

OKLAHOMA BAR ASSOCIATION

MEMBERSHIP SURVEY 2013

METHODOLOGY

The Oklahoma Bar Association membership survey was administered electronically by the ABA Division for Bar Services beginning in March 2013. An email notice announcing the survey and providing a link to complete was sent to 15,807 members with email addresses. The survey was closed in May 2013. A total of 1,792 responses were received, yielding an 11% overall response rate. All respondents did not respond to every question. The number of responses for each question are indicated within the data that follows.

The survey was designed jointly by the Oklahoma Bar Association and the ABA Division for Bar Services. The data collection and analysis were handled by the ABA Division for Bar Services.

The Oklahoma Bar Association previously conducted membership surveys in 1970, 1982, 1992 and 2002. Several of the questions asked in 2013 were asked in some or all previous surveys. Where applicable and/or noteworthy, the differences in responses are noted below.

SUMMARY AND HIGHLIGHTS

I. Demographics (p. 6)

- Eight-eight percent of respondents are Oklahoma residents.
- Thirty-nine percent attended the University of Oklahoma.
- 60% are male (down from 78% in 1992 and 71% in 2002).
- Twenty percent are under 35 years old; 26% are over 65.

II. Practice Information (p. 7)

- Seventy-seven percent of respondents practice law full-time; 10% practice part-time and 12% are employed, but not in the practice of law.
- Sixteen percent of respondents plan to leave the practice of law within the next five years (12% will retire and 4% will remain employed but leave the practice of law).

III. Employment Setting/Law Firm (p. 9)

- Forty-seven percent of respondents are in private practice, either as a partner, associate or sole practitioner.
- Twenty-one percent are salaried employees (not in private practice).

IV. Billing (p. 11)

- The average number of chargeable hours produced per day has not varied significantly from 1982-2013.
- Fifty-eight percent of respondents have an hourly rate between \$151-\$250.

V. Firm Staffing/Offices (p. 14)

- Nine percent of law firms/practices employ the services of non-lawyer personnel other than secretaries, bookkeeper, receptionists and file clerks.
- Forty-eight percent of law firms/practices employ legal assistants or paralegals, about the same percentage as in 2002. Over half of legal assistants/paralegals spend the majority of their time on litigation.

VI. Economics/Law Firm Finances (partners and sole practitioner respondents) (p. 16)

- Forty-seven percent of firms do not prepare a profit and loss statement.
- Thirty-five percent of respondents described the overall economic circumstances of their firm/practice as either “much better” or “somewhat better” compared to last year. 44% reported little or no change.

VII. Firm Hiring (partners only) (p. 18)

- About half of responding firms did not hire any new associates within the last year.
- Forty-three percent do not plan to hire any new associates within the next three years.

VIII. Salaried Lawyers (p. 20)

- Almost 50% of all responding salaried lawyers are government lawyers (about 170 total).
- About half of all salaried lawyers never represent their employers in court.

IX. Lawyer Income (respondents indicating they are actively engaged in the practice of law only) (p. 22)

- About forty-percent of respondents indicated their income before taxes fell between \$50,000-\$100,000, up only slightly from 2001.
- About half of respondents indicated their income had stayed about the same over the last year; 35% indicated it had increased and 16% indicated it had decreased. A larger percentage (49%) indicated their income had increased in 1992, but a higher percentage (22%) also indicated it had decreased. About thirty percent indicated their income stayed about the same in 1992.

X. Bar Association Communications (p. 23)

GENERAL COMMUNICATIONS:

- About 93% of respondents feel the frequency of OBA communication is “just right”.
- Respondents feel email updates are the most effective way to share information with them (96% feel it is either very or somewhat effective).
- Social networking outlets are the least preferred method of sharing information (44% feel it is either somewhat or very ineffective).

OKLAHOMA BAR JOURNAL:

- Ninety-two percent of respondents indicate they read the *Oklahoma Bar Journal*, up from 80% in 1992.
- The percentage of respondents indicating they regularly or sometimes read the published opinions remained about 88% in both 2002 and 2013, down from about 95%-97% in 1982 and 1992.
- Ninety-four percent of respondents indicated they regularly or sometimes read the “Bar News” section, up from about 88% in 2002.

WEBSITE:

- About 43% of respondents visit the okbar.org website either only once a year (3%) or a few times a year (40%).
- The most frequently visited areas of the website are ethics and professionalism, OBA-net, lawyer resources, legal research and the *Oklahoma Bar Journal*.
- Sixty-two percent of respondents very rarely or never visit My OKbar. Of those, 47% indicated they were not aware of the service.

XI. Continuing Legal Education (p. 26)

- Thirty-six percent of respondents have not attended any CLE programming presented by the OBA in the past year. This number has steadily increased since 1982 (17% - 1982; 18% - 1992; 22% - 2002).
- The topics presented are most important to 81% of respondents in their decision to attend CLE programming. Next most important is the location of the program.
- Ninety-one percent of respondents are very (68%) or somewhat (23%) likely to attend a live program; 80% are very (28%) or somewhat likely (52%) to attend a webcast.

XII. Professionalism (p. 28)

- Ninety percent of respondents believe the OBA has provided a clear understanding of professionalism in the legal profession.
- Ninety-three percent are aware of the Standards of Professionalism; 65% have read them.
- Although 68% either strongly (11%) or somewhat (57%) agree that professionalism in the legal profession meets their expectations, 65% either strongly (18%) or somewhat (47%) agree that professionalism in the legal profession is declining.
- Lack of accountability (54%) and increased competition among the legal community (52%) were the most frequently cited reasons respondents felt professionalism in the legal profession is declining.

