

Women Lawyers of Utah

Report on 20th Anniversary Survey of Utah Women Lawyers

WLU

Women Lawyers of Utah
www.utahwomenlawyers.org

October 13, 2001

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Women Lawyers of Utah

Preliminary Report on Results of 20th Anniversary Survey of Utah Women Lawyers

October 13, 2001

I. INTRODUCTION

Women Lawyers of Utah (“WLU”) was established in October 1981. In connection with its 20th anniversary in October 2001, WLU conducted a survey of women lawyers in Utah, asking Utah’s women lawyers who they are, what they care about, how they feel about their practice and profession, and what they want from an organization like WLU.

II. SURVEY METHODS

WLU conducted the survey through its web site at www.utahwomenlawyers.org and mailed approximately 950 surveys to women lawyers admitted to the Utah State Bar. 233 respondents took the survey—120 through the web site and 113 using the paper version. The web site and paper versions of the survey were substantively identical. For national comparative purposes, some of the questions on the survey were identical to questions asked in an ABA Journal survey of lawyers published in September 2000 (the “ABA Journal Survey”).

III. SURVEY RESULTS

A. General Respondent Information

◆ **WLU Membership.** 46% of respondents were members of WLU. 48% of respondents were not members of WLU. Although more non-members than members responded to the survey, less than half of WLU’s approximately 250 members responded.

◆ **Location.** 65% of respondents practiced in the downtown Salt Lake City area. The next largest geographic area represented was Provo/Orem with 9% of respondents, followed by areas north of Salt Lake City, with 8% of respondents.

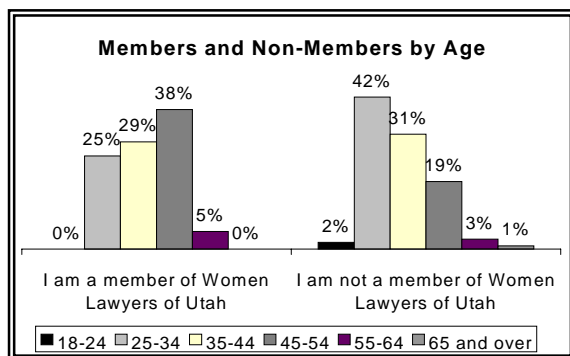
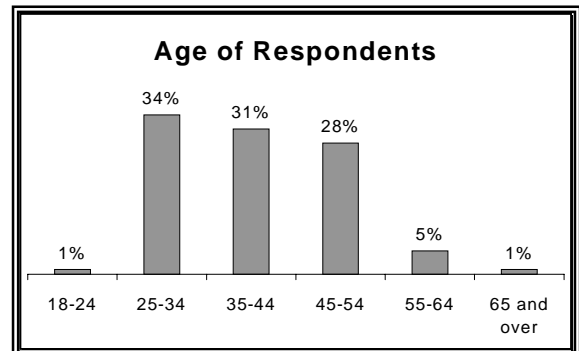
◆ **Firm Size.** Respondents most commonly practiced in firms or organizations having 10 or fewer attorneys, followed by firms or organizations having more than 80 attorneys, then firms or organizations having 10 to 20 attorneys.

◆ **Full Time/Part Time.** 75% of respondents were full-time practicing attorneys. 12% of respondents were practicing attorneys on part-time status.

◆ **Position.** 39% of respondents were either partners (19%) or associates (20%) in private law firms. 16% worked for governmental organizations in civil practice. 8% worked for governmental organizations in criminal practice. 9% of respondents were solo practitioners, 3% were judges, 7% were general or associate in-house counsel, and 2% each were contract attorneys or of counsel to private law firms.

◆ **Compensation.** 47% of respondents earned between \$40,000 to \$80,000 annually (including bonuses, profit sharing and distributions), with the largest segment (27%) making between \$40,000 to \$60,000. Relatively few respondents—14%—earned less than \$40,000. 37% of respondents earned more than \$80,000 annually. This compares favorably with the national annual median salary of women lawyers, which was \$50,648 in 2000.¹ By way of comparison, Working Woman's 22nd annual national compensation survey reported the following average or median salaries for women: \$188,000 for a female advertising CEO, \$40,150 for a female architect, \$70,000 for a female senior banking officer, \$130,000 for a female VP-Finance in a financial services company, \$22,250 for a female construction supervisor, \$91,000 for a female financial services CEO, \$80,500 for a female nuclear engineer, \$74,106 for a female pharmacist (hospital) and \$37,500 for a female teacher.²

◆ **Age.** Respondents' ages were distributed primarily between the 25-34, 35-44 and 45-54 age groups, with the numbers being somewhat larger the younger the age group. 5% of respondents were between ages 55 and 64, and the 18-24 and over 65 age groups each represented 1% of all



respondents. Among WLU members, 25% were ages 25-34, 29% were ages 35-44, 38% were ages 45-54 and 5% were ages 55-64. Among non-members, 2% were ages 18-24, 42% were ages 25-34, 31% were ages 35-44, 19% were ages 45-54, 3% were ages 55-64 and 1% were age 65 and older.

◆ **Children.** 45% of respondents had no children living in their household. The remaining respondents had 1-5 children living in their household. Most respondents with children had 1 or 2 children.

