















1. To be eligible for the prize drawing we need your 5 digit bar number. (This information will be kept separate from the questions on the following page.) If you do not wish to enter the drawing please leave the bar number blank. If you do not know your 5 digit bar number please email onlineservices@utahbar.org with your name and email address of record and it will be provided to you.
















	Response Count
	505
answered question	505
skipped question	6

2. Are you an active member of the Utah State Bar?

		Response Percent	Response Count
Yes		94.1%	463
No		5.9%	29
	answered question		492
	skipped question		19



3. What other state Bars are you an active member?

		Response Percent	Response Count
Alaska		1.2%	1
Arizona		5.8%	5
Arkansas		0.0%	0
California		27.9%	24
Colorado		8.1%	7
Connecticut		1.2%	1
Delaware		1.2%	1
District of Columbia		3.5%	3
Florida		7.0%	6
Georgia		0.0%	0
Hawaii		0.0%	0
Idaho		8.1%	7
Illinois		0.0%	0
Indiana		1.2%	1
Iowa		0.0%	0
Kansas		0.0%	0
Kentucky		0.0%	0
Louisiana		0.0%	0
Maine		0.0%	0
Maryland		1.2%	1
Massachusetts		4.7%	4
Michigan		0.0%	0
Minnesota		0.0%	0







Mississippi		0.0%	0
Missouri		0.0%	0
Montana		4.7%	4
Nebraska		2.3%	2
Nevada		12.8%	11
New Hampshire		0.0%	0
New Jersey		1.2%	1
New Mexico		1.2%	1
New York		5.8%	5
North Carolina		2.3%	2
North Dakota		4.7%	4
Ohio		1.2%	1
Oklahoma		0.0%	0
Oregon		1.2%	1
Pennsylvania		1.2%	1
Rhode Island		0.0%	0
South Carolina		0.0%	0
South Dakota		1.2%	1
Tennessee		0.0%	0
Texas		2.3%	2
Vermont		0.0%	0
Virginia		1.2%	1
Washington		2.3%	2
West Virginia		0.0%	0
Wisconsin		0.0%	0

Wyoming		7.0%	6
OUTSIDE OF THE US		2.3%	2
answered question			86
skipped question			425

4. Are you currently employed in a law-related job that requires Utah State Bar licensing?

		Response Percent	Response Count
Yes		79.6%	395
No		20.4%	101
answered question			496
skipped question			15

5. If your current employment is law related please select which option best describes your environment.

		Response Percent	Response Count
Solo Practitioner		10.7%	46
Small Firm (2-10)		35.3%	152
Mid Firm (10-30)		11.6%	50
Large Firm (30+)		15.8%	68
Public		17.4%	75
In-house		9.1%	39
Other Law Related (Please specify)			29
answered question			430
skipped question			81

6. If your current employment is non law-related, please describe it.

	Response Count
	63
answered question	63
skipped question	448

7. What law school did you graduate from?

	Response Percent	Response Count
--UNIVERSITY OF UTAH	29.8%	147
--BRIGHAM YOUNG UNIVERSITY	20.3%	100
AKRON	0.4%	2
ALABAMA	0.0%	0
ALBANY	0.4%	2
AMERICAN	0.2%	1
APPALACHIAN	0.4%	2
ARIZONA	0.8%	4
ARIZONA STATE	1.8%	9
ARIZONA SUMMIT	0.4%	2
ARKANSAS - Fayetteville	0.0%	0
ARKANSAS - Little Rock	0.2%	1
ATLANTA'S JOHN MARSHALL LAW SCHOOL	0.0%	0
AVE MARIA SCHOOL OF LAW	0.8%	4
BALTIMORE	0.2%	1
BARRY UNIVERSITY	0.0%	0

BAYLOR		0.0%	0
BELMONT UNIVERSITY		0.0%	0
BOSTON COLLEGE		0.0%	0
BOSTON UNIVERSITY	▮	0.4%	2
BROOKLYN		0.0%	0
CALIFORNIA - Berkeley		0.0%	0
CALIFORNIA - Davis		0.0%	0
CALIFORNIA - Hastings	▮	0.2%	1
CALIFORNIA - Irvine		0.0%	0
CALIFORNIA - Los Angeles	▮	0.6%	3
CALIFORNIA WESTERN		0.0%	0
CAMPBELL		0.0%	0
CAPITAL	▮	0.2%	1
CASE WESTERN RESERVE		0.0%	0
CATHOLIC UNIVERSITY OF AMERICA		0.0%	0
CHAPMAN		0.0%	0
CHARLESTON		0.0%	0
CHARLOTTE	▮	0.4%	2
CHICAGO	▮	0.2%	1
CHICAGO-KENT		0.0%	0
CINCINNATI		0.0%	0
CITY UNIVERSITY OF NEW YORK		0.0%	0
CLEVELAND STATE		0.0%	0
COLORADO		0.0%	0
COLUMBIA	▮	0.4%	2

CONNECTICUT		0.2%	1
CORNELL		0.0%	0
CREIGHTON	█	2.6%	13
DAYTON		0.4%	2
DENVER	█	1.2%	6
DePAUL		0.0%	0
DETROIT MERCY		0.0%	0
DISTRICT OF COLUMBIA		0.2%	1
DRAKE		0.4%	2
DREXEL		0.0%	0
DUKE		0.6%	3
DUQUESNE		0.2%	1
ELON		0.0%	0
EMORY		0.0%	0
FAULKNER		0.0%	0
FLORIDA		0.2%	1
FLORIDA A&M		0.0%	0
FLORIDA COASTAL		0.2%	1
FLORIDA INTERNATIONAL		0.0%	0
FLORIDA STATE		0.0%	0
FORDHAM		0.0%	0
GEORGE MASON		0.4%	2
GEORGETOWN		0.2%	1
GEORGE WASHINGTON	█	2.0%	10
GEORGIA		0.0%	0




GEORGIA STATE		0.0%	0
GOLDEN GATE	█	0.2%	1
GONZAGA	█	3.7%	18
HAMLIN		0.0%	0
HARVARD	█	0.6%	3
HAWAII		0.0%	0
HOFSTRA		0.0%	0
HOUSTON		0.0%	0
HOWARD		0.0%	0
IDAHO	█	1.2%	6
ILLINOIS	█	0.2%	1
INDIANA - Bloomington	█	0.6%	3
INDIANA UNIVERSITY - Indianapolis	█	0.6%	3
INTER-AMERICAN		0.0%	0
IOWA	█	0.2%	1
THE JOHN MARSHALL LAW SCHOOL		0.0%	0
JUDGE ADVOCATE GENERAL'S SCHOOL		0.0%	0
KANSAS	█	0.4%	2
KENTUCKY	█	0.4%	2
LA VERNE	█	0.2%	1
LIBERTY		0.0%	0
LEWIS AND CLARK	█	0.4%	2
LOUISIANA STATE		0.0%	0
LOUISVILLE		0.0%	0

LOYOLA - Chicago		0.0%	0
LOYOLA - Los Angeles	█	0.2%	1
LOYOLA - New Orleans		0.0%	0
MAINE	█	0.2%	1
MARQUETTE		0.0%	0
MARYLAND	█	0.2%	1
MASSACHUSETTS	█	0.2%	1
MCGEORGE	█	1.4%	7
MEMPHIS		0.0%	0
MERCER		0.0%	0
MIAMI		0.0%	0
MICHIGAN STATE	█	0.8%	4
MICHIGAN	█	0.2%	1
MINNESOTA	█	0.6%	3
MISSISSIPPI COLLEGE		0.0%	0
MISSISSIPPI		0.0%	0
MISSOURI		0.0%	0
MISSOURI - Kansas City		0.0%	0
MONTANA	█	0.8%	4
NEBRASKA	█	0.2%	1
NEVADA	█	0.8%	4
NEW ENGLAND LAW BOSTON	█	0.4%	2
NEW MEXICO		0.0%	0
NEW HAMPSHIRE	█	0.6%	3
NEW YORK LAW SCHOOL		0.0%	0
NEW YORK UNIVERSITY		0.0%	0

NORTH CAROLINA		0.2%	1
NORTH CAROLINA CENTRAL		0.0%	0
NORTH DAKOTA		0.0%	0
NORTHEASTERN		0.0%	0
NORTHERN ILLINOIS		0.0%	0
NORTHERN KENTUCKY		0.0%	0
NORTHWESTERN		0.2%	1
NOTRE DAME		0.2%	1
NOVA SOUTHEASTERN		0.2%	1
OHIO NORTHERN		0.2%	1
OHIO STATE		0.6%	3
OKLAHOMA		0.0%	0
OKLAHOMA CITY		0.2%	1
OREGON		0.2%	1
PACE		0.0%	0
PENNSYLVANIA		0.2%	1
PENNSYLVANIA STATE		0.4%	2
PEPPERDINE		0.6%	3
PITTSBURGH		0.0%	0
PONTIFICAL CATHOLIC OF PUERTO RICO		0.0%	0
PUERTO RICO		0.0%	0
QUINNIPIAC		0.2%	1
REGENT		0.2%	1
RICHMOND		0.0%	0
ROGER WILLIAMS		0.0%	0

RUTGERS - Camden		0.0%	0
RUTGERS - Newark		0.0%	0
ST. JOHN'S		0.0%	0
SAINT LOUIS		0.2%	1
ST. MARY'S		0.2%	1
ST. THOMAS		0.2%	1
SAMFORD		0.0%	0
SAN DIEGO		0.4%	2
SAN FRANCISCO		0.2%	1
SANTA CLARA		0.0%	0
SEATTLE		0.2%	1
SETON HALL		0.0%	0
SOUTH CAROLINA		0.0%	0
SOUTH DAKOTA		0.0%	0
SOUTHERN UNIVERSITY		0.0%	0
SOUTHERN CALIFORNIA		0.4%	2
SOUTHERN ILLINOIS		0.2%	1
SOUTHERN METHODIST		0.0%	0
SOUTH TEXAS		0.2%	1
SOUTHWESTERN		0.8%	4
STANFORD		0.0%	0
STATE UNIVERSITY OF NEW YORK-Buffalo		0.0%	0
STETSON		0.0%	0
SUFFOLK		0.0%	0
SYRACUSE		0.4%	2

TEMPLE		0.2%	1
TENNESSEE		0.0%	0
TEXAS		0.4%	2
TEXAS A&M		0.2%	1
TEXAS SOUTHERN		0.2%	1
TEXAS TECH		1.0%	5
THOMAS JEFFERSON		0.4%	2
THOMAS M. COOLEY		1.8%	9
TOLEDO		0.0%	0
TOURO		0.0%	0
TULANE		0.0%	0
TULSA		0.6%	3
VALPARAISO		0.4%	2
VANDERBILT		0.0%	0
VERMONT		0.6%	3
VILLANOVA		0.0%	0
VIRGINIA		0.2%	1
WAKE FOREST		0.0%	0
WASHBURN		0.2%	1
WASHINGTON AND LEE		0.2%	1
WASHINGTON		0.0%	0
WASHINGTON UNIVERSITY		0.2%	1
WAYNE STATE		0.0%	0
WESTERN NEW ENGLAND		0.2%	1
WESTERN STATE		0.2%	1
WEST VIRGINIA		0.0%	0



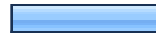



WHITTIER		0.2%	1
WIDENER-Delaware		0.0%	0
WILLAMETTE		1.4%	7
WILLIAM AND MARY		0.4%	2
WILLIAM MITCHELL		0.0%	0
WISCONSIN		0.0%	0
WYOMING		1.0%	5
YALE		0.2%	1
YESHIVA		0.0%	0

Other Law School (please specify) 5

answered question 493

skipped question 18

8. What year did you graduate from law school



		Response Percent	Response Count
2014		0.2%	1
2013		18.5%	78
2012		21.6%	91
2011		21.6%	91
2010		19.5%	82
2009		18.5%	78

Other (please specify) 71



answered question 421

skipped question 90






9. Are you anticipating a change of employment during the next 5 years?

		Response Percent	Response Count
Yes		44.8%	222
No		55.2%	273
answered question			495
skipped question			16






10. Are you anticipating a career change from law during the next 5 years?

		Response Percent	Response Count
Yes		12.0%	59
No		88.0%	434
answered question			493
skipped question			18






11. If you are actively practicing law full or part time, other than in a salaried position, are your annual gross billings?

		Response Percent	Response Count
\$50,000 or less		27.5%	74
\$50,000 - \$100,000		22.7%	61
\$100,000 - \$150,000		14.5%	39
\$150,000 - \$250,000		15.6%	42
Greater than \$250,000		19.7%	53
answered question			269
skipped question			242




12. If you are actively practicing law full or part time, other than in a salaried position, are your annual billable hours?

		Response Percent	Response Count
1000 or less		28.6%	75
1000 – 1200		10.3%	27
1200 –1500		10.7%	28
1500 –1800		18.7%	49
1800 +		31.7%	83
answered question			262
skipped question			249

13. If your current employment is law-related, what is your overall career satisfaction?

		Response Percent	Response Count
Very satisfied		35.2%	162
Somewhat satisfied		45.2%	208
Less than satisfied		10.9%	50
Disappointed		4.8%	22
Very Disappointed		3.9%	18
(for all responses) Please explain your response to this question			224
answered question			460
skipped question			51

14. How do you see the future of the legal profession in the next 10 years?

		Response Percent	Response Count
The legal profession will retain status quo.		18.3%	91
The legal profession will see moderate change.		55.4%	275
The legal profession will see major change.		26.2%	130
answered question			496
skipped question			15

15. What significant changes or impacts do you see to our legal profession during the next 10 years?

	Response Count
	348
answered question	348
skipped question	163

Page 2, Q5. If your current employment is law related please select which option best describes your environment.

1	Document review.	Mar 7, 2014 8:13 AM
2	E-Discovery company	Mar 7, 2014 12:20 AM
3	Military Judge Advocate	Mar 6, 2014 7:56 AM
4	Law Clerk	Mar 5, 2014 4:56 PM
5	FBI Special Agent	Mar 5, 2014 4:54 PM
6	Law Clerk	Mar 5, 2014 4:49 PM
7	Legal blogger	Mar 5, 2014 3:41 PM
8	Compliance	Mar 5, 2014 3:28 PM
9	Legal Education	Mar 5, 2014 3:20 PM
10	County ATorney	Mar 5, 2014 3:09 PM
11	Law Clerk	Mar 5, 2014 1:57 PM
12	Non-profit organization	Mar 5, 2014 1:56 PM
13	Document Review	Mar 5, 2014 1:54 PM
14	Law Clerk	Mar 5, 2014 1:51 PM
15	Non profit	Mar 5, 2014 1:42 PM
16	independent contract attorney	Mar 5, 2014 1:36 PM
17	Compliance	Mar 5, 2014 1:34 PM
18	Academic Administration - BYU Law	Mar 5, 2014 1:33 PM
19	Document review	Mar 5, 2014 1:27 PM
20	Indian Tribe	Mar 5, 2014 12:57 PM
21	Government - Utah State Courts	Mar 5, 2014 12:53 PM
22	independent contractor providing document automation services to law firms	Mar 5, 2014 12:53 PM
23	contract	Mar 5, 2014 12:51 PM
24	Private legal compliance	Mar 5, 2014 12:50 PM
25	Government that does not require licensing, private practice on the side.	Mar 5, 2014 12:41 PM
26	Government Administration	Mar 5, 2014 12:40 PM
27	Unemployed	Mar 5, 2014 12:38 PM

Page 2, Q5. If your current employment is law related please select which option best describes your environment.

28	*law related but does not require licensing	Mar 5, 2014 12:35 PM
29	University	Mar 5, 2014 12:34 PM

Page 2, Q6. If your current employment is non law-related, please describe it.