XIII. Community Involvement (p. 29)

- The percent of respondents indicating they did not provide any service hours, either as pro bono work or community service has increased from 2002 (28% provided no community service; 46% provided no pro bono work) to 2013 (33% provided no community service; 57% provided no pro bono).

XIV. Social Networking (p. 30)

- Sixty-two percent of respondents participate in Facebook and 44% participate in LinkedIn. Less than 20% participate in any other social media outlets (Twitter, Pinterest, or Google+).
- Facebook is primarily used for personal purposes and LinkedIn is primarily used for professional purposes.

XV. Oklahoma Bar Association Services (p. 31)

IMPORTANCE

- Respondents were asked to rate the importance of OBA services to them. The five services rated highest were:
 - Continuing legal education (80% rated very important; 17% rated somewhat important)
 - Professional discipline (76% rated very important; 14% rated somewhat important)
 - OBA eNews (32% rated very important; 49% rated somewhat important)
 - Opportunities for public service (31% rated very important; 47% rated somewhat important)
 - Practice assistance management (37% rated very important; 37% rated somewhat important)
- Rated lowest were discounts on products and services with 21% indicating they were not at all important.

SUCCESS

- Respondents were then asked to rate the success of the OBA in providing those services to members. The five services rated highest in terms of success of the OBA in providing were the same as those rated highest in importance, except for self-governance, which was rated third in success, but number six for importance.
- A significant percentage of respondents indicated they did not know how successful the OBA was in delivering the listed services, particularly OklahomaFindALawyer.com (57% did not know) and discounts on products and services (54% did not know).

XVI. Value for Dues Dollar (p. 33)

- Sixty-nine percent of respondents are either very satisfied (11%) or somewhat satisfied (58%) with the value they receive for their dues dollar.

XVII. Challenges Facing the Profession (p. 34)

Respondents were asked to rate on a five-point scale their concern with challenges facing the profession. The challenges rated the highest were:

- Judicial independence (4.18)
- Legal education/clinical skills training (3.92)
- Unauthorized practice of law (3.85)
- Court funding (3.73)
- Availability of legal services to Oklahoma's low-income population (3.71)

XVIII. Challenges Facing your Practice (p. 35)

Respondents were asked to rate on a five-point scale their concern with issues facing them and their practice. The issues rated the highest were:

- Keeping current in the law (4.24)
- Earning a living (4.11)
- Providing good service to my clients with limited time (4.06)
- Balancing work and personal life/family (4.02)
- Keeping up with and using technology (3.90)

A Glance at OBA Members

The Oklahoma Bar Association had 4,793 members in 1970; 7,908 in 1982; 9,837 in 1992 and 14,837 in 2002. The June 2013 membership stood at 17,262 of which 11,993 were active Oklahoma attorneys. The remainder are either associate members or seniors, or reside out of state. Growth averaged 5.4% per year 1970-1982; 2.4% 1982-1992 and 5% 1992-2002. Since 2002, membership has grown about 14% to 17,262.

2002

Residency	Number	Percent
Oklahoma	11,473	77.33%
Other	3,364	22.67%

Type of member	Number	Percent
Active	13,677	92.18%
Associate	63	0.42%
Senior	1,097	7.39%

2013

Residency	Number	Percent
Oklahoma	13,282	76.99%
Other	3,980	23.01%

Type of member	Number	Percent
Active	15,550	90.07%
Associate	113	0.66%
Senior	1,599	9.27%

I. The Respondents - Demographics

Residency	2013 (1,792)
Resident of Oklahoma	87.78%
Not resident of Oklahoma	12.22%

Membership status	2013 (1,793)
Active members	89.96%
Associates	1.39%
Senior	5.74%
Retired from the practice of law	2.90%

Law school	2013 (1,706)
University of Oklahoma	38.98%
University of Tulsa	22.86%
Oklahoma City University	24.85%
University of Arkansas	0.88%
University of Texas at Austin	0.82%
Southern Methodist University	0.64%
Other	10.96%

Gender	1992 (3,989)	2002 (932)	2013 (1,696)
Male	78%	71.24%	60.02%
Female	22%	28.76%	39.98%

Race	2002 (937)	2013 (1,691)
Hispanic or Latino	--	1.71%
White	94.20%	92.02%
African-American	.75%	1.77%
Asian	.64%	0.77%
Native American	5.55%	9.99%
Other	1.81%	1.77%

Age	1992 (3,992)	2002 (958)	2013 (1,706)
30 or younger	8.70%	6.37%	10.02%
31-35	15.60%	10.02%	9.67%
36-40	18.20%	10.96%	7.21%
41-45	18.40%	13.99%	8.91%
46-50	12.00%	14.20%	9.73%
51-55	8.10%	16.07%	13.01%
56-60	5.50%	10.54%	15.06%
61-65	4.30%	8.25%	13.13%
Over 65	9.20%	6.05%	13.25%
Unknown	--	3.55%	--

II. Practice Information

Region of Oklahoma where practice	2013 (1,704)
Oklahoma City	43.19%
Tulsa	22.18%
North West	4.64%
South West	4.81%
South East	4.93%
North East	5.63%
Out of state	9.86%
Other	4.75%

Engagement in practice of law	1992 (4,089)	2013 (1,670)
Full-time	80.20%	77.37%
Part-time	7.70%	10.24%
Employed, but not in practice of law	--	12.40%
Retired	2.90%	--
No	1.0%	--

1. Please check the statements below which best describe your plans over the next five years:

Plans over next five years	2013 (1,453)
I plan to retire	11.77%
I plan to remain employed but leave the practice of law	4.20%
I plan to change my practice setting	8.05%
I plan to change my primary area(s) of practice	5.99%
I plan to move out of state	3.30%
None of the above	70.82%

