



2014 Comprehensive Survey of Lawyer Assistance Programs

Copyright 2015© by the American Bar Association. All rights reserved.

The material contained in this American Bar Association listing is protected by copyright and is solely intended for the individual and private use of ABA members in a manner that is consistent with the ABA's mission, goals, and activities. All other use is strictly prohibited without prior written authorization from the ABA. Prohibited use includes but is not limited to the copying, renting, leasing, selling, distributing, transmitting or transfer of all or any portions of the material, or use for any other commercial and/or solicitation purposes of any type, or in connection with any action taken that violates the ABA's copyright. The material is not to be used for any mass communications and may be used only for one-to-one member communication. For information concerning appropriate use of the material, contact Copyrights & Contracts: copyright@americanbar.org

Acknowledgments

We would like to thank the following programs for participating in the 2014 Comprehensive Survey of Lawyer Assistance Programs.

Alabama Lawyer Assistance Program	Louisiana Lawyers Assistance Program, Inc.
Alaska Lawyers' Assistance Committee	
Arizona Member Assistance Program	Maine Assistance Program for Lawyers & Judges
Arkansas Judges and Lawyers Assistance Program	Maryland Lawyer Assistance Program
British Columbia Lawyers Assistance Program	Massachusetts Lawyers Concerned for Lawyers, Inc.
California Lawyer Assistance Program	Michigan Lawyers and Judges Assistance Program
Colorado Lawyer Assistance Program	Minnesota Lawyers Concerned for Lawyers
Connecticut Lawyers Concerned for Lawyers, Inc.	Mississippi Lawyers and Judges Assistance Program
Delaware Lawyers Assistance Program	Missouri Lawyers' Assistance Program
District of Columbia Lawyer Assistance Program	Montana Lawyer Assistance Program
Florida Lawyers Assistance, Inc.	Nebraska Lawyers Assistance Program
Georgia Lawyer Assistance Program	New Hampshire Lawyers Assistance Program
Hawaii Attorneys and Judges Assistance Program	New Jersey Lawyers Assistance Program
Idaho Lawyers Assistance Program	New Mexico Lawyers and Judges Assistance Program
Illinois Lawyers' Assistance Program, Inc.	New York State Lawyer Assistance Program
Indiana Judges and Lawyers Assistance Program	New York City Lawyer Assistance Program
Iowa Lawyers Assistance Program	Nassau County, New York Lawyer Assistance Program
Kansas Lawyers Assistance Program	
Kentucky Lawyer Assistance Program	

North Carolina Lawyer Assistance
Program

Ohio Lawyers Assistance Program, Inc.

Oklahoma Lawyers Helping Lawyers
Assistance Program

Oregon Attorney Assistance Program

Lawyers Concerned for Lawyers of
Pennsylvania, Inc.

Rhode Island Lawyers Helping Lawyers

South Carolina Lawyers Helping
Lawyers

South Dakota Lawyers Assistance
Committee Tennessee Lawyers
Assistance Program

Texas Lawyers' Assistance Program

Utah Lawyers Helping Lawyers

Vermont Lawyers Concerned for
Lawyers, Inc.

Virginia Lawyers Helping Lawyers, Inc.

Washington Lawyers Assistance
Program

West Virginia Lawyer Assistance
Program

Wisconsin Lawyers Assistance Program

Wyoming Lawyer Assistance Program

Foreword

The mission of the ABA Commission on Lawyer Assistance Programs (CoLAP) is to assure that every judge, lawyer and law student has access to support and assistance when confronting alcoholism, substance use disorders or mental health issues so that lawyers are able to recover, families are preserved and clients and other members of the public are protected. This mission is carried out by supporting the work of state and local Lawyer Assistance Programs (LAPs) as they provide hands-on services and support to those in need of their assistance. To further its mission, CoLAP periodically conducts surveys to collect data on existing state and local LAPs.

The Commission last conducted a survey in 2012, with previous surveys in 2010, 2002, 1996, 1991 and 1989. In 2012, CoLAP undertook an initiative to re-design the comprehensive survey to provide more current and meaningful data to LAPs around the country, and act as a resource to LAPs when making decisions about program services and operations. Under the guidance of the CoLAP Survey Committee and a small focus group comprised of LAP Directors, CoLAP drafted a survey in 2012 that also serves as the foundation for the current report.

We appreciate the willingness of the LAPs to participate in the survey and recognize that such endeavors would not be possible without the dedication and support from LAP staff. It is our hope that this report will benefit the LAPs, as well as the lawyers, judges and law students who depend upon the LAPs for lifesaving services.

Terry L. Harrell, Chair
ABA Commission on Lawyer Assistance Programs
August 2015

Table of Contents

1. Introduction	1
2. Overview and Research Methodology	1
A. Representation and Response Rates.....	1
B. Data Processing and Analysis	2
3. Findings	3
A. Basic Program Information	3
1. Year Founded.....	3
2. Agency Structure and Office Location	3
3. Annual Budget	5
B. Program Services.....	5
4. Clients served.....	5
5. Sources of Referral and Methods of Contact	7
6. Services Offered	10
7. Issues Served.....	13
B. Program Records	14
8. Records Maintained	14
9. Annual Reports	17
C. Program Statistics.....	17
10. Referral Sources.....	17
11. Issues Served.....	19
12. Client Numbers and Demographics	23
13. Program Staffing.....	27
14. Program Volunteers	32
D. Program Functions	34
15. LAP Services to Other Agencies	34
16. Assistance to LAP Clients	37
E. Program Funding	40
17. Funding Sources	40
18. Reaching Out to Donors	41
19. Per Member Assessments	43
F. Program Marketing.....	43
20. Marketing Methods.....	43
21. Educational Presentations	46
G. Problems Facing LAPs.....	48
22. Awareness of LAPs	48
23. Concerns Facing LAPs	49
24. Court Challenges to LAPs	51
25. Under-Served Populations	52
26. Law Firm Impairment Policies	53
H. CoLAP Services.....	54
27. CoLAP Evaluations	54
28. Most Beneficial CoLAP Services	54
4. Conclusion.....	55
5. Appendix	A-1

2014 Comprehensive Survey of Lawyer Assistance Programs

I. Introduction

The research arm of the ABA Commission on Lawyer Assistance Programs (CoLAP) is one integral aspect of the support the Commission provides to lawyer assistance programs. In recent years, CoLAP has examined the incidence of alcohol use, substance use and mental health matters among lawyers and law students, including their help-seeking behaviors. The centerpiece of CoLAP's research endeavors explores the scope, operations and focal points of lawyer assistance programs through its periodic Comprehensive Surveys.

Earlier Comprehensive Surveys have provided documentation used to support the creation of new state LAPs, as well as to justify existing expenditures and reinforce the commitment of states to help lawyers, judges and law students. Presenting and analyzing the results of the survey conducted in 2014, this report is a product of the Commission's ongoing efforts to provide current and comprehensive data about LAP programs across the country.

II. Overview and Research Methodology

With its first survey in 1989, the Commission began conducting regular comprehensive LAP surveys. With each iteration, the survey questions have been updated to reflect the evolving needs of the LAPs. For example, in anticipation of the 2002 iteration of the survey, LAP directors specifically noted interest in questions related to funding, marketing, services provided and governance. Likewise, the 2012 iteration of the study included new questions reflecting evolving social media technologies. The current report reflects recommendations from a small group of LAP directors who volunteered to review the survey prior to its release in March 2015. Those changes mostly involved adding re-occurring text responses from 2012, clarifying ambiguous instructions, substituting more commonly-used terms and providing additional opportunities to indicate that the program does not track the particular type of data sought.

This publication provides a summary of the majority of the LAPs in the United States. It reflects both the commonality of the programs as well as their diversity. It gives those involved in LAPs insights about where their programs fit in the national picture and ideas about how they can further develop their programs. It contains data that is much more effective than anecdotal evidence in convincing state bars, supreme courts and legislatures of the need to fully fund and support LAPs.

A. Representation and Response Rates

Invitations to participate in the 2014 Comprehensive Survey were sent to all programs listed in the *2015 CoLAP Directory of State and Local Lawyer Assistance Programs*. LAP Directors, and in jurisdictions without paid staff, committee chairs, received a link to the electronic survey and a message encouraging participation in March, 2015. The survey was entirely electronic, with all information collected using online survey software. In total, fifty-two surveys were collected with a response rate of 96%. Survey

responses represent programs from 48 states,¹ as well as British Columbia, the District of Columbia, New York City and Nassau County, New York. The Wyoming Lawyer Assistance Program, which was founded in 2014, is a new addition to the Survey.

B. Data Processing and Analysis

Upon collection, surveys were reviewed for accuracy and completeness. Although attempts were made to clarify responses and obtain any missing data, some data is coded as missing or unknown. In all analyses, percentages and summary statistics are based on the number of programs that responded to a particular question.

Statistics were often reported as percentages and not raw numbers. This is consistent with the way many LAPs report data. Throughout this report, data for which there were enough responses are presented in aggregate form.ⁱ State-by-state information is available for many questions in the appendix.

In interpreting these results it is important to note that not all programs keep records of the services that are surveyed here and, among programs that do, there are no consistent standards for which records should be kept and how data should be reported. For this reason, the included statistics should serve as an indicator and not as a complete accounting of the services provided by LAPs. To help ensure the validity of the data, respondents were asked to only provide statistics if the LAP maintained accurate records – respondents were discouraged from providing estimates and asked to skip the questions related to program statistics if the LAP does not maintain data on a particular variable.

The current report maintains the same structure and content as the 2012 report, but the data received in 2014 has been substituted in. Generally, only radical deviations from 2012, or those that are minor but may be considered meaningful in context, were noted. The absence of references to 2012 data in the narrative signifies that the fluctuations were slight or that there was no identifiable trend. In certain instances, it is simply an indication that comparable data is not available.

In some instances, the largest deviation from 2012 within a particular sub-group was noted only to provide a framework and some perspective as to the extent of changes within the rest of the group. However, what may seem inconsequential at face value may be of interest to others, and in those cases readers may consult the 2012 Comprehensive Survey Report to engage in a more a more detailed, year-to-year comparison.

¹ The only two jurisdictions not included are Nevada and North Dakota. However, the 2014 survey represents Georgia and Utah, the two states not included in the 2012 survey. Therefore, response rates remained the same except for the recent inclusion of Wyoming.

III. Findings

A. Basic Program Information

Year Founded

Respondents were asked to report on basic program information, including the year the program was founded.² The 2014 responses indicate that the first LAP was founded in 1973 in Nassau County, New York followed by Kentucky (informally) in the mid-1970's. The most recently founded LAP is that from Wyoming, which was established in 2014. Most programs were founded in the 1980s and 1990s (see Fig. 1).

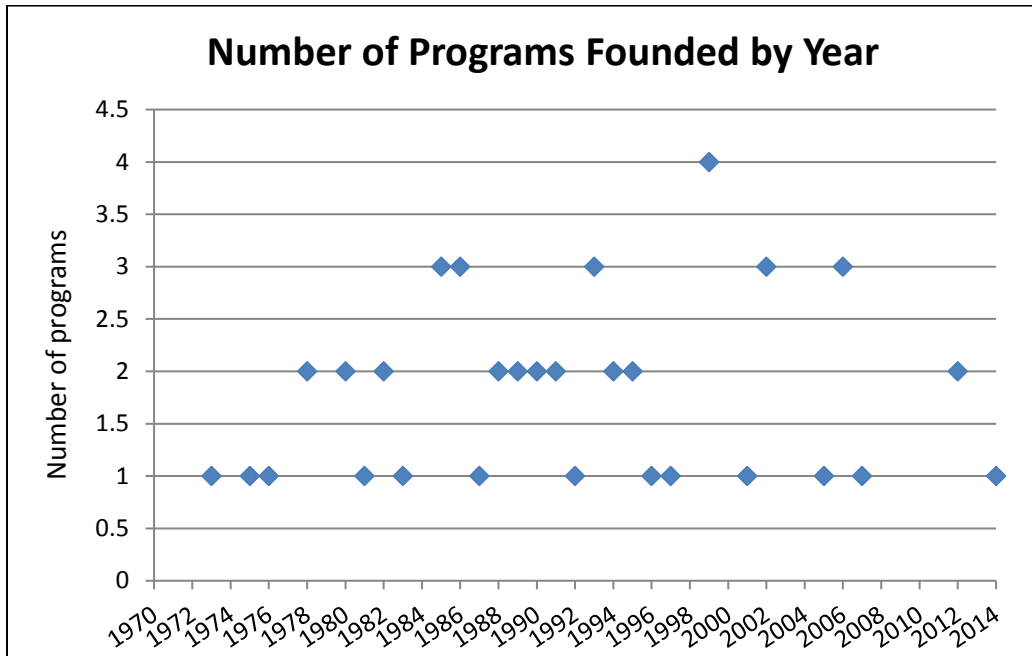


Figure 1. Number of Programs Founded by Year. This figure is based on the results of Q2: In what year was your state lawyer assistance program established? All 52 respondents provided an answer to this question.

