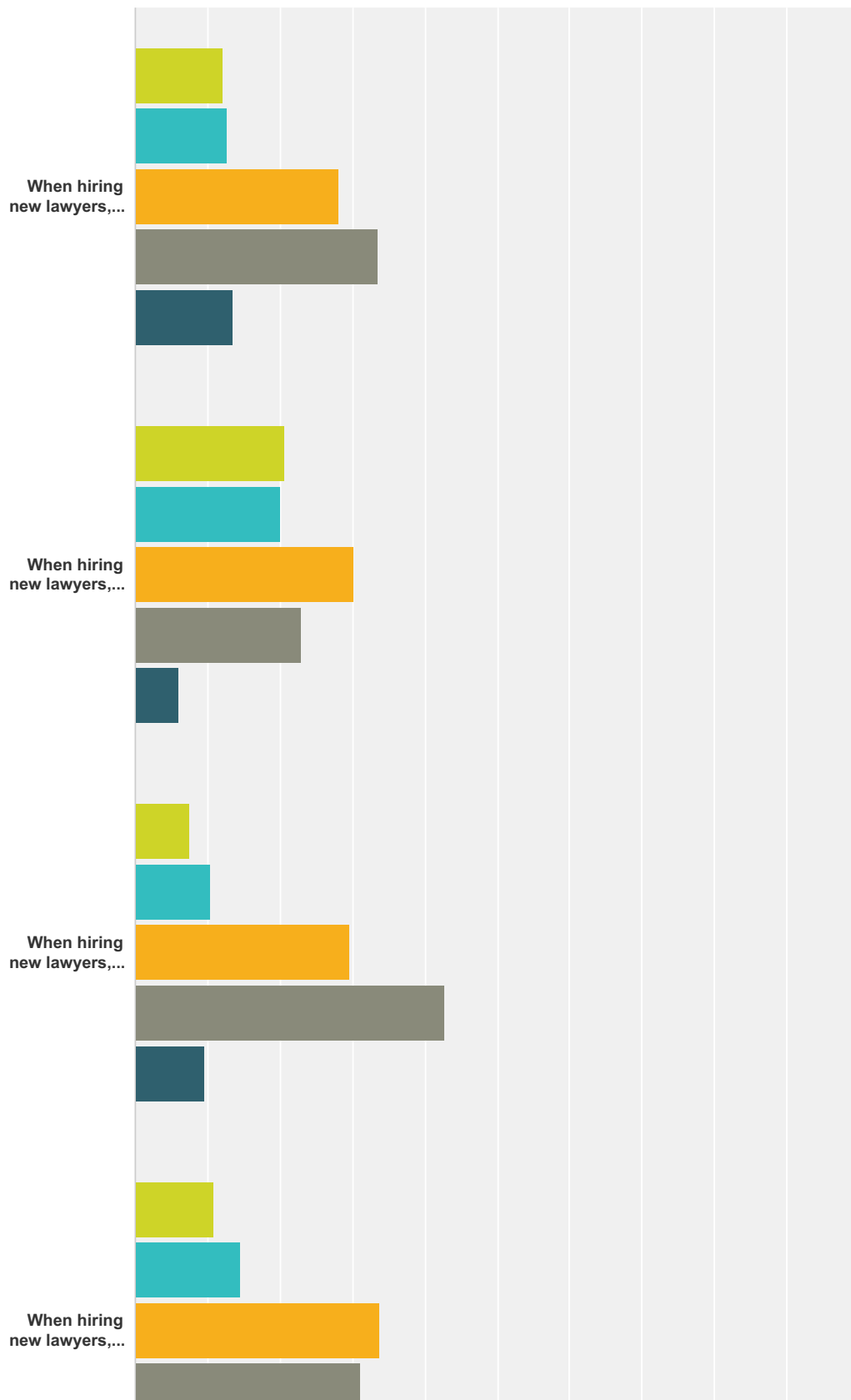
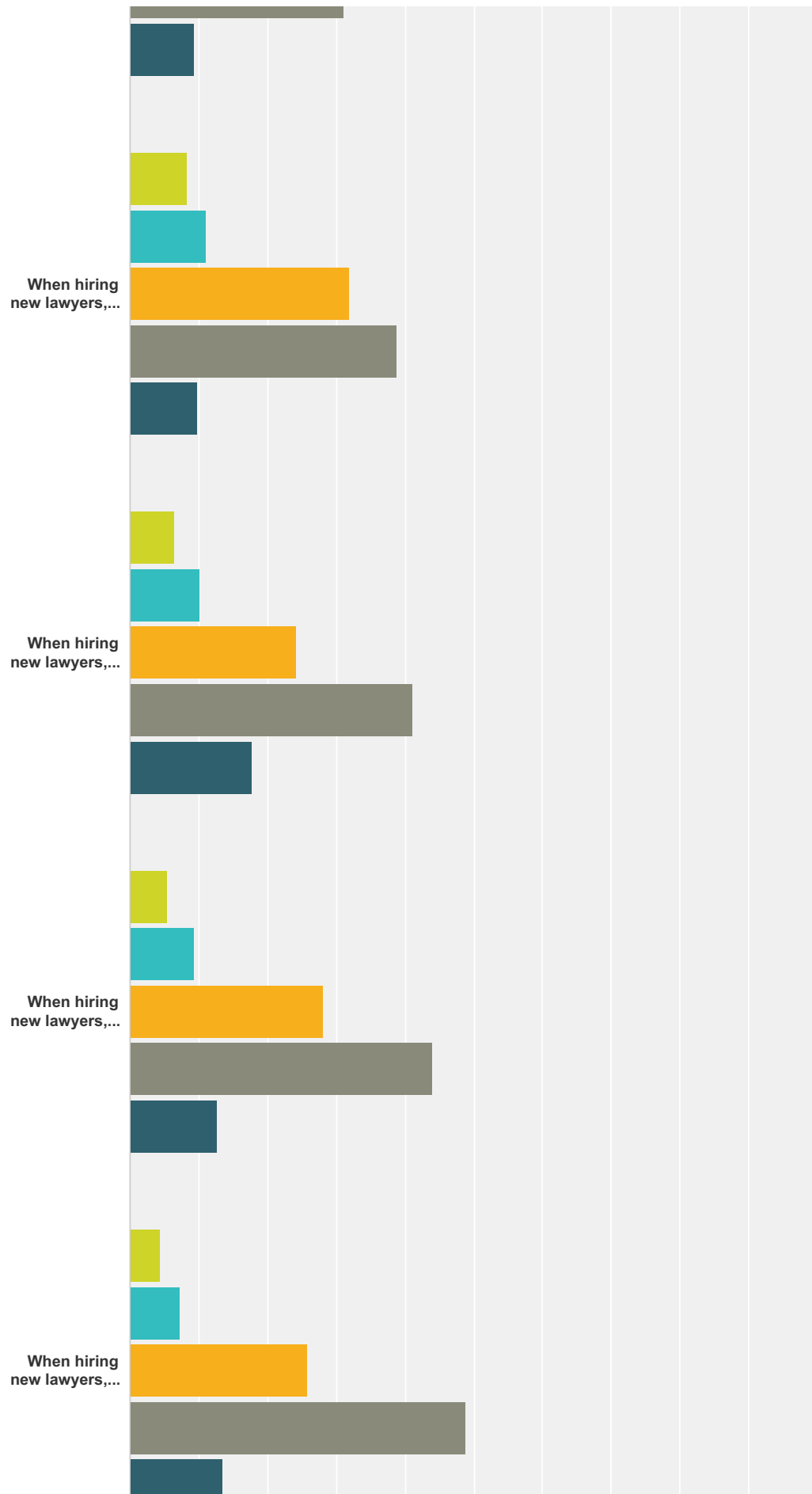


Q2 To what degree do you agree with the following statements?

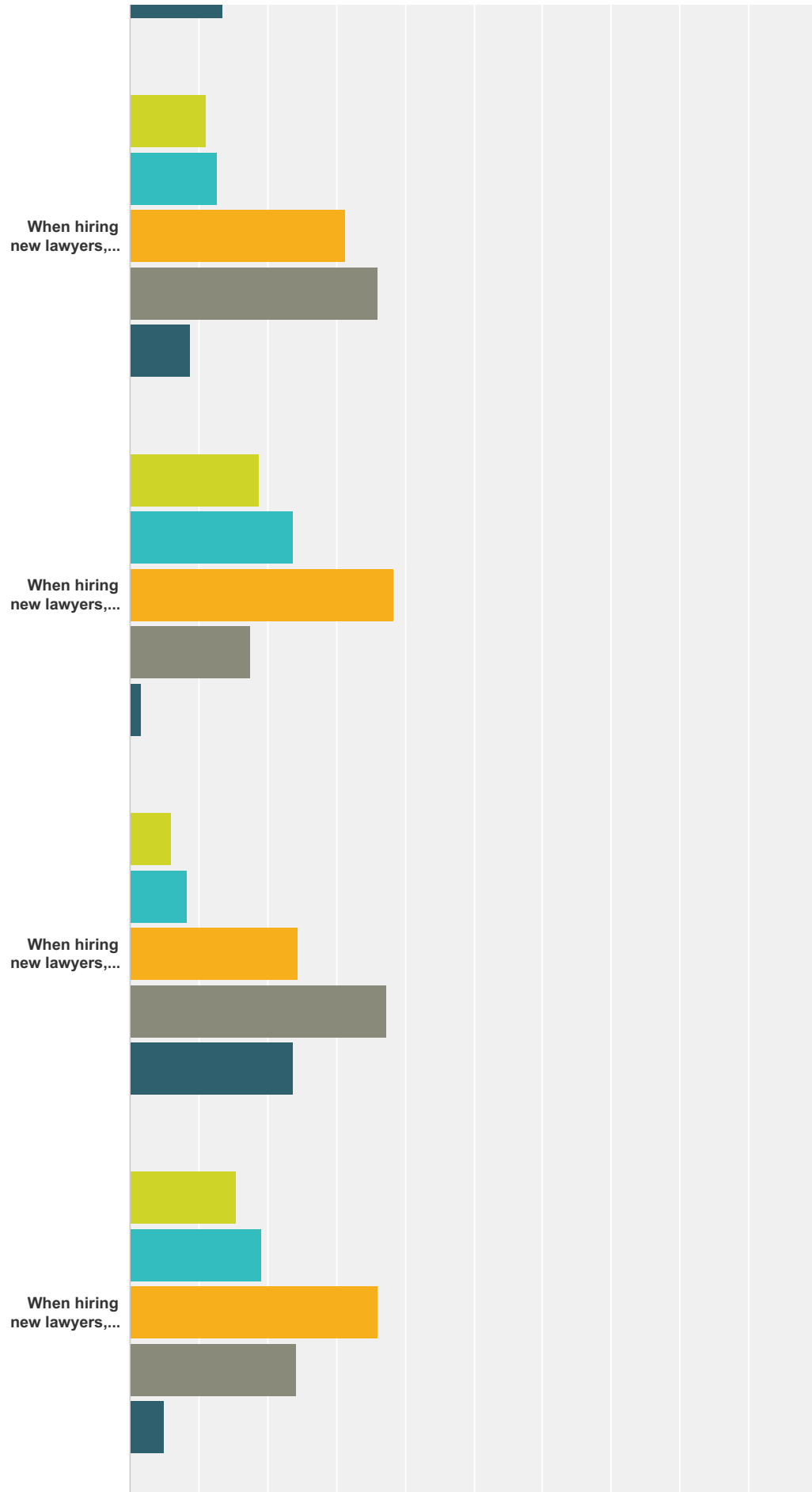
Answered: 502 Skipped: 59



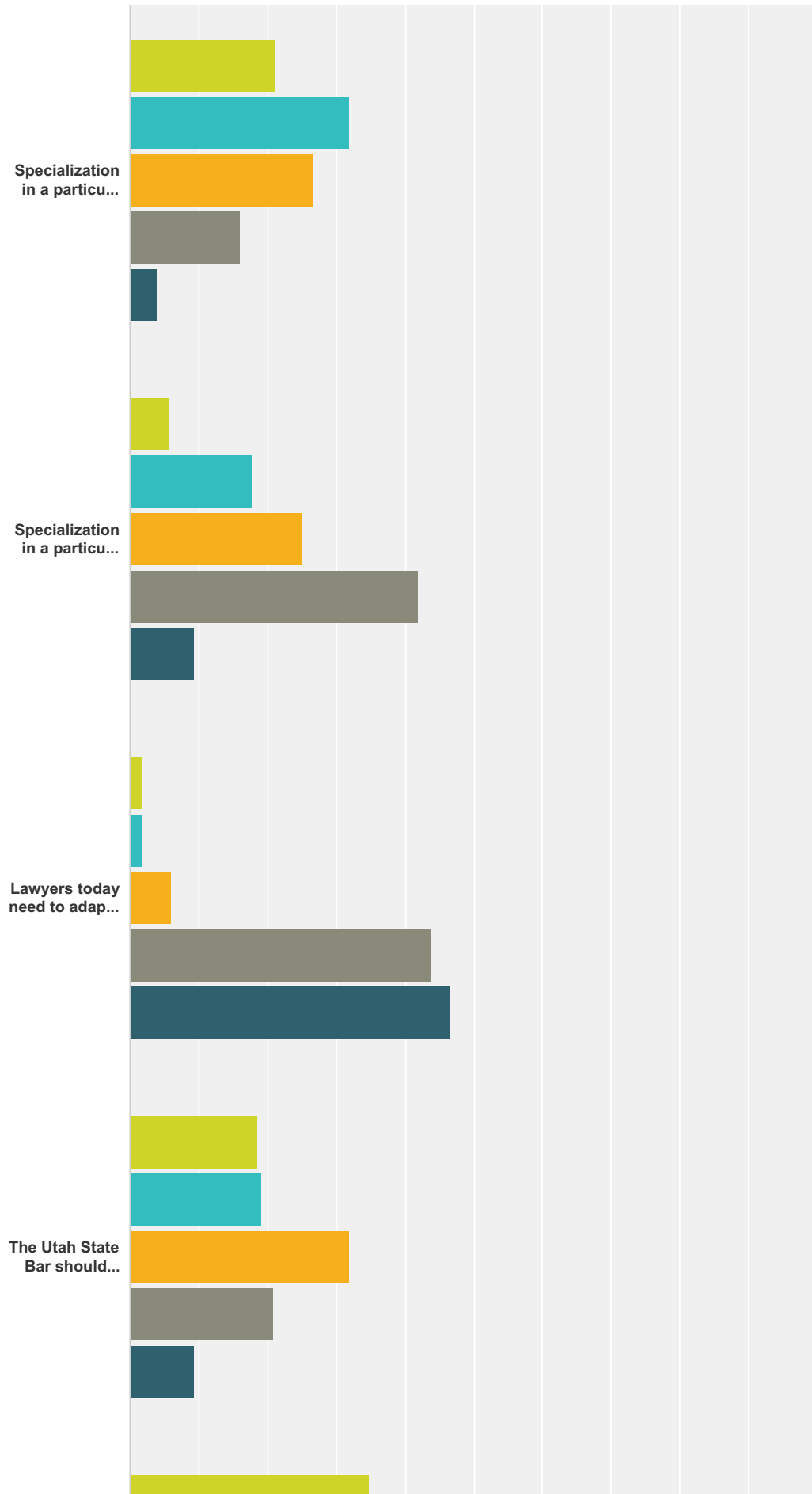
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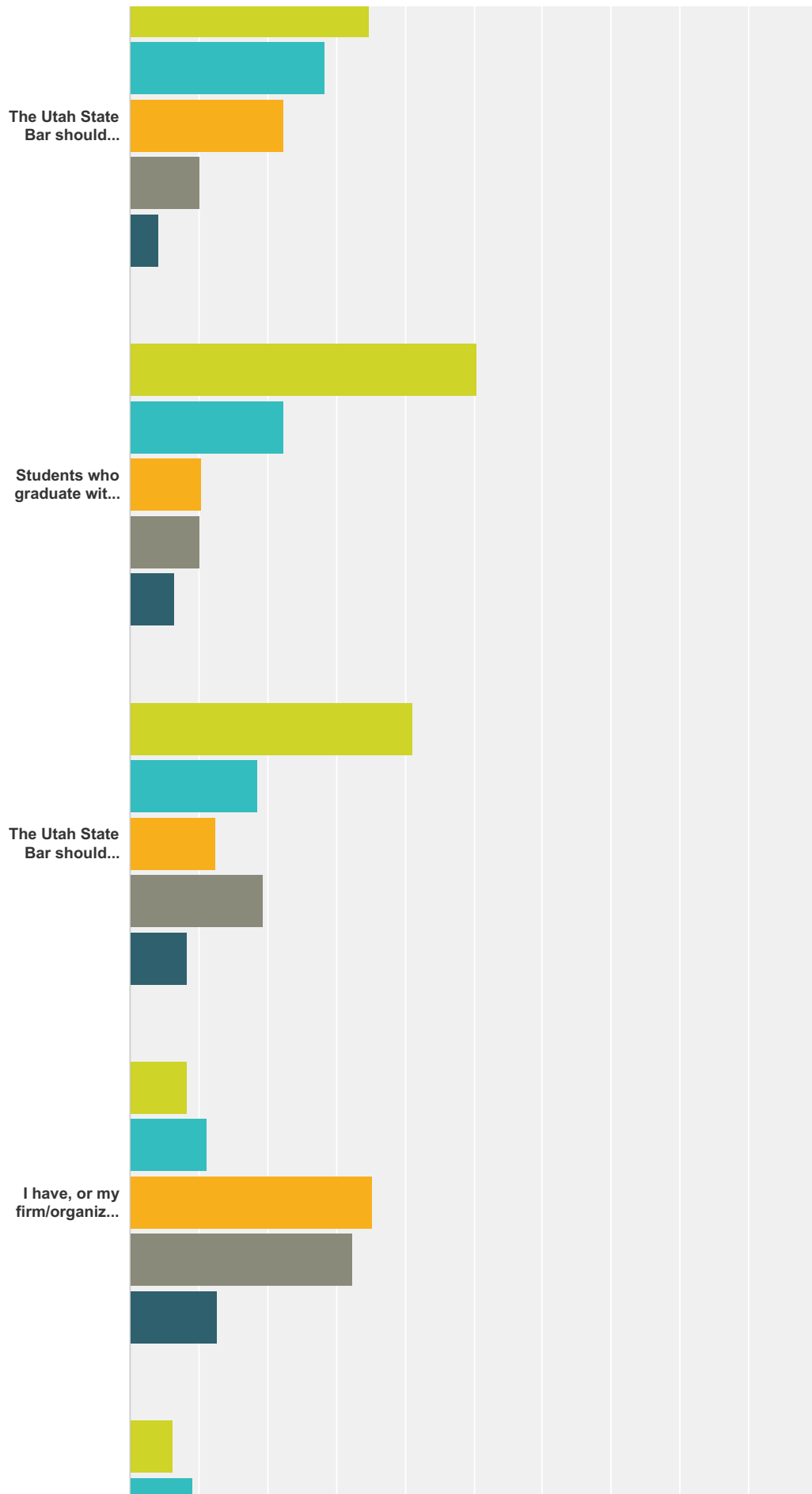
2015 Futures Commission - Employers Survey