2. If you are employed, but not in the practice of law, do you use your legal training in your work?

Use legal training in work	1992 (609)	2013 (207)
Yes	82.30%	91.30%
No	17.40%	8.70%

3. Please indicate your primary area(s) of practice from the following list.

Primary area(s) of practice	1970	1982	1992	2002	2013 (1,476)
Family law			5 th	3 rd	1 st - 26.02%
Estate planning/probate	2 nd	4 th	1 st	2 nd	2 nd - 25.07%
Real property	5 th (tie)	2 nd	3 rd	4 th	3 rd - 22.70%
Personal injury	3 rd	1 st	2 nd	1 st	4 th - 21.95%
Criminal law					5 th - 21.61%
Business litigation			4 th	5 th	20.19%
Government/administrative					18.16%
Commercial law					14.77%
Corporations	4 th				14.57%

Primary area(s) of practice (cont.)	1970	1982	1992	2002	2013 (1,476)
Insurance law					12.74%
Labor/employment law					11.59%
Appellate practice					10.84%
Mineral law		3 rd			10.23%
Bankruptcy/reorganization					8.47%
Health law					6.30%
Indian law					5.76%
Workers' compensation					5.56%
Taxation	5 th (tie)	5 th			4.81%
Banking					4.27%
Environmental law					3.79%
Patent, trademark and copyright					2.44%
International law					1.49%
Military affairs					1.36%
Admiralty					0.07%
General or office law	1 st				--
Other					18.97%

III. Employment setting/law firm¹

4. Which of the following best describes your employment setting?

Employment setting	1970 (n/a)	1982 (n/a)	1992 (3,862)	2002 (889)	2013 (1,686)
Member of a professional corporation	8.50%	35%	16.20%	13.95%	6.52%
Partner	--	44%	12.20%	10.68%	8.36%
Associate	--	22%	13.30%	13.05%	12.04%
Sole practitioner	--	34%	31.30%	29.25%	27.05%
"Of counsel" to a firm	--	--	2.60%	2.36%	4.45%
Salaried employee (not in private practice)	--	--	24.30%	30.71%	20.58%
Currently unemployed	--	--	--	--	1.07%
Law school	--	--	--	--	0.65%
Non-profit organization	--	--	--	--	2.85%
Judiciary	--	--	--	--	4.27%
Other	--	--	0.10%	0%	12.16%

5. Is your firm a:

Type of firm	1992 (2,312)	2002 (471)	2013 (593)
Professional corporation	35.90%	43.74%	22.77%
Partnership (or LLC)	18.60%	16.56%	21.42%
Sole practitioner with no staff support	--	--	29.17%
Sole practitioner with staff support	--	--	17.71%
Sole practitioner sharing office space with other sole practitioners or lawyers	--	--	8.94%
Sole practitioner (not broken down in 1992)	45.50%	39.70%	55.82% (total of above)

¹ Questions 5-6 were asked of respondents who described their employment as a partner or sole practitioner.

6. How many lawyers are employed in your law firm, including yourself, your partners, associates and lawyers who are “of counsel” to the firm?

1982

Number of lawyers employed in firm	1982 (n/a)
Solo practice	19%
2	16%
3	14%
4	10%
5-9	18%
10-14	7%
15-24	6%
Over 24	9%

1992, 2002 and 2013

Number of lawyers employed in firm	1992 (2,947)	2002 (825)	2013 (593)
Solo practice	31.30%	31.27%	71.16%
2-5	35.10%	31.76%	18.38%
6-10	11.20%	11.64%	3.71%
11-20	9.80%	10.42%	2.70%
21-40	5.80%	6.06%	1.52%
Over 40	6.80%	8.85%	2.53%

IV. Billing²

7. Do you keep time records?

Time records	1982 (n/a)	1992 (2,919)	2002 (612)	2013 (856)
Yes	--	--	--	83.64%
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%	--
No	3%	3.10%	4.58%	16.36%

8. If you are in full-time practice, on the average, how many chargeable hours do you produce a day (whether directly billed or not)?

Chargeable hours per day (average)	1982 (n/a)	1992 (2,752)	2002 (542)	2013 (765)
Less than 3 hours	7%	6.20%	10.33%	7.84%
3 hours	5%	4.30%	5.35%	6.14%
4 hours	12%	12.20%	8.30%	12.42%
5 hours	20%	15.90%	15.31%	15.69%
6 hours	24%	18.00%	20.67%	16.86%
7 hours	14%	15.00%	13.47%	14.12%
8 hours	10%	10.70%	17.34%	10.46%
More than 8 hours	8%	10.90%	9.23%	7.84%
Not in full-time practice	--	6.80%	--	8.63%

² All questions in this section were asked of respondents who described their employment setting as a partner, associate, sole practitioner or "of counsel" to a firm.