Agency Structure and Office Location

Programs were also asked about agency structure and office location. Just under half (46%) of the programs included in this report are structured as an agency within a bar (see Fig. 2). Thirty-five percent (35%) reported being structured as an independent agency, followed by 19% as an agency within the state court. See the appendix for information on each program's agency structureⁱⁱ

² Some programs' 2014 responses differed from those in 2012. This is likely the result of a program reporting the year of informal formation in one instance, and the year of formal formation – such as when the program was incorporated as a 501(c)(3), when paid staff was employed, or when the current configuration came to be – in another. For instance, the 2012 survey provided that the first LAP was founded in South Dakota in 1960; however, the current Committee in South Dakota was founded in 2012 which is represented in the current report.

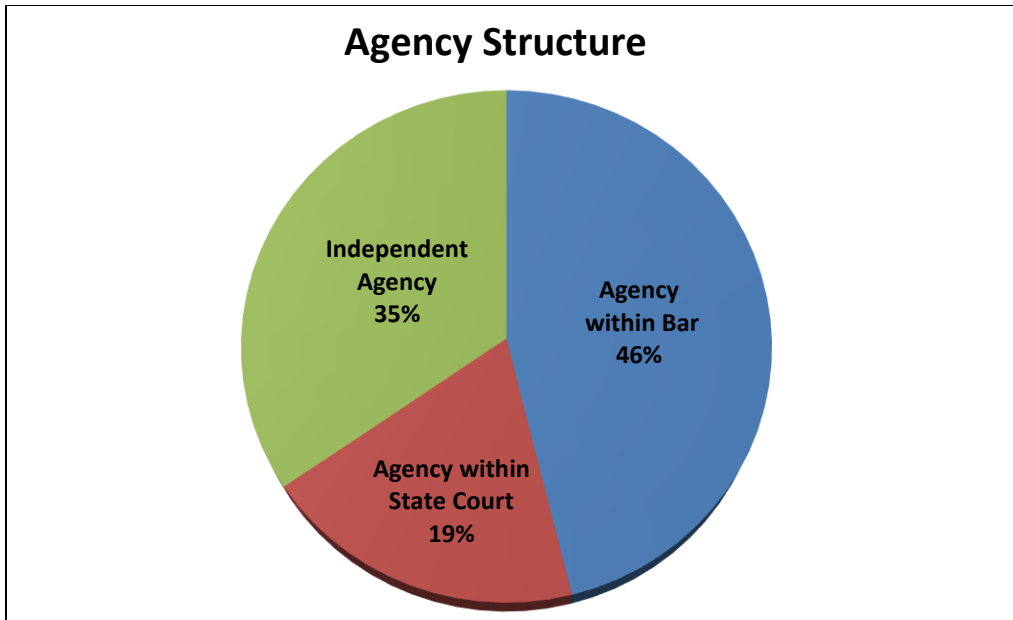


Figure 2. Agency Structure. This figure is based on the results of Q4: How is your agency structured? (Response choices were as shown above). All 52 respondents provided an answer to this question.

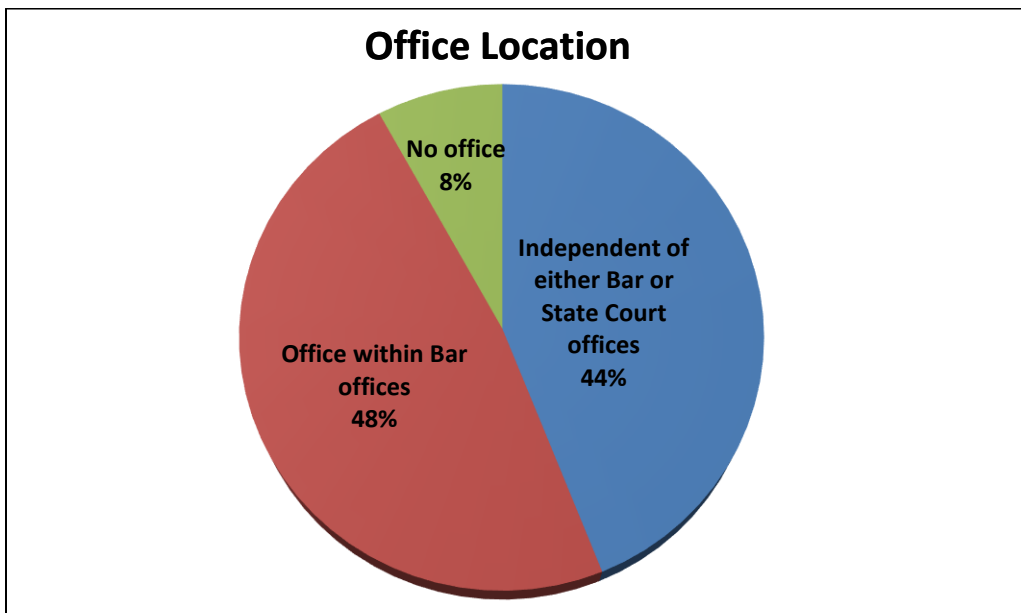


Figure 3. Office Location. This figure is based on the results of Q5: Where is your program's office physically located? (Response choices were as shown above). All 52 respondents provided an answer to this question.

Annual Budget

Of the programs that provided annual budget information for 2014, LAPS reported budgets between \$0 (relying on volunteers) and \$1,350,000 (see Fig. 4). The greatest number of programs fell within the \$0-\$50,000 and the \$100,001-\$150,000 ranges, with nine programs each. This is followed by six programs in the \$200,001-\$250,000 range. Only two programs reported budgets over \$1,000,000; 82% reported annual budgets less than \$500,000; and almost half (49%) of the programs reported budgets less than \$200,000 annually. See the appendix for additional information on each program's reported budgets for 2010, 2012 and 2014.ⁱⁱⁱ

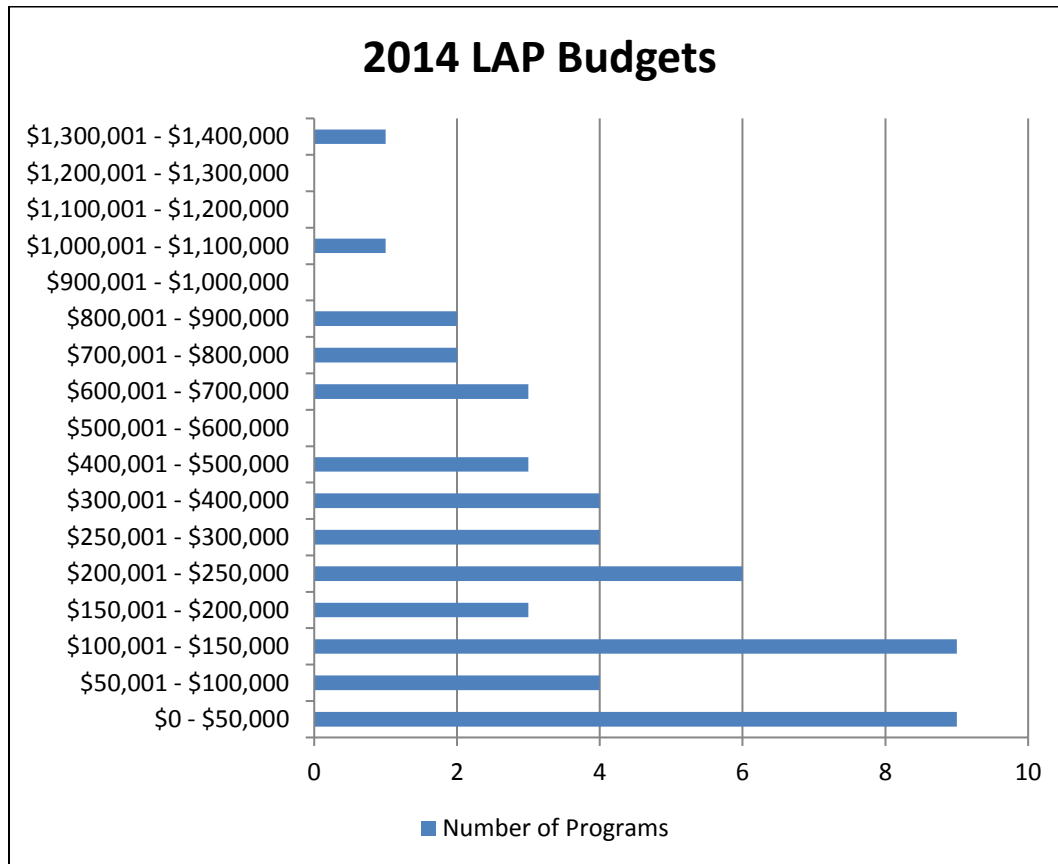


Figure 4. LAP Budgets. This figure is based on the results of Q3: What is the program's annual budget? Fifty-one respondents provided an answer to this question.

B. Program Services

Clients Served

Respondents were asked a series of questions regarding the clients served, how clients come into contact with the program and what services are typically provided. When asked to indicate to whom services are provided, all respondents said they provided services to lawyers, and 92% indicated that they provided services to law students (see Fig. 5). When asked to elaborate on the types of lawyers services are provided to, all

indicated they provide services to active lawyers, 92% indicated they provide services to inactive lawyers and 87% indicated they provide services to bar applicants.³ A number of programs also provide services to law office support staff (31%) and 29% extend services to court staff. Sixty-nine (69%) of respondents indicated that their program serves lawyers licensed in other states⁴ and another 6% indicated they provide services to some other category of clients.⁵ These numbers are all within 0-6% of those reported in 2012.

There were, however, more significant increases in the extension of services to other types of clients. For instance, 90% of programs indicated that they provide services to judges, compared to 82% in 2012; 88% provide services to suspended or disbarred lawyers, compared to 78% in 2012; and the largest increase involved services to family members, increasing from 45% in 2012 to 65% in 2014. See the appendix for information on services provided, broken down by state.^{iv}



Figure 5. Types of Clients Served. This figure is based on the results of Q10: Whom does your program serve? (Respondents were asked to check all that apply; response choices were as shown above). All 52 respondents provided an answer to this question.⁶

³ This information is based on the results of Q11: Which of the following does your program serve? (Respondents were asked to check all that apply; response choices included active lawyers and inactive lawyers). All 52 respondents provided an answer to this question.

⁴ This information is based on the results of Q12: Does your program serve lawyers licensed in other states? (Respondents were asked to check all that apply; response choices included yes or no). All 52 respondents provided an answer to this question.

⁵ Text explanations for “other” included: office staff, bar association staff and a clarification that the program will assist family members/staff/employees when there has been a crisis such as unexpected death (suicide, heart attack, accident).

⁶ “Law firm employees” was changed to “office support staff” in the 2014 survey; also, “court staff” and “bar applicants” were added as response options.