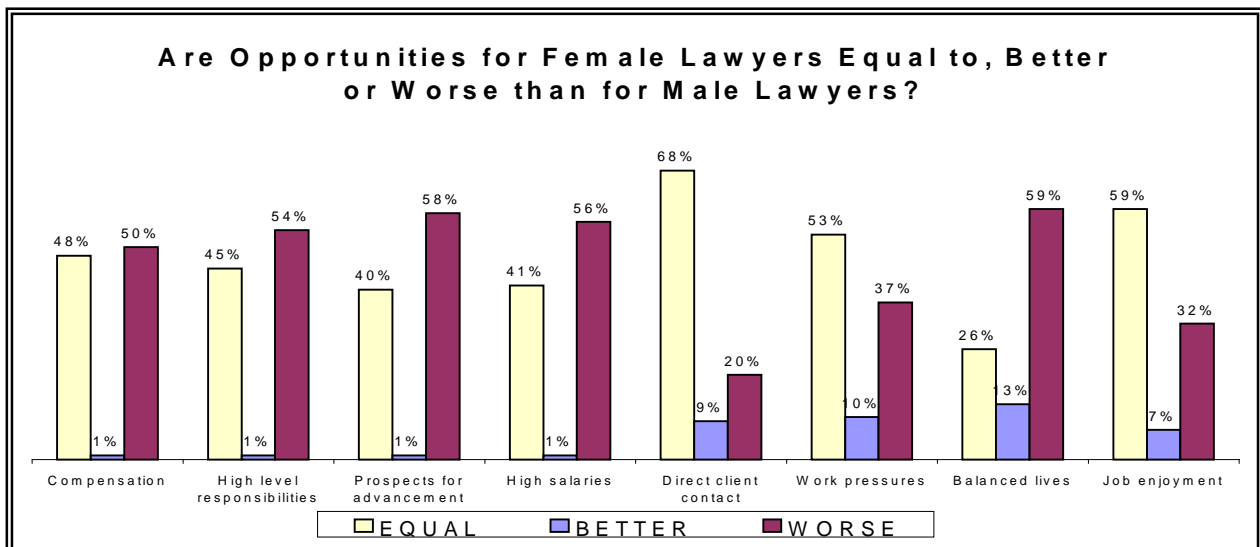
◆ **Practice Area.** No single practice area predominated among respondents. The largest practice area was family law, although this represented only

26% of respondents. The areas of general commercial litigation and corporate/transactional represented over 20% of respondents each, followed by employment law, criminal law and real estate, which each represented approximately 15-20% of respondents. Other significant practice areas were estate planning, civil rights and natural resources.

B. Opinions On Opportunities for Women Lawyers in Utah

1. **Most respondents felt that many opportunities were worse for female lawyers than male lawyers.** Respondents generally felt that opportunities for high level responsibilities, advancement, high salaries and balanced lives were worse for women lawyers than for male lawyers.
 - a. In comparison, the majority of respondents in the ABA Journal Survey believed opportunities for first jobs, advancement, higher salaries and increased responsibilities were equal for female and male attorneys.³
 - b. 48% of respondents felt that overall compensation opportunities for female and male lawyers were equal, while 50% of respondents felt they were worse for female lawyers. In comparison, 58% of female lawyers in the ABA Journal survey said that compensation opportunities were the same for women and men.⁴

2. **Respondents rated opportunities as equal in some areas.** The majority of respondents felt that opportunities for women lawyers were equal to that of male lawyers in the areas of direct client contact, work pressures and job enjoyment.



3. **Respondents in senior or ownership positions were significantly less optimistic about opportunities for high salaries than respondents who were not in those positions.**
 - a. General counsels, private law firm partners, solo practitioners, senior governmental attorneys in civil practice and judges all stated in large majorities (67% to 86%) that opportunities for high salaries were worse for women lawyers.
 - b. Only senior governmental attorneys in criminal practice were more likely than not (58%) to state that opportunities for high salaries were equal for women lawyers.
 - c. Among respondents in non-senior or non-ownership positions, a majority of contract attorneys (60%), associate in-house counsels (50%) and associates in private law firms (55%) stated that opportunities for high salaries were equal for female and male attorneys.
 - d. Non-senior respondents who were government attorneys in civil practice (53%), public interest lawyers (100%) and judicial law clerks (67%) stated that high salary opportunities were worse for female attorneys.
 - e. Governmental attorneys in criminal practice and public defenders were the most optimistic about high salary opportunities among non-senior level respondents, with 71% and 100%, respectively, stating that opportunities for high salaries were equal for female and male attorneys.

C. Practice Experiences

1. **Respondents generally felt their peers respected them.** 40% of respondents said it was very true that their peers respected them, and 47% responded that this was mostly true.
2. **Respondents also felt that their clients were pleased with their representation.** 44% of respondents stated that it was very true that their clients trusted them and were happy with their representation, while 46% stated that this was mostly true.
3. **Respondents showed some ambivalence regarding the conflicts between the duties of lawyering and friendship.** 52% of respondents felt that there was some truth to the statement that “It is more important to be a good lawyer than a good friend.” 29% felt this statement was mostly false, while only 11% found it completely false.
4. **Respondents overwhelmingly felt that it was “more important to be a good spouse or significant other than to be a good lawyer.”** 78% believed this

statement to be true to some extent, while only 16% of respondents found it mostly or completely false.

D. Stylistic and Communication Differences

Respondents' opinions diverged notably on their views on the stylistic and communication differences between female and male attorneys.

