
2020 Utah State Bar Member Survey

Final Results

April 8, 2020



Overview

- Survey conducted between February 19 – March 12, 2020
 - Includes test groups between February 6 – 13, 2020
 - Anonymous
- Approximately 30% (3,000) of members participated
 - Emailed to members
 - Reminders via email and social media
- Cross promotion Women Lawyers of Utah survey


Goals

- Understand legal trends in Utah from membership perspective
- Compile member feedback about demographics, economics, job satisfaction, advertising
 - Specific interest from committee on work/life balance, diversity and inclusion
 - Improve service offerings for Utah State Bar members
- Compare results to 2011 to identify trends

Demographics

Female makeup in the membership has increased 18% from 2011 to 2020.

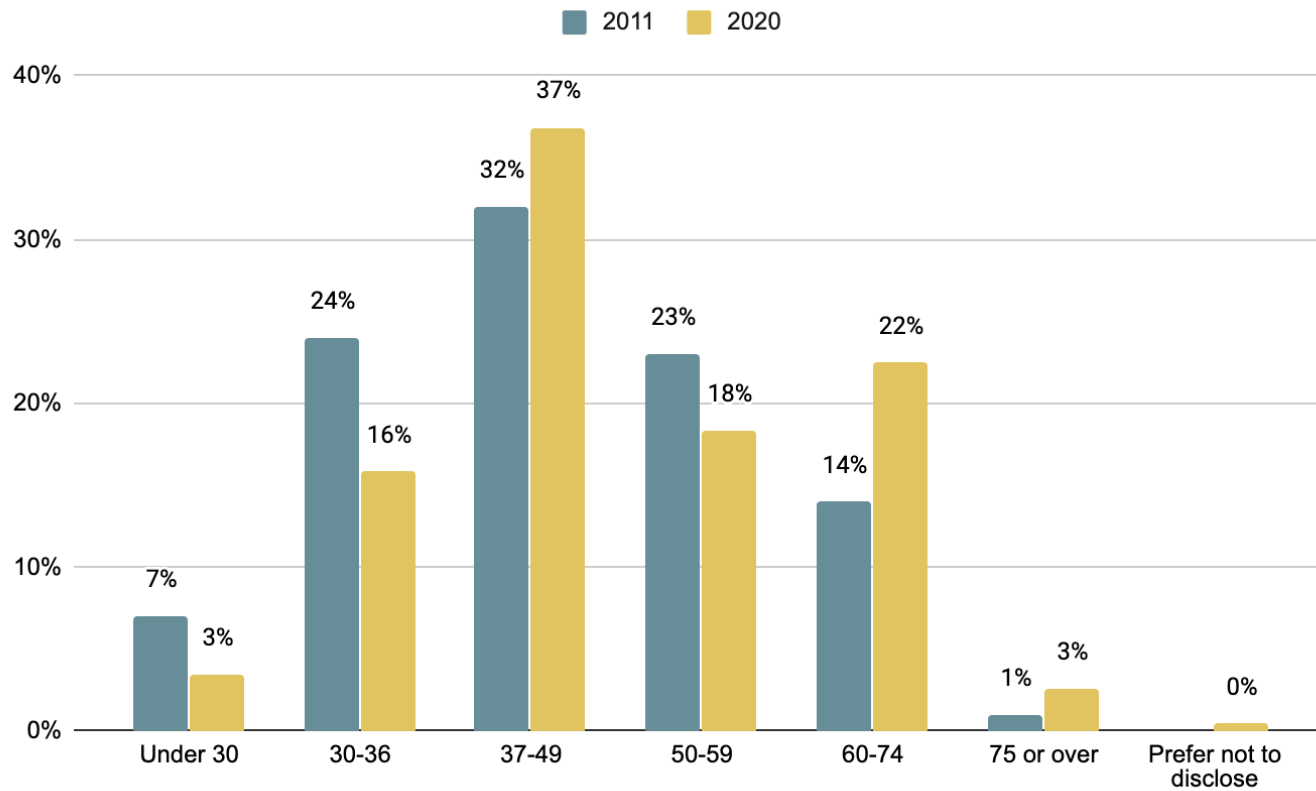
Male is still the dominating gender with 70% of the gender makeup in 2020. Females were up to 29% and 1% were undisclosed.



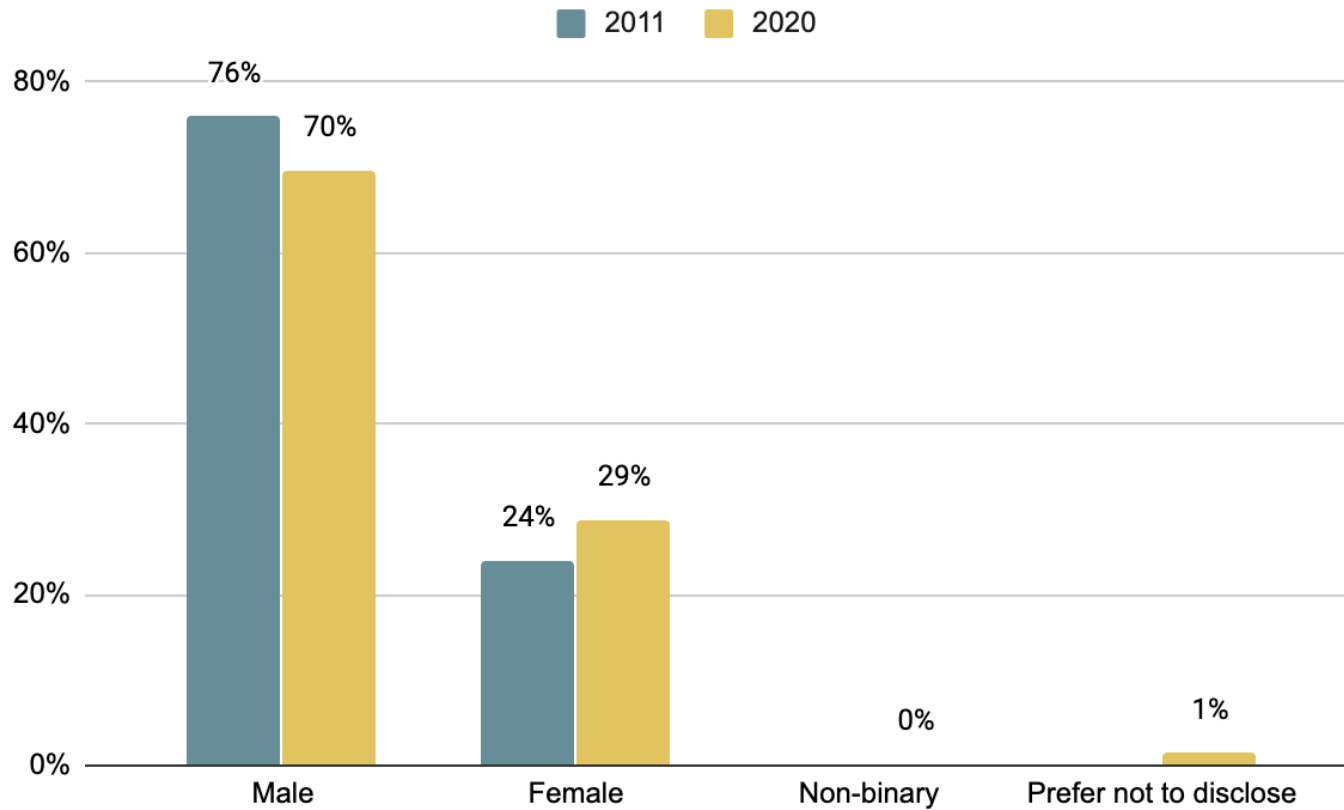
One-third of survey respondents said they face challenges as a lawyer due to ethnicity, gender, age, religion, nationality, disabilities, or sexual orientation.

71% of these respondents say their gender is the most common challenge, followed by age at 35% and religion at 32%.

What is your age?

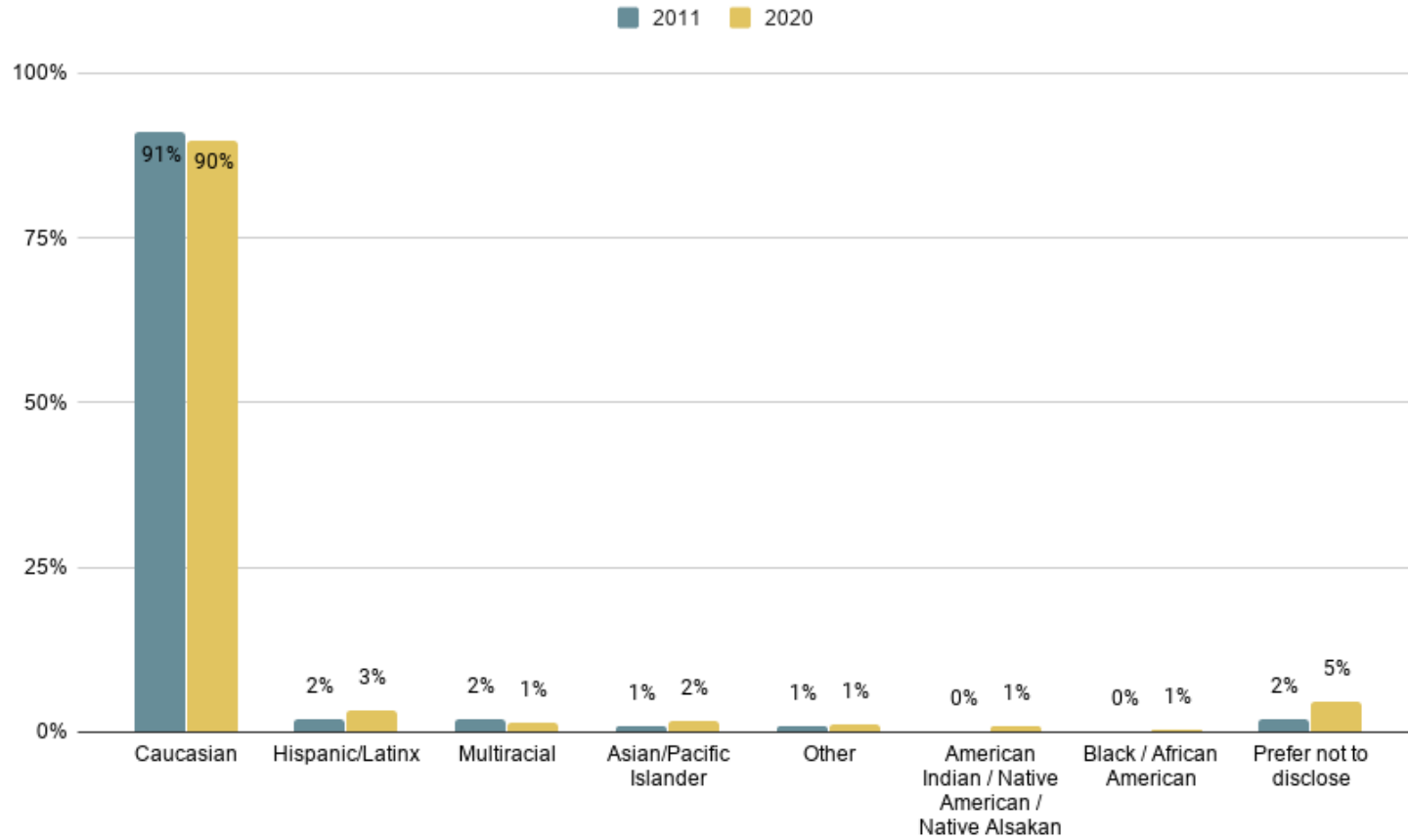


How do you identify your gender?

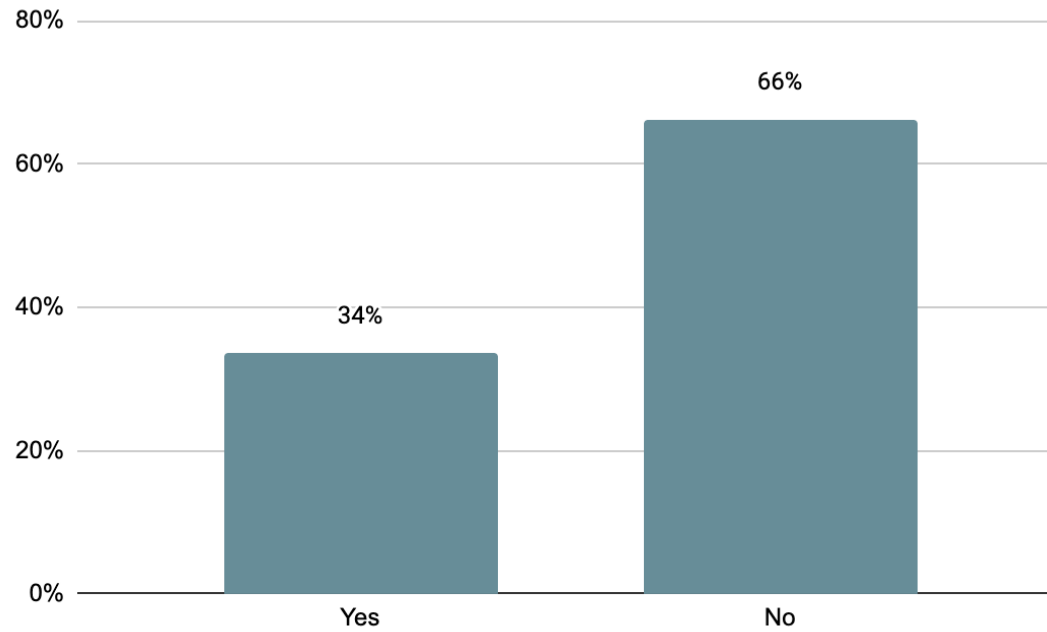


What is your ethnic or racial background?

Please select all that apply.

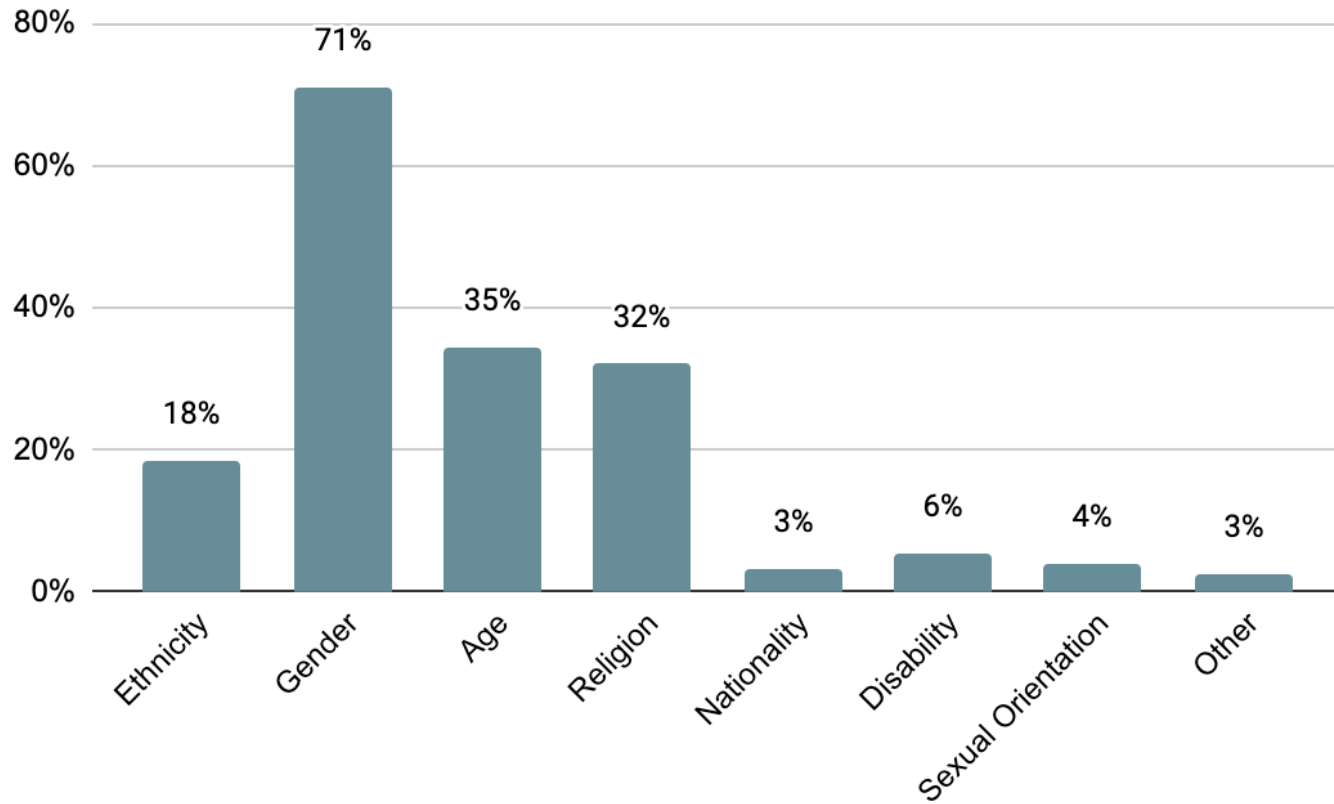


Have you experienced challenges as a lawyer due to your ethnicity, gender, age, religion, nationality, disabilities, or sexual orientation?

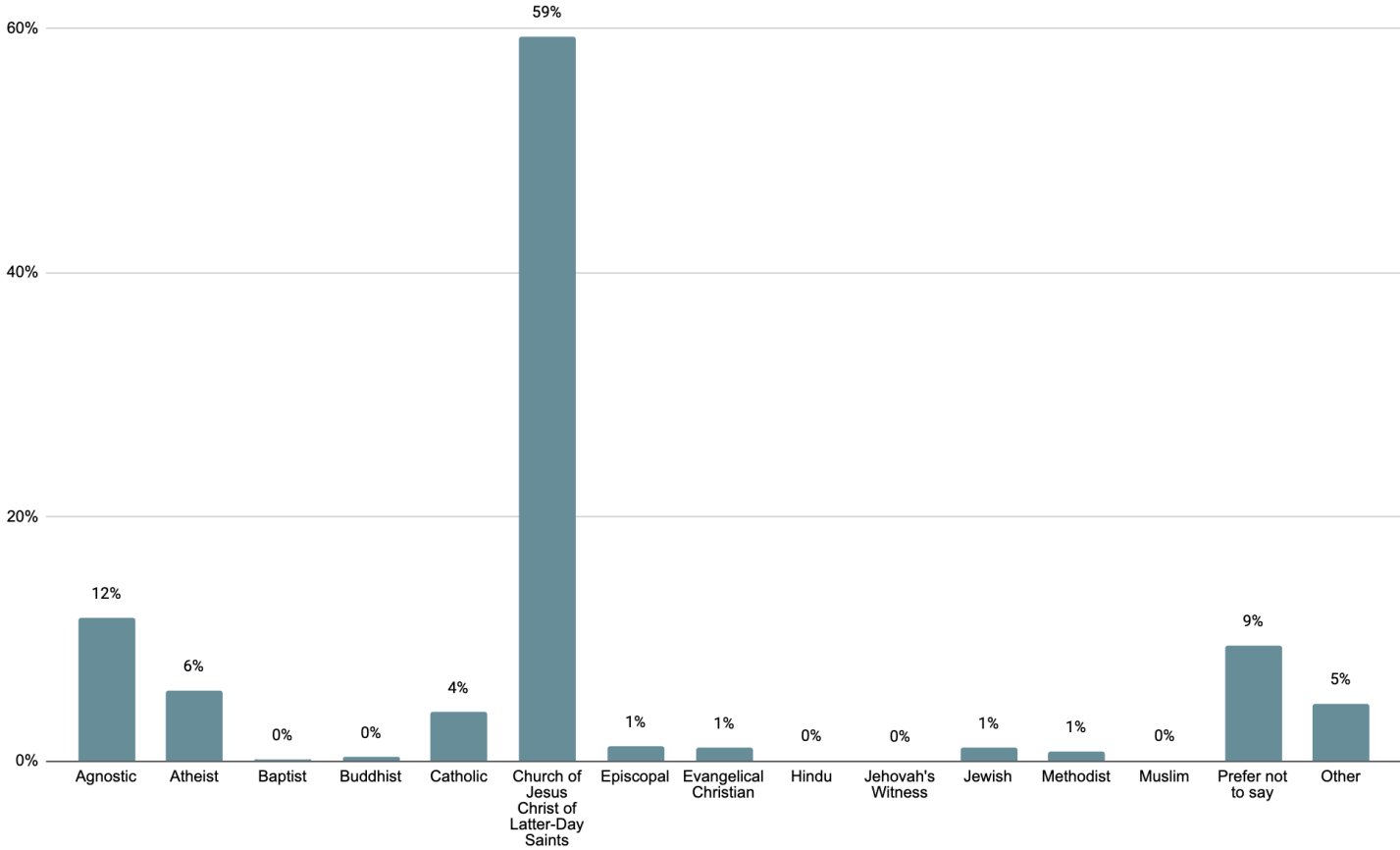


In which of the following areas have you experienced challenges as a lawyer?

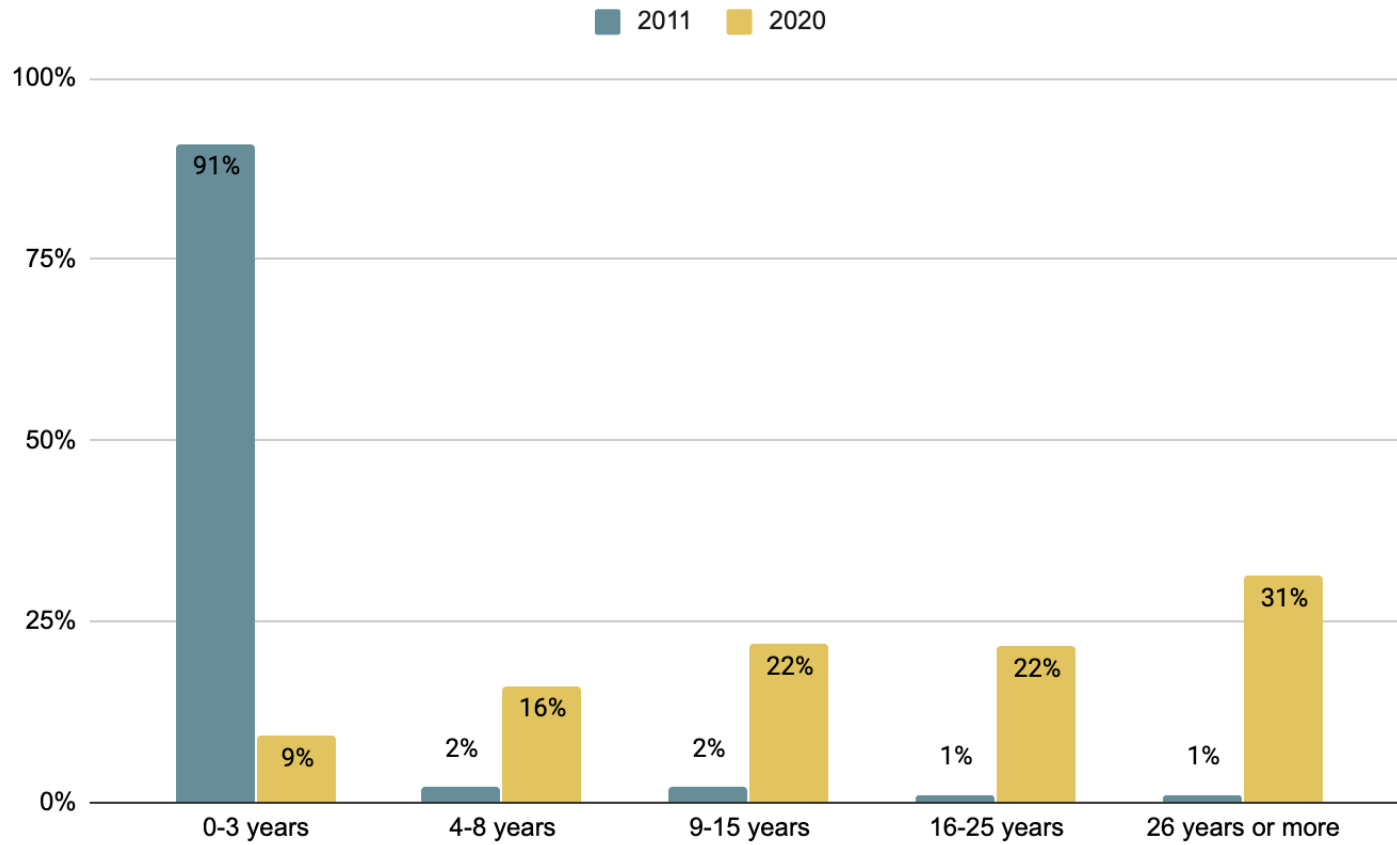
Please select all that apply.



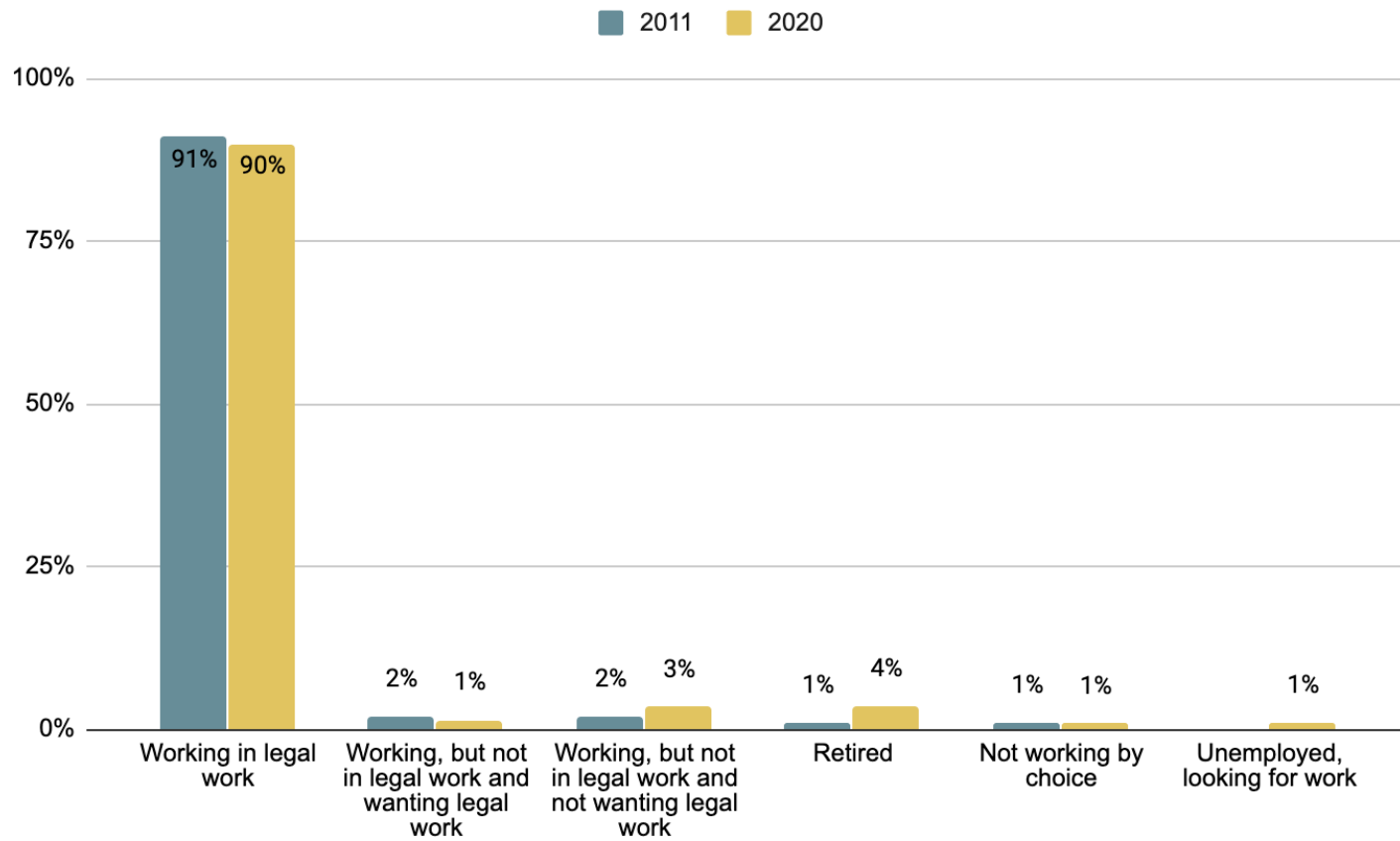
Please indicate your religious preference, if any:



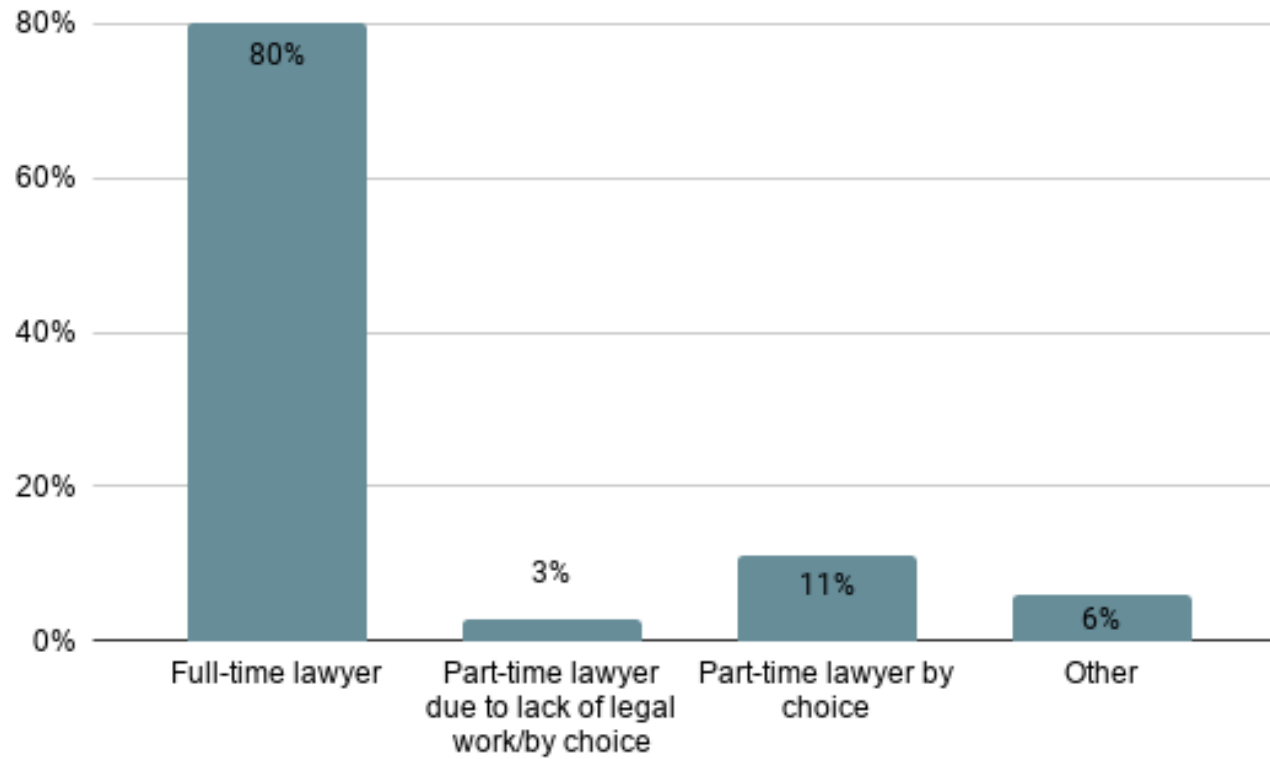
How many years have you been practicing law?



Please select the response that best describes your employment status.

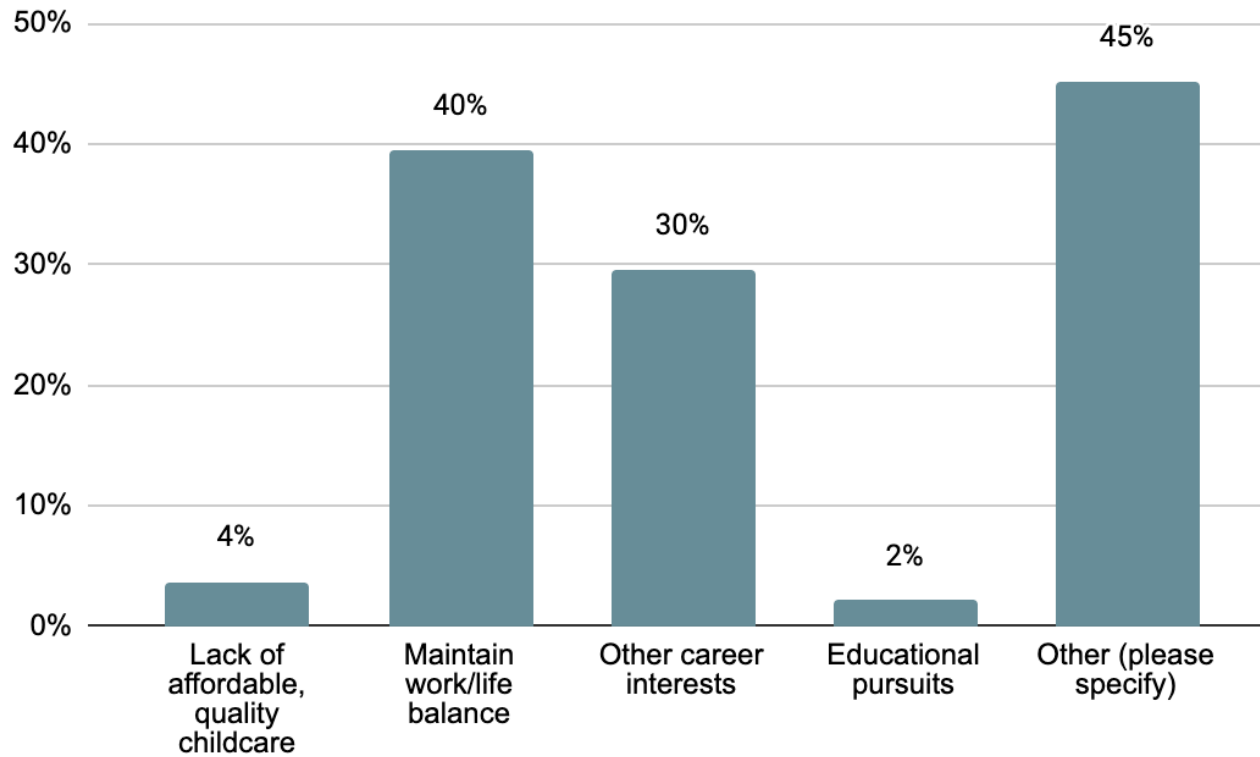


If you're currently working as a lawyer, what best describes your current level of employment?

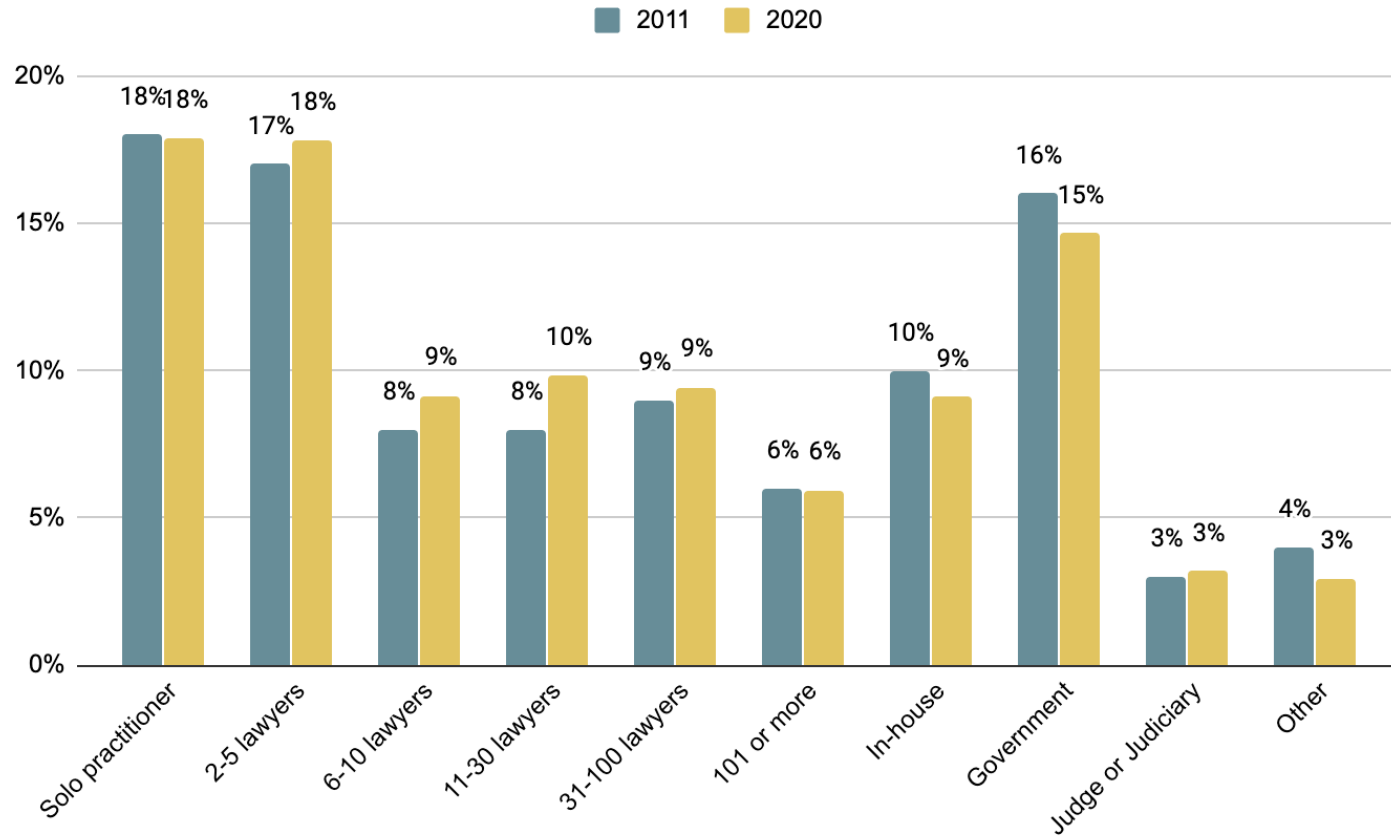


If you are working less than full time as a lawyer is it because of:

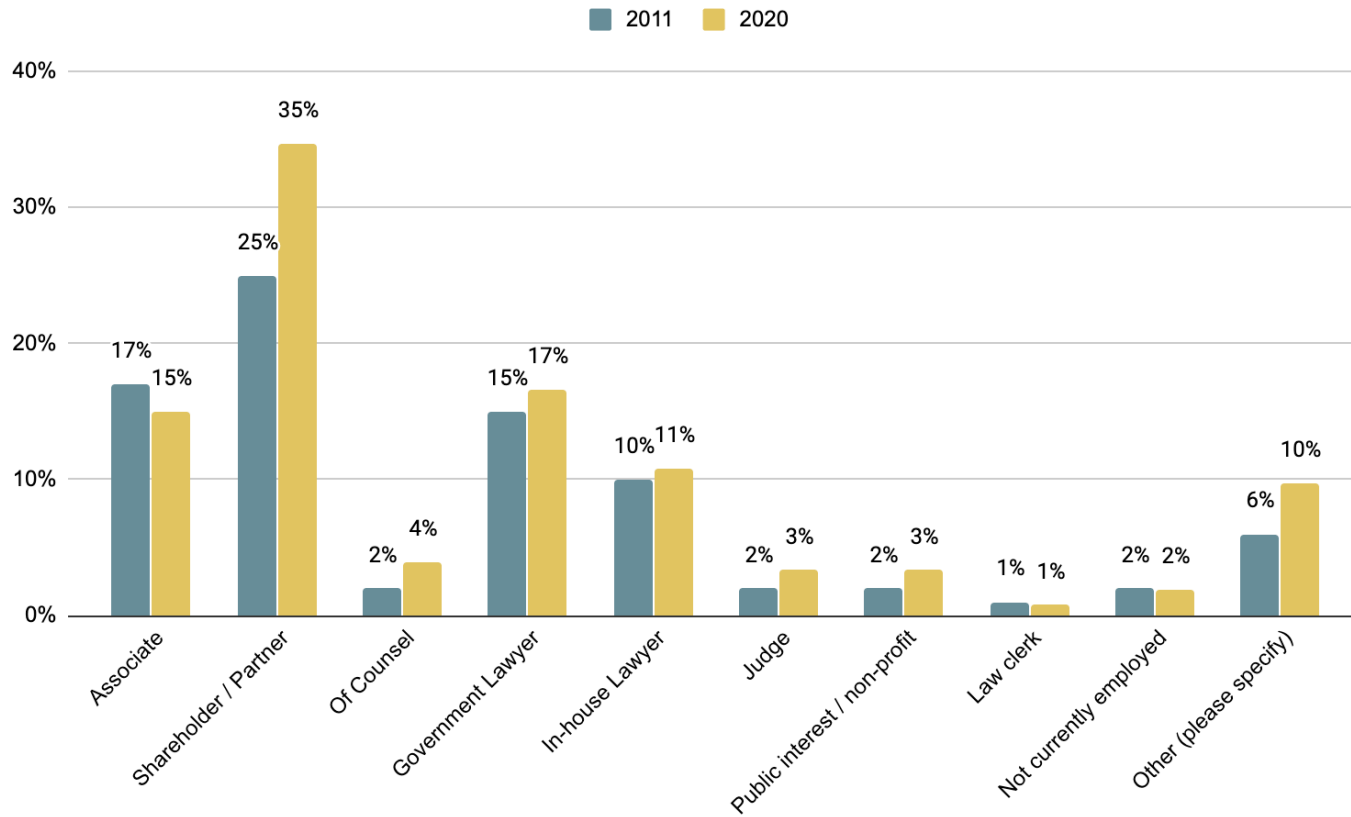
Please select all that apply.