Sources of Referral and Methods of Contact

A series of questions were asked about each program's referral sources and methods by which clients contact the LAP. When asked to indicate sources of referrals, all programs provided lawyers within firms or organizations as a response (compared to 96% in 2012; see Fig. 6). In 2012, the highest response belonged to self-referrals (100% in 2012; 98% in 2014). Other common responses included: lawyers outside the firm or organization (98%); referrals from the judiciary (96%); and referrals from family members (92%). Most programs also indicated that disciplinary agencies (88%), law schools (88%), admissions agencies (85%), non-lawyer colleagues (75%) and health care professionals (67%) were sources of referrals. Changes since 2012 with respect to referral sources were minor; the most extreme variations involved referrals from disciplinary agencies (from 96% in 2012 to 88% in 2014) and referrals from admissions agencies (from 77% in 2012 to 85% in 2014). In 2014, participants were also asked about referrals from the lawyer's client (54%) and lawyers representing bar applicants for admission (79%). Another 15% indicated that they received referrals from some other source.⁷ See appendix for referral sources by state.^v

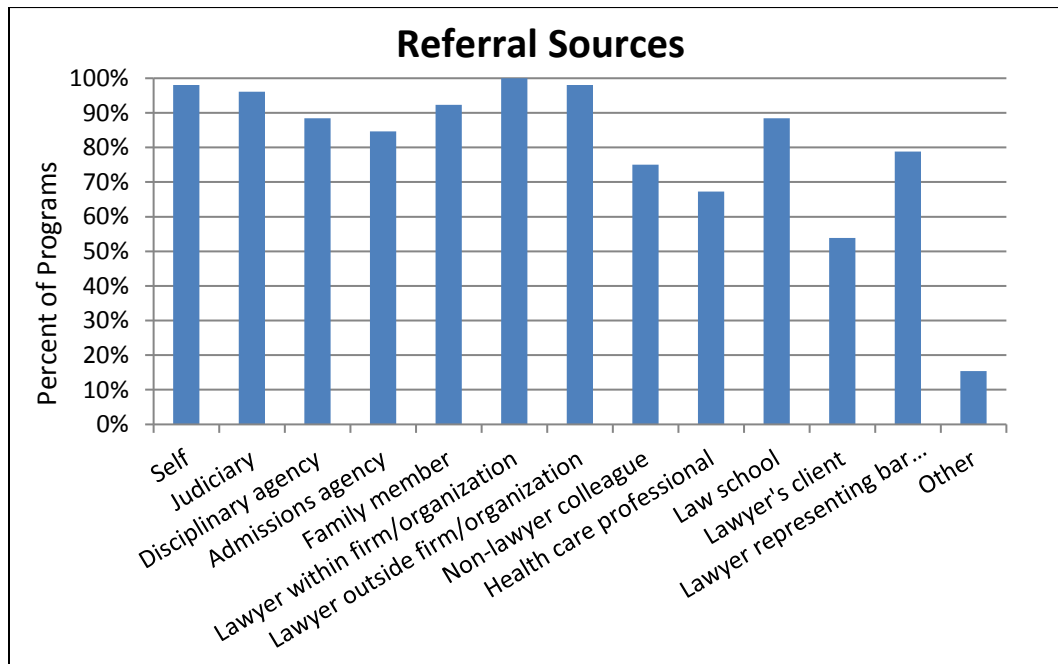


Figure 6. Referral Sources. This figure is based on the results of Q13: What are your program's sources of referrals? (Response choices were as shown above). All 52 respondents provided an answer to this question.⁸

⁷ Text explanations for "other" included: departments within the bar, bar associations, office staff, law enforcement, the client's attorney and anonymous referrals.

⁸ "Lawyer's client" and "lawyer representing bar application for admission" were added as response options in the 2014 survey.

When clients attempt to contact their LAP, they typically do so by phone (100%) or email (98%). Additional responses included: hotlines (71%); staff cell phones (58%); postal mail (81%); walk-ins (63%); and other in-person contact (69%). Another 15% indicated that some other method, other than those provided, is available for clients to contact them (see Fig. 7).⁹

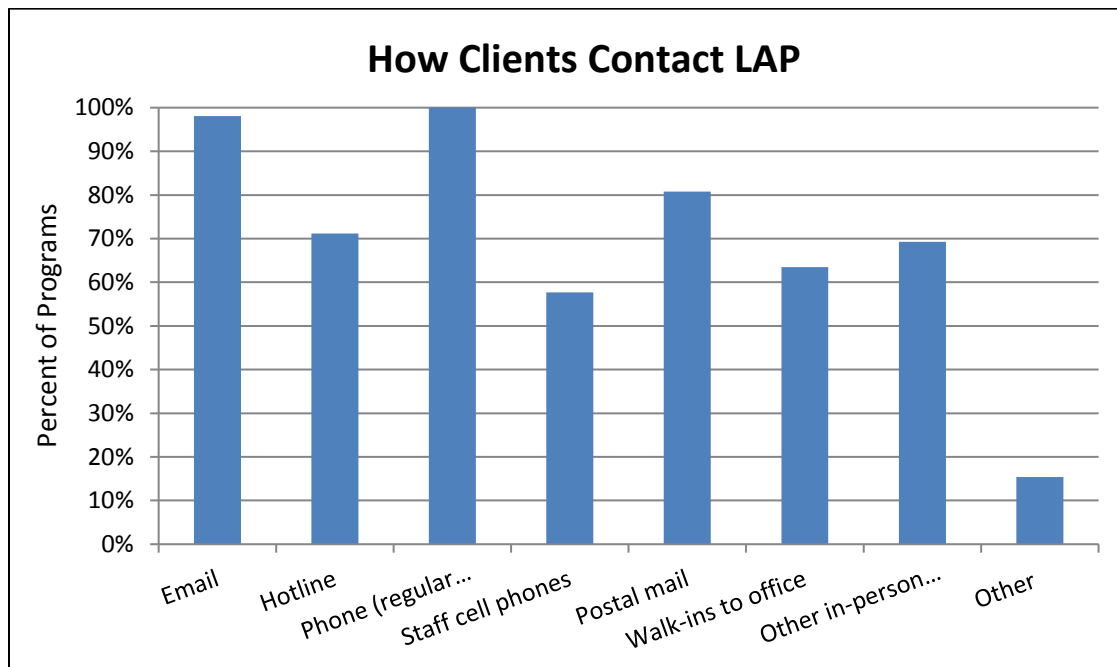


Figure 7. How Clients Contact the LAP. This figure is based on the results of Q15: How may clients contact your program? (Response choices were as shown above). All 52 respondents provided an answer to this question ¹⁰

Respondents were asked to provide an estimate of contacts that occur during regular business hours and those that occur after business hours. The average estimate of client contacts during regular business hours was 84%, with an average of 16% making contact after business hours (see Fig. 8). Most, but not all LAPs (90%) have an after-hours phone number where clients can reach them.¹¹ This compares to 84% of the programs in 2012. Responses indicating who answers after-hours calls were as follows: LAP director (69%); voicemail (44%); staff (36%); volunteers (29%); professional counseling service (20%); answering service (2%); and some other person or agency (9%).¹² Interestingly, the

⁹ Text explanations for “other” included: CLE’s, through a LAP volunteer, anonymous web Q&A, texts and supervisor/judge.

¹⁰ “Staff cell phones,” “postal mail,” “walk-ins to office” and “other in-person contact” were added as response options in the 2014 survey.

¹¹ This information is based on the results of Q18: Is there a number to call after business hours? Response choices were yes or no. Fifty respondents provided an answer to this question.

¹² This information is based on the results of Q19: If yes, who answers the calls? (check all that apply). Response choices were staff, professional counseling services vendor, answering service, voicemail, director, volunteers and other; “director” and “volunteers” were added as response options in the 2014 survey. All 45 respondents who provided an affirmative response to Q18

option to choose LAP Director was only recently added in 2014, and it received a response rate that nearly doubles that of any other live-person (non-voicemail) option. In 2012, 65% indicated that staff answered after-hours calls, compared to just 36% in 2014. This is either an indication that the 2012 figure was made up largely of LAP directors, or that directors have taken on more responsibility, personally answering after-hours calls.

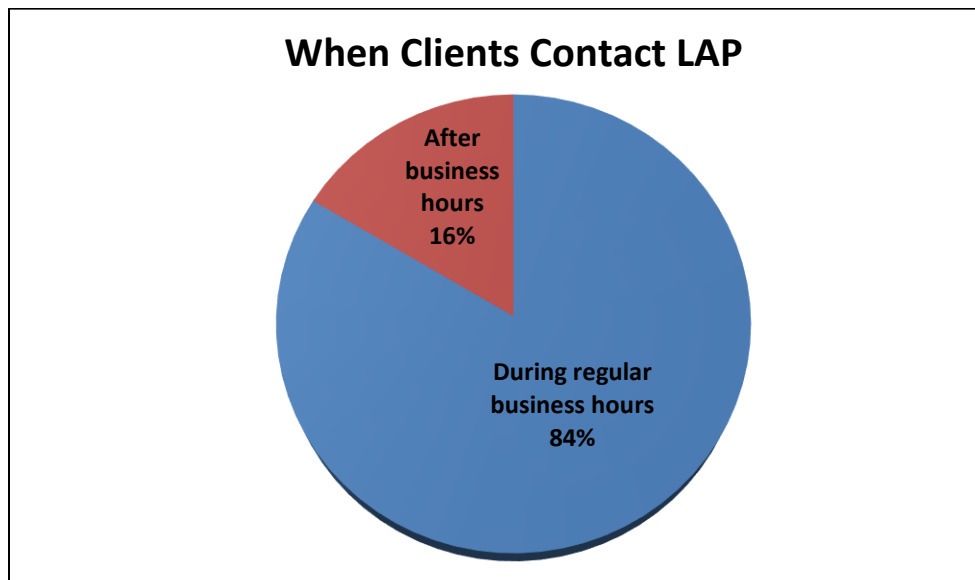


Figure 8. When Clients Contact LAP. This figure is based on the results of Q17: Of the contacts received, what percentage occur during regular business hours/after business hours? (Response choices were as shown above). All 52 respondents provided an answer to this question.

Eighty-five percent (85%) of respondents indicated that professional LAP staff is available to respond to clients who have contacted the LAP (see Fig. 9). Fifty-two percent (52%) of respondents indicated that volunteers may respond to contacts. Notably, volunteers were increasingly available to respond to calls in 2014 (from 43% in 2012 to 52% in 2014) while professional LAP staff were not as available (from 92% in 2012 to 85% in 2014). An additional 27% of respondents provided non-professional staff as a response and another 19% provided peer counselors as a response. Thirteen percent (13%) indicated that bar staff are available and another 17% provided crisis hotline as a response. A minority of LAPs (4%) indicated that answering services may respond to contacts and another 10% provided “other” as a response to this question.¹³

provided an answer to this question. Text explanations for “other” included: an EAP, staff cell phones and a clarification that a vendor is a backup in case of out-of-state travel or long-term absence by the director.

¹³ Text explanations for “other” included: a specialist agency, an EAP and a clarification that only the director answers calls.

