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Class of 1984 Five Year Report

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THE UNIVERSITY OF MICHIGAN LAW SCHOOL
A REPORT ON THE CLASS OF 1984
FIVE YEARS AFTER GRADUATION

- * "Thank you, Michigan, for good friends, an unusually generous and non-competitive atmosphere, for fellow students who shared outlines, for providing an outlet like Dean Sue when things got too tough, and for a great education with a minimum amount of pain. Thank you!"
- * "Overall, I feel I was very ill-prepared to practice law in the 'real world' upon completing my education at the University of Michigan Law School."
- * "Life is good right now. I have made choices -- marriage and bearing children -- that have pushed my career to a lower rung on my 'priority ladder,' and I'm happy with that. While my government job lacks the glamour and high salary of private practice, I seldom work more than 40 hours per week, and I never work weekends. I have time for my family and myself and that's what's important to me."
- * "I can't believe after nineteen years of school and \$22,000 plus in debts that my work is so rote, mundane, unimportant, unchallenging and of little use to a world that needs so many other things done. I feel trapped and betrayed."

Introduction

In the fall of 1989, the Law School mailed a survey questionnaire to the 368 persons who graduated from the Law School in calendar year 1984 for whom we had at least some address. Two hundred forty class members responded--a response rate of 65%, continuing the pattern of high response to the surveys that the Law School has been conducting since 1967.

Here is a report of our findings. We begin with some tables that sketch a profile of the class five years after graduation and follow with a more detailed look at class members before law school, during law school and in the settings in which they are now working. We end with the comments class members wrote in response to the last question on the survey, which asked for views "of any sort about your life or law school or whatever." A few examples are at the top of this page.

As you will see, five years after law school the great majority of the class is married, practicing in law firms, living prosperously but working long hours, contented with their personal lives and careers. On the other hand, there is much diversity. Many in the class have never married and some have married and divorced, many practice in settings other than law firms and many others do not practice at all, and many are only moderately satisfied with their lives.

Table 1
A Profile of the Class of 1984 in 1989
 Total respondents: 240 of 368

<u>Family Status</u>		
Never married	30%	
Married once, still married	60	
Divorced	3	
Remarried after divorce	5	
Other	2	
 <u>Children</u>		
None	68%	
One	21	
Two	8	
Three or more	3	
 <u>Nature of Work</u>		
<u>Class Members Practicing Law</u>		
Solo practitioners	1%	} 93%
Partners in firm	5	
Associate in firm	64	
Counsel for business or financial institution	10	
Legal services, public defender	3	
Government attorney	9	
Other	1	
 <u>Class Members Not Practicing Law</u>		
Business owner or manager	1%	} 7%
Law teacher	2	
Other	4	
 <u>Average Hours Worked per Week</u>		
Fewer than 40	3%	
40-44	9	
45-49	14	
50-54	30	} 74%
55-59	19	
60 +	25	
 <u>Earnings in 5th Year</u> (for persons not working part-time)		
Up to \$35,000	9%	
\$35,100-\$45,000	10	
\$45,100-\$55,000	15	
\$55,100-\$65,000	20	
\$65,100-\$80,000	28	} 46%
\$80,100-\$100,000	10	
Over \$100,000	8	

Life Satisfaction (Very Satisfied, In Middle, Very Dissatisfied)

<u>Portion of Class Who Report Themselves:</u>	<u>VS*</u>	<u>M</u>	<u>VD*</u>
Their legal education at Michigan	48%	46%	6%
Their current family life	72	25	3
The intellectual challenge of their work	55	39	6
Their income	60	36	4
The balance of their family and professional life	34	54	11
Their relationships with co-workers	63	34	3
Their career as a whole	44	54	2

Politics

<u>Portion of Class Who Consider Themselves:</u>	
Very liberal	27%
More liberal than conservative	34
Middle of the road	13
More conservative than liberal	15
Very conservative	12

How Class Members

Compare Themselves with Other Attorneys About the Same Age	<u>Less than most**</u>	<u>About Average</u>	<u>More than most**</u>
Skillful at arranging deals	12%	23%	65%
Effective as writer	4	7	89
Aggressive	27	25	49
Compulsive about work	35	24	41
Concerned about impact of their work on society	16	31	53
Honest	2	10	88
Concerned about making a lot of money	49	34	17
Compassionate	6	20	74
Self-confident	17	18	66

*Questions asked on a 7-point scale. We have combined responses 1 and 2 as indicating person to be "very satisfied," and categories 6 and 7 as "very dissatisfied."

**Questions asked on a 7-point scale. We have combined responses 1, 2 and 3 as indicating person to be "less than most" and 5, 6 and 7 as "more than most."