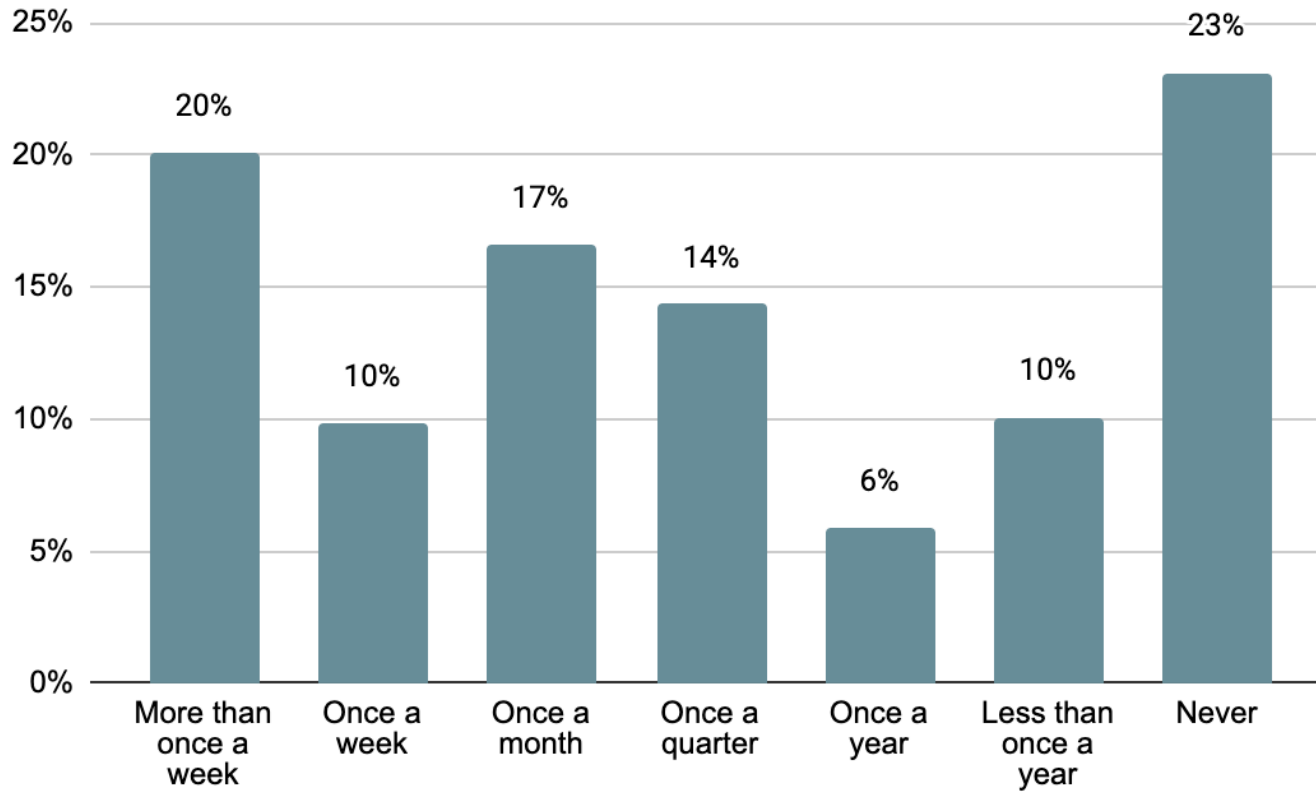
What size / type is your office?



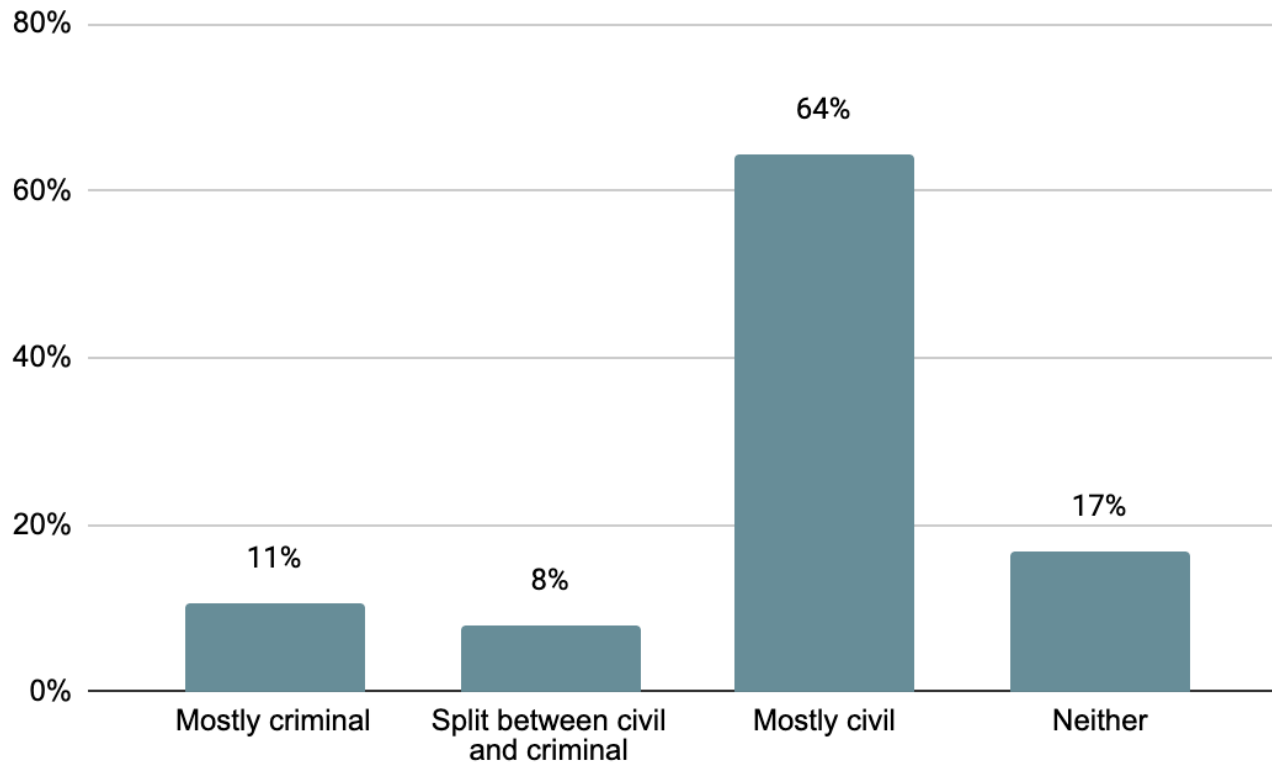
What position do you currently hold?



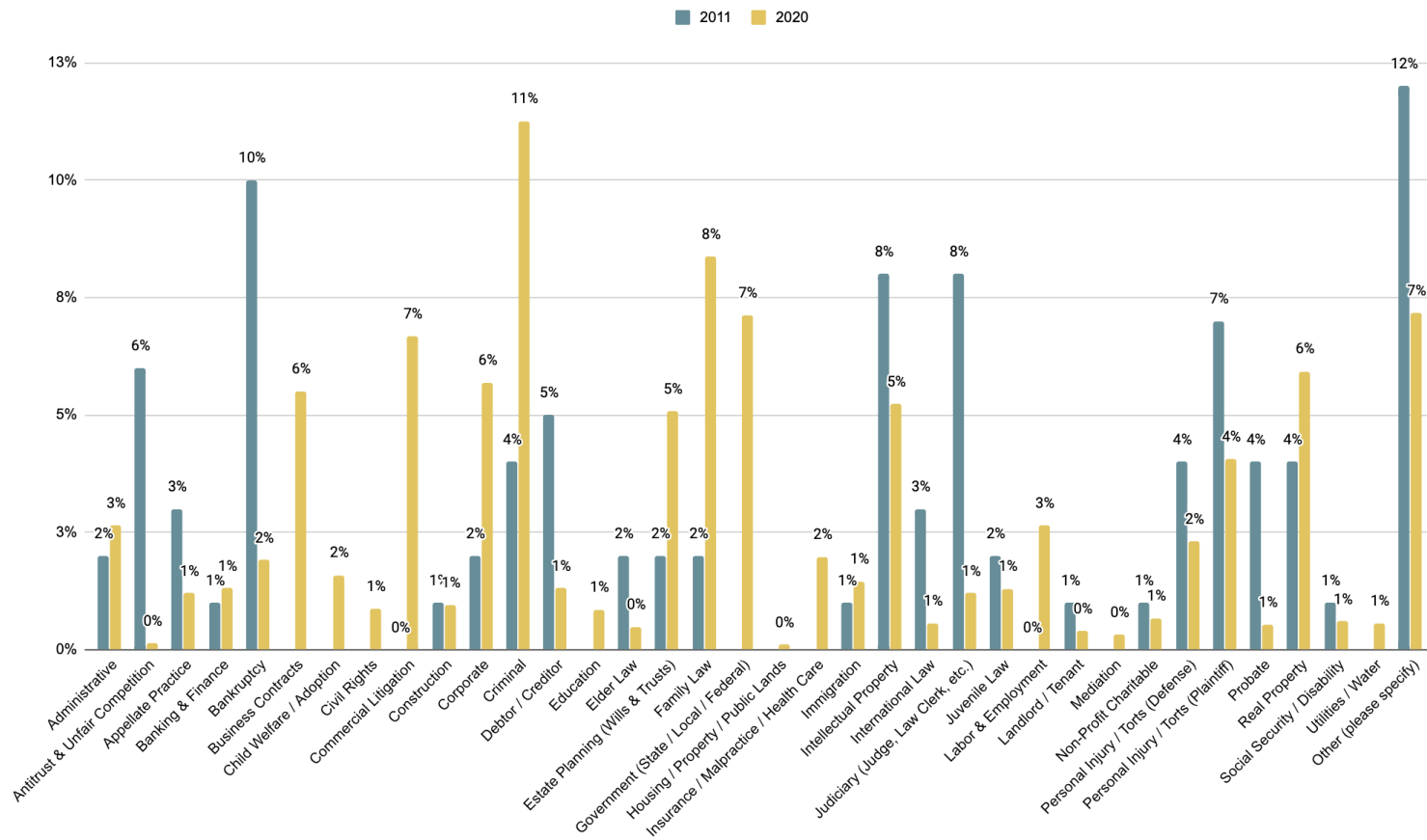
How often do you go to court?



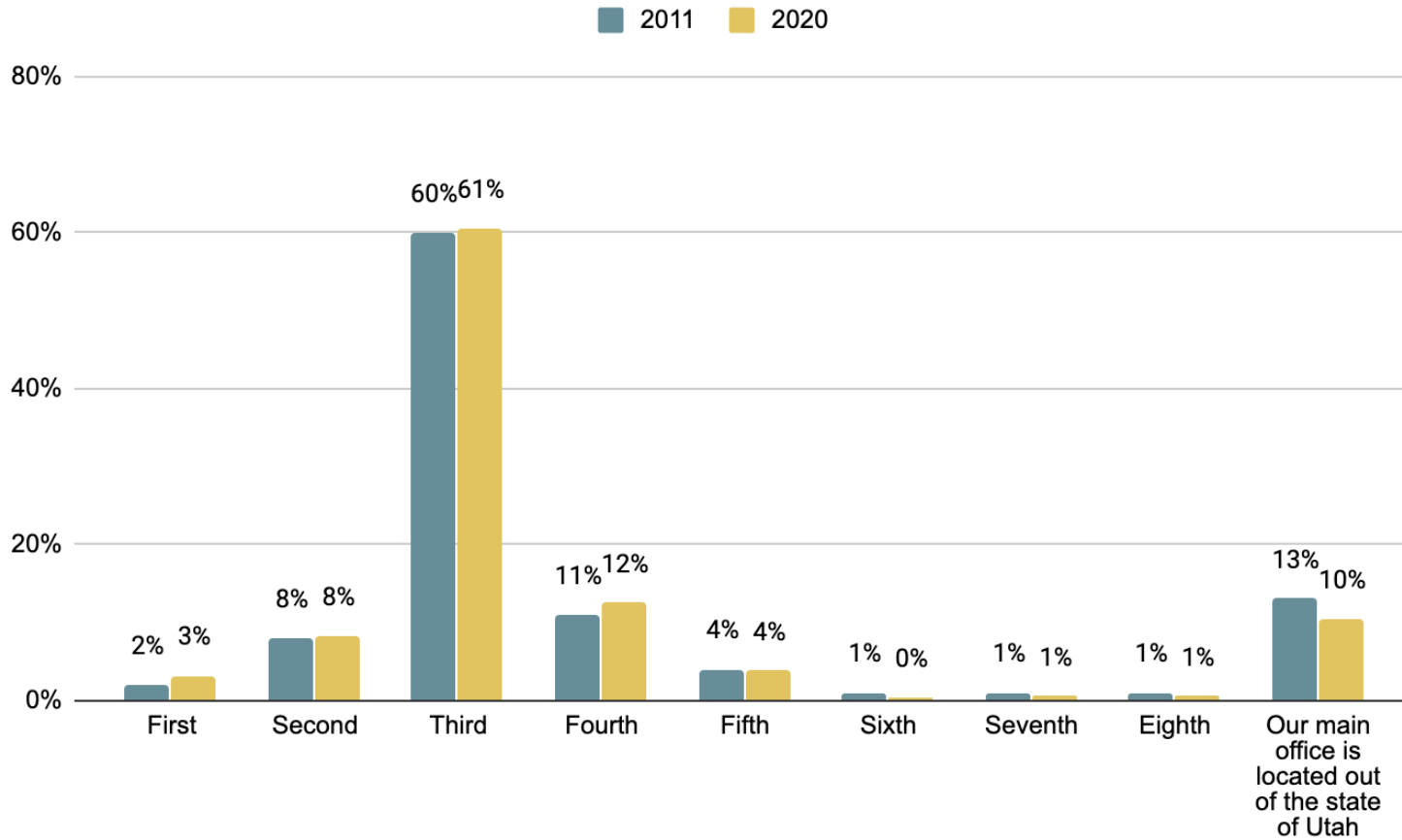
How much of your practice is civil or criminal legal work?



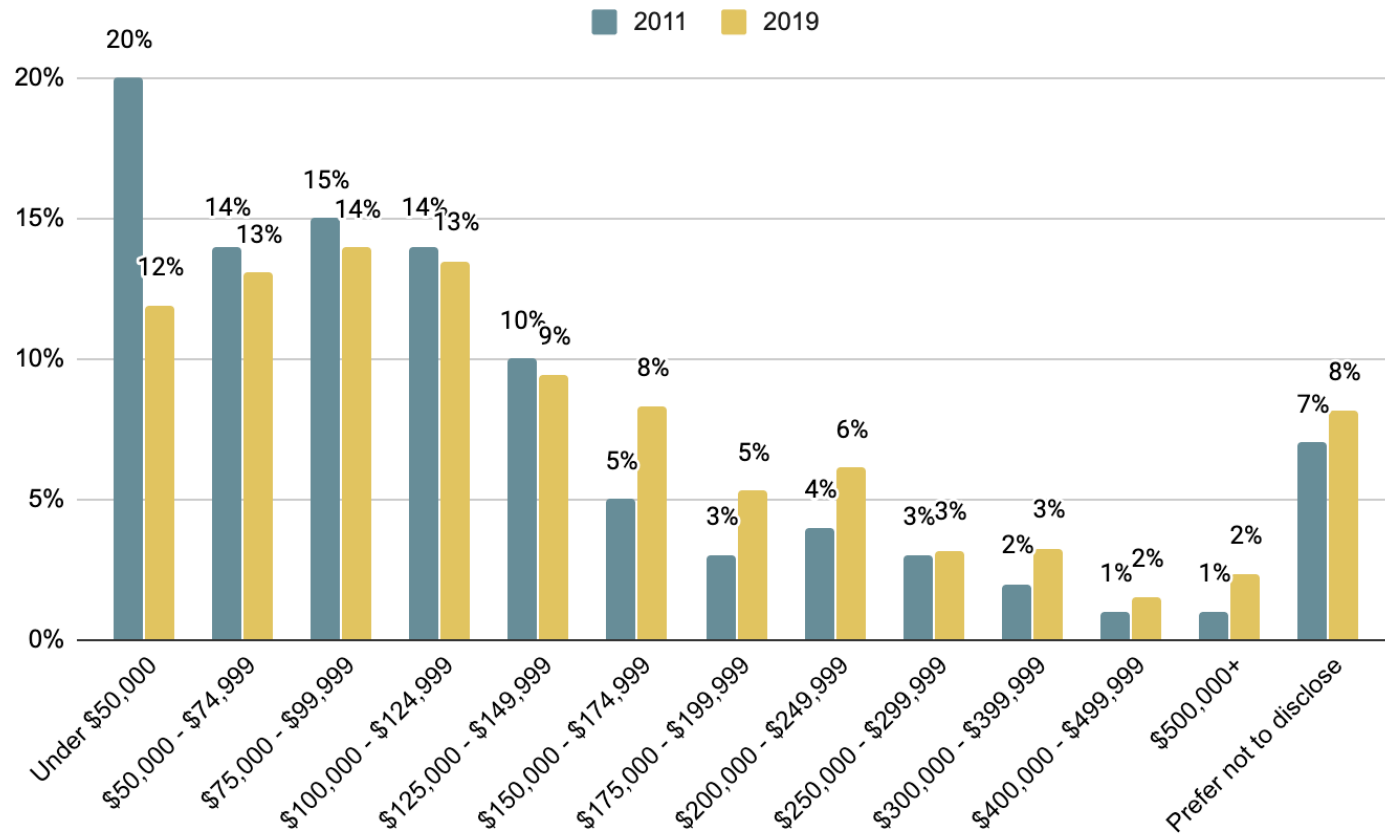
What area of practice represents 50% or more of your practice in the last year?



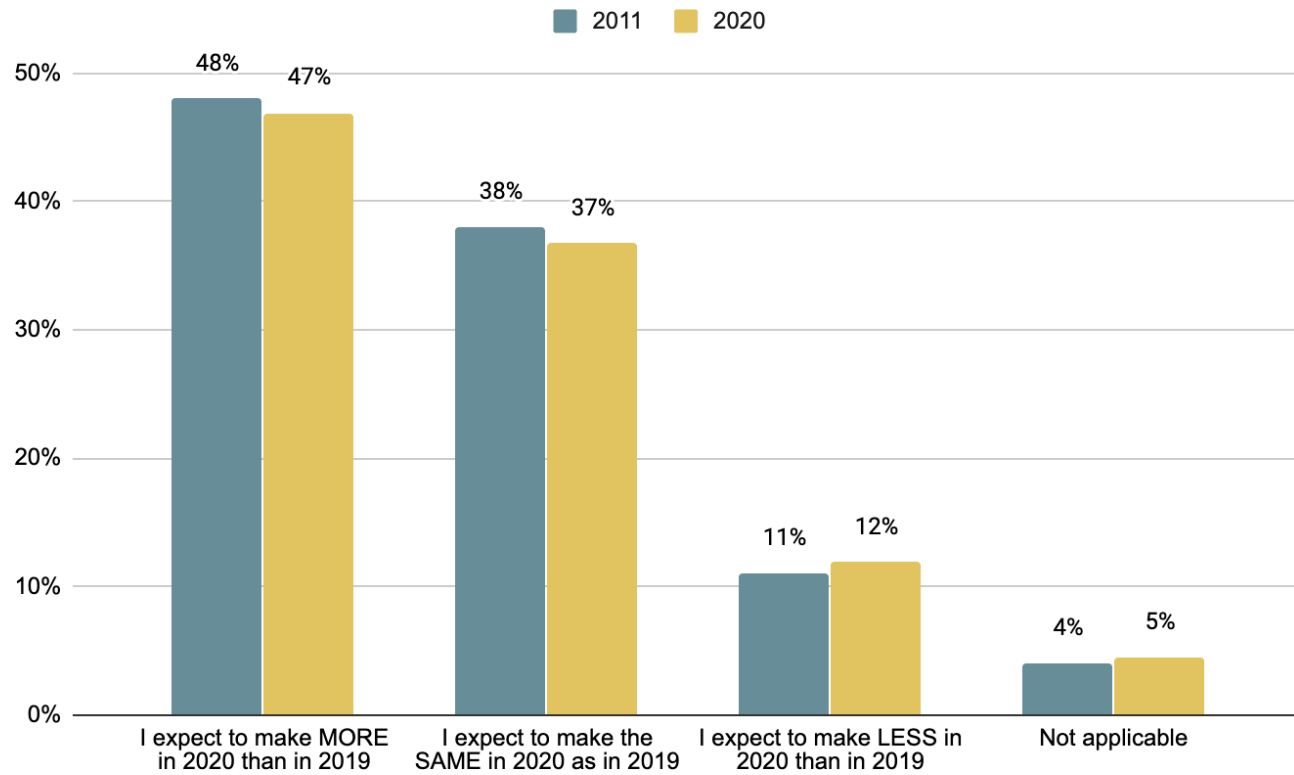
In what Utah judicial district is your main office located?



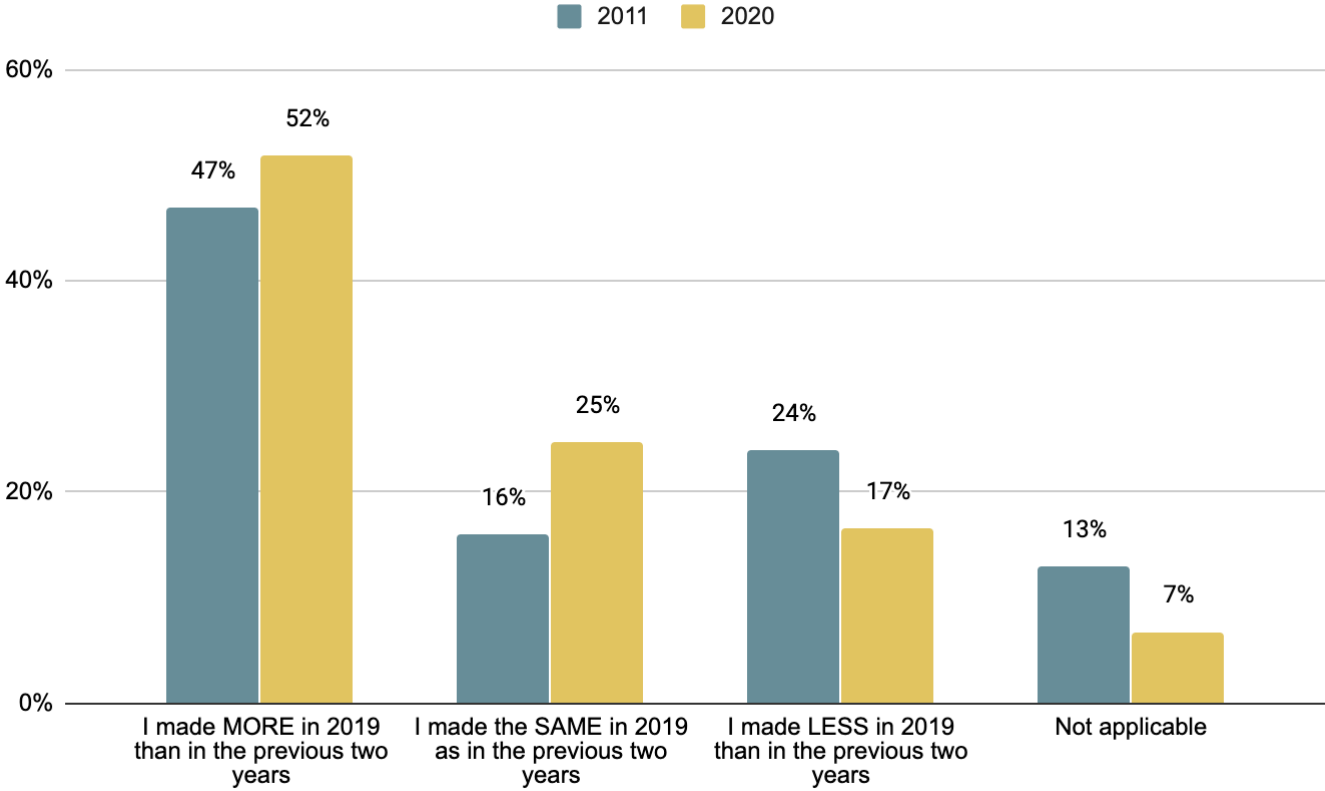
What was your 2019 personal law-related income?



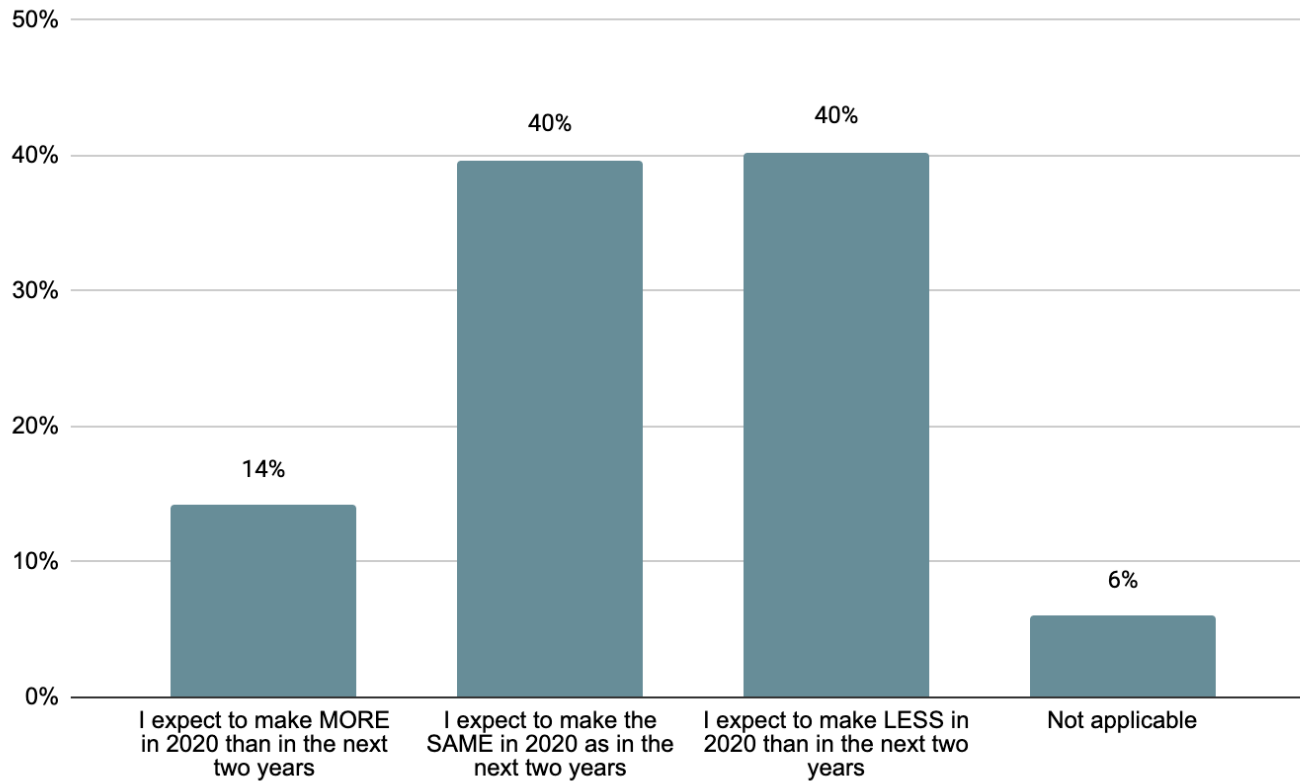
How do you expect your 2020 personal law-related income to compare to what it was in 2019?



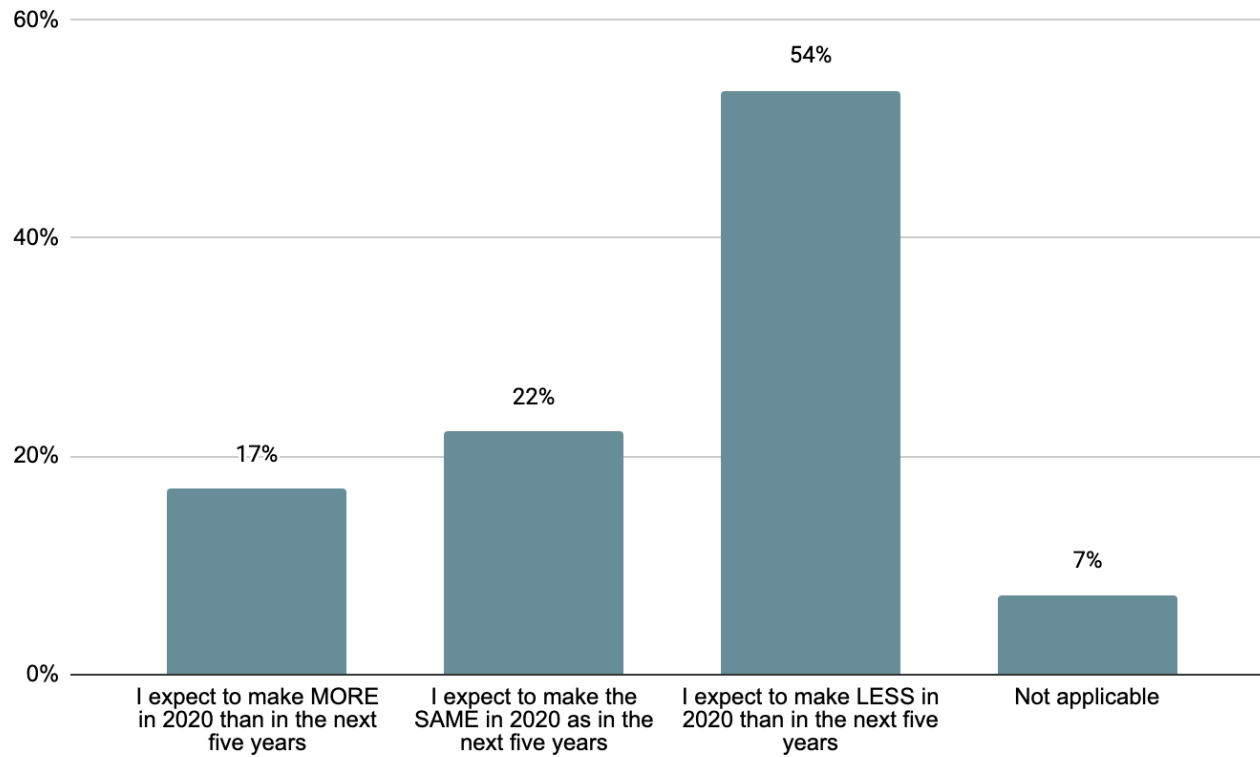
How does your 2019 personal law-related income compare to the previous two years?



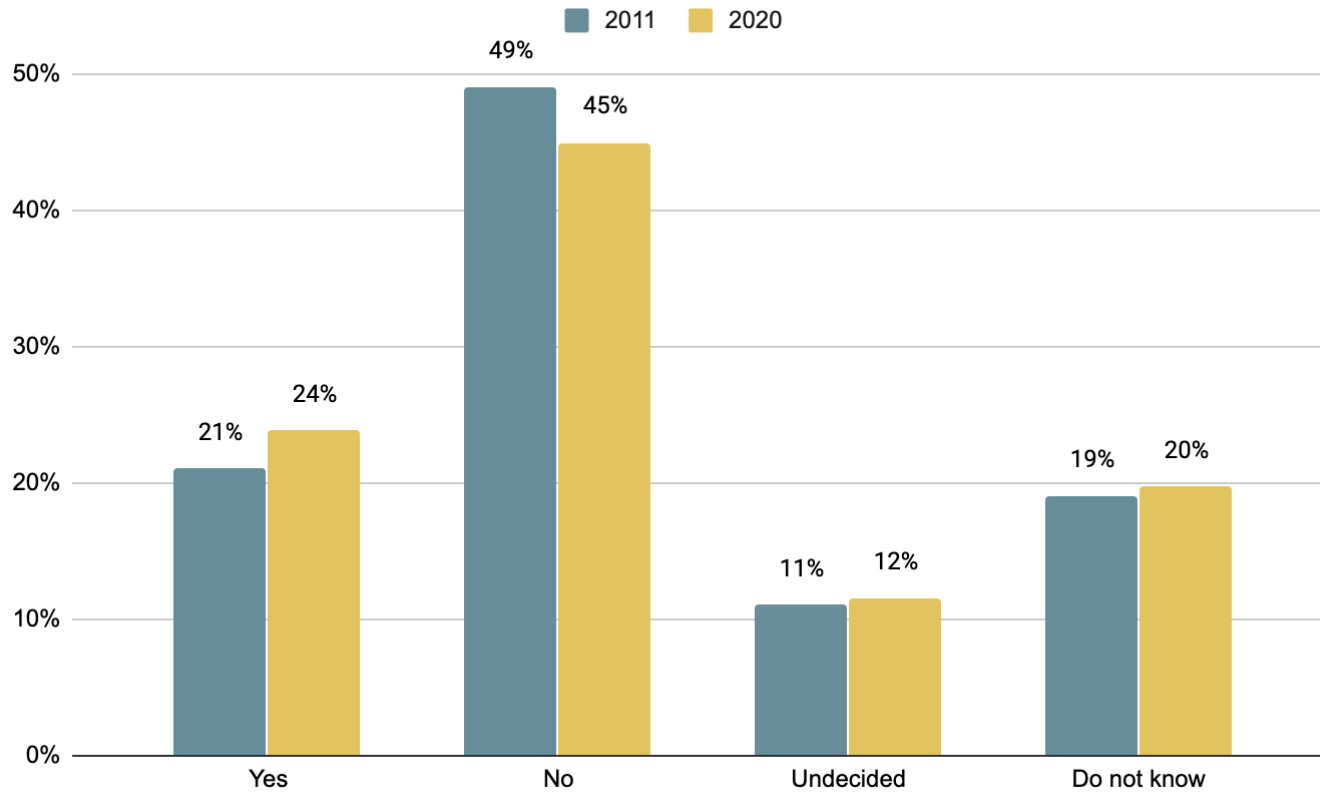
How do you expect your 2020 personal law-related income to compare to what it will be in the next two years?




How do you expect your 2020 personal law-related income to compare to what it will be in the next five years?



Does your office plan to hire recent law school graduates in the next year?




Economics



On average, more than half of survey respondents worked over 160 hours a month but less than 200 hours a month.

52% of survey respondents worked between 160 and 200 hours per month on average in the past year.

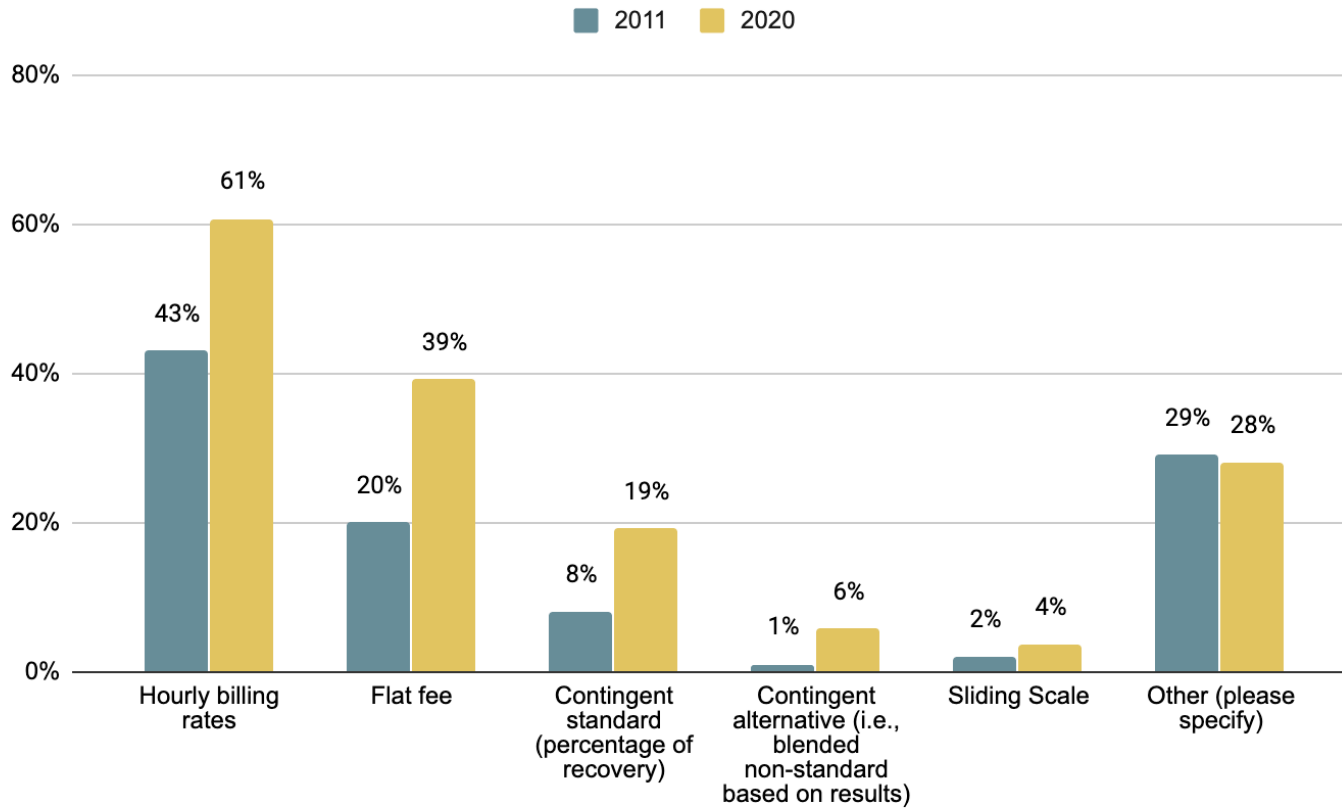


The percentage of lawyers who work from home has increased 58% from 2011 to 2020.

12% of survey respondents work from home 76-99% of the time in 2020 as compared to 5% in 2011.

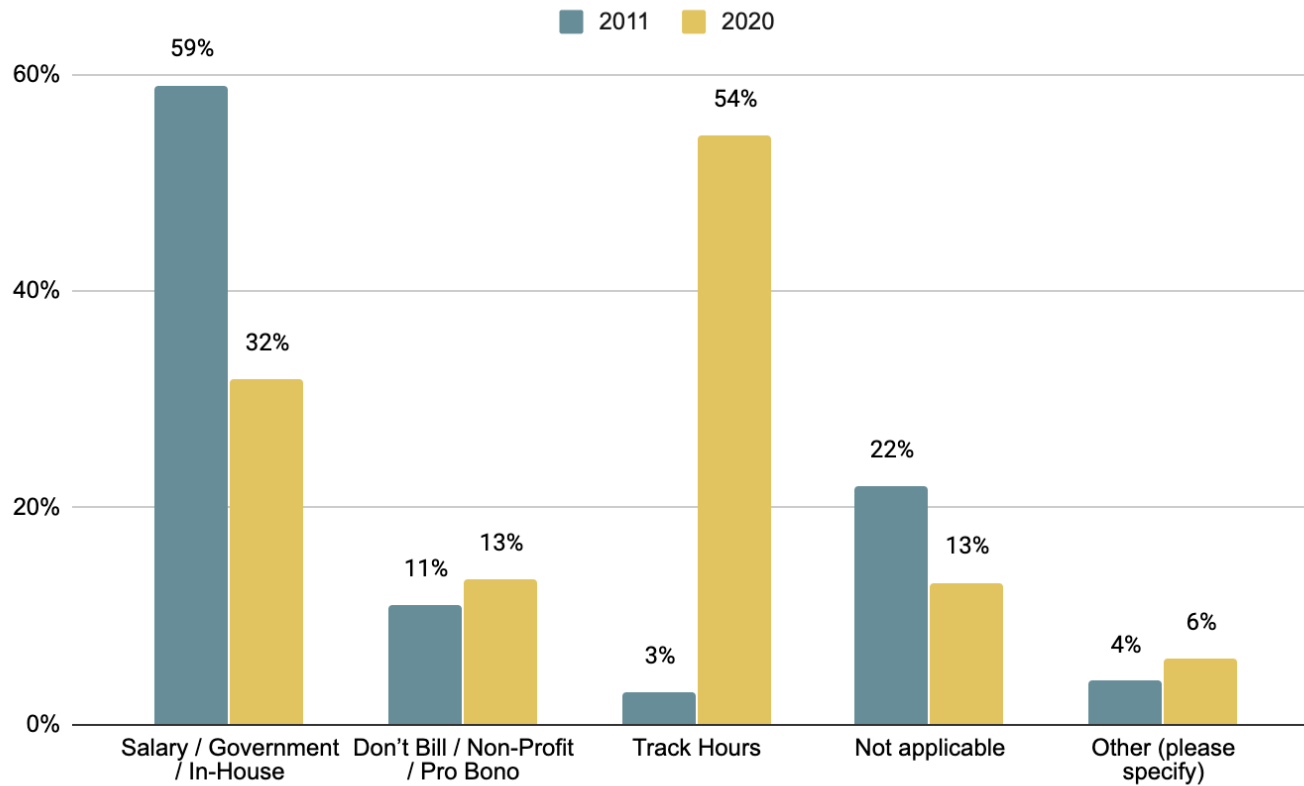
What billing methods have you used this year (by percentage of your practice)?

Please select all that apply.

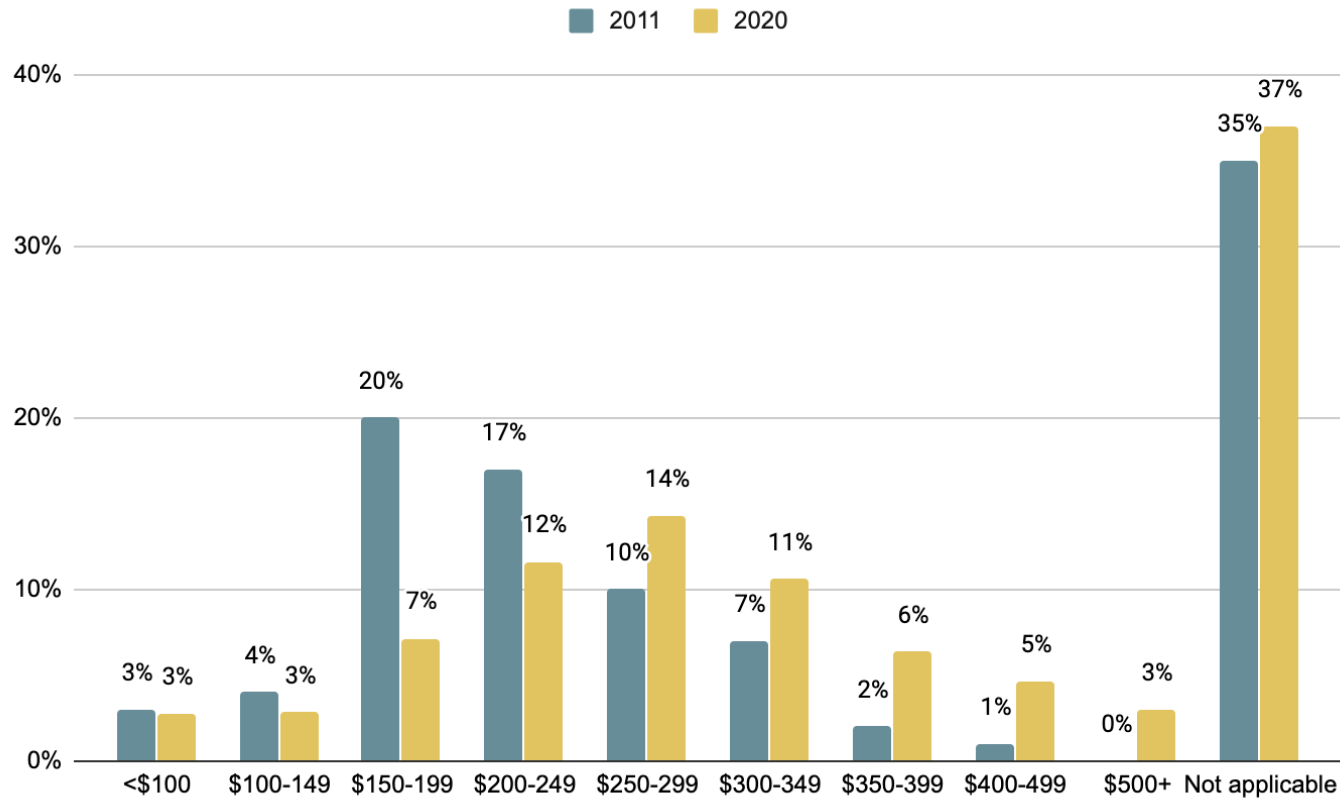


What billing methods have you used this year?