9. What is your average hourly rate?

1970

Average hourly rate	1970 (n/a)
Under \$10	3%
\$10-\$15	10%
\$16-\$24	21%
\$25	23%
\$26-\$30	32%
\$31-\$40	9%
\$41-\$50	2%

1982

Average hourly rate	1982 (n/a)
Under \$50	3%
\$50-\$60	13%
\$61-\$85	49%
\$86-\$100	21%
\$101-\$125	9%
Over \$125	5%

1992 and 2002

Average hourly rate	1992 (2,845)	2002 (573)
Under \$75	5.70%	1.75%
\$76-\$85	10.20%	1.05%
\$86-\$100	31.70%	9.60%
\$101-\$125	29.00%	24.08%
\$126-\$150	14.60%	30.19%
\$151-\$200	7.60%	23.56%
Over \$200	1.30%	9.77%

2013

Average hourly rate	2013 (852)
Under \$100	2.23%
\$101-\$150	18.19%
\$151-\$200	34.86%
\$201-\$250	23.24%
\$251-\$300	9.39%
Over \$300	5.28%
Use a method other than hourly billing	6.81%

10. Do you routinely put your fee agreement with the client in writing?

Fee agreement in writing	1982 (n/a)	1992 (2,857)	2002 (599)	2013 (853)
Yes	19%	55.80%	72.29%	82.53%
Sometimes (1982)	59%	--	--	--
No	23%	44.20%	27.71%	17.47%

11. Do you have a policy of routinely sending copies of all documents, correspondence and pleading to your client?

All documents, correspondence and pleadings sent to clients	1970 (n/a)	1982 (n/a)	1992 (2,889)	2002 (602)	2013 (855)
Yes	29%	56%	74.40%	80.23%	83.16%
No	71%	44%	25.60%	19.77%	16.84%

12. Do you provide any services under a prepaid legal plan?

Prepaid legal plan	2013 (1,466)
Yes	5.39%
No	94.61%

V. Firm staffing/offices³

13. Please check the statements below which apply to you or your law firm/practice:

Statement	1982 (n/a)	1992 (2,923)	2002 (604)	2013 (446)
Firm maintains multiple offices	--	--	--	9.64%
Firm employs the services of non-lawyer personnel other than secretaries, bookkeepers, receptionists and file clerks on a full-time basis	23%	29.30%	30.30%	8.74%
Firm employs the services of legal assistants or paralegals	22%	42.90%	49.03%	48.43%
Firm provides computerized legal research services other than Fastcase in office ⁴	12%	39.10%	62.34%	32.96%
Firm has a written partnership or corporate agreement	29%	28.20%	45.50%	24.44%
Firm has a retirement plan funded by the firm	--	27.20%	32.90%	23.32%
Firm has a retirement plan unfunded by the firm	--	5.30%	9.80%	4.04%
You or your firm maintains professional liability insurance	--	73.90%	81.62%	84.75%
Firm has a written agreement or plan pertaining to disability, retirement and/or death of one of the firm members	--	--	--	14.57%

14. Which of the following non-lawyer personnel do you employ?⁵

Non-lawyer personnel	1992 (619)	2002 (454)	2013 (37)
Office manager	19.90%	22.69%	75.68%
Personnel or human resources manager	3.10%	4.85%	27.03%
Data processing personnel	10.30%	8.81%	40.54%
Marketing director, public relations personnel or advertising personnel	1.00%	1.32%	18.92%
Do not employ any of the above	70.70%	69.70%	--

15. Is your office manager a:

Office manager	1992 (421)	2002 (128)	2013 (28)
Lawyer	5.00%	3.91%	3.75%
Nonlawyer	67.20%	71.88%	89.29%
Legal administrator with a degree	12.00%	7.81%	10.71%
Legal administrator without a degree	9.30%	9.38%	10.71%

³ All questions in "Firm staffing/offices" were asked of respondents who described their employment setting as a partner or sole practitioner.

⁴ 1992-2002 question: "Do you have computerized legal research such as Lexis or Westlaw in your office?"

⁵ Percentages listed for 1992 and 2002 are computed based on all responses, including those who do not employ any of the personnel listed. The 2013 percentages are based only on those who employ the listed personnel.

16. How many legal assistants does your firm employ?

Number of legal assistants	1992 (2,118)	2002 (465)	2013 (215)
One part-time employee	0%	8.17%	20.74%
One full-time employee	20.10%	17.85%	31.16%
Two	8.00%	6.88%	22.79%
Three	4.80%	3.01%	7.91%
Four or more	12.00%	13.12%	17.67%

17. In what area(s) do your legal assistants spend the majority of their time?

Practice area (legal assistants)	1992 (950)	2002 (424)	2013 (215)
Corporate work	8.30%	9.20%	10.23%
Litigation	44.30%	33.96%	57.21%
Probate	9.80%	10.85%	19.53%
Real estate	6.60%	7.78%	15.81%
Commercial	3.50%	7.55%	7.91%
General	17.80%	15.29%	38.14%
Other	7.90%	11.08%	17.67%

VI. Economics/law firm finances⁶

18. Does your firm prepare an annual budget showing projected income and expenses?

Firm prepares annual budget	1982 (n/a)	1992 (2,243)	2002 (453)	2013 (544)
Yes	17%	23.90%	24.06%	15.07%
No	83%	76.10%	75.94%	84.93%

19. Does your firm prepare a profit and loss statement?

Firm prepares profit and loss statement	1982 (n/a)	1992 (2,249)	2002 (462)	2013 (545)
Yes, monthly	36%	42.20%	36.80%	20.37%
Yes, quarterly	13%	7.90%	8.01%	9.36%
Yes, semi-annually	4%	1.40%	0.87%	1.10%
Yes, annually	17%	12.40%	19.91%	22.20%
No	30%	36.10%	34.42%	46.97%

20. What percent of your firm's gross income is spent on overhead?

Overhead % of gross income	1982 (n/a)	1992 (2,026)	2002 (290)	2013 (512)
Under 10%	2%	5.20%	17.93%	10.74%
10%-19%	3%	6.10%	3.89%	12.89%
20%-25%	8%	8.00%	7.24%	17.58%
26%-30%	9%	7.70%	4.14%	11.91%
31%-35%	17%	12.10%	7.93%	12.11%
36%-50%	38%	39.60%	31.38%	20.31%
51%-70%	20%	17.50%	22.07%	9.77%
Over 70%	3%	3.80%	5.52%	4.69%

21. Compared to last year, how would you describe the overall economic circumstances of your firm/practice?

Economic circumstances of firm	2013 (544)
Much better	5.51%
Somewhat better	29.78%
Little to no change	43.57%
Somewhat worse	17.28%
Much worse	3.86%

⁶ All questions in "Economics/law firm finances" were asked of respondents who described their employment setting as a partner or sole practitioner.