1	City Councilwoman	Mar 6, 2014 10:03 PM
2	Performance audit for the state government, which involves legal compliance depending on the audit.	Mar 6, 2014 6:15 PM
3	In house counsel for a energy company.	Mar 6, 2014 3:56 PM
4	I practice law on the side of my full time job at the Utah State Office of Education, which does not require a law license.	Mar 6, 2014 2:59 PM
5	Not applicable	Mar 6, 2014 1:08 PM
6	n/a	Mar 6, 2014 10:58 AM
7	I work as in house associate counsel at a securities firm. My job is law-related, but does not specifically require a Utah state licensing, just a bar license.	Mar 6, 2014 10:42 AM
8	Substitute Teacher, and a Waiter	Mar 6, 2014 9:39 AM
9	N/A	Mar 6, 2014 9:10 AM
10	I am a land-use planner for a local government.	Mar 6, 2014 8:35 AM
11	Healthcare Compliance	Mar 6, 2014 6:59 AM
12	Law related but does not require me to have an active bar license.	Mar 5, 2014 10:59 PM
13	Law Related: Legal Assistant; but does not require State Bar membership.	Mar 5, 2014 9:33 PM
14	Non-profit administration - still using law knowledge	Mar 5, 2014 8:50 PM
15	n/a	Mar 5, 2014 8:13 PM
16	Seeking legal employment	Mar 5, 2014 6:58 PM
17	Business Analyst	Mar 5, 2014 6:37 PM
18	Government - health policy and analysis	Mar 5, 2014 5:56 PM
19	Risk Management	Mar 5, 2014 5:21 PM
20	FBI Special Agent	Mar 5, 2014 4:54 PM
21	I teach (in my pre-JD field) at Salt Lake Community College.	Mar 5, 2014 4:51 PM
22	Preparing forms for in office processing	Mar 5, 2014 4:38 PM
23	I also function as an operations manager.	Mar 5, 2014 3:36 PM
24	Sales	Mar 5, 2014 3:31 PM
25	Working as an account protection specialist for American Express. Receiving and processing reports of financial crimes and assisting victims through the reconciliation process.	Mar 5, 2014 3:28 PM

Page 2, Q6. If your current employment is non law-related, please describe it.

26	I am tutoring at a local middle school.	Mar 5, 2014 3:25 PM
27	Music and theater on the side.	Mar 5, 2014 2:36 PM
28	Healthcare insurance	Mar 5, 2014 2:16 PM
29	Unemployed	Mar 5, 2014 2:16 PM
30	N/A	Mar 5, 2014 2:06 PM
31	n/a	Mar 5, 2014 2:05 PM
32	n/a	Mar 5, 2014 2:03 PM
33	Registered Nurse	Mar 5, 2014 1:51 PM
34	I do limited legal work for a small pool of clients. My primary profession is as a dairy commodity trader. A legal degree is not required for this position.	Mar 5, 2014 1:50 PM
35	Technical Writer for the State	Mar 5, 2014 1:48 PM
36	Court Administration	Mar 5, 2014 1:47 PM
37	Compliance	Mar 5, 2014 1:46 PM
38	Transportation Industry - Fortune 150 company	Mar 5, 2014 1:40 PM
39	N/A	Mar 5, 2014 1:40 PM
40	My employment--law clerk--is law related, but does not require bar licensing	Mar 5, 2014 1:35 PM
41	The job is law-related but does not require Utah State Bar licensing. It is a small organization that does tax planning and some litigation.	Mar 5, 2014 1:34 PM
42	N/A	Mar 5, 2014 1:27 PM
43	I work in compliance for a financial organization. There are both attorneys and non-attorneys on my team.	Mar 5, 2014 1:23 PM
44	Compliance for a Financial Institution	Mar 5, 2014 1:21 PM
45	Regulatory investigator for the US Dept. of Justice	Mar 5, 2014 1:15 PM
46	Petroleum Landman	Mar 5, 2014 1:06 PM
47	I work on the loading dock at Utah Valley Regional Medical Center. I process UPS, FedEx, and other deliveries that come to the hospital. It doesn't require a HS diploma and I make less than \$11/hour, but it's literally the only job I found after months of searching. I'm still looking.	Mar 5, 2014 1:05 PM
48	Office manager of a court reporting firm	Mar 5, 2014 1:05 PM
49	Expert witness and consulting firm, forensic accounting	Mar 5, 2014 1:01 PM

Page 2, Q6. If your current employment is non law-related, please describe it.

50	Human Resources	Mar 5, 2014 12:56 PM
51	Real estate development.	Mar 5, 2014 12:53 PM
52	Although my current employment does not require active licensing, it is law related in the fact that I review laws and analyze compliance with those laws.	Mar 5, 2014 12:50 PM
53	Director of Compliance at an MLM	Mar 5, 2014 12:47 PM
54	Government work. Not a J.D. required position.	Mar 5, 2014 12:45 PM
55	Mortgage Compliance for a Mortgage Bank	Mar 5, 2014 12:42 PM
56	Oil and Gas Landman and regulatory analyst	Mar 5, 2014 12:38 PM
57	Unemployed	Mar 5, 2014 12:38 PM
58	Accounting Firm	Mar 5, 2014 12:37 PM
59	Legal secretary at court	Mar 5, 2014 12:35 PM
60	Quasi-law related Regulatory	Mar 5, 2014 12:34 PM
61	JD preferred negotiating and drafting contracts	Mar 5, 2014 12:34 PM
62	N/A	Mar 5, 2014 12:34 PM
63	Unemployed and seeking full-time work.	Mar 5, 2014 12:32 PM

Page 2, Q7. What law school did you graduate from?

1	BYU	Mar 5, 2014 1:50 PM
2	UNLV	Mar 5, 2014 1:10 PM
3	J. Reuben Clark Law School (BYU)	Mar 5, 2014 12:47 PM
4	University of Utah	Mar 5, 2014 12:42 PM
5	Phoenix school of law	Mar 5, 2014 12:39 PM

Page 2, Q8. What year did you graduate from law school

1	1999	Mar 7, 2014 12:10 AM
2	2007	Mar 6, 2014 5:23 PM
3	December 2008	Mar 6, 2014 4:26 PM
4	2007	Mar 6, 2014 3:56 PM
5	2006	Mar 6, 2014 2:21 PM
6	2008	Mar 6, 2014 2:21 PM
7	2004	Mar 6, 2014 9:23 AM
8	2006	Mar 6, 2014 9:07 AM
9	2008	Mar 6, 2014 8:53 AM
10	2008	Mar 6, 2014 8:50 AM
11	1974	Mar 6, 2014 7:14 AM
12	2008	Mar 5, 2014 9:54 PM
13	2008	Mar 5, 2014 9:33 PM
14	2007	Mar 5, 2014 5:57 PM
15	2004	Mar 5, 2014 5:25 PM
16	2007	Mar 5, 2014 5:21 PM
17	2003	Mar 5, 2014 5:15 PM
18	December 2008	Mar 5, 2014 5:05 PM
19	2008	Mar 5, 2014 4:54 PM
20	2008	Mar 5, 2014 4:29 PM
21	2008	Mar 5, 2014 4:27 PM
22	1981	Mar 5, 2014 4:06 PM
23	2005	Mar 5, 2014 3:32 PM
24	1985	Mar 5, 2014 3:21 PM
25	2005	Mar 5, 2014 3:20 PM
26	1995	Mar 5, 2014 3:18 PM
27	2007	Mar 5, 2014 3:16 PM

Page 2, Q8. What year did you graduate from law school

28	2007	Mar 5, 2014 3:06 PM
29	2008	Mar 5, 2014 3:00 PM
30	2008	Mar 5, 2014 2:08 PM
31	2007	Mar 5, 2014 2:08 PM
32	2008	Mar 5, 2014 2:03 PM
33	2006	Mar 5, 2014 2:01 PM
34	2006	Mar 5, 2014 2:00 PM
35	2007	Mar 5, 2014 1:54 PM
36	2007	Mar 5, 2014 1:51 PM
37	2008	Mar 5, 2014 1:51 PM
38	2006	Mar 5, 2014 1:50 PM
39	2011	Mar 5, 2014 1:48 PM
40	2008	Mar 5, 2014 1:44 PM
41	2005	Mar 5, 2014 1:36 PM
42	2000	Mar 5, 2014 1:33 PM
43	2008	Mar 5, 2014 1:33 PM
44	1969	Mar 5, 2014 1:30 PM
45	2004	Mar 5, 2014 1:26 PM
46	2002	Mar 5, 2014 1:23 PM
47	1997	Mar 5, 2014 1:16 PM
48	2008	Mar 5, 2014 1:04 PM
49	2008	Mar 5, 2014 1:01 PM
50	2008	Mar 5, 2014 1:01 PM
51	2008	Mar 5, 2014 1:01 PM
52	2008	Mar 5, 2014 1:00 PM
53	1996	Mar 5, 2014 12:58 PM
54	2008	Mar 5, 2014 12:57 PM

Page 2, Q8. What year did you graduate from law school

55	2007	Mar 5, 2014 12:57 PM
56	2008	Mar 5, 2014 12:55 PM
57	2006	Mar 5, 2014 12:53 PM
58	2008	Mar 5, 2014 12:53 PM
59	2005	Mar 5, 2014 12:51 PM
60	2006	Mar 5, 2014 12:48 PM
61	2005	Mar 5, 2014 12:44 PM
62	1995	Mar 5, 2014 12:43 PM
63	2008	Mar 5, 2014 12:42 PM
64	2007	Mar 5, 2014 12:40 PM
65	2008	Mar 5, 2014 12:39 PM
66	2008	Mar 5, 2014 12:39 PM
67	2008	Mar 5, 2014 12:36 PM
68	2004	Mar 5, 2014 12:34 PM
69	2007	Mar 5, 2014 12:34 PM
70	2007	Mar 5, 2014 12:32 PM
71	2006	Mar 5, 2014 12:32 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

1	The work is good, just doesn't pay the best for the level of effort and stress required to perform the work.	Mar 7, 2014 10:13 AM
2	I enjoy the nuts and bolts of law practice e.g. research, writing, oral argument. Thus far the least pleasant aspect of the practice of law is other lawyers. There is much less professional courtesy and professionalism than I had anticipated.	Mar 7, 2014 8:50 AM
3	When I worked in a law firm last year I found that it was too much stress for too little pay.	Mar 7, 2014 8:13 AM
4	I didn't think I would be at a company helping manage and review documents for litigation for a job, but now that I'm here I'm happy which is probably the most important thing.	Mar 7, 2014 12:20 AM
5	Part time, over worked and under paid.	Mar 6, 2014 10:20 PM
6	I enjoy the advising and within limits, contract preparation. I do not like the litigation aspects.	Mar 6, 2014 3:56 PM
7	I find helping people with legal problems can be enjoyable and difficult. It is when trying to deal with clients' stress/being a sole practitioner, as well as my own personal stresses caused by choosing a legal career that satisfaction is lost. Honestly, it seems legal education and licensing are a detriment to obtaining employment. Jobs not related to practicing law are unwilling to compensate for expense of law school/licensing. Jobs related to the practice of law are not looking for associates, but for paralegals, despite willingness of associates to work for the same pay as a paralegal. After incurring significant debt it is extremely difficult to find career opportunities to repay that debt as well as provide for personal needs. It seems, at least in the short term (hopefully) that by pursuing a career in law, I am significantly further behind in realizing life benchmarks of those I know who did not pursue any advanced studies. Having received multiple degrees, the realization that based on finances a decent argument for less education could be made is extremely depressing.	Mar 6, 2014 3:52 PM
8	I enjoy running my own practice and taking on the kinds of cases that interest me.	Mar 6, 2014 2:59 PM
9	starting a new firm is challenging.	Mar 6, 2014 2:21 PM
10	I am excited about my job and its challenges right now. In ten years, I may want to move on to something that pays a little better.	Mar 6, 2014 2:05 PM
11	I make a good living in difficult economic times, so I do not have room to complain. I am a litigator, and there is satisfaction in crafting good arguments and helping clients achieve favorable results. With that said, the pressure to bill hours, the tension of litigation, and the general culture of competition and negativity in the profession keeps me from responding that I am fully satisfied with my job.	Mar 6, 2014 1:39 PM
12	I enjoy the law very much even though it is challenging and there are setbacks sometimes.	Mar 6, 2014 1:08 PM
13	I am generally satisfied with my job however because of student loans, the	Mar 6, 2014 12:57 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

	compensation is not quite there. I have had to defer since leaving school which is not what I wanted. Also, it has been really hard to find a quality job because the field is so saturated.	
14	The law firm business model is outdated.	Mar 6, 2014 12:26 PM
15	I feel like I am overworked and underpaid considering the education, knowledge and expertise I have and the high stress nature of the work.	Mar 6, 2014 12:05 PM
16	My position places a great deal of emphasis on work life balance.	Mar 6, 2014 11:30 AM
17	I enjoy the subject matter and the people I work with. However, the hours are long and stress is high.	Mar 6, 2014 11:19 AM
18	I am in house and do not bill my hours. I do anticipate a career change in the next five years, as I do not feel law is what I'd like to do the rest of my life.	Mar 6, 2014 10:42 AM
19	I just don't like working with opposing counsel	Mar 6, 2014 10:33 AM
20	The legal market appears to still be suffering as evidenced by the lack of positions available and the general lack of mentoring and guidance in small and medium size firms. It seems that the larger firms are still not hiring at their pre-recession levels which leaves many young attorneys scrambling to find a position, and many of those positions are found in smaller firms, as a solo practitioner, or in a field that is not legally related. It has been my experience that obtaining sound mentoring in these smaller firms is extremely difficult if not non-existent, and such is somewhat discouraging for a young attorney attempting to become a skilled practitioner. I'm not sure there is a quick remedy to this issue, but it is exacerbated by the fact that young attorneys have been impacted greatly in this market. This combined with the gross inflation of law school prices and the deflation of salaries can make the profession difficult at times.	Mar 6, 2014 10:30 AM
21	I feel challenged most of the time; I frequently have new opportunities and experiences; I feel that I am learning and improving as an attorney; and I have had success at times.	Mar 6, 2014 10:09 AM
22	I went to law school for the purpose of finding a career that I enjoy as well as one that could provide for my family. Right now it is difficult to provide for my family.	Mar 6, 2014 10:05 AM
23	I work at the Attorney General's office. I love the work that I do, but am dissatisfied with the low pay and politics.	Mar 6, 2014 9:30 AM
24	I am employed in Texas rather than Utah. The job market in Utah was too tight. I held off getting licensed in Utah because I was more employable unlicensed. Once I was licensed, I had to move out of state for employment.	Mar 6, 2014 9:23 AM
25	My satisfaction level is off the charts. I am able to practice in the exact field I went to law school for, civil litigation.	Mar 6, 2014 9:10 AM
26	The legal market is flooded with attorneys and it is nearly impossible to make a living practicing law.	Mar 6, 2014 8:56 AM
27	I am comfortable with the area of law in which I practice and enjoy the people I	Mar 6, 2014 8:53 AM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

	work with	
28	The only thing that keeps me from saying "very satisfied" is the pay in the public sector and how much I have to pay for my student loan. I enjoy what I do and the office that I work for.	Mar 6, 2014 8:02 AM
29	As a judge advocate for the Marine Corps, I have the opportunity to practice in a wide variety of legal specialties, including criminal law and international law. Pay and benefits are competitive with private sector and quality of life is excellent.	Mar 6, 2014 7:56 AM
30	Market pay is lower.	Mar 5, 2014 10:59 PM
31	I have my dream job in my dream location as a prosecutor.	Mar 5, 2014 10:40 PM
32	I work in university tech transfer. I enjoy most elements of my job.	Mar 5, 2014 10:10 PM
33	I generally enjoy the people I work with. I hate billable hours and don't really enjoy the type of law I practice.	Mar 5, 2014 9:56 PM
34	I work as a legal assistant in an all male attorney firm. All of the legal assistants at the firm are women. I can suggest the same exact thing as a male counterpart - however - when I make the suggestion it is automatically dismissed - moments later - when senior attorney asks associate male attorney the same question (because I was dismissed) and the associate male attorney answers with the exact same answer - the answer is not dismissed but rather accepted or sometimes exalted. This fact combined with the fact that I have a JD that I have not used due to a failing economy that caused my family to move three states in three years for my husband to also find work - as it takes six months and an incredible amount of money (2K) just to sit for the Bar, let alone another 600 to pay for the license yearly - and my student loan debt - all of this means less than satisfied. But, I am a glutton for punishment - I will keep trying despite ever growing odds that most of my education was in vain.	Mar 5, 2014 9:33 PM
35	I took the bar exam not really wanting to practice law. I decided to volunteer at a prosecutor's office and really enjoyed it. I volunteered for six months before a position opened up for me. But I'm happy I am doing what I'm doing.	Mar 5, 2014 9:00 PM
36	Practicing real estate law in house and learning a lot from a group of very experienced lawyers.	Mar 5, 2014 8:58 PM
37	The primary downside to what I do is trying to meet the demands of clients who want immediate or very short turn around on projects.	Mar 5, 2014 8:47 PM
38	Lawyers work more hours than I ever anticipated. In order to be able to pay off my student loans I have to take a job where I end up working 60 hours a week. I feel like an indentured servant.	Mar 5, 2014 8:46 PM
39	I do not enjoy the practice of law. Practicing law has its rewards, but such rewards come rarely.	Mar 5, 2014 6:28 PM
40	Ups and downs. Some days it is very satisfying in the work that I'm doing. Other days I'm very frustrated with legal process.	Mar 5, 2014 5:57 PM
41	I like what I do, but I haven't had a vacation since I started working as a lawyer.	Mar 5, 2014 5:53 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