1. **Respondents ranked the empathy of women lawyers somewhat, but not overwhelmingly, higher than that of male lawyers.** 38% of respondents stated that it was "somewhat true" that women lawyers are more empathetic than male lawyers. 29% felt this statement was "mostly true," while only 9% felt it was "very true."
2. **Few respondents felt strongly that their male peers are less emotional than women lawyers.** In response to the statement: "Male lawyers are less emotional than female lawyers," 35% stated this was "somewhat true," but the same number described the statement as "mostly false." Equal numbers (5% each) felt that the statement was very true and completely false. Only 17% described this statement as "mostly true."
3. **Respondents' opinions also diverged on their comparison of the honesty of female and male lawyers.** 33% of respondents described the statement "Female lawyers are more honest than male lawyers" as "mostly false," with an additional 18% finding it "completely false." Only 5% found the statement "completely true," while 38% found it to be somewhat or mostly true.
4. **Respondents declined to wholly endorse the belief that "male lawyers are more abrasive than female lawyers."** While 32% said this statement was "somewhat true," an equal number found it "mostly false." 18% described the statement as "mostly true," 9% found it "completely false," and only 4% found it "very true."
5. **On the overall effect of gender on lawyers' style, emphasis and communications, most respondents believed that gender had some effect, but they did not believe that gender was the primary or only source of differences.**
 - a. 42% of respondents felt that it was mostly false and 12% felt that it was completely false that "there are few differences between male and female lawyers in terms of style, emphasis or communication." 28% described this statement as somewhat true, and 11% felt it to be mostly true. Only 3% described this statement as very true.
 - b. Most respondents agreed that "stylistic and communication differences among lawyers are too diverse to categorize according to gender." 30%

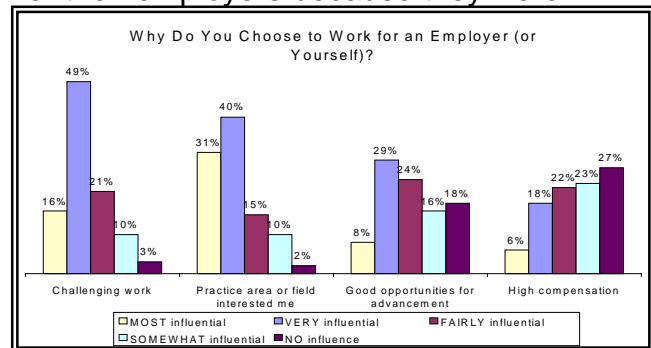
described this statement as “very true,” 24% said it was “mostly true” and 30% said it was “somewhat true.” 13% said this statement was mostly false, and only 1% rejected it entirely.

E. Employment and Professional Satisfaction

1. Why Respondents Chose Employers or Positions.

a. Most respondents chose to work for their employers because they were

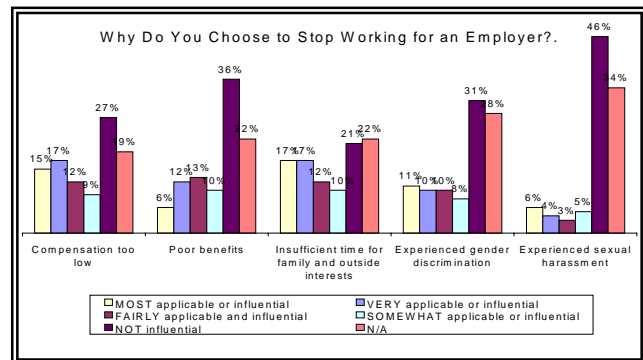
drawn by challenging work, a field or practice area interested them or they liked the people. On the other hand, many respondents found an employer’s flexible work schedule to be the most or very influential factor in choosing to work for that employer. Mentoring and training opportunities, a good reputation for providing equal opportunities for women and good benefits were also important considerations for respondents.



b. Good opportunities for advancement were important, but not as important as the other queried factors, and high compensation even less so.

2. Why Respondents Quit.

Respondents who chose to stop working for a particular employer did so for a variety of reasons. No single reason predominated. While a significant minority (39%) indicated that they had left a job at least in part due to gender discrimination, 59% of respondents stated that gender discrimination was not a factor in their job change. Even fewer respondents (18%) had left a job due to sexual harassment. 80% of respondents who had left a job did not list sexual harassment as a factor.



3. Frequency of Job Changes. Whatever their reasons for leaving, respondents were willing to change jobs at least once. Only 20% of respondents had not changed jobs since graduating from law school. 33% had changed jobs once. The percentage of respondents who had changed jobs steadily decreased, however, after one job change. 19% of respondents had changed jobs twice,

14% three times, 6% four times, 5% five times, 2% six times and none more than six times.

4. **Job Satisfaction.** Most respondents expressed a high degree of job satisfaction.
 - a. 76% of respondents said they enjoyed being a lawyer. 73% said that practicing law provides opportunities for intellectual and moral growth, and 63% generally respected the work and ethics of other lawyers.
 - b. Most respondents were lawyers because that is what they want to be. Only 39% of respondents stated that in a perfect world, they would be something other than a lawyer. Only 12% of respondents stated that the practice of law had been a disappointment to them.
 - c. 41% of respondents stated that they often interacted with other lawyers who were unethical, careless or rude.