22. Please estimate your office's gross total income (2012 estimate):

2002 - \$1,056,558 (all private practice partners and sole practitioners)

2013 - \$1,930,774 (partners only)
\$151,842 (full-time sole practitioners)

23. What percent of charged fees does your firm fail to collect?

Charged fees uncollected	1982 (n/a)	1992 (2,077)	2002 (430)	2013 (522)
None entered	4%	5.90%	10.23%	--
Less than 5%	38%	28.20%	31.86%	48.08%
5%-9%	23%	21.50%	22.33%	15.52%
10%-19%	24%	28.00%	22.33%	16.09%
20%-29%	--	--	--	12.26%
20% or more	11%	16.40%	13.26%	--
30% or more	--	--	--	8.05%

VII. Firm hiring⁷

24. How many associates has your firm hired within the last year?

Number of associates hired	1992 (2,259)	2002 (468)	2013 (124)
None	72.70%	76.92%	47.77%
One	14.10%	10.47%	27.42%
Two	8.50%	5.77%	13.71%
Three	1.70%	2.35%	3.23%
Four	1.10%	2.78%	3.23%
More than four	1.90%	1.71%	5.65%

25. What salary range did you pay your new associate(s)?

1970

Salary range for new associate(s)	1970 (n/a)
Under \$5,000	16%
\$5,000-\$7,500	44%
\$7,500-\$10,000	20%
Over \$10,000	4%

1992

Salary range for new associate(s)	1992 (617)
Under \$25,000	13.00%
\$25,000-\$30,000	20.40%
\$30,001-\$35,000	14.30%
\$35,001-\$40,000	12.80%
\$40,001-\$45,000	13.10%
\$45,001-\$50,000	6.30%
Over \$50,000	6.30%
No reply	5.70%

2002 and 2013

Salary range for new associate(s)	2002 (383)	2013 (66)
Under \$30,000	3.39%	3.03%
\$30,001-\$50,000	12.27%	37.88%
\$50,001-\$75,000	7.83%	34.85%
\$75,001-\$80,000	2.09%	6.06%
More than \$80,000	1.31%	18.18%
None hired	73.11%	47.77%

⁷ All questions in "Firm hiring" were asked of respondents who described their employment setting as a partner.

26. How many associates does your firm plan to hire within the next three years?

Number of associates firm plans to hire	1992 (2,131)	2002 (426)	2013 (123)
None	67.50%	63.85%	44.72%
One	17.30%	17.37%	24.39%
Two	7.70%	8.22%	12.20%
Three	3.40%	4.69%	7.32%
Four	1.10%	1.64%	4.07%
More than four	3.00%	4.23%	7.32%

VIII. Salaried lawyers

27. What is the nature of your full-time salaried position?

Salaried position	1970 (n/a)	1982 (n/a)	1992 (922)	2002 (273)	2013 (345)
Government	30%	36%	43.60%	46.51%	49.82%*
State government	--	--	--	--	32.71%
Local government	--	--	--	--	8.12%
Federal government	--	--	--	--	8.99%
Judiciary	18%	14%	15.00%	12.09%	0%
Business corporation	31%	33%	24.00%	19.77%	28.70%
Insurance	6%	4%	4.90%	3.30%	4.93%
Bank or trust company	5%	3%	1.80%	2.20%	2.32%
Public utility	2%	1%	0.90%	0.37%	0.29%
Law school	2%	3%	2.10%	1.47%	0%
Military	--	--	--	--	1.16%
Attorney general or district attorney	--	--	--	--	2.90%
Other	6%	6%	7.70%	14.29%	10.43%

* Sum of state, local and federal government positions.

28. How often do you represent your employer in court or other legal proceedings? (asked of salaried lawyers not in private practice)

Represent employer in court or legal proceedings	1992 (917)	2002 (264)	2013 (343)
Never	37.40%	43.18%	46.94%
Often	37.20%	31.44%	29.45%
Occasionally	25.40%	25.38%	23.62%

29. Does your employer allow you to “practice on the side?” (asked of salaried lawyers not in private practice)

Allowed to practice on the side	1992 (918)	2002 (264)	2013 (341)
Yes	27.60%	32.58%	29.91%
No	72.40%	67.42%	70.09%

30. What percent of your time is spent in representing clients other than your principal employer? (asked of salaried lawyers not in private practice)

Time representing other clients	1992 (600)	2002 (195)	2013 (301)
Less than 10%	58.00%	62.56%	61.13%
11%-20%	2.20%	5.64%	1.00%
21%-30%	0.30%	0%	1.00%
Over 30%	1.70%	5.64%	4.65%
Do it all on my own time	37.80%	26.15%	32.23%

IX. Lawyer income

31. Which indicates your 2001 and 2012 income before taxes from the practice of law or from your employment as an attorney?