42	Enjoy my job and the people I work with.	Mar 5, 2014 5:42 PM
43	It is difficult to obtain legal work. We are not allowed any in person solicitation. Changing this archaic rule will greatly expand the number of businesses that we may contact to solicit.	Mar 5, 2014 5:35 PM
44	I am not being paid enough for the amount of work that I do and it seems like there is more and more micromanaging going on without clear standards for incentives or advancement. In the legal profession as a whole: I have problems with the judges being very unwilling to sanction clear violations to such and extent that it seems to penalize the attorney and the client seeking sanctions.	Mar 5, 2014 5:25 PM
45	Overall, I am satisfied with my current employment, but the firm is struggling with attracting new clients. I would like to do more to attract clients, but I don't know what to do.	Mar 5, 2014 5:20 PM
46	Clerking is an incredible opportunity to learn the law, and the Judge is great.	Mar 5, 2014 4:56 PM
47	My career is interesting and gives me the opportunity to do something different nearly every day. However, it is very stressful and it is difficult to launch into a particular expertise that will prove to be fruitful.	Mar 5, 2014 4:55 PM
48	I am not in a traditional attorney job, but I consider my job as an FBI Special Agent law-related. I have a great job and the work is interesting and fulfilling.	Mar 5, 2014 4:54 PM
49	I don't think I was remotely prepared to practice law coming out of school.	Mar 5, 2014 4:51 PM
50	As a law clerk for three state district court judges, I'm given the opportunity to work on an array of different types of law and have three very wise mentors.	Mar 5, 2014 4:49 PM
51	I am enjoying the practice of law and the opportunities that it affords	Mar 5, 2014 4:49 PM
52	I'm doing exactly what I went to law school to do.	Mar 5, 2014 4:41 PM
53	Any desirable Job seems hard to come by	Mar 5, 2014 4:38 PM
54	Running a general law practice is more stressful than expected. I have clients with problems in almost every type of law. It is difficult to manage clients and constantly be learning new laws. The business aspect of the law practice is always challenging.	Mar 5, 2014 4:30 PM
55	I enjoy what I do. I don't always enjoy interacting with other lawyers though.	Mar 5, 2014 4:29 PM
56	I am a municipal attorney, and while my salary is lower than most lawyers, my quality of life is extraordinarily high.	Mar 5, 2014 4:27 PM
57	I enjoy the type of law that I practice, but it can be a bit too stressful at times.	Mar 5, 2014 4:26 PM
58	I get paid and I like the people I work with.	Mar 5, 2014 4:19 PM
59	The employment I have is very satisfying in all aspects. The legal issues that I deal are very interesting, the hours are excellent, and the workplace environment is great. The only slight issue that I have with the employment is the compensation.	Mar 5, 2014 4:15 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

60	Most of my disappointment comes from the lack of civility and professionalism among Utah attorneys. Many of them seem to think they are auditioning for a TV show and need to be conniving, spiteful, and dishonest in order to get the part. Of course this is a generalization that does not apply to all attorneys in Utah. But in my experience, it applies to more than any lawyer would admit, and it validates the public's perception of this profession. In fact, I find myself embarrassed to tell people what I do for a living for fear of being categorized as a "typical lawyer." What is more concerning to me is that I doubt there are many lawyers who feel the same way as I do, which means to me that they don't even recognize how bad it really is.	Mar 5, 2014 4:12 PM
61	I am a new Utah lawyer, and a Nevada lawyer since 1981. I have enjoyed my career enormously.	Mar 5, 2014 4:06 PM
62	Legal blogging allows me to use my legal knowledge and is interesting, but is currently very limited, small scale, and does not pay nearly enough.	Mar 5, 2014 3:41 PM
63	The consistent stress of the job is difficult to escape.	Mar 5, 2014 3:40 PM
64	I hate other attorneys, I hate older attorney who try to bully and pull stunts simply because they think I am new to the game. Moreover, I hate old dinosaur attorneys who command high billable rates, really do nothing and stick it to their clients. They do not research and know a bunch of old broad theories but can't use a computer to research enough to come up with a real on point argument.	Mar 5, 2014 3:36 PM
65	Not where I thought I would end up, but I am enjoying many parts of my job.	Mar 5, 2014 3:28 PM
66	ITs not quite what I expected graduating from law school. But its getting beter	Mar 5, 2014 3:21 PM
67	The work is boring, and working with lawyers is neither fun not interesting.	Mar 5, 2014 3:18 PM
68	Working in a large law firm has many benefits however, I work a lot. The pressure of billing day in and day out is taxing and hard especially because I am the bread winner of my family and have two young children.	Mar 5, 2014 3:16 PM
69	I find very satisfying when a client's problem gets resolved however its the process that degrades the satisfaction level. Too many clients don't understand the process or have unreal expectations.	Mar 5, 2014 3:11 PM
70	I suffer from celiac disease and the stress tends to make my symptoms worse. I also get discouraged because I feel the legislatures keeps passing laws that ignore important issues like the best interests of minor children. I also get discouraged because I make just above \$50,000.00 a year and cannot keep up with my law school loan debt.	Mar 5, 2014 3:09 PM
71	I enjoy working in the public sector.	Mar 5, 2014 3:09 PM
72	Love my job but the pay is pathetic compared to the cost of education. My current rate of return on my law school investment is negative.	Mar 5, 2014 3:07 PM
73	I am a judicial clerk and I absolutely love my job. I hope my response remains the same when I have to start billing hours.	Mar 5, 2014 2:52 PM
74	I really enjoy the practice of law and have no desire to change careers.	Mar 5, 2014 2:51 PM

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75	It is a job and pays the bills. Most days I do not get any "warm fuzzies" or sense of accomplishment.	Mar 5, 2014 2:49 PM
76	I feel like I was invited to join a law firm, but that I am largely working as a solo practitioner, without much support from my firm. I think my boss has ideas about running a law firm but is not committed to the time and work necessary to run a firm, as he largely focuses on his own practice and offers very little support for me.	Mar 5, 2014 2:39 PM
77	It would be nice to actually help people. Often times, it feels like what we do is a band-aid to prolong bad behavior.	Mar 5, 2014 2:36 PM
78	I highly enjoy the work I do. However, I find myself spending far more time at the office than I would like to.	Mar 5, 2014 2:35 PM
79	The Salt Lake Legal Defender Association is the best job I've ever had.	Mar 5, 2014 2:28 PM
80	While practicing law is much more stressful than I anticipated, I find my work and growing relationships very rewarding.	Mar 5, 2014 2:22 PM
81	Being a lawyer is stressful.	Mar 5, 2014 2:20 PM
82	My first job right out of law school was not great. The environment was toxic and the pay was well below standard. Since then, I have found new employment which is much more satisfying. However, my biggest hurdle is the same as it is for all lawyers, the deplorable billable hour!	Mar 5, 2014 2:17 PM
83	I'd like more court time.	Mar 5, 2014 2:15 PM
84	I work ten-hour days and only make \$50,000. When I applied for law school I believed I would make approximately \$80,000, based on the school's representations.	Mar 5, 2014 2:13 PM
85	There is too much uncertainty in my position to be fully satisfied.	Mar 5, 2014 2:06 PM
86	I would be more satisfied if I had more clients and billed more hours. I did not want to work part-time, but was forced to take a part-time position.	Mar 5, 2014 2:05 PM
87	I somewhat enjoy what I do, though there are times of stress and anxiety, which I would expect in most law-related careers. I am glad my income is not based upon a billable hour, which would likely increase the stress and anxiety.	Mar 5, 2014 2:05 PM
88	To many attorneys in the profession. The law schools do not educate you on how to practice law.	Mar 5, 2014 2:01 PM
89	Excellent total compensation & benefits, very interesting work, room for growth & advancement.	Mar 5, 2014 2:00 PM
90	I am tired.	Mar 5, 2014 2:00 PM
91	I'm a judicial clerk for a local judge, which I think is a very helpful and rewarding experience, but is relatively low-stress.	Mar 5, 2014 2:00 PM
92	I enjoy my job and working in the law though so parts of it are frustrating and	Mar 5, 2014 1:56 PM

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sometimes I feel disconnected from my non-lawyer community.

93 Basically, I work a lot more hours, for a lot less money then I had anticipated. Mar 5, 2014 1:54 PM

94 The labor market continues to be anemic and the few attorney positions that have been advertised have been either insanely competitive, or have been for attorneys with many more years of experience than a new lawyer can provide. Mar 5, 2014 1:54 PM

95 For the time and money put into Law school (the investment) the return as far as income is not very good. Dealing with Lawyers (most attorneys) who would rather drag out a case than solve it is very frustrating. Dealing with lawyers who are only concerned about their own pocket book instead of their clients is exhausting for me especially when a solution could be reached in 10 min. but the attorney's don't want to settle because that means less billable hours! I don't like to do business that way and I don't like to associate with attorneys who do that and I don't think it is ethical either. Mar 5, 2014 1:54 PM

96 I am a divorced single mother of 4 practicing mostly family law. Life is stressful by itself; add to that the stress of dealing with people going through divorce and custody actions and it gets extremely depressing. Mar 5, 2014 1:54 PM

97 Great work environment, a lot of independence, interesting work, but not a lot of variety and I'm concerned that I might be too pigeon-holed into a sector Mar 5, 2014 1:53 PM

98 I am much more fortunate than most new grads and know it. I enjoy the practice of law and now that I have my own firm, very much enjoy my career. Mar 5, 2014 1:53 PM

99 Poor job market has newer attorneys stuck with very high debt and below-average income, making it hard to get by. Mar 5, 2014 1:52 PM

100 My firm is very family friendly and I love the people I work with. Mar 5, 2014 1:52 PM

101 I love practicing in the field I am in. I find I have a lot of job satisfaction and because I minimized my loans for law school, my student debt is not overwhelming. Mar 5, 2014 1:49 PM

102 I am a law clerk at the Utah Supreme Court. Bar passage is not required, however it is extremely law-related. I love my job here and am sad I can only stay a year. Mar 5, 2014 1:47 PM

103 My employment situation is great. Its the practice of law in general I am only somewhat satisfied with. The amount of time spent in front of a computer is more than I would like and I'd like a change of pace. Mar 5, 2014 1:47 PM

104 I enjoy the work that I do and the environment at my employer. I was fortunate to find work with a good firm. Mar 5, 2014 1:45 PM

105 I enjoy it, but it leaves little time for balancing other aspects of life. Mar 5, 2014 1:44 PM

106 Love what I do. Issues with incompetence of employer. Mar 5, 2014 1:42 PM

107 The more legal work I do, the more I realize that it's kind of a B.S. profession. I find myself wishing I would have pursued something more substantial, where I have obtained actual tangible skills. Mar 5, 2014 1:42 PM

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108	I have \$200k in law school loans, and am making ~\$55k, after struggling to find a legal job.	Mar 5, 2014 1:41 PM
109	There are aspects of it that I love and aspects of it that I hate. Some days I can't imagine doing anything else and some days it's all I can do to keep doing it. Over all I'm satisfied.	Mar 5, 2014 1:41 PM
110	I am very satisfied with my current employment.	Mar 5, 2014 1:40 PM
111	I'm still searching for my niche area of law. I like what I do, but am stressed because I need money for my family.	Mar 5, 2014 1:40 PM
112	I am a prosecutor. This job is the fulfillment of a long-term hopes and aspirations. Fortunately, the day-to-day tasks of the job are just as interesting and exciting as I hoped they would be.	Mar 5, 2014 1:39 PM
113	I work at a law firm, and I like my job a lot so far.	Mar 5, 2014 1:38 PM
114	Learning to deal with constant conflict, while also trying to avoid the bitterness, ego, and skepticism seen in some seasoned attorneys, makes the profession less than satisfying.	Mar 5, 2014 1:37 PM
115	The market is over-saturated with attorneys, both young and old, which makes it extremely difficult for smaller firms to make enough money to even repay student loans on time.	Mar 5, 2014 1:35 PM
116	I love everything I do and the firm I work for. The only downside is the pay. I'm making much, much less than I hoped I would out of law school.	Mar 5, 2014 1:35 PM
117	Being a law clerk is intellectually satisfying and doesn't have the billable hour stress.	Mar 5, 2014 1:35 PM
118	I really enjoy working in compliance.	Mar 5, 2014 1:34 PM
119	I am thankful for the work I have. The work I have is grunt work. I'd like to learn/grow faster than I currently am (i.e. move beyond some of this maintenance crew stuff and get to drive the race car from time to time). :)	Mar 5, 2014 1:34 PM
120	I work with great people. Two other attorneys. I practice criminal defense which I really enjoy and I am my own boss.	Mar 5, 2014 1:33 PM
121	Pros: work with good people producing good work product gaining experience Cons: high stress low pay and high debt billable hour demands	Mar 5, 2014 1:31 PM
122	I work with nice people. The firm has provided great training opportunities and has been supportive of my career interests.	Mar 5, 2014 1:29 PM
123	The pay structure is awful. The pressures to generate business before learning the basics of the profession is difficult and stressful. Some stresses were expected, but others seem unnecessary. At a small firm I am taking home very little of what I bill and collect, which is frustrating and demotivating. I may seek other employment in law soon, but do not want to be looked on as a jumper given the short time I've been licensed. While I answered No to the career change out of law, that type of change is not entirely out of my consideration.	Mar 5, 2014 1:28 PM

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124	Pay and frequency of employment less than I expected	Mar 5, 2014 1:27 PM
125	Working in a public service setting is very satisfying. I find satisfaction in knowing the work I do has a positive impact on the community I live in.	Mar 5, 2014 1:27 PM
126	Dissatisfaction or difficulty with: handling emotions (clients' and my own) in situations of conflict, lack of honesty by clients, and collecting fees.	Mar 5, 2014 1:27 PM
127	I enjoy my work but do not like the pressure of billable hours.	Mar 5, 2014 1:27 PM
128	The work I do is interesting and the hours are not a burden. I enjoy what I do and the people I work with.	Mar 5, 2014 1:25 PM
129	I am enjoying my work. My bosses are great mentors.	Mar 5, 2014 1:24 PM
130	Very happy working in a compliance field where I can use my law training.	Mar 5, 2014 1:23 PM
131	Working for the government I don't have to worry about billing or other associated stresses. My job allows for a great work/life balance.	Mar 5, 2014 1:22 PM
132	I am practicing in-house and don't have the pressures of the billable hours or multiple clients.	Mar 5, 2014 1:21 PM
133	I have had a great experience thus far while practicing law.	Mar 5, 2014 1:21 PM
134	The job market for new graduates is over-saturated. Law school is overpriced--even for those, like me, who attended on a substantial scholarship--and has little value after the second year.	Mar 5, 2014 1:20 PM
135	I enjoy the work I do and feel that I am fairly compensated. With a couple of years under my belt I feel much more comfortable in the practice of law.	Mar 5, 2014 1:19 PM
136	I enjoyed my previous career more, but it didn't pay well. I am in law right now as the next-best-choice. I wish my day-to-day work was more fulfilling. I often feel like a paper pusher who is shackled to partners and clients that have too many unreasonable demands.	Mar 5, 2014 1:16 PM
137	I enjoy helping clients, but I have to work 10 to 12 hour days just to keep up with the case load and earn a decent living, and it's an incredibly stressful job. If I was in college again, I would likely choose a different profession.	Mar 5, 2014 1:16 PM
138	The work is more time-consuming and stressful than I anticipated	Mar 5, 2014 1:12 PM
139	The problems have been identified, but no solutions are being implemented. There is no work-life balance, there is no mentoring, workplace bullying is a daily occurrence, there is no collaboration, there is no training, and associate turnover is high.	Mar 5, 2014 1:12 PM
140	Not necessarily practicing in an area of law that I wanted to. Do not make nearly enough money to cover my massive student loan debt from law school. At this point it feels like my decision to be an attorney was a bad investment.	Mar 5, 2014 1:11 PM
141	I would have responded "very satisfied" if it weren't for the constant difficulty of obtaining enough projects within the firm I work for to fulfill my billable hour	Mar 5, 2014 1:11 PM

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requirement.

