law and bankruptcy preferred. Attorney will be responsible for handling their own case load of family law, civil litigation and bankruptcy matters under supervision of experienced attorneys. Please send resume, salary requirements, and list of references to: Box "C" Oklahoma Bar Association, P.O. Box 53036, OKC 73152.

THE PAWNEE NATION has a position available: Tribal Court Public Defender. Submit Resume w/references & OBA # & Pawnee tribal employment application. Contact: (918) 762-3621 ext. 25 or 11 for questions or employment application. Deadline: **Must receive by 5:00 p.m., December 23, 2002.** Mail to: Pawnee Nation of Oklahoma, P.O. Box 470, Pawnee, OK 74058. Attn: Lyle E. Fields, Personnel Director.

NW OKC AV FIRM seeks associate with 0-5 years experience. Send resume and references to Box "B," Oklahoma Bar Association, P.O. Box 53036, OKC 73152.

POSITIONS AVAILABLE

DOWNTOWN OKC AV RATED firm seeks associate with 1-3 years' experience. Experience in bankruptcy and commercial litigation required. Excellent writing skills required. Please submit resume and salary requirements to Box "A," Oklahoma Bar Association, P.O. Box 53036, OKC 73512.

BOOKS/SOFTWARE

Software for the new **Oklahoma Estate Tax Return**. Automatic calculations! No retyping the same data! Complete and save form on your computer! Download a **free demo!** <http://members.cox.net/legalsoft>.

FOR SALE

OFFICE FURNITURE & EQUIPMENT Law Office Furniture & Equipment For Sale — Bargain! Call (405) 691-6161.

POSITION WANTED

HARD WORKING ATTORNEY with experience in civil and criminal litigation and appeals and strong research and writing skills seeks temporary position in OKC metro area. Contact jerrsw@aol.com.

MISCELLANEOUS

Need to relax - get away? We have great Western Oklahoma accommodations. Hunt wild quail, turkey and deer or just kick back in our spacious ranch house and recharge your batteries. Visit our Web site at: www.hackamoreoklahoma.com
Or call: (580) 323-3964

CLASSIFIED INFORMATION

CLASSIFIED RATES: Ninety cents per word per insertion. Minimum charge \$30 for 33 words or less. Add \$10 surcharge per issue for blind box advertisements to cover forwarding of replies. Blind box word count must include "Box ____ , Oklahoma Bar Association, P.O. Box 53036, OKC 73152." Display classified ads with bold headline and border are \$50 per inch. See www.okbar.org for issue dates and Display Ad sizes and rates.

DEADLINE: Tuesday noon before publication. Ads must be prepaid. Send ad in writing stating number of times to be published to:

Sharon Dotson, Oklahoma Bar Association
P.O. Box 53036, Oklahoma City, OK 73152

Publication and contents of any advertisement is not to be deemed an endorsement of the views expressed therein, nor shall the publication of any advertisement be considered an endorsement of the procedure or service involved. All placement notices must be clearly non-discriminatory.

TOO EMBARRASSED TO GET HELP?

- Did the value of your investment portfolio go down as the market went down?
- Did you ask your broker what you should do and he said things like: "Just ride it out, the market will be back."
- Did you depend on your broker to tell you how to avoid the losses you sustained but he never came through with any advice?
- Did you come to believe that it was your fault that your investment portfolio went down in value although you were paying a professional to handle the investments?
- Would it be your fault if your doctor, lawyer or CPA failed to tell you about steps you could take to avoid serious health or economic problems?
- DO NOT DELAY ANY LONGER, SEEK THE ADVICE OF A PROFESSIONAL.
- (If you lose significant assets in the hands of a money manager, do not add insult to injury by failing to look into how it happened. All calls are strictly confidential.)

CALL OR E-MAIL TODAY FOR A FREE CONSULTATION
[Co-Counsel and referral arrangements available.]

William B. Federman (405) 235-1560 wfederman@aol.com
A. Daniel Woska (405) 235-1551 adw@adwoska.com

DID YOU RECEIVE YOUR MCLE 2002 INTERIM ANNUAL REPORT OF COMPLIANCE?

THE 2002 Interim Annual Reports of Compliance were sent to all members by e-mail or the regular mail in November 2002. If you did not receive this informational report and would like a copy, please contact the MCLE Department at mcle@okbar.org or (405) 416-7039 or 800-522-8065.