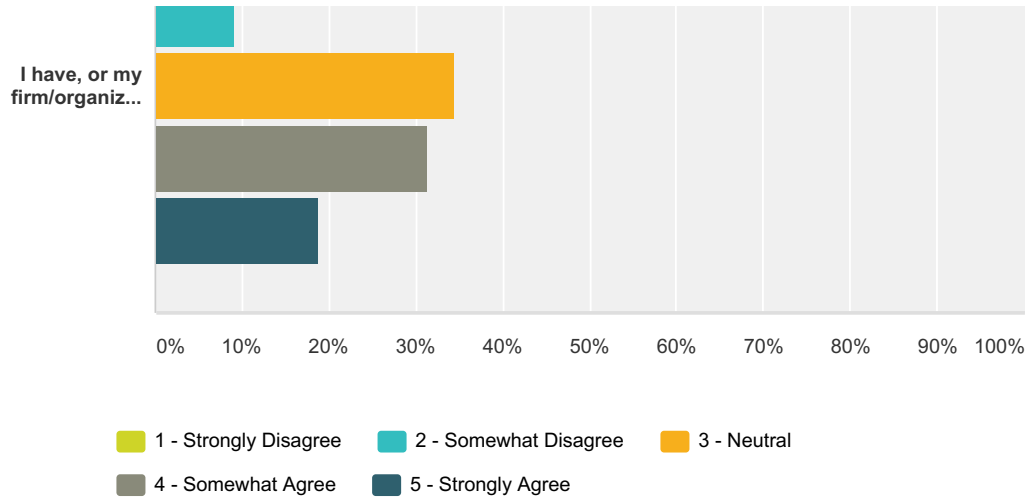
2015 Futures Commission - Employers Survey



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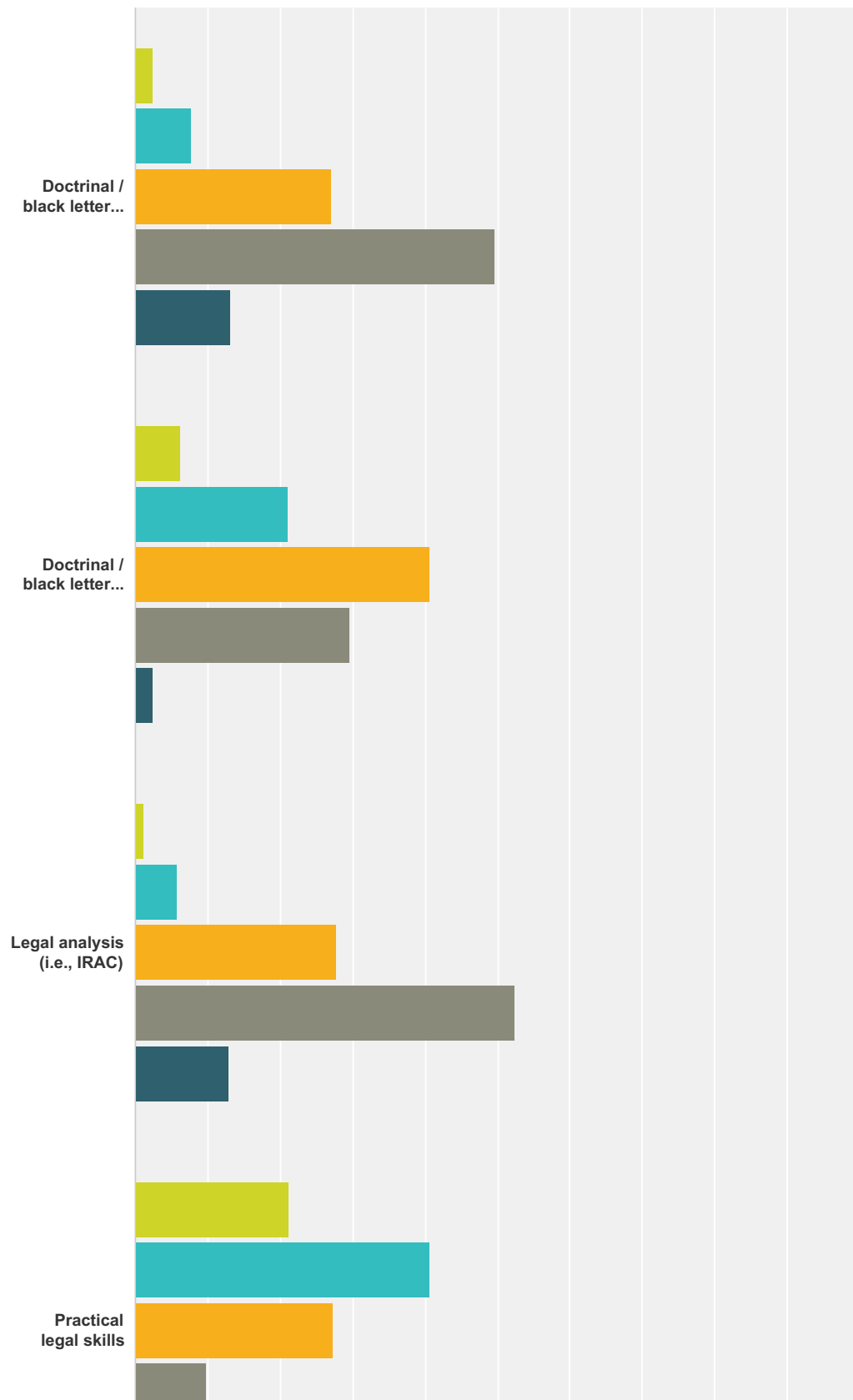
	1 - Strongly Disagree	2 - Somewhat Disagree	3 - Neutral	4 - Somewhat Agree	5 - Strongly Agree	Total
When hiring new lawyers, my firm/organization focuses on their GPA or class rank.	12.07% 60	12.68% 63	28.17% 140	33.60% 167	13.48% 67	497
When hiring new lawyers, my firm/organization focuses on whether they have served on law review.	20.72% 103	20.12% 100	30.18% 150	22.94% 114	6.04% 30	497
When hiring new lawyers, my firm/organization focuses on whether they have engaged in clinical work.	7.46% 37	10.48% 52	29.64% 147	42.74% 212	9.68% 48	496
When hiring new lawyers, my firm/organization focuses on which subject area classes they have taken.	10.89% 54	14.72% 73	33.87% 168	31.05% 154	9.48% 47	496
When hiring new lawyers, my firm/organization focuses on which skills courses they have taken.	8.30% 41	11.13% 55	31.98% 158	38.87% 192	9.72% 48	494
When hiring new lawyers, my firm/organization focuses on whether they have specialized in an area of law.	6.46% 32	10.30% 51	24.24% 120	41.21% 204	17.78% 88	495
When hiring new lawyers, my firm/organization focuses on their legal employment during law school.	5.45% 27	9.49% 47	28.28% 140	44.04% 218	12.73% 63	495
When hiring new lawyers, my firm/organization focuses on their legal externship or clinical experiences during law school.	4.44% 22	7.27% 36	25.86% 128	48.89% 242	13.54% 67	495
When hiring new lawyers, my firm/organization focuses on where they went to law school.	11.04% 54	12.68% 62	31.29% 153	36.20% 177	8.79% 43	489
When hiring new lawyers, my firm/organization focuses on their where they earned their undergraduate degree.	18.70% 92	23.78% 117	38.41% 189	17.48% 86	1.63% 8	492
When hiring new lawyers, my firm/organization focuses on their commitment to practicing law in Utah on a long-term basis.	6.11% 30	8.35% 41	24.44% 120	37.27% 183	23.83% 117	491
When hiring new lawyers, my firm/organization focuses on whether they will have a federal or state court clerkship.	15.35% 76	19.19% 95	36.16% 179	24.24% 120	5.05% 25	495
Specialization in a particular practice area should happen during law school.	21.30% 105	31.85% 157	26.77% 132	16.02% 79	4.06% 20	493
Specialization in a particular practice area should happen during the first few years of practice.	5.79% 29	17.96% 90	24.95% 125	41.92% 210	9.38% 47	501
Lawyers today need to adapt to the changing legal market and industry.	1.80% 9	1.80% 9	6.01% 30	43.89% 219	46.49% 232	499

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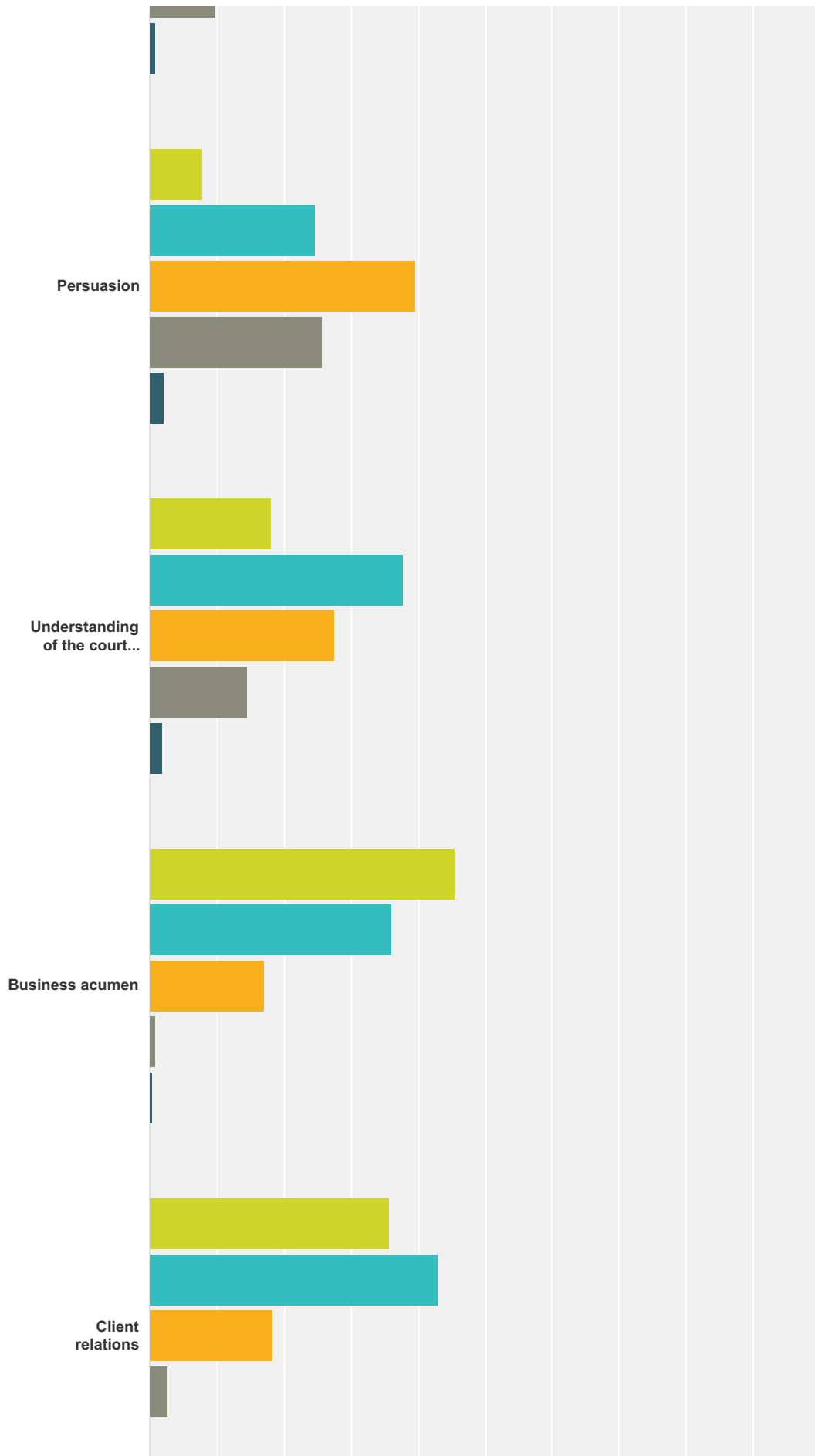
The Utah State Bar should allow law students to take the bar exam during their 3L year (i.e., the February exam of their 3L year).	18.55% 92	19.15% 95	31.85% 158	20.97% 104	9.48% 47	496
The Utah State Bar should allow law students to take the bar exam during the summer before their 3L year (i.e., July exam before their 3L year).	34.94% 174	28.31% 141	22.29% 111	10.24% 51	4.22% 21	498
Students who graduate with a J.D. from an accredited law school in Utah should receive automatic admission to the Utah Bar.	50.50% 251	22.33% 111	10.46% 52	10.26% 51	6.44% 32	497
The Utah State Bar should explore the possibility of issuing limited licenses that do not require a J.D. for the performance of basic legal services in narrow areas (e.g., family law or small claims) in order to provide greater access to justice.	41.12% 206	18.56% 93	12.57% 63	19.36% 97	8.38% 42	501
I have, or my firm/organization has, innovated or explored innovation in my/our billing structures as a result of changes in the legal market over the last 10 years.	8.30% 41	11.34% 56	35.22% 174	32.39% 160	12.75% 63	494
I have, or my firm/organization has, had to alter how many or how often I/we hire new lawyers because of changes in the legal market over the last 10 years.	6.25% 31	9.27% 46	34.48% 171	31.25% 155	18.75% 93	496

Q3 How well does law school today prepare new lawyers for in the following areas?

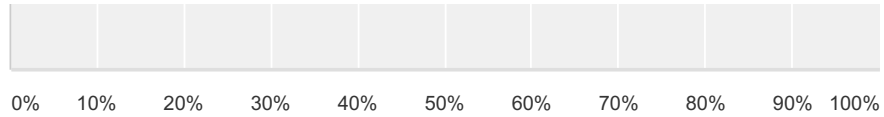
Answered: 497 Skipped: 64



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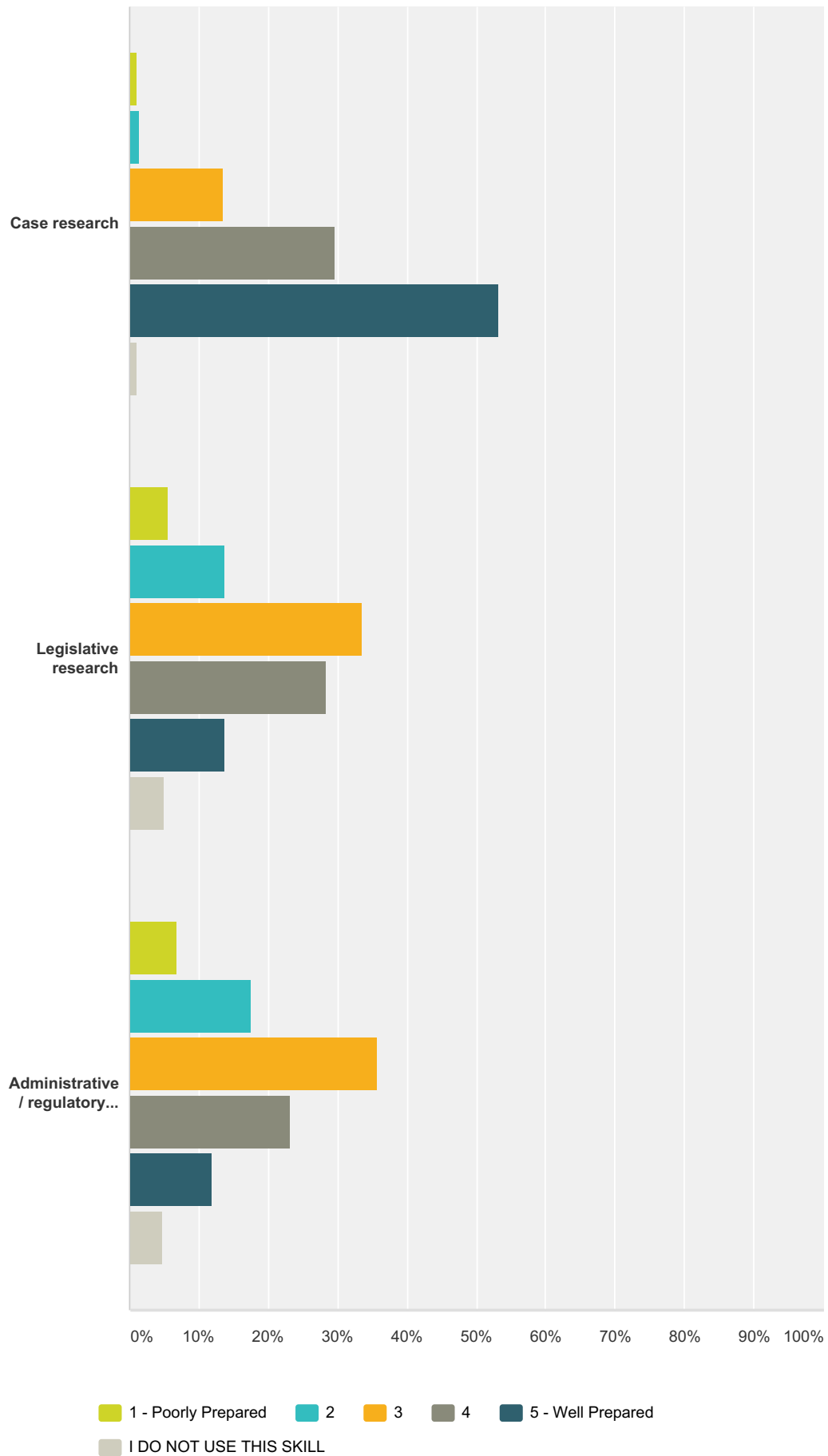
■ 1 - Poorly Prepared
 ■ 2
 ■ 3
 ■ 4
 ■ 5 - Well Prepared

	1 - Poorly Prepared	2	3	4	5 - Well Prepared	Total
Doctrinal / black letter knowledge of the law	2.42% 12	7.68% 38	27.07% 134	49.70% 246	13.13% 65	495
Doctrinal / black letter knowledge in specialized areas of the law	6.28% 31	21.05% 104	40.69% 201	29.55% 146	2.43% 12	494
Legal analysis (i.e., IRAC)	1.21% 6	5.84% 29	27.77% 138	52.31% 260	12.88% 64	497
Practical legal skills	21.33% 106	40.64% 202	27.36% 136	9.86% 49	0.80% 4	497
Persuasion	7.91% 39	24.54% 121	39.76% 196	25.76% 127	2.03% 10	493
Understanding of the court system	18.09% 89	37.80% 186	27.64% 136	14.63% 72	1.83% 9	492
Business acumen	45.45% 225	36.16% 179	17.17% 85	0.81% 4	0.40% 2	495
Client relations	35.70% 176	43.00% 212	18.46% 91	2.64% 13	0.20% 1	493