142	Law school debt makes me tied to a career I don't enjoy.	Mar 5, 2014 1:09 PM
143	I practice in an area of law that I always wanted to practice, even from the beginning of law school. The nature of my position allows me to work on cutting-edge ideas in the industry and gives me great opportunity and responsibility for a young lawyer. The people I work with are fantastic.	Mar 5, 2014 1:09 PM
144	I enjoy my coworkers and friendly hours and lovely community of home and work.	Mar 5, 2014 1:08 PM
145	I would like more control over the decisions of the clients I have been given.	Mar 5, 2014 1:06 PM
146	I greatly enjoy being a prosecutor. I look forward to going to work everyday and get a lot of satisfaction out of my job. I enjoy the challenges and diversity of the cases I deal with.	Mar 5, 2014 1:06 PM
147	In my opinion, pay for attorneys across the board has stagnated in Utah, pay should be higher.	Mar 5, 2014 1:05 PM
148	I am at a good firm now. Previous experience and conversations with colleagues have revealed that in the current economy, employers know they are at an advantage and are willing to abuse employees by paying salaries of \$30,000-\$40,000 in exchange for 70-80 hour work weeks with 170 to 200 plus billables required a month.	Mar 5, 2014 1:05 PM
149	I still experience significant stress related to professional liability risk exposure related to practicing law. However, I enjoy flexibility in my schedule, which I appreciate.	Mar 5, 2014 1:04 PM
150	Love my employer and job. Picked a good career path.	Mar 5, 2014 1:04 PM
151	As a Latino attorney, you are not considered part of the status quo	Mar 5, 2014 1:04 PM
152	The actual practice of law is different from what I expected. The practicality of handling clients and the reality that some may not pay accrued fees was an eye-opening realization. I am very grateful for the mandatory mentoring program. I am learning things I never would have expected to learn.	Mar 5, 2014 1:04 PM
153	I like my job. I just don't see myself being a lawyer for the rest of my life. I'd like to try something else in the future.	Mar 5, 2014 1:03 PM
154	I work for the Attorney General's Office. I have received excellent mentorship here and I have been provided with experience I might not receive in a law firm environment. I also enjoy it because I feel like my work is contributing to a common good.	Mar 5, 2014 1:02 PM
155	I am dissatisfied with my options to transfer from a solo-practitioner to a cooperative working arrangement such as a law firm or corporate counsel.	Mar 5, 2014 1:01 PM
156	As can be expected with any job, the legal profession has its up days and its down days. Some days are magnificently satisfying and I can't imagine anything being more noble than what I do. Other days are discouraging beyond words	Mar 5, 2014 1:01 PM

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(probably because, in large part, I was hoping for the magnificently satisfying and didn't get it). But most days I find quite satisfying and work on having appropriate expectations so that the discouraging days are minimal.

157	The position I currently hold is not in my preferred area of the law. While I am grateful to have the position, it is not my ideal area in which to practice.	Mar 5, 2014 1:00 PM
158	I enjoy the type of work I am doing and I enjoy working with the attorneys and staff I am working with.	Mar 5, 2014 1:00 PM
159	Law is flexible, which I appreciate having a young family.	Mar 5, 2014 12:59 PM
160	I like practicing law but I am unhappy with the pay.	Mar 5, 2014 12:59 PM
161	I'm in a job for one year as a volunteer. I love the work but it would be satisfying to be paid.	Mar 5, 2014 12:58 PM
162	It took nearly 2 years after graduating to find a law-related job and almost 4 years after graduating to find a permanent law-related job. I feel like that time was somewhat lost, as my skills became a little rusty and I was forced to take non-legal employment to cover bills and student loans. Now, I find myself having to "read up" on legal topics that have faded with time. I also don't see much opportunity for lateral movement or career advancement currently or in the near future, which is frustrating.	Mar 5, 2014 12:57 PM
163	I feel somewhat betrayed by my career based on many factors, including external (uncontrollable market factors), and law field and law school marketing prior to decision to go to law school.	Mar 5, 2014 12:56 PM
164	It is a very stressful job and I barely earn enough to cover my monthly expenses, let alone pay student loans and credit card debt incurred during law school.	Mar 5, 2014 12:55 PM
165	The demands are greater than expected (even though expected to be high); it's proving hard to develop a sustainable practice that matches my investment (time and money) in my legal education. Too many lawyers live down to the stereotypes. The law itself, and its application by judges, too often favors institutions and the wealthy (nothing new, but not really changing either.)	Mar 5, 2014 12:54 PM
166	I love the work. I love the challenge. Like everyone else working for the State, I wish my pay were more.	Mar 5, 2014 12:53 PM
167	I have very flexible work hours, I work from my home office, and I typically work with great people	Mar 5, 2014 12:53 PM
168	I really enjoy the work that I do, but am worried because I was only able to obtain contract work, which means I have no job security. Also, working in the public sector makes it incredibly difficult to make student loan payments while also paying a mortgage and with a child on the way I am very worried about job security and salary.	Mar 5, 2014 12:51 PM
169	I work in the field of Social Security Disability, which I personally find very rewarding. Particularly, providing a voice for the voiceless and less fortunate. I have also worked with Veterans which has allowed me the opportunity to repay	Mar 5, 2014 12:51 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

and thank these men and women for their tireless dedication and service to this country.

170	It is stressful yet fulfills my need for mental stimulation.	Mar 5, 2014 12:50 PM
171	I practiced law for a few years with a small firm and was constantly stressed and wanted to quit at least 60 percent of the time. Now I use the skills I acquired but in a much friendlier setting and I love my job and look forward to work every day. I haven't wanted to quit, even when offered a job for significantly more money.	Mar 5, 2014 12:50 PM
172	The actual work required by my job is enjoyable and satisfying. However, the pay is not commensurate with the expectations created by law schools and the ABA's data, or the requirement of incurring six figures of student debt at unreasonably high interest rates to get through law school.	Mar 5, 2014 12:50 PM
173	I am disappointed that there is so little personal interaction in this profession, generally. I believe a great deal of cost could be saved through better personal communication, but most attorneys are either unwilling or simply do not know how to communicate without spending substantial hours debating via official letters or court filings. I would much rather see disputes settled via person-to-person negotiation. Businesses would often maintain relationships anyway. Thus far, my experience has been that attorneys get in the way of good business and instead destroy relationships that could otherwise have been saved.	Mar 5, 2014 12:50 PM
174	I work in a great office with interesting cases and great people. I am trying to figure out if I want to stay in litigation or move into hospital administration.	Mar 5, 2014 12:50 PM
175	I enjoy my job, co-workers and flexibility. I don't enjoy all of the work I do.	Mar 5, 2014 12:49 PM
176	Compensation is too low.	Mar 5, 2014 12:48 PM
177	I don't always enjoy what I do, but I think it is a good job.	Mar 5, 2014 12:48 PM
178	I work in a friendly, driven, and engaging office environment.	Mar 5, 2014 12:47 PM
179	Generally like what I do. I enjoy the law firm. Sometimes get tired of it.	Mar 5, 2014 12:46 PM
180	I have a lot of autonomy in my job and enjoy my co-workers. I am in court a lot and enjoy it.	Mar 5, 2014 12:46 PM
181	High-stress and time commitment make family and social life difficult.	Mar 5, 2014 12:46 PM
182	There weren't many opportunities when I graduated, and I ended up doing work I don't much care for, and at this point I'm finding it difficult to break into new areas. Still, I'm glad I am able to work in a law-related field. Some of my classmates haven't been so lucky.	Mar 5, 2014 12:46 PM
183	I wish I was busier and paid more. When I am busy, I am generally satisfied with my career.	Mar 5, 2014 12:46 PM
184	I like the law, but I can't seem to find any clients outside of the Modest Means Program. Unfortunately, I have only been hired by one of the two referrals who have contacted me.	Mar 5, 2014 12:45 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

185	Working as an attorney is tough, but it is rewarding too. Just like any job, there are good days and bad days. But, I find that working as an attorney I am presented with challenging problems which stretch and push me and give me a great sense of fulfillment.	Mar 5, 2014 12:45 PM
186	I am currently unemployed. I am doing some work for a friend that is law-related, but it pays very little. I have been unemployed since I graduated last May, with a couple part-time, temporary positions.	Mar 5, 2014 12:45 PM
187	I love my job.	Mar 5, 2014 12:43 PM
188	Part time time limited position. I've worked my ass off and now am not able to find a job.	Mar 5, 2014 12:42 PM
189	We go to outside counsel far more than I ever anticipated. Oftentimes a legal issue pops up, and before I am given the opportunity to perform legal research and draw a conclusion, we have already sent the project to outside counsel.	Mar 5, 2014 12:42 PM
190	The current law school model teaches graduates how to be associates at a law firm, not how to be lawyers. Without any offers of employment by a law firm, working as a solo practitioner has been a long, difficult, and expensive road to traverse.	Mar 5, 2014 12:42 PM
191	Trying to get our marketing guy to help us is a pain.	Mar 5, 2014 12:42 PM
192	I am struggling a little to manage the stress of the job.	Mar 5, 2014 12:41 PM
193	I ma very happy with my practice and the work I do. I enjoy the work itself. I do find the hours to be exhausting though.	Mar 5, 2014 12:41 PM
194	Wake up every day wondering why I took the position I did, when all signs pointed to "don't do it." Then you get stuck in a rut and it is very difficult to get out.	Mar 5, 2014 12:41 PM
195	Not presently employed	Mar 5, 2014 12:41 PM
196	I work 8-5 and can take anytime I want off. This allows me to spend time with my young family, which translates into life satisfaction and better performance all around.	Mar 5, 2014 12:41 PM
197	Too few jobs or places to gain experience. This adds to an already stressful job.	Mar 5, 2014 12:40 PM
198	My job can be monotonous and a grind.	Mar 5, 2014 12:40 PM
199	Just not what I imagined. Oversaturated market.	Mar 5, 2014 12:39 PM
200	Decent job, some drawbacks	Mar 5, 2014 12:39 PM
201	I like my work fairly well, but the work-life balance needs improvement.	Mar 5, 2014 12:38 PM
202	I enjoy my work immensely but wish I made more money. Life choices limited by amount of money I make.	Mar 5, 2014 12:38 PM
203	I love my career.	Mar 5, 2014 12:38 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

204	I hate the business aspects of practicing law--I would prefer a government salaried position.	Mar 5, 2014 12:38 PM
205	Continually marketing to maintain billable hours is a struggle.	Mar 5, 2014 12:37 PM
206	I happen to work in an area of transactional law that I am drawn to and thoroughly enjoy. In addition I was fortunate to be mentored by the foremost recognized attorney in this area and currently work for him and his practice to date.	Mar 5, 2014 12:37 PM
207	The legal market is flooded and I don't feel like I have a lot of employment options in the law.	Mar 5, 2014 12:37 PM
208	I'm well compensated, have flexibility in my employment hours/obligations. I enjoy the people I work with.	Mar 5, 2014 12:37 PM
209	I feel like there are limited opportunities for growth in the field right now and salaries are lower than I anticipated.	Mar 5, 2014 12:37 PM
210	I am satisfied with my career itself, but not with my income and expenses.	Mar 5, 2014 12:37 PM
211	I've become a partner and am very happy with my career, however my quality of life (time with my family) hasn't improved as much as I would have liked.	Mar 5, 2014 12:37 PM
212	The job I obtained after law school was pretty-much paralegal work and paid only \$50,000 annually. The firm charged over \$200 per hour for my time and I was paid about \$25 per hour. With the unpaid overtime I work, I was earning about the same amount I could earn as a construction worker in a small construction company. For that reason, I started my own law firm hoping to do better long term. I have been at it for about 8 months and I have few clients. The job prospects are not good either. Almost every job requires 5 or more years experience.	Mar 5, 2014 12:37 PM
213	Regulatory isn't strictly a legal job, though some things I do are legal. This isn't the area of law that I wanted to be in.	Mar 5, 2014 12:34 PM
214	I am not getting paid well and it makes things so much more stressful due to the amount of student loan debts, etc. I made more as a legal secretary. I do not do billable hours but am salaried at \$45,000.	Mar 5, 2014 12:34 PM
215	I love what I do and the people I work with, but I don't love how many billable hours we have. 1900 is a lot!	Mar 5, 2014 12:34 PM
216	Not enough jobs/work out there. I apply for new positions constantly, but never get anywhere. I now have to sell cars full-time to support my solo practice. I did not go to school for this long and work this hard to be a car salesman.	Mar 5, 2014 12:34 PM
217	I enjoy coming to work each day and enjoy leaving at 5pm everyday!	Mar 5, 2014 12:33 PM
218	Great job with lots of potential.	Mar 5, 2014 12:33 PM
219	I like it most times but usually don't love it. I believe I will like my work more once I obtain more knowledge and become more confident.	Mar 5, 2014 12:33 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

220	Great firm, wish it paid more.	Mar 5, 2014 12:32 PM
221	The work is fine, and generally opposing counsel are fine. I wish the hours weren't so variable.	Mar 5, 2014 12:32 PM
222	I practice the area of law that I was most interested in graduating from law school and truly enjoy it (most days.)	Mar 5, 2014 12:32 PM
223	Want more time in the court room	Mar 5, 2014 12:32 PM
224	I enjoy litigation. I dislike working with some opposing counsel and dislike some of the long hours.	Mar 5, 2014 12:31 PM

Page 2, Q15. What significant changes or impacts do you see to our legal profession during the next 10 years?