5. **More Money Doesn't Always Mean Greater Job Satisfaction.** A respondent's level of compensation had some effect on her job satisfaction and likelihood of often encountering unethical, careless or rude lawyers in her practice. The few exceptions to this trend, however, were significant.
 - a. For instance, 91% of respondents making \$160,000 or more said they enjoyed being a lawyer, and 73% said she would rather be a lawyer than any other profession. Nevertheless, 100% of respondents making under \$20,000 said they enjoyed being a lawyer, and 50% said they would rather be a lawyer than any other profession.
 - b. On the other hand, 63% of respondents making \$100,000 -\$120,000 stated that in a perfect world they would be something other than a lawyer, compared to only 36% making \$40,000-\$60,000.
 - c. While 33% of respondents making \$20,000-\$40,000 were disappointed in the practice of law, this percentage declined steadily as incomes rose. No respondents making more than \$100,000 stated that they had been disappointed by the practice of law.
 - d. 80-82% of respondents making more than \$140,000 stated that they generally respected the work and ethics of other lawyers, with 75% of respondents making less than \$20,000 and 72% of respondents making \$60,000-\$80,000 sharing this opinion. The only compensation group in which only a minority of respondents shared this opinion was respondents making \$100,000-\$120,000.

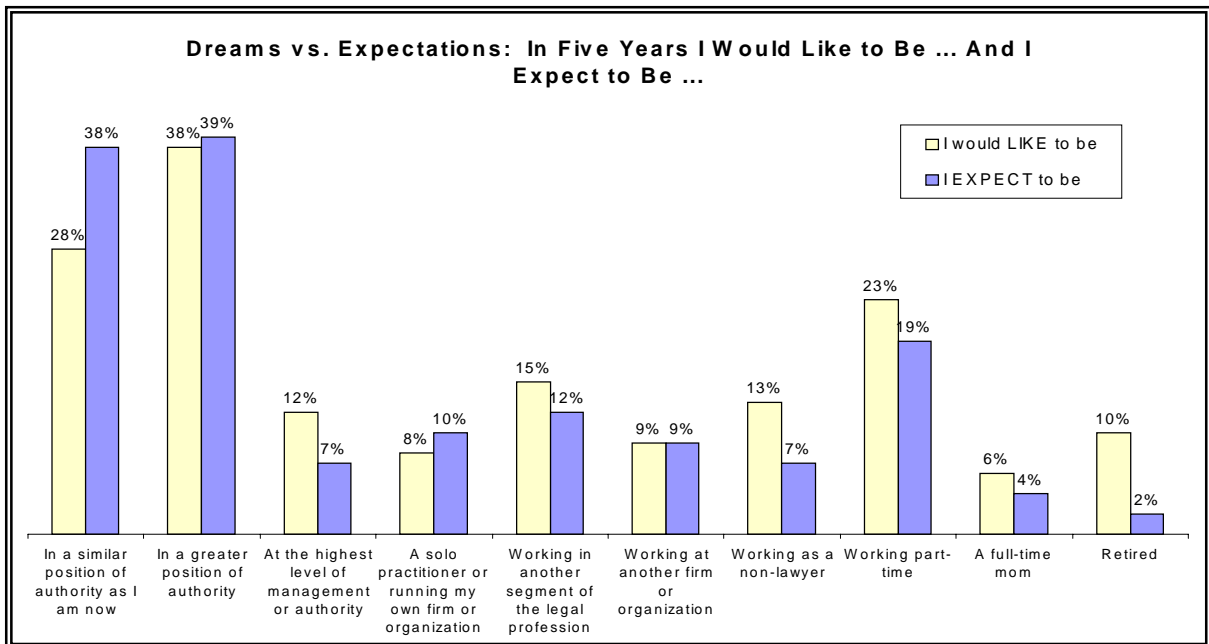
- e. While a majority of respondents making less than \$40,000 stated they often interacted with attorneys who were unethical, careless or rude (59%), only 27% of respondents making more than \$160,000 reported the same experience. Generally speaking, the more money a respondent made, the less likely she was to state that she often interacted with unethical, careless or rude attorneys. The exception, which was large enough to almost outweigh the trend, was respondents making \$140,000-\$160,000, who reported this experience in the greatest numbers (60%).

F. Respondents' Hopes and Expectations for the Next 5 Years

Almost all respondents had high short-term aspirations for their professional and personal future, although they were not always optimistic that they would satisfy their own expectations in this time frame.

1. Aspirations for reaching a higher level of authority.

- a. Only 28% of respondents wanted to be in a similar position of authority in 5 years as they are now, but 38% expected to be in a similar position.



- b. A larger number of respondents – 38% – aspired to be in a greater position of authority in 5 years, and slightly more – 39% – expected to be a greater position of authority.
- c. Only 12% of respondents aspired to be at the highest level of management or authority in the next 5 years. Even fewer – 7% – expected to get there in the next 5 years.

- d. More respondents expected to be solo practitioners or running their own firms in the next 5 years than aspired to this goal.

2. Aspirations for part time status or retirement.

- a. 23% of respondents hoped to be working part time in within 5 years, but only 19% expected to accomplish this status by then.
- b. Only 6% of respondents wanted to be full-time mothers in the next 5 years, and slightly fewer – 4% – expected this to happen by then.
- c. 10% of respondents hoped to retire in 5 years, but only 2% expected to be able to retire by then.