**Q4 How well does law school today prepare
new lawyers to use the following
RESEARCH skills?**

Answered: 491 Skipped: 70

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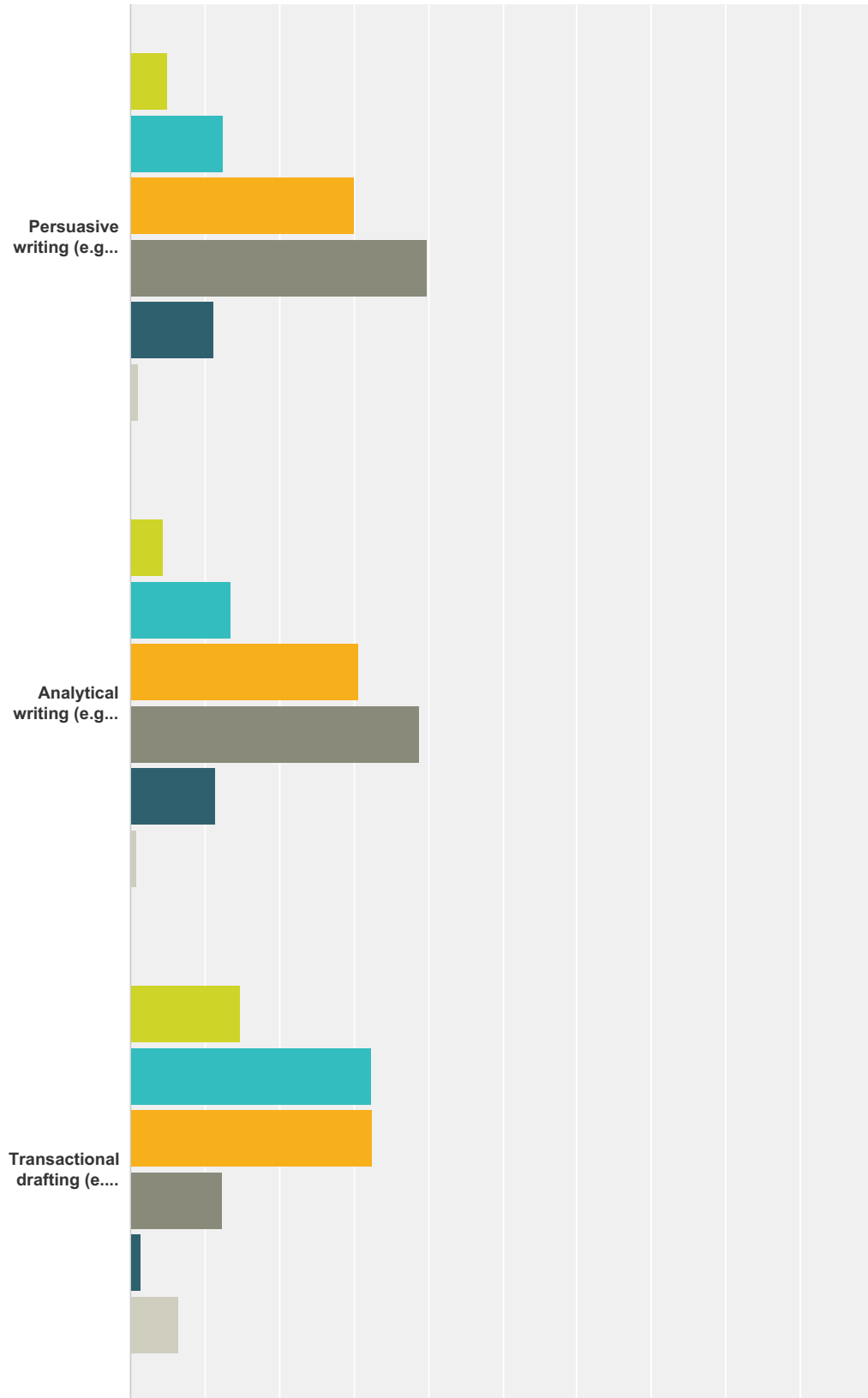


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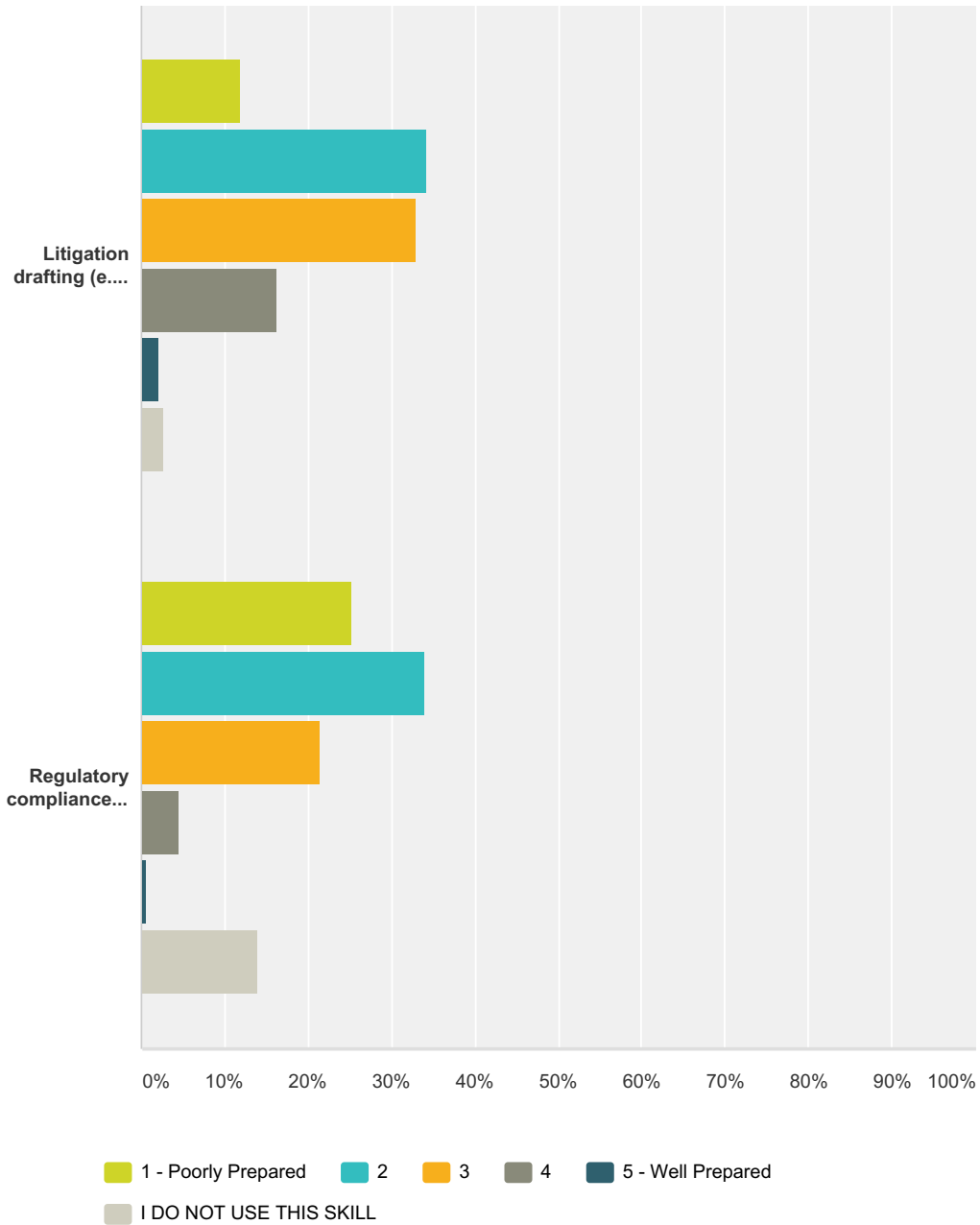
	1 - Poorly Prepared	2	3	4	5 - Well Prepared	I DO NOT USE THIS SKILL	Total
Case research	1.02% 5	1.43% 7	13.65% 67	29.74% 146	53.16% 261	1.02% 5	491
Legislative research	5.73% 28	13.70% 67	33.54% 164	28.43% 139	13.70% 67	4.91% 24	489
Administrative / regulatory research	6.97% 34	17.62% 86	35.66% 174	23.16% 113	11.89% 58	4.71% 23	488

Q5 How well does law school today prepare new lawyers to use the following WRITING skills?

Answered: 493 Skipped: 68



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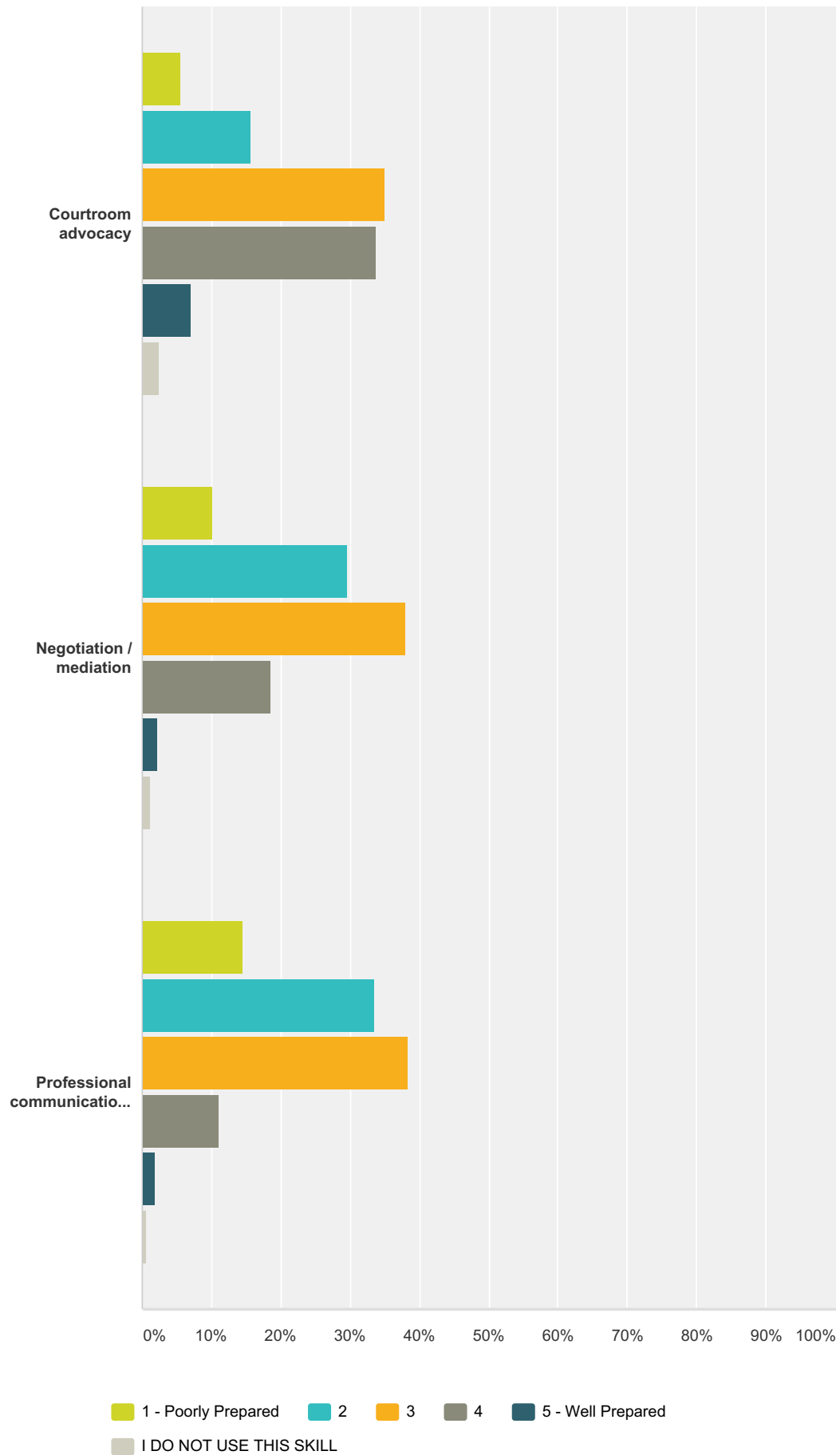


	1 - Poorly Prepared	2	3	4	5 - Well Prepared	I DO NOT USE THIS SKILL	Total
Persuasive writing (e.g., briefs, motions)	5.07% 25	12.58% 62	30.02% 148	39.96% 197	11.36% 56	1.01% 5	493
Analytical writing (e.g., memoranda, workplace policies)	4.48% 22	13.65% 67	30.75% 151	38.90% 191	11.41% 56	0.81% 4	491
Transactional drafting (e.g., contracts, wills)	14.87% 73	32.38% 159	32.59% 160	12.22% 60	1.43% 7	6.52% 32	491
Litigation drafting (e.g., discovery requests, pleadings)	11.99% 59	34.15% 168	32.93% 162	16.26% 80	2.03% 10	2.64% 13	492
Regulatory compliance (e.g., permits, mandatory reports or agency filings)	25.20% 124	33.94% 167	21.54% 106	4.67% 23	0.61% 3	14.02% 69	492

**Q6 How well does law school today prepare
new lawyers to use the following ORAL
COMMUNICATION skills?**

Answered: 489 Skipped: 72

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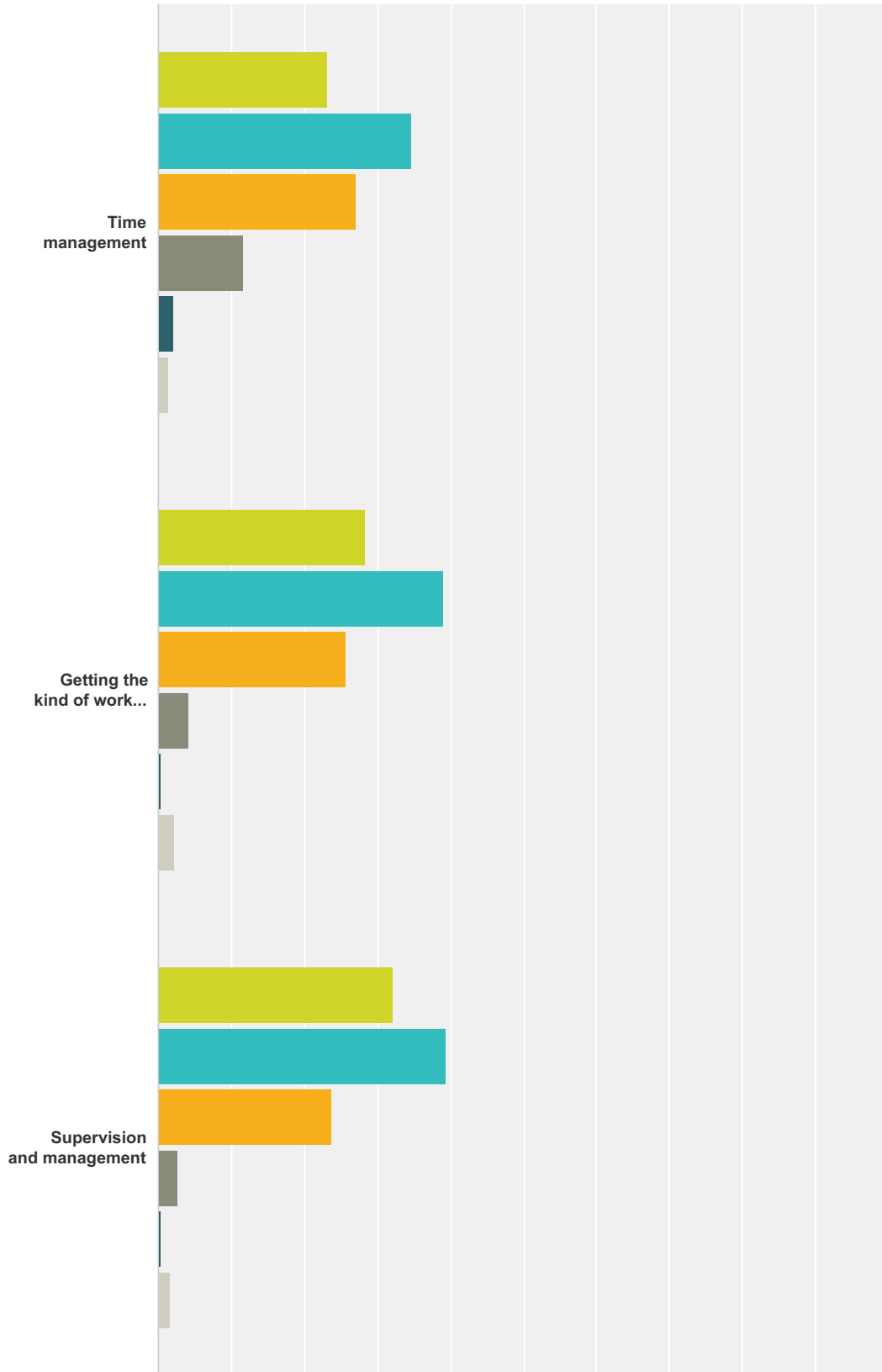


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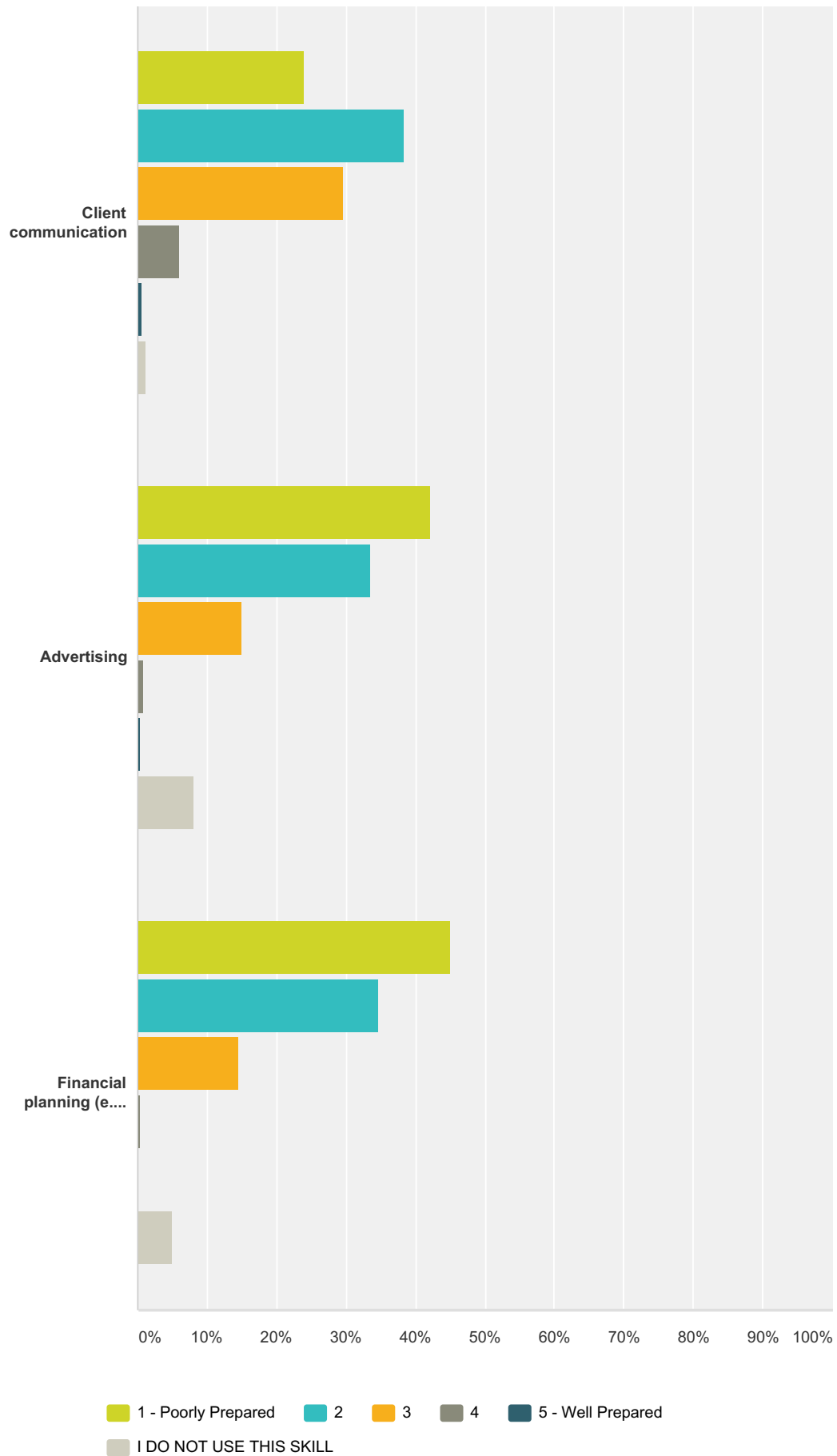
	1 - Poorly Prepared	2	3	4	5 - Well Prepared	I DO NOT USE THIS SKILL	Total
Courtroom advocacy	5.73% 28	15.75% 77	35.17% 172	33.74% 165	7.16% 35	2.45% 12	489
Negotiation / mediation	10.22% 50	29.65% 145	38.04% 186	18.61% 91	2.25% 11	1.23% 6	489
Professional communication (e.g., client meetings)	14.55% 71	33.61% 164	38.32% 187	11.07% 54	1.84% 9	0.61% 3	488

Q7 How well does law school today prepare new lawyers to use the following BUSINESS skills?