Backgrounds and Life Before Law School

In some important respects, the class of 1984 was more diverse than the classes who entered several years before it. As ever, a majority of the class were white and male, but 32 percent of the class were women and 13 percent of the class were Black, Hispanic, Asian or Native American.

As has been true for many years, the fathers of most class members were businessmen or professionals. The fathers of 11 percent of class members were lawyers. The fathers of 26 percent were blue collar or clerical workers. About 40 percent of the

mothers of classmates worked as homemakers. Of those whose mothers held jobs outside the home, 28 percent were teachers, other professionals, or business managers. Three were attorneys.

As in preceding classes for many years, a majority of the class began law school immediately after finishing their undergraduate education. There was, however, a trend during the 1970s toward classes with higher proportions of members who began law school after a break. Twenty-eight percent of the class of 1984 started law school two or more years after finishing as undergraduates.

Eighty-two percent of the class had never been married at the time they began law school, and nearly all the rest were married for the first time. Thirteen respondents began law school with children. (Two class members had four.)

The Law School Experience

Over a quarter of the class started law school without a plan for what to do with their law degree. Of those who did have a plan, the majority expected to enter private practice but 22 percent hoped to work in government or in politics or in legal services. Only one percent planned to work in a corporate counsel's office. (Eight years later, five years after graduation, the great majority of those who planned to work in private practice are working there, but so also are the great majority of those who had no plans or planned to work in government. Most of those who hoped to work in legal services are working either in private practice or in government. On the other hand, many more people are working today in corporate counsel's offices than planned to be there.)

When they looked back from the vantage of five years out, most class members had positive feeling about their law school experience--48 percent strongly positive, a total of 80 percent more positive than negative, and only 6 percent strongly negative. Class members were most likely to regard with satisfaction the intellectual aspects of law school, displaying somewhat more skepticism about the law school as career training. (Sixty-eight percent had strongly positive views about the intellectual experience but only 39 percent had strongly positive views about the law school as career training.) In a similar manner, only 39 percent were strongly positive about the social aspects of their law school experience.

When asked for advice about areas of the curriculum that ought to be expanded, class members far more frequently listed areas of skills training than substantive subjects. Recommendations to increase offerings in legal writing, negotiation, trial techniques and interviewing were each more common than recommendations for any substantive subject. (The most commonly mentioned substantive subject was Corporations.)

Life Since Law School

The Class as a Whole

It is difficult to generalize about the class five years after graduation. Class members are geographically dispersed, work in towns of all sizes, and, though a majority are in private practice, the settings of practice are remarkably diverse. Some of this diversity is conveyed in the tables at the beginning of this report. Here is some more detail.

Almost exactly half the class took a first job (after any clerkship) in a large law firm with 50 or more lawyers. Of this group, 70 percent still work in a large firm, 15 percent work in smaller firms, 7 percent work in corporate counsel's offices, and 5 percent have left the practice of law altogether.

About 37 percent of the class as a whole are still in the same job they took immediately after graduation. On the other hand, 24 percent of the class have held at least three jobs. Five years after law school, almost three-quarters of the class had been in their current job for three or more years.

What kinds of jobs did people hold five years after graduation? As Table 1 above reports, over 90 percent of the class regarded themselves as practicing lawyers. Of those who did not regard themselves as practicing law, several were business owners, managers, or executives, several more were teachers (almost all in law school), and the rest were scattered across an enormous range of occupation. The diversity of the nonpractitioners makes it nearly impossible to generalize about their careers. One important generalization is possible nonetheless: the nonpractitioners were, in general, as satisfied with their careers overall as the practitioners.

Another generalization about the class of 1984 can be made: prior to 1980, a much higher proportion of women than men worked in settings other than private practice (such as government, corporate counsel's offices, and law teaching). While this is still true, the gap is rapidly narrowing. The proportion of both men and women in private practice is increasing, but the rate of increase among women is much greater.

The Practitioners

Of those who were practicing law, three-quarters were in private practice. Most of the remainder practiced in government or in corporate counsel's offices. Only six persons were working in legal services, for a public defender or for what they characterized as a "public interest" firm. In order to permit some generalizations about the relatively smaller numbers of persons working in settings other than private firms, we have combined the results of our surveys for the classes of 1984 and 1985. The class of 1985 was surveyed in 1990 with a

questionnaire identical to the one we used for the class of 1984.

Ten percent of the combined classes--47 persons in all--were working as government attorneys. Of these, about two-thirds worked for the federal government, while the rest worked for state and local governments. Many government attorneys specialized in administrative agency work in fields such as labor, environmental law or securities.