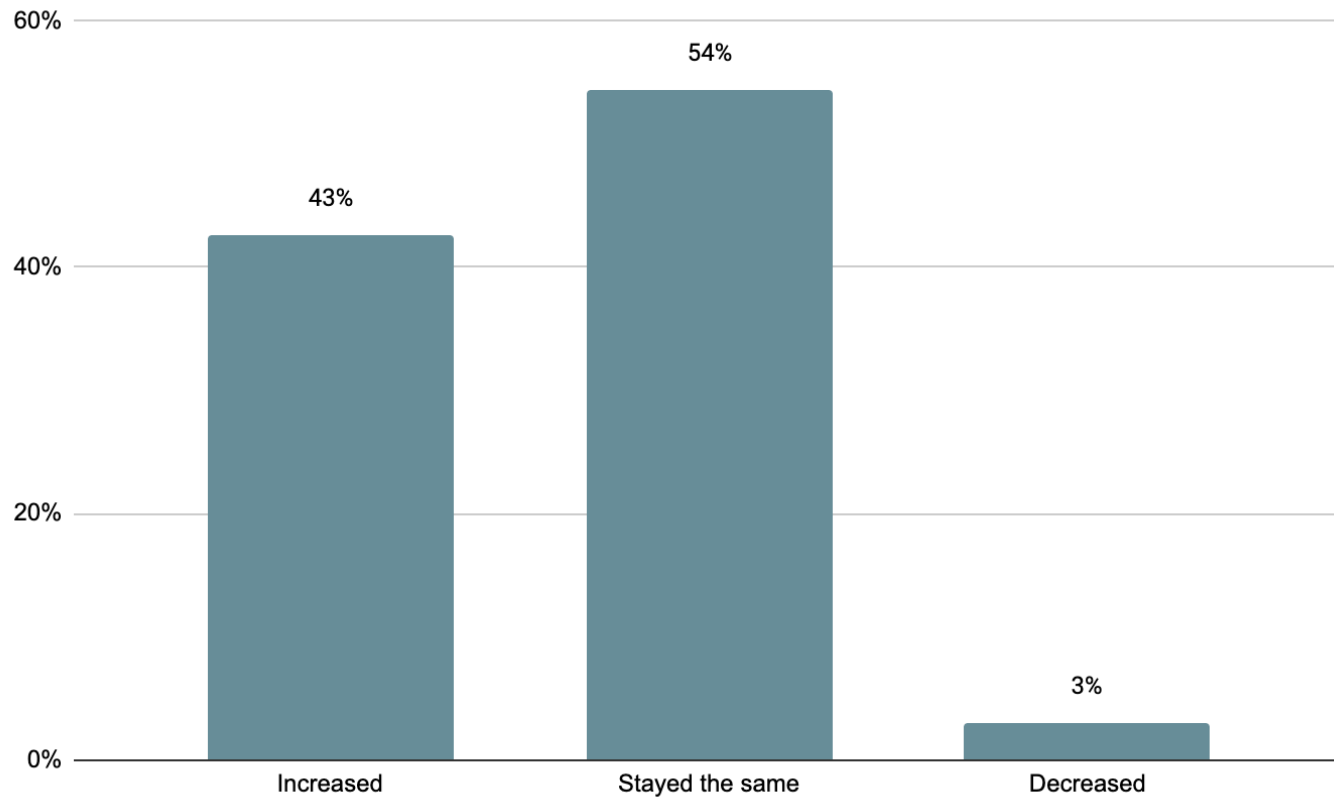
Please select all that apply.



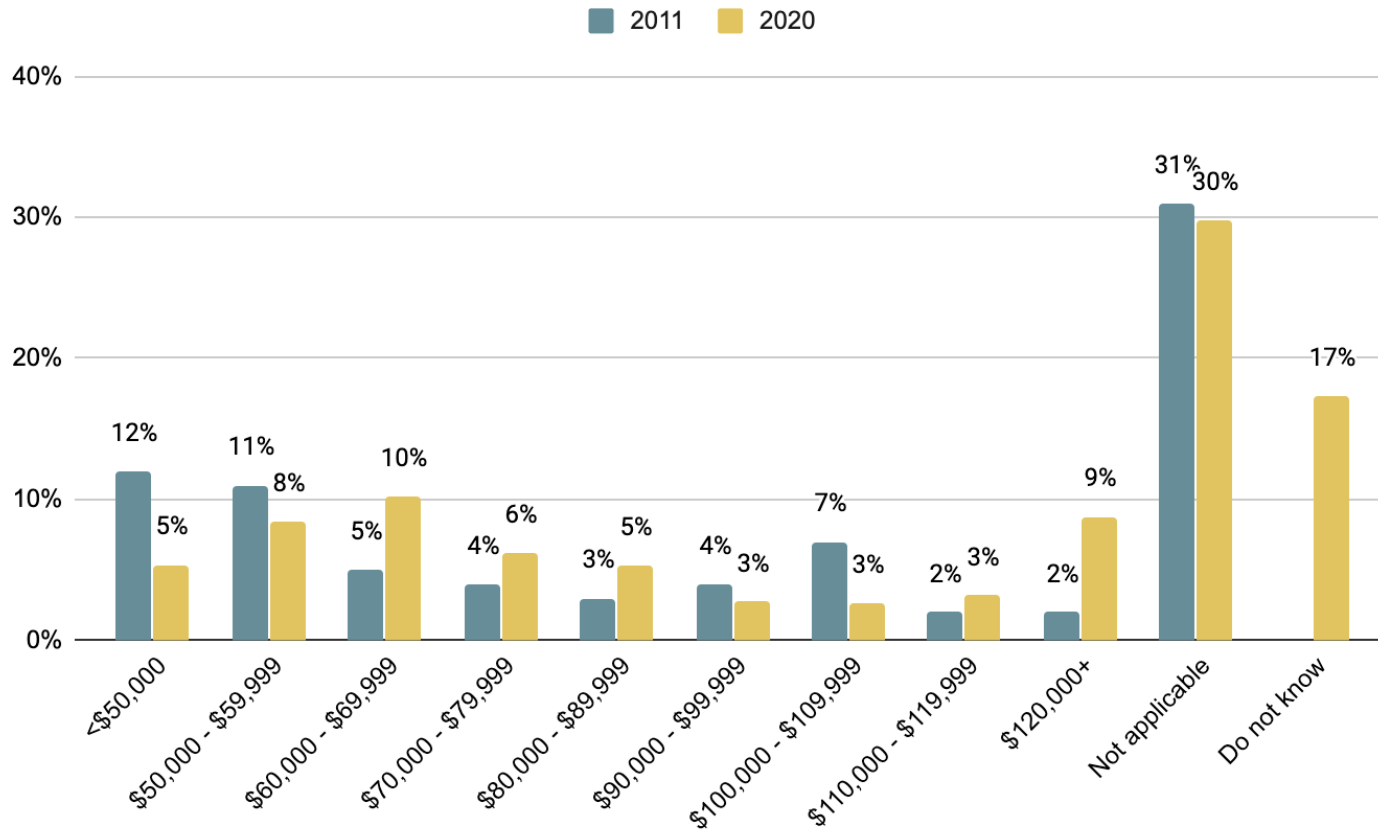
If you charge on an hourly basis, what is your current standard hourly rate?



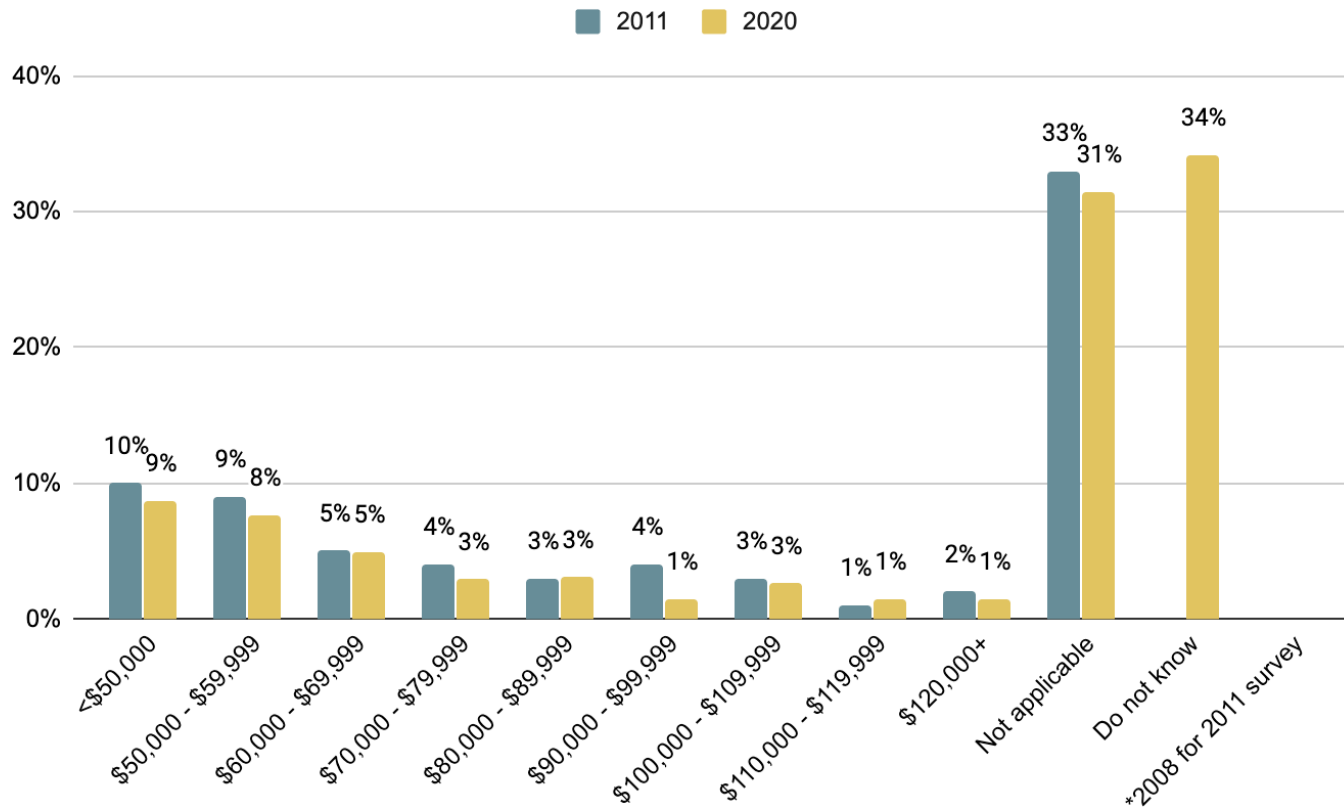
How has your standard hourly billing rate changed over the past two years?



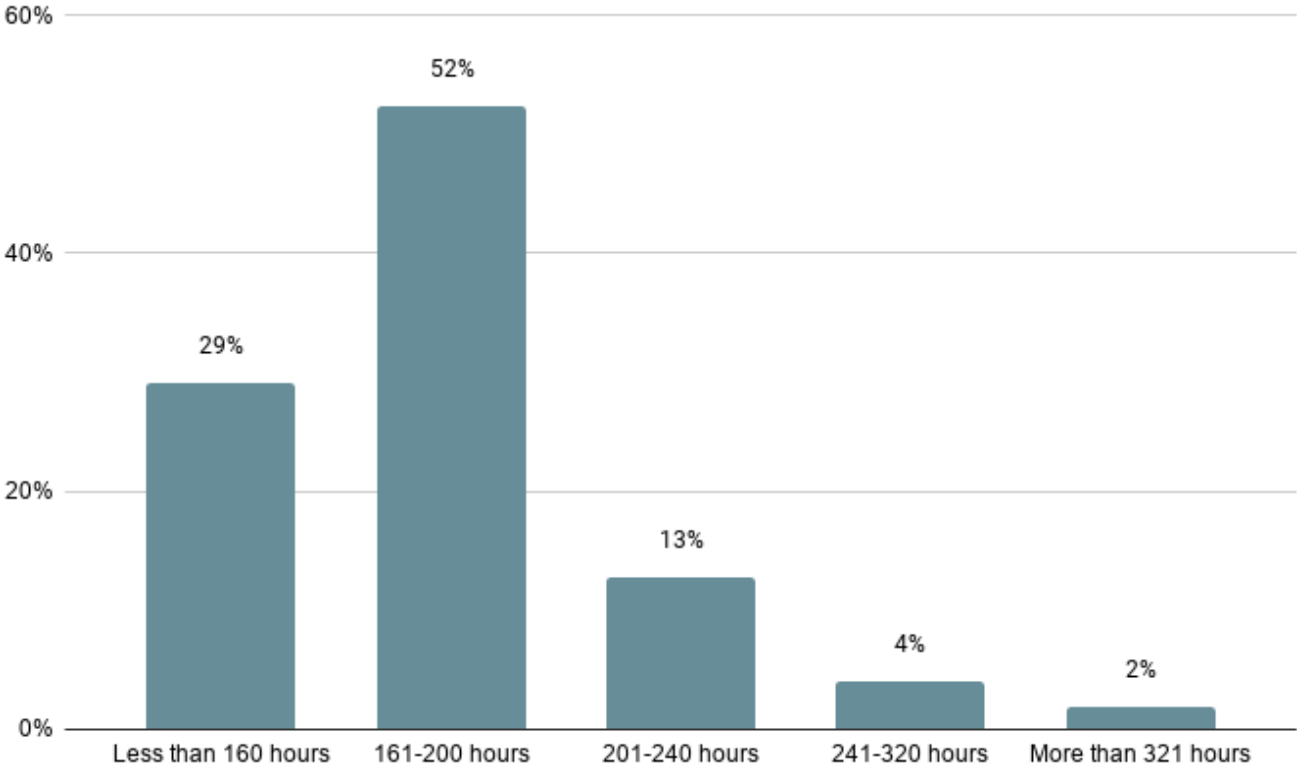
What is the current starting annual salary for lawyers in your law firm or office?



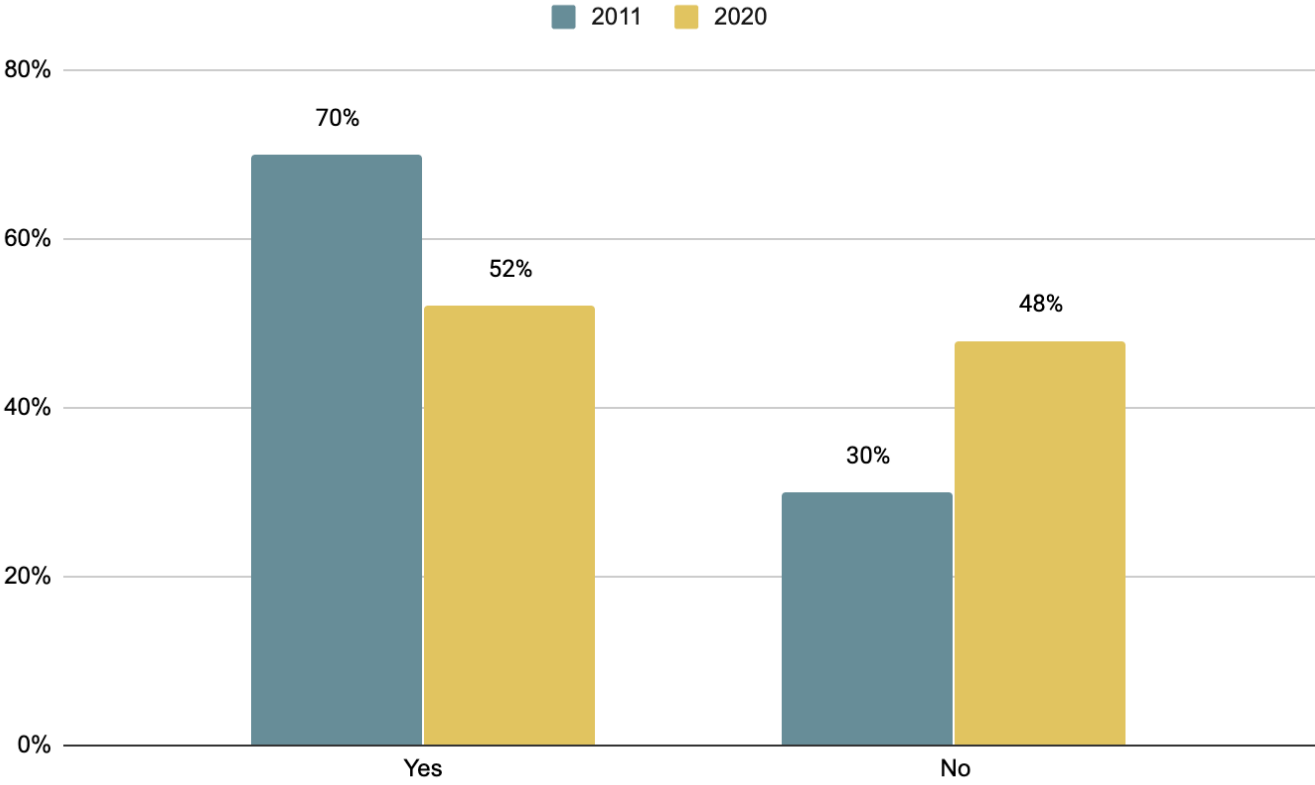
What was the starting annual salary for lawyers in your law firm or office in 2010?



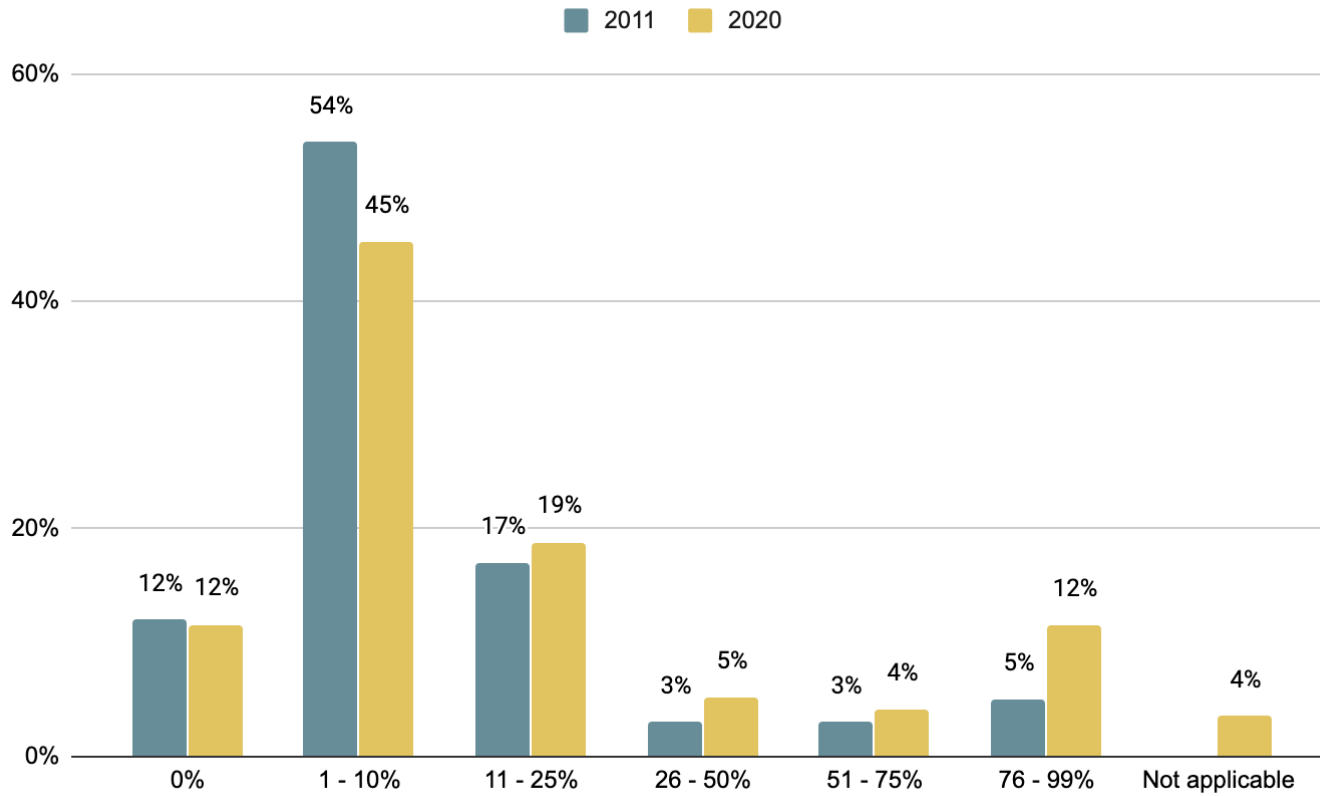
On average, how many hours per month did you work in the past year (including and non-billable hours)?



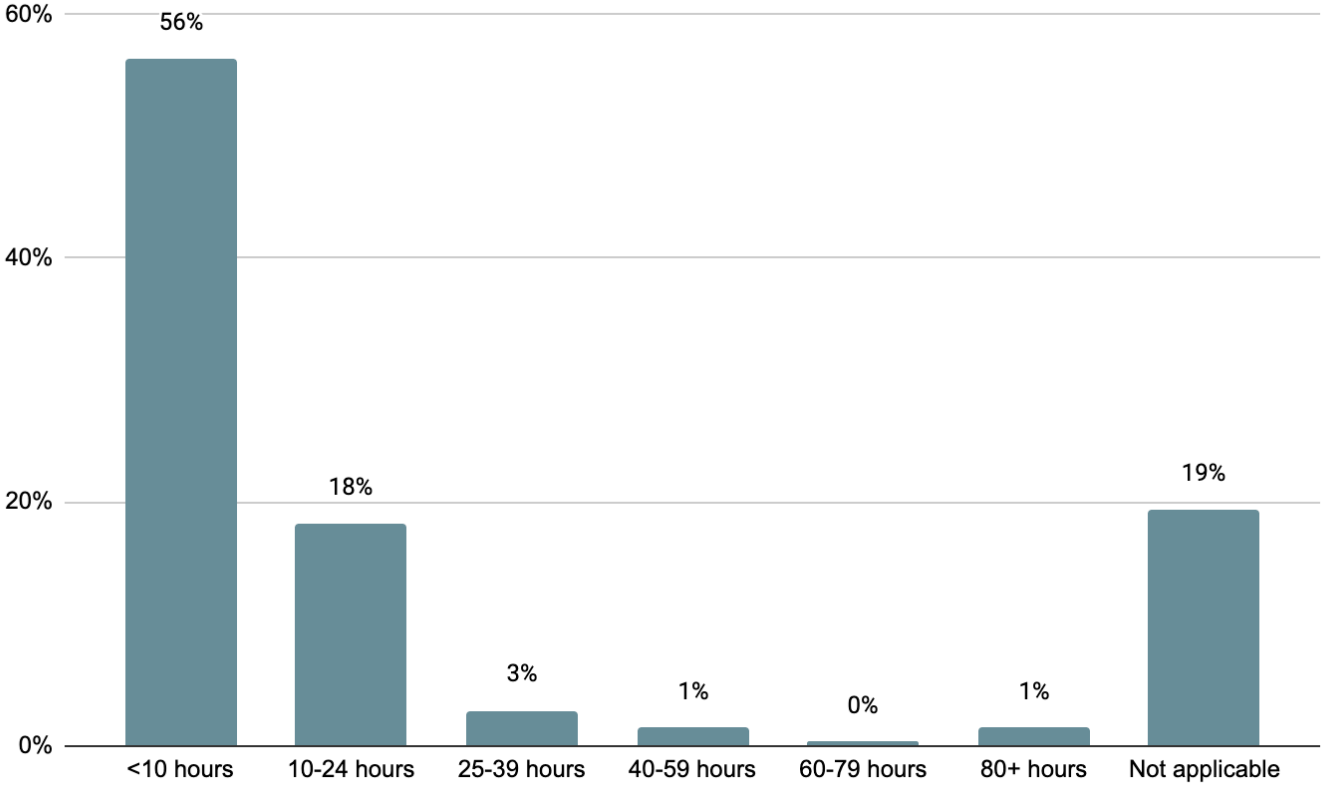
Do you keep track of your hours worked (including billable and non-billable hours as well as non-billable time)?



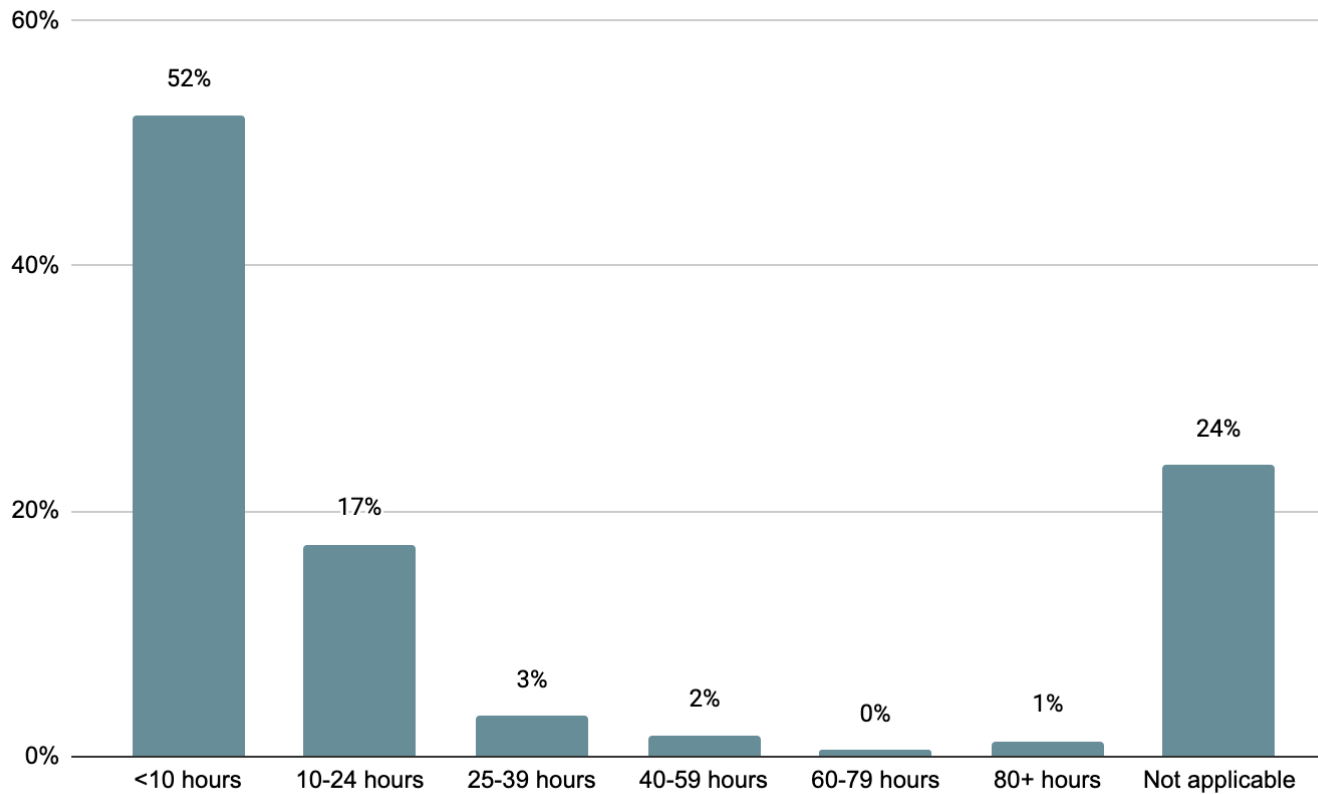
Of your total average hours worked per month, what percentage of your time is spent working from home?



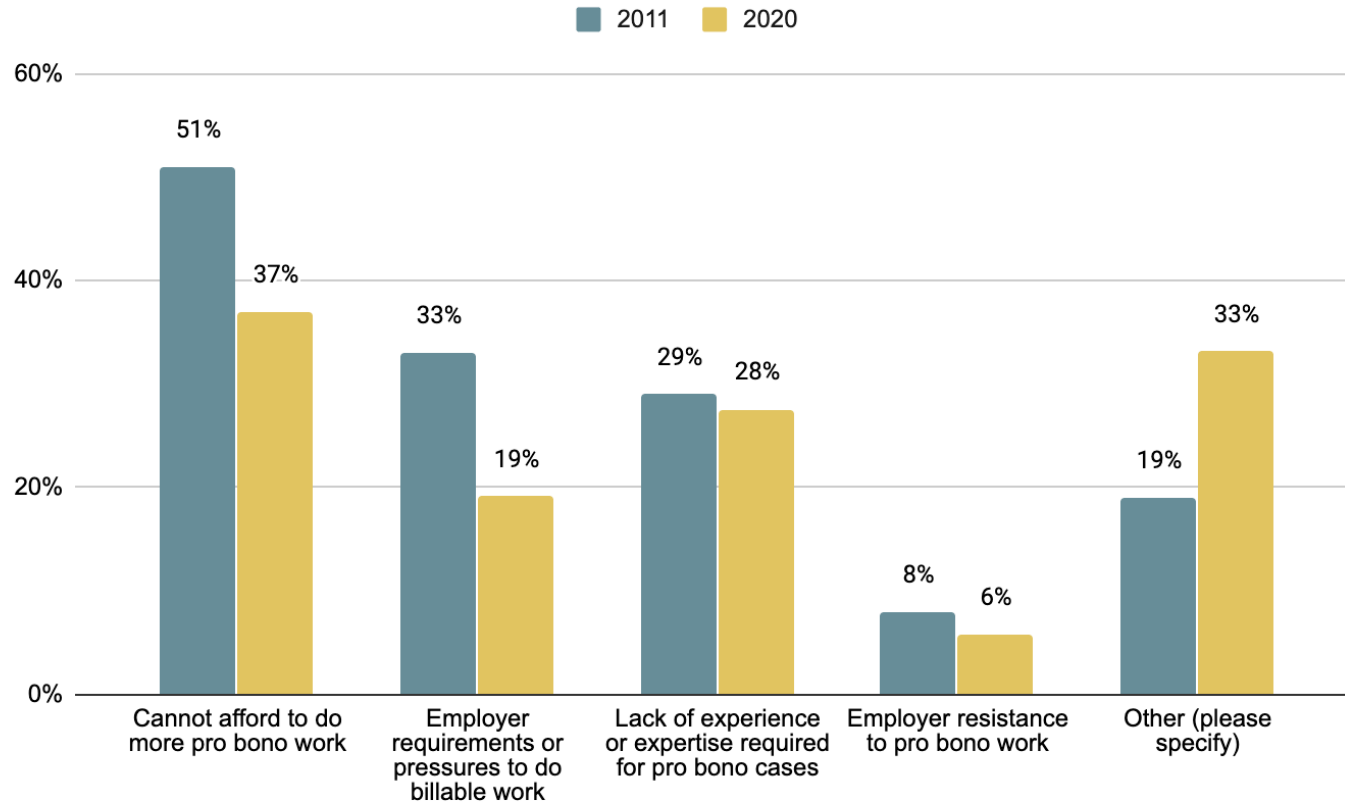
Of your total average hours worked per month, how many hours were pro bono legal services?



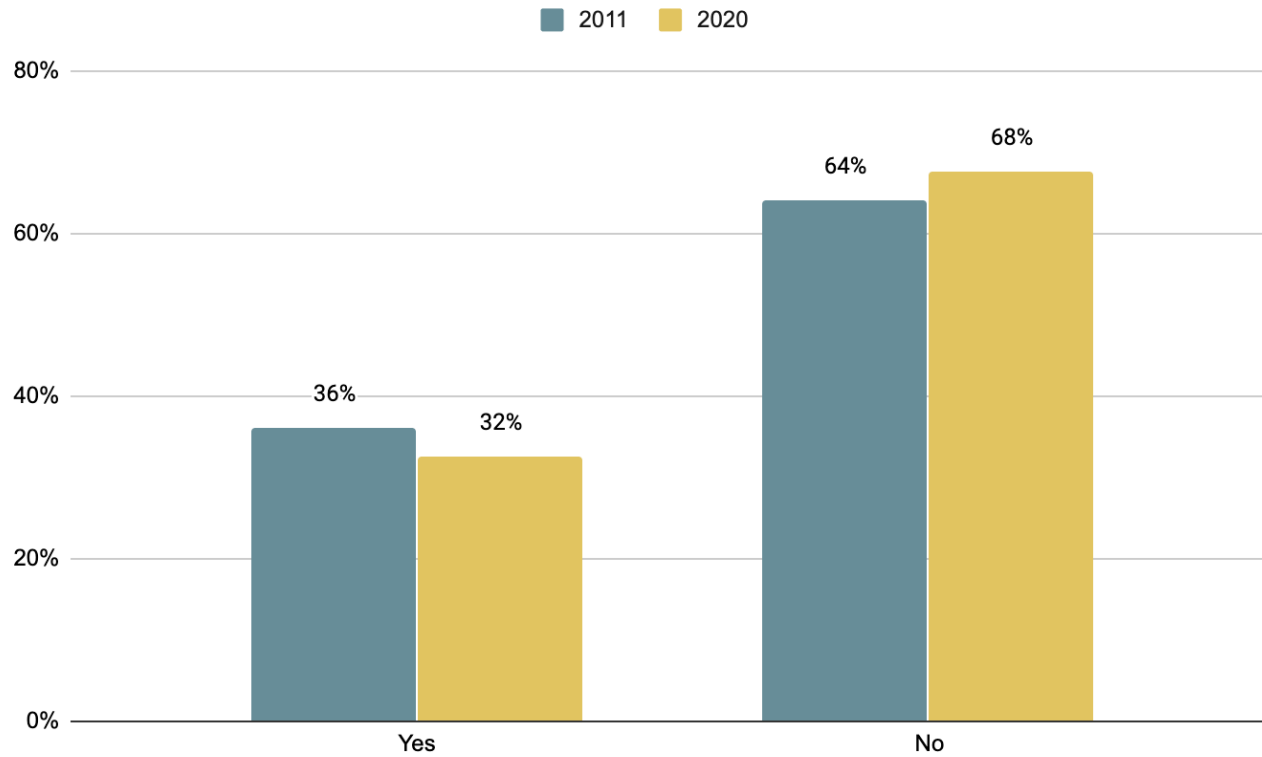
Of your total average hours worked per month, how many hours were volunteer for charitable organizations, churches or other community services?



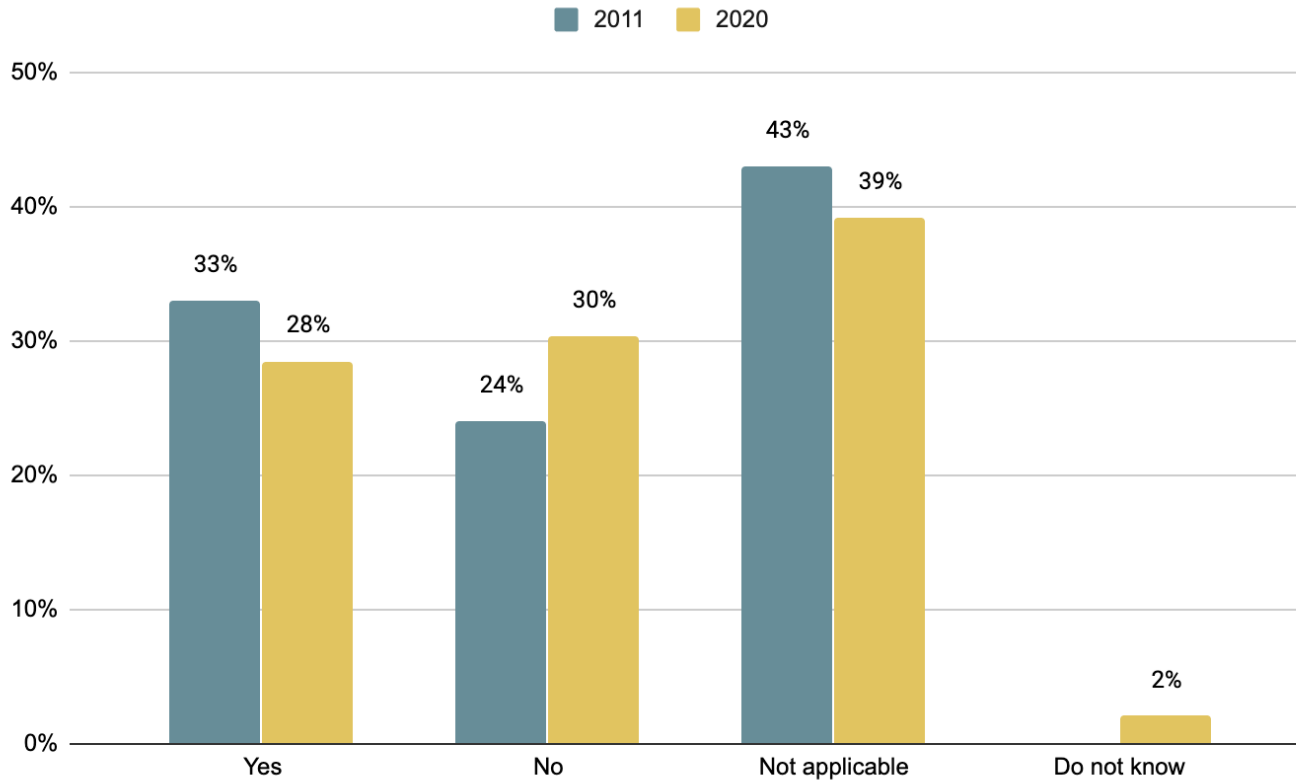
What are the biggest obstacles keeping you from doing more pro bono work? Please select all that apply.



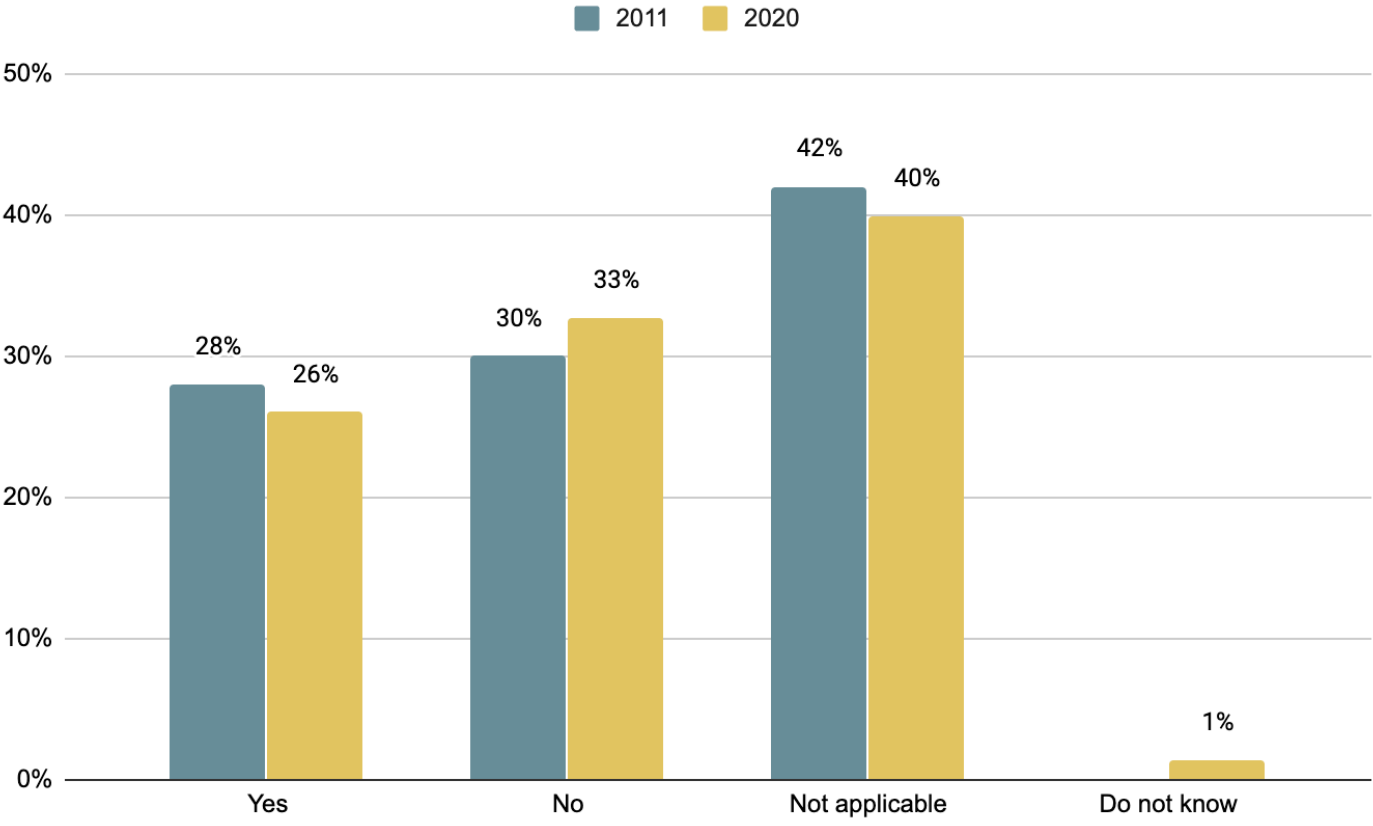
In the last two years, have you made a donation to And Justice For All, or to another organization supporting legal representation to the underserved?



Other than for plaintiff personal injury work, have clients ASKED you in the past two years to handle a litigation matter on a fee arrangement other than straight hourly?

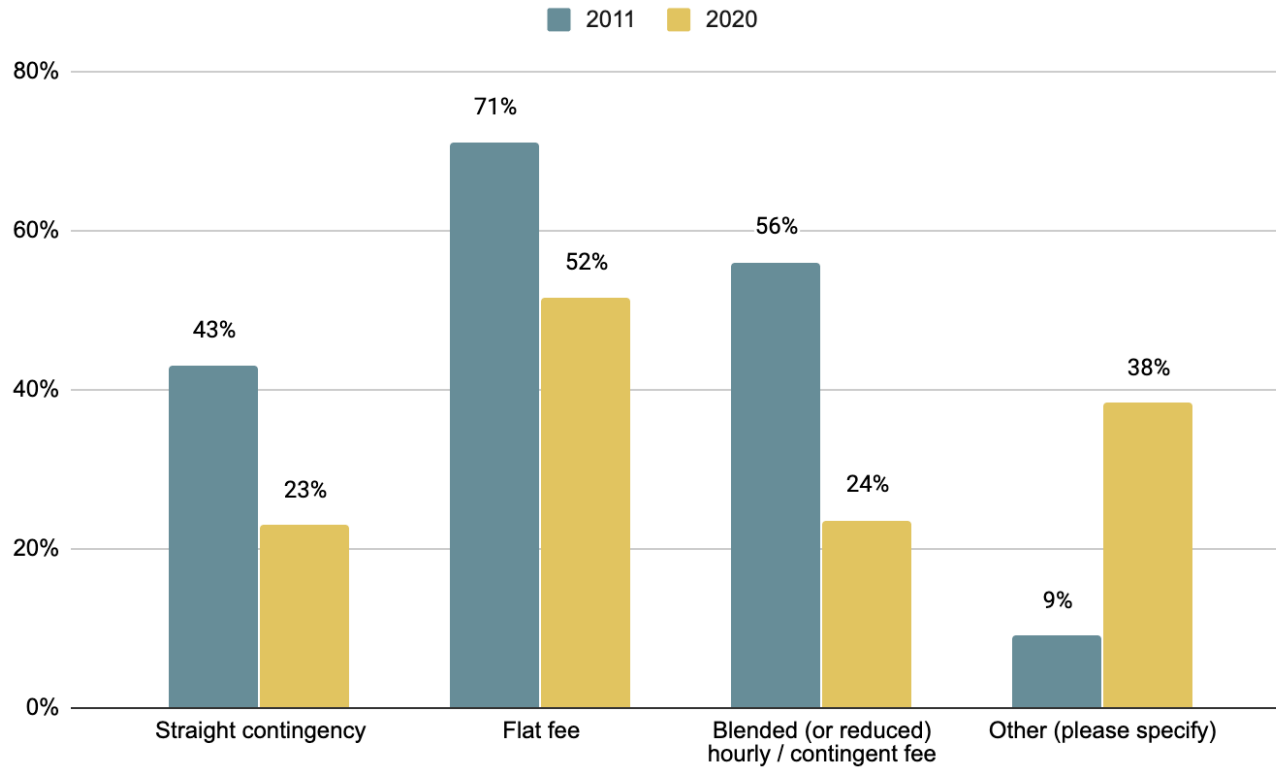


Other than for plaintiff personal injury work, have you OFFERED OR ACCEPTED litigation matters in the past two years on a fee arrangement other than straight hourly?