Answered: 495 Skipped: 66



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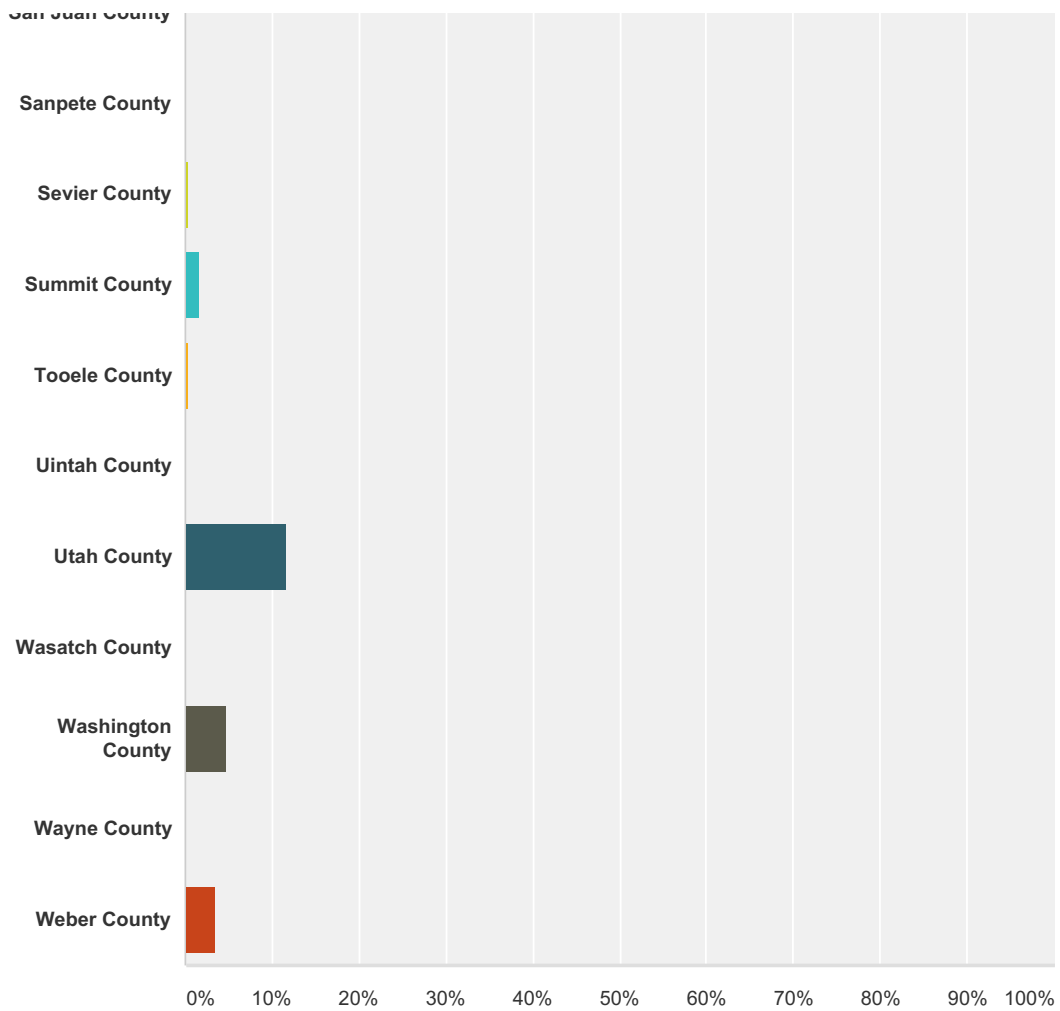
	1 - Poorly Prepared	2	3	4	5 - Well Prepared	I DO NOT USE THIS SKILL	Total
Time management	23.08% 114	34.62% 171	27.13% 134	11.74% 58	2.02% 10	1.42% 7	494
Getting the kind of work you want	28.34% 140	39.07% 193	25.71% 127	4.25% 21	0.40% 2	2.23% 11	494
Supervision and management	32.05% 158	39.55% 195	23.73% 117	2.64% 13	0.41% 2	1.62% 8	493
Client communication	24.04% 119	38.38% 190	29.70% 147	6.06% 30	0.61% 3	1.21% 6	495
Advertising	42.11% 208	33.60% 166	14.98% 74	0.81% 4	0.40% 2	8.10% 40	494
Financial planning (e.g., billing, business plan)	45.03% 222	34.69% 171	14.60% 72	0.41% 2	0.20% 1	5.07% 25	493

Q8 In what county is your practice or current place of employment located?

Answered: 501 Skipped: 60



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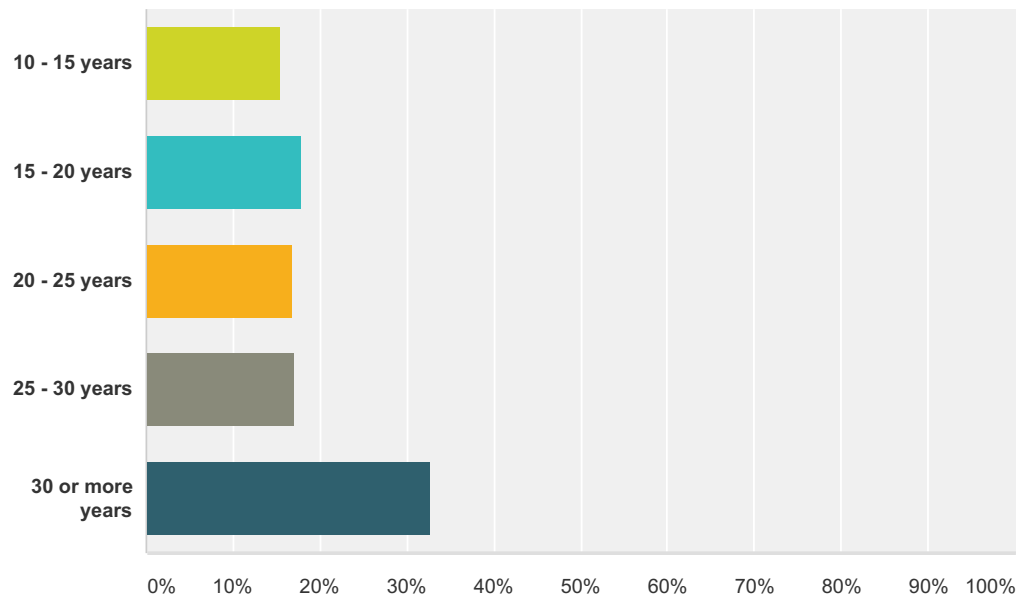
Answer Choices	Responses
Beaver County	0.00% 0
Box Elder County	0.40% 2
Cache County	1.40% 7
Carbon County	0.40% 2
Daggett County	0.00% 0
Davis County	4.59% 23
Duchesne County	0.00% 0
Emery County	0.00% 0
Garfield County	0.00% 0
Grand County	0.20% 1
Iron County	0.00% 0
Juab County	0.00% 0

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Kane County	0.20%	1
Millard County	0.00%	0
Morgan County	0.00%	0
Piute County	0.00%	0
Rich County	0.00%	0
Salt Lake County	69.66%	349
San Juan County	0.20%	1
Sanpete County	0.00%	0
Sevier County	0.40%	2
Summit County	1.60%	8
Tooele County	0.40%	2
Uintah County	0.20%	1
Utah County	11.78%	59
Wasatch County	0.20%	1
Washington County	4.79%	24
Wayne County	0.00%	0
Weber County	3.59%	18
Total		501

Q9 How many years ago did you graduate from law school?

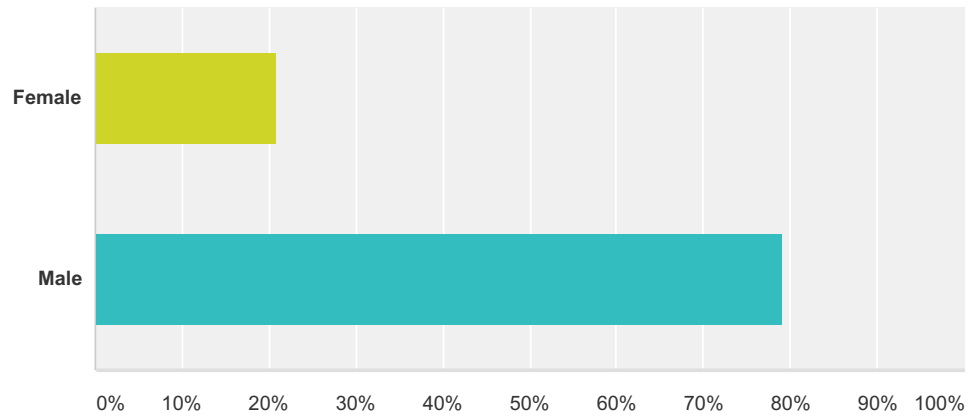
Answered: 492 Skipped: 69



Answer Choices	Responses	
10 - 15 years	15.45%	76
15 - 20 years	17.89%	88
20 - 25 years	16.87%	83
25 - 30 years	17.07%	84
30 or more years	32.72%	161
Total		492

Q10 What is your gender?

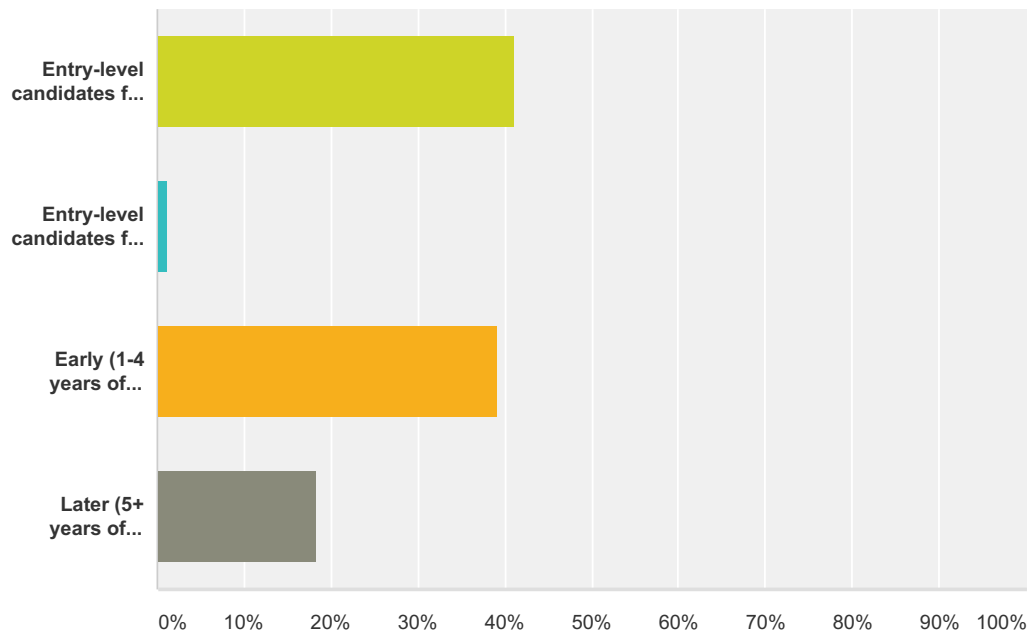
Answered: 495 Skipped: 66



Answer Choices	Responses	
Female	20.81%	103
Male	79.19%	392
Total		495

Q11 From where do you hire most of the lawyers in your workplace?

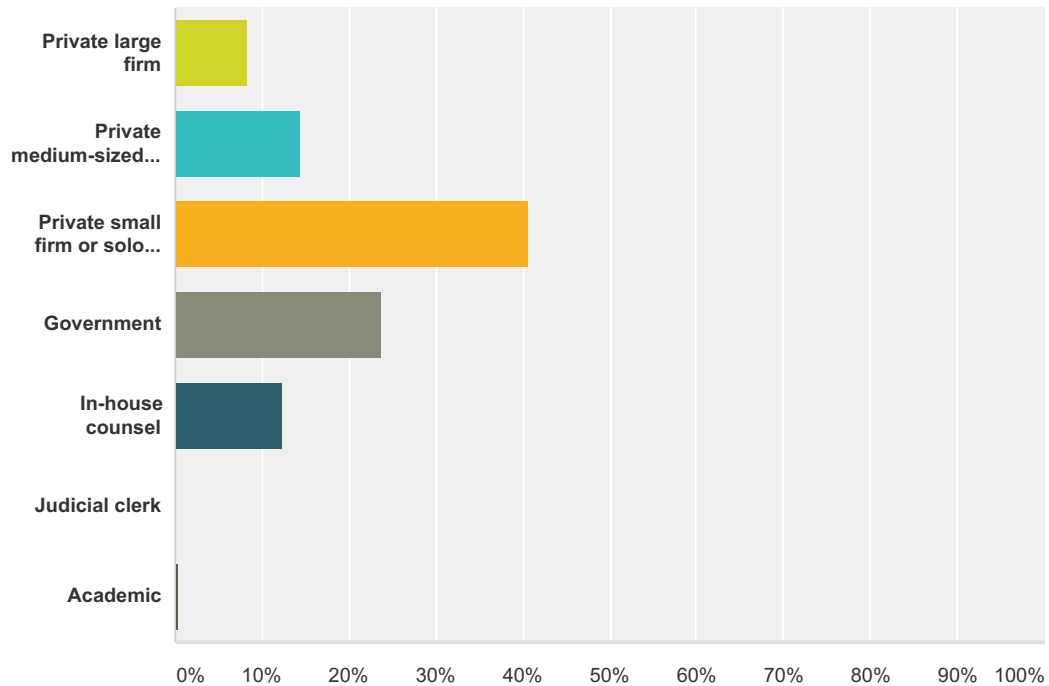
Answered: 476 Skipped: 85



Answer Choices	Responses	
Entry-level candidates from law school	41.18%	196
Entry-level candidates from judicial clerkships	1.26%	6
Early (1-4 years of practice) lateral hires	39.29%	187
Later (5+ years of practice) lateral hires	18.28%	87
Total		476

Q12 What type of job do you have?

Answered: 483 Skipped: 78



Answer Choices	Responses
Private large firm	8.28% 40
Private medium-sized firm	14.49% 70
Private small firm or solo practice	40.79% 197
Government	23.81% 115
In-house counsel	12.22% 59
Judicial clerk	0.00% 0
Academic	0.41% 2
Total	483

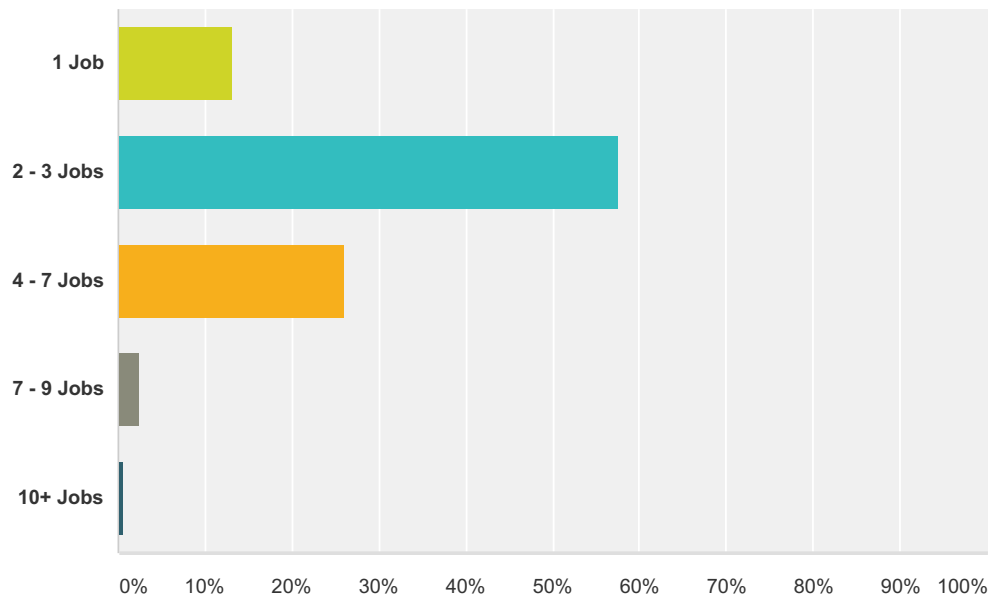
#	Other (please specify)	Date
1	judge	4/27/2015 3:06 PM
2	Non profit	4/27/2015 11:55 AM
3	Retired	4/27/2015 10:31 AM
4	In house corporation tax	4/27/2015 10:25 AM
5	District Court Judge	4/27/2015 10:17 AM
6	Real Estate brokerage and development - Do not actively practice law.	4/27/2015 10:04 AM
7	Federal Public Defender Office	4/24/2015 6:23 PM

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8	judge	4/23/2015 9:19 AM
9	Bad question -- no definitions of large, medium, small	4/22/2015 6:20 PM
10	Judge	4/21/2015 2:46 PM
11	Legal Foundation	4/21/2015 1:39 PM
12	Non profit	4/21/2015 11:54 AM
13	Sole Practicioner	4/21/2015 11:10 AM
14	District Judge	4/21/2015 11:09 AM
15	Large public defender's office	4/21/2015 11:07 AM
16	district court judge	4/21/2015 11:06 AM
17	Currently 9 attorneys - so small to medium for Utah	4/21/2015 10:12 AM
18	I 've only hired on a project / contract basis (though I need support, I have never had sufficient resources to hire an attorney as an employee)	4/21/2015 10:05 AM
19	Lobbying	4/21/2015 9:43 AM
20	Small Family Firm	4/21/2015 9:38 AM
21	software	4/21/2015 9:26 AM
22	Non-profit corporation--environmental	4/21/2015 9:18 AM

Q13 How many different legal jobs have you had so far in your career?