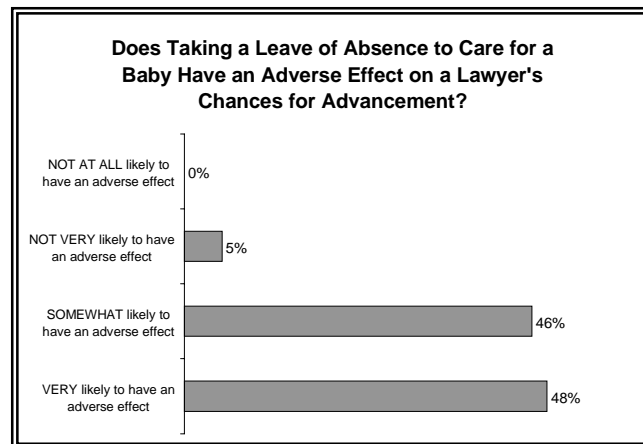
G. Opinions on Trends in the Legal Profession

- 1. **Respondents were very Internet-savvy.** All but 3% of respondents used the Internet in their practice or work, with 67% using it often or almost always. While many respondents stated they were unlikely to obtain clients, referrals or business opportunities via the Internet, most respondents frequently communicated with clients, co-workers and peers and received educational materials via the Internet or email.
- 2. **Respondents believed that MDP and ADR would become more common in the future.**
 - a. Respondents generally felt there was an increased likelihood that their major competitors would be non-lawyers in 5-10 years.
 - b. Likewise, they also believed that the likelihood that their professional peers would be non-lawyers would increase in the next 5-10 years.
 - c. Respondents with only some or no involvement in litigation stated that their involvement in alternative dispute resolution procedures would increase in the next 5-10 years, while their involvement (or lack thereof) in litigation would remain about the same.
 - d. Overall, respondents who answered the questions about future trends in litigation vs. ADR did not expect their involvement in ADR to surpass their involvement in traditional litigation.
 - e. Respondents with a heavy litigation practice did expect, however, that litigation would decline as their sole arena of practice. While 32% stated that they almost always represent clients in litigation now, only 23% felt this would be the case in 5-10 years.

H. Opinions on the Effect of a Leave of Absence or Part-time Status on a Lawyer's Chances of Advancement.

1. Respondents overwhelmingly believed that taking a leave of absence or part-time status to care for a baby would adversely affect a lawyer's chances of advancement.

48% of respondents stated that a leave or part-time status would be very likely to have an adverse effect, and 46% believed it would be somewhat likely to have an adverse effect on a lawyer's chances of advancement. Only 5% believed a leave or part-time status was unlikely to adversely affect a lawyer's chances of advancement, and almost none believed it would have no effect. In comparison, in the ABA Journal Survey, 46.1% of female lawyers responded that taking a leave of absence or part-time status to care for a baby would be "very likely" to adversely affect chances for advancement, and 35.2% said it would be somewhat likely to adversely affect advancement.⁵



2. Opinions on the effect of part-time status according to various demographic factors.

- Respondents' opinions on the adverse effect of a leave of absence or part-time status for child care purposes showed almost no variation by age. The exception was respondents 65 and over, 100% of who stated that such a leave or part-time status would be "not very likely" to adversely affect a lawyer's chances of advancement.
- All respondents with four or five children stated that a maternity leave or part-time status would adversely affect a lawyer's chances of advancement.
- 57% of respondents with two children stated that a leave or part-time status would be "very likely" to have an adverse impact, while only 36% of respondents with three children rated the adverse effect this severely.

2. The relationship between a respondent's rating of the adverse effect of a leave or part-time status for childcare purposes and her job satisfaction.

- Respondents who stated that a leave or part-time status would have a greater adverse effect on advancement rated their job satisfaction lower in

several categories than respondents who stated that the effect of a leave or part-time status as “not very likely” to have an effect on advancement.

- b. A similar trend appeared with respect to respondents’ beliefs that practicing law provides opportunities for moral and intellectual growth.
- c. The same trend held true for a respondent’s disappointment with the practice of law. 15% of respondents who stated that a leave or part-time status was “very likely” to have an adverse impact also stated that the practice of law had been a disappointment to them. On the other hand, none of the respondents who rated the adverse impact “not very likely” stated they were disappointed in the practice of law.