1	Electronic issues increasing; more complex legal issues, especially with web based businesses that operate worldwide; forms becoming more available and commonplace which will further drive down attorney wages and make attorneys leave the profession.	Mar 7, 2014 10:13 AM
2	The oversupply of lawyers will continue to worsen. A law school is an excuse to print money, as thus far there has proven no lack of poor souls willing to pay for a degree that no longer guarantees a living. With technology continuing to decrease the demand for attorneys, the problem will only get worse. Already we see new attorneys with hundreds of thousands of dollars in student loan debt working for less than they would make working full time at 7-11.	Mar 7, 2014 8:50 AM
3	The legal bubble has burst. The myth that a JD is a valuable versatile degree has been exposed. Hopefully law schools will be forced to stop lying about their statistics. Half of the law schools should be shut down. More info out there now explaining how the legal field really is and that it is not a worthwhile endeavor. Too much student loan debt for a worthless degree.	Mar 7, 2014 8:13 AM
4	I believe the influx of so many new attorneys combined with older attorneys not retiring is causing a swelling of the ranks of professional workers in the legal field. Attorneys normally getting entry level associate positions are being pushed to legal interns and contract positions. This will either cause the job outlook of our profession to decline and therefore less people joining the legal community, or increase the sources of legal services driving current price of those services down.	Mar 7, 2014 12:20 AM
5	Alternative fee arrangements and work relationships with clients (more alternatives, flexibility, cost management).	Mar 7, 2014 12:10 AM
6	Nothing big's going to happen.	Mar 6, 2014 10:03 PM
7	legal positions will continue to dwindle and the number of J.D.-holding-unemployed will continue to rise.	Mar 6, 2014 5:23 PM
8	I think there will be major changes in billing practices and expectations from clients. I expect to see a lot more work done on a flat fee basis.	Mar 6, 2014 5:18 PM
9	Clients tightening up expectations of lawyers, possibly seeking lower rates.	Mar 6, 2014 4:59 PM
10	There are too many lawyers. That combined with technology will almost wipe out the profession.	Mar 6, 2014 4:26 PM
11	As the law becomes more prolific, and harder for lay people and lawyers to understand because of its complexity to address a highly specialized society, the legal profession will continue to make efforts to try and make the law more accessible, but they will have little impact on how the legal profession is perceived.	Mar 6, 2014 3:56 PM
12	Technology will have a significant impact on the practice of law, from access to legal information, to more productive methods of practicing law, to possible huge reductions in practice areas (think self-driving cars-DUI/Insurance claims). I also believe, consistent with statements made above, the legal profession is in desperate need to address the many underemployed or unemployed law	Mar 6, 2014 3:52 PM

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	graduates. The legal profession due to technology and the obvious problem of being unable to sustain new attorneys will need to look for ways in which to provide and protect services that should only be performed by attorneys.	
13	None.	Mar 6, 2014 2:59 PM
14	Baby boomers retiring should hopefully create more open positions in the private sector. If not, something will likely need to change due to the combination of extremely high tuition at Utah's law schools, overwhelming student debt, and a lack of available positions that pay enough to overcome that debt. Although I am lucky enough to be employed, I know several former classmates for whom the job outlook is bleak. I'm not sure how the market will correct the situation, but it seems like, for many, the financial risk of law school is not worth the reward.	Mar 6, 2014 2:05 PM
15	Video conferencing and less in court appearances.	Mar 6, 2014 2:00 PM
16	I foresee that clients will continue to chip away at high billable rates that have high overhead built into them. I think firms will get smaller and run leaner. There will be more and more emphasis on alternative billing arrangements.	Mar 6, 2014 1:39 PM
17	More results driven work and less traditional models. Young entrepreneurs and internet lawyering.	Mar 6, 2014 1:08 PM
18	I think there will be more people arbitrating their claims- which will increase the need for quality arbitrators which right now seem few and far between.	Mar 6, 2014 12:57 PM
19	Fewer job prospects for newer attorneys. An over supply of attorneys.	Mar 6, 2014 12:57 PM
20	The definition of "legal services" and the pool of work that can only be done by a licensed attorney will continue to shrink.	Mar 6, 2014 12:26 PM
21	I am not sure, but the current model is unsustainable. Most people cannot afford the services of the average attorney. There needs to be a way to provide lower costs services for the masses while still providing a good living for the attorneys.	Mar 6, 2014 12:05 PM
22	I think access to the law will continue to become easier and easier.	Mar 6, 2014 11:30 AM
23	I think clients have more options to choose from, so they can demand lower rates. I also think the issues in the law are evolving.	Mar 6, 2014 11:19 AM
24	I have recently transitioned from litigation practice to mediation. I see a gradual shift from litigation to the alternative dispute resolution field as there is an ever growing number of cases filed and people understand the ADR process better inside the legal community and out. I have many clients that are not represented by counsel, but use mediation to resolve there disputes. As an attorney in Utah I can help them with drafting their documents after an agreement is reached, which saves many people money.	Mar 6, 2014 10:58 AM
25	I think that technology and internet searches will increase the lay persons ability to perform more legal services for themselves. I think that the price people are willing to pay attorneys will continue to decrease.	Mar 6, 2014 10:42 AM
26	Shrinking market for lawyers because of outsourcing and DIY tools.	Mar 6, 2014 10:35 AM

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27	Use of technology will explode. Flat fees for more services. Artificial Intelligence could replace some basic legal analysis. Number of lawyers entering the field will drop as law school tuition is simply too expensive for the amount of money to be made.	Mar 6, 2014 10:33 AM
28	It appears that those with legal degrees are becoming more diversified at using their education in novel ways. I see more law school graduates practicing in areas that are not strictly law related. I'm not sure what impact generation Y will have on the legal profession. It may lead to more innovative ways to practice law that incorporate more joint collaboration, or it might lead to some undesired consequences like a lack of conformity, or a misinterpretation of entitlement.	Mar 6, 2014 10:30 AM
29	Technology will continue to cause changes in all areas especially in the courtroom.	Mar 6, 2014 10:09 AM
30	Changes in recruiting by law firms. more competition for jobs	Mar 6, 2014 10:05 AM
31	I see a significant change for attorneys that work in the health care field. As the Affordable Care act continues to move forward, modified, and interpreted it will have a significant impact on attorneys in this field. I also see a significant impact for civil rights attorneys as states continue to figure out the status of same sex marriages. I also see the legalization of marijuana creating a large impact on employment and civil rights law.	Mar 6, 2014 9:55 AM
32	I think that we will see many smaller firms start claiming the territory the larger firms. I also think that we will see some law schools fold as admissions are drastically low and the legal profession is not providing recent grads with the level of jobs as they used to. I think we have already seen some major changes in the last 5 years and over the next ten years we will see the profession more or less settle into a new position since the changes that have happened and are happening.	Mar 6, 2014 9:39 AM
33	I think the big change will be that legal services will be more available to the middle and lower classes.	Mar 6, 2014 9:30 AM
34	I anticipate changes to the law school approach to legal education. I am unsure how this will affect the profession.	Mar 6, 2014 9:28 AM
35	Given the tight job market, I expect that many new graduates will leave the state. Salaries are depressed in Utah and competition for open positions is extreme. Unfortunately, the market can't support the number of attorneys in state.	Mar 6, 2014 9:23 AM
36	More attorneys seeking employment in non law-related fields. More attorneys actively looking for consumers who have been harmed in some way... ie: more plaintiff's lawyers.	Mar 6, 2014 9:10 AM
37	Continued use of technology and required knowledge of emerging technology to better serve clients.	Mar 6, 2014 9:07 AM
38	Technological advances, influx of lawyers	Mar 6, 2014 8:56 AM
39	Online, self help resources will become the dominate means for individuals to get legal help, thereby reducing the need for lawyers. In an already flooded	Mar 6, 2014 8:56 AM

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	market, many law firms will be forced to close their doors.	
40	Changes to rules of professional conduct	Mar 6, 2014 8:53 AM
41	I think there will continue to be a shift away from higher-paying jobs at big firms.	Mar 6, 2014 8:50 AM
42	See above	Mar 6, 2014 8:45 AM
43	Unknown.	Mar 6, 2014 8:35 AM
44	People will be increasingly able to use "self-serve" legal resources available online. This is likely to create intense downward pressure on fees and make flat fee arrangements much more common.	Mar 6, 2014 7:56 AM
45	changes in billing practices; changes in office/firm organization	Mar 6, 2014 7:39 AM
46	I think technology will drive changes in the future. For example, paperless offices, e-discovery, etc. I hope that the legal world encourages more civility and professionalism. The majority of attorneys are good to deal with, but there are still a good number of attorneys who make any matter a nightmare. This type of behavior is very unproductive and serves no legitimate purpose - but increases litigation costs.	Mar 6, 2014 7:38 AM
47	too many lawyers= less net income	Mar 6, 2014 7:14 AM
48	I think there will be more attorneys working in in-house counsel positions, and more attorneys seeking non-legal positions.	Mar 6, 2014 6:59 AM
49	Heavy integration of technology (in addition to non-technological efficiency enhancing processes), making redundant functions that were traditionally viewed as falling within the scope of a lawyer's job. This will cause a reduction in the need for lawyers. For the market of lawyers that remains, the market will demand (for the most part) that a lawyer function more as a strategic adviser rather than, for example, a reviewer of documents or a drafter of standardized motions. As strategic advisers lawyers will need to be trained in negotiating, strategic thinking and decision-making, conducting trials, non-standardized drafting, and so on. This will create a so-called "chicken and the egg" problem (where firms will be lateral intensive or seek graduates with experience). As a result, I predict, that law schools will need to adopt either a clinic-intensive model or a post-graduate residency model (similar to the medical school model).	Mar 5, 2014 10:31 PM
50	Changes in legal education - providing more hands on experiences, internships.	Mar 5, 2014 10:10 PM
51	More outsourcing of legal research. Everything moving to the cloud.	Mar 5, 2014 9:54 PM
52	The question is "do you see;" however, I answer as "do you hope to see." I hope to see less pedagogy. Less emphasis on where a degree is from and more emphasis on the quality of the person. I hope to see less male domination with this "idea" of women in the field. Less of a "we just let you in because we had to," and more of a "you are competent and it has nothing to do with your gender" attitude. Changes in schooling would be great. More like Medical schools less like the status quo. First two years spent on hard subjects, third year spent in clinical rotations with different types of firms in different areas of law, and a fourth	Mar 5, 2014 9:33 PM

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	year to specialize in an area of law. There is so much legal education could learn from medical education.	
53	Technological shifts. Ever increasing access to legal research material.	Mar 5, 2014 9:30 PM
54	As income gaps widen I suppose there will be an ever increasing need for pro-bono work. Also I would imagine the more critical areas of law will shift toward healthcare and technology related issues. Of course there will be no lack of criminals who need to be prosecuted and defended because there are so many idiots in this country who can't keep themselves out of the courtroom because they're so hooked on dope or meth.	Mar 5, 2014 9:00 PM
55	It will become more online oriented.	Mar 5, 2014 8:58 PM
56	Fewer law-related jobs overall	Mar 5, 2014 8:50 PM
57	Not really sure. But more and more information is being given out from online sources, perhaps there will be a turn to more free or cheap services offered online.	Mar 5, 2014 8:47 PM
58	Lower fees. Big firm model will not survive.	Mar 5, 2014 8:46 PM
59	Better practical, skills oriented training in law school. Lower rates to better serve the middle class. More pro se litigants due to availability of online resources. More women in leadership/shareholder roles More diversity.	Mar 5, 2014 8:13 PM
60	More automation of routine tasks More routine tasks done by non lawyers Stagnating wages Better technology will lead to expectations of greater work quality	Mar 5, 2014 6:58 PM
61	Continuing decline in demand for attorneys. A need to replace attorney legal services through other means.	Mar 5, 2014 6:37 PM
62	I believe attorneys will bill fewer hours, and clients will pay lower hourly fees. I believe as law becomes more accessible to the public via electronic means attorneys will become a figure in the background, providing limited services to clients.	Mar 5, 2014 6:28 PM
63	Technology will be incorporated in the legal system.	Mar 5, 2014 5:57 PM
64	I think lawyers will be less likely to find jobs with firms and will have to expand their skills/training to include other areas where the law can be used, but not in a direct litigation manner. For example, I think we'll see more JD/MBA, JD/MPH, JD/MPA, JD/PhD, etc. on the rise. It seems JDs alone are no longer sufficient to locate a job, especially with new graduates.	Mar 5, 2014 5:56 PM
65	I don't see much changing except possibly more lawyers working for the government as the government gets more involved in everything.	Mar 5, 2014 5:53 PM
66	No idea - I pretty much just got here.	Mar 5, 2014 5:42 PM
67	Sooner or later the bar will realize that there is more than enough legal work out there. Most Utahans do not have an estate plan. Most businesses do not even have an operating agreement much less good contracts, etc. Legal work is not	Mar 5, 2014 5:35 PM

Page 2, Q15. What significant changes or impacts do you see to our legal profession during the next 10 years?

being done that could be. People and businesses are hurt because of this, and attorneys make less. If we were allowed more freedom in marketing, these needs might be filled.

68	The legislature will always come up with new laws whether they are needed or not, whether they address real concerns or mere conjecture. we will have to address those laws and play by new rules.	Mar 5, 2014 5:25 PM
69	I think we will see a continuation of the trend toward fewer and fewer civil trials. I am also concerned that people with lower-valued cases will find it more and more difficult to find attorneys willing to take their cases.	Mar 5, 2014 5:20 PM
70	Smart cars might not get in as many auto accidents. This would be good for society but bad for my profession.	Mar 5, 2014 5:04 PM
71	Less work available as technology streamlines processes.	Mar 5, 2014 4:56 PM
72	I think that we will see clients shying away from the larger firms that can offer a one-stop-shop service, and moving toward hiring an individual attorney within a particular firm based on his or her relationship with that person. Cross selling many different areas of practice will not be a highlight. I think we will see practitioners moving toward a more flexible billing system - lowering rates or providing package billing per service.	Mar 5, 2014 4:55 PM
73	Technologically savvy attorneys will continue to find ways to reduce overhead in ways that will allow them to undercut bloated billing rates large firms are accustomed to.	Mar 5, 2014 4:54 PM
74	I HOPE that the legal profession is better integrated with legal education. I hope that lawyers are more civil to each other.	Mar 5, 2014 4:51 PM
75	I really don't see any significant changes to the legal profession in the next 10 years. I think, at least in my area of Utah, that there is already a trend towards a better public perception of attorneys but I don't know that it will be "significant" in the next 10 years. I hope it will be of course.	Mar 5, 2014 4:49 PM
76	With the digital age, I hope that we can move to more paperless filings and communications.	Mar 5, 2014 4:41 PM
77	A change in billing structure and in partnership structure.	Mar 5, 2014 4:38 PM
78	More automated, streamlined procedures. The simple, "bread and butter" cases that my older partner thrived on years ago are all available through online forms now.	Mar 5, 2014 4:30 PM
79	Less personal contact with corporate clientele. Greater wealth disparity, leading to a greater disparity in access to meaningful justice. Considerably greater documents involved in litigation due to electronically generated and stored records. It's harder to maintain electronic files in an accessible manner than it is with a physical file.	Mar 5, 2014 4:29 PM
80	I am hopeful that it will be less driven by billable hours and the bottom line, but that is probably a chimerical hope.	Mar 5, 2014 4:27 PM

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81	As the highly-connected generations find it necessary to seek legal advice, they may be more inclined to seek crowd-funded advice and legal products via online communities (a la Reddit and the like) and in all likelihood will develop products/services to facilitate the same. However, corporations and other large consumers of legal services will probably maintain the status quo for at least the next decade (hence the "moderate" change).	Mar 5, 2014 4:19 PM
82	I see the legal profession attempting to help the middle income level a little more. I also see the continued representation for the lower income level.	Mar 5, 2014 4:15 PM
83	I see changes resulting from the advancement and use of technology. For example, use of the cloud for storage and reporting to clients, etc.	Mar 5, 2014 4:12 PM
84	Wide ranging impact from crafting, implementing and recommending changes to Utah legislation to Immigration reform as well as reform in many other areas of Utah law and regulation governing commerce, state's rights and sovereignty issues to name a few.	Mar 5, 2014 4:06 PM
85	The law firm pyramid model will largely cease to exist. More lawyers will work on a contract basis, and almost all work will be done by contract or special agreement. It will be even more challenging for new lawyers to gain essential pretrial and trial experience, unless they work for a governmental agency. The recent trend of in-house lawyers will increase even more as companies confirm that it is cheaper to employ the lawyer directly than to pay his/her legal rates.	Mar 5, 2014 4:06 PM
86	The rising cost of law school will make the entry to the profession prohibitively expensive. Additionally, specific online legal service provides, such as legal zoom, will reduce the amount of work for lawyers and provide cheaper, albeit not as good, access to consumers.	Mar 5, 2014 3:47 PM
87	Smaller firms, or fewer large firms. New lawyers will hopefully have more actual legal training out of law school.	Mar 5, 2014 3:41 PM
88	Clients wanting to pay significantly less for an attorney's services.	Mar 5, 2014 3:40 PM
89	I think we'll see deregulation of legal practices, more fixed fee services, and online services. Data mining will also become more influential. I think we'll also see more law firms owned by more non-attorneys. Finally, I think we will see nearly universal and automatic reciprocity between states.	Mar 5, 2014 3:36 PM
90	The big law firm style of practice will all apart, you can get the same quality of service through a small solo practice who has no overhead or minimal. Moreover, no one will be able to afford to pay high rates and that population will grow, they will vote, and you will see that attorneys are going to moved to a lesser position. especially with technology being able to make documents and pleadings with ease and intuitive question asking.	Mar 5, 2014 3:36 PM
91	Pressure to change billing practices will increase and more positions will be brought in house.	Mar 5, 2014 3:35 PM
92	More attorneys entering the market.	Mar 5, 2014 3:34 PM
93	More lawyers, less jobs	Mar 5, 2014 3:31 PM

Page 2, Q15. What significant changes or impacts do you see to our legal profession during the next 10 years?