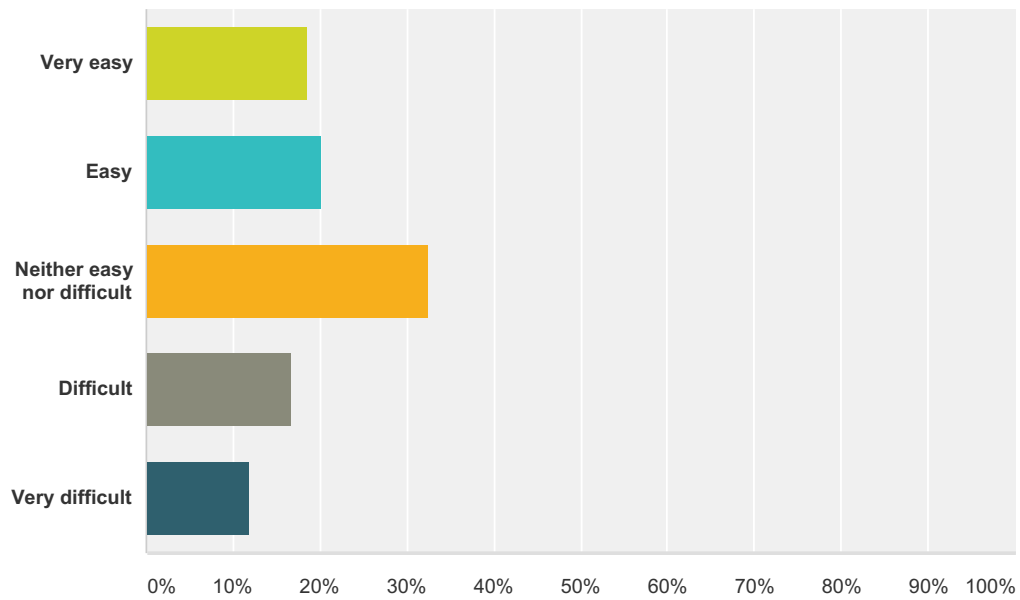
Answered: 500 Skipped: 61



Answer Choices	Responses	
1 Job	13.20%	66
2 - 3 Jobs	57.60%	288
4 - 7 Jobs	26.00%	130
7 - 9 Jobs	2.60%	13
10+ Jobs	0.60%	3
Total		500

Q14 How difficult was it for you to get a job coming out of law school?

Answered: 502 Skipped: 59



Answer Choices	Responses	
Very easy	18.53%	93
Easy	20.32%	102
Neither easy nor difficult	32.47%	163
Difficult	16.73%	84
Very difficult	11.95%	60
Total		502

Q15 Where did you go to law school?

Answered: 494 Skipped: 67



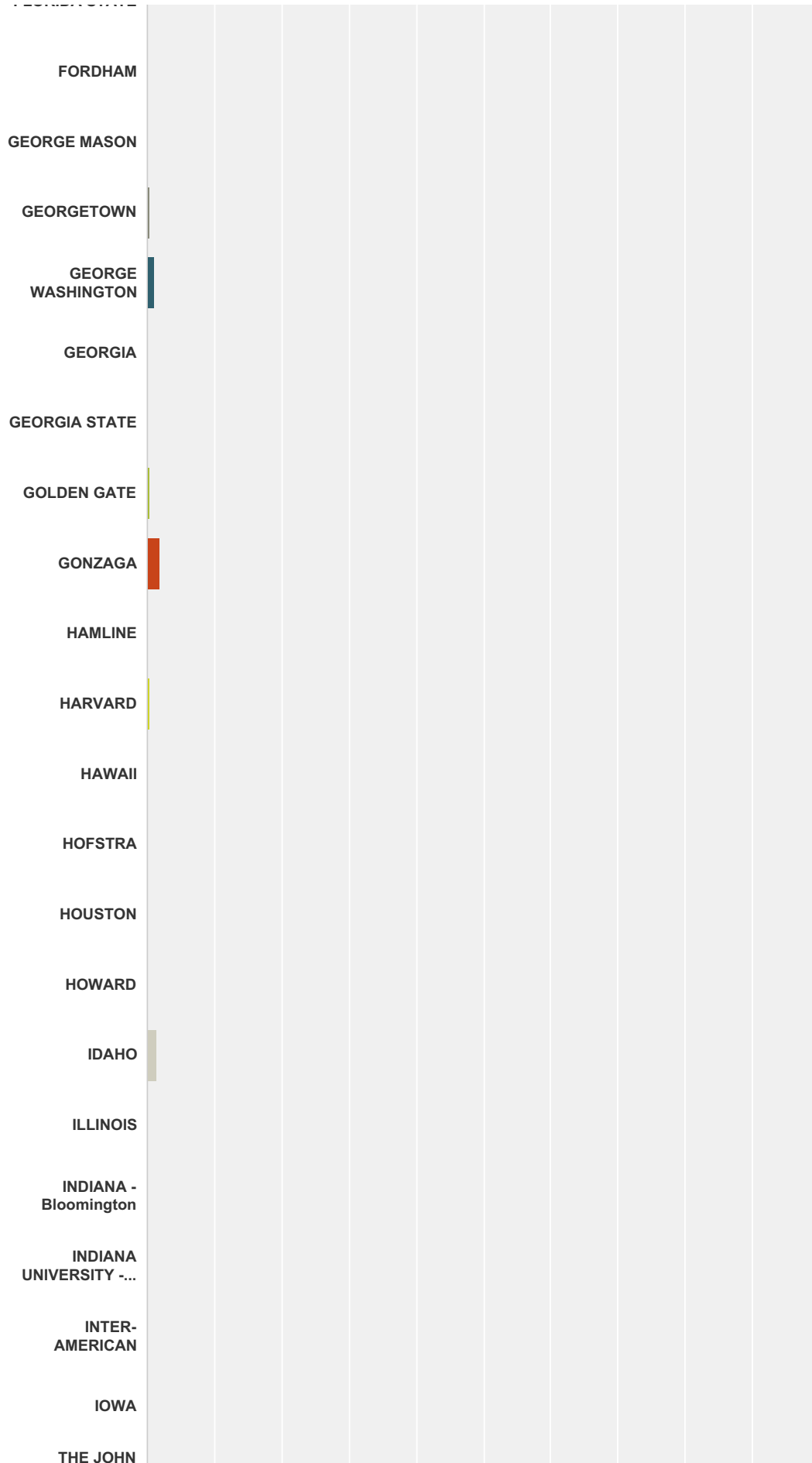
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BOSTON UNIVERSITY									
BROOKLYN									
CALIFORNIA - Berkeley									
CALIFORNIA - Davis									
CALIFORNIA - Hastings									
CALIFORNIA - Irvine									
CALIFORNIA - Los Angeles									
CALIFORNIA WESTERN									
CAMPBELL									
CAPITAL									
CASE WESTERN RESERVE									
CATHOLIC UNIVERSITY O...									
CHAPMAN									
CHARLESTON									
CHARLOTTE									
CHICAGO									
CHICAGO-KENT									
CINCINNATI									
CITY UNIVERSITY O...									
CLEVELAND STATE									
COLORADO									

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COLUMBIA									
CONNECTICUT									
CORNELL									
CREIGHTON									
DAYTON									
DENVER									
DePAUL									
DETROIT MERCY									
DISTRICT OF COLUMBIA									
DRAKE									
DREXEL									
DUKE									
DUQUESNE									
ELON									
EMORY									
FAULKNER									
FLORIDA									
FLORIDA A&M									
FLORIDA COASTAL									
FLORIDA INTERNATIONAL									
FLORIDA STATE									

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MARSHALL LAW...									
JUDGE ADVOCATE GENERAL'S...									
KANSAS									
KENTUCKY									
LA VERNE									
LIBERTY									
LINCOLN MEMORIAL									
LEWIS AND CLARK									
LOUISIANA STATE									
LOUISVILLE									
LOYOLA - Chicago									
LOYOLA - Los Angeles									
LOYOLA - New Orleans									
MAINE									
MARQUETTE									
MARYLAND									
MASSACHUSETTS									
MCGEORGE									
MEMPHIS									
MERCER									
MIAMI									

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MICHIGAN STATE									
MICHIGAN									
MINNESOTA									
MISSISSIPPI COLLEGE									
MISSISSIPPI									
MISSOURI									
MISSOURI - Kansas City									
MONTANA									
NEBRASKA									
NEVADA									
NEW ENGLAND LAW BOSTON									
NEW MEXICO									
NEW HAMPSHIRE formerly...									
NEW YORK LAW SCHOOL									
NEW YORK UNIVERSITY									
NORTH CAROLINA									
NORTH CAROLINA CENTRAL									
NORTH DAKOTA									
NORTHEASTERN									
NORTHERN ILLINOIS									
NORTHERN KENTUCKY									

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NORTHWESTERN									
NOTRE DAME									
NOVA SOUTHEASTERN									
OHIO NORTHERN									
OHIO STATE									
OKLAHOMA									
OKLAHOMA CITY									
OREGON									
PACE									
PENNSYLVANIA									
PENNSYLVANIA STATE-Dickin...									
PENNSYLVANIA STATE-Penn...									
PEPPERDINE									
PITTSBURGH									
PONTIFICAL CATHOLIC OF...									
PUERTO RICO									
QUINNIPIAC									
REGENT									
RICHMOND									
ROGER WILLIAMS									
RUTGERS - Camden									

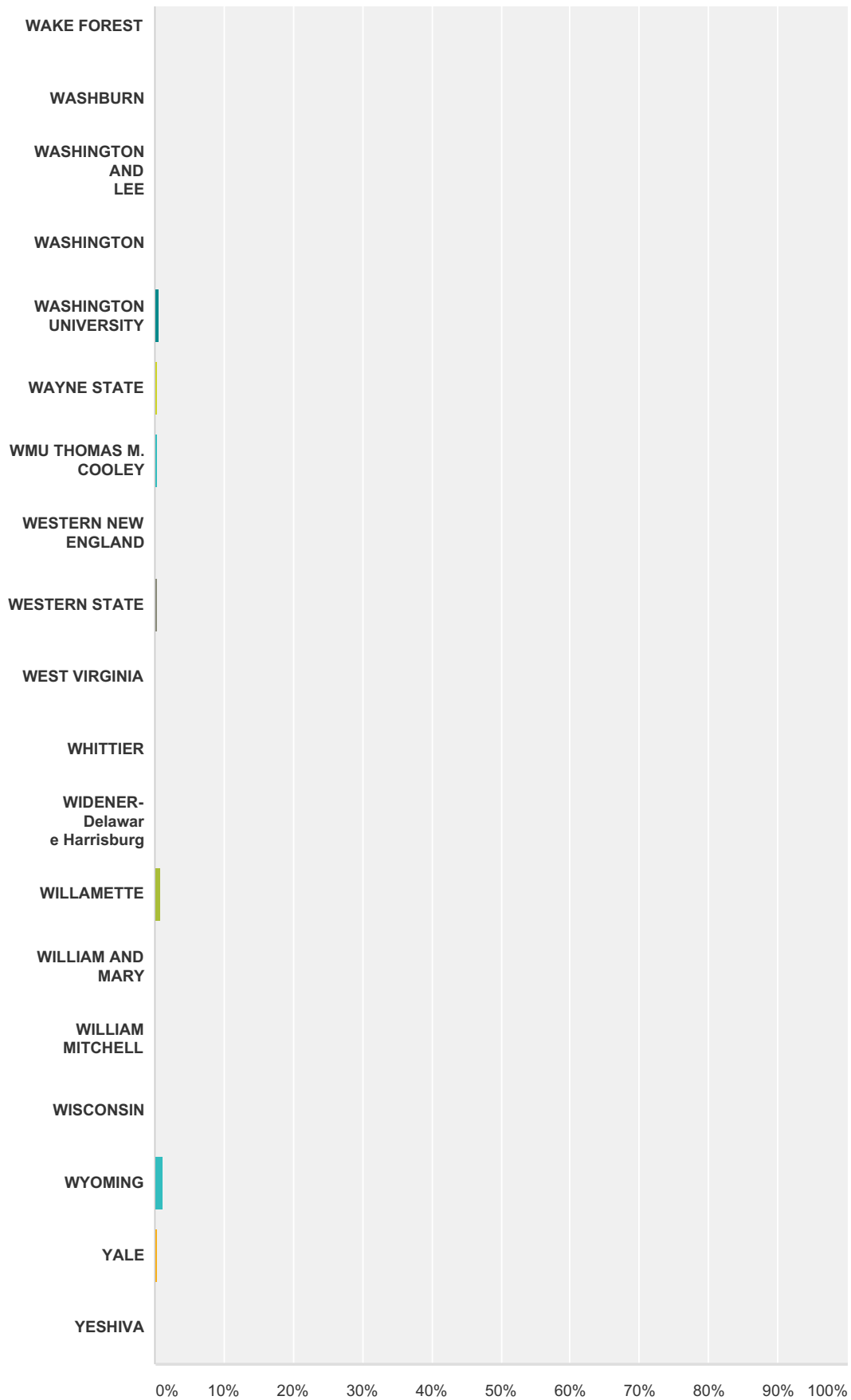
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University	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10
RUTGERS - Newark										
ST. JOHN'S										
SAINT LOUIS										
ST. MARY'S										
ST. THOMAS Florida										
ST. THOMAS Minnesota										
SAMFORD										
SAN DIEGO										
SAN FRANCISCO										
SANTA CLARA										
SEATTLE										
SETON HALL										
SOUTH CAROLINA										
SOUTH DAKOTA										
SOUTHERN UNIVERSITY										
SOUTHERN CALIFORNIA										
SOUTHERN ILLINOIS										
SOUTHERN METHODIST										
SOUTH TEXAS										
SOUTHWESTERN										
STANFORD										

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STANFORD									
STATE UNIVERSITY O...									
STETSON									
SUFFOLK									
SYRACUSE									
TEMPLE									
TENNESSEE									
TEXAS									
TEXAS A&M Texas Wesleyan									
TEXAS SOUTHERN									
TEXAS TECH									
THOMAS JEFFERSON									
TOLEDO									
TOURO									
TULANE									
TULSA									
VALPARAISO									
VANDERBILT									
VERMONT									
VILLANOVA									
VIRGINIA									

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**Brigham Young University	30.16%	149
**University of Utah	40.89%	202
AKRON	0.00%	0
ALABAMA	0.00%	0
ALBANY	0.00%	0
AMERICAN	0.00%	0
APPALACHIAN	0.00%	0
ARIZONA	0.20%	1
ARIZONA STATE	0.00%	0
ARIZONA SUMMIT formerly Phoenix	0.00%	0
ARKANSAS - Fayetteville	0.00%	0
ARKANSAS - Little Rock	0.20%	1
ATLANTA'S JOHN MARSHALL LAW SCHOOL	0.00%	0
AVE MARIA SCHOOL OF LAW	0.00%	0
BALTIMORE	0.00%	0
BARRY UNIVERSITY	0.00%	0
BAYLOR	0.00%	0
BELMONT UNIVERSITY	0.20%	1
BOSTON COLLEGE	0.20%	1
BOSTON UNIVERSITY	0.00%	0
BROOKLYN	0.00%	0
CALIFORNIA - Berkeley	0.20%	1
CALIFORNIA - Davis	0.00%	0
CALIFORNIA - Hastings	0.00%	0
CALIFORNIA - Irvine	0.00%	0
CALIFORNIA - Los Angeles	0.00%	0
CALIFORNIA WESTERN	1.21%	6
CAMPBELL	0.00%	0
CAPITAL	0.00%	0
CASE WESTERN RESERVE	0.20%	1
CATHOLIC UNIVERSITY OF AMERICA	0.00%	0
CHAPMAN	0.00%	0

2015 Futures Commission - Employers Survey

CHARLESTON	0.00%	0
CHARLOTTE	0.00%	0
CHICAGO	0.20%	1
CHICAGO-KENT	0.00%	0
CINCINNATI	0.00%	0
CITY UNIVERSITY OF NEW YORK	0.00%	0
CLEVELAND STATE	0.00%	0
COLORADO	0.20%	1
COLUMBIA	0.61%	3
CONNECTICUT	0.00%	0
CORNELL	0.20%	1
CREIGHTON	0.40%	2
DAYTON	0.00%	0
DENVER	0.40%	2
DePAUL	0.00%	0
DETROIT MERCY	0.00%	0
DISTRICT OF COLUMBIA	0.00%	0
DRAKE	0.20%	1
DREXEL	0.00%	0
DUKE	0.61%	3
DUQUESNE	0.00%	0
ELON	0.00%	0
EMORY	0.00%	0
FAULKNER	0.00%	0
FLORIDA	0.00%	0
FLORIDA A&M	0.00%	0
FLORIDA COASTAL	0.00%	0
FLORIDA INTERNATIONAL	0.00%	0
FLORIDA STATE	0.00%	0
FORDHAM	0.00%	0
GEORGE MASON	0.00%	0
GEORGETOWN	0.40%	2