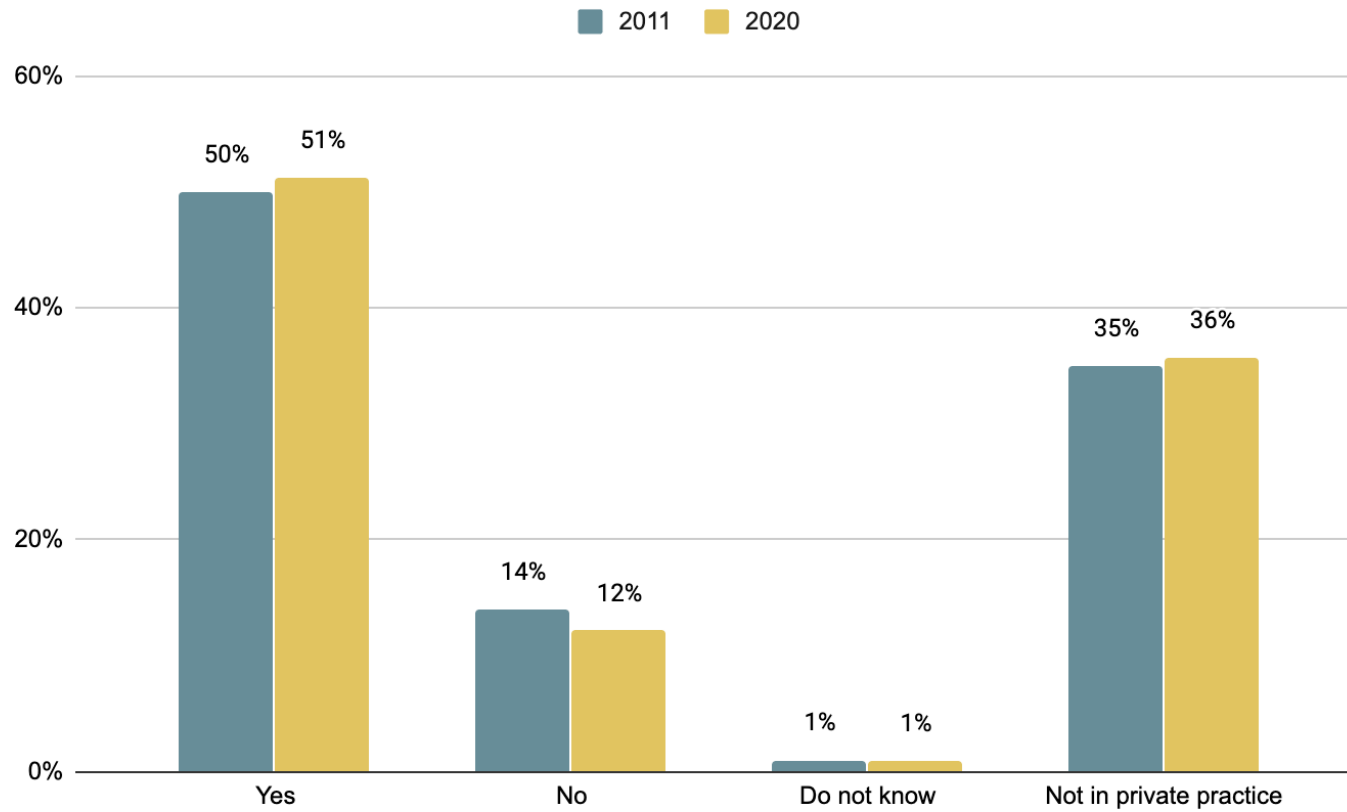


Identify the billing arrangements you have agreed to in the past two years.

Please select all that apply.

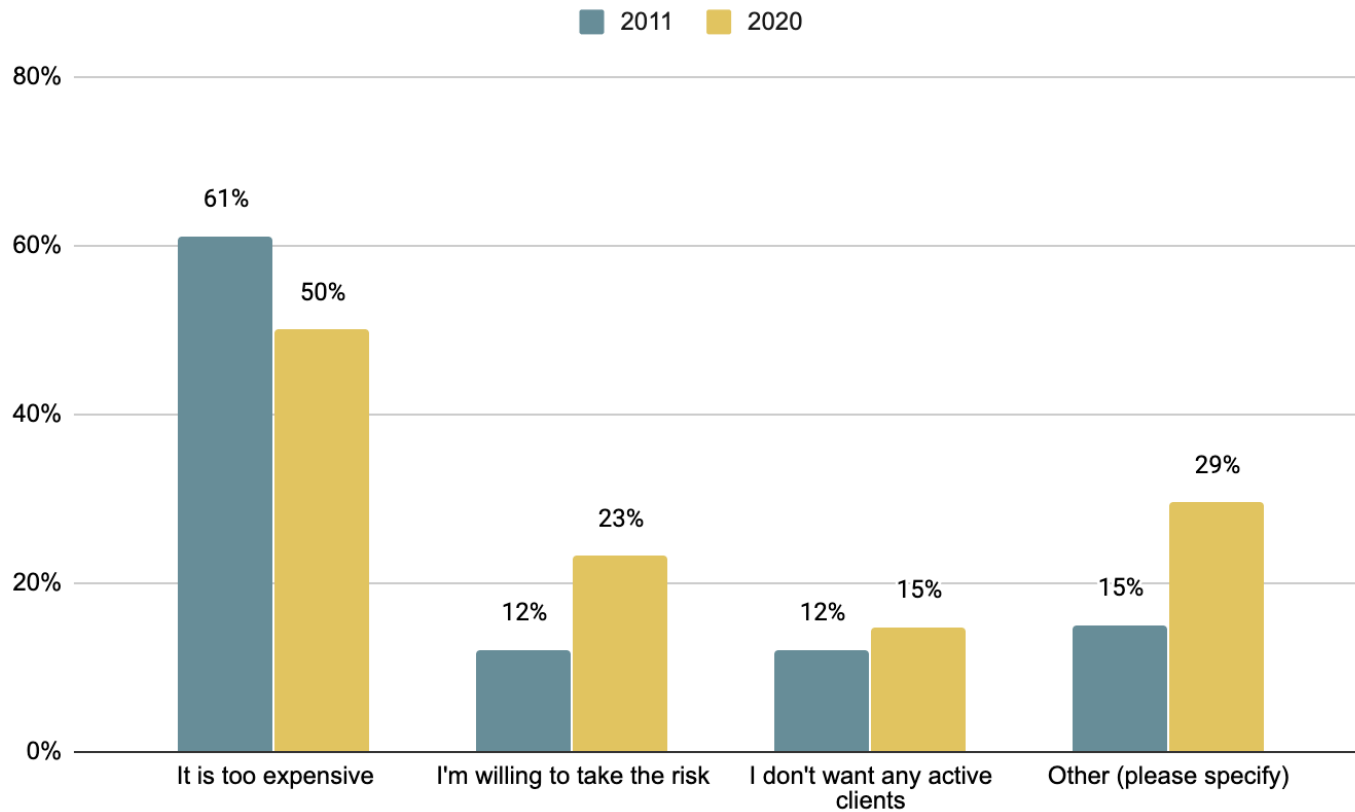


If you are in private practice, do you have professional liability insurance?



What is the primary reason why you do not have professional liability insurance?

Please select all that apply.




Job Satisfaction & Expectations



More than half of survey respondents say it's very likely they will stay in the legal profession until retirement.

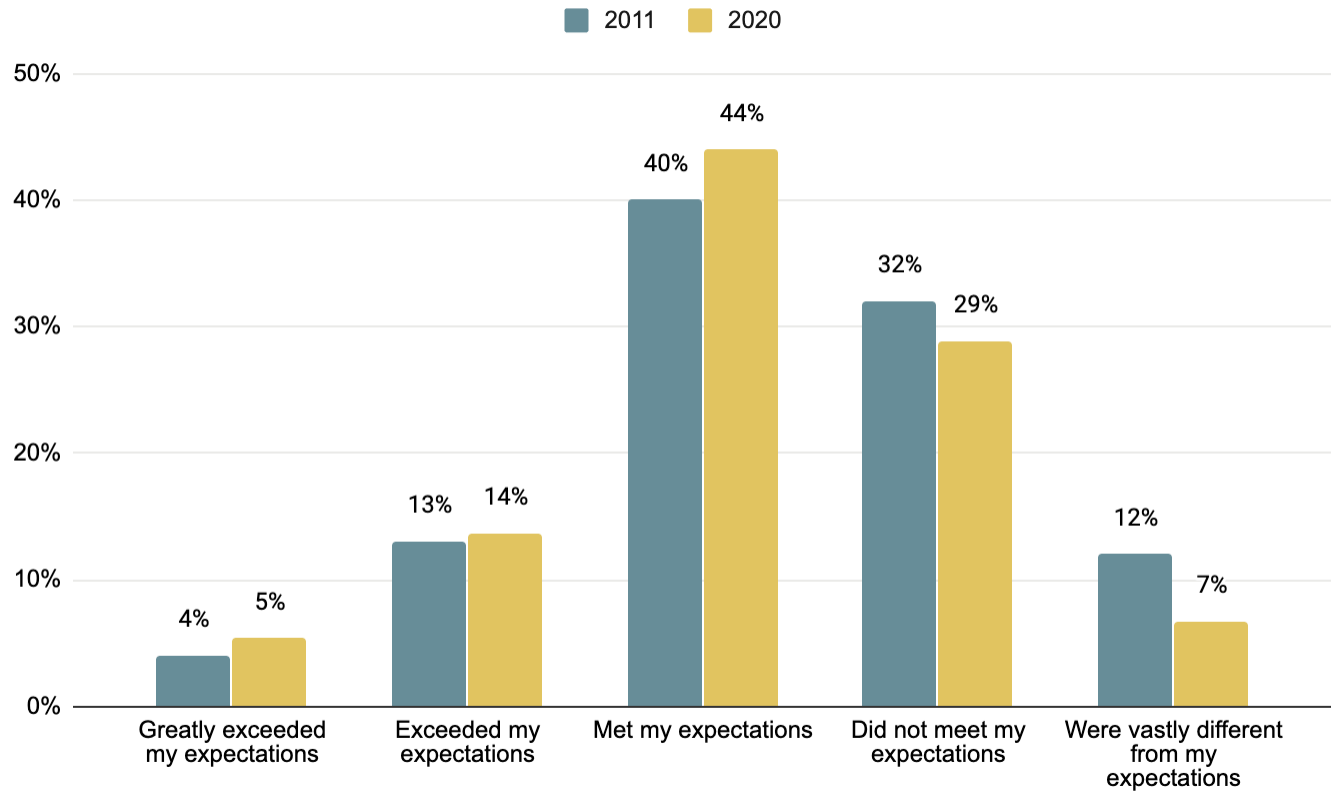
55% say it's very likely while 27% say it's likely.



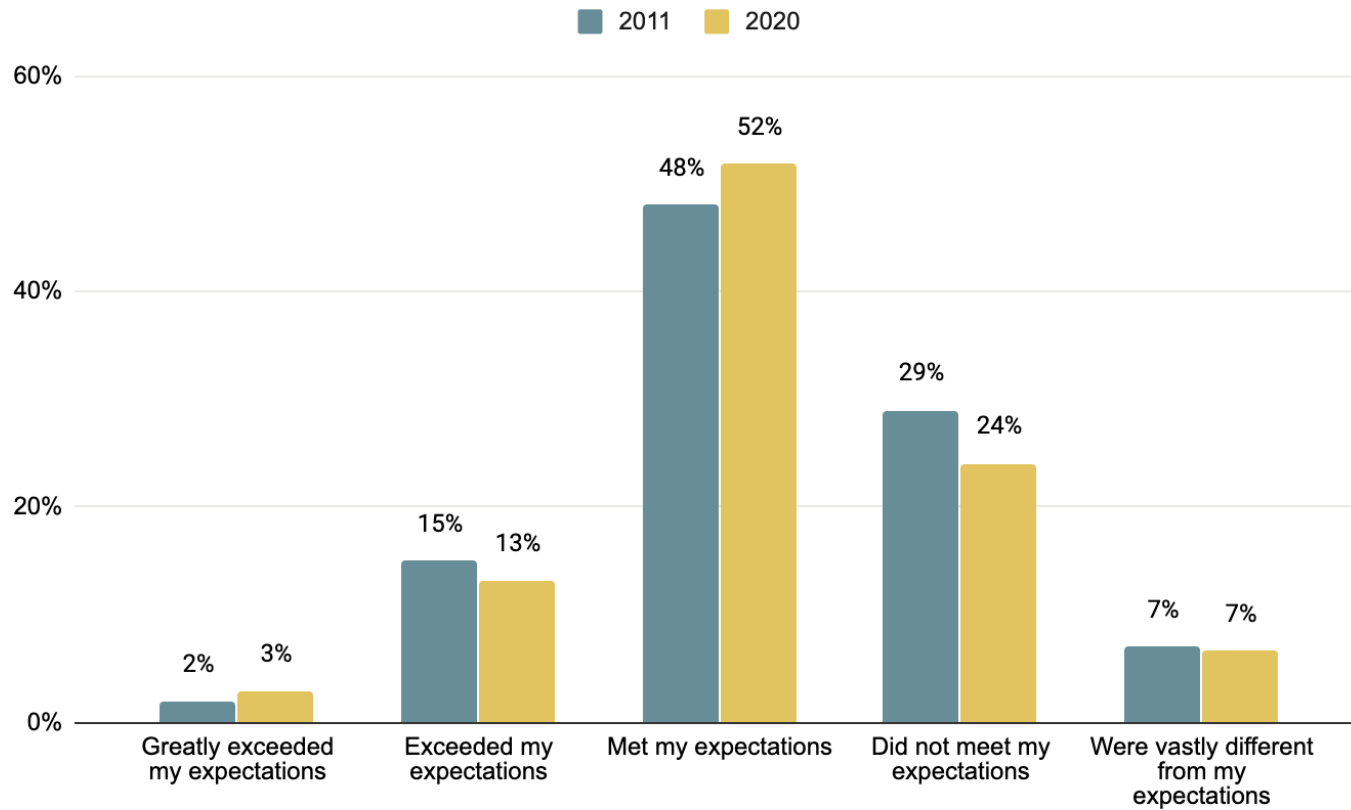
Almost half of survey respondents believe lawyers are more likely to have work-related stress as compared to other highly educated or trained individuals who have responsibility for others' safety, financial, medical, or legal welfare.

45% of survey respondents believe lawyers are more likely to have work-related stress as compared to other individuals who are responsible for others' personal welfare, while 34% believe they are significantly more likely.

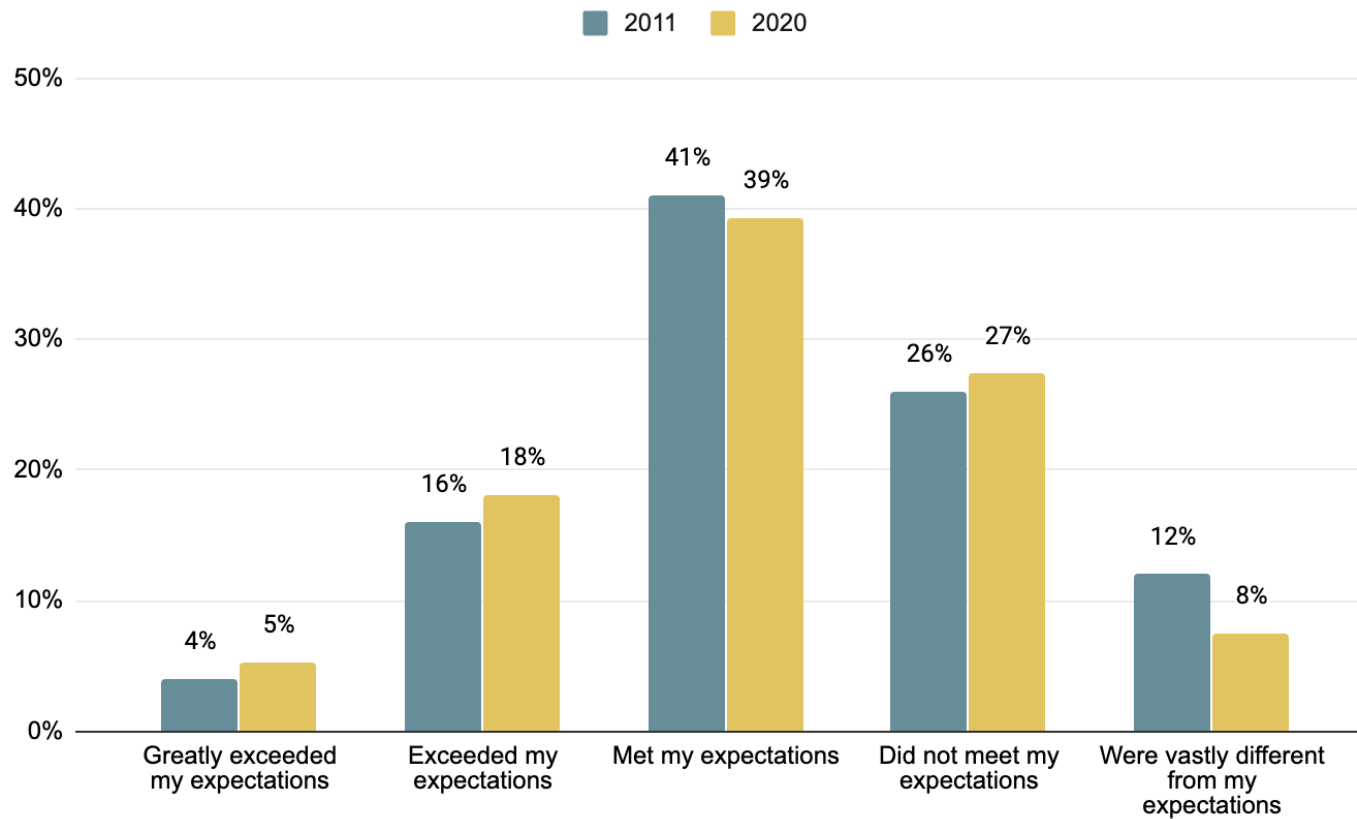
How has your income as a lawyer been when compared to your expectations upon beginning your career?



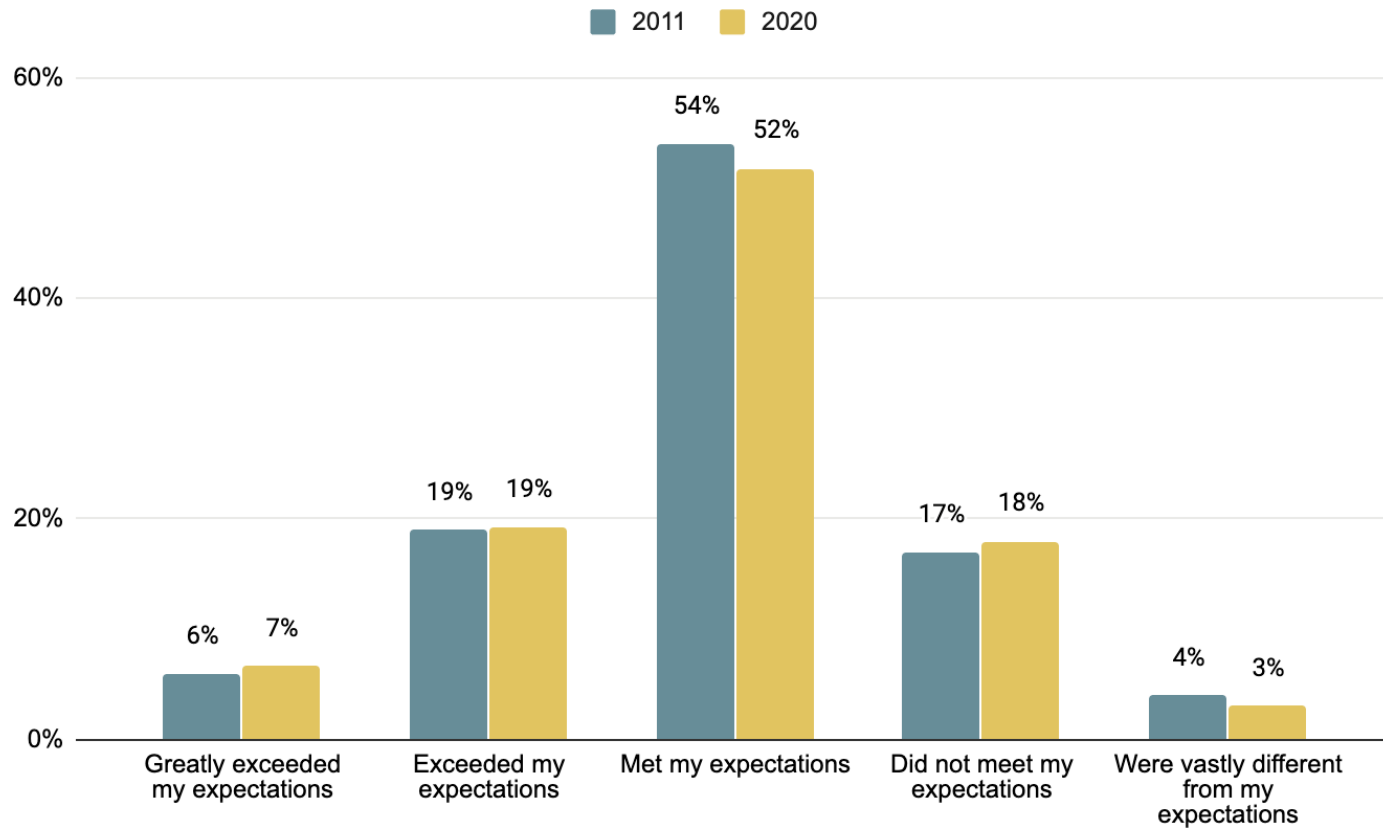
How has your work/life balance as a lawyer been when compared to your expectations upon beginning your career?



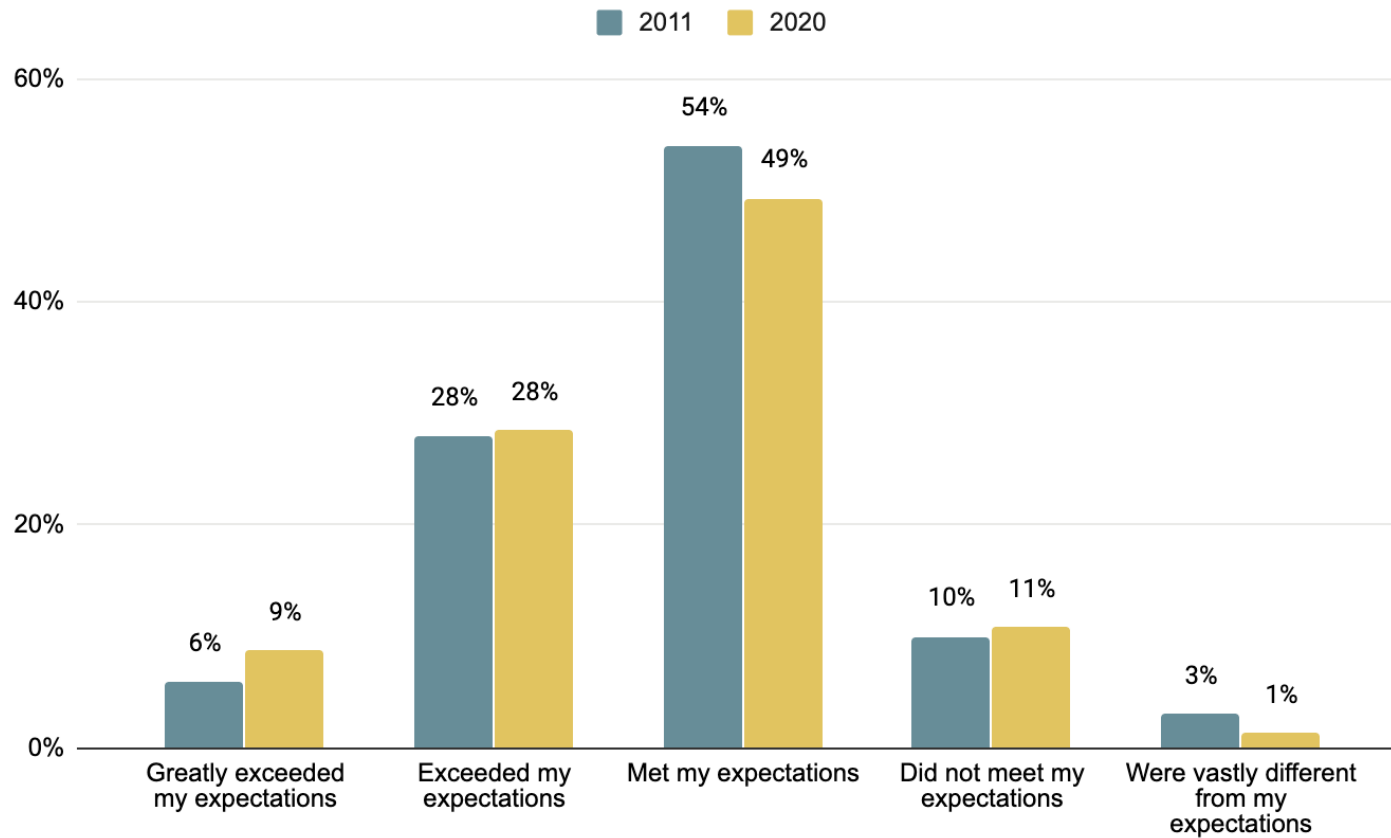
How have the career opportunities as a lawyer been when compared to your expectations upon beginning your career?



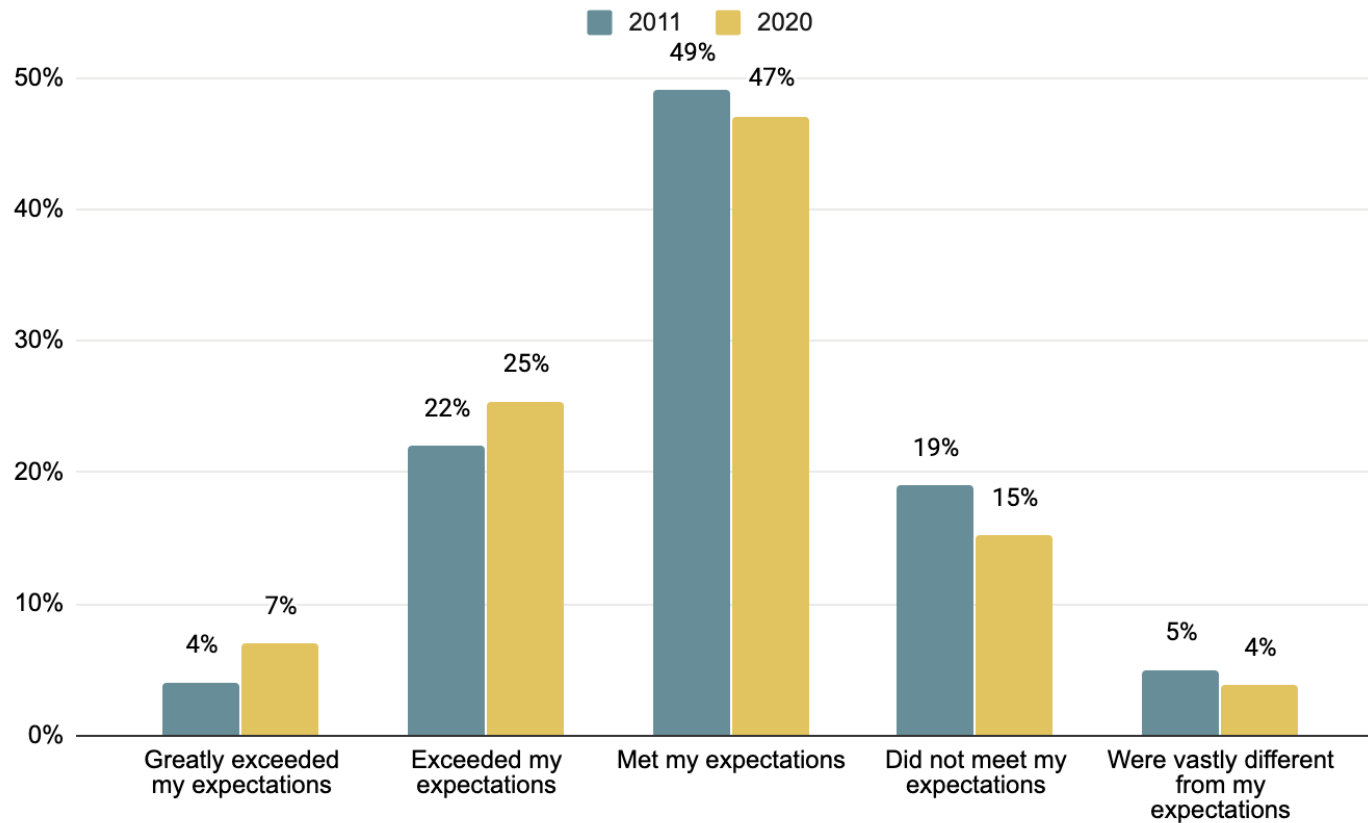
How has helping others / Public Service as a lawyer been when compared to your expectations upon beginning your career?



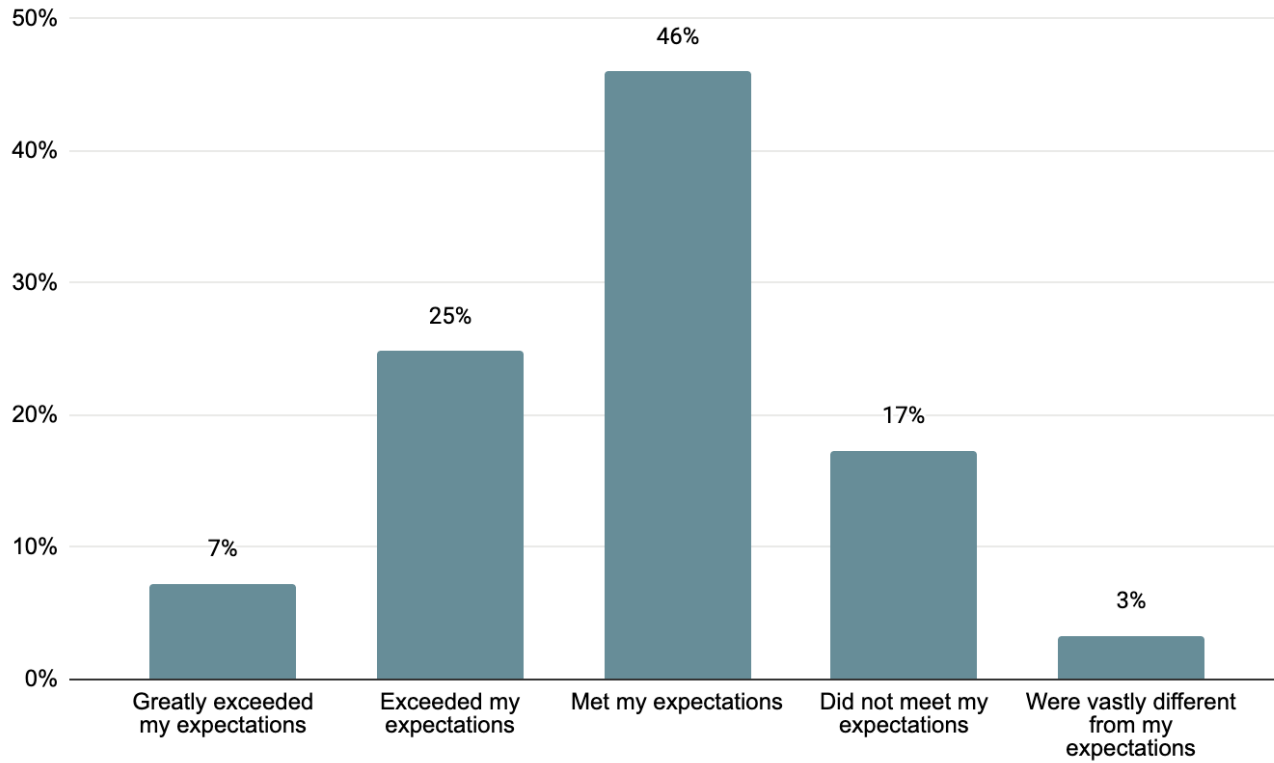
How has the opportunities for learning as a lawyer been when compared to your expectations upon beginning your career?



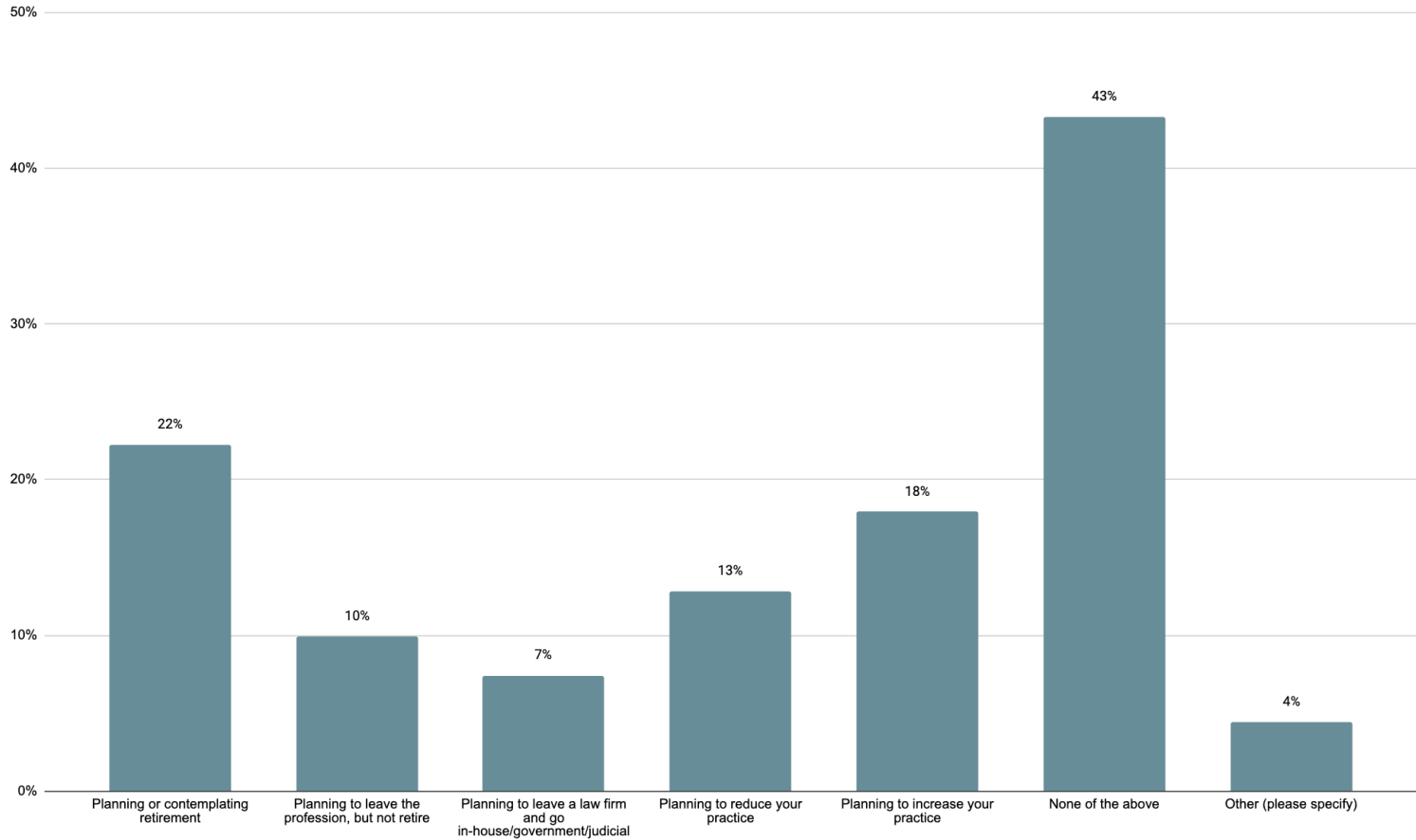
How have your professional relationships as a lawyer been when compared to your expectations upon beginning your career?



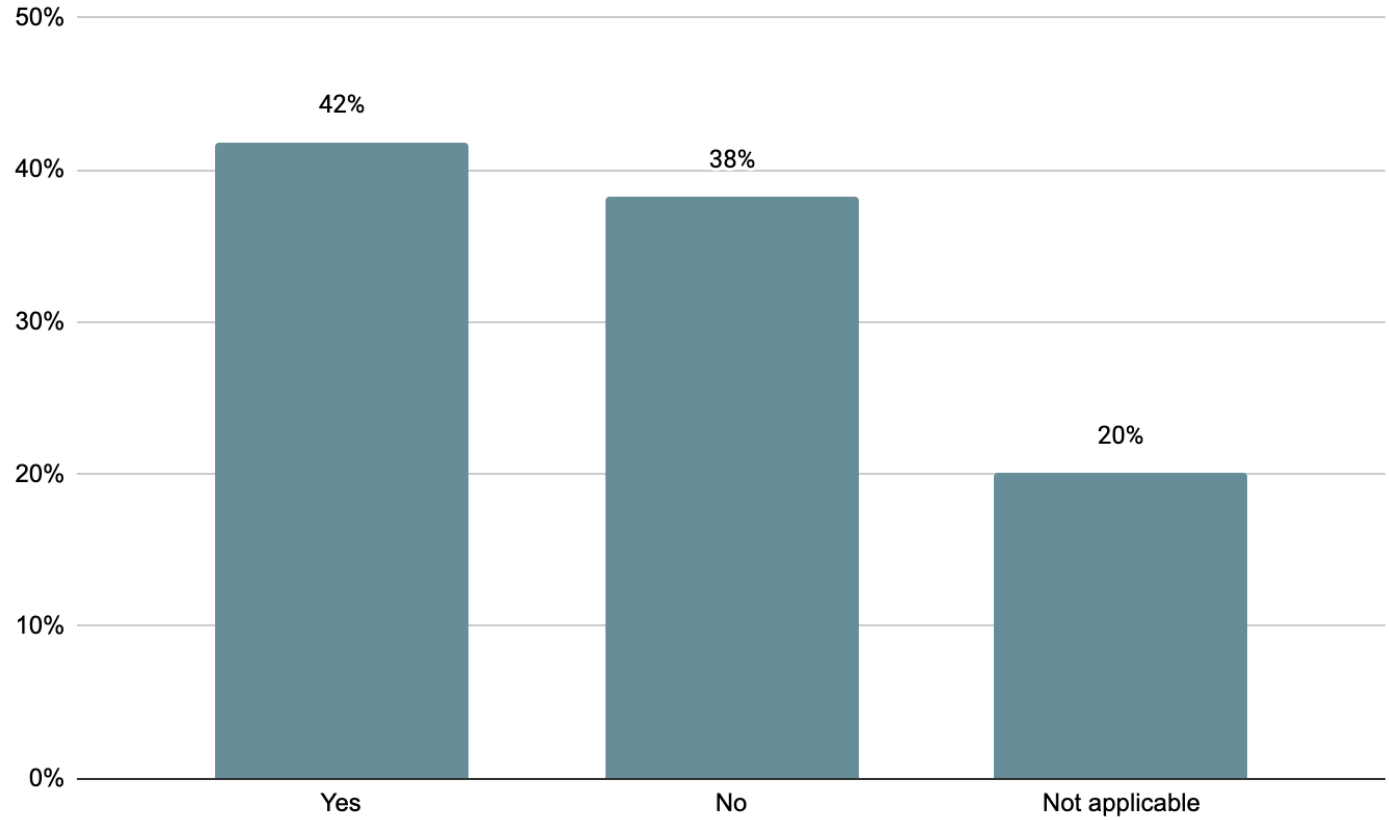
How have your professional relationships as a lawyer been when compared to your expectations upon beginning your career?



During the next five years are you planning on any of the following? Please select all that apply.

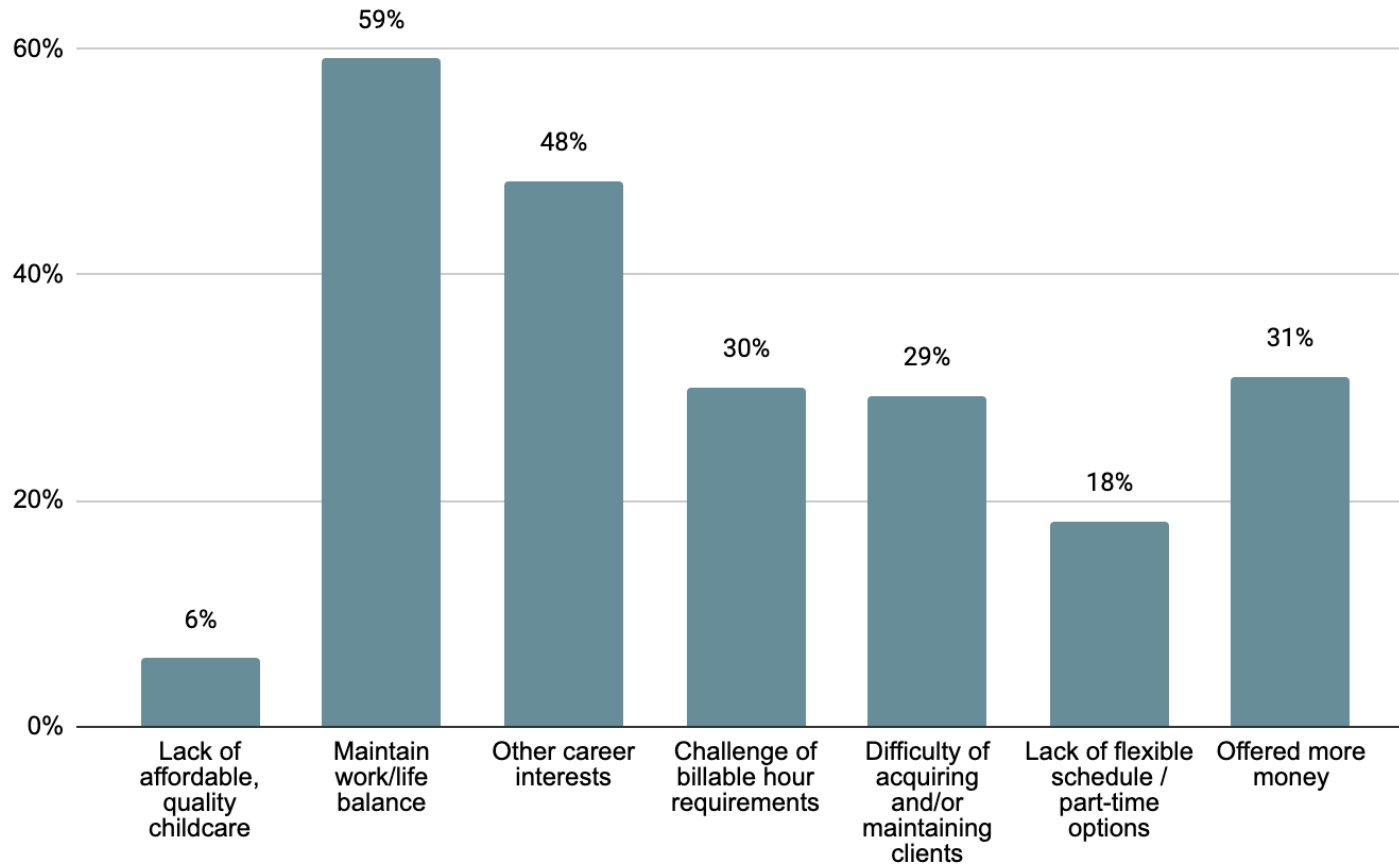


Have you left or considered leaving a law firm in the past five years?