94	Too many lawyers. More services being moved online and attorney roles eliminated. Too many sub par law schools being opened.	Mar 5, 2014 3:28 PM
95	Things are becoming more automated, so there will become less of a need for routine legal matters that were traditionally handled by lawyers.	Mar 5, 2014 3:28 PM
96	Technology, globalization, legal alternative substitutes.	Mar 5, 2014 3:21 PM
97	A greater push towards making law firms operate like businesses.	Mar 5, 2014 3:21 PM
98	There continues to be an influx of attorneys into a system that cannot support them. As such, jobs will become harder to find and the jobs are available will be far less lucrative.	Mar 5, 2014 3:19 PM
99	Much less need for lawyers as clients become less willing to pay high bills. Consolidation of firms. Fewer lawyers in government as tea party mentality in Utah shrinks government. Constriction, not growth.	Mar 5, 2014 3:18 PM
100	I see a system that hasn't invested in training its young lawyers. Most firms don't want to deal with the expense of training a young lawyer. Almost every job opening requires three plus years of experience and there are plenty of those jobs available. The problem is three years from now when the firms want to hire attorneys with three plus years of experience the supply won't be able to keep up with the demand. The reason behind this is that licensed attorneys will either have left the practice of law to engage in a career where they can earn a decent living or the ones who have scraped by won't have the practical experience that the firms are looking for.	Mar 5, 2014 3:17 PM
101	I see the need for lower cost legal services, whether that be through a service like legal zoom or other services. However, I only see this as moderate change.	Mar 5, 2014 3:11 PM
102	Technology taking over. Paper becoming an unwanted element of the practice of law.	Mar 5, 2014 3:09 PM
103	I believe there will be less attorneys. The cost of a legal education is too high.	Mar 5, 2014 3:09 PM
104	Utah's legal community will continue to grow.	Mar 5, 2014 3:09 PM
105	I think you will see more and more companies seeking value-based representation. Companies have caught onto the billable-hours bottomless pit and are less and less willing to pay for it. I think more and more companies will make a value assessment of the work to be performed and force attorneys to work within a budget framework.	Mar 5, 2014 3:07 PM
106	More erosion of business from larger law firms as technology changes and offshoring continue to eat in the law firm model. More consolidation of larger law firms seeking efficiencies. More lawyers practicing in niche fields that are not easily replaceable. Flat or declining salaries due to the aforementioned trends and continued oversupply, despite declining law school enrollments.	Mar 5, 2014 3:06 PM
107	I think the process for entering the profession will see radical change, with law schools seeking to innovate and provide shorter, more practice oriented education. I think the job market will recover, but there will be 4 or 5 graduating	Mar 5, 2014 3:02 PM

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	classes that will simply be lost and never able to get on a normal employment track. I think salaries will drop, and judges will become increasingly partisan, and there will be more unilateral action from judges who act on policy preferences rather than law and logic. I also think lawyets will continue to fall in esteem.	
108	Growing in technology area.	Mar 5, 2014 3:00 PM
109	Law schools and the bar association must cut down expense. Lawyers are not earning enough to pay the fees they both require. It is an incredibly demanding profession and the fees involved, coupled with the low salaries, make for a discouraging experience. You have to really want to help people to seek employment as a lawyer.	Mar 5, 2014 2:56 PM
110	Change in hours/lifestyle expectations	Mar 5, 2014 2:55 PM
111	I don't know enough to say at this point.	Mar 5, 2014 2:52 PM
112	Attorney saturation will require that the billable hour change. Rates will decrease, unbundled services will increase, and we'll see more flat-rate services being offered.	Mar 5, 2014 2:51 PM
113	Lower fees based on the commoditization of patent drafting and using non-lawyers to draft and prosecute patents.	Mar 5, 2014 2:49 PM
114	None	Mar 5, 2014 2:48 PM
115	Increases in specialized practice areas, with a greater number of smaller boutique firms. More movement towards paperless firm management practices.	Mar 5, 2014 2:40 PM
116	The way law firms operate and the services law firms provide will change. Soon to be gone are the Big Law law firms. Law is going to become an area where specialization is required. Law firms that practice in many different areas of law and solo practitioners that try to provide 4 or 5 areas of practice are going to cease to exist. I believe everything in law is going to be highly specialized.	Mar 5, 2014 2:40 PM
117	We need systems in place that take advantage of modern efficiencies that can be gained. Lawyers are losing business to disruptive startups like LegalZoom, and unless we find a way to compete, we are not going to fare well.	Mar 5, 2014 2:39 PM
118	As the economy improves there will be less litigation and more transactional work.	Mar 5, 2014 2:37 PM
119	Social media will play an even bigger role in process service, discovery, disclosures, etc. Hearings will be done over video conferencing, and available at night. CLEs will no longer be mandatory. There will be a National Bar Exam, which will allow attorneys in the US to practice law in all states. Each Court and Judge will handle only one case type for the entire state.	Mar 5, 2014 2:36 PM
120	The most significant changes I see will be the availability of technology impacting the profession. As cost of living continues to rise, I anticipate more people will feel unable to afford the services of an attorney. Instead, they will search the answers to their legal problems on the internet and attempt to represent themselves.	Mar 5, 2014 2:35 PM

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121	Technological changes.	Mar 5, 2014 2:28 PM
122	It will become more automated and product driven. There will be more flat fee products, I believe.	Mar 5, 2014 2:27 PM
123	The use of electronic mediums including but not limited to e-filing, paperless files, data retention, discovery etc..	Mar 5, 2014 2:22 PM
124	More use of online resources, email, electronic filing, marketing.	Mar 5, 2014 2:20 PM
125	I think the legal profession must change and adapt to survive at a high level. First, pay needs to be commensurate, at all levels and in all categories of the legal practice, with the amount it takes to get a law degree. I am shocked when I see job postings for an annual salary of less than \$50,000. I can make that in many other professions without 3 grueling years of school and tons of debt. Second, the legal system needs to find a way out of the billable hour system, specifically the requirements firms maintain to compensate attorneys. It stymies true productivity and creativity. Finally, the profession needs to get away from the general negative stigma that exists towards lawyers. This can largely be accomplished by fixing my first two complaints.	Mar 5, 2014 2:17 PM
126	Billable hours, tech related court changes	Mar 5, 2014 2:16 PM
127	I expect more lower-paying attorney positions and continuing growth of smaller or solo practices to meet the growing middle- and low-income demand for access to legal assistance.	Mar 5, 2014 2:16 PM
128	Oversaturation of attorneys.	Mar 5, 2014 2:15 PM
129	Fewer jobs, shrinking income	Mar 5, 2014 2:08 PM
130	I think that law related jobs will increase in availability. I think more and more attorneys will not take the traditional law firm route in practicing law.	Mar 5, 2014 2:06 PM
131	There will be a move for solo practitioners to become less specialized in their practice. Fewer people will seek out larger firms for work and require small firms to try to handle everything that comes in the door.	Mar 5, 2014 2:06 PM
132	An increase in the use of technological advances, cutting down on legal costs and travel. Likely an increase in self-help opportunities for clients.	Mar 5, 2014 2:05 PM
133	I think that clients will continue to demand more and better legal services while expecting to pay less. Less people will be able to sue pharmaceutical or other big companies based on unfair and one sided arbitration agreements and ill advised supreme Court decisions.	Mar 5, 2014 2:03 PM
134	I think the legal profession will continue to lose prestige. I think more legal work will be done by lawyers in contract positions or by non-lawyers (such as paralegals). For the sake of lawyers who work in law firms, I hope that some aspects of law firm culture and billable hour pressures will change in response to work/life balance concerns, but I don't know if that will really happen.	Mar 5, 2014 2:03 PM
135	Keeping up with the latest technology.	Mar 5, 2014 2:02 PM

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136	Attorneys leaving the practice.	Mar 5, 2014 2:01 PM
137	Becoming multi-jurisdictional or the practice of law will become more commoditized in certain areas, real estate, contracts, intellectual property, entity formation, estate planning	Mar 5, 2014 2:00 PM
138	Little or no change expected.	Mar 5, 2014 2:00 PM
139	More focus on building business, ediscovery, etc.	Mar 5, 2014 2:00 PM
140	Clients will begin to demand greater accountability and transparency in billing. As clients become less willing to simply allow billable hours, more firms will begin offering flat rate and negotiated payments from clients.	Mar 5, 2014 1:57 PM
141	I think that the big firms will be less and less common and the internet will allow non-lawyers to have better access to courts and less need for attorneys.	Mar 5, 2014 1:56 PM
142	I think the smaller practices will struggle if non-lawyers are allowed to enter the legal market.	Mar 5, 2014 1:54 PM
143	There has already been a reduction in the number of applicants to law schools and it seems likely that the number will continue to decline. There is a sizable number of senior attorneys who will be retiring, and it seems as though the increased competition will require re-thinking of the billable hour methodology. There has been a growing movement among young lawyers to discourage people from attending law school (I am one of them) and the number of positions available simply does not match up with the number of attorneys. Law schools are now much more likely to post more specific information about graduates, and the numbers do not reflect well on the value of the education.	Mar 5, 2014 1:54 PM
144	I probably see the demand for attorney's go up a little because not as many are going to school to become a lawyer due to the fact that there are no jobs right now and the return on investment does not appear good at this point in time. As such the numbers will go down which will make the demand for attorneys possibly a little higher but that may take 5-10 years to see.	Mar 5, 2014 1:54 PM
145	Changes, if any, will hopeful include a shift in the attitude of male practitioners towards women in the profession in general. I work in Cache Valley; women as lawyers is still quite a novelty to the Old Guard up here.	Mar 5, 2014 1:54 PM
146	Technology, leaner firms and more stringent requirements, less bloat in the profession.	Mar 5, 2014 1:53 PM
147	I think there will be substantial changes in firm structure and changes to standard billing	Mar 5, 2014 1:53 PM
148	Further contraction of the market. More informed consumers. Further pressure for firms to reduce overhead and streamline. Lower rates for services. Billing reform.	Mar 5, 2014 1:53 PM
149	I think the billable hours model will have to change. with the rise of the internet and LegalZoom, etc. people want flat rate work. I also think that attorney salaries will continue to fall, the job market will remain difficult, and requirements	Mar 5, 2014 1:52 PM

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to remain at a firm will remain strict as the ABA continues to accredit law schools so the market is flooded with an overabundance of attorneys.

150	I actually see a slight downward trend over the next few years in the quality of attorneys. This will be due to the large decrease in applications during the 2010 - 2014 years, and thus a lower quality of accepted applicants, even at higher rated schools.	Mar 5, 2014 1:51 PM
151	I anticipate that attorneys will expand offerings in the lower end of the market, finding ways to standardize more types of legal services to provide efficient, low-cost representation.	Mar 5, 2014 1:51 PM
152	Increasing utilization of online and short-term legal services will impact traditional billing and costs of legal services. Continued over-saturation in legal labor market will keep wages low, dual licensed individuals (like me) will likely seek employment in non-legal work.	Mar 5, 2014 1:51 PM
153	Lots more lawyers and not enough jobs	Mar 5, 2014 1:50 PM
154	The diminishing influence of big law, and the increased availability of legal forms online.	Mar 5, 2014 1:49 PM
155	I see student loan debt and the smaller job market being a prohibitive factor in new law grads getting jobs. I see the glut of unemployed lawyers creating a fierce job market and anticipate that the number of law graduates will drop when the general perception of the legal job market hits the masses.	Mar 5, 2014 1:49 PM
156	I would hope to see an expansion in the job opportunities available in the legal profession. Furthermore, I would like to see law schools continue in their efforts to adequately prepare students for their introduction into the legal arena.	Mar 5, 2014 1:48 PM
157	Greater access to the legal system by low income parties and/or pro se litigants.	Mar 5, 2014 1:47 PM
158	I think there will be changes in billing practices and work-life balance.	Mar 5, 2014 1:47 PM
159	The practice of law will be greatly impacted by technology, such as the way we appear in court. Other changes will occur I'm sure, but I couldn't tell you for sure what they will be.	Mar 5, 2014 1:47 PM
160	None. Possible downsizing, or firm merging activity.	Mar 5, 2014 1:46 PM
161	Changes in technology and business will force traditional law firms to forge closer partnerships with traditional businesses, move away from a billable hour model, and restructure the way traditional law firms pay their employees.	Mar 5, 2014 1:46 PM
162	Technology, too many new lawyers, what clients are willing to pay for and the amount they're willing to pay.	Mar 5, 2014 1:45 PM
163	Too many lawyers. Too many competing industries.	Mar 5, 2014 1:44 PM
164	The continued expansion of online services similar to Legal Zoom. As online services expand, and as the need for online presence expands, lawyers will continue to change marketing strategies drastically. I anticipate a change in the practice of law relating to out of state clients.	Mar 5, 2014 1:43 PM

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165	Too many students admitted to law schools=too many lawyers=lower pay for lawyers	Mar 5, 2014 1:42 PM
166	Increased use of technology in day to day practice.	Mar 5, 2014 1:42 PM
167	The number of law students and accredited schools will decrease due to fewer jobs. There will be increasing competition from online legal document mills and related services.	Mar 5, 2014 1:42 PM
168	Billings requirements will increase, pay will flatline or slightly increase, but not matching the increase in billings requirements. Lots of talk but little action in reforming problems within the legal system.	Mar 5, 2014 1:41 PM
169	I haven't really thought about what the changes will be but there have been significant changes since I started practicing and I don't anticipate that it the practice will remain static.	Mar 5, 2014 1:41 PM
170	Numbers exceeding demand, amount supported by market that can charge for services, watering down of profession.	Mar 5, 2014 1:40 PM
171	Changes in billing structure, continued shifts in technology and reliance thereon, etc.	Mar 5, 2014 1:40 PM
172	Becoming tech savvy will become standard.	Mar 5, 2014 1:40 PM
173	The legal profession seems to be finally catching up with technology. I think the support staff for legal professions and the influence of large firms will diminish.	Mar 5, 2014 1:39 PM
174	Mores small firms. Less viability for large firms.	Mar 5, 2014 1:38 PM
175	I expect there will be a shortage of lawyers for part of the next ten years, but I don't think the profession will change much overall.	Mar 5, 2014 1:38 PM
176	Too many lawyers being produced by too many law schools. Those new lawyers will mostly have between 125k-175k in school debt.	Mar 5, 2014 1:37 PM
177	The Internet encouragement of 'self-help' legal solutions will change the way the profession works. Until courts come down harder on pro se litigants or bar start tightening down on the unauthorized practice of law	Mar 5, 2014 1:37 PM
178	Law school enrollment will increase while available jobs will decrease or remain constant.	Mar 5, 2014 1:35 PM
179	I think the biggest change will be in the technology that is available and utilized by attorneys. Many firms don't make good use of available technology right now, but I think as my generation/class of attorneys begins to "take over", we will see a change in operation and hopefully in efficiency.	Mar 5, 2014 1:35 PM
180	I think some of the proposed changes to requirements for law degrees could result in more practitioners and different types of legal practitioners.	Mar 5, 2014 1:35 PM
181	I believe that there will continue to be a trend toward in-house hiring. I also think that technology will continue to advance, creating added efficiencies but decreasing the need for young associates.	Mar 5, 2014 1:34 PM