Before-tax income	2001 (893)	2012 (1,298)
None	6.27%	--
Unemployed in 2012 or no income from the practice of law	--	2.16%
\$1-\$25,000	7.39%	9.55%
\$25,001-\$50,000	17.25%	14.25%
\$50,001-\$75,000	20.94%	19.11%
\$75,001-\$100,000	17.36%	19.03%
\$100,001-\$125,000	9.63%	11.56%
\$125,001-\$150,000	6.49%	7.78%
\$150,001-\$175,000	3.70%	4.16%
\$175,001-\$200,000	2.80%	2.85%
Over \$200,000	8.17%	9.55%

32. Has your income increased, decreased or stayed about the same over the last year?

Income increase or decrease	1992 (3,876)	2013 (1,583)
Increased	49%	34.68%
Decreased	22%	16.23%
Stayed about the same	29%	49.08%

X. Bar association communications

33. Please provide your response to the following statements from the choices provided.

Statement	Just right	Too high	Too low
The frequency of OBA communications (all types) with me is: (1,596)	93.23%	4.19%	2.57%
The frequency of OBA email communications with me is: (1,562)	93.02%	3.71%	3.27%

34. What is the most effective way to share information with you about OBA programs, services and events in which you may be interested?

Communication method	Very effective	Somewhat effective	Neither effective nor ineffective	Somewhat ineffective	Very ineffective	Mean
Email updates (1,593)	78.59%	17.77%	2.64%	0.75%	0.25%	4.74
Oklahoma Bar Journal (1,560)	40.77%	42.18%	8.72%	6.22%	2.12%	4.13
E-News electronic newsletter (1,532)	41.32%	38.58%	12.60%	4.63%	2.87%	4.11
Personal contact from a colleague (1,496)	27.14%	27.47%	29.81%	7.15%	8.42%	3.58
Letter, postcard by regular mail (1,504)	20.01%	39.03%	22.47%	12.70%	5.78%	3.55
OKbar.org website (1,525)	17.44%	34.30%	25.51%	14.30%	8.46%	3.38
Social networking outlets (1,487)	6.25%	18.49%	31.67%	18.49%	25.08%	2.62

35. Do you read the Oklahoma Bar Journal?

Read the Oklahoma Bar Journal	1982 (n/a)	1992 (4,054)	2013 (1,595)
Yes	98%*	80.40%	91.72%
No	--	17.10%	8.28%
Almost never	2%	2.50%	--

*1982 response percent for “yes” includes options of “regularly” and “sometimes” combined.

36. How often do you read the published opinions in the Oklahoma Bar Journal?

Published opinions	1982 (n/a)	1992 (4,054)	2002 (934)	2013 (1,438)
Regularly	71%	68.80%	49.25%	56.12%
Sometimes	26%	26.80%	38.87%	31.99%
Very rarely	--	--	--	10.08%
Almost never	3%	4.40%	11.88%	--
Never	--	--	--	1.81%

37. How often do you read the “Bar News” of the Oklahoma Bar Journal containing scholarly articles?

“Bar News”	1982 (n/a)	1992 (4,051)	2002 (936)	2013 (1,440)
Regularly	49%	47.20%	35.58%	47.50%
Sometimes	46%	44.80%	52.13%	46.18%
Very rarely	--	--	--	5.97%
Almost never	5%	8.00%	12.29%	--
Never	--	--	--	0.03%

38. How often do you read the classified advertisements in the Oklahoma Bar Journal?

Classified ads	1982 (n/a)	1992 (4,055)	2002 (937)	2013 (1,435)
Regularly	36%	40.30%	25.61%	36.59%
Sometimes	48%	42.90%	48.46%	35.47%
Very rarely	--	--	--	23.90%
Almost never	16%	16.80%	25.93%	--
Never	--	--	--	4.04%

39. How often do you visit the okbar.org website?

Frequency of okbar.org visits	2002 (927)	2013 (1,597)
Daily	--	2.19%
Weekly	--	19.66%
Monthly	--	32.25%
A few times a year	--	39.64%
Once a year	--	3.44%
Never	--	2.82%
Regularly	4.64%	--
Sometimes	41.96%	--
Almost never	53.40%	--

40. Which member/lawyer areas of the website do you utilize?

Website areas	Regularly	Sometimes	Very rarely	Never
Lawyer resources (1,457)	24.71%	54.98%	20.32%	24.71%
CLE (1,493)	11.39%	44.41%	44.21%	11.39%
Legal research (1,496)	24.20%	45.92%	29.88%	24.20%
<i>Oklahoma Bar Journal</i> (1,471)	21.82%	45.28%	32.90%	21.82%
My OKbar (1,503)	4.32%	38.12%	57.55%	4.32%
Ethics and professionalism (1,466)	20.19%	64.73%	15.08%	20.19%
OBA-net (1,469)	29.27%	54.39%	16.34%	29.27%

41. You indicated you never visit the following areas of the okbar.org website. Please indicate your awareness of those areas.

Website areas	Aware, but have not visited	Not aware
Lawyer resources (188)	59.57%	40.43%
CLE (85)	87.06%	12.94%
Legal research (208)	69.71%	30.29%
<i>Oklahoma Bar Journal</i> (165)	81.21%	18.79%
My OKbar (32)	53.13%	46.88%
Ethics and professionalism (157)	63.69%	36.31%
OBA-net (209)	58.37%	41.63%

XI. Continuing legal education

42. How many hours of CLE programming presented by the Oklahoma Bar Association did you attend last year?

1982

Hours of OBA CLE	1982 (n/a)
None	17%
1-5 hours	26%
6-10 hours	33%
11-15 hours	15%
More than 15 hours	9%

1992 and 2002

Hours of OBA CLE	1992 (3,988)	2002 (920)
None	18.10%	21.52%
1-6 hours	15.90%	17.72%
7-12 hours	27.60%	32.83%
Over 12 hours	38.49%	27.93%