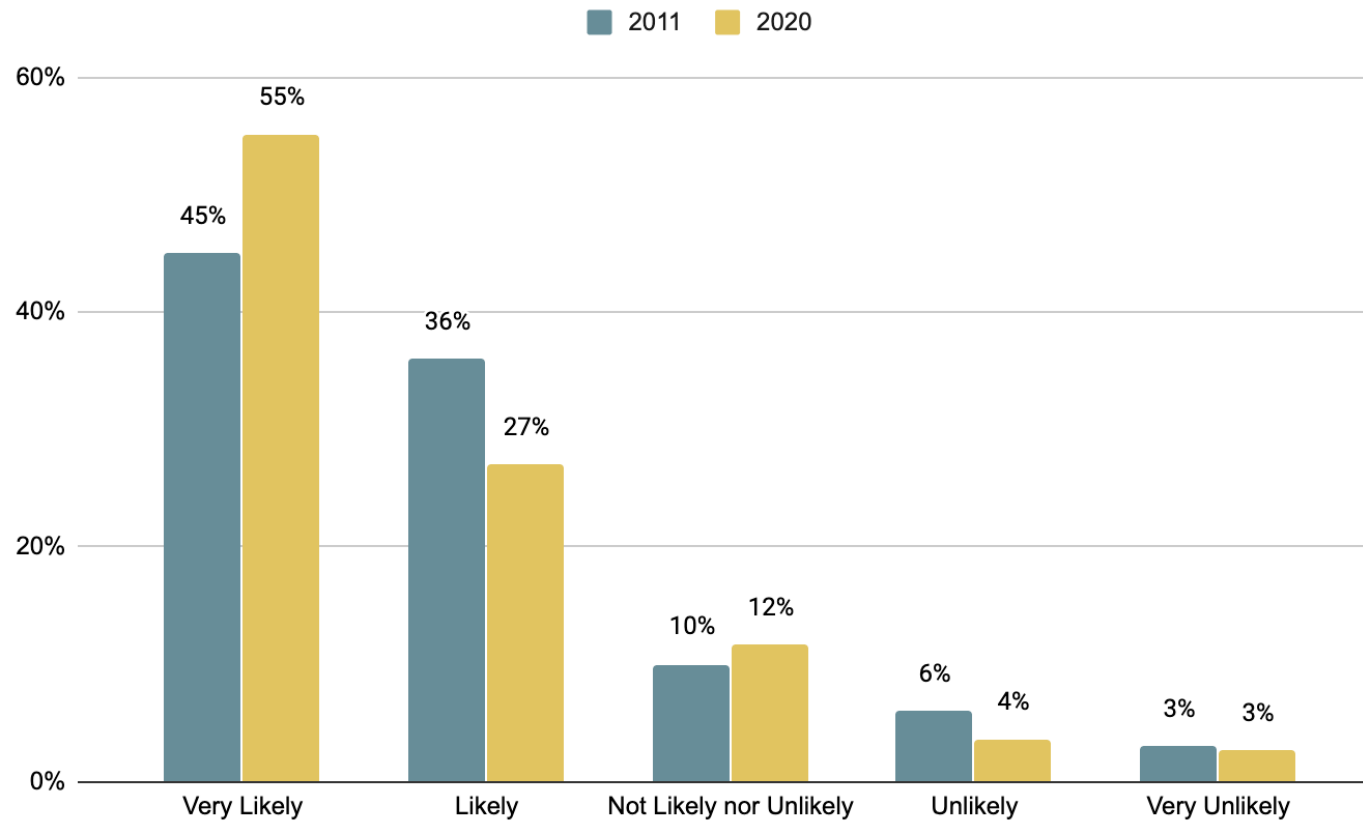


If you have considered a different type of practice, was it due to:

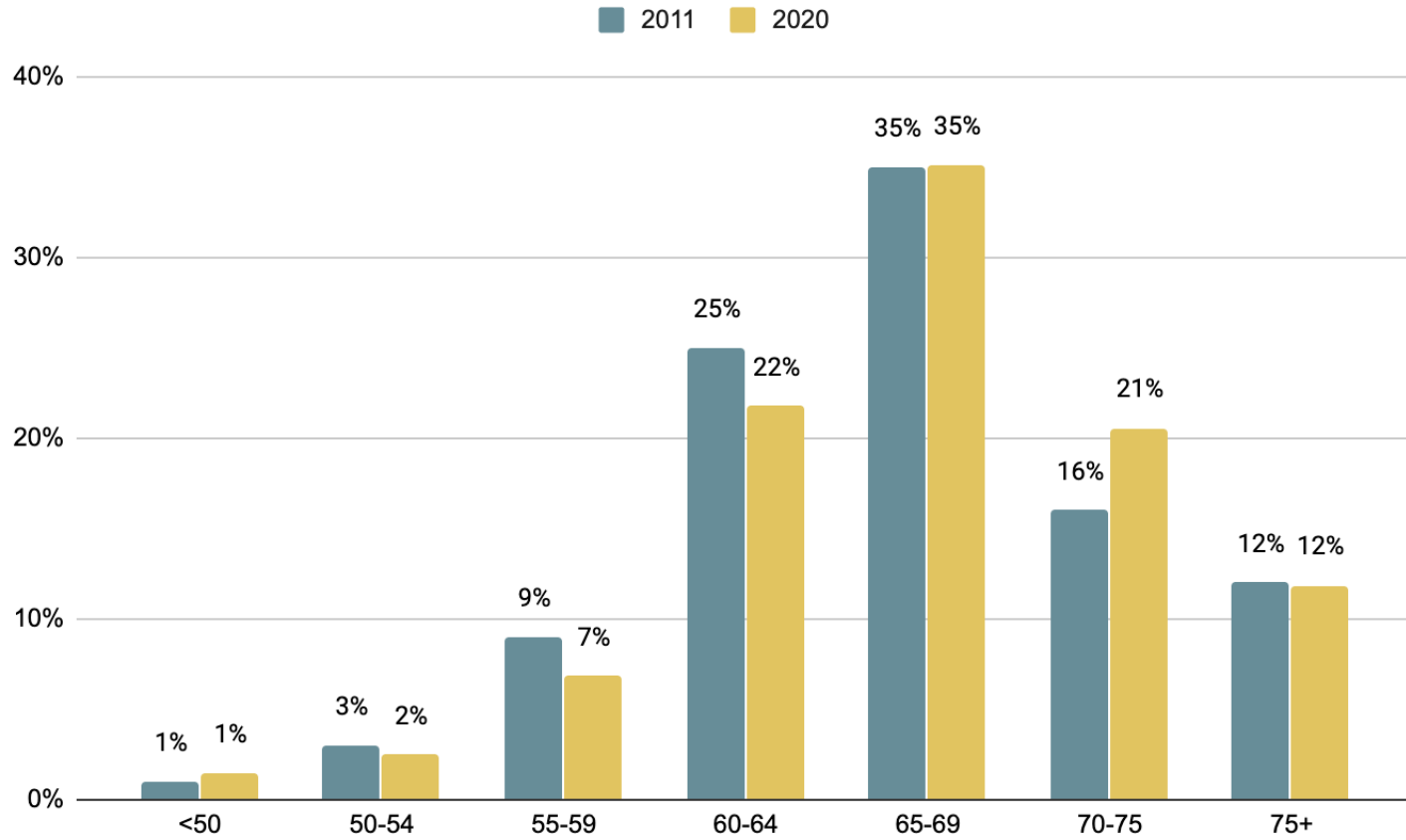
Please select all that apply.



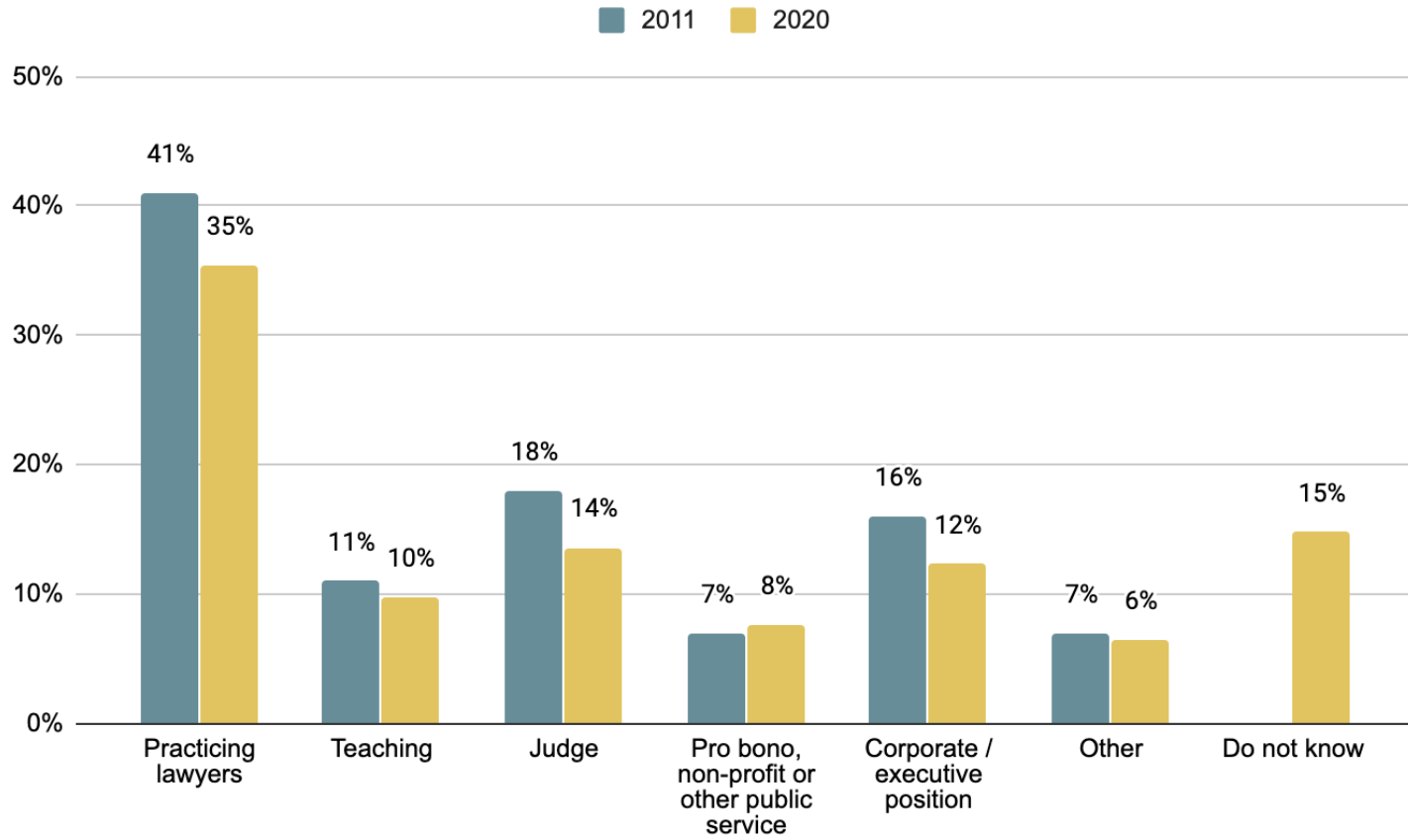
How likely is it that you will stay in the legal profession until your retirement?



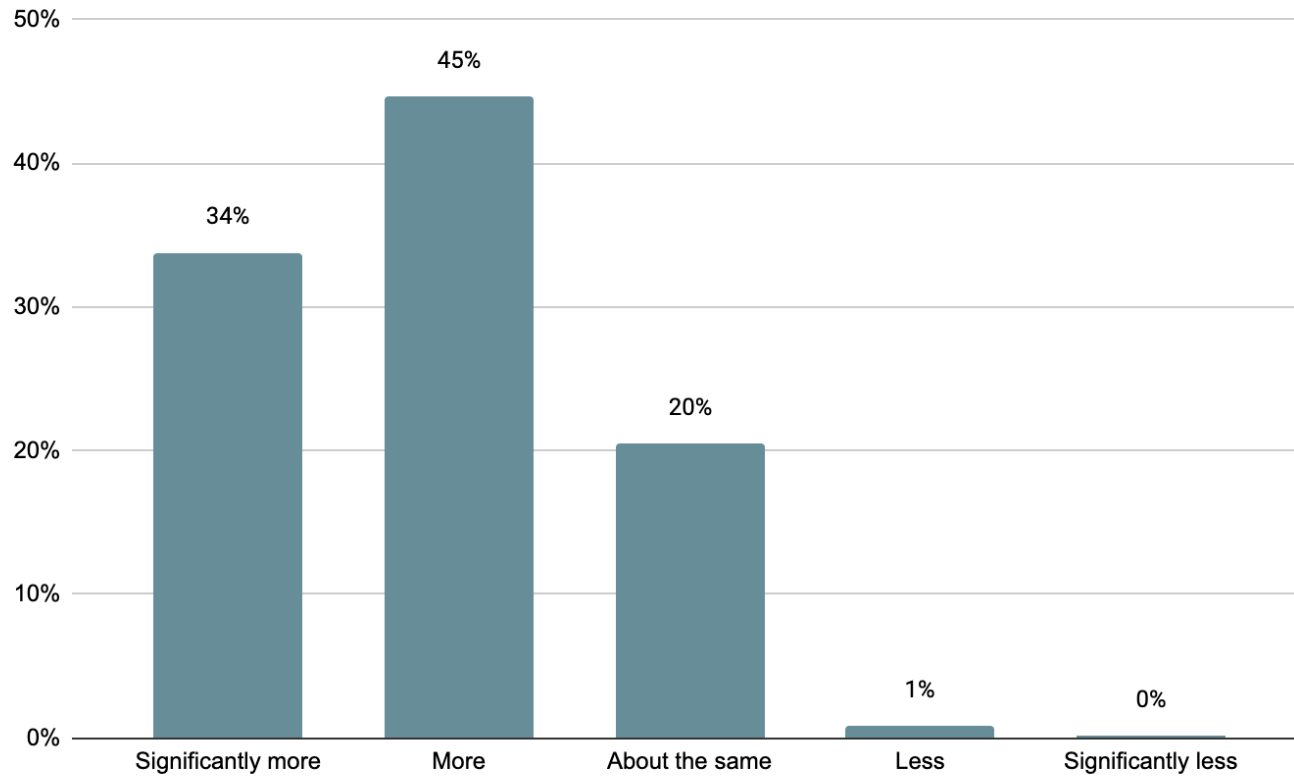
At what age do you plan to retire?



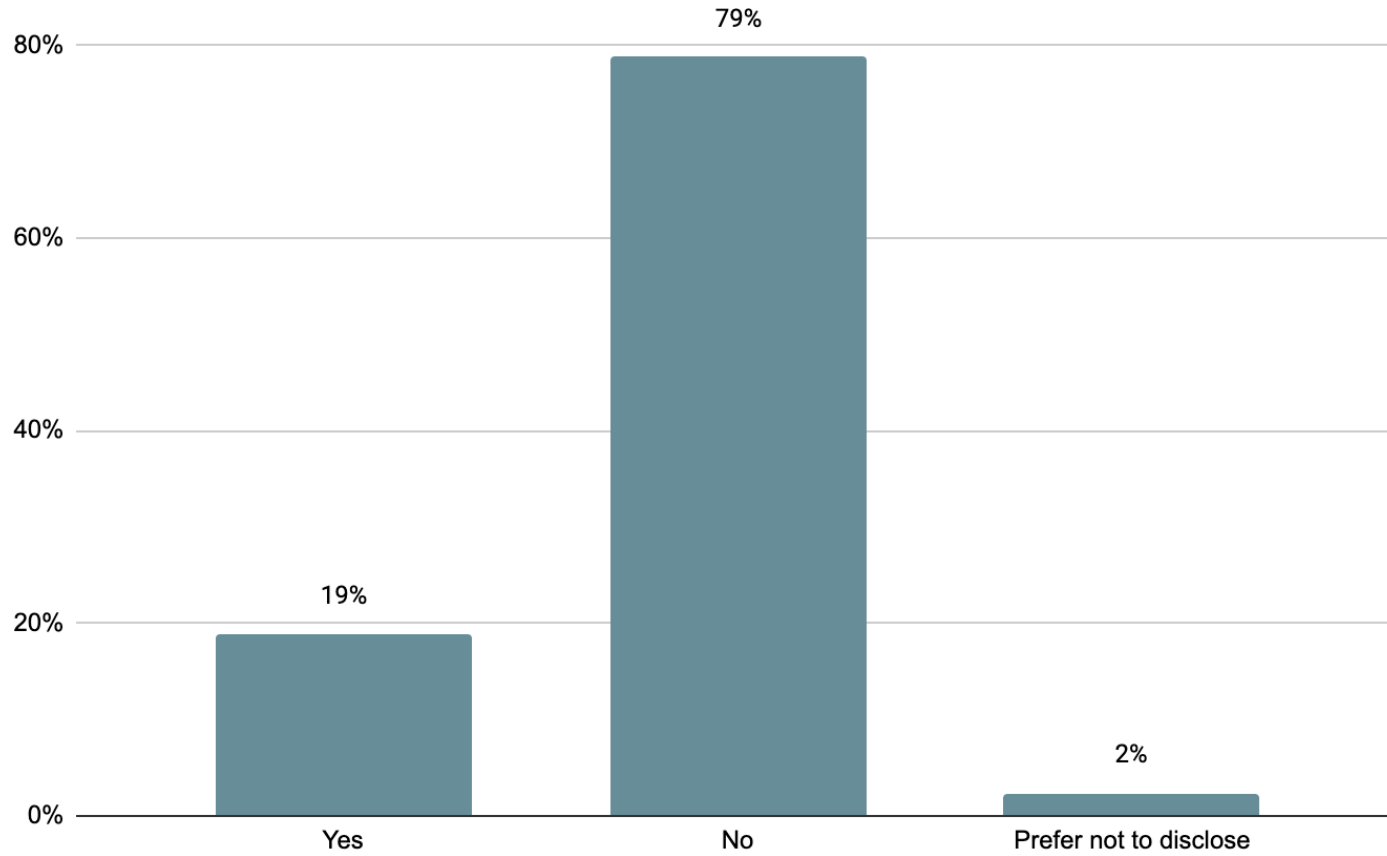
In what role would you choose to end your career?



As compared to other highly educated or trained individuals who have responsibility for others' safety, financial, medical, or legal welfare, do you believe lawyers are more or less likely to have work-related stress?

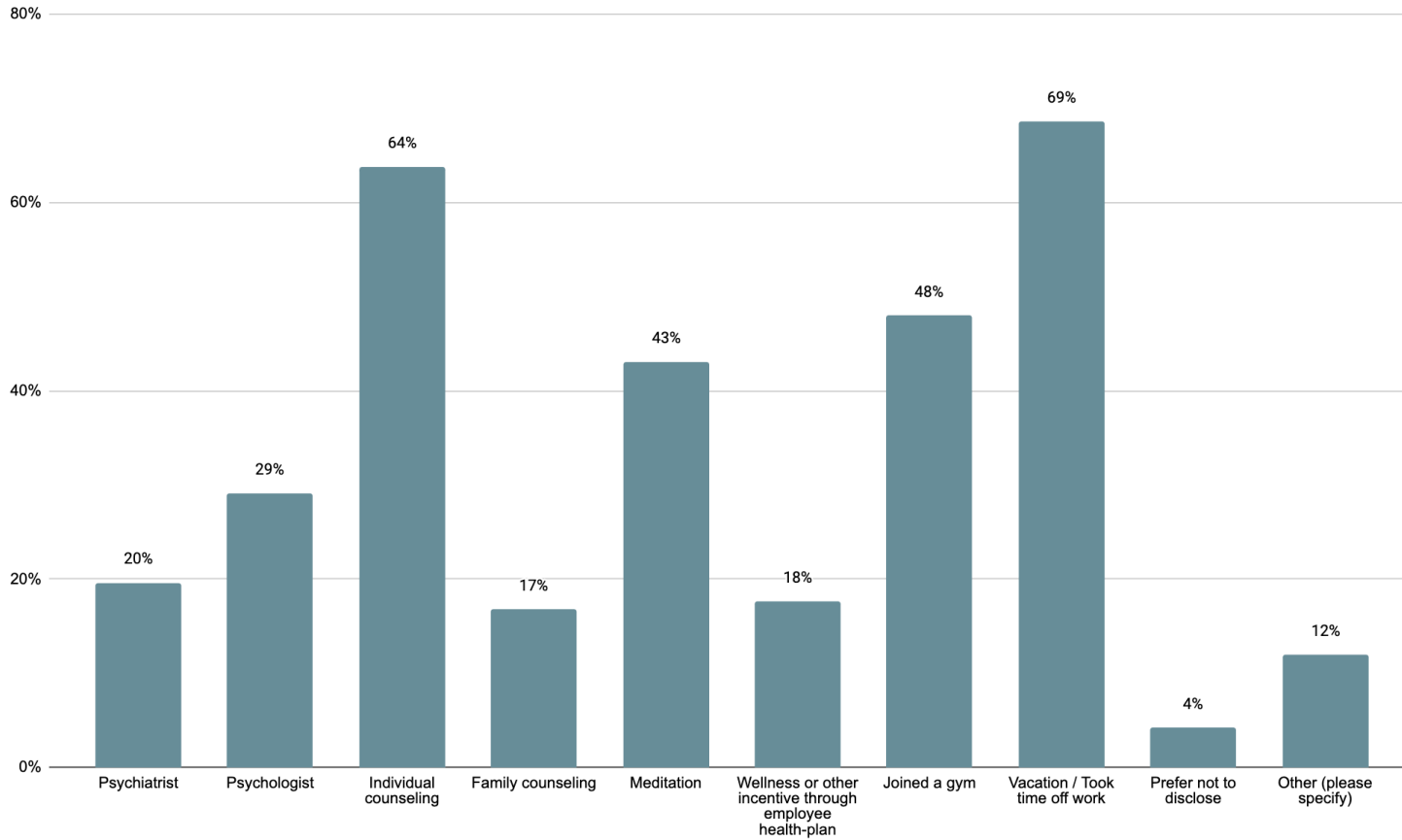


In the past two years have you sought out services for work-related stress?



What type of services have you tried?

Please select all the apply.



Utah State Bar



More than half of survey respondents read the Utah Bar Journal monthly.

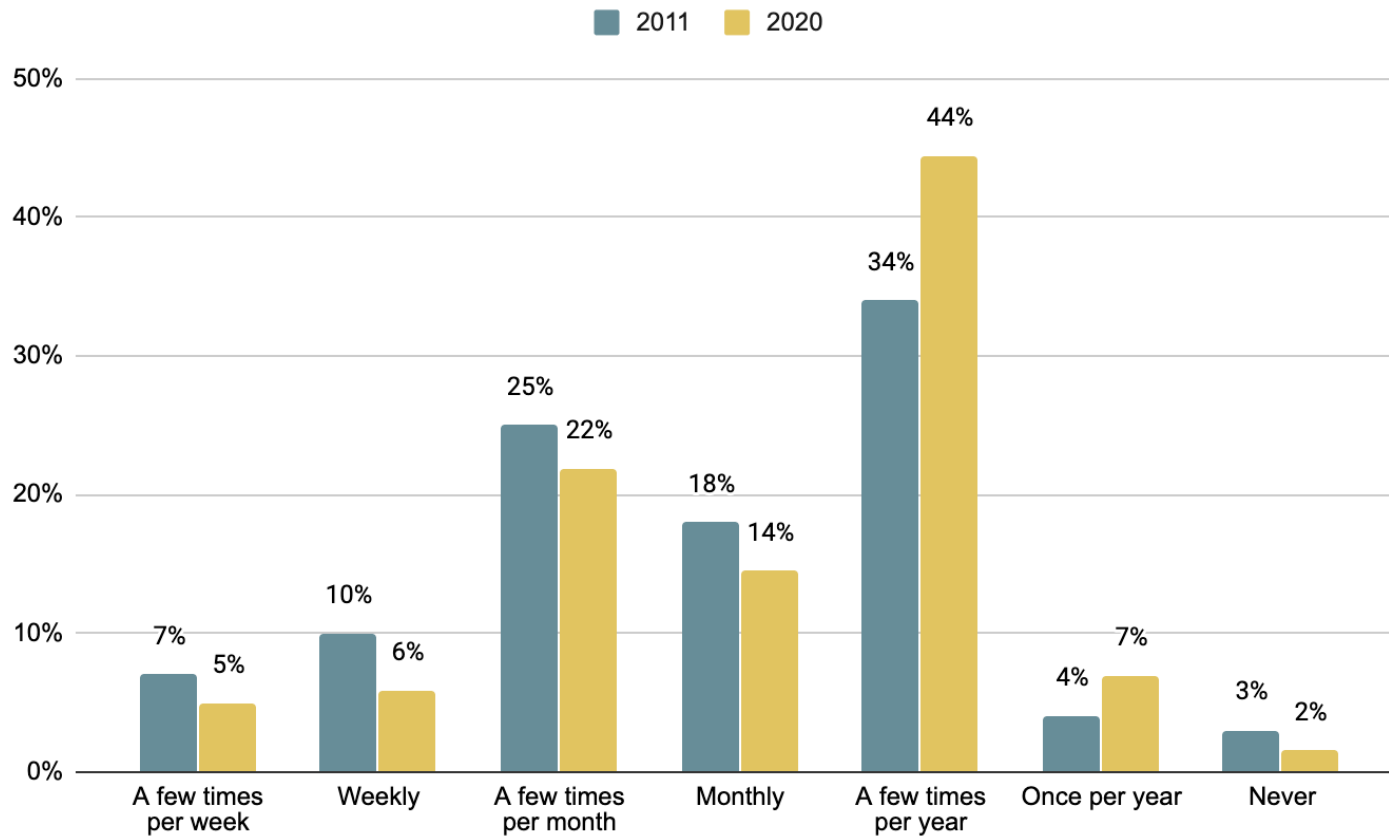
52% of survey respondents read the Utah Bar Journal each month.



96% of survey respondents receive the printed version of the Utah Bar Journal.

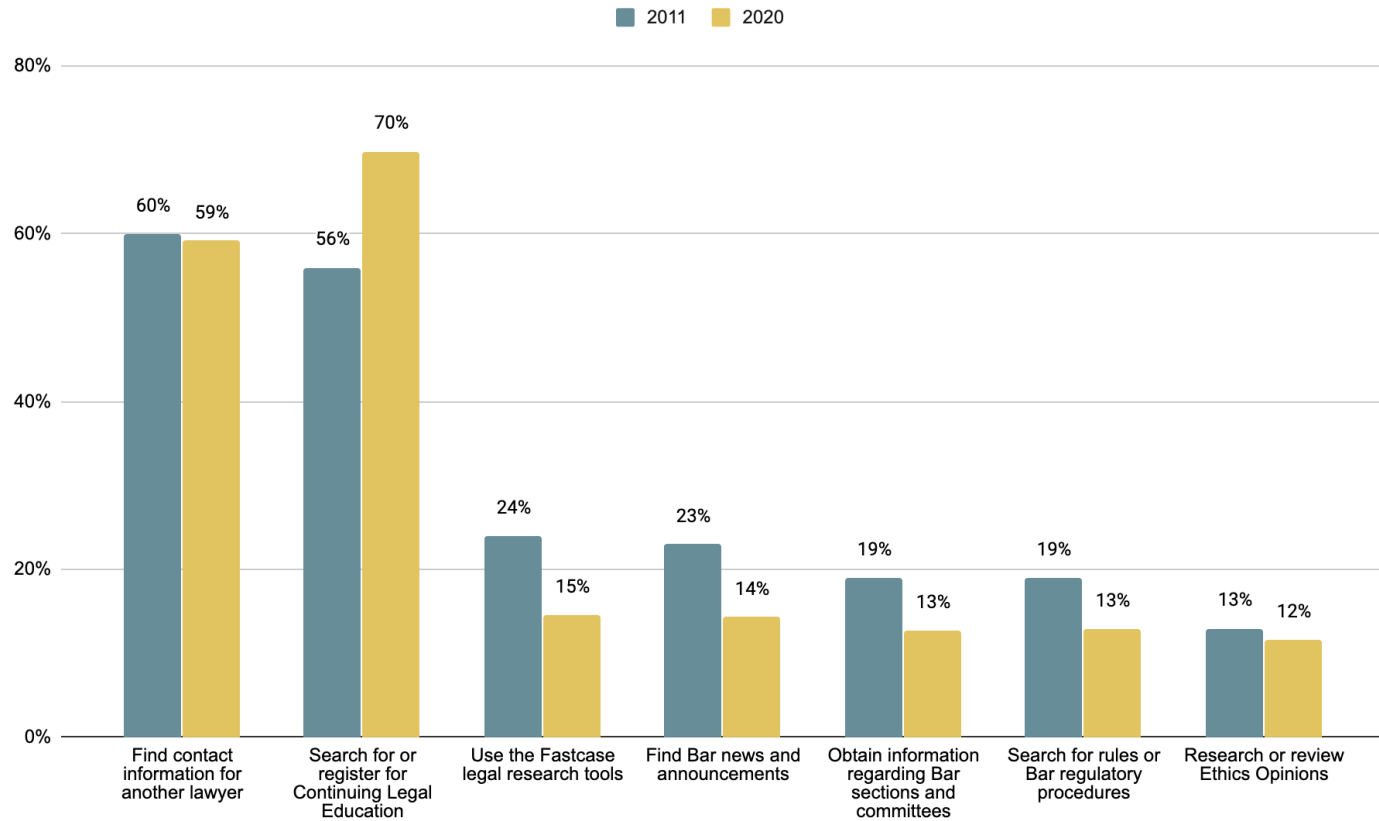
Only 4% receive the Utah Bar Journal digitally.

Which of the following best describes how often you have visited the Bar's website (UtahBar.org) in the last year?



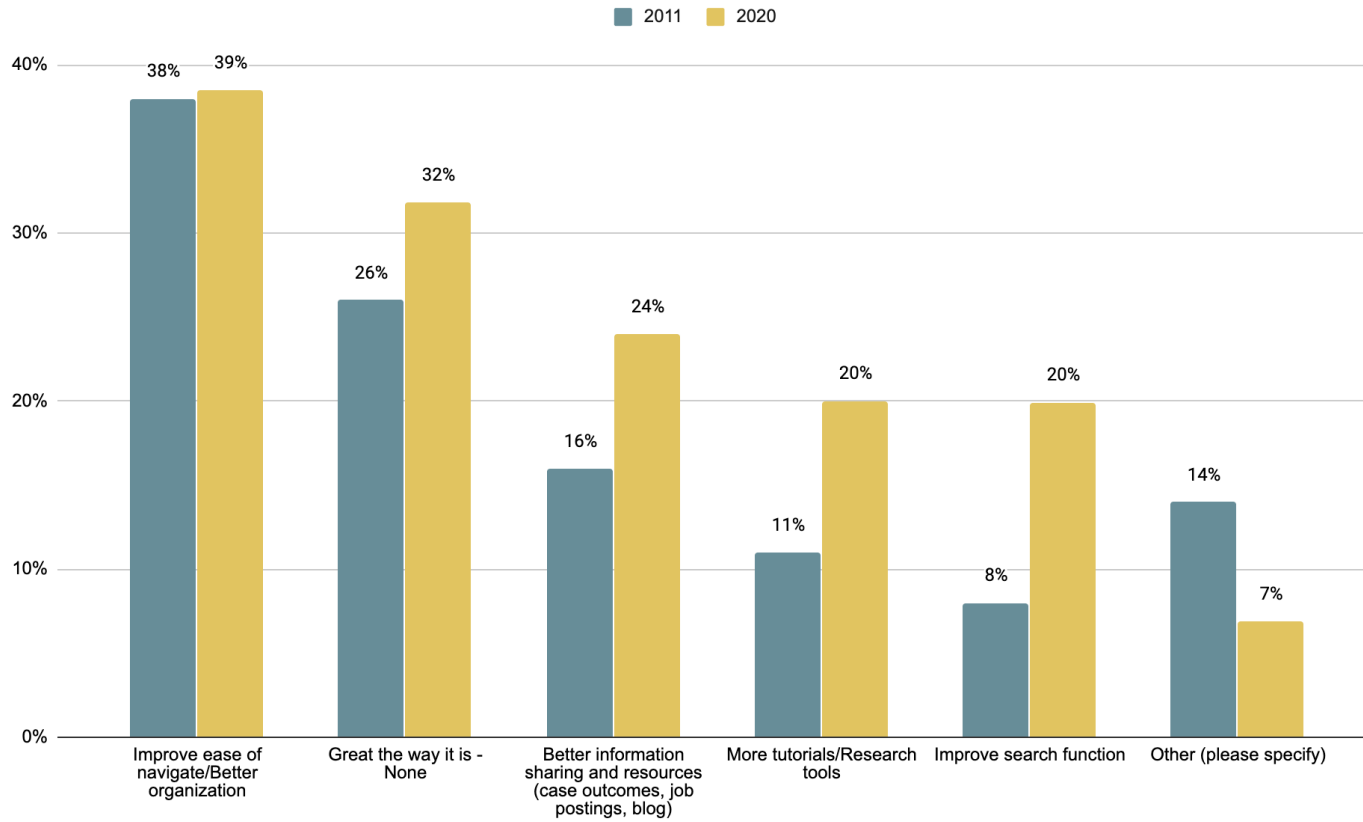
What are the primary reasons you visit the Bar’s website (UtahBar.org)?

Please select all that apply.

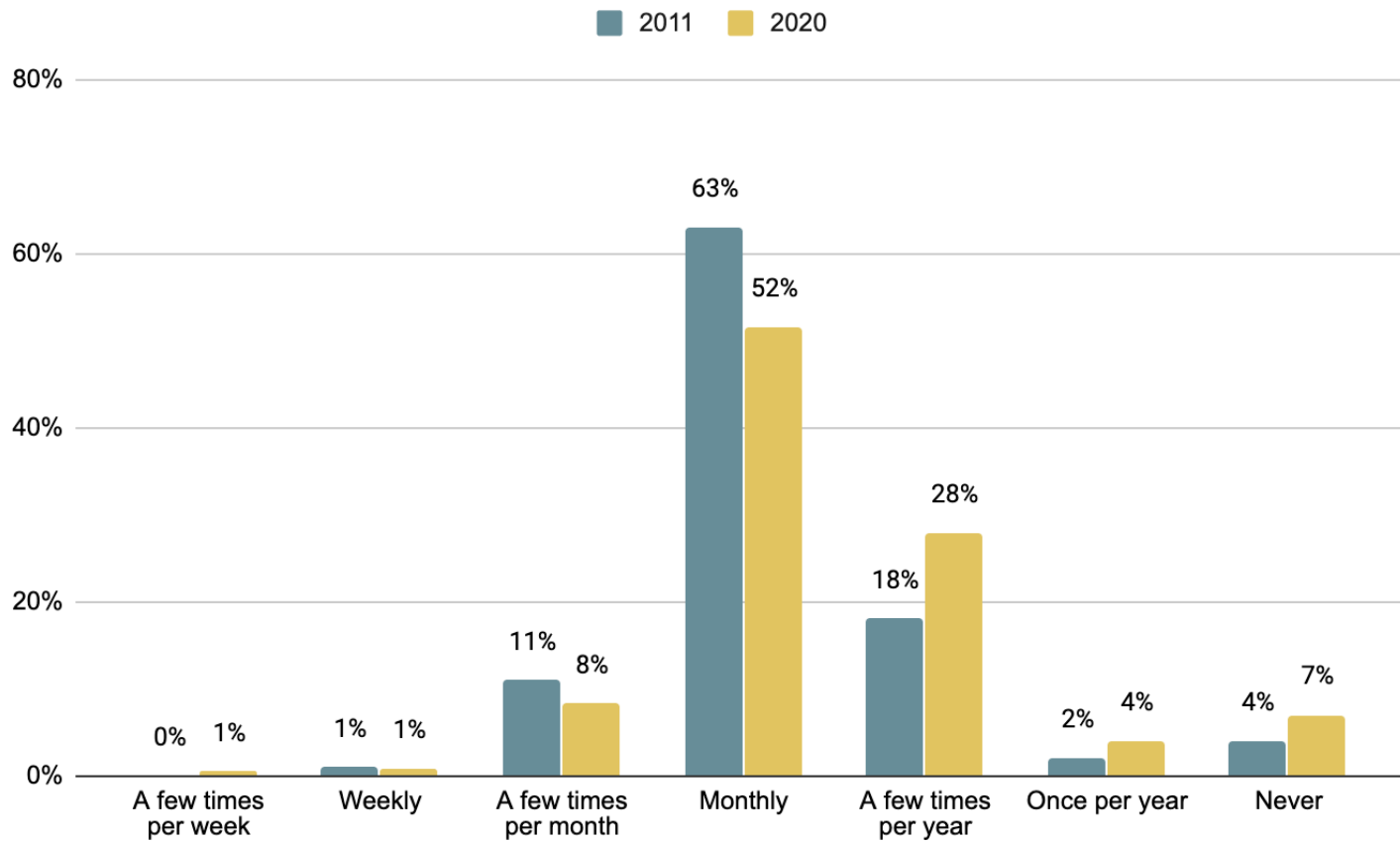


What improvements or services would you like to see added to the Bar's website?

Please select all that apply.

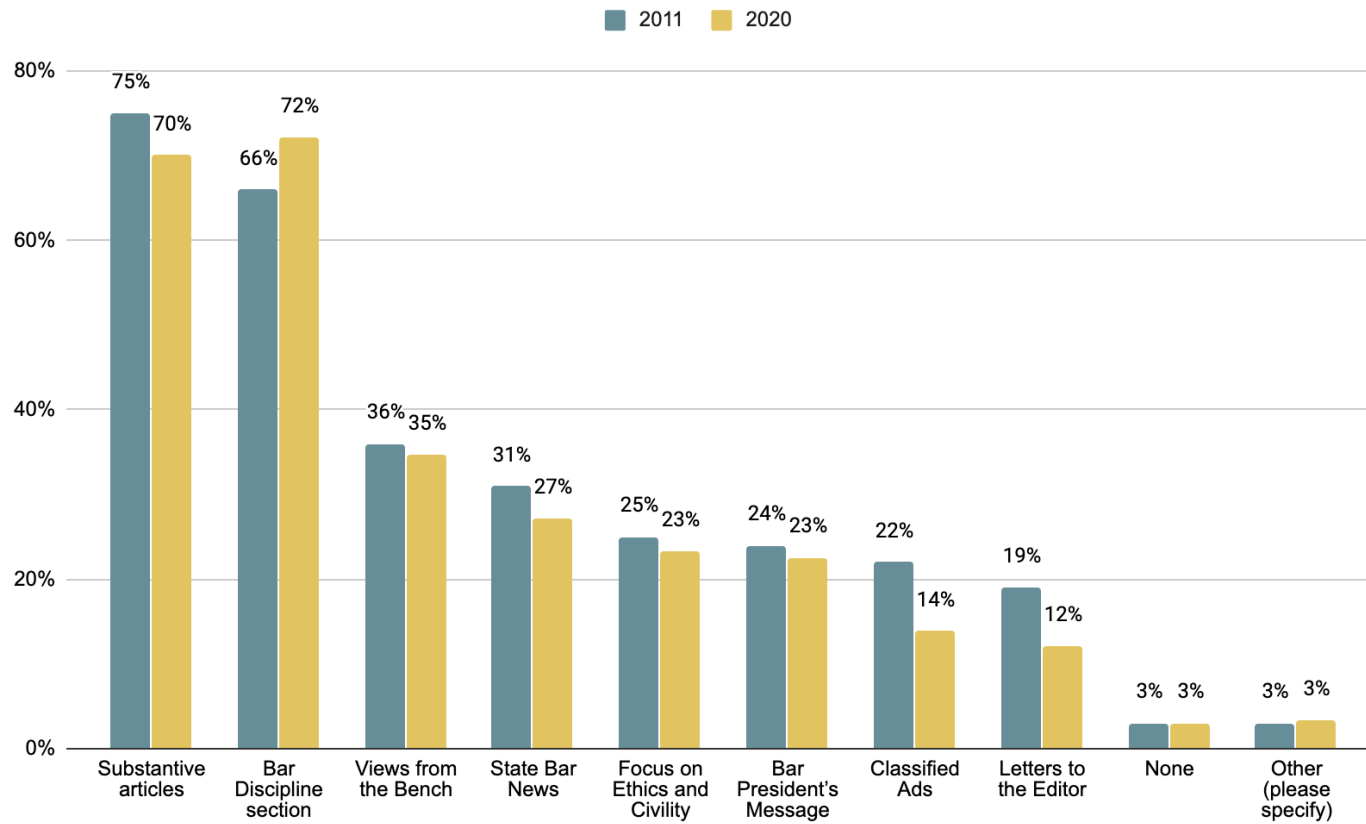


Which of the following best describes how often you read at least a portion of the Utah Bar Journal?