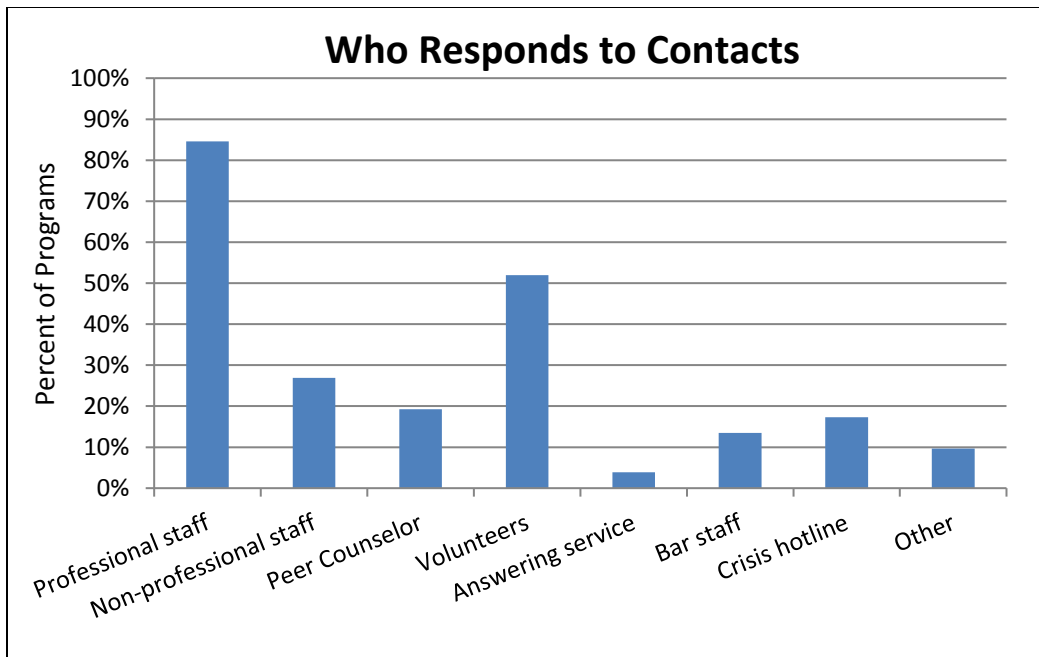


Figure 9. Who Responds to Contacts. This figure is based on the results of Q16: Who responds to contacts? (Response choices were as shown above). All 52 respondents provided an answer to this question.¹⁴

Services Offered

When asked about the types of services provided, most respondents indicated that their LAP provides a combination of direct, indirect and other services. Specifically, 75% of respondents indicated they provide indirect or diagnostic services, 63% provide direct services and 88% provide “other” services (see Fig. 10). This compares to 82%, 69% and 82% in 2012, respectively, showing a slight decrease in the indirect/diagnostic and direct services provided but also a slight increase in some of the other services LAPs offer, as explained in more detail below.

¹⁴ “Bar staff” and “crisis hotline” were added as response options in the 2014.

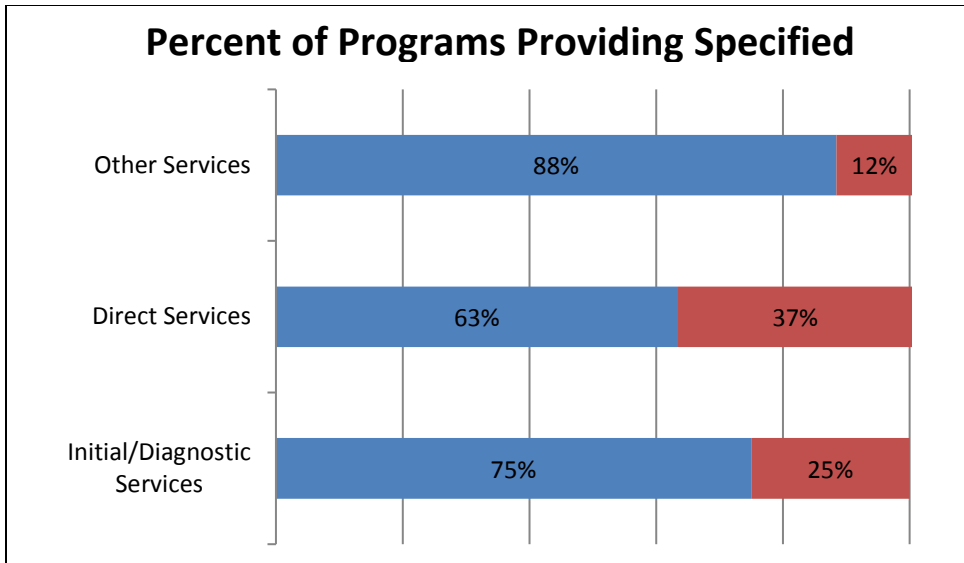


Figure 10. Services Provided. This figure is based on the results of Q6: What services does your program currently provide? (Respondents were asked to check all that apply; response choices were as shown above). All 52 respondents provided an answer to this question.

A set of questions was posed to further clarify the types of initial/diagnostic or direct services that programs provide. The 39 programs (75%) that indicated they provide initial/diagnostic services were asked to indicate which of the following services they provide: assessments, interventions and/or referrals. All of the programs indicated they offer referrals just as they did in 2012 (see Fig. 11). Eighty-five percent (85%) offer assessments and 72% offer interventions; this compares to 79% and 76% in 2012, respectively. See appendix for initial/diagnostic services provided by state.^{vi}

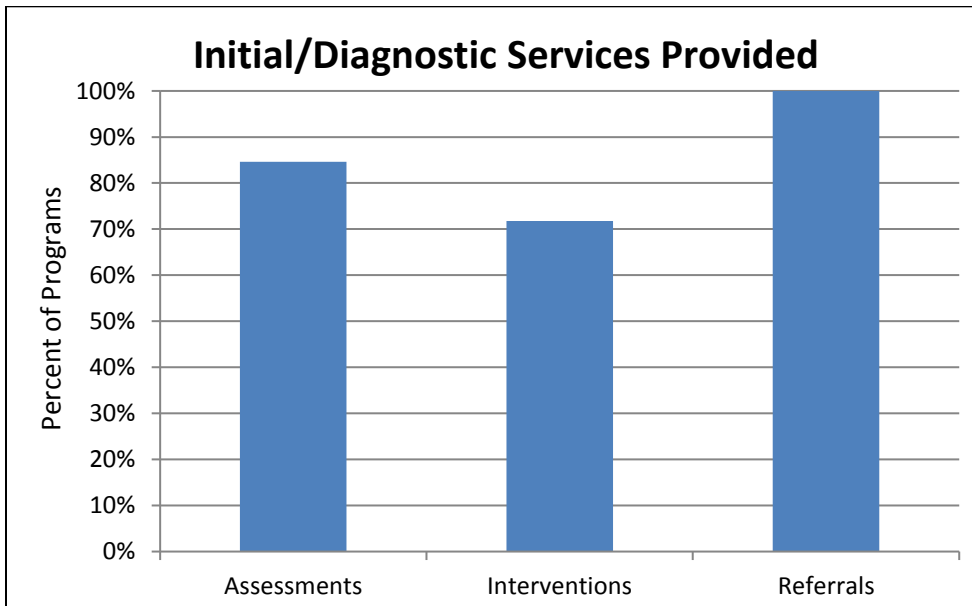


Figure 11. Initial/Diagnostic Services Provided. This figure is based on the results of Q7: What initial/diagnostic services does your program currently provide? (Respondents were asked to check all that apply; response choices were as shown above). All 39 respondents who had indicated that their LAP provides initial/diagnostic services responded to this question.

The 33 programs (63%) that provide direct services were asked to indicate which services they provide, and the results were as follows: peer support (100%); chemical dependency support meetings (79%); professional counseling (61%); mental health support meetings (58%); case management services (48%); financial support (33%); office support for lawyers in transition (24%); and/or family support meetings (9%)¹⁵ (see Fig. 12). The biggest change involved peer support, with an increase from 83% in 2012 to 100% in 2014. However, this choice was re-named “peer support” in 2014 from “peer counseling” in 2012, which may have affected the responses. In addition, the number of programs providing professional counseling services decreased from 71% in 2012 to 61% in 2014. See appendix for direct services provided by state.^{vii}

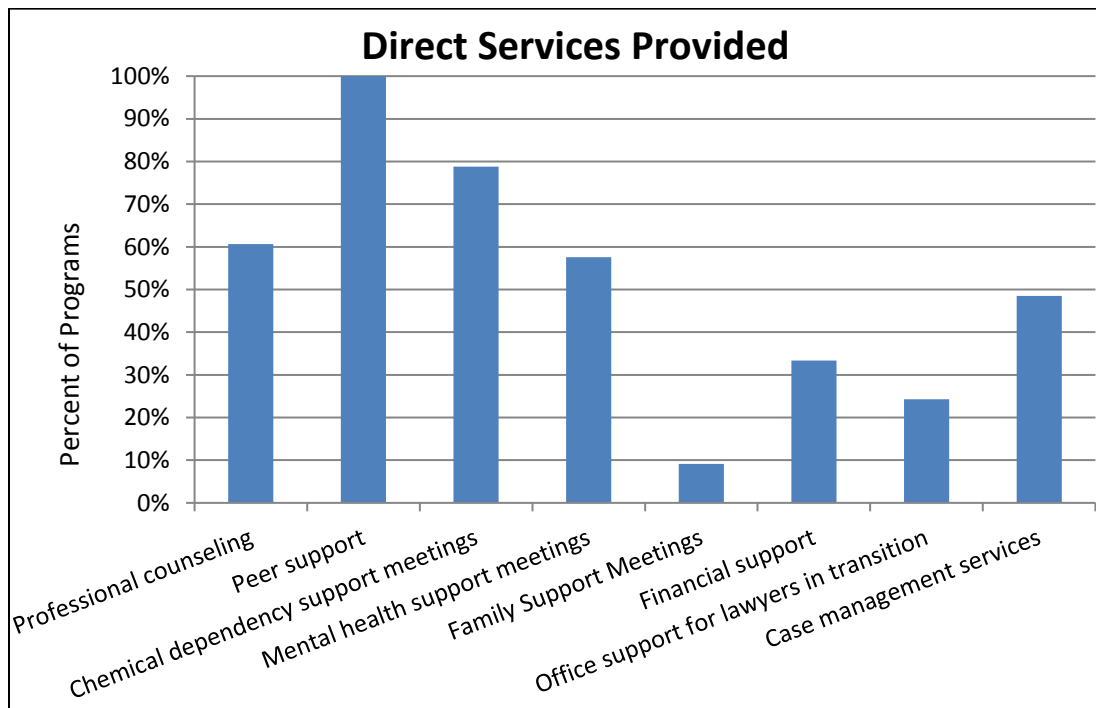


Figure 12. Direct Services Provided. This figure is based on the results of Q8: What direct services does your program currently provide? (Respondents were asked to check all that apply; response choices were as shown above). All 33 respondents who had indicated that their LAP provides direct services responded to this question.

The 46 programs (88%) that indicated they provide other services than initial/diagnostic and direct were asked to indicate which of such services they provide, and the results were as follows: monitoring (83%); report to disciplinary agency (63%); prevention/education (98%); report to character committees (70%); and other (28%). Responses in 2014 all fell within 1-3% of those provided in 2012, where applicable. See appendix for other services provided, by state.^{viii}

¹⁵ “Peer counseling” was changed to “peer support” in the 2014 survey; also, “family support meetings,” “financial support,” “office support for lawyers in transition” and “case management services” were added as response options.

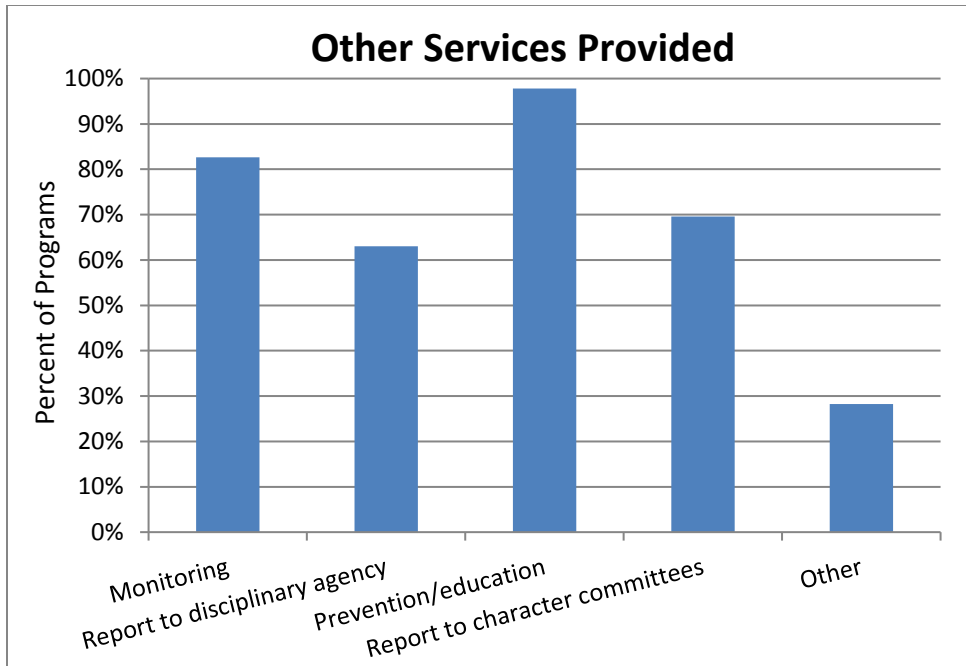


Figure 13. Other Services Provided. This figure is based on the results of Q9: What other services does your program currently provide? (Respondents were asked to check all that apply; response choices were as shown above). All 46 respondents who had indicated that their LAP provides other services responded to this question.¹⁶

Issues Served

When asked about the types of mental health, addiction and other issues for which the programs provide services, all respondents indicated that their programs provide services for mental health issues.¹⁷ Ninety-eight (98%) indicated they provide services for alcoholism and 96% provide services for drug abuse/addiction.¹⁸ Other areas in which the programs provide services include: cognitive issues/aging (83%)¹⁹; anger management (69%)²⁰; marital/family issues (71%)²¹; career counseling (60%)²²; financial issues (56%)²³; and stress management (85%). Twenty-nine percent (29%) of respondents also

¹⁶ “Report to character committees” was added as a response option in 2014.