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182	I see fewer people willing to work in the legal field because of the lack of employment opportunities and stagnant salary growth.	Mar 5, 2014 1:34 PM
183	Gay marriages and the resulting divorces (if it holds to traditional patterns/rates of marriage/divorce) will be a boon to family law attorneys. :) Also, I imagine the area of internet law will grow.	Mar 5, 2014 1:34 PM
184	Technology will make it more inter-jurisdictional.	Mar 5, 2014 1:33 PM
185	There will become an even greater schism between biglaw and smaller practitioners. Billing rates charged by large firms are unsustainable for a very large contingent of corporate and private clients. Because of the money that large law firms attract and can pay to associates, they will continue to be the most visible, but probably least progressive part of the legal industry.	Mar 5, 2014 1:33 PM
186	Outsourcing of basic legal work, drafting, etc. Downward pressure on cost of legal services and quality of work as a result.	Mar 5, 2014 1:33 PM
187	more technology more standardized forms more ADR trial experience more rare and valuable	Mar 5, 2014 1:31 PM
188	I see an effort to make legal services available to more people	Mar 5, 2014 1:30 PM
189	More flexibility in work schedules and pay structure; More alternative fee arrangements with clients; Less in-person contact with clients	Mar 5, 2014 1:29 PM
190	There will be changes in how we interact, advertise, report, and work with clients. But the legal profession will stick around because there will always be a need to have experts to navigate the litigation and court system. There may also be an increase in lower cost transactional or outside work in order to prevent future legal problems.	Mar 5, 2014 1:28 PM
191	Decline in general public's need for lawyers in smaller matters; increase in corporate law, patent, and copyright issues	Mar 5, 2014 1:27 PM
192	The current legal market will see significant change over the next 10 years, including fewer individuals going to law school. I also see the demand for lawyers continuing to decrease as technology advances and cuts out or significantly reduces the need for lawyer skills. The economy will also continue to have a significant impact on the number of unemployed lawyers who are competing for fewer and fewer legal jobs.	Mar 5, 2014 1:27 PM
193	Increase in outsourcing and law related tasks being performed by para-professionals; inability of law schools to continue at current tuition rates and graduation numbers; increase in unbundled services; decrease in overall billing rates, revenue, and salaries for lawyers;	Mar 5, 2014 1:27 PM
194	Changes based on technological advances. Changes in family law administration (and all other intersecting legal fields) based on currently uncertain and developing legal landscape of marriage rights. Other unknown changes.	Mar 5, 2014 1:27 PM
195	More women in the legal field.	Mar 5, 2014 1:27 PM

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196	More small firms/solo practitioners	Mar 5, 2014 1:26 PM
197	I believe that law schools will need to adapt their methods to better prepare students for the practice of law, and that they will perhaps eliminate the third year altogether and cut drastically on tuition. I also think that many large law firms will go under and that many lower priced attorneys will begin to find a niche in the market.	Mar 5, 2014 1:26 PM
198	I'm really not sure. I'm just happy to be employed a year out of law school and hope that whatever changes take place do not jeopardize that.	Mar 5, 2014 1:25 PM
199	Reduced employment for attorneys, reduced fees, and fewer new attorneys entering the field	Mar 5, 2014 1:23 PM
200	In Utah, I see quite a bit of legal outsourcing.	Mar 5, 2014 1:23 PM
201	Fewer attorneys and lower salaries.	Mar 5, 2014 1:23 PM
202	Changes to law training. There are too many law schools creating supply that outnumbers demand. There has to be a better way of educating/training the next generation of lawyers.	Mar 5, 2014 1:23 PM
203	I think legal services will become more affordable and more accessible to the average person. This will be a result of many attorneys who need work and can compete for prices and clients.	Mar 5, 2014 1:22 PM
204	Movement away from billable hours and client reaction to higher hourly rates.	Mar 5, 2014 1:21 PM
205	Continued digitalization of the field. With e-filing, this has already occurred to a great degree, but it will continue to increase.	Mar 5, 2014 1:21 PM
206	I see the market continuing to be overly saturated with lawyers resulting in fewer legal jobs for would be practitioners.	Mar 5, 2014 1:21 PM
207	increased automation, some outsourcing of more basic law practice functions (i.e. doc review)	Mar 5, 2014 1:20 PM
208	Law will become less of a profession and more of a business. Technology, doc-review firms, and a shrinking middle class will decrease the demand for legal services. Ethics violations will rise as more attorneys compete for less and less work.	Mar 5, 2014 1:20 PM
209	Alternative billing arrangements (i.e., contingency, fixed/flat fee, etc.); more emphasis on alternative dispute resolution (i.e., mediation, arbitration, etc.).	Mar 5, 2014 1:19 PM
210	Specialization will increase	Mar 5, 2014 1:17 PM
211	I think there will be major economic changes. Whether bad or good, I'm not sure. I think people are starting to realize that there are way too many law schools and such high enrollment is unsustainable. Moreover, economically, it's becoming less and less worth it to spend \$100K for a law degree due to the fact that the middle class is disappearing. There are a lot of many people out there with nothing more than high school degrees who make more than I do. I believe that stagnant wages are the biggest threat to our country's economy and this has in	Mar 5, 2014 1:17 PM

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turn lead to less people being able to afford attorney services. I think major change will occur in the next ten years when the majority of Americans finally get tired of earning next to nothing.

212	The number of law graduates entering the legal market has driven down the costs of legal services and degraded the quality of legal services. It is not uncommon to have new or newer lawyers taking on cases for which they do not have adequate experience. However, they will take on the cases to generate revenue and keep their doors open.	Mar 5, 2014 1:16 PM
213	Technology will be implemented more, both to help prepare and track cases and to aid in conducting discovery. Discovery costs will increase because more and more discovery will involve e-documents. Discover will also become more voluminous for similar reasons.	Mar 5, 2014 1:16 PM
214	Increased regulations on the practice of law. Shift from hourly billing. Increased use of technology to interface with the courts. Additional Tort reform	Mar 5, 2014 1:16 PM
215	Due to the negative outlook of the economy, I think there will be less clients who can afford high priced lawyers, so I think that only those lawyers who can provide low-cost services will stay in business.	Mar 5, 2014 1:16 PM
216	More attorneys will make less work available, decreasing the demand and decreasing the income.	Mar 5, 2014 1:15 PM
217	Although I am currently removed from the practice of law, I do see a further push to all things electronic, and possibly less reliance on previously more formal physical practices (e.g., physical appearance in a courtroom for attorneys, clients, jury members, witnesses, etc.).	Mar 5, 2014 1:15 PM
218	The advent of web-based services will add low cost avenues that the public will utilize, even to their detriment (meaning that forms and advice online may lead them to less-than-ideal results). Additionally, the whole nature of cloud-based document sharing and retention is going to change the way that lawyers are able to work and the overall efficiency of the legal process.	Mar 5, 2014 1:13 PM
219	none	Mar 5, 2014 1:12 PM
220	I will raise up the legal ladder.	Mar 5, 2014 1:12 PM
221	The billable hour will be a vestige of the past for many firms. Law schools will continue to churn out more attorneys than are needed. More people will outsource their legal needs to international and digital sources.	Mar 5, 2014 1:11 PM
222	The general state of the economy appears to be motivating many clients to look for more affordable services. As a result, attorneys may be forced to find ways to provide more affordable services to their clients. Whether that means reducing overhead costs, or cutting profit margins, I believe that attorneys must be ready to adapt to the demands resulting from the state of the economy.	Mar 5, 2014 1:11 PM
223	I think there will be fewer attorneys as the lowest ranked schools phase out. It seems like there are not as many applicants as there used to be, and schools are struggling to attract new law students. I don't think this will radically change	Mar 5, 2014 1:09 PM

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the landscape, though, and the market will adjust to respond to any minor changes.

224	Technology advancements force the legal profession to change, hopefully becoming more efficient, constantly.	Mar 5, 2014 1:08 PM
225	I think the legal community will continue to see consolidation and reduction. Currently a lot of larger firms are dumping associates and partners who aren't bringing in a lot of clients/money, and I think this will become the new status quo. I don't see law firms returning to the lockstep model (or continuing with the lockstep model). I also think that lawyers will need to be more flexible in their practices; specializing in one area for a long period of time might not be practical anymore. To stay on top of your game, and to keep clients coming in the door, I think attorneys will need to continue to reinvent themselves.	Mar 5, 2014 1:07 PM
226	1) It seems that the legal profession is still trying to figure out how to deal with the fact that many more lawyers have gone to law school than there are available law jobs. Whether this means that legal prices will face competitive downward pressure, or many lawyers will leave the profession, law schools stop minting so many lawyers, or something else I don't know. 2) Alternative billing arrangements will grow. 3) Changes in technology will continue to disrupt the profession, including the possibility of offshoring certain tasks.	Mar 5, 2014 1:07 PM
227	I think the legal profession will change, for better or for worse, in that people will find creative solutions to obtaining legal counsel. Whether this means virtual law firms where you don't meet with a client in person, or providing standard form documents at a low cost, I don't think the current model will last.	Mar 5, 2014 1:06 PM
228	Hopefully, law school will be reduced to two years and an apprenticeship program will be created similar to residency in the medical field. Clients will be much more educated and wanting to do their own legal work. More pro se litigants. Law firms will have to adapt to clients being able to find answers online just as easily as attorneys can.	Mar 5, 2014 1:06 PM
229	I think that e-filing will substantially change the way cases proceed. In particular, it seems as though it could reduce the role of secretaries and could lead to a reduction in legal staff employment.	Mar 5, 2014 1:06 PM
230	That is difficult to say because our profession is so closely tied to the changes and circumstances of the local, national, and global economies. I have noticed a decline in individuals who have the ability to pay for legal services. I cannot speak to whether corporate ability to pay has been at all affected.	Mar 5, 2014 1:05 PM
231	Lawyers and computer programmers will team up to offer improved self-help legal services, just like TurboTax offers self-help accounting services. Competition among lawyers will continue to increase, driving down the cost of legal services while increasing lawyer stress. In addition, law schools will begin to train their students to actually practice law, in order to compete for fewer students, which will also drive down the cost of a lot of basic legal services, like processing divorces and defending criminals.	Mar 5, 2014 1:05 PM
232	More outsourcing; downward pressure on legal costs; more litigation reform	Mar 5, 2014 1:05 PM

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233	I do not know what to expect, honestly.	Mar 5, 2014 1:05 PM
234	None. Only moderate change.	Mar 5, 2014 1:04 PM
235	Electronic filing for all cases	Mar 5, 2014 1:04 PM
236	Continued downsizing and persistent pressures to become more efficient. The new normal will be anything but the historical and traditional status quo.	Mar 5, 2014 1:04 PM
237	With the move toward e-filing, I foresee much more of the basic functions of a lawyer being done on the internet. It cuts overall costs and enables efficiency (once the bugs are worked out). While large firms are sometimes necessary, I see a move away from large firms and more small-firms and solo-practitioners.	Mar 5, 2014 1:04 PM
238	I feel too disconnected from mainstream law practice to have any sense about this.	Mar 5, 2014 1:03 PM
239	Law firms will have to get leaner and meaner. I see a rise in midsize and boutique firms that offer reasonable rates to service the middle class that is currently under serviced. I see attorneys taking advantage of modern technology to make their practice more efficient. I would like to see a departure from billable hours which can prove expensive for clients and encourages "padding."	Mar 5, 2014 1:02 PM
240	Further decrease in non-traditional career tracks.	Mar 5, 2014 1:01 PM
241	Technology will be used more.	Mar 5, 2014 1:01 PM
242	I see the structure of large law firms shifting as the demand for new lawyers has been decreasing.	Mar 5, 2014 1:01 PM
243	Umm, I hate the way billing works. I think there needs to be a move towards more flat-rate work (on uncontested issues, of course). I would like to see a move more towards making legal assistance more accessible to the working poor (i.e. those that make too much to get free legal assistance from Utah Legal Services or a public defender, but don't make enough to come up with a multi-thousand dollar retainer and hundreds an hour in fees). I recognize that Modest Means is working towards that and I hope it picks up momentum because there is a large population in Utah that is un- or under-served.	Mar 5, 2014 1:01 PM
244	The law is deliberate and, as such, does not move at a rapid pace. Any significant change that does occur will be the result of decades of work and deliberation, a change that was predictable and foreseeable. What I would like to see happen is on an educational level. I believe that the ABA should do one of two things: 1) decrease the amount of years of law school from three to two and implement some sort of apprentice program, or 2) increase the amount of years for law school from three to four or five. Law schools are now just teaching the bar exam because competition amongst law schools is high thereby demanding a higher bar passage rate to remain competitive. The history of the law is often forgotten as the subject is not on the bar exam. However, I believe that we would be better lawyers if we knew the evolution of the law. We would know the law better and have more respect for it.	Mar 5, 2014 1:00 PM
245	none	Mar 5, 2014 1:00 PM

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246	More flat-rate services; more integration with online applications (I.e. Zoom legal); more ADR	Mar 5, 2014 12:59 PM
247	More online, do-it-yourself solutions to every day transactional legal work and a shift away from the Biglaw model.	Mar 5, 2014 12:59 PM
248	More solo practitioners will crop up as a result of the influx of graduating law student unable to find meaningful work elsewhere.	Mar 5, 2014 12:57 PM
249	I see the retirement of many "baby boomers" as having an effect on the legal profession, although I believe the Great Recession has altered how we will see those effects. During the recession, I saw many older attorneys putting off retirement and some coming out of retirement. I also saw myself and recent grads not being able to find law-related employment because we were competing with attorneys, some who had 10- to 15-years experience. I think "Baby Boomer" attorneys will retire, but probably not as soon as they may have planned before the recession. I also believe that many of those positions will be eliminated through attrition, so even as the "Baby Boomer" attorneys retire, there will not be as many legal jobs due to budget cuts, also a result of the recession.	Mar 5, 2014 12:57 PM
250	A shift in the types of services attorneys offer. Technology will continue to commoditize traditional legal services such as document preparation and discovery. At the same time, an increased federal regulatory burden will create more opportunities for lawyers to do compliance work. As more and more industries need legal services related to complying with and implementing federal regulations, one wonders whether those services will be most efficiently provided by in-house personnel as opposed to private practice attorneys. I think the majority of legal jobs, especially for those not interested in litigation, will be as in-house legal personnel who focus on regulatory compliance. As transactional practices dwindle, law firms will experience reductions in revenue and size.	Mar 5, 2014 12:57 PM
251	flat fee billing. self attrition. failure of the biglaw model.	Mar 5, 2014 12:56 PM
252	Disruptive tech will continue to erode traditional legal service provider's market and destabilize existing firm models.	Mar 5, 2014 12:56 PM
253	Continued scrutiny into legal fees and charges by clients. Commoditization of legal services. Reduced number of law school graduates (hopefully). Increased number of law school graduates leaving the legal field.	Mar 5, 2014 12:56 PM
254	Flat fees.	Mar 5, 2014 12:55 PM
255	Increasing use of technology, big demographic shift toward younger attorneys.	Mar 5, 2014 12:55 PM
256	Changes in discovery rules and the emergence and evolution of cost-saving technologies and resources make it easier to provide high quality representation outside large firms and to reduce costs to clients. However most people who need a lawyer still cannot afford one. There seems to be little recognition in the profession that most legal needs go unmet, even though programs like Modest Means and free clinics are available. Those messages and programs don't usually reach those who need help, and discounts don't usually bridge the gap to make representation possible. Also, the law continues to generally be shaped by	Mar 5, 2014 12:54 PM