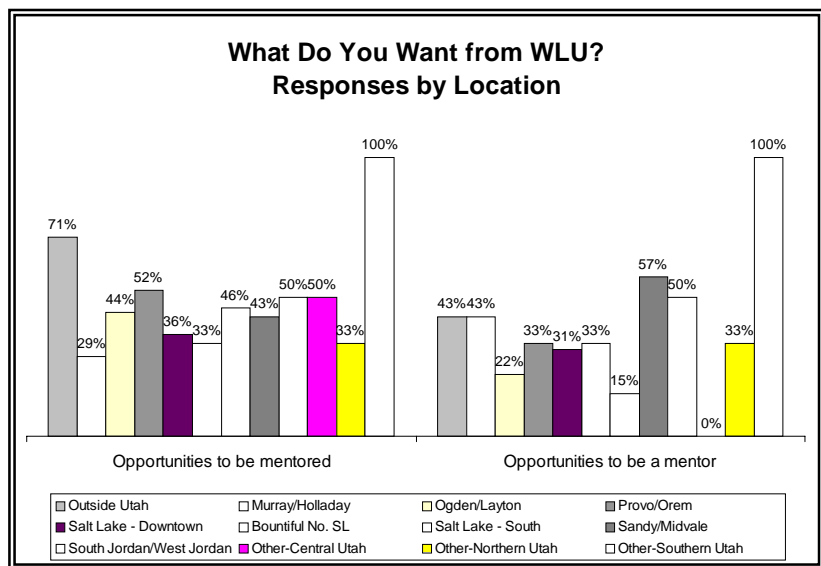
I. What Respondents Want from WLU

1. **Respondents were asked to check the five most important things they want from WLU.**
 - a. 76% wanted to participate in mentoring, either as a mentor (34%) or a mentoree (42%).
 - b. 73% wanted networking or social opportunities.
 - c. 65% wanted information useful for their practice and 55% wanted CLE programs.
 - d. 46% wanted information useful to their personal lives.
 - e. 33% wanted opportunities to meet important decision-makers, while 30% wanted WLU to support legislation that the respondent supports.
 - f. Very few respondents (10%) were interested in voting on the organization’s policy and direction.
 - g. The most common “other” responses were that the respondent either did not have time to be involved in WLU, but supported it, or that the respondent believed it either unnecessary or anachronistic to identify oneself as a “woman lawyer,” either individually or as an organization.

2. What Respondents Wanted from WLU by Certain Demographic Differences.

- a. Respondents tended to be less interested in receiving information useful for their practice from WLU the larger their organization or the higher their compensation. The exception was respondents with organizations of more than 80 attorneys, who tended to be more interested in receiving this information than in preceding organization size categories.
- b. Respondents' interest in WLU's networking and social opportunities increased with their compensation level.
- c. Respondents outside downtown Salt Lake City were more interested than downtown Salt Lake City respondents in being mentored or being a mentor.
- d. Opportunities to meet important decision-makers and for WLU to support legislation were most important to respondents in organizations having 60-80 attorneys.
- e. Respondents in all firm size categories were more interested in networking through WLU than in performing community service through WLU, with the exception of respondents in organizations of 60-80 attorneys who were equally interested in doing both through WLU.
- f. Respondents' interest in participating in mentoring through WLU, either as a mentor or mentoree, decreased with firm size. The exception again were respondents in organizations of 60-80 attorneys, who showed the greatest interest in mentoring and were equally interested in being mentors and being mentored.

- g. Respondents' interest in meeting important decision-makers through WLU tended to increase with the number of children living in their household.
- h. The same trend held true for receiving information useful



to the respondent's practice or personal life, although number of children did not appear to affect the level of a respondent's interest in CLE programs through WLU.

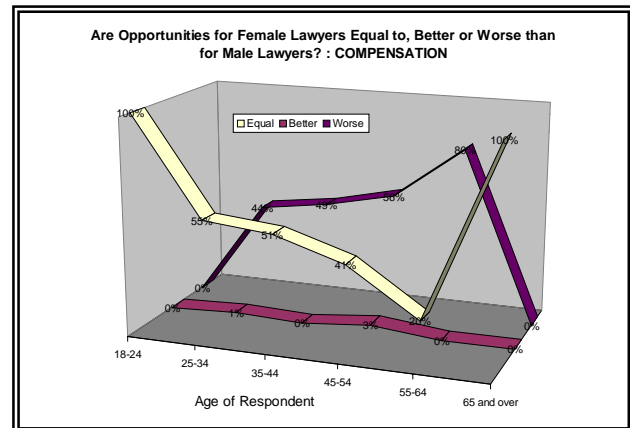
- i. Respondents with children tended to be less interested in WLU's networking and social activities the more children they had, although respondents with greater numbers of children were more interested in WLU's community service aspects than respondents with none or fewer children.
- j. Respondents in all categories tended to be more interested in WLU's networking function than its community service function.

J. Effect of Age on Responses

Of all demographic factors, respondents' opinions diverged most based upon age.

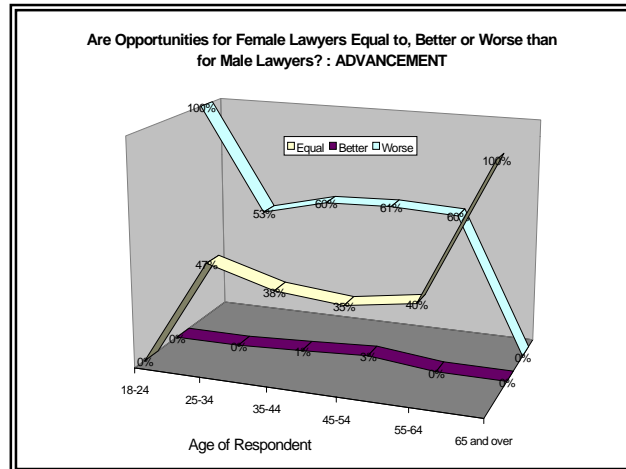
1. Although respondents often agreed on female lawyers' opportunities for responsibility, client contact and work pressures, older respondents tended to be less optimistic about women's compensation opportunities.

- a. **Compensation.** While 55% of respondents in the 25-34 age group believed that compensation opportunities for women were equal to those for male lawyers, this percentage declined steadily among older age groups until its lowest point at 20% in the 55-64 age group.