2015 Futures Commission - Employers Survey

GEORGE WASHINGTON	1.01%	5
GEORGIA	0.00%	0
GEORGIA STATE	0.00%	0
GOLDEN GATE	0.40%	2
GONZAGA	1.82%	9
HAMLIN	0.00%	0
HARVARD	0.40%	2
HAWAII	0.00%	0
HOFSTRA	0.00%	0
HOUSTON	0.00%	0
HOWARD	0.00%	0
IDAHO	1.42%	7
ILLINOIS	0.20%	1
INDIANA - Bloomington	0.20%	1
INDIANA UNIVERSITY - Indianapolis	0.00%	0
INTER-AMERICAN	0.00%	0
IOWA	0.20%	1
THE JOHN MARSHALL LAW SCHOOL	0.00%	0
JUDGE ADVOCATE GENERAL'S SCHOOL	0.00%	0
KANSAS	0.40%	2
KENTUCKY	0.00%	0
LA VERNE	0.00%	0
LIBERTY	0.00%	0
LINCOLN MEMORIAL	0.00%	0
LEWIS AND CLARK	0.61%	3
LOUISIANA STATE	0.00%	0
LOUISVILLE	0.00%	0
LOYOLA - Chicago	0.20%	1
LOYOLA - Los Angeles	0.00%	0
LOYOLA - New Orleans	0.20%	1
MAINE	0.00%	0
MARQUETTE	0.00%	0

2015 Futures Commission - Employers Survey

MARYLAND	0.61%	3
MASSACHUSETTS	0.00%	0
MCGEORGE	0.81%	4
MEMPHIS	0.00%	0
MERCER	0.20%	1
MIAMI	0.00%	0
MICHIGAN STATE	0.00%	0
MICHIGAN	0.40%	2
MINNESOTA	0.40%	2
MISSISSIPPI COLLEGE	0.00%	0
MISSISSIPPI	0.20%	1
MISSOURI	0.00%	0
MISSOURI - Kansas City	0.20%	1
MONTANA	0.00%	0
NEBRASKA	0.20%	1
NEVADA	0.00%	0
NEW ENGLAND LAW BOSTON	0.00%	0
NEW MEXICO	0.20%	1
NEW HAMPSHIRE formerly Franklin Pierce	0.00%	0
NEW YORK LAW SCHOOL	0.00%	0
NEW YORK UNIVERSITY	0.20%	1
NORTH CAROLINA	0.00%	0
NORTH CAROLINA CENTRAL	0.20%	1
NORTH DAKOTA	0.00%	0
NORTHEASTERN	0.00%	0
NORTHERN ILLINOIS	0.00%	0
NORTHERN KENTUCKY	0.00%	0
NORTHWESTERN	0.00%	0
NOTRE DAME	0.00%	0
NOVA SOUTHEASTERN	0.00%	0
OHIO NORTHERN	0.20%	1
OHIO STATE	0.20%	1

2015 Futures Commission - Employers Survey

OKLAHOMA	0.20%	1
OKLAHOMA CITY	0.40%	2
OREGON	0.40%	2
PACE	0.00%	0
PENNSYLVANIA	0.20%	1
PENNSYLVANIA STATE-Dickinson Law	0.00%	0
PENNSYLVANIA STATE-Penn State Law	0.00%	0
PEPPERDINE	0.61%	3
PITTSBURGH	0.20%	1
PONTIFICAL CATHOLIC OF PUERTO RICO	0.00%	0
PUERTO RICO	0.00%	0
QUINNIPIAC	0.00%	0
REGENT	0.00%	0
RICHMOND	0.00%	0
ROGER WILLIAMS	0.00%	0
RUTGERS - Camden	0.00%	0
RUTGERS - Newark	0.00%	0
ST. JOHN'S	0.00%	0
SAINT LOUIS	0.00%	0
ST. MARY'S	0.00%	0
ST. THOMAS Florida	0.00%	0
ST. THOMAS Minnesota	0.00%	0
SAMFORD	0.20%	1
SAN DIEGO	0.40%	2
SAN FRANCISCO	0.00%	0
SANTA CLARA	0.20%	1
SEATTLE	1.01%	5
SETON HALL	0.00%	0
SOUTH CAROLINA	0.00%	0
SOUTH DAKOTA	0.00%	0
SOUTHERN UNIVERSITY	0.00%	0
SOUTHERN CALIFORNIA	0.00%	0

2015 Futures Commission - Employers Survey

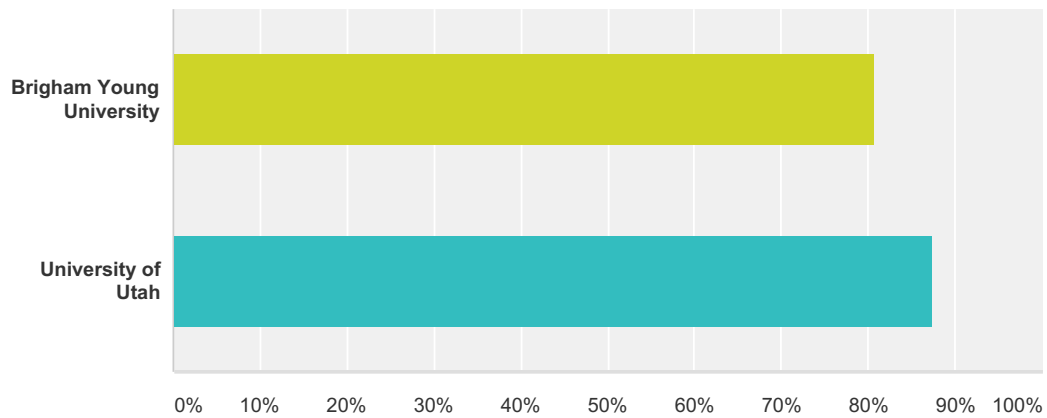
SOUTHERN ILLINOIS	0.00%	0
SOUTHERN METHODIST	0.20%	1
SOUTH TEXAS	0.00%	0
SOUTHWESTERN	0.00%	0
STANFORD	1.21%	6
STATE UNIVERSITY OF NEW YORK-Buffalo	0.00%	0
STETSON	0.00%	0
SUFFOLK	0.00%	0
SYRACUSE	0.20%	1
TEMPLE	0.00%	0
TENNESSEE	0.00%	0
TEXAS	0.40%	2
TEXAS A&M Texas Wesleyan	0.20%	1
TEXAS SOUTHERN	0.00%	0
TEXAS TECH	0.00%	0
THOMAS JEFFERSON	0.20%	1
TOLEDO	0.20%	1
TOURO	0.00%	0
TULANE	0.20%	1
TULSA	0.00%	0
VALPARAISO	0.00%	0
VANDERBILT	0.20%	1
VERMONT	0.00%	0
VILLANOVA	0.00%	0
VIRGINIA	0.20%	1
WAKE FOREST	0.00%	0
WASHBURN	0.20%	1
WASHINGTON AND LEE	0.00%	0
WASHINGTON	0.20%	1
WASHINGTON UNIVERSITY	0.61%	3
WAYNE STATE	0.40%	2
WMU THOMAS M. COOLEY	0.40%	2

2015 Futures Commission - Employers Survey

WESTERN NEW ENGLAND	0.00%	0
WESTERN STATE	0.40%	2
WEST VIRGINIA	0.00%	0
WHITTIER	0.00%	0
WIDENER-Delaware Harrisburg	0.00%	0
WILLAMETTE	0.81%	4
WILLIAM AND MARY	0.20%	1
WILLIAM MITCHELL	0.00%	0
WISCONSIN	0.20%	1
WYOMING	1.21%	6
YALE	0.40%	2
YESHIVA	0.00%	0
Total		494

Q16 At what schools do you look to hire potential new lawyers?

Answered: 350 Skipped: 211



Answer Choices	Responses
Brigham Young University	80.86% 283
University of Utah	87.43% 306
Total Respondents: 350	

#	Others? (List all schools below)	Date
1	If I were to hire at some point in time I would look for qualifications and samples of work	5/1/2015 5:36 PM
2	UofU Arizona (Top 100)	4/29/2015 4:36 PM
3	None -- my organization doesn't recruit.	4/29/2015 4:04 PM
4	Top tier law schools	4/29/2015 1:44 PM
5	Out of state	4/28/2015 4:15 PM
6	All Schools	4/28/2015 2:15 PM
7	All accredited	4/28/2015 2:09 PM
8	Look almost exclusively at lateral hires based upon word of mouth and recommendations.	4/28/2015 1:06 PM
9	Any other law school	4/28/2015 8:46 AM
10	University of Utah	4/28/2015 8:36 AM
11	We consider applicants from virtually all accredited law schools. But we only recruit in state.	4/27/2015 9:55 PM
12	none	4/27/2015 7:33 PM
13	Any legitimate accredited law school.	4/27/2015 5:22 PM
14	Any	4/27/2015 4:27 PM
15	All good schools	4/27/2015 4:24 PM
16	Any good law school	4/27/2015 4:01 PM
17	Utah and Washburn	4/27/2015 3:12 PM
18	All accredited law schools	4/27/2015 3:06 PM

2015 Futures Commission - Employers Survey

19	Irrelevant	4/27/2015 2:51 PM
20	sure	4/27/2015 2:07 PM
21	not limited to a small number of schools.	4/27/2015 1:39 PM
22	I would consider graduates from any accredited law school.	4/27/2015 1:16 PM
23	nothing special.	4/27/2015 12:59 PM
24	samford	4/27/2015 12:45 PM
25	others	4/27/2015 12:26 PM
26	look for qualified people no matter what law school	4/27/2015 12:19 PM
27	Looking first for qualifications, not law school	4/27/2015 12:07 PM
28	No limit by school	4/27/2015 11:44 AM
29	All top 40 type schools	4/27/2015 11:31 AM
30	Top law schools across the country	4/27/2015 11:28 AM
31	Any application received is reviewed.	4/27/2015 11:24 AM
32	Gonzaga University of Washington University of Texas Arizona State University Indiana University George Washington University Georgetown Washburn University of Kansas University of Arizona	4/27/2015 11:23 AM
33	N/A	4/27/2015 11:23 AM
34	Many others	4/27/2015 11:22 AM
35	University of North Dakota	4/27/2015 11:14 AM
36	We don't focus on any particular school - just the skill set and experience	4/27/2015 11:11 AM
37	Prefer the in-state schools, but will also consider others.	4/27/2015 11:04 AM
38	Lewis and Clark	4/27/2015 10:57 AM
39	Accedited	4/27/2015 10:53 AM
40	We do on campus at the two local lawschools and others but I am not completely certain which ones.	4/27/2015 10:51 AM
41	any	4/27/2015 10:45 AM
42	Any others	4/27/2015 10:44 AM
43	Any good accredited law school.	4/27/2015 10:42 AM
44	Any others - I don't have a preference.	4/27/2015 10:38 AM
45	Chicago Harvard Stanford Georgetown Berkeley George Washington	4/27/2015 10:35 AM
46	None	4/27/2015 10:35 AM
47	University of Utah	4/27/2015 10:31 AM
48	Not applicable	4/27/2015 10:29 AM
49	We don't hire out of law school	4/27/2015 10:25 AM
50	UNLV Gonzaga	4/27/2015 10:23 AM
51	Nationwide	4/27/2015 10:22 AM
52	Any ABA accredited school	4/27/2015 10:21 AM
53	All top 20 schools	4/27/2015 10:20 AM
54	Thomas Jefferson	4/27/2015 10:12 AM
55	No preference whatsoever	4/27/2015 10:07 AM

2015 Futures Commission - Employers Survey

56	We perform national searches for hires.	4/27/2015 10:05 AM
57	No preference	4/27/2015 10:04 AM
58	Any	4/27/2015 10:04 AM
59	I hire qualified lawayers irregardless of law school.	4/27/2015 10:02 AM
60	Any where except the snooty Utah Schools.	4/27/2015 10:01 AM
61	We don't hire directly from law schools. School choice is not very important to us.	4/27/2015 10:01 AM
62	Any accredited law school	4/27/2015 10:01 AM
63	Any accredited law school	4/26/2015 7:13 AM
64	All other accredited law schools in the United States.	4/24/2015 6:23 PM
65	Primarily elite law schools or elite performance at top 50 schools	4/24/2015 3:50 PM
66	The school doesn't necessarily matter, we hire the best qualified candidate.	4/24/2015 9:17 AM
67	don't care where they graduated, as long as they want to practice in utah or one of our satellite out of state offices.	4/23/2015 4:58 PM
68	Work experience is more important to us than where they went to law school.	4/23/2015 11:08 AM
69	N/A	4/23/2015 10:41 AM
70	We don't look to the schools to hire. We look to the candidates	4/23/2015 10:21 AM
71	Not so picky about the school. We are more interested in the character of the individual.	4/23/2015 10:21 AM
72	Any accredited law school	4/23/2015 9:38 AM
73	Any that apply	4/22/2015 10:29 PM
74	I do not really care	4/22/2015 6:22 PM
75	Anybody that sends up an application, but we only go on campus at Utah and BYU.	4/22/2015 6:20 PM
76	I don't hire lawyers	4/22/2015 5:24 PM
77	All the big name law schools.	4/22/2015 3:31 PM
78	any, but I want new hires to have a connection to this area	4/22/2015 2:43 PM
79	All top tier law schools	4/22/2015 2:10 PM
80	any	4/22/2015 2:04 PM
81	Utah, Top 25	4/22/2015 10:37 AM
82	Any but we many BYU graduates would not find a comfortable cultural fit.	4/22/2015 10:08 AM
83	Any other school	4/22/2015 7:35 AM
84	All law schools if job candidate is, or is eligible to be, licensed in Utah.	4/22/2015 6:01 AM
85	Accredited law schools	4/21/2015 10:19 PM
86	Any other schools attended by qualified applicants	4/21/2015 6:24 PM
87	Any reputable school	4/21/2015 5:54 PM
88	Utah and any other school	4/21/2015 5:47 PM
89	UCLA	4/21/2015 5:28 PM
90	Or any others	4/21/2015 5:20 PM
91	Many out of state schools all over the country. It depends on from which schools the applicant comes from	4/21/2015 5:11 PM
92	Many other law schools but particularly the top rated schools	4/21/2015 4:19 PM

2015 Futures Commission - Employers Survey

93	University of Wyoming	4/21/2015 3:59 PM
94	most	4/21/2015 3:35 PM
95	Others. We hire laterally, not right out of law school.	4/21/2015 3:16 PM
96	University of Utah and all other schools on the resumes of job applicants	4/21/2015 3:13 PM
97	West and East Coast schools	4/21/2015 2:57 PM
98	Any ABA accredited law school.	4/21/2015 2:46 PM
99	Any and all	4/21/2015 2:22 PM
100	Any other accredited law school	4/21/2015 2:08 PM
101	Depends on grade point and class standing at an upper tier law school.	4/21/2015 2:03 PM
102	any. Is not relevant.	4/21/2015 1:57 PM
103	Any accredited school in the USA.	4/21/2015 1:55 PM
104	The school is not as important as the experience	4/21/2015 1:39 PM
105	We consider all law schools	4/21/2015 1:12 PM
106	I am retired	4/21/2015 12:58 PM
107	any accredited law school	4/21/2015 12:23 PM
108	U of U	4/21/2015 12:15 PM
109	any	4/21/2015 12:08 PM
110	I'm open to any law school but would expect better academic performance with a lesser known school.	4/21/2015 12:06 PM
111	Don't look at the schools - tend to look to firms	4/21/2015 12:03 PM
112	UNLV	4/21/2015 11:38 AM
113	None.	4/21/2015 11:30 AM
114	George Mason, Georgetown	4/21/2015 11:27 AM
115	McGeorge	4/21/2015 11:14 AM
116	I did not recruit but was open to applicants from any accredited law school. I am now retired.	4/21/2015 11:13 AM
117	We employ attorneys from many different law schools, however, we are located in Salt Lake County and tend to have more applicants who graduated from the U of U.	4/21/2015 11:11 AM
118	I'm not planning on hiring a lawyer	4/21/2015 11:10 AM
119	University of Idaho Nationwide Law schools	4/21/2015 11:09 AM
120	I have no personal knowledge.	4/21/2015 11:07 AM
121	I have hired other law clerks from Gonzaga, Vanderbilt, and somewhere in Missouri.	4/21/2015 11:06 AM
122	Any school that a Utah native attended and then returned to Utah after graduation.	4/21/2015 11:04 AM
123	Yale Harvard Northwestern NYU	4/21/2015 11:02 AM
124	Any other accredited law school	4/21/2015 11:01 AM
125	any and all, non-discriminatory as to the law school attended; personal people skills are deemed the most important	4/21/2015 11:00 AM
126	All	4/21/2015 10:59 AM
127	I'm not in charge of hiring, and so am unfamiliar with which schools are contacted.	4/21/2015 10:49 AM
128	None.	4/21/2015 10:41 AM
129	National Schools	4/21/2015 10:39 AM

2015 Futures Commission - Employers Survey

130	Almost any accredited law school is acceptable.	4/21/2015 10:33 AM
131	Any	4/21/2015 10:33 AM
132	We do not recruit from specific schools	4/21/2015 10:31 AM
133	California Schools	4/21/2015 10:31 AM
134	Yale Harvard Stanford Columbia Chicago NYU Duke Virginia Berkeley (Boalt) Michigan Washington UCLA USC Notre Dame A top 20 school, per U.S. News	4/21/2015 10:30 AM
135	Any ABA accredited school.	4/21/2015 10:29 AM
136	Any	4/21/2015 10:27 AM
137	All well recognized law schools	4/21/2015 10:27 AM
138	Gonzaga	4/21/2015 10:24 AM
139	All applicants	4/21/2015 10:17 AM
140	Any accredited law school.	4/21/2015 10:16 AM
141	others that contact us and are outstanding students with a commitment to being in Utah	4/21/2015 10:13 AM
142	Based on reputation. There is no exclusive list	4/21/2015 10:12 AM
143	George Washington University Duke University University of Illinois	4/21/2015 10:09 AM
144	UNLV, Creighton, ASU, U of A	4/21/2015 10:08 AM
145	Any competent candidates from any law school	4/21/2015 10:05 AM
146	As stated above, I've not hired any lawyers as an employee but when looking for help by contracted work, I would look at a graduate from any law school and give preference to the schools with the higher rankings	4/21/2015 10:05 AM
147	no difference	4/21/2015 10:02 AM
148	Any	4/21/2015 10:01 AM
149	George Washington; Lewis & Clark; ASU; Arizona	4/21/2015 10:01 AM
150	Arizona, Arizona State, Idaho	4/21/2015 10:00 AM
151	any accredited school	4/21/2015 10:00 AM
152	any reasonably good school	4/21/2015 9:59 AM
153	Any ABA accredited law school	4/21/2015 9:58 AM
154	No specific school, though others here are clearly prejudiced in favor of BYU. (And this is not a U v. Y thing. If anything, I'm biased against the U. But BYU alumni hire BYU alumni; that is a fact.)	4/21/2015 9:56 AM
155	Any - We limit our hires to registered patent attorneys and potential registered patent attorneys.	4/21/2015 9:56 AM
156	we don't care what school they went to	4/21/2015 9:50 AM
157	Any law school	4/21/2015 9:49 AM
158	Depends on practice area	4/21/2015 9:48 AM
159	We consider applicants from all accredited law schools.	4/21/2015 9:47 AM
160	University of Utah University of Arizona Columbia University	4/21/2015 9:45 AM
161	Any accredited law school	4/21/2015 9:43 AM
162	We only do on campus locally but receive resumes from many schools	4/21/2015 9:42 AM
163	Any that apply to us.	4/21/2015 9:41 AM
164	None	4/21/2015 9:40 AM
165	All top 20 schools.	4/21/2015 9:40 AM