¹⁷ This compares to 98% as reported in 2012 and 96% as reported in 2010.

¹⁸ This compares to 100% as reported, for both responses, in 2012 and 2010.

¹⁹ This compares to 85% as reported in 2012 and 71% as reported in 2010.

²⁰ This compares to 78% as reported in 2012.

²¹ This compares to 69% as reported in 2012 and 59% as reported in 2010.

²² This compares to 51% as reported in 2012 and 65% as reported in 2010

²³ This compares to 49% as reported in 2012 and 47% as reported in 2010.

indicated they provide services in other areas not provided in the survey options²⁴ (see Fig. 14). See appendix for other services provided, by state.^{ix}

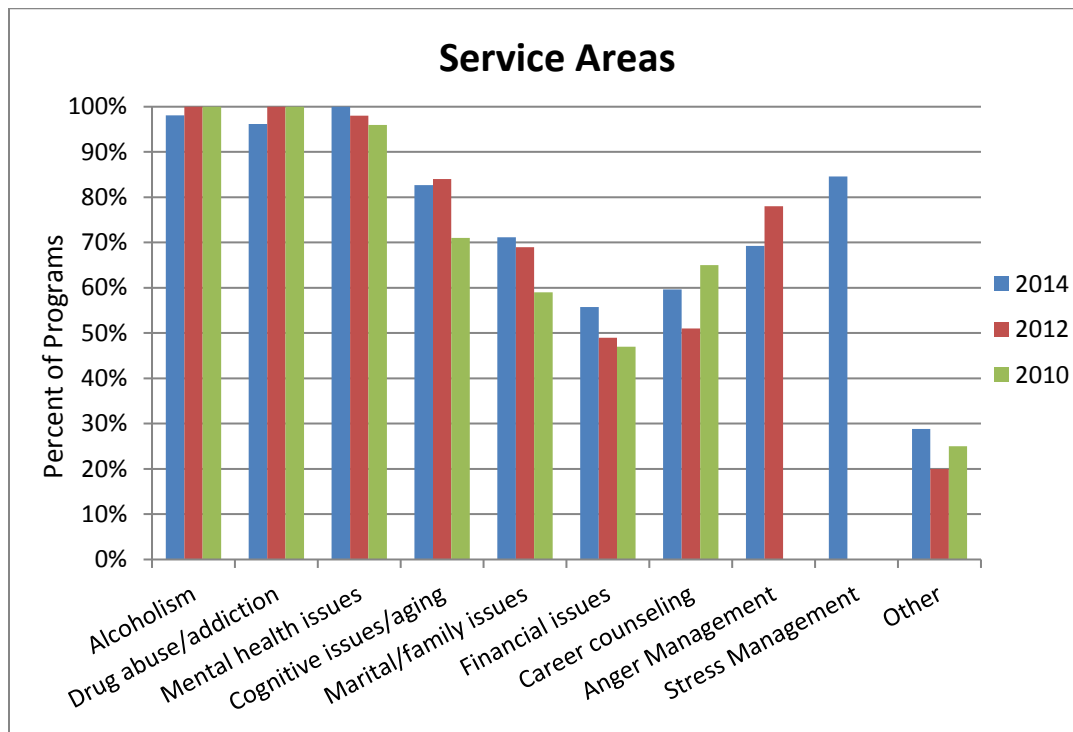


Figure 14. Service Areas. This figure is based on the results of Q14: In what areas does your program provide services? (Response choices were as shown above). All 52 respondents provided an answer to this question for the 2014 survey; all 51 respondents provided an answer in 2012; and all 49 respondents provided an answer in 2010.²⁵

Program Records

Records Maintained

Almost all of those surveyed (all but four respondents) indicated that their LAP maintains some type of record (see Fig. 15). Most commonly, programs maintain records tracking the number of referrals to the program (77%) and the number of client files opened (75%). Other types programs maintain include: the number of referrals to treatment programs (56%); the number of assessments conducted (46%); the number of referrals to peer support (40%); and the number of interventions (40%). Twenty-three percent (23%) of respondents indicated that they also maintain some other type of record.²⁶ Notably, the

²⁴ Text explanations for “other” included: codependence/relationship issues, legal problems, stress, anger management, grief, transition, and medical.

²⁵ “Anger management” was added as a response options in 2012 and “stress management” was added as a response option in 2014.

²⁶ Text explanations for “other” included: age, gender, admission date, reasons for the contact, who referred the caller, how did they find out about us, what we did with the caller, length of practice, area of practice, size of firm, general location, type of problem, type of service, presenting issue, geographic area, outcome and subcommittee meetings with attorney or applicant referred. Programs

percentage of respondents decreased for all but one of these categories; by comparison, the 2012 responses were as follows: referrals (84%); client files opened (81%); referrals to treatment programs (67%); assessments conducted (59%); and peer counseling (45%).

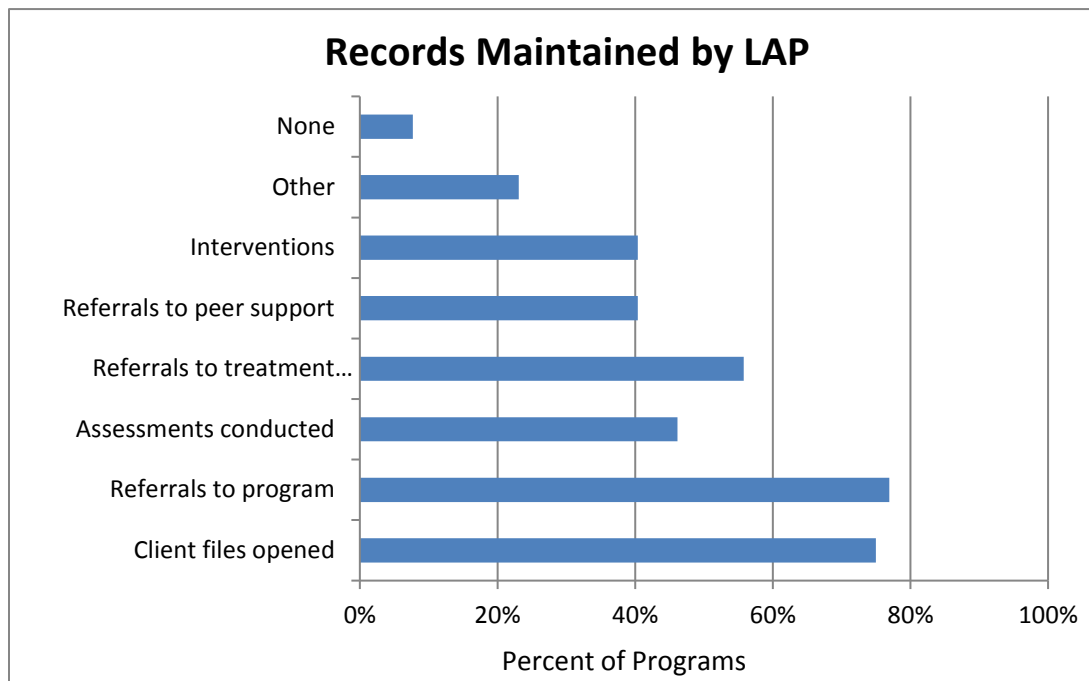


Figure 15. Records Maintained by LAP. This figure is based on the results of Q20: What records does the LAP maintain? (Respondents were asked to check all that apply; response choices were as shown above). All 52 respondents provided an answer to this question.

Of the programs that indicated they maintain records, 44% provided that they were not required to do so by any governing body (see Fig. 16). Thirty-five percent (35%) indicated they are required to keep records of the number of client files opened and 38% indicated they are required to keep records of the number of referrals to the program. Other requirements included: the number of assessments conducted (19%); the number of referrals to treatment programs (15%); the number of referrals to peer support (10%); and the number of interventions (10%). Nineteen percent (19%) indicated they are required to maintain other types of records not provided as options in the survey.²⁷

also provided the following clarifications: that the program does not keep anything in writing and that an outside agency keeps files.

²⁷ Text explanation for “other” included: number of calls, number of contacts, number of monitoring cases, referrals by the court, sex, race and demographic. Programs also provided the following clarifications: that the committee allows them to make the determination as to what information they collect and what they report on, and that the governing body just asks for proof that the program is effective.

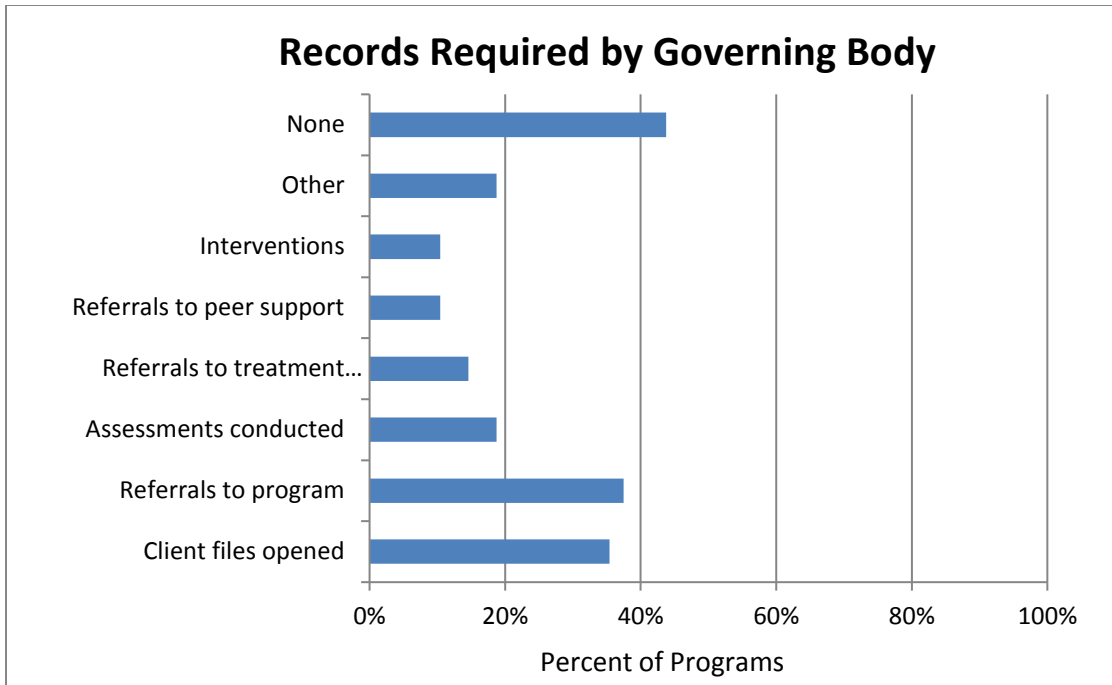


Figure 16. Records Required by Governing Body. This figure is based on the results of Q21: Of the records kept, which ones are required by the LAP's governing body? (Respondents were asked to check all that apply; response choices were as shown above). Forty-eight respondents provided an answer to this question.