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	and in favor of monied interests (whether individual, corporate, or government), and I expect to see the legal landscape further tilted in their favor, as judges are drawn (almost entirely) from attorneys who represent those interests.	
257	More movement to internet based lawyering, virtual interactions with clients. Practice of law will be very technology driven.	Mar 5, 2014 12:53 PM
258	Saturation of the legal market leading to decreases in law school enrollment.	Mar 5, 2014 12:53 PM
259	Increased role of technology will strongly affect efficiency, capability, staffing needs, and methods of communication, especially how clients find and interact with attorneys	Mar 5, 2014 12:53 PM
260	Status quo	Mar 5, 2014 12:52 PM
261	The difficulty of making money with huge debt is the biggest issue I see in the future.	Mar 5, 2014 12:52 PM
262	I see more representation via internet (more outsourcing) and fewer face-to-face contacts; I see more attorneys with the flexibility to work from home or other remote location.	Mar 5, 2014 12:52 PM
263	There either needs to be a movement towards more affordable legal education or better and more options for scholarships and loan repayment forgiveness. Even private attorneys need to be able to charge reasonable fees so that the middle class can afford legal representation. It seems like you either have to be poor enough to qualify for pro bono or rich enough to afford a hefty retainer to be able to have your interests represented.	Mar 5, 2014 12:51 PM
264	Not sure.	Mar 5, 2014 12:50 PM
265	Judges will continue to be overworked and it will be more difficult to get measured decisions. Clients will have less money and will be unable to pay for full legal services (representation through trial/appeal). Attorneys will experience a higher stress. Attorneys who are true professionals will be taken advantage of and will not be backed up by the court. They will leave the profession. Technology will provide the ability to increase some profit margins and productivity.	Mar 5, 2014 12:50 PM
266	Although there should be major changes (both to improve client satisfaction and attorney satisfaction) in the next few years, I doubt it will happen. There are too many old school attorneys with strong voices who have finally worked their way up high enough that they don't want to see change.	Mar 5, 2014 12:50 PM
267	Increased prevalence of flat-fee arrangements in both transactional and litigation practices.	Mar 5, 2014 12:50 PM
268	Traditional litigation will continue to decline. Businesses will become smarter in making deals and settling disputes without incurring the substantial expense of litigation. Clients will continue to push for lower fees and refuse to pay for the full hours required to produce the work product desired.	Mar 5, 2014 12:50 PM
269	I think my generation of new lawyers is demanding more of a work-life balance. I	Mar 5, 2014 12:50 PM

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also think that clients are no longer interested in the kind of set-up that large firms offer. I believe we'll see more solo practitioners with lower affordable rates, fewer people working for large firms, and more self-help resources available to the public.

270	The only thing I can think of is that changes in technology will stream line our communications with the court system, our clients and other lawyers.	Mar 5, 2014 12:49 PM
271	Baby boomers will retire, thus creating some new jobs for new attorneys.	Mar 5, 2014 12:48 PM
272	I think clients will want to be more informed and involved.	Mar 5, 2014 12:48 PM
273	Less people going to law school and less attorneys needed.	Mar 5, 2014 12:47 PM
274	The legal profession will continue to become more electronic and technology driven. Legal research, electronic discovery, and the amount of information available to practitioners will continue to expand exponentially. Lawyers will need to adjust to these changes.	Mar 5, 2014 12:47 PM
275	There are still not very many jobs, and lots of new lawyers. As the economy continues to recover slowly, I think there will be more need for public interest lawyers, but fewer opportunities to earn an income that reflects the level of schooling that lawyers must receive. There also seem to be many more lawyers becoming solo practitioners, because there are not many legal jobs available.	Mar 5, 2014 12:47 PM
276	I think the changes will revolve around technology. With electronic filings, ipads, and other technological advances, I don't see the old law firms doing very well unless they adapt. Also, I don't think attorneys are making as much as they use to so I think more people will leave the profession and less people will go to law school to become lawyers.	Mar 5, 2014 12:46 PM
277	I expect a steady influx of attorneys and a reduction of demand for attorneys, as well as an increase of laws that are unenforceable. I also believe that tort damages caps will become more standard and less awards of attorney fees will cause less civil litigation.	Mar 5, 2014 12:46 PM
278	I think billable hours are on their way out the door in favor of flat fees and other, more efficient pricing schemes. It seems like this would impact how law firms work and how large they get. Most of my classmates, if they're employed in the field, don't work for large firms; perhaps there's already a trend toward other work arrangements.	Mar 5, 2014 12:46 PM
279	Increased reliance on technology will probably continue to change how we communicate with each other, our clients, the courts More use of alternative dispute resolution, collaborative law	Mar 5, 2014 12:46 PM
280	More technology related services and more flat rate billing arrangements.	Mar 5, 2014 12:45 PM
281	Technology will definitely change how we interact with our clients, in both finding and working for them. I also question the sustainability of the big law firm model.	Mar 5, 2014 12:45 PM
282	There are several attorney's and recent graduates that do not have jobs. I was lucky to get a job but several of my classmates have not found anything.	Mar 5, 2014 12:45 PM

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283	Consumers will continue to become more tech savvy and will demand a product that is more online and tech compatible. Any part of the job that is able to be done offsite will be outsourced by larger firms.	Mar 5, 2014 12:45 PM
284	I foresee technology continuing to change how we practice law. I think we do not fully utilize technology to the fullest in our practices, but I think that will continue to change over the next 10 years as clients expect that we use the latest technology to improve efficiency and our work product.	Mar 5, 2014 12:45 PM
285	You've already seen it to some extent, but lawyers will become more replaceable by technology. Westlaw, Lexis, and Bloomberg will create technology that replaces lawyers in some form. Further, unless law schools suddenly become less concerned with making money, we'll continue to oversaturate the market with lawyers. Honestly, I see the profession heading in a dangerous direction. Too many graduates are unemployed for long periods of time after graduation. I hear that this will change when the economy rebounds, but I find that quite hard to believe.	Mar 5, 2014 12:45 PM
286	Movement away from full-time representation towards a more limited scope representation, whether in the form of limited appearances, document review and preparation for pro se litigants, or other, similar arrangements.	Mar 5, 2014 12:44 PM
287	Probably more flat fee billing.	Mar 5, 2014 12:44 PM
288	N/A	Mar 5, 2014 12:43 PM
289	Technology will continue to improve the efficiency of the practice of law. The same technology will allow non-attorneys to have greater access to the law (e.g. wills, estates, simple litigation matters).	Mar 5, 2014 12:43 PM
290	moderate growth as the market improves	Mar 5, 2014 12:42 PM
291	More non-lawyers performing legal work, more pro se representation, more pressure from students with loan obligations, more small and solo practitioners.	Mar 5, 2014 12:42 PM
292	I don't foresee any major changes. I do believe, however, that the quality of lawyers graduating today is better than the older lawyers still practicing in Utah. I hope to see a change in the quality of legal representation. Too many attorneys rely on outdated law when representing clients. Not enough research occurs, and many unethical billing practices occur.	Mar 5, 2014 12:42 PM
293	It is difficult to say but I do hope there is change. It seems as though the legal profession has not completely recovered and it is still extremely difficult for young attorneys.	Mar 5, 2014 12:42 PM
294	The legal profession is poised for a huge surplus of un-employed or under-employed attorneys. I think the legal profession needs to be a driving force behind a re-thinking of the current law school model. If law schools aren't going to teach student how to become lawyers, law firms need to be incentivized to provide real-world experience. Some states (like Utah) have a mentoring program, which is better than nothing. But the mentoring program is not a viable substitute for actual experience.	Mar 5, 2014 12:42 PM

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295	We keep turning on each other for malpractice suits at every single client who possibly comes in. Professional courtesy is at a very low point.	Mar 5, 2014 12:42 PM
296	With more and more new grads entering the market, I believe the true attorney jobs will be fewer and farther between.	Mar 5, 2014 12:41 PM
297	More resources will become available online.	Mar 5, 2014 12:41 PM
298	downward pressure on fees	Mar 5, 2014 12:41 PM
299	I believe that many mid-level partners will be laid-off due to these partners not carrying significant enough business on their own. I believe many of these partners will open virtual offices or go in-house.	Mar 5, 2014 12:41 PM
300	Technology adaptations. Less work due to DIY websites/software.	Mar 5, 2014 12:41 PM
301	Lifestyle balance is a major concern for many new lawyers. Additionally, with more traditional partners retiring and greater demands for legal help from lower income individuals, there will be more change in how firms are structured to accommodate these things.	Mar 5, 2014 12:41 PM
302	Watch out big firms! The little guys are coming to get you! People are seeing that paying inflated prices for padded billing hours by egomaniacs at big firms is not worth it. In short, people will see that they can get the same or better quality legal work from smaller shops and not pay the extra costs associated with big firms.	Mar 5, 2014 12:41 PM
303	Wages will decrease significantly (or, at the least, will not grow). Recent law graduates will take the brunt of the negative effects of the lower wages because their education was too expensive. Lawyers will be less educated because the legal profession is not taking the responsibility to train the upcoming generation. Attorneys are more concerned with profits than the actual profession, which causes an array of problems.	Mar 5, 2014 12:41 PM
304	I think we will begin to see more limited scope or fee for service type arrangements.	Mar 5, 2014 12:40 PM
305	Increased use of technology and increased client sophistication.	Mar 5, 2014 12:40 PM
306	Billing, hour requirement, law firms unwilling to change	Mar 5, 2014 12:39 PM
307	More and more legal work will be automated.	Mar 5, 2014 12:39 PM
308	Technology will continue to change the practice of law.	Mar 5, 2014 12:39 PM
309	More multi state/jurisdiction practices. More technology changes.	Mar 5, 2014 12:38 PM
310	Changes in compensation for lawyers and the commoditization of legal services.	Mar 5, 2014 12:38 PM
311	I think the big law firm is changing and will consist more of smaller practices that work together on big cases. More solo practitioners competing for fewer clients.	Mar 5, 2014 12:38 PM
312	Destruction of law firm structure. Hopefully get rid of the billable hour. More unbundling in legal services. More services for low income litigants. Less jobs	Mar 5, 2014 12:38 PM

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overall. More lawyers quitting the law and moving to more lucrative careers in other fields.

313	My gut feeling is that legal representation will soon only be available to the wealthy, leaving little room for expansion and less demand for attorneys. Jobs in the legal profession are scarce, and law schools are not responding to that demand.	Mar 5, 2014 12:38 PM
314	Technology will continue change practice of law. Research will continue to get easier. Procedure will change. Etc. Etc.	Mar 5, 2014 12:38 PM
315	I see many more baby-boomers retiring and a general changing of the average age of attorneys due to the flood of new law graduates.	Mar 5, 2014 12:38 PM
316	I don't see the legal profession changing very much in the next 10 years. There is major saturation of attorneys in the legal market which will cause fewer people to enter law school, thereby making the current lawyers more valuable.	Mar 5, 2014 12:37 PM
317	I believe that the traditional law firm will evolve into a much leaner, specialized market. I don't intend to have a traditional paralegal for much longer.	Mar 5, 2014 12:37 PM
318	The manner in which attorneys bill will likely change to a lower fee structure. The way in which attorneys advertise and the rules regulating the advertising practices will necessarily have to change to adapt to new technology and resources.	Mar 5, 2014 12:37 PM
319	I think law school should adopt an internship/fellowship model similar to the medical profession.	Mar 5, 2014 12:37 PM
320	Greater emphasis on E-discovery; More flexibility in work place/hours; more attorneys e-commuting, etc.	Mar 5, 2014 12:37 PM
321	I see both the courts and citizens relying less on lawyers for more common/simple legal situations (such as divorce and bankruptcy). There will be growth in limited representation arrangements.	Mar 5, 2014 12:37 PM
322	There seem to be more and more people going to law school, but more law related jobs are not being created. There is so much competition for law related jobs right now many are finding it difficult to find a job that uses their degree and that allows them to make enough money to pay their student loans and support their families. Yet, the University of Utah is building a new law school that will allow more students to be admitted. This will only perpetuate the problem. It seems that the cost of a law school education, even for people who qualify for in-state tuition and have a dual earning household, is becoming less and less practice. Hopefully this will result in less people choosing to practice law/go to law school and the problem will fix itself, though that will likely take a great deal of time to happen. The poor economy is also affecting the legal profession, as more people are handling their legal matters pro se or seeking state assistance and there is less money out their for private practitioners.	Mar 5, 2014 12:37 PM
323	More and more practices and services will be moving online. Fee arrangements will continue to migrate toward fixed fees. More non-attorneys will begin offering services previously offered exclusively by attorneys (legalzoom type services).	Mar 5, 2014 12:37 PM

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324	There will be too many lawyers, and each lawyer will graduate with more and more debt than years previous. Thus, being a lawyer will become less and less beneficial and feasible.	Mar 5, 2014 12:37 PM
325	Lower salaries. Firm restructuring.	Mar 5, 2014 12:36 PM
326	Technology will make the world smaller. Allow people to represent clients anywhere.	Mar 5, 2014 12:36 PM
327	More ethical reqs.	Mar 5, 2014 12:35 PM
328	Lower starting salaries, lower billable hourly rates, fewer law graduates, lower billable requirements.	Mar 5, 2014 12:35 PM
329	More integration with technology and more pro se or low income lawsuits.	Mar 5, 2014 12:35 PM
330	Fewer support staff and fewer employed lawyers.	Mar 5, 2014 12:35 PM
331	I anticipate the billable hour becoming less relevant as more in-house departments look for alternative billing methods.	Mar 5, 2014 12:35 PM
332	Technology. Change in job market/training - especially with the over abundance of attorneys and the difficulty in new attorneys finding a job and those who have been laid off and/or terminated competing for the same position.	Mar 5, 2014 12:34 PM
333	Hopefully a reduction in the amount of lawyers through more stringent bar exams as well as cheaper education.	Mar 5, 2014 12:34 PM
334	I think many people are less inclined to work the number of hours attorneys have traditionally worked. A lot of people prefer a better work/personal life balance. So I think, even at bigger firms, the number of billable hours will drop (and probably the salary along with it), or firms (and other employers) will need to start offering flex-time options. I also hope to see more women in the profession and more women partners and judges.	Mar 5, 2014 12:34 PM
335	I would hope that the U and BYU would accept fewer students that eventually plan to practice here.	Mar 5, 2014 12:34 PM
336	Divorces for same sex couples Child welfare issues for same sex couples	Mar 5, 2014 12:34 PM
337	Disruptive technology based on the internet will continue to change the way repetitive legal services are provided	Mar 5, 2014 12:34 PM
338	I believe more tasks will be automated. I believe attorneys will not be able to charge as much in the past for the same tasks. I believe and hope that attorneys will stop drafting things that only the attorney that drafted it can read!	Mar 5, 2014 12:33 PM
339	Total change to the big law business plan. Less emphasis on billing rates and more emphasis on customer satisfaction.	Mar 5, 2014 12:33 PM
340	A bigger technological shift.	Mar 5, 2014 12:33 PM
341	Nothing too significant	Mar 5, 2014 12:33 PM

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342	More savvy clients, increased pressure on fees. Trends toward efficiency (contract attorneys, specialized doc review, etc.).	Mar 5, 2014 12:32 PM
343	Less pay and more competition.	Mar 5, 2014 12:32 PM
344	Too many attorneys and not enough work.	Mar 5, 2014 12:32 PM
345	Easy document preparation services, the ability to split off from a major firm and easily continue as a boutique with low overhead.	Mar 5, 2014 12:32 PM
346	I can see litigation being changed dramatically due to new technology.	Mar 5, 2014 12:32 PM
347	Different expectations of associates to bring in more business earlier on. More integration with technology and expecting them to know more of the practicalities of the law practice through clinical experience.	Mar 5, 2014 12:32 PM
348	More unbundling	Mar 5, 2014 12:31 PM