2013

Hours of OBA CLE	2013 (1,578)
None	35.87%
1-5 hours	17.36%
6-10 hours	19.20%
11-15 hours	20.66%
More than 15 hours	6.91%

43. Please select the factors that are most important to you in deciding whether to attend CLE programming.

Factor	2013
Location	55.54%
Timing	42.80%
Speaker(s)	23.82%
Format	9.62%
Topics	81.40%
Cost	4.97%

44. When considering on “online” format, how important is it to have an option to select out-of-state programs?

Importance	2013 (1,574)
Very important	17.85%
Somewhat important	28.72%
Not at all important	34.24%
Don't know	19.19%

45. When selecting OBA/CLE, what format of training are you most likely to attend?

CLE format	Very likely	Somewhat likely	Not at all likely
Live program (1,555)	68.23%	23.28%	8.49%
Webcast (1,541)	28.42%	52.04%	19.53%
Archive content online (1,515)	17.56%	40.13%	42.31%
Telephone seminar (1,504)	4.39%	19.55%	76.06%

XII. Professionalism

46. Do you feel the OBA has provided a clear understanding of the expectation of professionalism in the legal profession?

OBA provides clear understanding of professionalism expectation	2013 (1,571)
Yes	90.26%
No	9.74%

47. Have you read the Standards of Professionalism approved by the OBA Board of Governors in 2006?

Have read Standards of Professionalism	2013 (1,578)
Yes, I have read	65.40%
Aware of Standards, but have not read	27.50%
Not aware of Standards	7.10%

48. Please indicate your level of agreement with the following statements.

Statement	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Not sure
Professionalism in the legal profession meets my expectations. (1,571)	10.95%	57.16%	23.23%	6.94%	1.72%
Professionalism in the legal profession is declining. (1,573)	18.37%	47.49%	20.09%	5.59%	8.46%

49. Please select the three most prominent reasons you believe professionalism in the legal profession is declining.

Reason for decline of professionalism	2013
Lack of accountability	54.04%
Increased competition among the legal community	52.29%
Increasing number of solo practitioners without mentors	44.99%
Increased generational differences among lawyers	43.82%
Lack of patience	29.89%
Increasing demands of clients	23.08%
Other	25.71%

XIII. Community Involvement

50. In an average week, how many hours do you spend on:

1982

Hours	Civic/community/pro bono/ charitable work
Less than five hours	65%
5-9 hours	28%
10-19 hours	6%
20 or more hours	1%

1992

Hours	Civic/community/pro bono/ charitable work (3,687)	Professional legal work/ volunteer work (3,128)
Less than three hours	51.50%	65.50%
3 hours	15.40%	12.80%
4 hours	8.70%	6.30%
5 hours	8.90%	4.40%
6 hours	3.90%	1.60%
7 hours	0.90%	0.50%
8 hours	1.70%	0.80%
More than eight hours	9.00%	8.00%

2002

Hours	Civic volunteer/community/ charity work NOT as an attorney (871)	Pro bono legal work (773)
None	27.67%	45.67%
Up to three hours per week	43.40%	38.81%
3-5 hours	13.78%	9.70%
5-7 hours	5.51%	2.33%
7-9 hours	3.10%	1.16%
More than nine hours	6.54%	2.33%

2013

Hours	Civic volunteer/community/ charity work NOT as an attorney (1,561)	Pro bono legal work (1,548)
None	32.86%	56.52%
Up to three hours per week	43.24%	32.69%
3-5 hours	14.29%	7.11%
6-7 hours	4.74%	1.36%
8-9 hours	1.67%	0.65%
More than nine hours	3.20%	1.68%

XIV. Social Networking

51. Do you participate in any of the following social media outlets?

Social media outlet	2013
Facebook	62.89%
LinkedIn	44.40%
Twitter	19.06%
Pinterest	16.19%
Google+	13.18%
Other	2.56%
Do not participate in any social media outlets	27.45%

52. How do you use the following social media outlets?

Social media outlet	Personal use only	Professional use only	Both professional and personal use
Facebook (976)	75.82%	0.92%	23.26%
LinkedIn (688)	9.88%	64.24%	25.87%
Twitter (307)	65.47%	8.14%	26.38%
Pinterest (250)	97.20%	0.00%	2.80%
Google+ (201)	54.23%	10.95%	34.83%

Percentages are calculated based on the users of each outlet, not the total respondent population.

53. How often do you visit the following social media outlets?

Social media outlet	Hourly	Daily	Weekly	About two times per week	Monthly	Occasionally (less than once a month)
Facebook (978)	7.26%	58.08%	14.31%	10.84%	5.01%	4.50%
LinkedIn (692)	0.14%	11.56%	37.14%	9.83%	24.57%	16.76%
Twitter (309)	8.41%	39.48%	20.71%	6.80%	12.94%	11.65%
Pinterest (249)	0.80%	27.31%	28.11%	9.24%	19.28%	15.26%
Google+ (203)	2.46%	20.20%	23.15%	9.85%	22.17%	22.17%

Percentages are calculated based on the users of each outlet, not the total respondent population.