2015 Futures Commission - Employers Survey

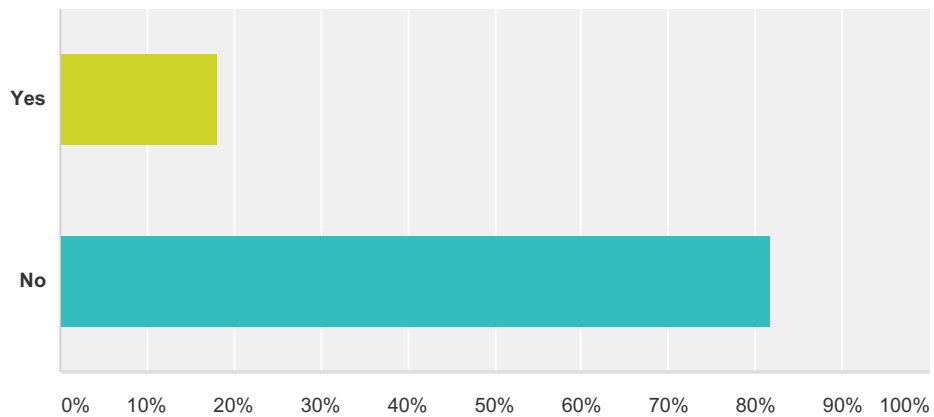
166	N/A	4/21/2015 9:38 AM
167	Uof Utah Duke, Michigan, Stanford, NYU, VT, Dartmouth and others	4/21/2015 9:37 AM
168	Most any law school where the candidate excelled	4/21/2015 9:36 AM
169	Denver Utah Kansas	4/21/2015 9:35 AM
170	Tulane	4/21/2015 9:35 AM
171	Any school other than BYU!	4/21/2015 9:34 AM
172	Others as candidates present themselves.	4/21/2015 9:33 AM
173	All	4/21/2015 9:33 AM
174	Harvard	4/21/2015 9:31 AM
175	All	4/21/2015 9:30 AM
176	UTAH	4/21/2015 9:29 AM
177	University of Utah Gonzaga BYU	4/21/2015 9:27 AM
178	We will interview those who come to us seeking a position.	4/21/2015 9:26 AM
179	Phillipines - My firm has not hired a US lawyer in 6 years. It is outsourcing most of our team to the Phillipines, including the need for legal talent. Hiring! Hah! What hiring?	4/21/2015 9:26 AM
180	We have alos hired Gonzaga and Creighton	4/21/2015 9:26 AM
181	No school in particular	4/21/2015 9:25 AM
182	Any tier 1 law school	4/21/2015 9:25 AM
183	top twenty law schools	4/21/2015 9:25 AM
184	Any	4/21/2015 9:24 AM
185	Any	4/21/2015 9:23 AM
186	Virginia Cal Berkeley Wm & Mary Duke Stanford	4/21/2015 9:23 AM
187	Any	4/21/2015 9:23 AM
188	U of U, any ABA-accredited school for a student with connections to Utah	4/21/2015 9:23 AM
189	All who apply	4/21/2015 9:23 AM
190	Gonzaga	4/21/2015 9:22 AM
191	None	4/21/2015 9:21 AM
192	Word of mouth	4/21/2015 9:21 AM
193	Seldom hire right out of law school	4/21/2015 9:20 AM
194	Any, depends upon the resume	4/21/2015 9:20 AM
195	Any	4/21/2015 9:20 AM
196	Not a defining criteria	4/21/2015 9:19 AM
197	Stanford, UC, Columbia,	4/21/2015 9:19 AM
198	Any accredited	4/21/2015 9:19 AM
199	We do not recruit directly from law schools.	4/21/2015 9:19 AM
200	Any	4/21/2015 9:18 AM
201	We recruit from all over the country for our national offices, but primarily in Utah for our Utah office.	4/21/2015 9:18 AM
202	New Hampshire Loyola Career Fair	4/21/2015 9:18 AM

2015 Futures Commission - Employers Survey

203	University of Utah	4/21/2015 9:18 AM
204	None	4/21/2015 9:18 AM
205	None	4/21/2015 9:17 AM
206	I hire qualified individuals irregardless of where they graduated from.	4/21/2015 9:16 AM

Q17 Would you be interested in participating in a focus group to further discuss the issues raised by this survey, including how law schools and the Utah Bar can better help young lawyers integrate into the legal profession?

Answered: 487 Skipped: 74



Answer Choices	Responses
Yes	18.07% 88
No	81.93% 399
Total	487

#	Please provide your Bar number if you select YES.	Date
1	09072	5/1/2015 5:36 PM
2	04602	4/29/2015 4:36 PM
3	06303	4/29/2015 3:46 PM
4	01352	4/29/2015 1:45 PM
5	01118	4/29/2015 10:52 AM
6	3493	4/28/2015 3:28 PM
7	01063	4/27/2015 9:55 PM
8	3945	4/27/2015 4:43 PM
9	2897	4/27/2015 3:12 PM
10	9806	4/27/2015 1:00 PM
11	04423	4/27/2015 11:31 AM
12	09063	4/27/2015 11:28 AM
13	06054	4/27/2015 11:14 AM
14	04557	4/27/2015 11:11 AM

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15	09186	4/27/2015 10:51 AM
16	08504	4/27/2015 10:26 AM
17	06045	4/27/2015 10:24 AM
18	7526	4/27/2015 10:04 AM
19	6602	4/27/2015 10:02 AM
20	7005	4/27/2015 10:02 AM
21	08998	4/23/2015 4:58 PM
22	07654	4/23/2015 10:21 AM
23	08662	4/23/2015 10:18 AM
24	10049	4/22/2015 10:29 PM
25	06473	4/22/2015 5:24 PM
26	7372	4/22/2015 3:31 PM
27	04636	4/22/2015 10:37 AM
28	02620	4/22/2015 10:08 AM
29	09895	4/22/2015 8:54 AM
30	7486	4/21/2015 11:31 PM
31	02303	4/21/2015 5:28 PM
32	5562	4/21/2015 5:20 PM
33	06085	4/21/2015 4:20 PM
34	05221	4/21/2015 3:38 PM
35	09264	4/21/2015 2:57 PM
36	04269	4/21/2015 2:46 PM
37	5541	4/21/2015 1:57 PM
38	00734	4/21/2015 1:55 PM
39	1778A	4/21/2015 1:46 PM
40	2264	4/21/2015 1:39 PM
41	06977	4/21/2015 1:12 PM
42	10042	4/21/2015 1:00 PM
43	05634	4/21/2015 12:58 PM
44	06753	4/21/2015 12:23 PM
45	03188	4/21/2015 12:21 PM
46	07415	4/21/2015 11:43 AM
47	02929	4/21/2015 11:27 AM
48	09526	4/21/2015 11:11 AM
49	03865	4/21/2015 11:10 AM
50	3431	4/21/2015 11:09 AM
51	10066	4/21/2015 11:02 AM
52	4910	4/21/2015 11:01 AM

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53	7598	4/21/2015 10:38 AM
54	06306	4/21/2015 10:31 AM
55	06781	4/21/2015 10:30 AM
56	02319	4/21/2015 10:16 AM
57	06917	4/21/2015 10:10 AM
58	8102	4/21/2015 10:08 AM
59	07831	4/21/2015 10:05 AM
60	09946	4/21/2015 10:04 AM
61	10048	4/21/2015 10:01 AM
62	A5366	4/21/2015 10:00 AM
63	08958	4/21/2015 10:00 AM
64	6757	4/21/2015 9:55 AM
65	5092	4/21/2015 9:52 AM
66	7940	4/21/2015 9:50 AM
67	5431	4/21/2015 9:45 AM
68	00836	4/21/2015 9:44 AM
69	07495	4/21/2015 9:42 AM
70	08580	4/21/2015 9:42 AM
71	07194	4/21/2015 9:39 AM
72	02200	4/21/2015 9:35 AM
73	2494	4/21/2015 9:33 AM
74	08872	4/21/2015 9:26 AM
75	9868	4/21/2015 9:24 AM
76	08371	4/21/2015 9:23 AM
77	01784	4/21/2015 9:23 AM
78	08003	4/21/2015 9:19 AM
79	07390	4/21/2015 9:18 AM
80	9419	4/21/2015 9:17 AM
81	2858	4/21/2015 9:17 AM
82	3032	4/21/2015 9:17 AM
83	7005	4/21/2015 9:16 AM
84	08683	4/21/2015 9:15 AM

Q18 Do you have any other comments you would like to share?

Answered: 127 Skipped: 434

#	Responses	Date
1	I believe new lawyers and lawyers that have been absent from the practice of law for an extended period of time need more support from the bar or qualified mentors in the legal community. I also believe that more and mandatory clinical practice opportunities should be directly implemented by the law schools for first and second year students.	5/1/2015 5:36 PM
2	There are too many law schools, the rate at which they have churned out lawyers (especially the lower tiers) has over saturated the market with people are not particularly skilled or smart.	4/29/2015 4:04 PM
3	It seems common knowledge that law school is focused almost entirely on appellate law. That is NOT where most of us spend our time in practice. However, I am still not certain that law schools need to change. On the one hand, attorneys need broad exposure to the law and legal reasoning. On the other hand, in practice, they have to dig down to the nuts and bolts of procedures for their area of practice and the forum in which they operate. So, right now, law school is all about the legal theory and legal reasoning, with a few clinical courses on the side. How can a law school find the time and classes for a lot of specialized courses or clinical practice? I would have preferred more of those, and felt so at the time. In retrospect, I am not sure what the direction should be.	4/29/2015 3:46 PM
4	We need more practically trained attorneys in Utah.	4/29/2015 1:45 PM
5	Most questions in the survey are irrelevant to my solo, single client practices.	4/29/2015 10:51 AM
6	Everyone wants legal services for free these days, especially with the prevalence of the internet.	4/28/2015 8:49 AM
7	I think most of the questions did not apply to me or my situation.	4/27/2015 7:33 PM
8	Ask the UofU and BYU to reduce their class sizes to around 50 per class (or perhaps 75 students at the highest); this will reduce the number of lawyers in the State of Utah and create a better supply and demand for all.	4/27/2015 7:04 PM
9	No	4/27/2015 4:01 PM
10	Law schools: Liberal arts education? Trade school? Something balanced in between. We lawyers would like to see less liberal arts and more trade type education. The learning of basic principals is good. The application of the principals in the context of every day experience could use an upgrade.	4/27/2015 3:12 PM
11	I think the schools are doing much better and encouraging the use of internships that when we went, as well as requiring more practical writing.	4/27/2015 2:02 PM
12	I have been a sole proprietor for most of my practice (and for the last 15 year) and do not hire attorneys. Hence, I have not responded to questions related to hiring or to the qualifications of young attorneys. I did, however, have a daughter graduate from the University of Utah College of Law five years ago, and have been highly impressed at how well she has been prepared for the practice of law.	4/27/2015 1:41 PM
13	I don't think we should be allowing people that haven't been to law school to practice law. The industry is already inundated. Utah will start looking more and more like California where the bar exam has such a low pass rate as an attempt to weed people out of the legal field which could easily be done by allowing only those that have gone to law school take the exam. We don't need more people without the appropriate schooling to be taking work away from people who have put the time in. What we need to fix is what we learn in law school because it's not practical. The bar exam doesn't really test practical experience.	4/27/2015 1:00 PM
14	Law school is great at drilling black letter law and fundamentals of analysis. However, practical lawyer skills (billing, client management, client communications, malpractice prevention, and most things lawyers do every day) are either not addressed at all or not well addressed. That is all "on the job" training.	4/27/2015 12:59 PM
15	A very good law school failed to prepare me for the practicalities of law practice.	4/27/2015 12:51 PM

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16	STOP taking work away from the family lawyers! STOP offering law students the jobs of family law attorneys! We need the work. If you keep offering OCAPs and law students to sit in as lawyers, we won't have any more clients left! I just don't get this? Why aren't you offering forms in all other areas of law too? Criminal, Real Estate, Contracts etc. Why is it that you people feel like its the family law bar that has to take the shaft every time? If family law is so "easy" and "basic" then why are so many divorces so messed up?!? And how many lawyers have practiced in many different areas enough to know exactly how "easy" and "basic" family law is?!? Very few. STOP sabotaging the family law bar! APPOINT JUDGES AND COMMISSIONERS FROM THE FAMILY LAW BAR INSTEAD AND MAYBE YOU WOULDN'T HAVE THE ISSUES YOU'VE BEEN HAVING WITH PEOPLE RUNNING OUT OF MONEY BECAUSE FAMILY LAW ATTORNEYS HAVE TO EDUCATE THE JUDICIAL BAR ON FAMILY LAW MATTERS at the client's expense!	4/27/2015 12:45 PM
17	I think a good number of attorneys are starting their own practices shortly after law school, so more help for them seems sound. A class on the practice of law, including client communications and client intake seems advisable.	4/27/2015 12:35 PM
18	New lawyers rely too much on linear digital research rather than analytical thinking skills in finding and supporting their positions.	4/27/2015 12:33 PM
19	Add more ethics training.	4/27/2015 12:07 PM
20	No	4/27/2015 12:02 PM
21	Today's most pressing problem is the over-abundance of law school grads. When less than 50 percent actually practice law after graduation something is seriously wrong. Only the law schools prosper under these conditions.	4/27/2015 11:49 AM
22	No	4/27/2015 11:44 AM
23	The best thing law schools could do to improve their graduates' skill level, would be require several advanced expository writing courses.	4/27/2015 11:37 AM
24	More law school classes focusing on commercial litigation - from beginning to end; propounding discovery requests; deposition taking motion practice; oral advocacy on motions; pretrial work trial presentations;	4/27/2015 10:51 AM
25	I am not frequently involved in the hiring process. I like the idea of helping a greater amount of citizens have access to legal assistance, but at the same time, we have many lawyers without work. Giving part of the legal field to non-lawyers seems counter productive to reaching both of these goals.	4/27/2015 10:44 AM
26	the courts continue to make access harder with rules regarding filings formats, and making it extremely difficult to have actual contact with a judge or a clerk. these problems are getting worse constantly and it needs to be addressed as soon as possible. access to the legal system is a constitutional right, which has effectively disappeared for large segments of our population, and its getting worse	4/27/2015 10:43 AM
27	Currently neither law schools nor the profession ia helping young lawyers. The academic focus of the schools ignores the reality of practice. Most firms just want the young lawyers to bill, so very little mentoring is happening. The result is that most young lawyers do not have the requisite skills to help clients. This is the big problem. Somebody has to mentor and/or teach these young lawyers how to practice law before they can bill clients for their services. Too many clients are receiving bills for services that do not advance the case. This is a big problem.	4/27/2015 10:42 AM
28	It's hard for me to speak to how well law school prepares young lawyers for these various things--I think it's much more dependent on the young lawyer him-/herself, how bright, motivated, and hard-working they are.	4/27/2015 10:39 AM
29	I focus on undergrad work and job experience. If someone comes with a BA and a JD and no work experience, they do not have a real world context available to use to understand that the practice of law deals with real world issues.	4/27/2015 10:30 AM
30	No	4/27/2015 10:29 AM
31	Many of the questions in this survey do not apply to my current position because we don't hire directly out of law school.	4/27/2015 10:25 AM
32	Law schools need to integrate skills training throughout the curriculum. Professional development and transition to practice need to be part of the focus of the 3L year, which should include course offerings that address issues such as marketing & business practices, the changing legal career landscape, billing realities, substance abuse, mindfulness, emotional intelligence, etc.	4/27/2015 10:24 AM
33	I was neutral on the hiring questions because I'm a sole practitioner and do not hire attorneys. It;s been a long time since I was in Law School. My answers to the law school questions are based on my own experience, and observations about younger lawyers during the last 10 years.	4/27/2015 10:23 AM

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34	Good topic to review from time to time. We need to help young lawyers coming out of law school	4/27/2015 10:17 AM
35	No	4/27/2015 10:12 AM
36	no	4/27/2015 10:06 AM
37	It is very difficult to judge how law schools prepare its students in almost every covered by this survey because we do not hire new law school grads.	4/27/2015 10:05 AM
38	Law Schools need more practical application of the law	4/27/2015 10:04 AM
39	No	4/26/2015 7:13 AM
40	I think part of the problem with the market for new graduates is driven by the economy and the saturation of new lawyers who want to live in Utah. I know it is more complicated than that but the current market is brutally and I see that each time I serve on the office's hiring committee.	4/24/2015 6:23 PM
41	Allowing students to take the bar exam after their 2L year is NOT a good idea. It will have massive negative consequences. It should be abandoned.	4/24/2015 3:50 PM
42	law school does a very poor job of covering the business of law. it seems to be geared to the 1% who will be hired with a large firm, where they will do very little work in firm administration, accounting, advertising and marketing, hiring, use of technology, screening clients, types of law other than litigation, etc. a good secretary or paralegal is often of much more worth than a law school graduate simply because of experience in the real world.	4/23/2015 4:58 PM
43	No	4/23/2015 11:01 AM
44	No	4/23/2015 10:41 AM
45	I think my bar # is 10049 but if not my name is George Tait and you may contact me if you wish.	4/22/2015 10:29 PM
46	Another waste of time and money by the Utah State Bar!! Large firms trying to give the false impression that they care anything about the legal profession other than gouging clients.	4/22/2015 8:36 PM
47	Even some very bright students are very poor writers. Emails and writing assignments are riddled with grammar errors and wrong words. Why are these kids not learning how to write before they get to law school?! By then it's too late to fix.	4/22/2015 6:20 PM
48	You should probably throw this out. I have never and don't plan to hire any lawyers	4/22/2015 5:24 PM
49	Education is an artificial bubble. Law School is a big bubble as well. Education is pricing itself out of utility. There are too many law students for the market. Law Schools need to operate more like a business and shrink when the market shrinks. While the local law schools have shrunk slightly, they have a long way to go. The U of U law school should be graduating no more than 50 lawyers per year at the present time. You are not doing a service for law students when there are limited jobs. The new building is a waste of money. The money would be better spent on helping law students afford their education. Universities pay too much attention to infrastructure, and not nearly enough attention to affordability. As a result, education is becoming something for the rich or the indebted. Neither is a good social result.	4/22/2015 3:31 PM
50	no	4/22/2015 2:53 PM
51	Perhaps a discrete topic should be technologically adequately prepared for practice.	4/22/2015 10:08 AM
52	Law schools need to be taught more like medical school with a focus on real world legal skills and the "practice" of law, rather than as an intellectual exercise that fails to teach the real world skills associated with the practice of law.	4/22/2015 8:54 AM
53	no	4/22/2015 7:59 AM