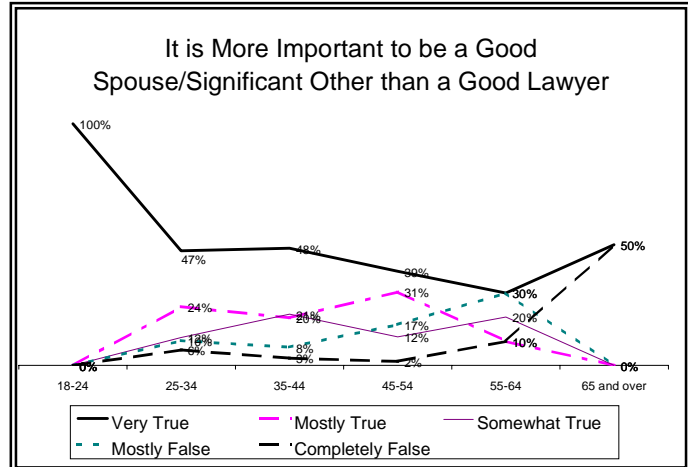
- On the other hand, while only 44% of respondents in the 25-34 age group thought that compensation opportunities for women lawyers were worse, this percentage increased steadily among older age groups until the 55-64 age group, in which 80% felt that compensation opportunities for women lawyers were worse.
- b. **High Level Responsibilities.** Respondents between ages 35 and 64 felt similarly about opportunities for high level responsibilities, although this age group was somewhat less optimistic (57%-60% said they were worse, 40-41% said they were equal) about opportunities for women lawyers in this area than respondents in the 25-34 age group (48% said they were worse; 52% said they were equal).

- c. **Advancement.** A similar trend was evident in respondents' opinions about opportunities for advancement. Respondents aged 55-64 were somewhat more likely than respondents aged 35-54 to state that opportunities for advancement were equal for female and male lawyers.



- d. **High Salaries.** Respondents diverged sharply by age on their opinion of women lawyer's opportunities for high salaries. Among respondents aged 25-34, 53% believed opportunities in this area for women were equal, and 47% believed they were worse. These figures diverged away from each other in each age group thereafter, with only 20% of respondents in the 55-64 age group stating that opportunities for high salaries were equal, and 70% of respondents in this age group stating they were worse.
- e. **Direct Client Contact.** A large majority (63-75%) of respondents aged 25 to 64 agreed that opportunities for direct client contact were equal for female and male lawyers. The most optimistic group was 35-44 year olds, the least optimistic group was 45-54 year olds. Older respondents were somewhat more likely to believe that direct client contact opportunities were worse (31% for age 55-65 vs. 17% for ages 25-34).
- f. **Work Pressures.** 51% respondents aged 25-34 believed that work pressures were equal for female and male lawyers, and 40-43% of respondents aged 55 and older agreed. 63% of respondents aged 35-44 thought they were worse, but this percentage dropped to 40-44% for respondents aged 45 to 64.
- g. **Balanced Lives.** Respondents aged 25 to 64 generally agreed (55-68%) that opportunities for balanced lives were worse for female lawyers.
- h. **Job Enjoyment.** Except for a dip to 49% among 45-54 year olds, 60-64% of respondents aged 25 to 64 agreed that female lawyers experienced the same job enjoyment as male lawyers. 30-41% of respondents aged 25 to 54 felt that job enjoyment was worse for women lawyers, but only 20% of respondents aged 55-64 shared this belief.

2. **Responses to the statement “It is more important to be a good spouse/significant other than a good lawyer” revealed the complexities of respondents’ personal and professional lives.**



a. Among respondents aged 25 to 64, the older the respondent, the less likely she was state that this was “very true.” While 47-48% of respondents aged 25 to 44 described the statement as “very true” only 30% of respondents aged 55-64 did so.

b. 10% of ages 25-34) to describe this statement as “mostly false.”

3. **Responses to the statement “Male lawyers are less emotional than female lawyers” also revealed intriguing trends.**

a. Responses to this question among respondents in age group 25-34 were almost identical to those in age group 45-54.

b. Among respondents aged 35 to 64, the older the respondent, the more forcefully she disagreed with the statement. While few respondents in any age group believed that the statement was “completely false,” the number that described the statement as “mostly false” increased steadily from 26% among ages 35-44 to 55% among ages 55-65.

4. **Respondents ages 45-64 were considerably more likely to describe the statement that “there are few difference between male and female lawyers in terms of style, emphasis or communication” as “mostly false” (55% aged 45-64 disagreed vs. 36-41% aged 25 to 44).**

5. **Age did not appear to be a significant factor influencing what respondents wanted from WLU. Several interesting trends did emerge.**

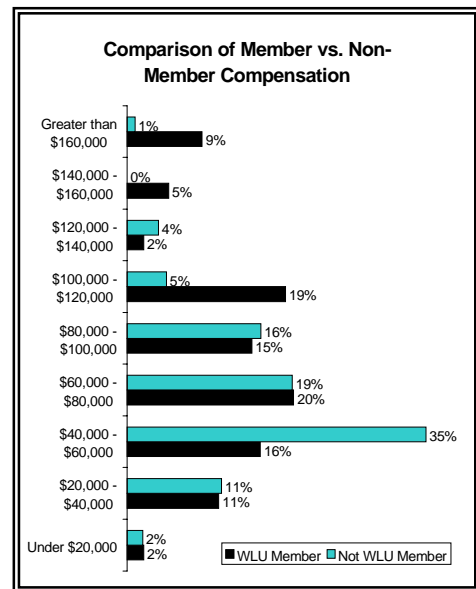
a. Younger respondents were more interested in WLU’s networking and social function than older respondents. While 76% of respondents aged 25-34 indicated they wanted these opportunities through WLU, this figure declined steadily among older age groups, with only 45% of respondents aged 55-64 wanting this from WLU.