Eight percent of the combined classes--37 persons in all--worked in corporate counsel's offices. About half this group worked for Fortune 500 companies, another 14 percent worked for banks and financial institutions, and 35 percent worked for other business enterprises. Over 80 percent of those working in corporate counsel's offices had previously worked for at least a year in a private law firm.

Three percent of the combined classes--16 persons in all--worked in legal services, public defender or public interest settings. Slightly over half of this group worked in settings in which they primarily or exclusively served individuals as clients. Seven persons worked for public interest firms.

Table 2 provides some comparisons of these three groups with those working in private firms. Given the differences among the groups in the types of work they do, not many relevant

Table 2
Members of the Classes of 1984 and 1985
Five Years After Graduation
Setting of Practice

	<u>Government</u> N=47	<u>Legal Services Etc.</u> N=16	<u>Private Practice</u> N=317	<u>Corporate Counsel</u> N=37
Average percent women among other attorneys in same office	36%	57%	25%	22%
Average percent minorities among other attorneys in same office	12%	13%	5%	5%
Average work hours per week	48	51	53	49
Proportion who regularly avg. 60+ hour work week	11%	13%	25%	3%
Earnings in 5th year (average)	\$45,800	\$29,200	\$71,200	\$64,700
Total pro bono hours per year (avg.)	9	71	70	19

comparisons suggest themselves. Nonetheless, broadly speaking, those practicing in settings other than private firms worked long hours, comparable to the hours worked by the private practitioners, but earned less money. (In fact, those working in

legal services setting averaged about 40 percent as much as those in private firms.)

How satisfied were the different groups with their careers? Class members were asked about several areas of satisfaction on a seven-point scale. Table 3 sets forth the proportions of the various subgroups who were very satisfied with each of four aspects of their careers and with their careers overall. We counted persons as "very satisfied" if they rated themselves as a 1 or 2 on the scale. (As the "Profile" table above indicates, very few persons recorded themselves as very dissatisfied--a rating of 6 or 7--on any dimension of their careers. Most persons who did not rate themselves as very satisfied as to any aspect of their career put themselves somewhere in the middle.)

Table 3
Classes of 1984 and 1985
Five Years After Graduation
Settings of Practice

	<u>Government</u> N=47	<u>Legal Services Etc.</u> N=16	<u>Private Practice</u> N=317	<u>Corporate Counsel</u> N=37
Proportion of group who are quite <u>satisfied* with:</u>				
The balance of their private life and professional life	43%	19%	23%	51%
The intellectual challenge of their work	59	88	48	49
Their relations with co-workers	61	81	60	67
Their current income	15	19	67	53
The value of their work to society	61	94	14	16
Their careers overall	62	56	39	38
Proportion expecting to be in same job in 5 yrs.	34%	63%	63%	42%

*That is, circling categories 1 or 2 on a 7-point scale.

As table 3 indicates, there are some substantial differences in satisfaction among the groups of practitioners. Those in private firms tended to be quite satisfied with their relations with co-workers and their current incomes but less satisfied with other aspects of their lives--and particularly less satisfied with the balance of their private lives and their professional lives and with the value of their work to society. More of those in corporate counsel's office were contented with the balance of their family and professional lives, but, like the private practitioners, fewer than 40 percent were at this point quite

satisfied with their careers as a whole. (Career satisfaction may well improve over time. When the classes of 1974 and 1975 were surveyed 15 years out of law school, 51 percent of the private practitioners and 56 percent of the corporate counsel reported themselves quite satisfied with their careers overall.)

Those working in legal services, small in number, and government were most satisfied with the value of their work to society and with their careers overall.

Class Members in Private Practice

Two-thirds of the classes of 1984 and 1985 are in private practice, but the settings in which they work vary greatly. We can convey some of this diversity by dividing the class into groups by the size of the firm in which class members worked.

For purposes of our own analysis, we initially divided the firm practitioners into four groups--those in solo practice or in firms of up to 10 lawyers, those in firms of 11 to 50 lawyers, those in firms of 51 to 150 lawyers and those in firms of over 150 lawyers. Our divisions by firm size were necessarily arbitrary. There were no natural dividing lines between small and medium or medium and large firms. Some small, very specialized firms have practices that more closely resemble the practices of the largest firms than they do the practices of most other firms their own size. Moreover, what is regarded as a big firm in Ann Arbor or Colorado Springs would probably be regarded as a small or medium-sized firm in New York or Los Angeles. Nonetheless, in very broad ways, firm size is revealing.