Out of the 27 programs that are required to maintain records, only seven indicated that funding is dependent upon the maintenance of those records, although this figure increased from four as reported in 2012.²⁸ Those seven programs were asked to clarify which specific types of records are required, and the results were as follows: number of client files opened (4 programs); number of referrals to the program (6 programs); number of assessments conducted (3 programs); number of referrals to treatment programs (4 programs); number of referrals to peer support (4 programs); and number of interventions (3 programs).²⁹

²⁸ This information is based on the results of Q22: Is funding dependent upon maintaining records? (yes/no response options). All 27 respondents who indicated that their LAP is required to maintain records provided an answer to this question.

²⁹ This information is based on the results of Q23: Which records must be kept to maintain funding? (Respondents were asked to check all that apply; response options included client files opened, number of referrals to program, number of assessments conducted, number of referrals to treatment programs, number of referrals to peer counseling, number of interventions, and other). All 7 respondents who indicated that their funding depends on maintaining records provided an answer to this question

Annual Reports

Seventy-nine percent (79%) of respondents (38 programs) indicated that their LAP produces an annual report (see Fig. 17). This is compared to 71% of programs in 2012. Of these, four published their reports electronically only, 12 published their reports in print only, six published their reports in print and electronically, two published their reports in print and on their websites and three published their reports in all three formats – in print, electronically and on their website.³⁰

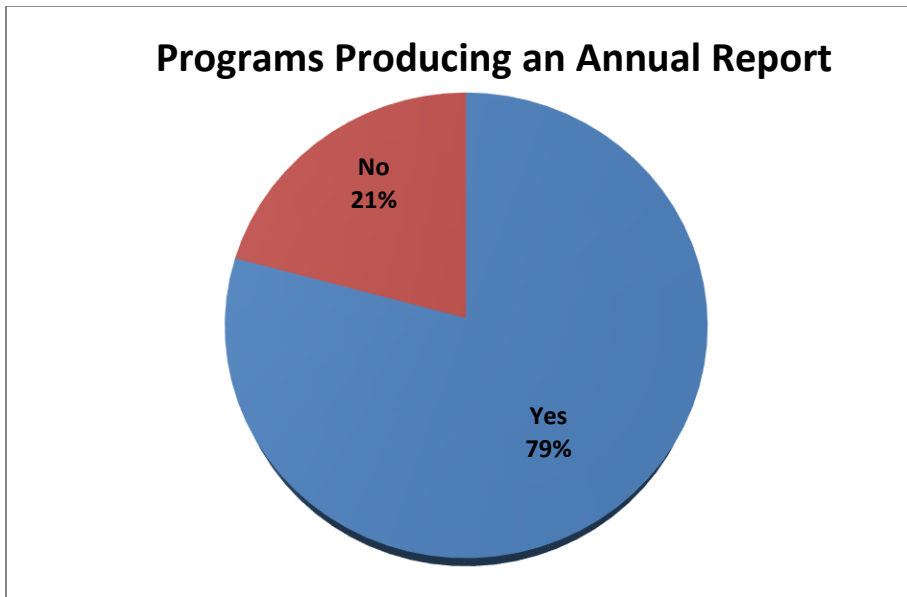


Figure 17. Annual Reports. This figure is based on the results of Q24: Does your program produce an annual report? (Response choices were as shown above). Forty-eight respondents provided an answer to this question.

C. Program Statistics

Referral Sources

Respondents who had kept records for the past fiscal year were asked a series of questions about their programs statistics. The first of these questions asked respondents to indicate the percentage of referrals coming from a provided list of sources. Like in 2012, self-referrals were the most common referral type, with respondents estimating on average that 44.3% are self-referrals (see Fig. 18). There was, however, quite a bit of variability in the responses, with the lowest estimate being 7% self-referrals and the highest being 74% self-referrals.

³⁰ This information is based on the results of Q25: How is the annual report distributed? (Respondents were asked to check all that apply; response choices included print publication and electronic publication). Only the 38 respondents who indicated that their program produces an annual report were shown this question. Thirty-five respondents provided an answer to this question.

The second and third most common referral sources were from disciplinary agencies (9.2%) and admissions agencies (8.6%), which was also true in 2012. The average estimate for all other referral types fell between .02% and 7.2%.³¹ See appendix for referral source statistics, by state.^x

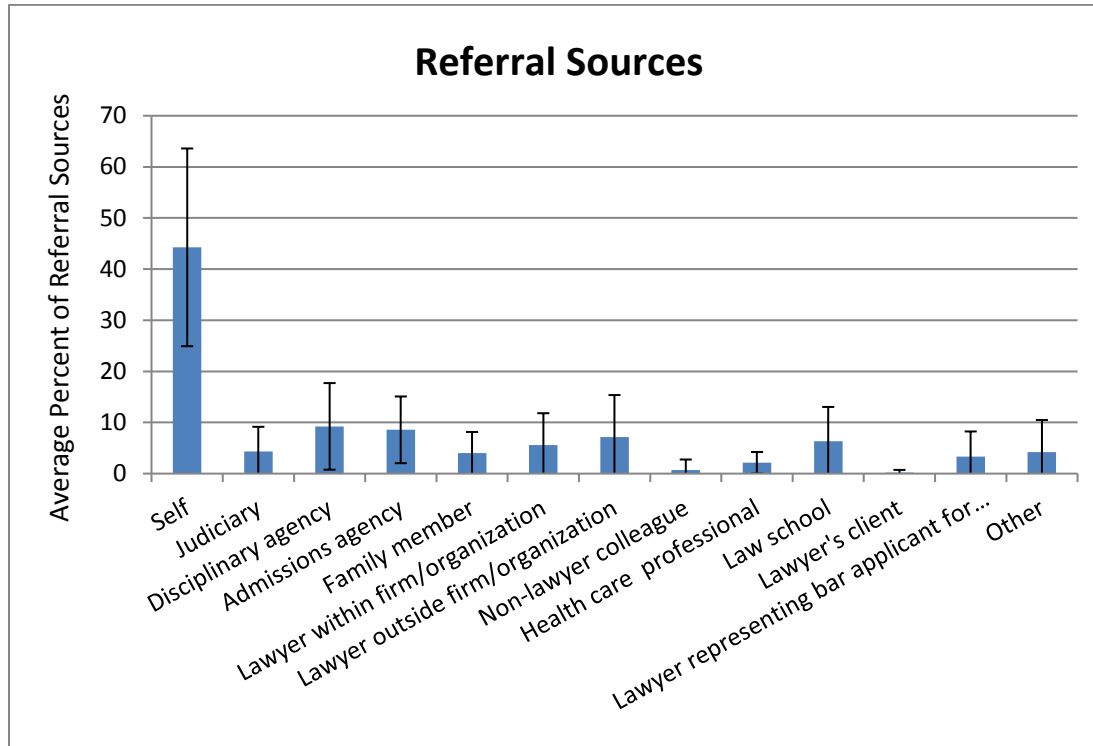


Figure 18. Referral Sources. This figure is based on the results of Q27: For the following questions, please use statistics from your program's last fiscal year./ Q28: Of your program's referral sources, what percent involve... (Response choices were as shown above). Twenty-three respondents provided answers to this question. Standard deviation error bars have been included in this figure to demonstrate the spread of the data.³²

³¹ Text explanations for "other" included: third party, bar association, other state LAP, friend, other colleague, CLE, volunteer and employer.

³² "Lawyer's client" and "lawyer representing bar applicant for admission" were added as response options in 2014.

Issues Served

Respondents were subsequently asked to indicate the relative proportions of specific issues served by their programs. Like in 2012, substance abuse and addiction were the most common issues served, with respondents estimating that on average that 43% of the issues addressed were of this nature (see Fig. 19). However, individual responses ranged from 11% to 73%.

Respondents reported mental health issues as the second most common, estimating that on average 41.3% were of this nature with individual responses ranging from 24% to 81%. The average estimate for all other types of issues fell between 1.7% and 7%.³³ Interestingly, reports of substance abuse and addiction decreased by 7% since 2012 while reports of mental health issues increased by about 9%. See appendix for statistics of issues served, broken down by state.^{xi}

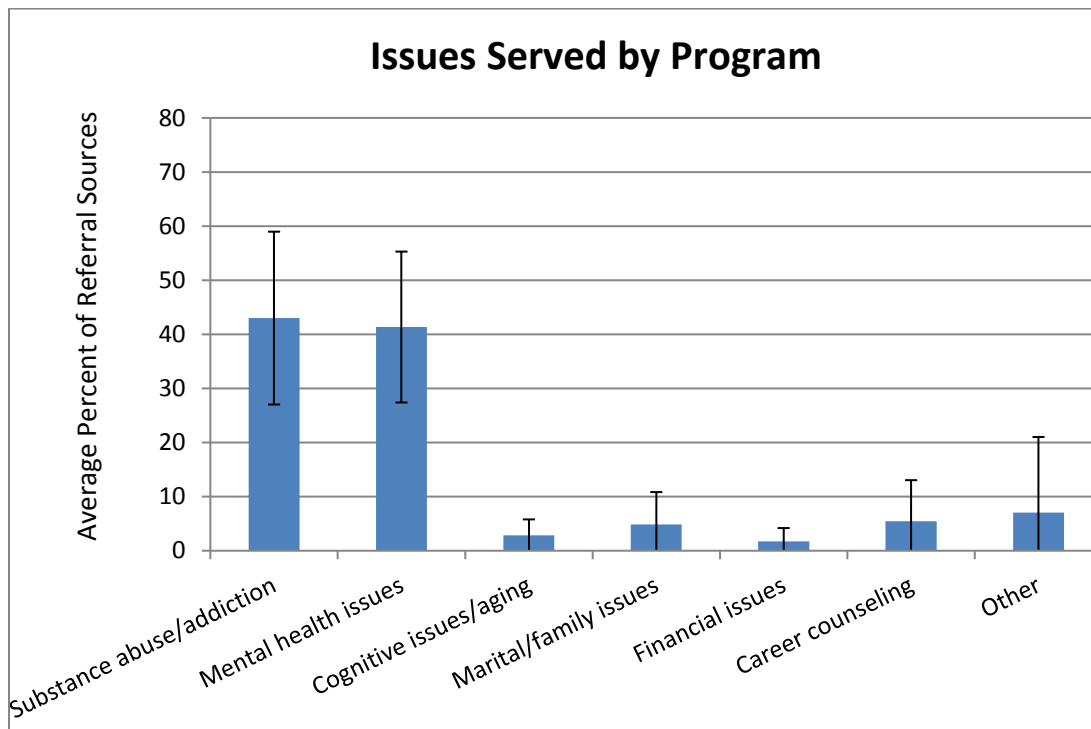


Figure 19. Issues Served by Program. This figure is based on the results of Q27: For the following questions, please use statistics from your program's last fiscal year. Q29: Of the issues served by your program, what percentage involve... (Response choices were as shown above). Twenty-six respondents provided an answer to this question. Standard deviation error bars have been included in this figure to demonstrate the spread of the data.

³³ Text explanations for "other" included: PTSD, psychosis, codependence and relationships. Clarifications included: that many with ED, OCD, etc., include depression as a component and that many issues are co-occurring.

The 2014 figures look essentially the same as those reported in 2012 with regards to specific categories of substance abuse and addiction. When asked to break down the impairments according to substance type, the programs overwhelmingly indicated that alcohol was the most commonly abused (Fig. 20).³⁴ On average, 75.2% of the substance abuse and addiction issues served by the LAPs were alcohol-abuse related. The individual responses ranged from 45-95%.

The second most commonly abused substances were prescription drugs, with an average of 9% of programs providing this as a response. Individual responses ranged from 0% to 33%. The average percentages provided for all other substances ranged from 0.5% to 5.3%.