- b. A majority of younger respondents wanted mentoring in overwhelming numbers (100% of respondents aged 18-24 and 58% of respondents aged 25-34).
- c. Although 45% of respondents ages 55-64 wanted an opportunity to be a mentor, an equal percentage of respondents in this age group wanted to be mentored.
- d. 18-24 year olds (100%) and 55-64 year olds (50%) were the groups most interested in WLU providing opportunities to meet important decision-makers.
- e. Younger respondents were more interested in WLU supporting legislation than older respondents.

K. Effect of WLU Membership on Responses

Respondents who were members of WLU differed in a number of ways from respondents who were not members of WLU. Generally, WLU members expressed greater job satisfaction and were more likely to be highly compensated than non-members. Members and non-members also differed in what they wanted from an organization like WLU.

1. **Compensation.** While non-members predominated in the \$40,000 to \$60,000 compensation group (35% non-members vs. 16% members), WLU members generally predominated in the higher compensation groups. For instance, 19% of WLU member respondents made \$100,000 to \$120,000, while only 5% of non-members fell into this category. 14% of member respondents made more than \$140,000, while only 1% of non-member respondents earned this much. Roughly equal numbers of member and non-member respondents fell into the under \$20,000, \$20,000 to \$40,000, \$60,000 to \$80,000 and \$80,000 to \$100,000 compensation categories.



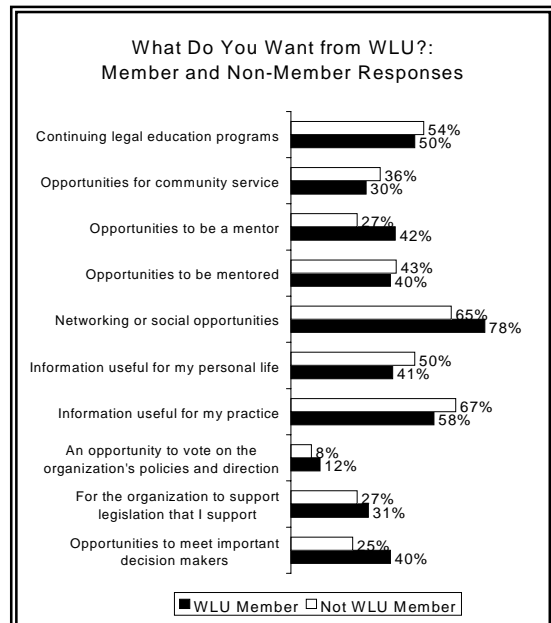
2. **Job Changes.** 24% of WLU members had not changed jobs since graduating from law school, compared to 15% of non-members. 85% of non-members had changed jobs at least once, compared to only 77% of WLU members. 41% of non-members had changed jobs once, compared to 25% of WLU members. On the other hand, WLU members slightly exceeded non-members in the higher job change categories.

3. Job Satisfaction.

- a. 85% of WLU members enjoyed being a lawyer, compared to 69% of non-members.
- b. Although 40% of non-members compared to 33% of WLU members would rather be a lawyer than any other profession, 40% of non-members and 33% of WLU members would be something other than a lawyer in a perfect world.
- c. While 78% percent of WLU members believed that practicing law provided opportunities for intellectual and moral growth, only 69% of non-members shared this belief.
- d. Twice as many non-members (14%) as WLU members (7%) stated that practicing law had been a disappointment to them.
- e. Although 71% of WLU members generally respected the work and ethics of other lawyers, only 56% of non-members felt similarly.
- f. Approximately equal numbers of WLU members (39%) and non-members (41%) often interacted with other lawyers who were unethical, careless or rude.

4. What WLU members and non-members want from WLU.

- a. WLU members were more interested in networking and social opportunities through WLU than non-members.
- b. Although WLU members and non-members were almost equally interested in CLE programs through WLU, non-members were slightly more interested in received information useful to their practices or personal lives than WLU members.
- c. WLU members were much more interested in meeting important decision-makers through WLU than non-members were.
- d. WLU members were also significantly more interested in being a mentor through WLU than non-members were, although non-members expressed an approximately equal need to be mentored as WLU members.



IV. CONCLUSION

WLU's 20th Anniversary Survey revealed a broad diversity of opinion and experience among women lawyers in Utah. Although differences generally outweighed similarities, some agreements emerged. For instance, most respondents enjoy the practice of law and expect to succeed in it. Respondents did see, however, areas where women lawyers lagged behind men in the profession. In particular, respondents viewed a lawyer's efforts to accommodate childcare responsibilities into her life as likely to have a negative impact on her professional advancement. Older respondents felt that while opportunities for female lawyers to have direct client contact and shoulder high level responsibilities were as good for female lawyers as male lawyers, but did not believe that women lawyers' compensation had not caught up to these opportunities. Few respondents expected, at least in the next five years, to reach the highest level of authority in their organization or practice area.

WLU's survey also revealed some dominant trends in what women lawyers want from our organization. Networking, mentoring and CLE offerings continue to be important functions for WLU to provide. Women lawyers also appreciate opportunities to meet important decision-makers through WLU, and younger members show some interest in WLU increasing its legislative and political involvement.

¹ *Paycheck Check-up 2000*, womenCONNECT.com, 1999.

² Working Woman 22nd Annual Compensation Survey (August 2001).

³ Hope Viner Samborn, *Higher Hurdles for Women*, ABA Journal, September 2000.

⁴ *Id.*

⁵ *Id.*