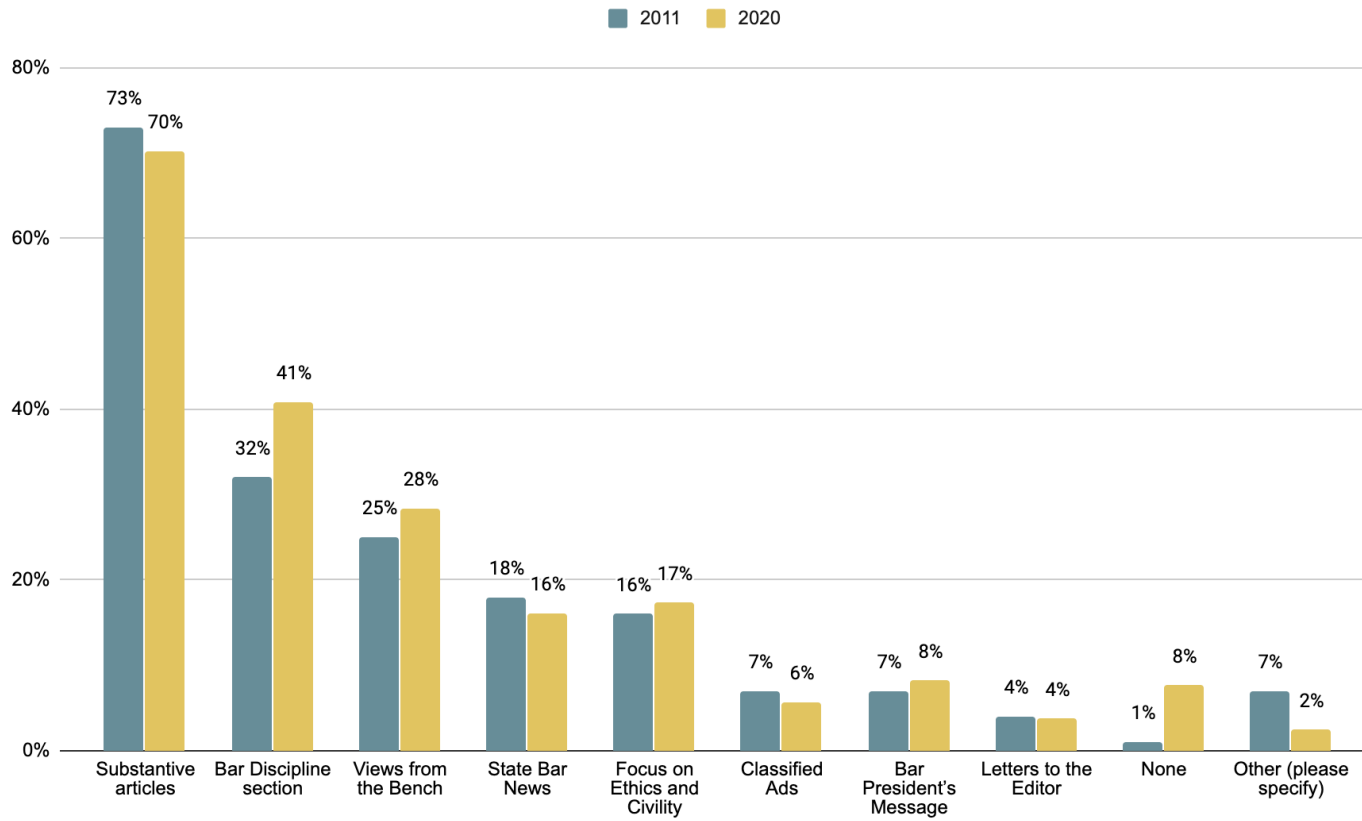
What sections of the Utah Bar Journal do you read most often?

Please select all that apply.

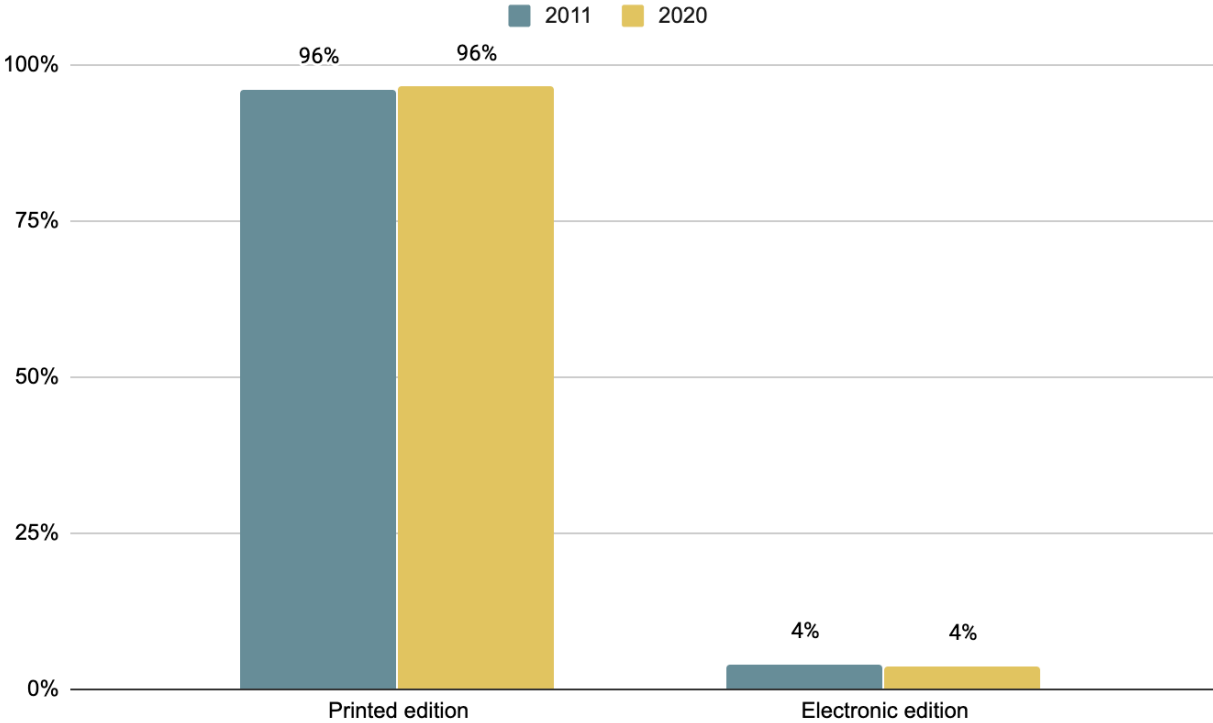


What sections of the Bar Journal do you find most useful?

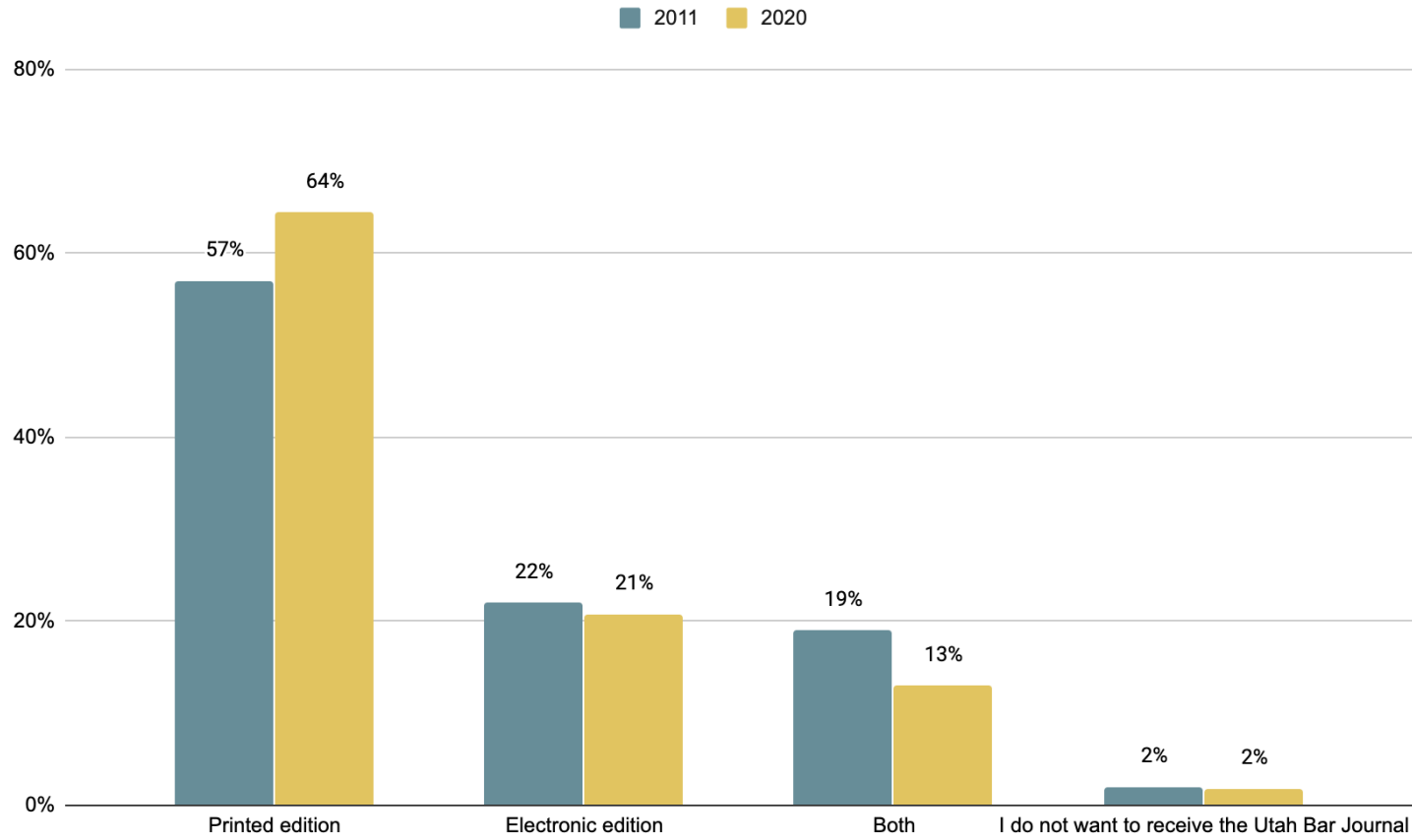
Please select all that apply.



How do you most often read the Utah Bar Journal?

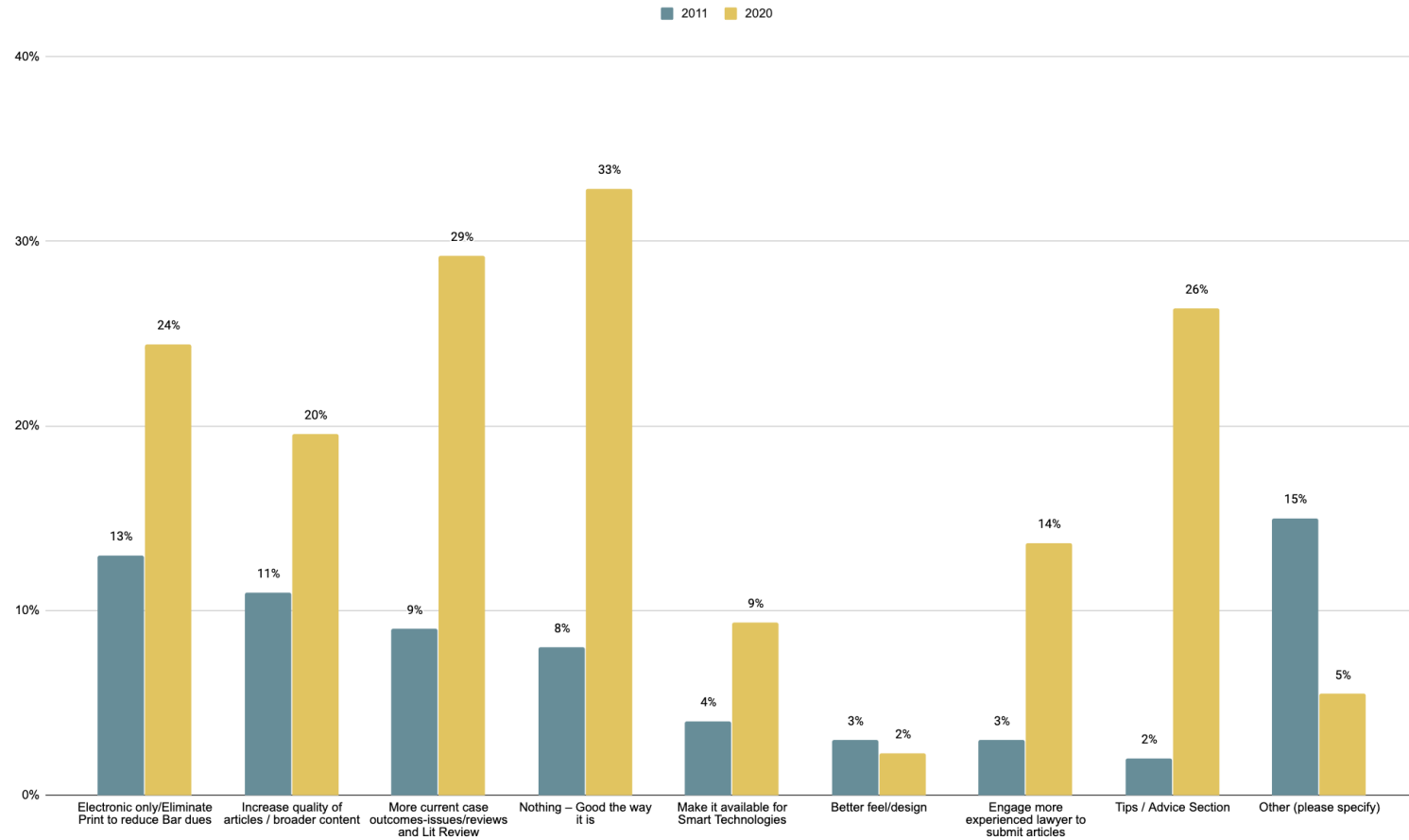


How would you prefer to receive the Utah Bar Journal?

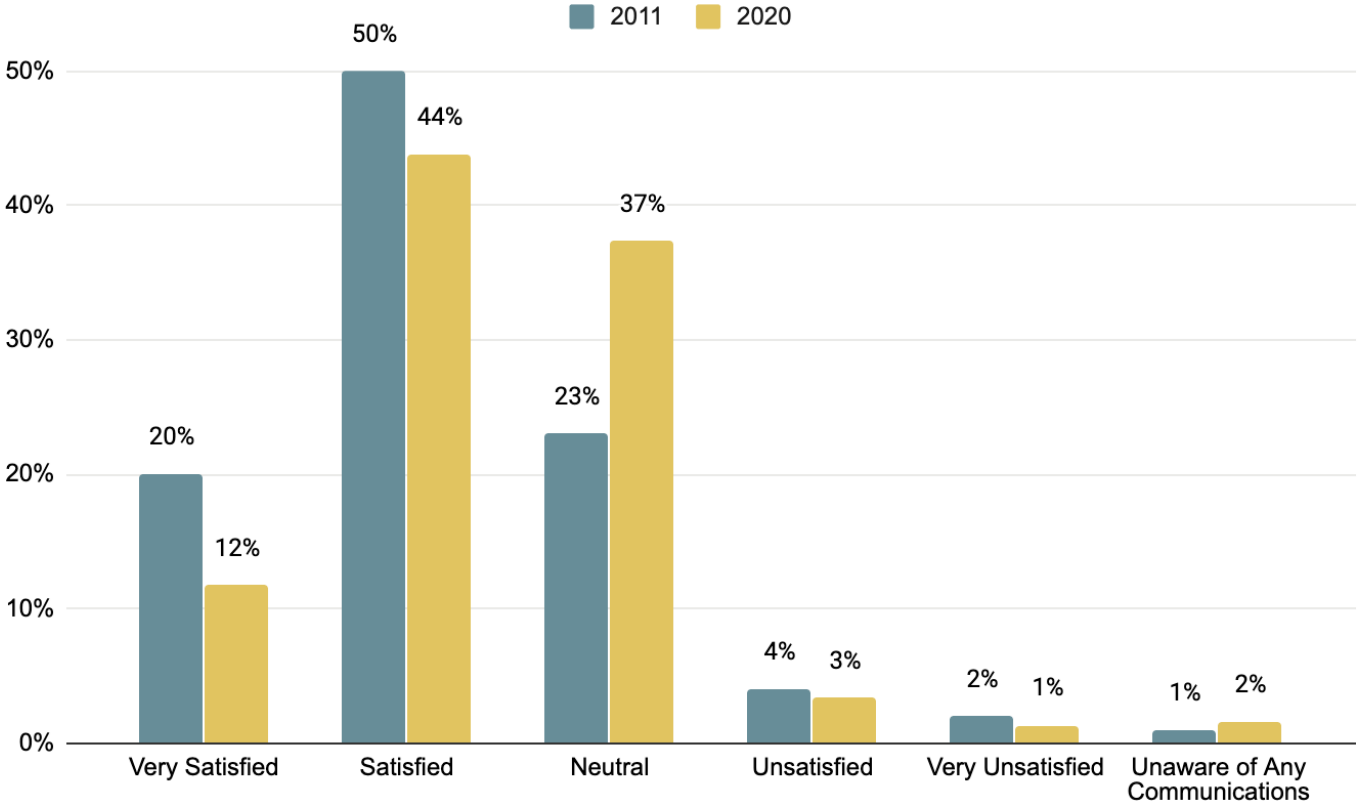


Is there anything you would like to see added or changed with respect to the Utah Bar Journal?

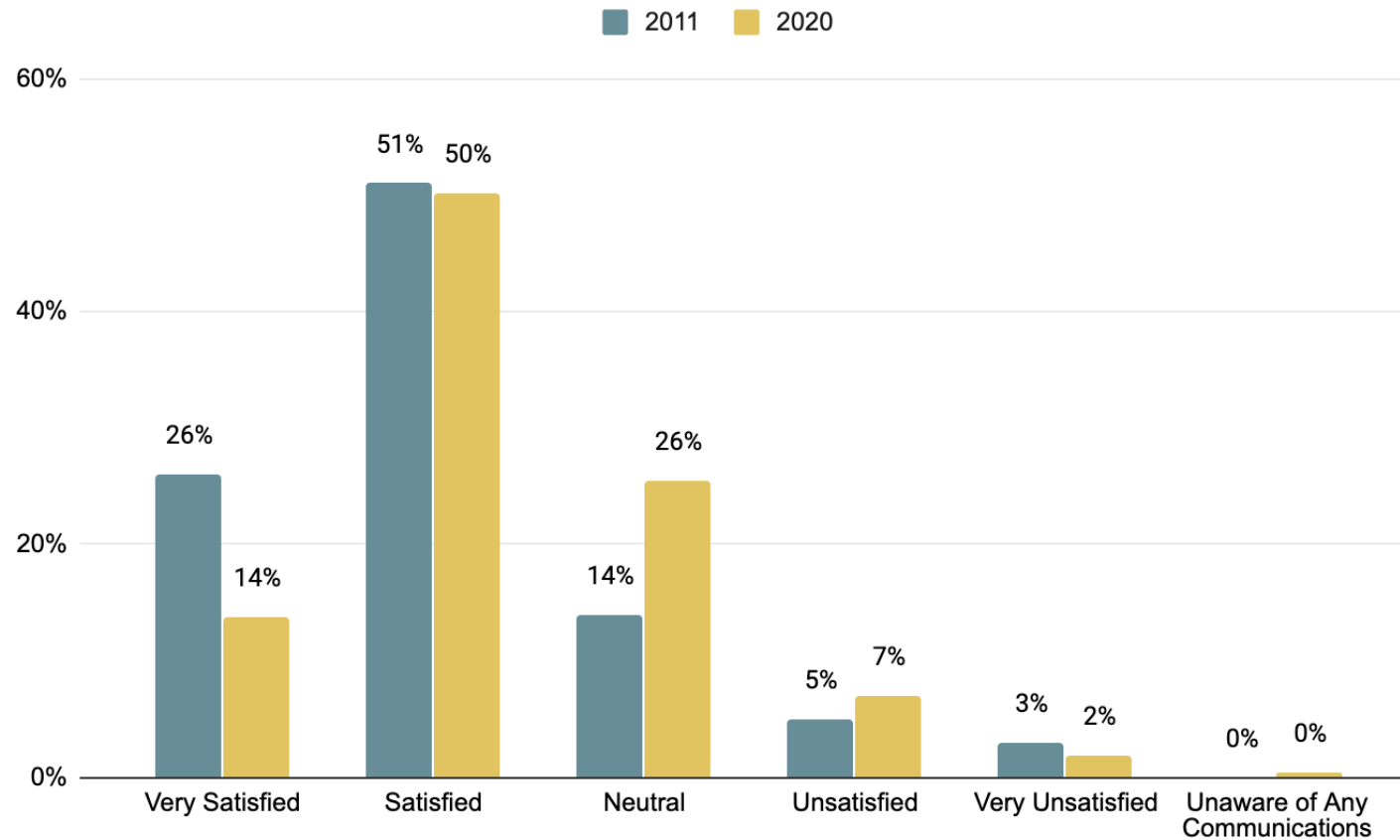
Please select all that apply.



Please rate your satisfaction with the Bar's communications to its members concerning Bar Activities.

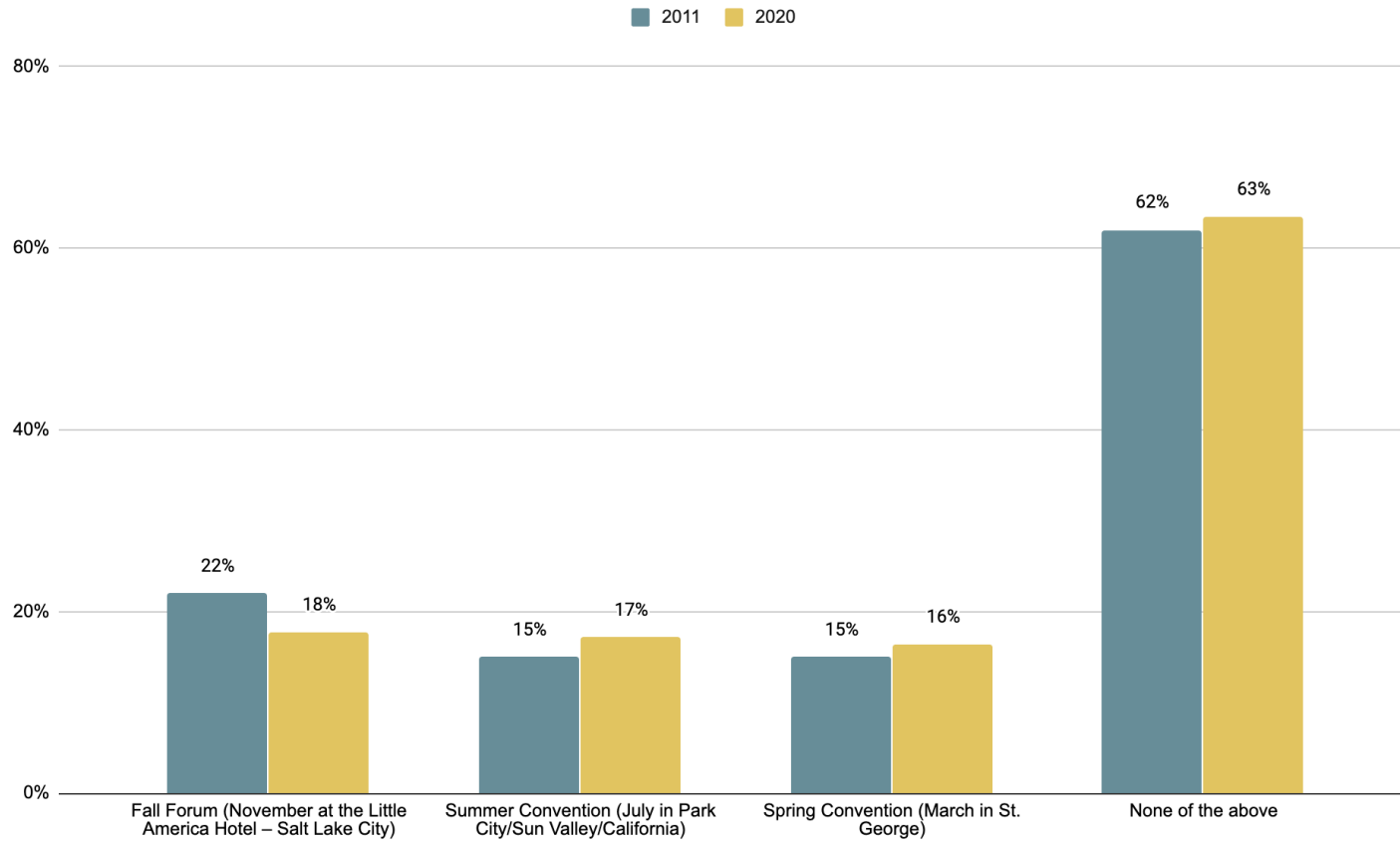


Please rate your satisfaction with the Bar's communications to its members concerning continuing legal education.



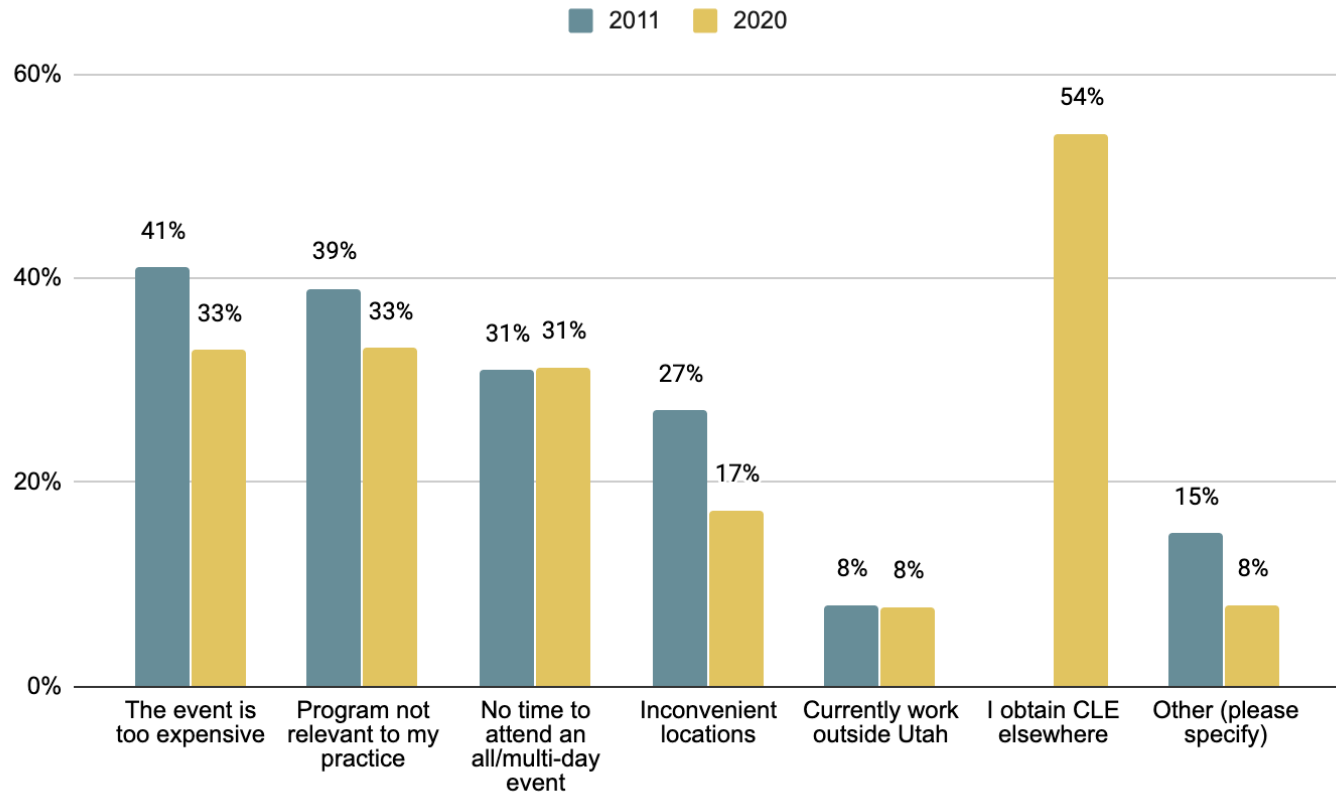
Which of the following Utah State Bar events do you attend when you are able?

Please select all that apply.



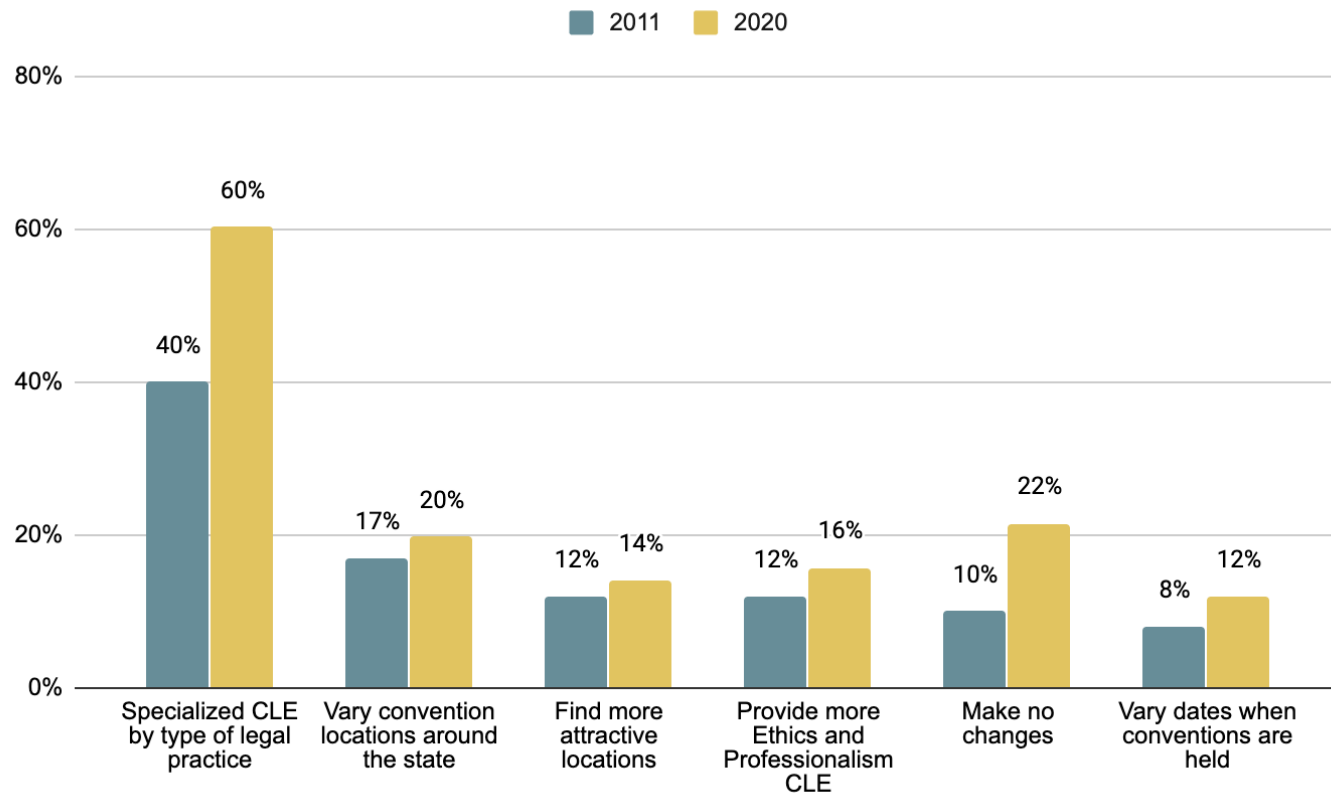
If you do not attend the Summer Convention in July, Fall Forum in November, or Spring Convention in March, please select the reasons:

Please select all that apply.



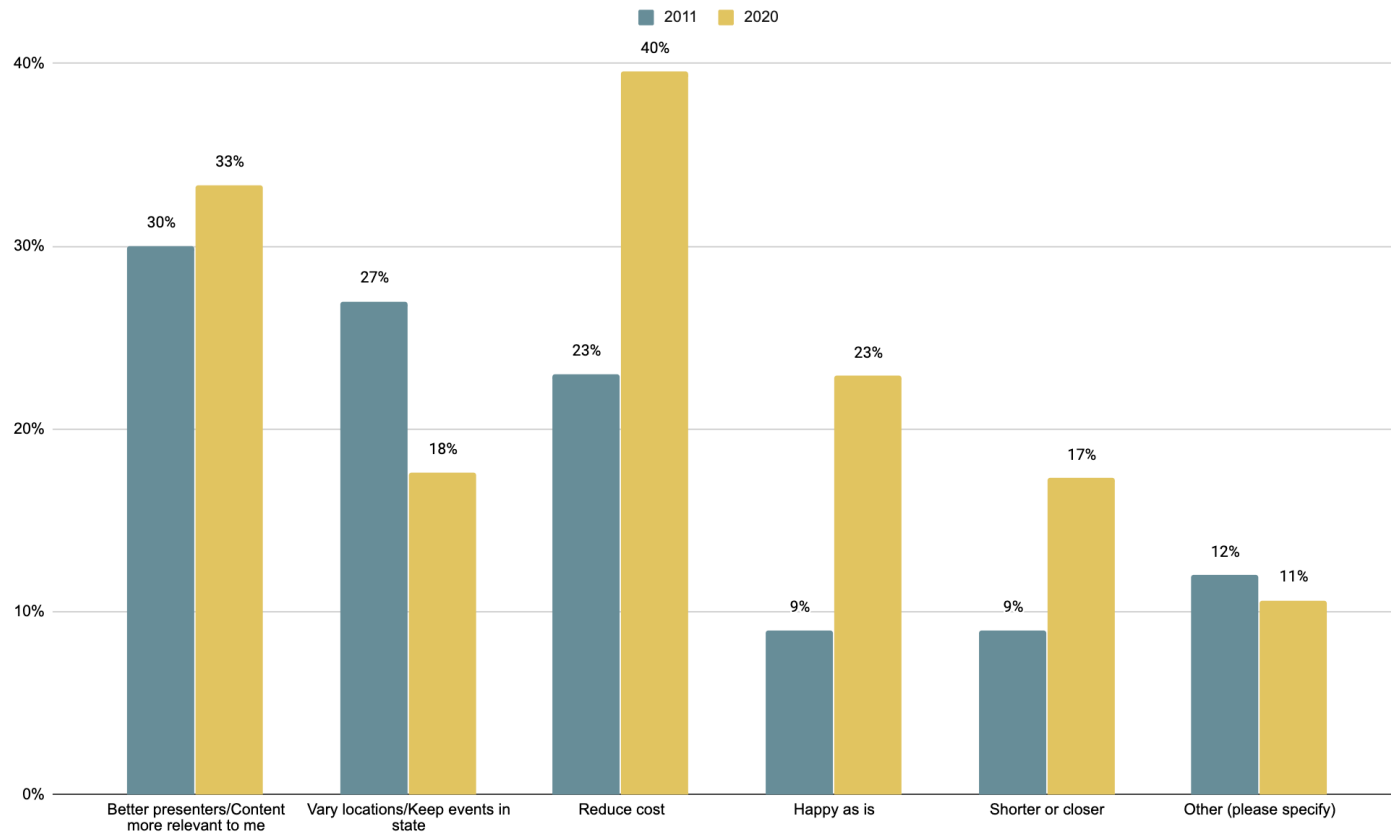
Which of the following would increase the likelihood that you will attend one or more of the above-mentioned major Utah Bar events in the next year?

Please select all that apply.

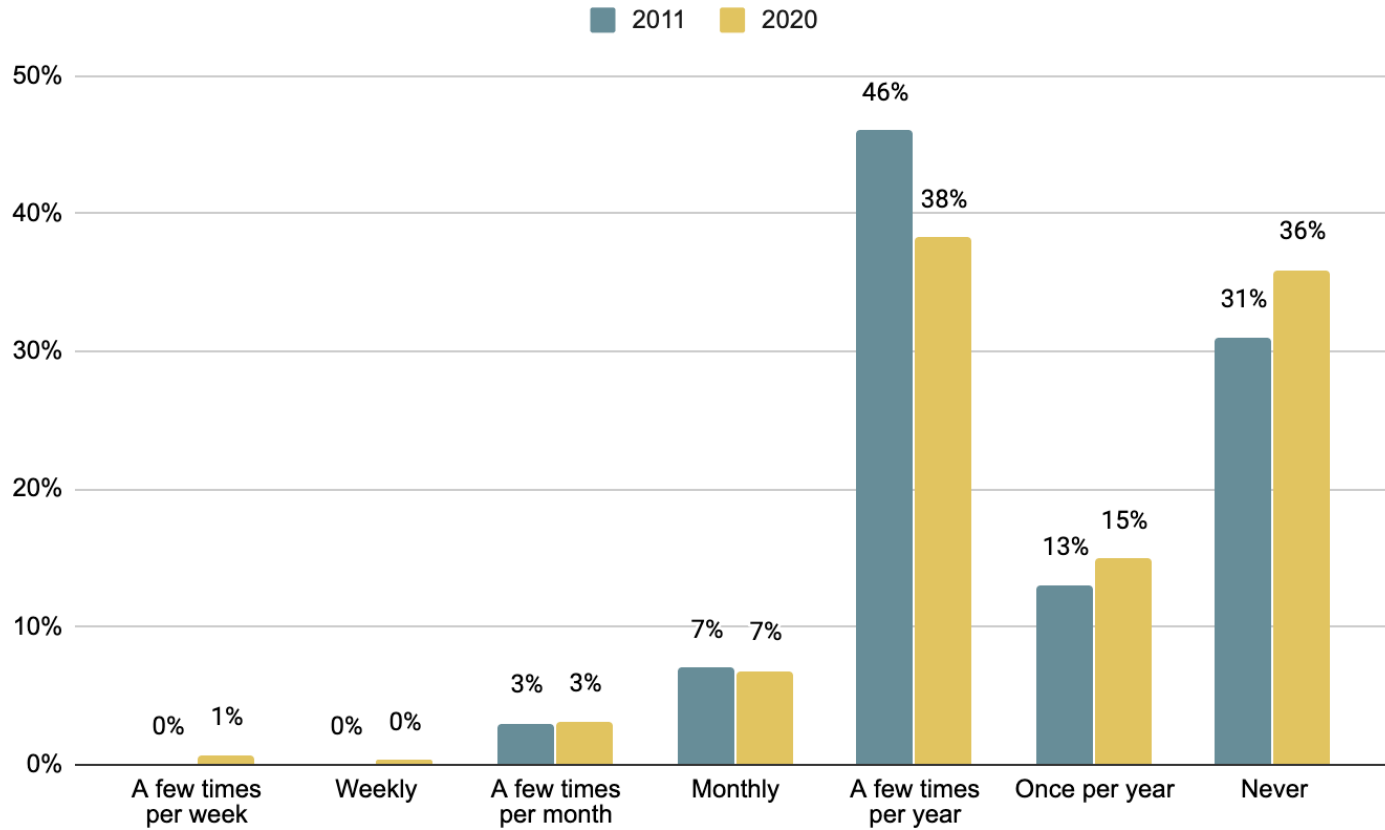


Share any suggestions for changes or improvements to the Summer Convention, Spring Convention or Fall Forum?

Please select all that apply.

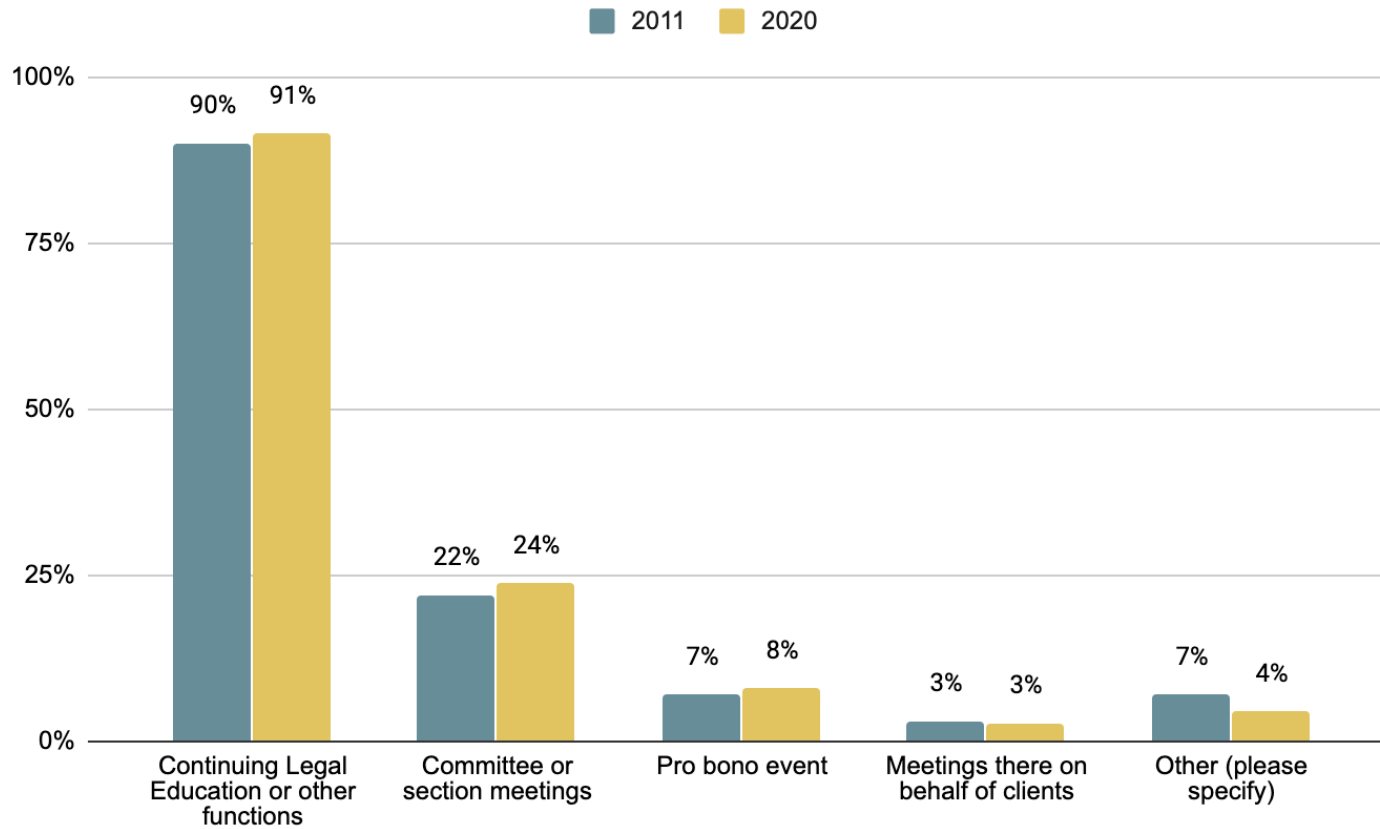


Which of the following best describes how often you have visited and/or used the Utah Law and Justice Center in the last year?