Table 4
Private Practitioners
Classes of 1984 and 1985
Five Years After Graduation
Size of Firm

<u>Persons working:</u>	<u>N=</u>	<u>% of total</u>
Solo or in firms of 10 or fewer lawyers	37	12%
In firms of 11-50 lawyers	65	21
In firms of 51-150 lawyers	61	19
In firms of 151 or more lawyers	153	48

As table 4 displays, when we do divide the private practitioners into these groups, we find that a substantial number worked in firms in each of the ranges of firm size (though many fewer of the Michigan lawyers work in solo practice or small firms than is the case among lawyers nationally). However, the trend towards large firm jobs for Michigan graduates is becoming more and more apparent. The average number of other lawyers with whom the graduates of the classes of 1984 and 1985 work is 207, up substantially from the numbers reported by five-year alumni even in the classes of the late 1970s. Nearly half of the

combined classes in private practice now work for firms with more than 150 lawyers, and the average size of these very large firms is 374.

Table 5
Private Practitioners
Classes of 1984 and 1985
Five Years After Graduation
Settings of Work and Types of Clients

	Solo or Firms of 10 or fewer <u>N=37</u>	Firms of 11-50 <u>N=65</u>	Firms of 51-150 <u>N=61</u>	Firms of more than 150 <u>N=153</u>
Average number of other attorneys in same firm	4	31	100	374
Average percent women among other attorneys in same office	14%	21%	24%	29%
Average percent minorities among other attorneys in same office	10%	3%	4%	5%
Proportion working in cities of under 200,000	46%	7%	5%	5%
Proportion working in cities of over 1,000,000	35%	53%	75%	78%
Proportion of time serving low or middle income individuals (average)	34%	7%	4%	2%
Proportion of time serving Fortune 500 or other large businesses (average)	16%	51%	64%	71%

Table 5 provides some information about the typical settings and types of clients of the persons working in firms of the various sizes. As the table reveals, members of the classes of 1984 and 1985 who worked in firms of 10 or fewer lawyers often worked in small cities and spent a considerable portion of their time serving individuals as clients. Those in the middle size and large firms, not surprisingly, tended to work in very large cities and to spend their time primarily serving large businesses.

Although the nature of their practices differed greatly, in many ways the work habits of the lawyers in the various sizes of firms were much the same. As table 6 reveals, they all tended, as groups, to work long hours, although the same could be said for most of the government attorneys, legal services attorneys and corporate counsel in the survey.

Table 6
Private Practitioners
Classes of 1984 and 1985
Five Years After Graduation
Work Hours, Fees and Earnings

	Solo or Firms of 10 or fewer <hr/> N=37	Firms of 11-50 <hr/> N=65	Firms of 51-150 <hr/> N=61	Firms of more than 150 <hr/> N=153
Average number of hours worked each week*	48	51	53	54
Proportion who regularly average 60+hr. work weeks	11%	19%	25%	31%
Total hours per year working on a pro bono/no fee basis (avg.)**	67	66	70	72
Usual hourly rate (avg.)	\$107	\$116	\$126	\$149
Income from practice in fifth year (avg.)	\$55,100	\$57,300	\$66,700	\$82,700
Proportion who earned \$45,000 or less	50%	19%	5%	1%
Proportion who earned over \$75,000	18%	9%	21%	51%

* Instructions were to count all work whether billable or nonbillable.

**Question asked for percent of time working "no fee/pro bono (count explicit initial agreements only)".

Despite these similar efforts as measured by time, the economics of practice varied greatly by firm size. In general, as table 6 displays, the smaller the setting in which class members worked the less they typically charged for their time and the less they typically earned (though all, as groups, prospered by any American standard). Those in the largest firms averaged about 50 percent more than those in the small firms. Attorneys in firms of all sizes averaged about 70 hours of unpaid pro bono work per year, typically giving many more hours of pro bono time than their classmates working in corporate counsel's offices.

How satisfied were the various groups of private practitioners with their careers? Table 7 offers some comparisons. People in the smallest firms or solo practice were more frequently satisfied with the balance of their family and professional lives and most, in firms of all sizes, were well satisfied with their relationships with co-workers. Not surprisingly, those working in the largest firms included the highest proportion who were well satisfied with their incomes. Distressingly few in firms of all ranges were well satisfied with the value of their work to society.

Table 7
 Private Practitioners
 Classes of 1984 and 1985
 Five Years After Graduation
 Satisfaction with Career

	Solo or Firms of 10 or fewer N=37	Firms of 11-50 N=65	Firms of 51-150 N=61	Firms of more than 150 N=153
<u>Proportion who are quite satisfied* with:</u>				
The balance family and professional life	43%	29%	20%	16%
The intellectual challenge of work	54	52	55	43
Their relations with co-workers	65	57	62	59
Their current income	35	53	60	83
The value of their work to society	27	16	12	11
Their careers overall	43	39	37	38
Proportion expecting to be in same firm in 5 years	65%	65%	66%	61%

*That is, circling categories 1 and 2 on a 7-point scale.