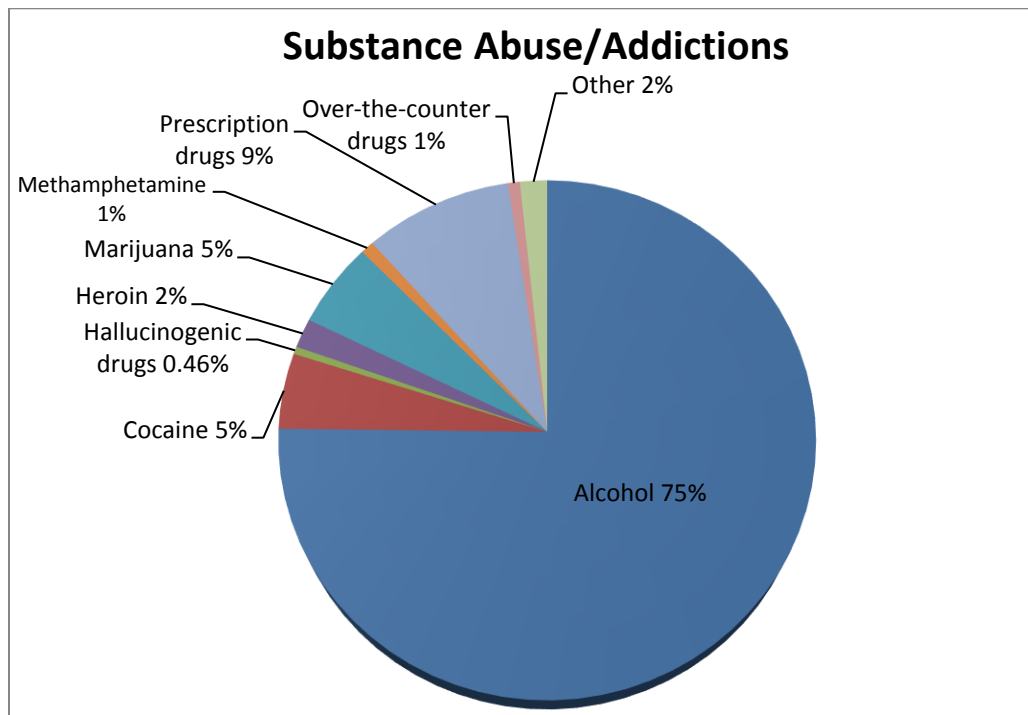
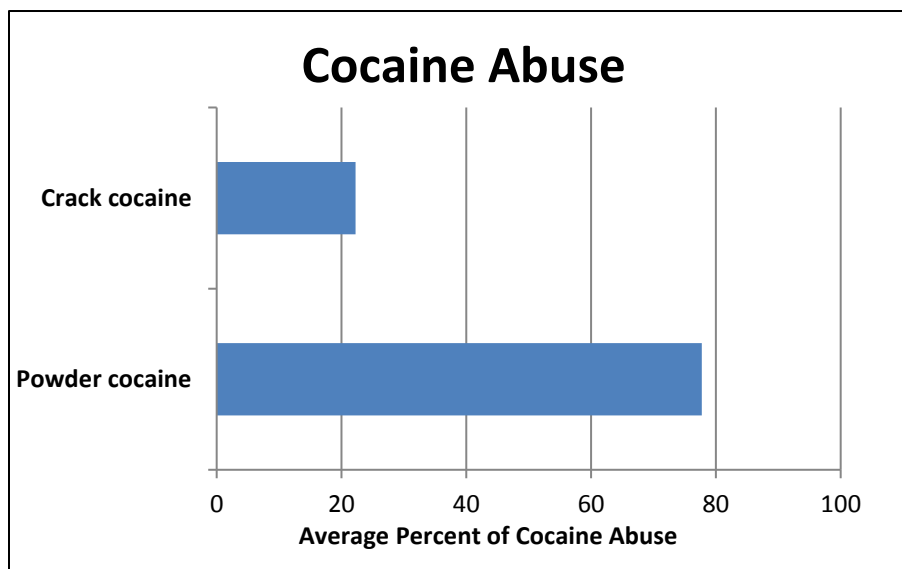


Figure 20. Substance Abuse/Addiction Types. This figure is based on the results of Q27: For the following questions, please use statistics from your program's last fiscal year./ Q30: Of the substance abuse/addiction impairments served by your program, what percent involve... (Response choices were as shown above). Twenty-three respondents provided an answer to this question. This figure presents the average percents indicated for each substance.

Cocaine abuse, prescription drugs and process addictions were further clarified. On average, 78% of the cocaine abuse cases involved powder cocaine (a slight increase from 74% in 2012) while on average 22% involved crack cocaine (a slight decrease from 26% in 2012) (see Fig. 21).³⁵

Regarding process addictions, on average 44% involved sexual disorders, 34% involved pathological/compulsive gambling, 7% involved internet/gaming addictions and only 1% involved shopping (see Fig. 22).³⁶ The biggest change since 2012 involved reports of internet/gambling cases with a decrease of 7%.

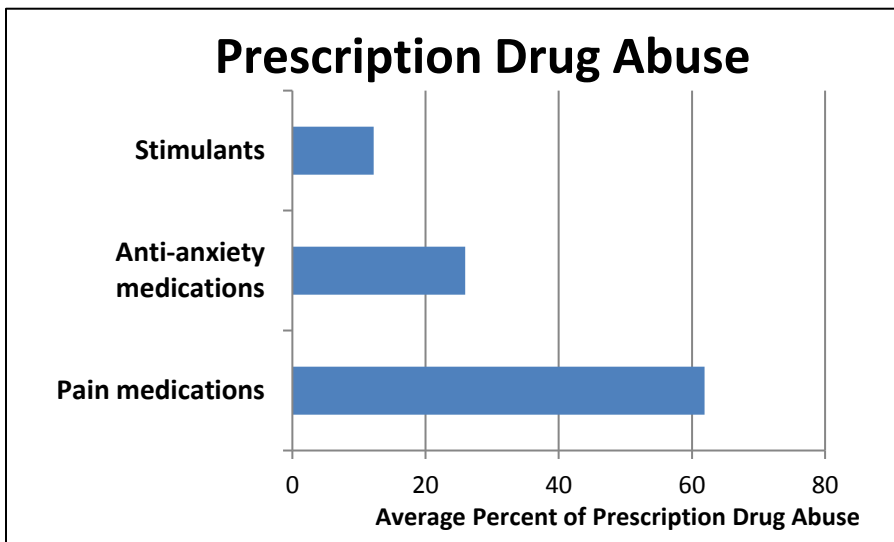
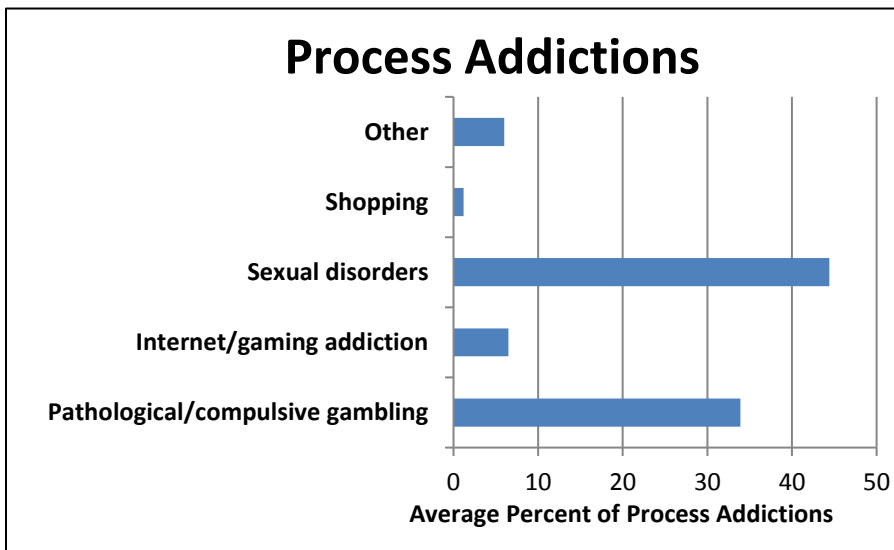
Regarding prescription drugs, on average, 62% involved pain medication, 26% involved anti-anxiety medication and 12% involved stimulants (see Fig. 23).³⁷ Notably, reports of cases involving pain medication decreased by about 12% and reports of cases involving anxiety medication increased by 11%.



³⁵ Eleven out of the 15 respondents who indicated a positive response for cocaine in Q30 provided an answer to this question. LAPs provided this information based on Q31: Of those that involve cocaine, what percentage involve...(powder and crack cocaine were provided as response options).

³⁶ LAPs provided this information based on Q34: Of those that involve process addictions, what percentage involve...pathological/compulsive gambling, internet/gaming addictions, and sexual disorders and shopping (added in 2014) were provided as response options. Ten out of the 18 who indicated a positive response for process addictions in Q33 provided an answer to this question; only programs who accurately tracked this data were asked to respond.

³⁷ Twenty-four LAPs provided this information based on Q32: Of those that involve prescription drugs, what percentage involve... (pain medication, anti-anxiety medication, and stimulants were provided as response options).



Figures 21-23. Abuses and Addictions. These figures are based on the results of Q31: Of those that involve cocaine, what percentage involve ... / Q32: Of those that involve prescription drugs, what percentage involve.../ Q34: Of those that involve process addictions, what percentage involve... (Response choices were as shown in respective figures). These figures present the average percents.

Mental health impairments were also broken down, and like cases involving substance abuse and addiction, the numbers parallel those reported in 2012. Respondents reported that on average, 50% of the mental health cases involved depression (compared to 41% in 2012), and 21% of cases involved anxiety disorders (see Fig. 24). Again, the range of responses for depression was rather large, with the lowest at 18% and the highest at 90%. The responses for anxiety disorders ranged from 0% to 65%. The percentages provided for all other mental health issues were considerably lower, ranging from .8%-5% of the mental health cases reported.

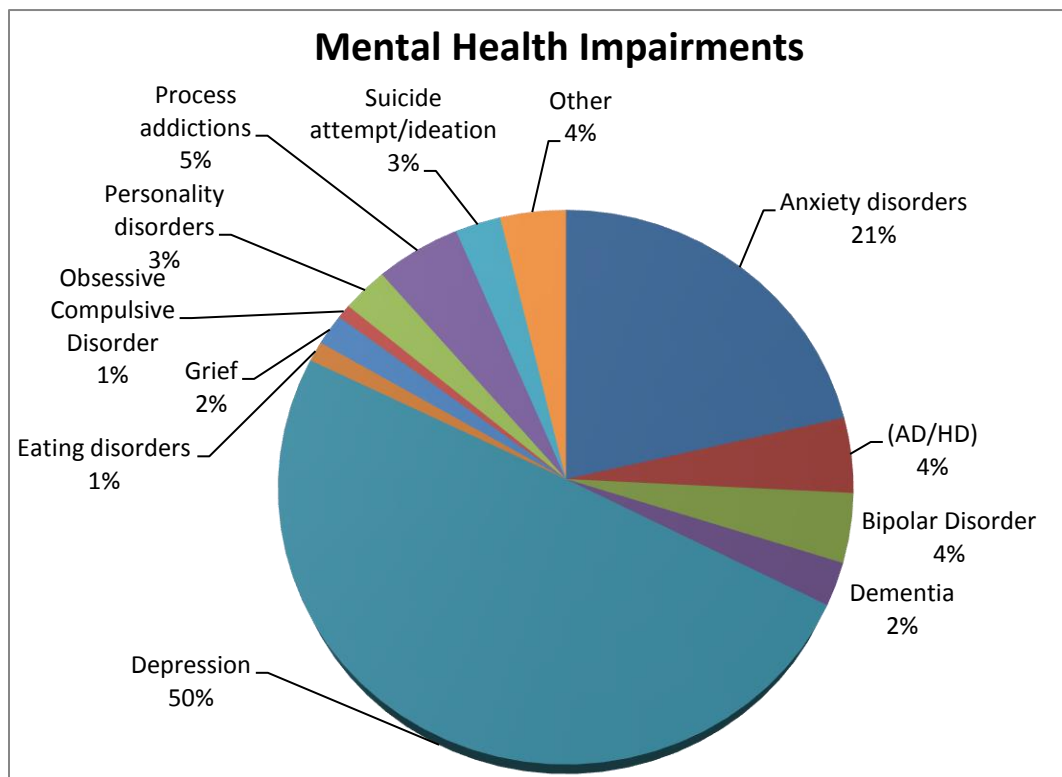


Figure 24. Mental Health Impairments This figure is based on the results of Q33: Of the mental health impairments served by your program, what percentage involve... (Response choices were as shown above). This figure presents the average percents indicated for each substance. Twenty-three respondents provided an answer to this question.