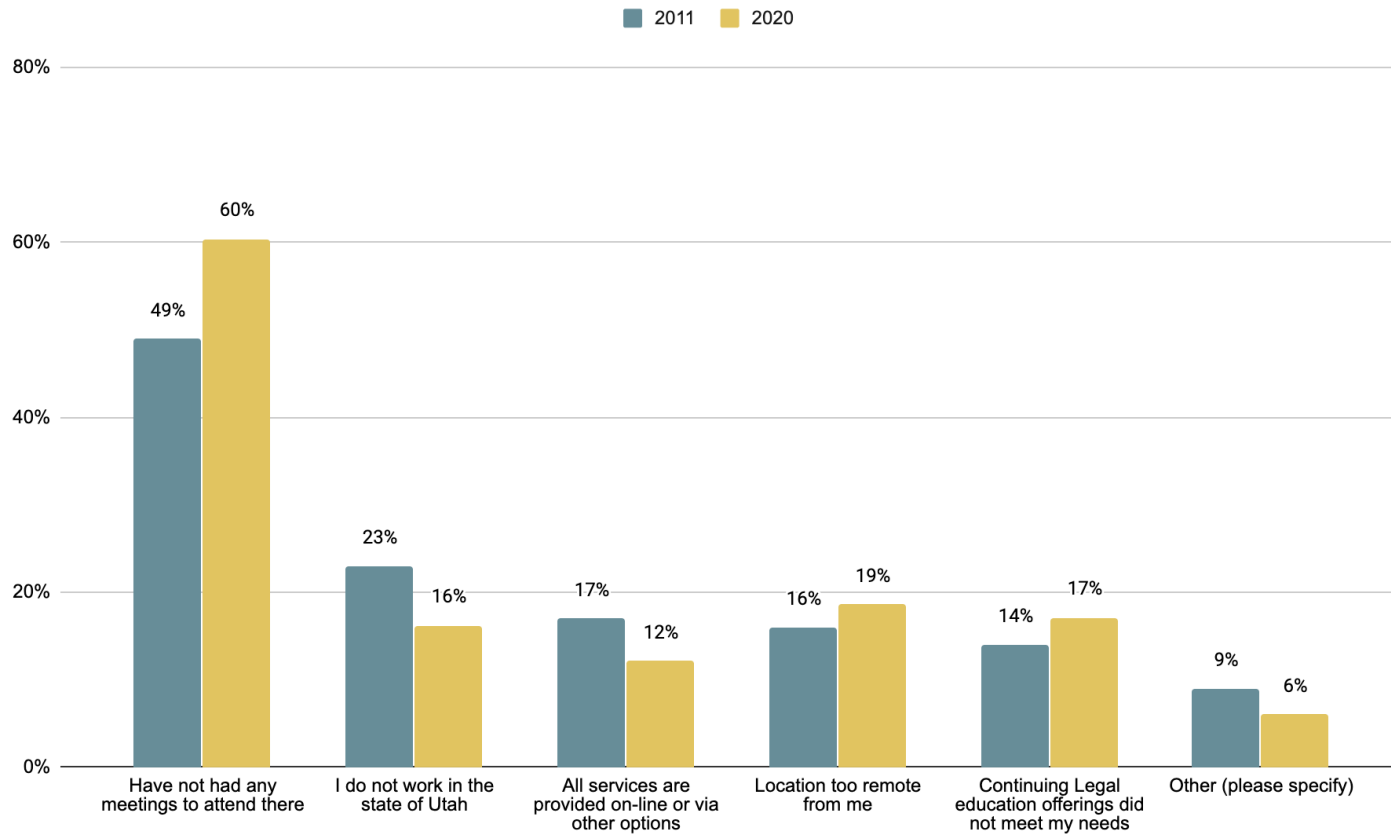
What are the primary reasons you have visited or used the Utah Law and Justice Center in the past year?

Please select all that apply.



What are the primary reasons you have not visited or used the Utah Law and Justice Center in the past year?


Please select all that apply.



Diversity and Inclusion

Almost half of survey respondents say their firm/office implements a diversity/inclusion policy.

43% of survey respondents have a diversity/inclusion policy in their firm/office while 36% of respondents said they do not have a diversity/inclusion policy and 21% say they don't know if their firm/office has a diversity/inclusion policy.

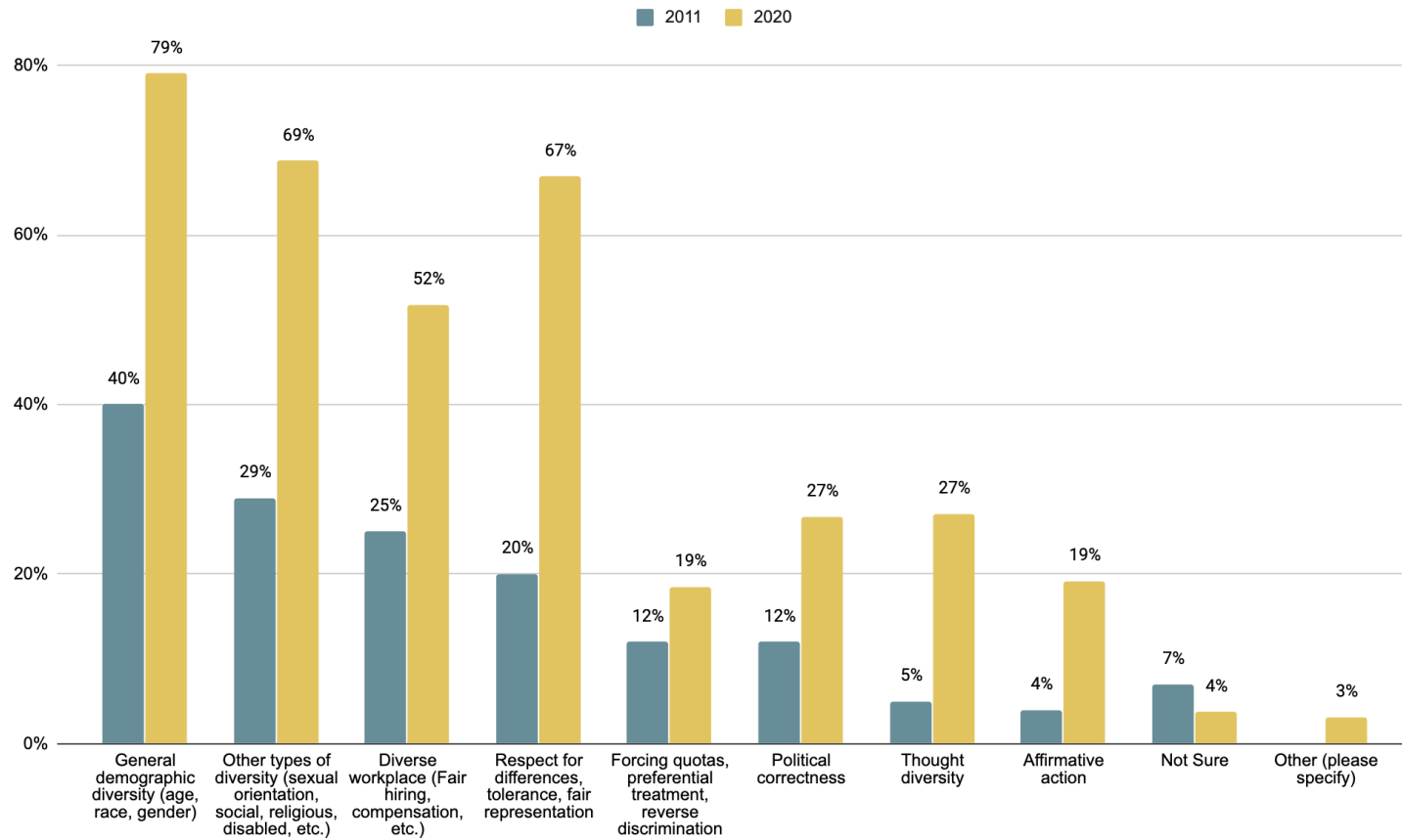


Almost half of survey respondents have attended a CLE or other event about diversity/inclusion in the last two years.

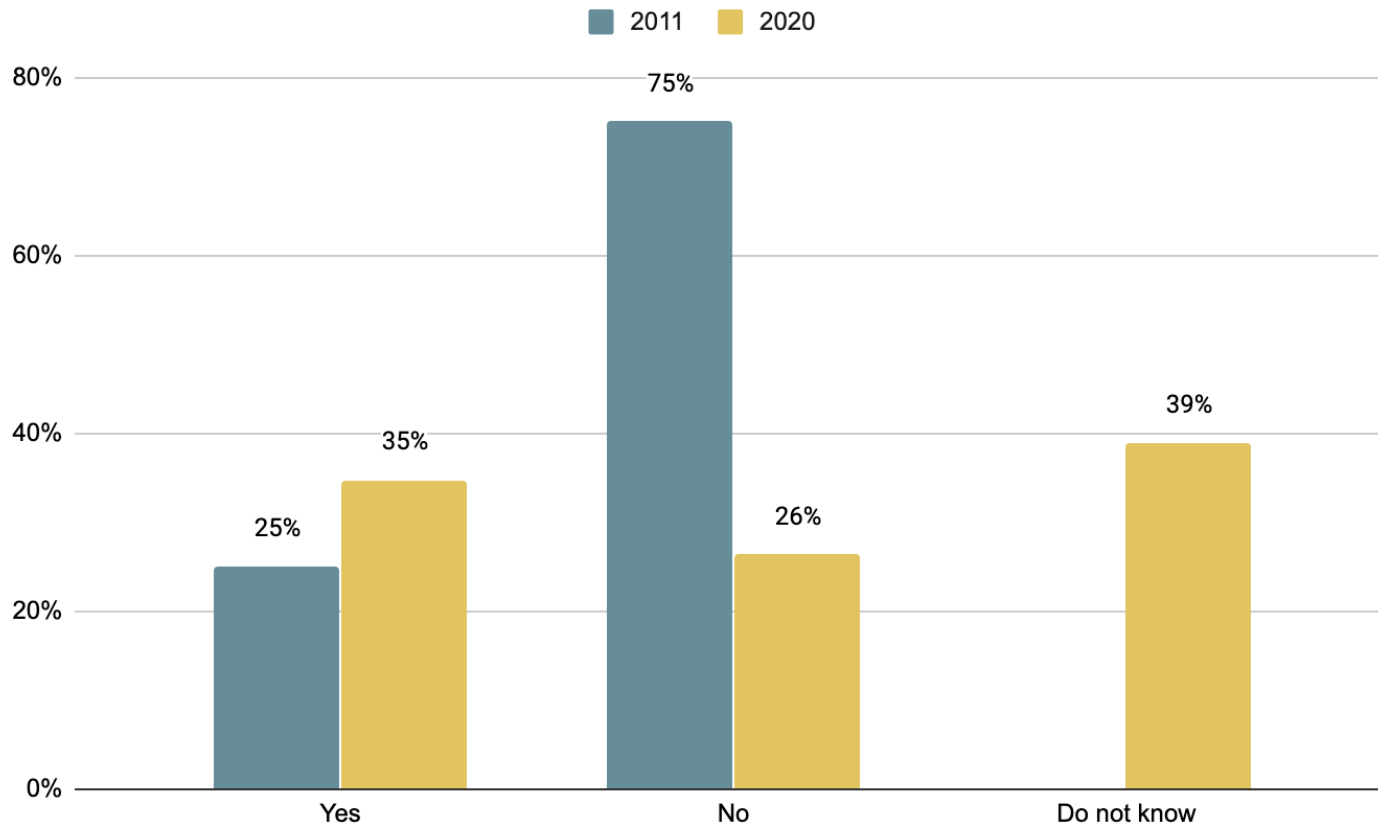
42% of respondents have attended a CLE or other event about diversity/inclusion in the last two years.

When you hear diversity/inclusion, what does it mean to you?

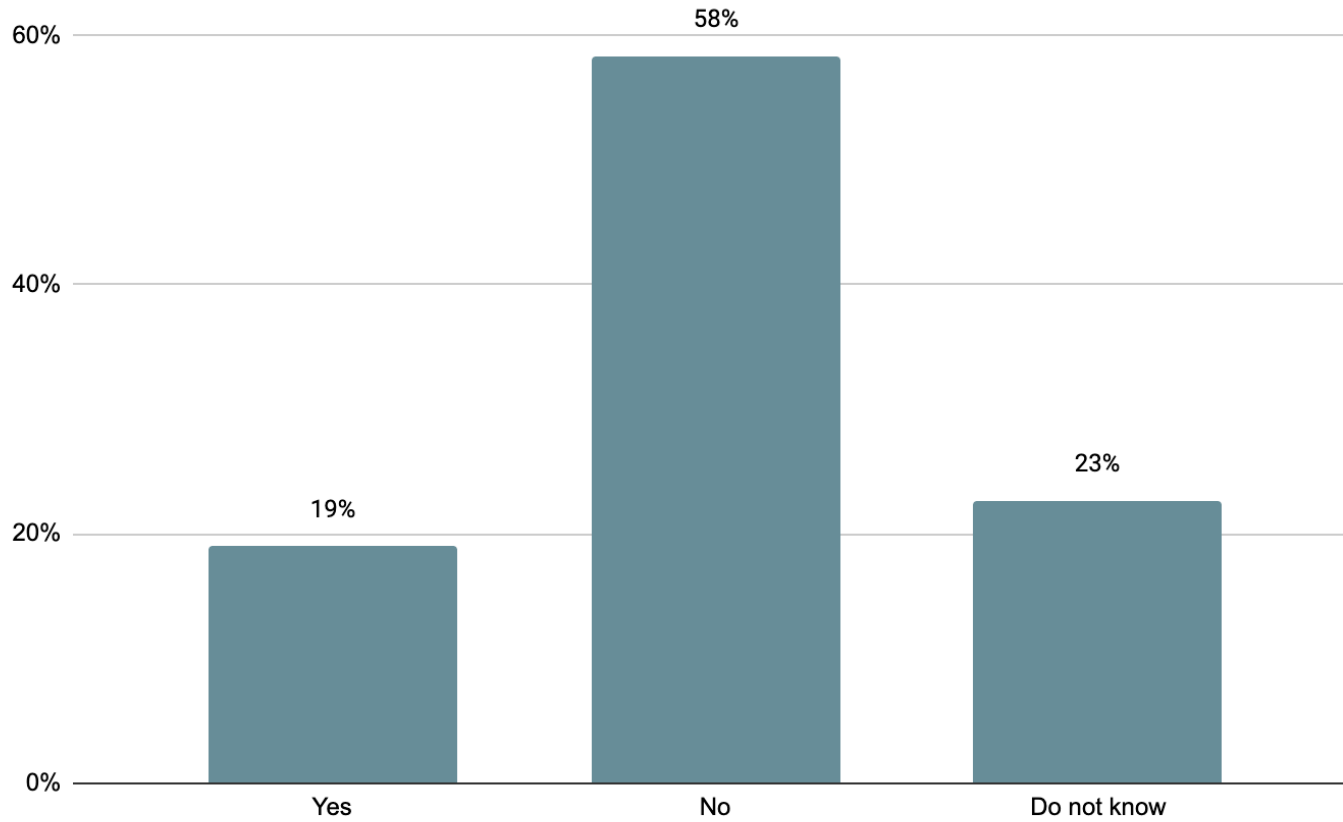
Please select all that apply.



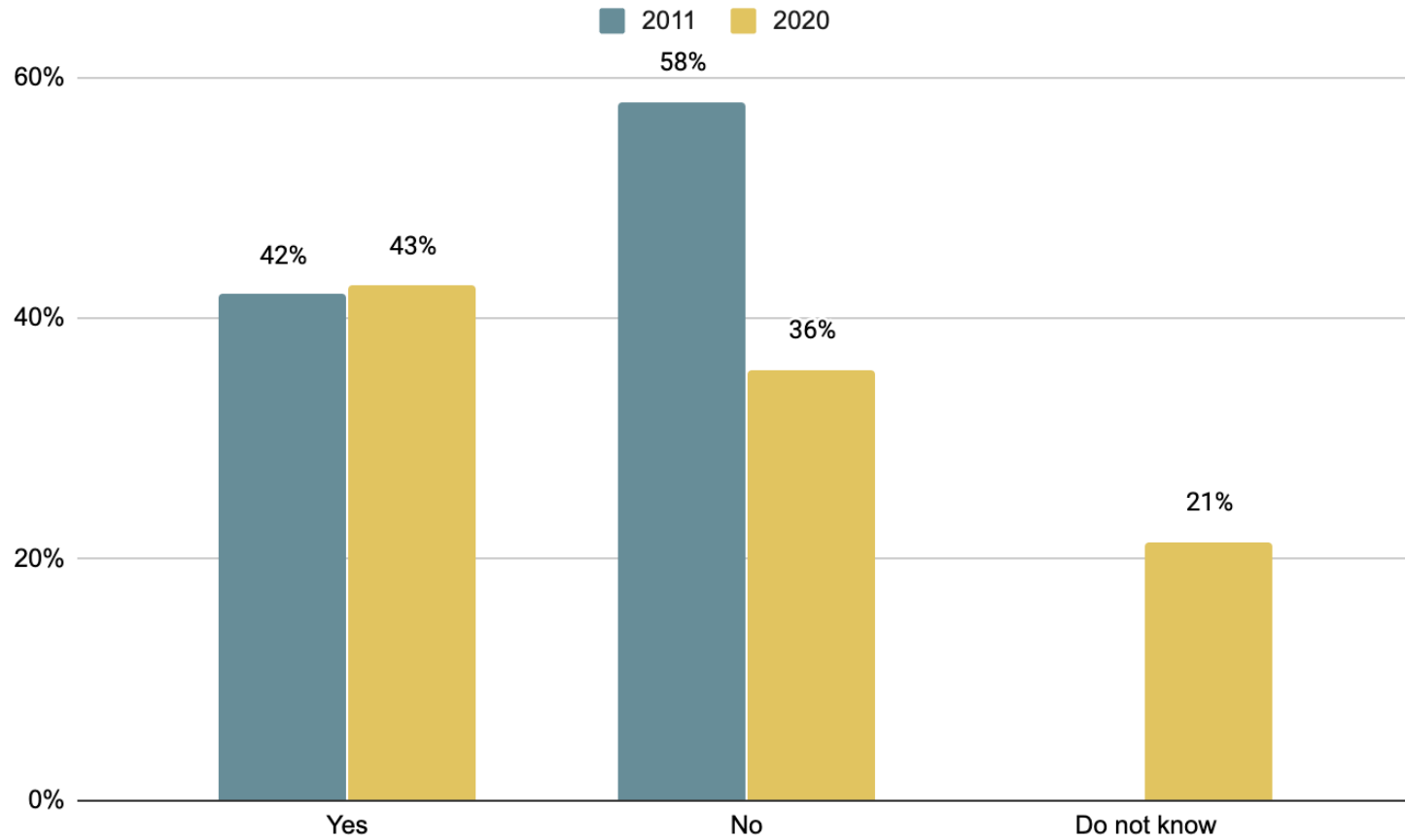
Do you have clients who emphasize diversity/inclusion within their own office?



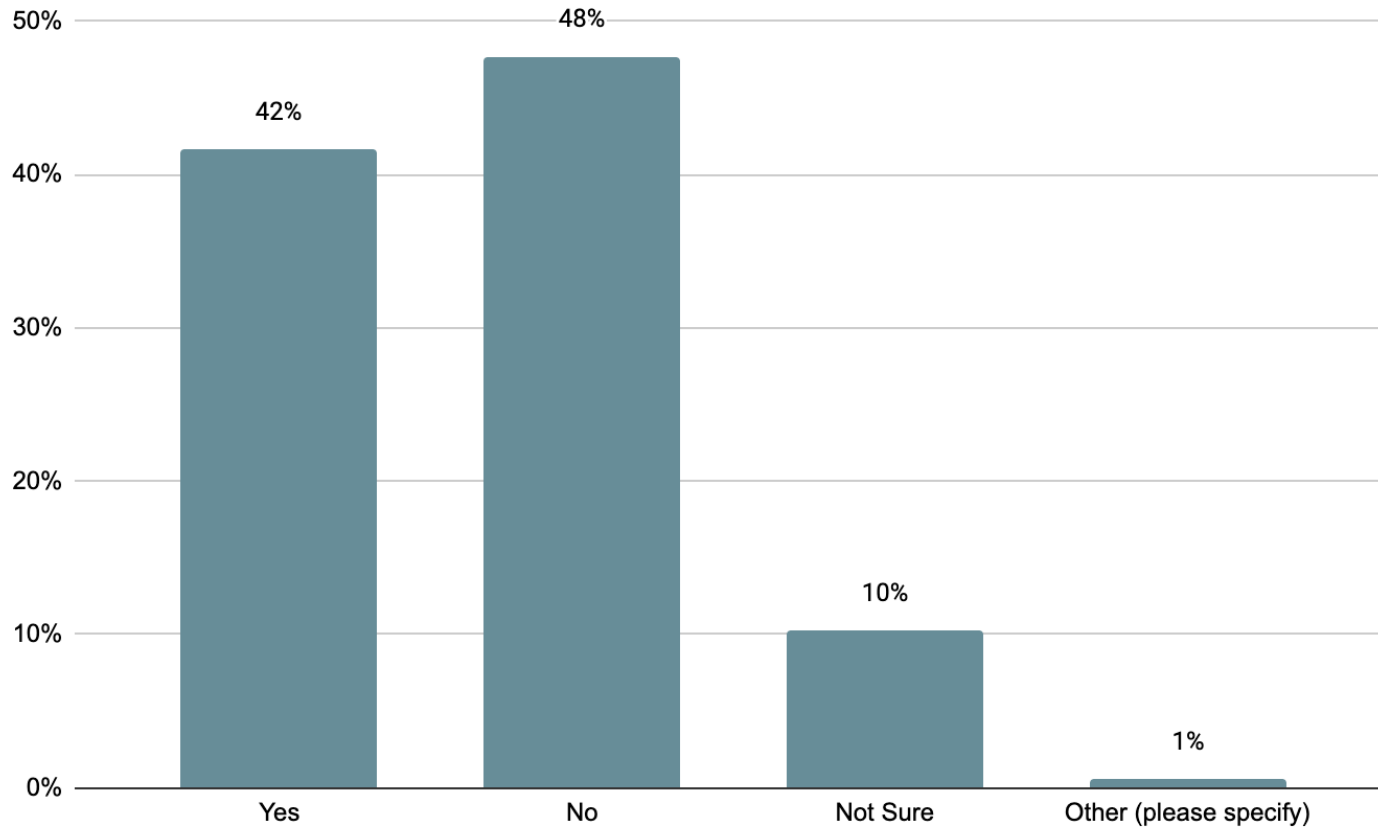
Do you have clients who request that you establish and/or follow a diversity/inclusion policy?



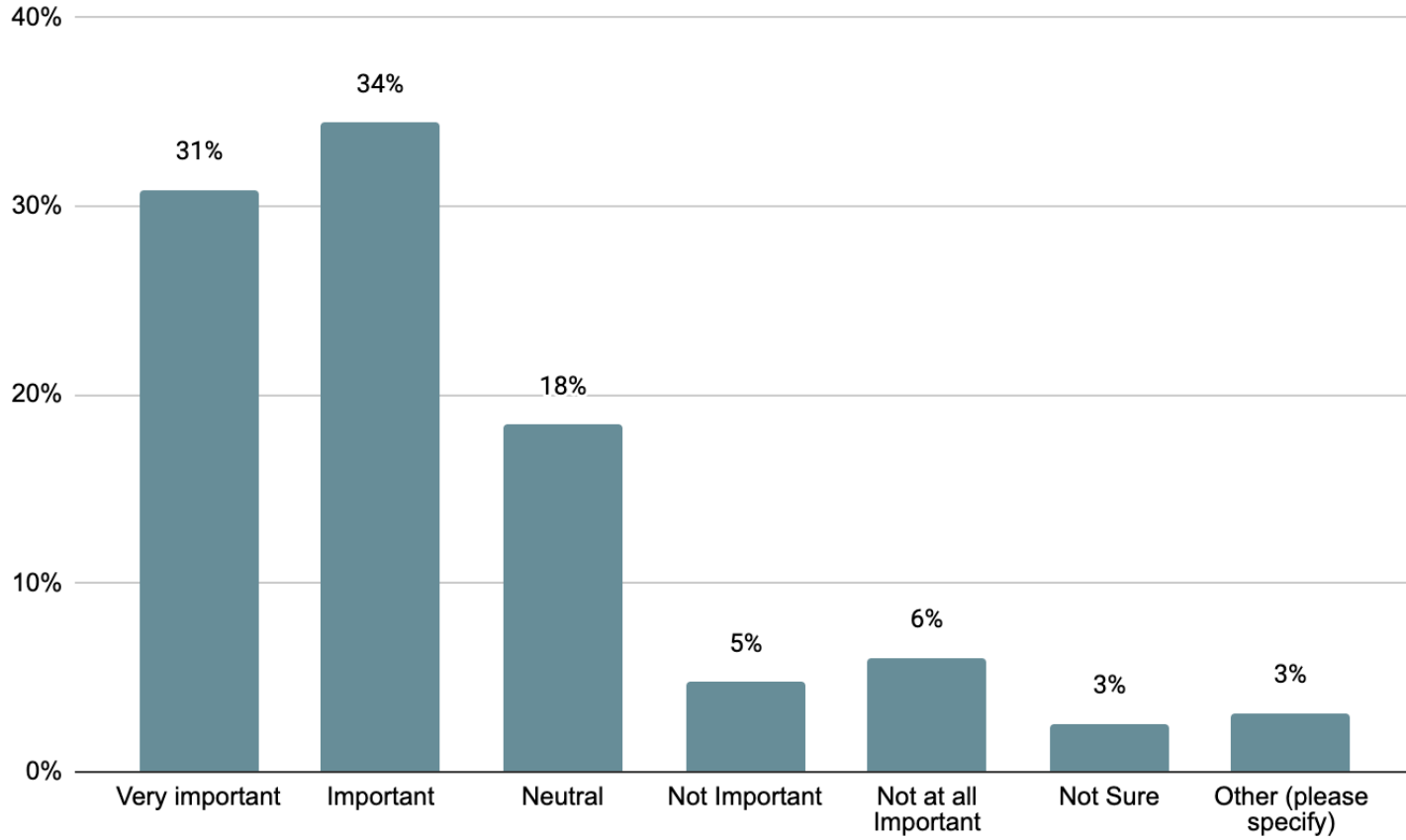
Do you have a diversity/inclusion policy in your firm/office?



In the past two years have you attended a CLE or other event about diversity/inclusion?




How important to you is diversity/inclusion in the legal profession?



Courts, Professionalism and Civility, and Access to Justice

The percentage of survey respondents who believe the public views lawyers *positively* has increased 24% from 2011 to 2020.

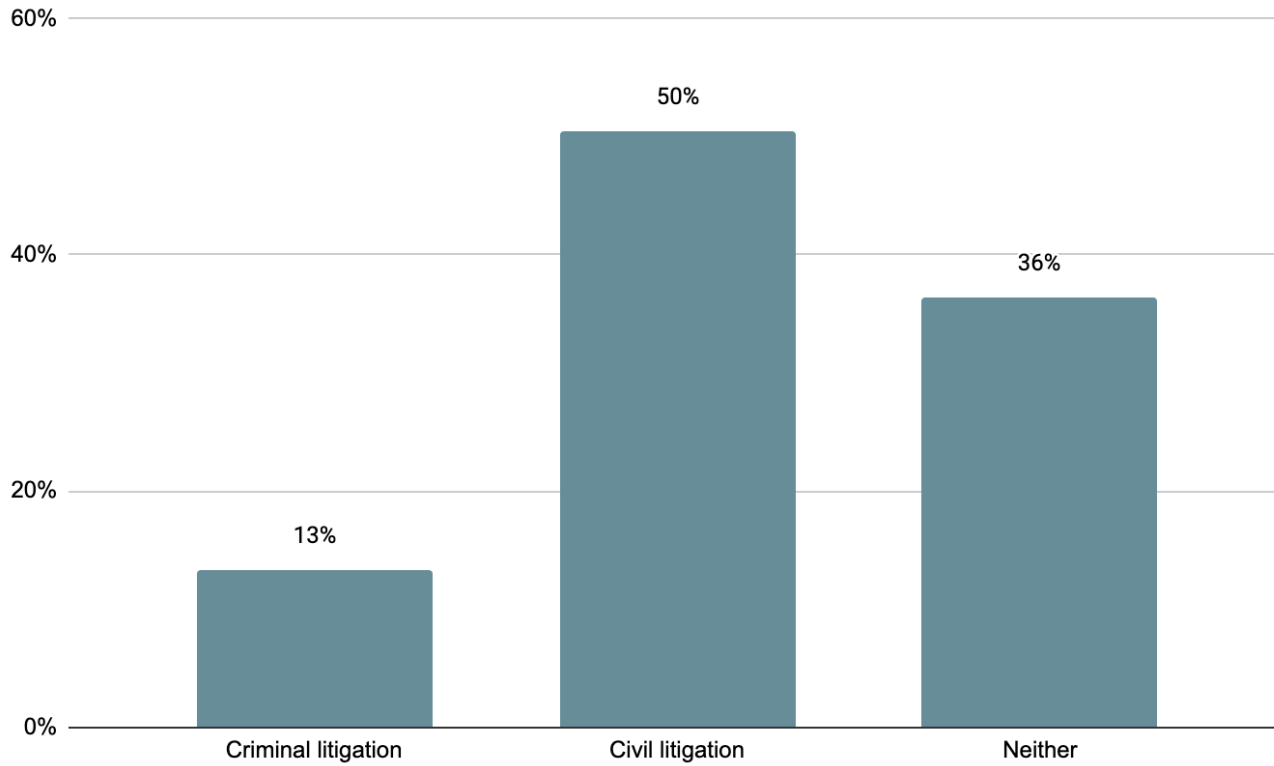
The percentage of survey respondents who believe the public views lawyers *negatively* has decreased by 20% from 2011 to 2020.



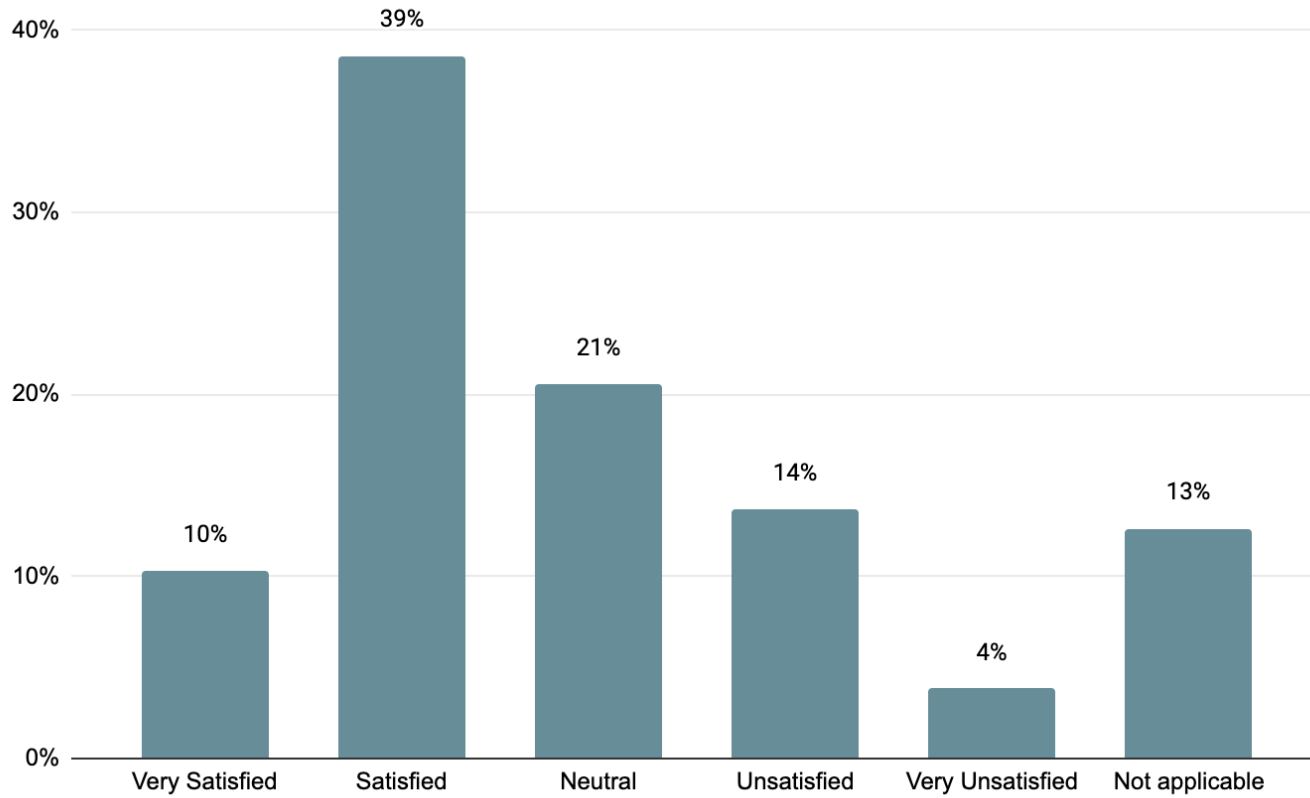
The majority of survey respondents are not aware of the *Narrowing the Access-to-Justice Gap by Reimagining Regulation* report.

72% of respondents have are not aware of the *Narrowing the Access-to-Justice Gap by Reimagining Regulation* report. Of the 28% of respondents who are aware of the report, 44% have read it.

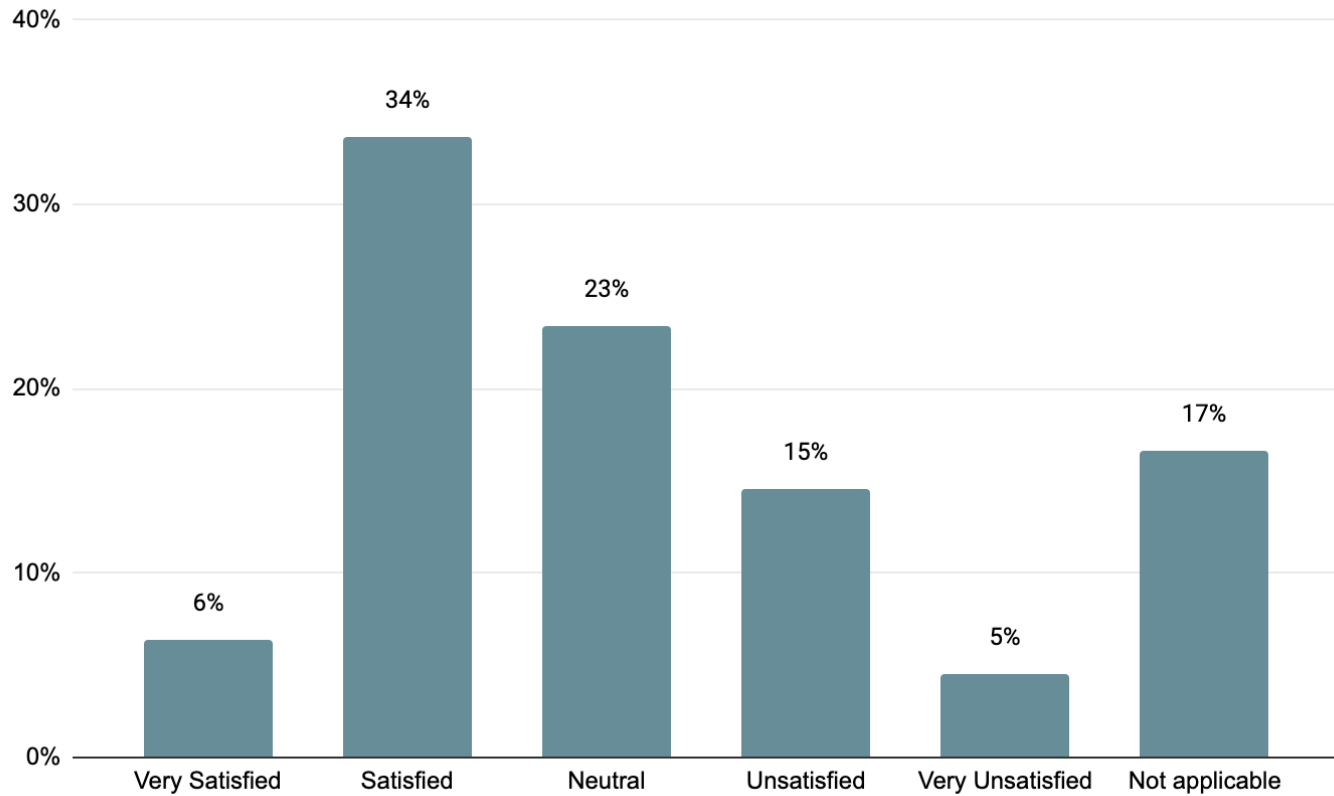
Is your practice primarily in criminal litigation or civil litigation?



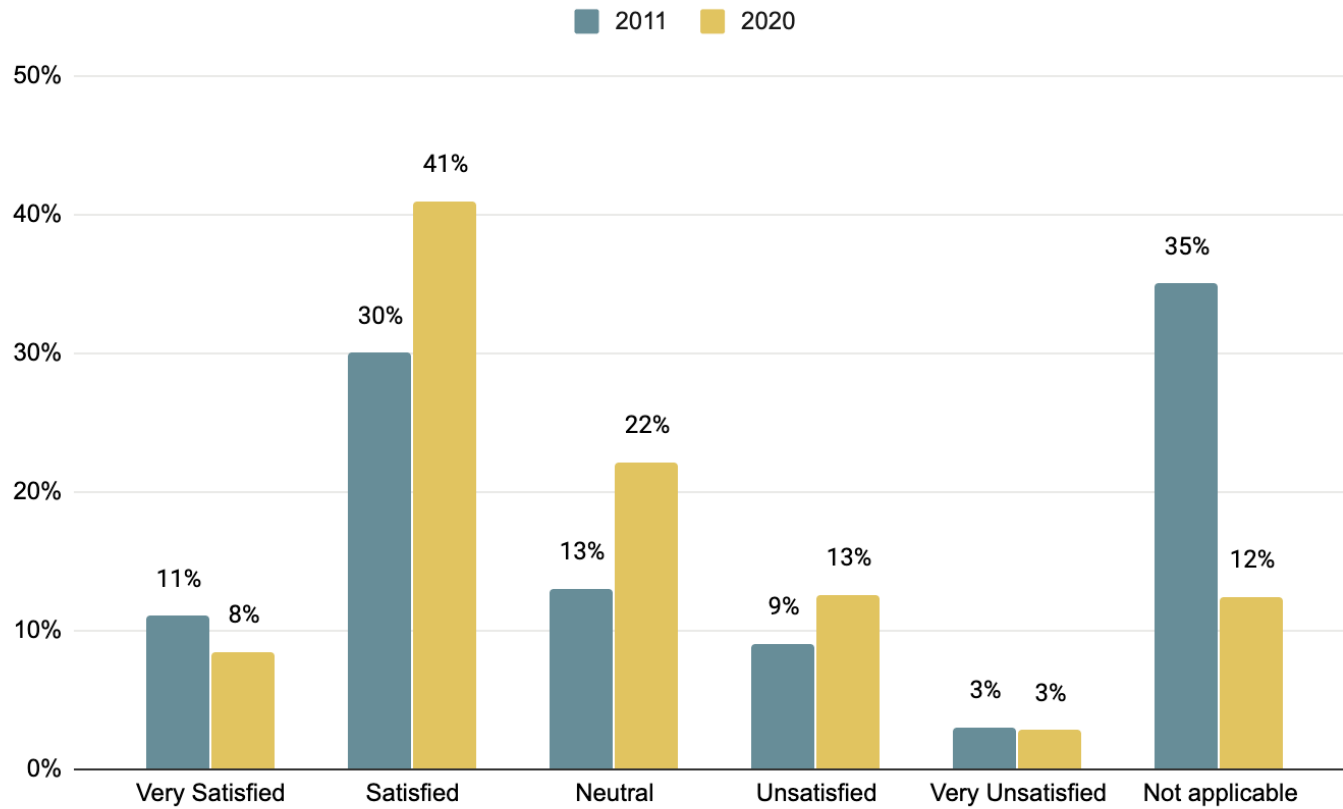
With respect to the Utah State Courts, please rate your satisfaction with the ability to get a timely setting for hearings.



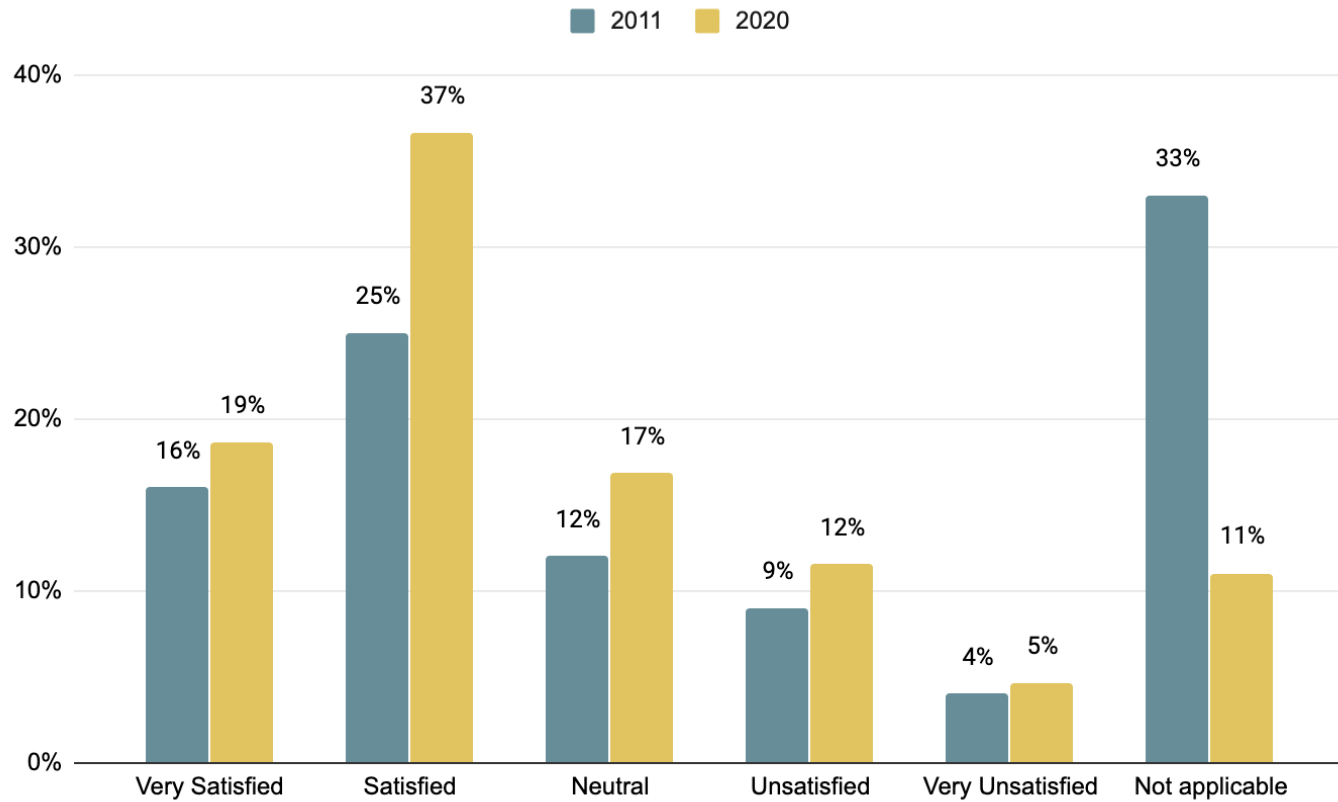
With respect to the Utah State Courts, please rate your satisfaction with the ability to get a timely setting for trials.