XV. Oklahoma Bar Association Services

54. How important are the following OBA services?

OBA services	2013				2002 – Importance*
	Very important	Somewhat important	Not at all important	Don't know	
Continuing legal education (1,515)	79.60%	17.36%	0.66%	2.38%	82.42%
Professional discipline (1,514)	75.89%	14.40%	0.66%	9.05%	58.24%
OBA eNews (1,492)	32.17%	48.99%	4.36%	14.48%	--
Opportunities for public service (1,501)	30.91%	46.64%	5.80%	16.66%	16.26%
Practice management assistance (1,512)	36.88%	36.62%	4.73%	21.77%	23.85%
Self-governance (1,502)	53.86%	18.51%	1.53%	26.10%	36.15%
Legislative program (1,506)	33.80%	34.79%	4.78%	26.63%	30.11%
Insurance and retirement programs (1,508)	26.86%	36.87%	8.82%	27.45%	27.47%
OBA-net (1,494)	24.70%	38.62%	5.42%	31.26%	--
Fastcase (1,503)	35.86%	25.55%	6.05%	32.53%	--
OklahomaFindALawyer.com (1,496)	18.65%	34.43%	9.89%	37.03%	--
Discounts on goods and services (1,501)	13.19%	35.18%	21.45%	30.18%	--

***The percentage of respondents in 2002 that indicated the service was important to them.**

55. How successful do you feel the OBA is in providing the following services?

OBA services	Very successful	Somewhat successful	Not at all successful	Don't know
Continuing legal education (1,456)	65.66%	28.37%	0.76%	5.22%
Professional discipline (1,435)	37.37%	41.09%	3.79%	17.76%
Self-governance (1,446)	33.47%	30.22%	1.52%	34.79%
Opportunities for public service (1,443)	22.38%	40.26%	4.99%	32.36%
Practice management assistance (1,443)	23.35%	31.60%	5.34%	39.71%
Fastcase (1,446)	33.61%	20.06%	3.11%	43.22%
OBA-net (1,439)	22.38%	30.72%	2.99%	43.92%
Legislative program (1,444)	12.19%	34.97%	8.52%	44.32%
OBA eNews (1,439)	32.18%	41.70%	2.43%	23.70%
Insurance and retirement programs (1,453)	10.53%	27.94%	9.70%	51.82%

OBA services (cont.)	Very successful	Somewhat successful	Not at all successful	Don't know
OklahomaFindALawyer.com (1,443)	10.67%	25.29%	7.42%	56.62%
Discounts on goods and services (1,443)	5.54%	26.47%	14.21%	53.78%

XVI. Value for Dues Dollar

56. Taking into account the array of public and professional services that the OBA provides, how satisfied are you with the value you receive for your dues dollar?

	Very satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Very dissatisfied
Satisfaction with value received for dues dollar (1,549)	10.95%	57.16%	23.23%	6.94%	1.72%

XVII. Challenges Facing the Profession

57. How concerned are you about the following issues and their impact on the profession?

Issue	5 - Very concerned	4	3	2	1 – Not at all concerned	Mean	2002 – Concern*
Judicial Independence (1,447)	53.49%	24.19%	13.27%	4.98%	4.08%	4.18	33.22%
Legal education/clinical skills training (1,460)	36.64%	34.25%	18.84%	5.48%	4.79%	3.92	56.62%
Unauthorized practice of law (1,447)	41.47%	24.40%	17.55%	10.37%	6.22%	3.85	37.42%
Court funding (1,413)	34.39%	26.40%	23.78%	8.49%	6.94%	3.73	--
Availability of legal services to Oklahoma's low-income population (1,426)	31.00%	29.52%	24.40%	9.26%	5.82%	3.71	--
Congested court dockets (1,439)	27.94%	28.49%	25.92%	10.56%	7.09%	3.60	37.50%
Regulation of e-lawyering (1,291)	27.03%	29.12%	23.24%	12.86%	7.75%	3.55	18.54%
Increased competition due to the availability of online legal information and do-it-yourself tools (1,400)	23.50%	25.14%	21.71%	13.07%	16.57%	3.26	--
The billable hour (1,382)	18.02%	25.04%	28.08%	10.64%	18.23%	3.14	21.19%
Alternative dispute resolution (1,416)	13.35%	26.84%	31.43%	14.12%	14.27%	3.11	30.02%
Multi-disciplinary practice (1,248)	10.34%	18.59%	27.80%	13.46%	29.81%	2.66	30.46%
Multi-jurisdictional practice (1,283)	8.34%	14.34%	27.36%	16.29%	33.67%	2.47	21.52%

***The percentage of respondents in 2002 that indicated the issue was of concern to them.**

XVIII. Challenges Facing your Practice

58. How concerned are you about the following issues and their impact on you and your practice?

Issue	5 - Very concerned	4	3	2	1 – Not at all concerned	Mean
Keeping current in the law (1,459)	51.06%	30.77%	11.45%	4.18%	2.54%	4.24
Earning a living (1,421)	52.85%	22.52%	13.09%	5.77%	5.77%	4.11
Providing good service to my clients with limited time (1,272)	48.58%	25.94%	14.47%	5.35%	5.66%	4.06
Balancing work and personal life/family (1,413)	46.85%	26.47%	14.23%	6.72%	5.73%	4.02
Keeping up with and using technology (1,439)	35.93%	35.37%	16.82%	6.81%	5.07%	3.90
Relationships with colleagues within my organization (1,377)	26.36%	31.08%	23.60%	8.64%	10.31%	3.55
Finding and keeping good staff (1,129)	30.91%	26.48%	19.04%	9.12%	14.44%	3.50
Job security (1,349)	33.65%	21.05%	19.64%	11.05%	14.60%	3.48
Career development (1,336)	27.02%	27.54%	22.38%	9.73%	13.32%	3.45
Managing the business aspects of my practice (1,093)	27.45%	26.17%	20.04%	11.25%	15.10%	3.40
Finding clients (1,080)	33.43%	20.19%	18.24%	7.59%	20.56%	3.38
The availability of mentoring/training (1,319)	21.83%	24.94%	24.94%	11.60%	16.68%	3.24
Billable hours (1,054)	22.68%	23.81%	22.01%	12.43%	19.07%	3.19