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54	Yes, the law school experience should be more focused on actual courtroom and solo/small law firm skills and experience; the nuts, bolts, strategies, pitfalls of opening and running your own solo or small law firm. Most lawyers eventually go the route of solo/small firm experience out of law school or within a few years of disillusion with the false picture painted by large law firms/partner track programs. Finally, the bar office of professional conduct should be less intrusive in the lives of licensed lawyers here in Utah. The lawyers in that office make a mountain out of a mole hill on minor matters where unnecessary threats of discipline are made to lawyers where the matter does NOT involve client money or major ethical issues. It's as if the lawyers in that office have a false need to justify their own bar jobs/existence by making life far too difficult for everyday lawyers in Utah. Leave us alone unless there is a legitimate and serious need to investigate the occasional bad apple. And please get rid of the shameful "lawyer discipline" section of the Utah Bar Journal magazine and online. Shaming lawyers publicly is bad policy for most kinds of discipline and should only occur for disbarment. That section of the bar journal serves only as needless gossip fodder among lawyers and judges...a pretty sad commentary on our profession I must say. Once a lawyer's name publicly appears there it is the end of that lawyer's reputation and ability to effectively practice law again in Utah for most disciplined lawyers.	4/22/2015 6:01 AM
55	none	4/21/2015 11:31 PM
56	Classes solely on ethics and civility should be taught in law school.	4/21/2015 10:19 PM
57	No	4/21/2015 5:39 PM
58	Law school does well with theoretical issues and appellate practice. It does terribly with trial court practice and other areas of the law. Even so, I do believe that law school provides an important foundation that is necessary in those other areas. For example, many title companies prepare deeds even though they are not licensed to practice law. I recently had a case where a title company prepared an "accomodation deed" and caused a huge disaster. The deed was technically accurate, however, the person who prepared it did not bother to ask some questions of the client that would have shown that this deed was a disaster for the client. Law School provides a broad background that is required to give good legal advice even when one practices in only a very narrow field. A concern I have with allowing limited practice areas, such as small claims, is that those practicing in those fields may not recognize that their actions may destroy a valuable personal injury case until it is too late. Allowing people to give limited legal advice when they haven't gone through the broad background of study of law school is dangerous to clients.	4/21/2015 4:44 PM
59	Question 11 - We mostly hire people who clerk for us for two years while in law school. We have had bad experiences hiring people who haven't worked for us and do not hire people who have just graduated from law school unless they have worked for us and we "know what we are getting". We've also hired some laterals, but focus on whether they have a book of business and seldom hire laterals who do not bring work with them.	4/21/2015 3:13 PM
60	Law School is so disconnected from the work of the Law that it created an insuperable barrier to a career change in mid-career for me.	4/21/2015 2:57 PM
61	Survey is a good idea.	4/21/2015 2:46 PM
62	The bar's mentoring program is a good step to fill the gap between law school and the real life experince needed to be successful.	4/21/2015 2:13 PM
63	It is distressing that the Bar puts "family law" cases in the same category as small claims court in this survey. The public needs access to qualified counsel, not unqualified counsel in what is a highly complex area of the law which can impact the client significantly for years to come.	4/21/2015 1:55 PM
64	Law schools should have classes such as Civil Procedure, Evidence, and Civil Trial Practice taught by seasoned attorneys or judges.	4/21/2015 1:46 PM
65	The essence of attorney employment is not the school from which the attorney graduated but the practical experience of the proposed attorney, such as client communication, government involvement, brief writing, and legislation.	4/21/2015 1:39 PM
66	I'd be interested in helping this committee do it's work. I think it's critical for planning and meeting the changing market demands. Please contact me if I can help.	4/21/2015 1:00 PM
67	I haven't responded to most questions because I have not been hiring attorneys over the past 22 years. My experience has been with hiring law students to assist in back office and research work until they graduate. Their skill sets in writing and analysis seem highly personal and not the result of school. School's main benefit has been teaching how to use research tools and offering social contacts. The biggest challenge for these students has been in finding employment in a marketplace in which the vast majority of citizens can only afford attorneys through their insurance or contingent fee arrangements.	4/21/2015 12:21 PM
68	No.	4/21/2015 12:15 PM

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69	These are not new issues. Frankly, I thought these were old issues a couple decades ago - we are just very slow to do anything about it. While there were courses offered on practice management and things that are actually useful for practicing law on a day to day basis, there was little emphasis on those courses and so I didn't have a clue how much those classes would have helped me to succeed as a young attorney. I wish I would have known. Frankly, I still struggle to be financially successful even after a dozen years of practice because I fumbled for so long trying to figure out what I was doing. I would be interested in helping serve new attorneys this way but for the fact that I'm currently struggling financially and I need to donate more time to providing for my family.	4/21/2015 12:06 PM
70	Bar needs to financially support more limited legal service initiatives.	4/21/2015 11:54 AM
71	There needs to be more discussion on the technicalities of best practices, especially in billing practices, amounts, etc. Changes, such as e-filing charges and other charges such as transportation costs, etc, are not coherently billed. Loose discussions on subjects such as limited representation are undertaken but not with specificity. In short, I'm regularly asked in litigation to represent that my legal fees and charges are reasonable and in line with billing for similar work within the community given my experience practicing law and the needs of the case. I know I've got no objective basis upon which to opine, and I am certain no one else does either, who's submitted attorney fee statements to the court.	4/21/2015 11:42 AM
72	No.	4/21/2015 11:30 AM
73	Need a more detailed description of skills needed to practice law.	4/21/2015 11:27 AM
74	While this survey appears to be targeted toward issues facing new lawyers coming into the market in Utah, I would like to see some initiative for old retired lawyers to more easily maintain a part-time practice. Maybe reducing the CLE requirements after a certain age or number of years of practice and maybe reducing the annual license fee. I and many others do a lot of pro bono work with non-profits and their clients. The income from the law practice is therefore limited, but the license is important for the occasional court appearance and to be in compliance with basic laws regarding the practice of law. The temptation is to quit and disappear.	4/21/2015 11:13 AM
75	The law school model is antiquated and determinist. It tends to emphasize first year grades and journal writing over practical experience and clinical opportunities. The majority of law school graduates will not have judicial clerkships and job offers awaiting them upon graduation, and will generally do piecework for small firms or establish their own practice. They will not have any experience or guidance in small business management, accounting, or client control, and will generally have to discern these skills through costly CLE programs while they struggle to pay student loans and feed their families. It is my observation that law schools and bar associations could do a far better job of preparing the average graduate for the transition from law school to law practice.	4/21/2015 11:11 AM
76	I'm offended by the suggestion that family law is easy, or that we should allow 3Ls to practice family law for low-income clients. Unless someone is going to give them incredibly intensive training, we're going to have a lot of malpractice going on. I encounter lawyers with 1-5 years of experience trying to practice family law, and doing nothing but a disservice to their clients, and the system at large.	4/21/2015 11:09 AM
77	No	4/21/2015 11:09 AM
78	I lack personal knowledge of how well law schools today prepare their graduates. I am not in charge of hiring or supervising new lawyers.	4/21/2015 11:07 AM
79	My answers are somewhat odd b/c I can only comment in reference to our hiring of law clerks, who are with us for only 2 years at the most. They come to us (generally) directly out of school and take the bar right before they start with us on August 1st each year. Feel free to throw out my answers if necessary.	4/21/2015 11:06 AM
80	I also grade the Bar Exam and I am very discouraged by the essays that I read.	4/21/2015 11:02 AM
81	The law schools continue to produce masses of ill prepared lawyers with the expectation that the work force is available to provide an income to them. This is entirely incorrect, and what is occurring is that inexperienced lawyers are causing further harm and damage to their clients interests, all in the sake of the Attorney trying to make a living. Unfortunately, the new Attorney realizes that to compete in the market place, he/she has to decrease their fees to attract clients, which then impacts the remainder of the legal profession. Steps need to be taken to assure that the public is not being harmed by simply allowing inexperienced Attorneys to flood the market.	4/21/2015 11:00 AM
82	Practical professional experience, both legal and non-legal, factors high in our consideration for new hires. Also, though the question was not directly asked, the fact that a student has clerked for our firm, and we have had an opportunity to observe his or her fit with our office, is a big factor in who we hire as an associate attorney.	4/21/2015 10:59 AM
83	the young lawyers seem to have a good grasp on theory, but not practicalities	4/21/2015 10:41 AM

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84	Unfortunately, many of my opinions about legal education are probably not particularly relevant as they are based on my personal experiences from 33 years ago rather than on contemporary situations. I hope and believe that the nature and focus of the education process has dramatically improved over the last three decades.	4/21/2015 10:31 AM
85	Need to examine the way lawyers interact with paralegals/legal specialists/legal secretaries.	4/21/2015 10:31 AM
86	Help the CURRENT members of the bar before thinking of helping NEW members of the bar. I'm not that interested in helping to train my replacement.	4/21/2015 10:30 AM
87	No	4/21/2015 10:29 AM
88	I do not see how this survey has any relationship to the future of the legal profession. Spending my bar dues on this commission is disappointing. This is not a focus on the profession or on the delivery of legal services. I support the Bar generally, but this does not seem worthwhile.	4/21/2015 10:29 AM
89	Most hiring is at clerk level as is most of our recruiting.	4/21/2015 10:17 AM
90	Thank you, Commission on the Future of Legal Services in Utah. I look forward to hearing more from your group. Guide us to know how to prepare for the future, all of us, in all walks/types of practice, etc. This is good leadership on your part. Thank you for your service.	4/21/2015 10:15 AM
91	One of the important hiring elements is relevant practical experience at a law firm either during law school or within the first few years of practice.	4/21/2015 10:12 AM
92	New lawyers are now trained in law school to type everything--and as a result, they continue to type everything themselves after becoming lawyers. As a result, the client is often billed high hourly rates for legal work that includes what was formerly secretarial work. Researching and preparing a legal argument for a brief is attorney-rate billable work--but the additional time for formatting the brief and arranging paragraphs should not be. I am seeing that new lawyers are billing their work at higher hourly rates for greater amounts of time because, I believe, they are billing for every minute they are at the computer formatting, etc. In other words, I think the common, everyday client is now getting less legal work for a greater fee--which is making affordable legal services out of financial reach for most people. So the only alternative is the DIY forms available online--which are confusing to most self-helpers.	4/21/2015 10:07 AM
93	I don't know that my comments are necessarily relevant because we hire only laterals, typically with very specialized areas of expertise.	4/21/2015 10:07 AM
94	The legal profession is injured by the complete lack of regulation of the number and quality of new JD's graduated in recent years. A huge number of new JD's have been graduated in recent years, resulting in a glut of new, untrained and often underpaid attorneys that are damaging the legal profession's public image and effectiveness in our communities. It also seems patently unfair and unethical for law schools around the country to accept so many new students, knowing that many, if not most, new graduates will leave with massive student loan debt and limited prospects for jobs or prosperity. I didn't apply for any jobs after law school, electing to open my own practice despite having done very well in law school. A huge number of recent law school graduates don't "elect" to open a practice - they have no choice because the legal field is flooded with new attorneys all competing for the limited number of jobs available. These new solo practitioners can't charge competitive fees and don't typically have the level of mentoring and internal training as found at firms so they often provide substandard services at prices undercutting the market. Substandard services result in damage to the legal profession's public image that aren't justified by the resulting lower fees charged.	4/21/2015 10:06 AM
95	The first part of the survey appears to make it sound like law schools are the answer. While law schools could probably do better in certain areas, they are not the answer to better preparing young attorneys in all things and should not be expected to be the solution. Law students need to be empowered to educate themselves and have opportunities to do work without so many restrictions being placed on law firms who would like to give them experience but are sometimes restricted by school rules/procedures that would not be in play after law school. Students need a realistic experience even if it is not always pleasant.	4/21/2015 10:05 AM
96	The Survey is hardly geared toward small or solo firms. Small/Solo firms do not look to hire attorneys, as much as paralegal help, or seek contract work with attorneys who can help on a particular case or for a particular time.	4/21/2015 10:04 AM
97	I have always believed, from my own experience in law school, through to today and what I see with recent graduates, that law schools in general focus far too little on practical lawyering, and instead spend most of their time throwing black letter law at students, most of which most students will not ever use, or which changes so quickly in the dynamic world of law and legislation. Teach them the law, yes, but spend much more time on teaching them how to be a lawyer and applying the book learning. I also found the so-called Socratic method of teaching to be quite counterproductive and more a means of falsely inflating a professor's ego than actually serving as an effective teaching method. Emphasizing practical lawyering skills will do much more than intimidation by Socratic questioning.	4/21/2015 10:01 AM

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98	Today's law students are well-prepared to start a career in BigLaw, where they have 8-12 years to learn the ropes and high billing rates to throw off cash flow early on, whether it's research, writing, depositions, trial advocacy, client relations, business development, etc. However, for small and medium-sized firms with reasonable billing rates and cost-conscious clients, investing up to 3 years before the firm maybe breaks even and then to have the associate depart because some other offers a few more dollars on a bad day to poach them is a losing proposition.	4/21/2015 10:00 AM
99	I would never recommend giving Utah Law School graduates automatic admission to the Utah State Bar. That would diminish the value of the bar admission and encourage out of state graduates from not coming to Utah, even if they are originally from Utah. Taking the Bar Exam is a step that must be required of every law school graduate if they want to practice in Utah.	4/21/2015 10:00 AM
100	No	4/21/2015 9:58 AM
101	1. Changes--like combining the Circuit Court with the District Court, creating justice courts instead of circuit courts, or the changes to bar exam practices that are apparently on the table now--usually stem more from bureaucrats trying to justify their jobs than any real need for change. 2. Opening the practice of law to those who are not lawyers will reduce the quality of legal service, not improve it; it would also open the door to more charlatans. 3. Completing law school, like other academic accomplishments, and bar exams are not primarily about what someone knows or how smart they are. The main point of law school is showing that someone has the focus and drive to complete a difficult, long-term intellectual undertaking. The main point of the bar exam is to show that someone has the mental and emotional fortitude to succeed at an intense intellectual marathon, a marathon that covers a broad expanse of legal arenas. Unless the "everyone gets a certificate just for participating" approach wins out, most people are unable to overcome the school and exam hurdles. THAT is what assures quality and service in the legal profession.	4/21/2015 9:56 AM
102	A lot of the questions assume that I hire other attorneys. As a solo practitioner, I haven't hired anyone in many years. My answers were based on my perception of how law schools prepare students to practice law. I think the most significant problem most new lawyers face is that they do not understand what it takes to do the marketing and operate their practices as a business. Learning the law is one thing, but being prepared to operate a business in this time is something about which most law students have little, if any, understanding or knowledge. I personally think there should be a business and practice development track in law school that all law students should be required to complete because the vast majority of them will, at some point in their careers, be involved in running a small law practice/business.	4/21/2015 9:54 AM
103	I believe that one year of law school should be sufficient and then they should go into a type of apprenticeship at a firm or with a practitioner. New attorneys who haven't been properly trained in the practical aspects of the practice struggle and make lots of mistakes. Worse, they don't know how to handle cases efficiently in order to help the clients (and their adversaries). They also can't manage the business aspects.	4/21/2015 9:52 AM
104	The cost of belonging to the Utah Bar is much too high. There needs to be a limited license for attorneys over 65 that wish to maintain a license but are not active. The inactive status makes no sense. I am inactive in Ohio at no annual cost.	4/21/2015 9:48 AM
105	Our hiring is unique in that we hire clerks that stay for a two year program partly funded by scholarships. These students come exclusively from the University of Utah. Other hires are usually graduates of this program or early laterals.	4/21/2015 9:45 AM
106	Law school should be shortened to 2 years with the second year being entirely clinical. The third year could be reserved for those who wish to specialize.	4/21/2015 9:45 AM
107	Thank you for your concern.	4/21/2015 9:44 AM
108	I think that new graduates would be well served by teaching more skills while in law school - even the basic practice skills.	4/21/2015 9:39 AM
109	My information is based upon what happened in 1970, and I am not informed about current law school practices; however, I found that the practical skills I learned in employment at a law firm during my senior year made all the difference in how I performed in law school.	4/21/2015 9:38 AM
110	I believe that much more needs to be done in the area of writing. I recommend that Bryan Garner's approach be looked at as a basis for creating a writing curriculum.	4/21/2015 9:38 AM
111	no	4/21/2015 9:37 AM
112	No	4/21/2015 9:36 AM

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113	I would and do strongly urge individuals to avoid entering the legal profession unless it is a long-term (years and years) aspiration and they've had some legal experience before entering law school. It is not a quick 3-year way to make a lot of money and can easily spoil your life.	4/21/2015 9:31 AM
114	Need to provide a required "in court" seminar to show and teach the "practicalities" of practicing law on a day-to-day basis	4/21/2015 9:31 AM
115	I've talked with too many high school/college students who want to go to law school just for the sake of going to law school. To be truly helpful, there should be some sort of preparatory class for those interested in serving in the law apart from law school wooing and potential firm recruiting - and be somewhere neutral, like the bar. Such workshops could be helpful in steering the best and brightest to what should be considered a very honorable service to our communities and nation.	4/21/2015 9:30 AM
116	More practical training and respect for fellow members of the bar and consideration of the cost side and civility.	4/21/2015 9:29 AM
117	Common sense and a good work ethic are the most important things a new lawyer needs to have.	4/21/2015 9:26 AM
118	We look for experience when hiring.	4/21/2015 9:25 AM
119	The legal education system is not designed to prepare lawyers for practice, it only prepares them to think like a lawyer and we cannot rely on firms to do all the practical training. Additionally, the bar needs to recognize that not all lawyers are qualified to do all work, and there really are specializations where new lawyers and inexperienced lawyers should not attempt to practice without supervision and additional training. Examples include tax, securities and business organizations.	4/21/2015 9:23 AM
120	Interesting survey. I felt law school and the bar exam was more of a hazing ritual than an educational experience. A new lawyer advising clients using information they learned for the bar exam would probably commit malpractice. After graduating and passing the bar exam I felt completely unprepared for real life. It's a broken system.	4/21/2015 9:20 AM
121	No.	4/21/2015 9:20 AM
122	New lawyers seem to lack critical thinking skills, capable writing abilities, and a knowledge of how the legal system works.	4/21/2015 9:19 AM
123	The Bar exam is a waste of time and money. Access to justice is not a good reason to allow new practitioners -- it is better justified on the basis that legal skills required are very limited. Bar should permit ownership of firms by non-lawyers - improved capital and management are more important to expanding access to legal services.	4/21/2015 9:19 AM
124	Many of the deficiencies of the current law-school structure could be addressed by making the 3rd year a practical experience (internship).	4/21/2015 9:18 AM
125	none	4/21/2015 9:17 AM
126	Law School does not give any education on law office business and business management skills. This is a glaring omission. It leaves new lawyers with completely unrealistic assumptions about their future.	4/21/2015 9:17 AM
127	Not that you want to hear.	4/21/2015 9:17 AM