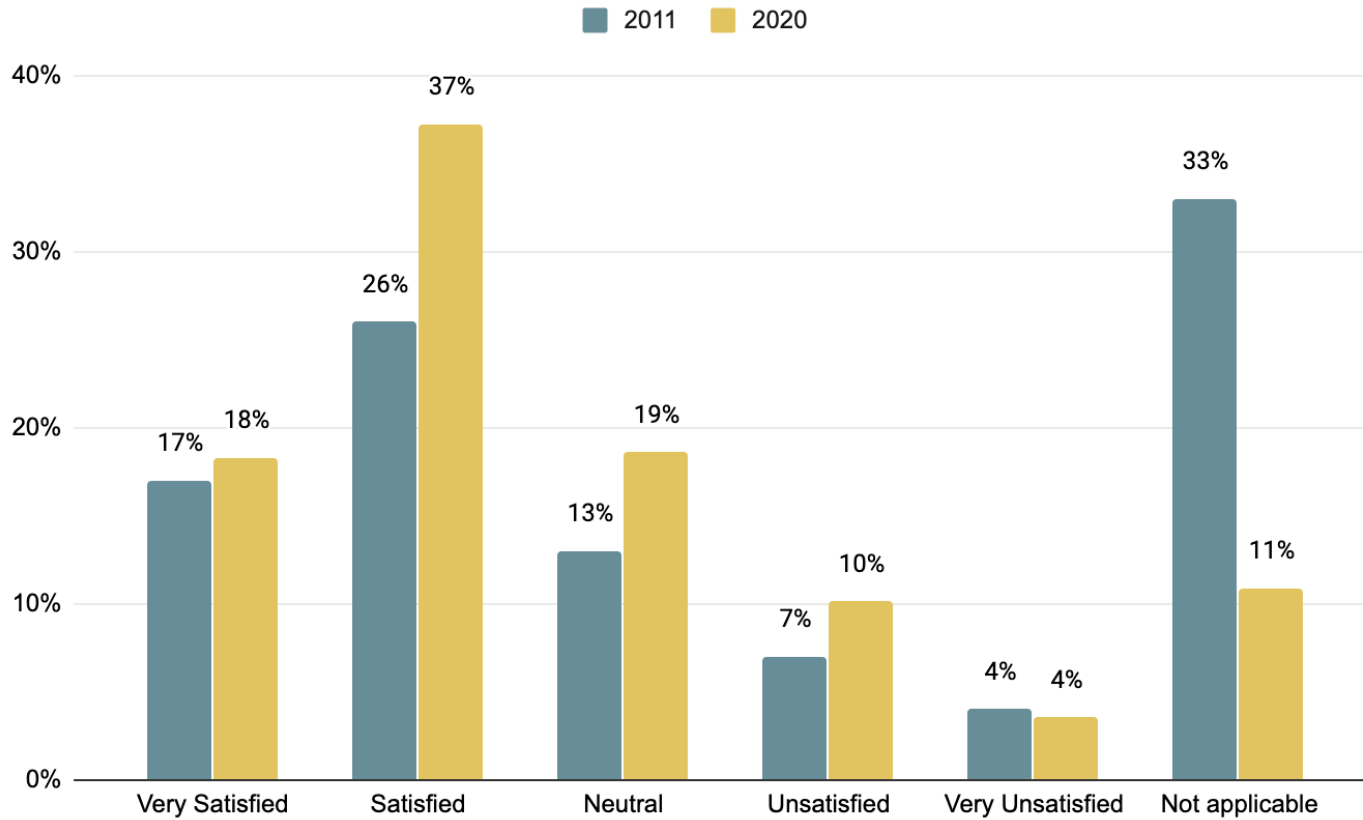
With respect to the Utah State Courts, please rate your satisfaction with the ability to get timely decisions from the Court following a hearing or trial.



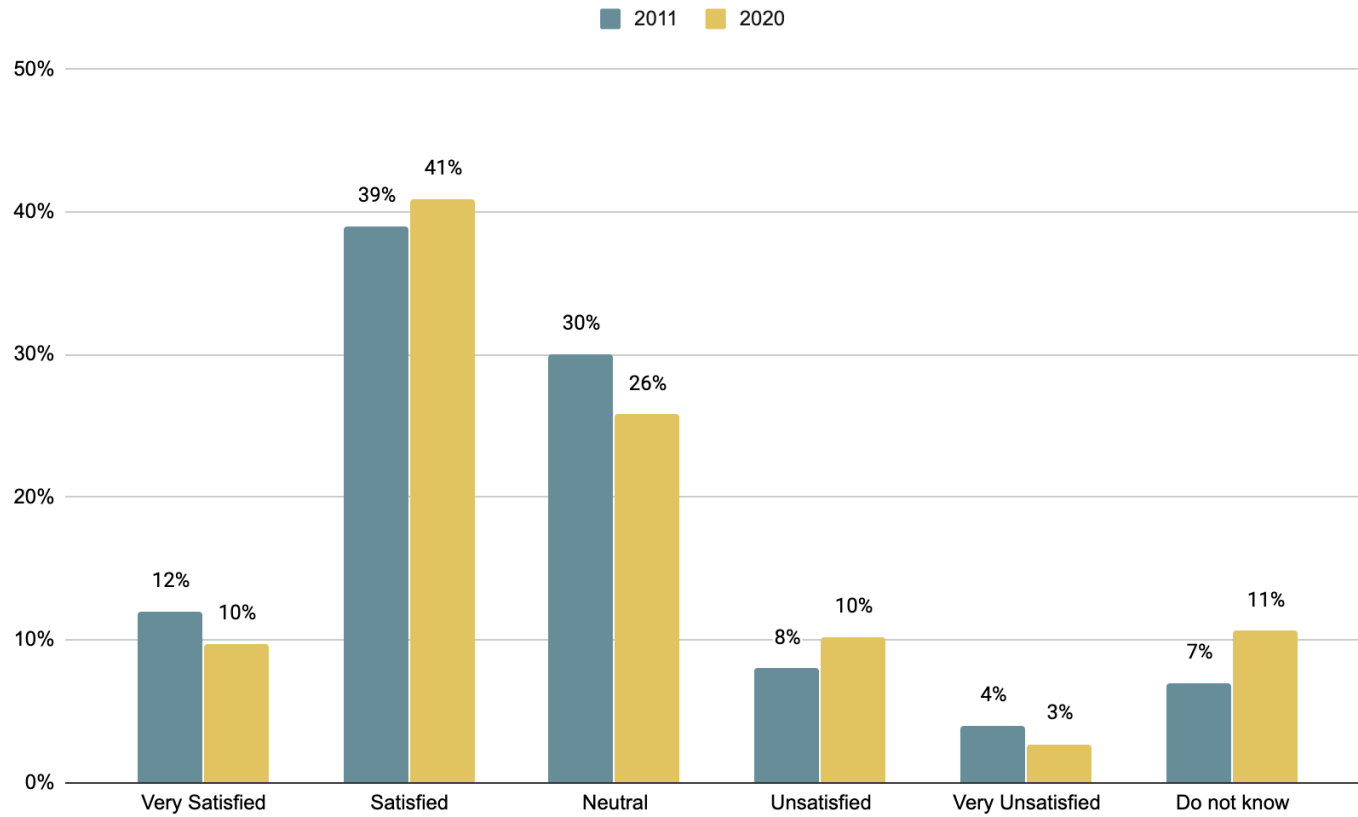
With respect to the Utah State Courts, please rate your satisfaction with the ability to reach clerks or court staff to make an inquiry.



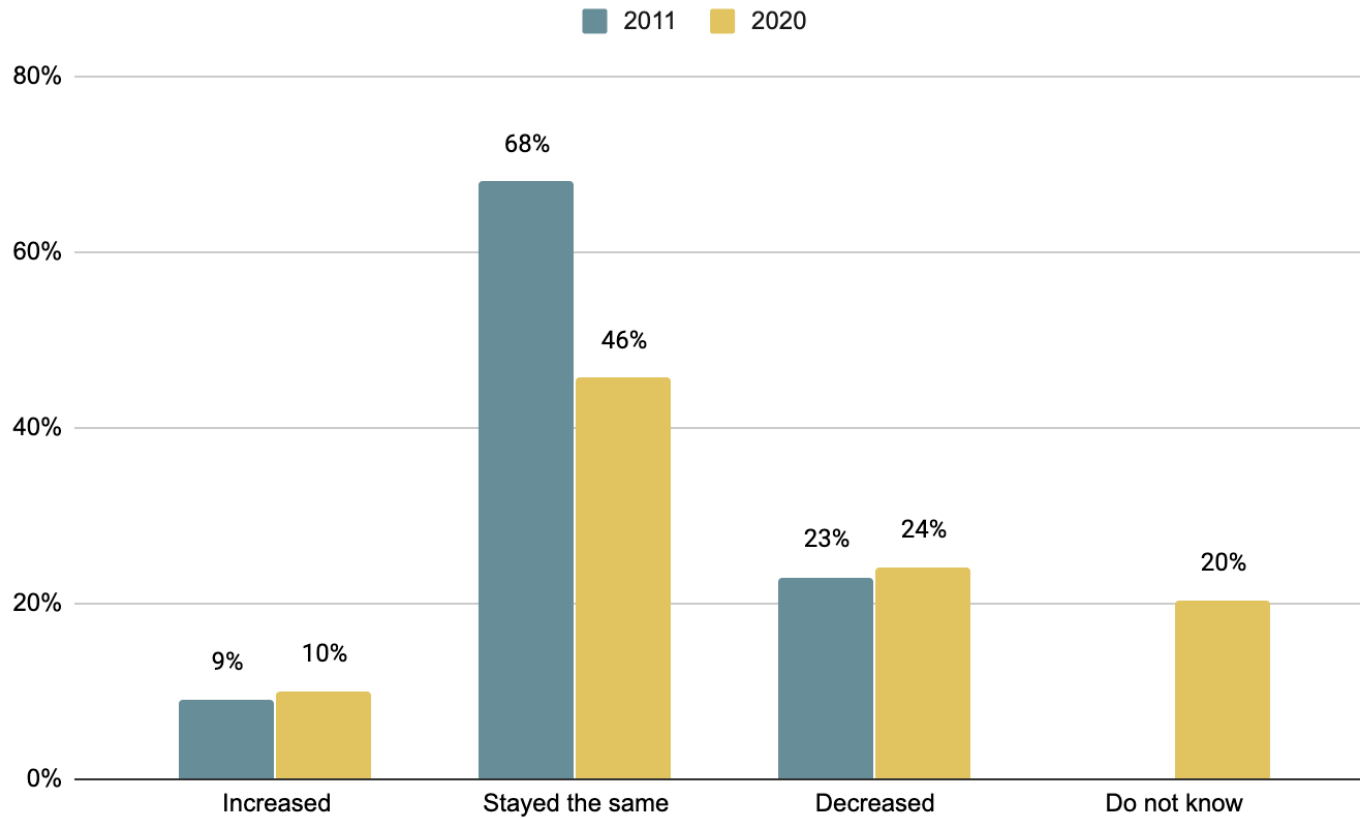
With respect to the Utah State Courts, please rate your satisfaction with the responsiveness of courts or staff to inquiries.



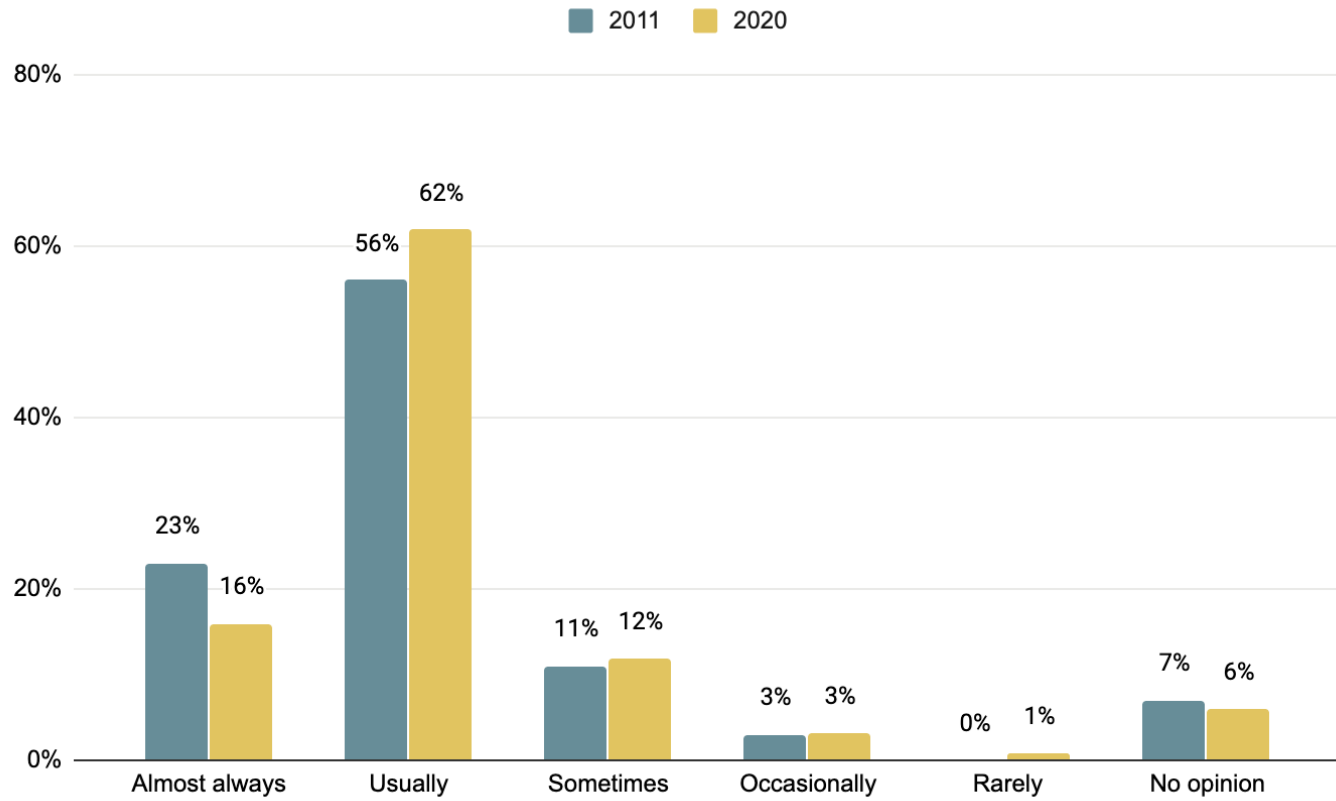
Please rate your satisfaction with the efforts of the Utah State Bar and Judiciary inside the courtroom to improve professionalism and civility among lawyers:



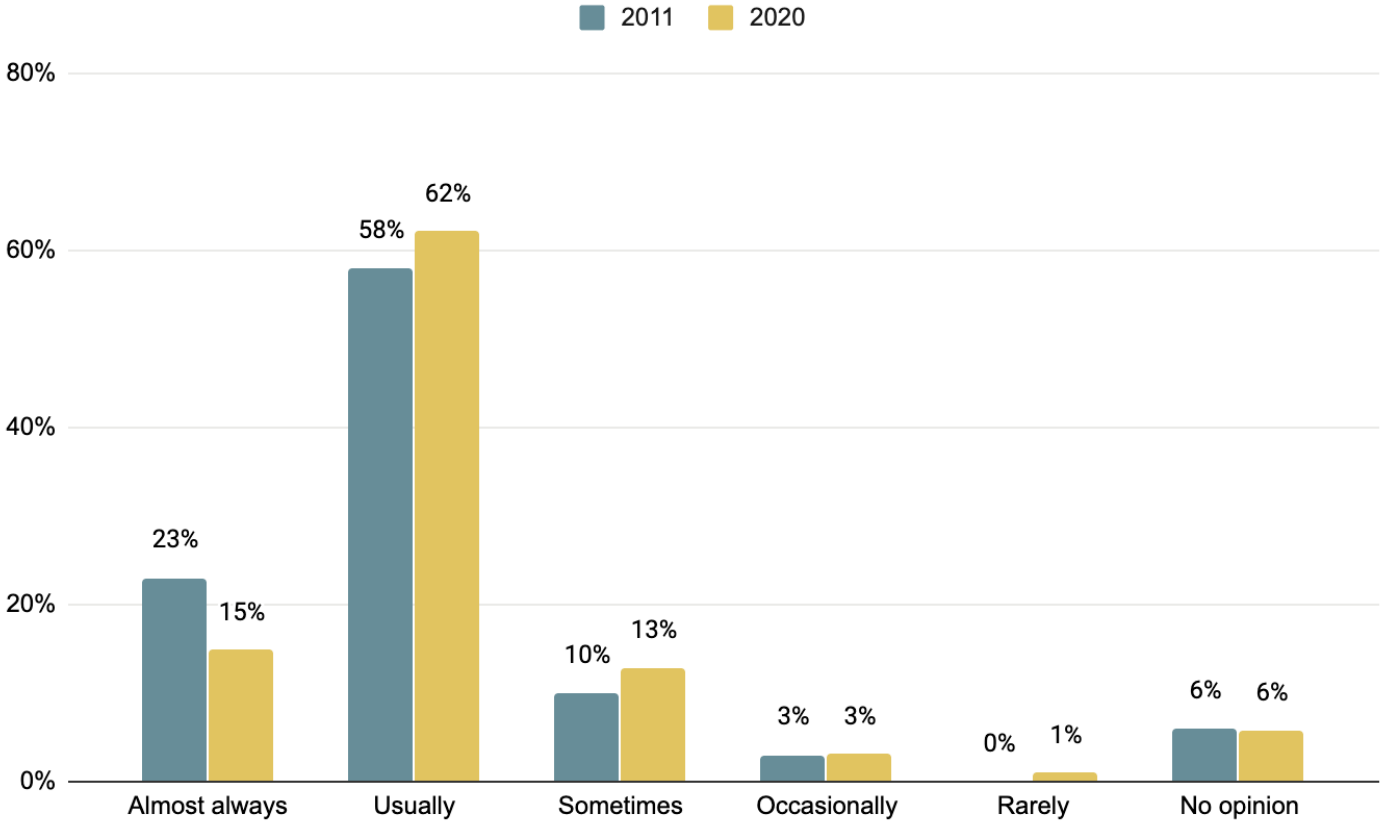
In your opinion, how has the level of professionalism and civility among lawyers changed over the last five years?



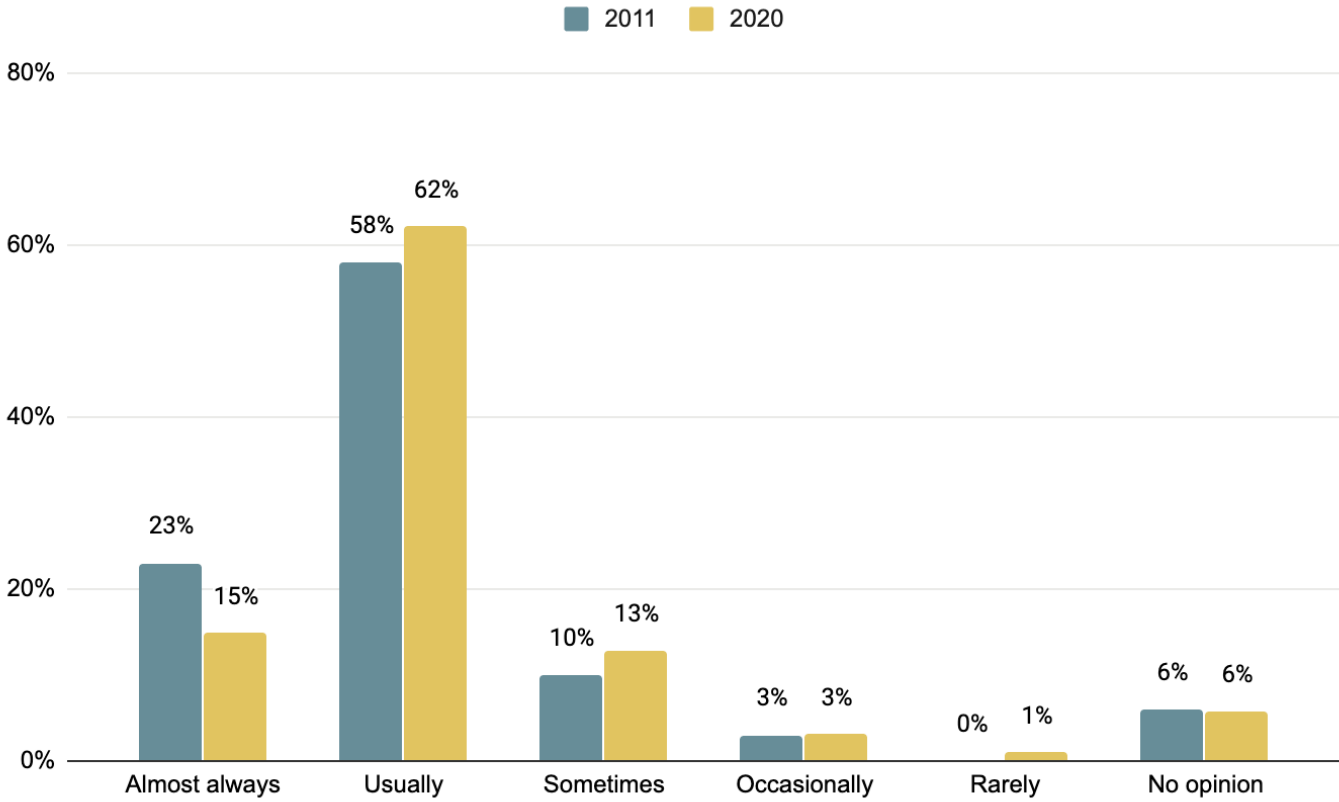
How would you rate Utah lawyers as a group on the following attributes (honest):



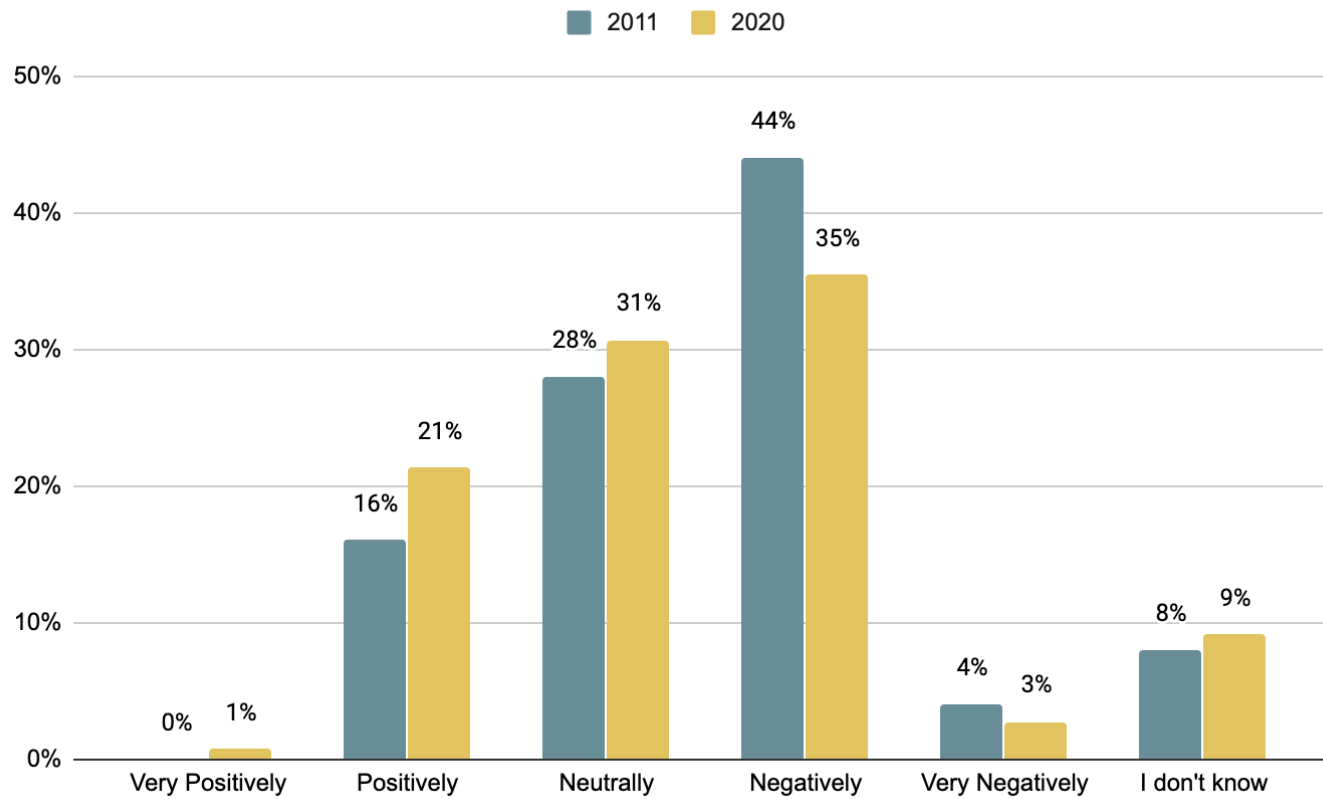
How would you rate Utah lawyers as a group on the following attributes (ethical):



How would you rate Utah lawyers as a group on the following attributes (courteous):

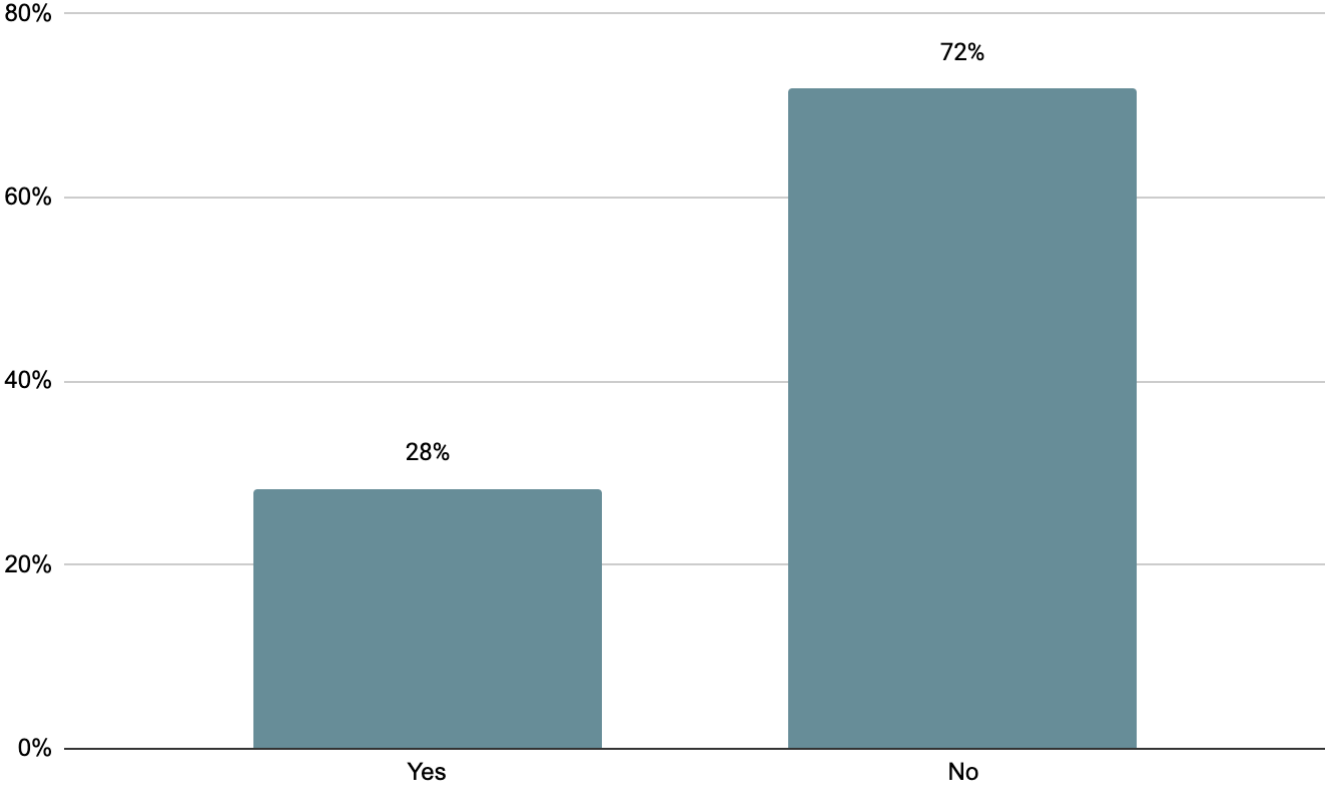


In your opinion, how does the public view Utah lawyers?

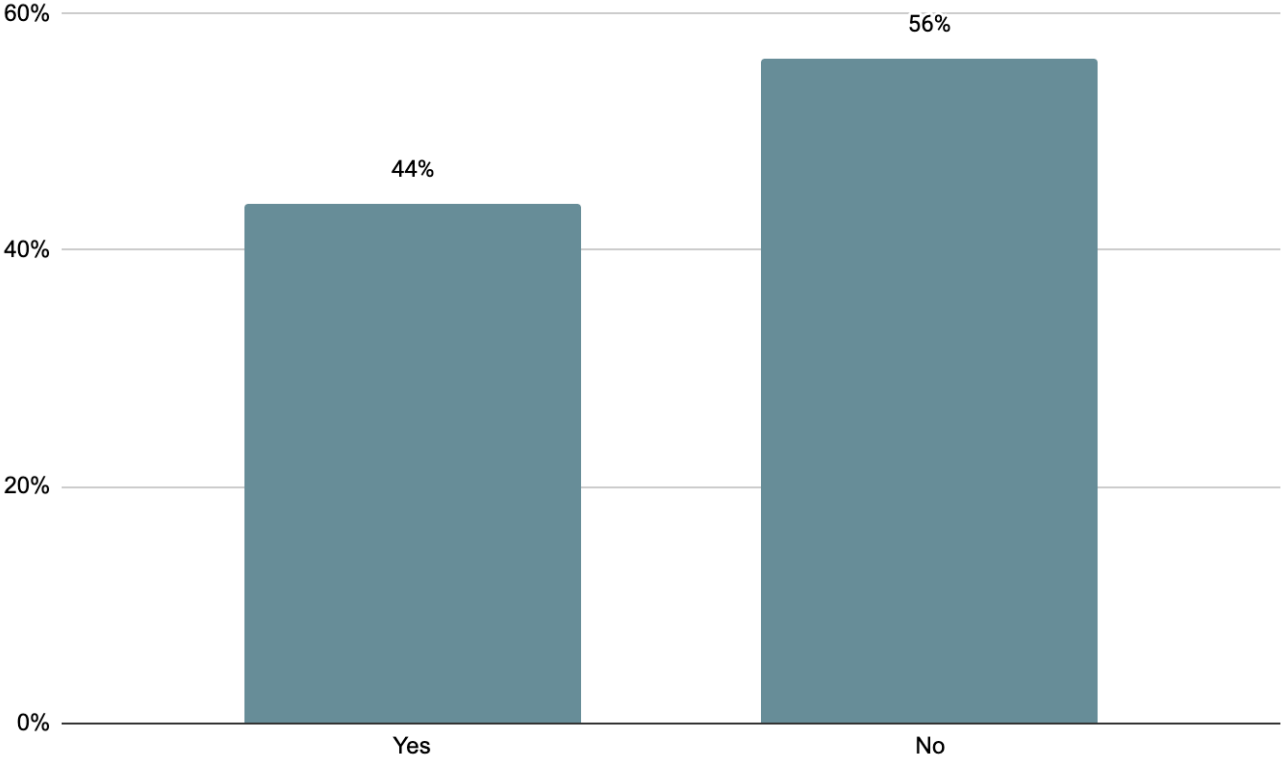


The Utah Work Group on Regulatory Reform has recently released a report called **Narrowing the Access-to-Justice Gap by Reimagining Regulation.**


Are you aware of this report?



Have you read the Narrowing the Access-to-Justice Gap by Reimagining Regulation report?



Advertising



In 2011 the most common way to advertise services was in the Martindale-Hubbell Directory. In 2020, the most common way to advertise is through digital online advertising.

The majority of survey respondents said their firm/office advertised its legal services in the Martindale-Hubbell Directory in 2011. In 2020, online digital advertising is the most common way offices/firms advertise.

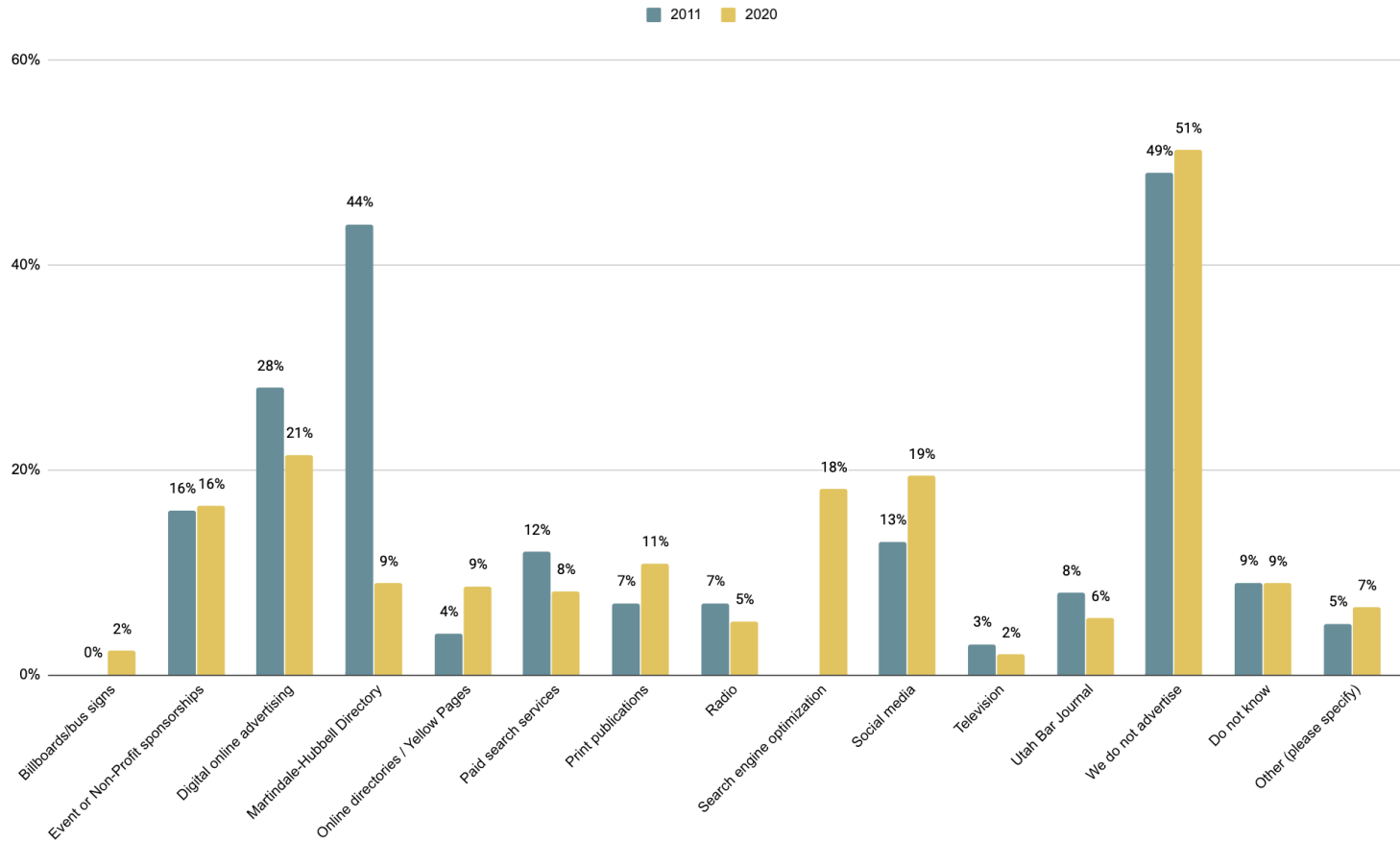


One-third of survey respondents say they allocated 0% of their office's budget for advertising in 2020.

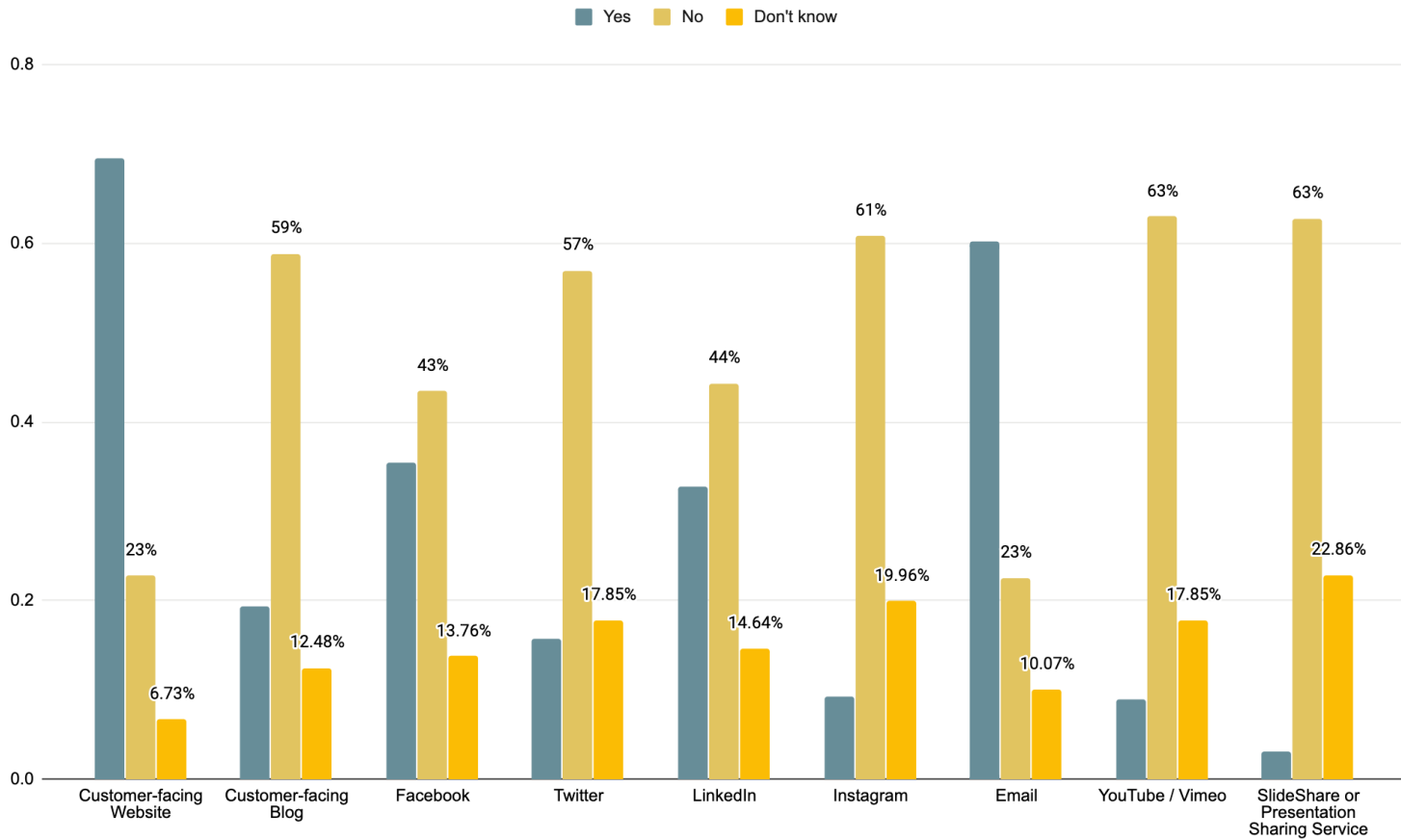
34% of survey respondents say 0% of their office's budget is spent on any advertising.

How does your office advertise its legal services?

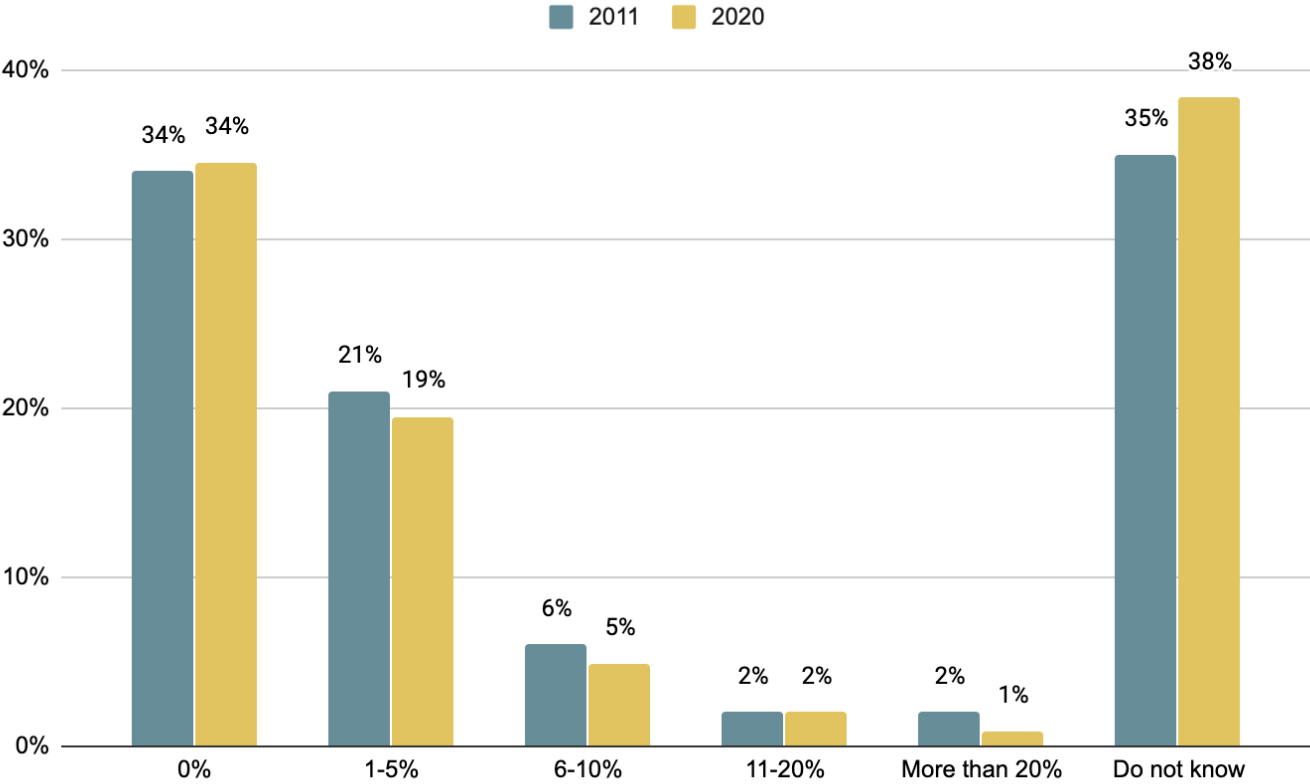
Please select all that apply.



Does your office maintain a firm or office presence (other than as individual lawyers) on the following web-based media?



What percentage of your office's budget is spent on advertising?



In your opinion, how important is it that advertising of Utah lawyers is regulated in order to ensure compliance that such advertising complies with the requirements of Professional responsibility or is not misleading to the public?