The final 2002 Annual Reports of Compliance will be sent by e-mail and the regular mail to all members in mid-January 2003. Members who have e-mail addresses on file will receive two reports but are only required to file **one**. All members must file the final Annual Report of Compliance by **February 15, 2003**.

PICK-UP FILM
We want your referrals.
John Merritt Ad

Page 2784
October 5, 2002

HOW TO DO AN APPEAL IN THE STATE CIVIL APPELLATE COURTS

Attendees will receive the OBA/CLE Appellate Practice Manual (book and CD), including forms. This seminar will feature authors of the OBA/CLE Appellate Practice Manual. The speakers will cover substantive law and "the how's and why's" of using particular forms.

<p>DATES & LOCATION: <u>Tulsa</u> December 12, 2002 OSU Tulsa Campus (700 N. Greenwood Ave.)</p>	<p><u>OKC</u> December 13, 2002 Oklahoma Bar Center (1901 N. Lincoln Blvd.)</p>
---	---

CLE CREDIT: This course has been approved by the Oklahoma Bar Association Mandatory Continuing Legal Education Commission for 8 hours of mandatory CLE Credit, including .5 hour of ethics.

TUITION: For preregistrations received within four full business days **prior** to seminar date: \$275 for seminar, book, CD, and lunch. For preregistrations received **within** four full business days of seminar date: \$300 for seminar, book, CD, and lunch. **No discounts.**

CANCELLATION POLICY: Cancellations will be accepted at any time prior to the seminar date; however, a \$25 fee will be charged for cancellations made within four days of the seminar date. Cancellations, refunds, or transfers will be not accepted on or after the seminar date.

Program: * NOTE EARLY START TIME

Program Planner/Moderator
Debra McCormick
McKinney & Stringer
Oklahoma City

<p>7:30* Registration and Continental Breakfast</p> <p>8:00 Chapter 1: Preserving Error at the Trial Court Level Debra McCormick, McKinney & Stringer, Oklahoma City</p> <p>9:00 Chapter 2: How to Commence an Appeal A. What Forms To Use B. When To Appeal C. What Orders Are Appealable Barbara Swimley, Referee, Oklahoma Supreme Court</p> <p>9:50 BREAK</p> <p>10:00 Chapter 3: How to Prepare an Appellate State Court Brief Debra McCormick, McKinney & Stringer, Oklahoma City</p> <p>10:50 Chapter 4: How to Appear as an Amicus Angela Ables, Kerr, Irvine, Rhodes & Ables, Oklahoma City</p>	<p>11:40 Lunch (included in registration)</p> <p>12:00 Chapter 5: How to Practice in the Oklahoma Court of Civil Appeals Allison Cave, Driskill & Jones, Oklahoma City</p> <p>1:00 Chapter 6: Oral Argument Neal Leader, Senior Assistant Attorney General for the State of Oklahoma, Oklahoma City</p> <p>1:50 BREAK</p> <p>2:00 Chapter 7: How to Proceed on Certiorari Greg W. Albert, Referee, Oklahoma Supreme Court</p> <p>2:50 Chapter 8: How to Obtain an Attorney's Fee on Appeal Barry Roberts, Attorney at Law, Norman</p> <p>3:40 Adjourn</p>
---	--

Registration Form

How to Do an Appeal in State Civil Appellate Court

Tulsa December 12, 2002
OKC December 13, 2002

Materials \$250
Book & CD

Register online at www.okbar.org

Full Name _____
Firm _____
Address _____
City _____ State _____ Zip _____
Phone () _____ E - Mail _____

Are you a Member of OBA? Yes No OBA Bar# _____
Make Check payable to the Oklahoma Bar Association and mail entire page to:

CLE REGISTRAR, P.O. Box 960063 Oklahoma City, OK 73196-0063
For Visa or Master Card Fax (405) 416-7088, Phone or Mail +(405) 416-7006

Credit Card# _____ Exp. date _____

Authorized Signature _____

CAN YOU NAME THE
INSURANCE COMPANY

BEHIND MANY OF OKLAHOMA'S
MOST SUCCESSFUL ATTORNEYS?



405/236-8205 800/318-7505
P.O. Box 1255
Oklahoma City, OK 73101-1255