Client Numbers and Demographics

A series of questions prompted respondents to provide information about the LAP programs' client numbers and demographics from the past fiscal year. In addition to asking about how many client files were opened, respondents were asked about numbers of assessments, on-going counseling sessions and referrals to treatment programs, 12 step programs and support groups. On average, LAPs opened 175 client files in the past year, an increase since 2012 when respondents reported an average of 154 client files opened. There was an average of 185 on-going counseling sessions, 58 assessments and 99 referrals. Referrals were also broken down as follows: 46 to treatment programs; 69 to

12-step programs; and 45 to support groups (see tables 1 and 2 below).³⁸ Slight fluctuations occurred since 2012 with regards to referrals, when the averages reported were: 28 to treatment programs; 55 to 12-step programs; and 53 to support groups. A chart providing this information by state is available in the appendix.^{xii 39}

n = 23	Client files opened	Assessments conducted	On-going counseling sessions conducted	Referrals	Other
Mean	174.565	58.087	185.391	99.304	28.565
Median	112	20	37	60	0
Mode	55	0	0	0	0
Standard Deviation	146.715	86.102	303.499	101.050	74.963
Range	18-587	0-320	0-1187	0-353	0-361

n = 15	Referrals to treatment program	Referrals to 12-Step program	Referrals to peer support group	Other
Mean	46.333	69.133	44.733	8.800
Median	35	40	22	0
Mode	10	0	0	0
Standard Deviation	62.501	84.453	67.071	9.955
Range	0-250	0-275	0-275	0-27

Table 1. Average Number of Cases and Services. Q35: For each item below, please indicate the total number of services your program provided in the last fiscal year (Response choices were as shown above). The number of respondents for each is indicated above.

Table 2. Average Number of Referrals. Q35.5: Please indicate the total number of referrals to each below that your program provided in the last fiscal year. (Response choices were as shown above). The number of respondents for each is indicated above.

³⁸ There was quite a bit of variability from program to program (see ranges and standard deviations in chart above) and so aggregated information is limited in its usefulness.

³⁹ Referral type was broken down separately in 2014 to account for those who track referrals generally, but not by type.

The survey also collected information on client demographics, which is summarized below (see Table 3). In terms of occupation, location and bar status, those served by the LAPs tended to be active, in-state lawyers. This was also true as reported in 2012. Respondents were also asked to provide information about the gender and age of their clients. Like in 2012, clients tended to be white males, under the age of 60 (see Table 3). Specifically, approximately 65% of the clients were males and 83% were under 60, with fairly even distribution among the four age groups within that range (see Table 3).

Occupation (n=25)	Mean	Median	Mode	St. Dev
Lawyers	71.7	70.0	70.0	10.7
Judges	2.8	2.0	5.0	2.4
Suspended/ disbarred lawyers	3.6	3.0	0.0	3.5
Law students	15.7	17.0	20.0	8.9
Family members	3.6	1.0	0.0	5.6
Office support staff	0.5	0.0	0.0	1.0
Court staff	0.2	0.0	0.0	0.6
Other	2.2	0.0	0.0	5.8
Active Status (n = 14)				
Bar applicant	16.2	16.0	5.0	8.7
Active	78.4	79.0	80.0	9.2
Inactive	5.4	5.0	5.0	4.3
In/out of state status (n = 11)				
In-state	85.7	92.5	90.0	26.0
Out-of-state	6.0	5.0	10.0	3.7
Gender (n = 23)				
Male	64.9	65.0	65.0	6.5
Female	35.1	35.0	35.0	6.5
Age (n = 15)				
Under 30	20.5	19.0	25.0	8.0
30-39	20.2	20.0	20.0	4.9

40-49	20.2	20.0	20.0	4.7
50-50	21.6	20.0	20.0	6.7
60-69	12.5	10.0	10.0	3.8
70-79	3.1	3.5	5.0	2.1
Over 80	0.2	0.0	0.0	0.4
Practice area (n = 6)				
Solo	33.3	31.3		8.2
Firm	29.4	26.3		15.1
Corporate	1.7	1.5		1.7
School	0.0	0.0		0.0
Non-profit	0.0	0.0		0.0
Government	8.0	8.5		2.6
Judiciary	1.6	1.8		0.9
Law Student	15.4	17.7		9.4
Unemployed	4.0	3.5		3.6
Other	3.0	0.0		6.3

Table 3. Client Demographics. Q36: Indicate, as a percentage, the clients served by the program/Q37: Of lawyers served, what percentage involve.../Q38: Of lawyers served, what percentage involve lawyers licensed.../Q39: Indicate, as a percentage, the gender of the clients served/ Q41: Indicate, as a percentage, the age of clients served/Q42: Indicate, as a percentage, the practice area of clients served/Q43: For clients from law firms, indicate the percentage of lawyers from.../ (Response choices were as shown above for each question).⁴⁰

Notably, for each of these trends, some jurisdictions were anomalous. The Oregon LAP, for example, had an even gender distribution with 50% of the clients being male and 50% being female (see also British Columbia with a higher percentage of female clients). Anomalous states in terms of age distributions were Michigan with 20% of the clients falling in the 60-69 age range, and South Carolina with 40% of clients under 30. With respect to lawyer status, both Maryland and South Carolina had bar applicants make up 30% of their clients.

⁴⁰ "Law firm employees" was changed to "office support staff" in the 2014 survey; also, "court staff" was added as a response option.

Program Staffing

Respondents were asked a series of questions about their LAP's staff, including the income and qualifications of their highest paid staff members. Twenty-three percent (23%) of those surveyed, compared to 16% in 2012, indicated that their LAP does not employ paid staff and instead relies on volunteers. Therefore, the results of questions related to paid staff were based on the 77% of respondents that indicated that they do employ paid staff.⁴¹

Respondents were asked to quantify their staff according to employment status. On average, LAPs employ around 3 paid staff members, averaging 2.5 full-time and 0.7 part-time (see Fig. 25).

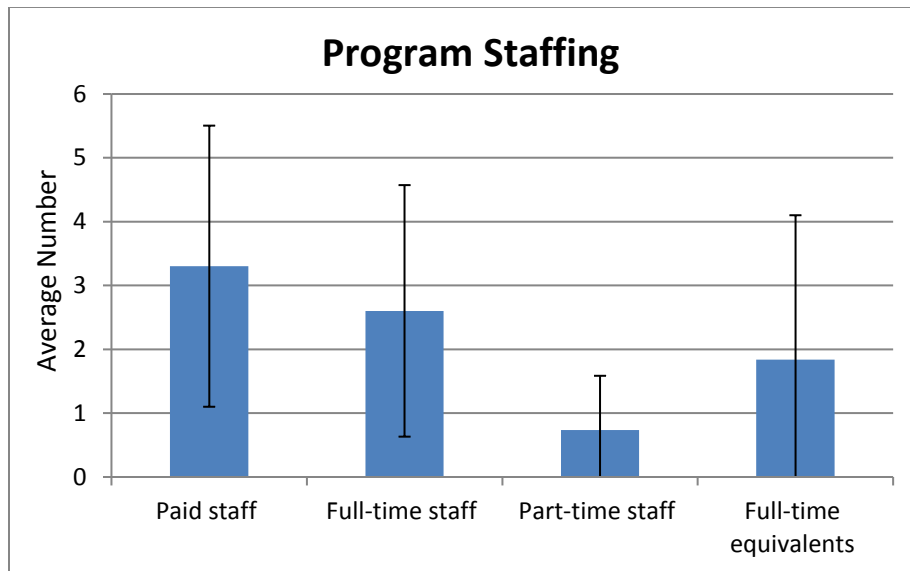


Figure 25. Program Staffing. This figure is based on the results of Q45: If yes, how many paid staff does your program employ? Q46: How many full-time staff does your program employ? Q47: How many part-time staff does your program employ? Q48: How many full-time equivalents does your program employ? Forty respondents provided answers to these questions. Standard deviation error bars have been included in this figure to demonstrate the spread of the data.

⁴¹ This information is based on the results of Q44: Does your program employ paid staff? (Response options were yes/no). All 52 respondents provided an answer to this question.

However, the variability for these numbers was quite dramatic, with the number of paid staff ranging from 1 to 9 (see Fig. 26).



Figure 26. Program Staffing. This figure is based on the results of Q45: If yes, how many paid staff does your program employ? Forty respondents provided an answer to this question.

Respondents were also asked a series of specific questions about the qualifications, salary ranges and benefits of their paid staff members. For the first, second and third highest paid staff members, LAPs reported years of experience as the most commonly required qualification, with 65%, 74% and 77% of the programs indicating that years of experience is required, respectively (see Fig. 27).

When asked about degrees required, LAPs were more likely to require a J.D. for their highest paid staff member and either a J.D., an advanced degree and/or clinical training for their second and third highest paid staff members. Fifty-nine percent (59%) of the programs require a J.D. for their highest paid staff member and fewer than 30% require a J.D. for their second and third highest paid staff.

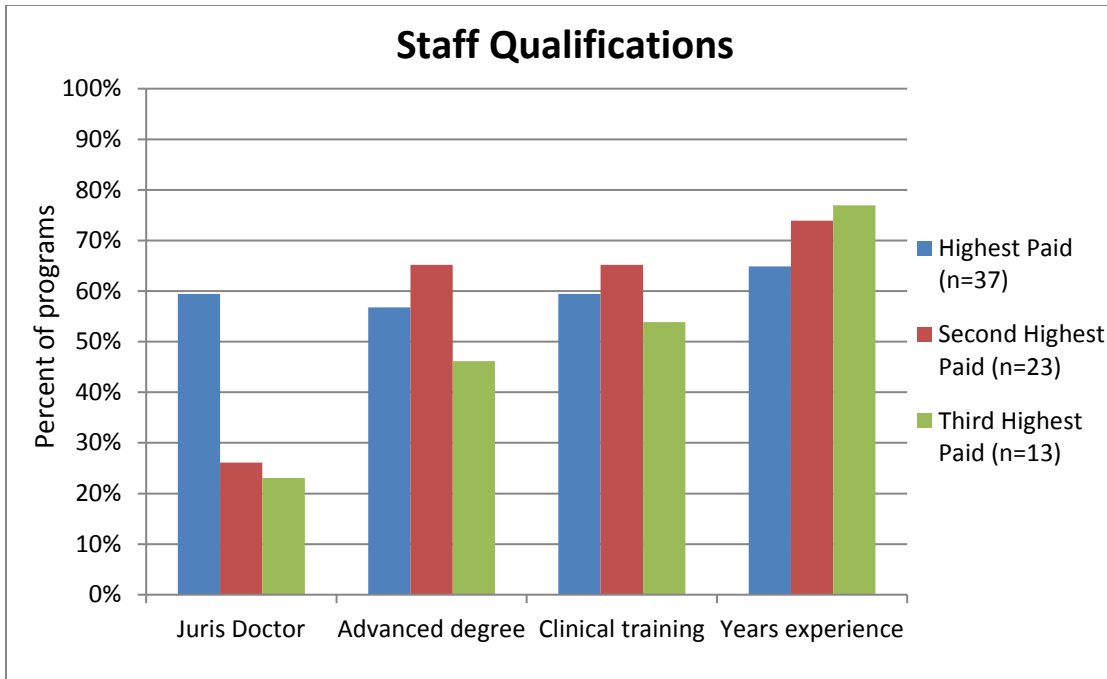


Figure 27. Staff Qualifications. This figure is based on the results of Q51/Q59/Q67: What are the qualifications for the individual in this position? (Respondents were asked to check all that apply; response choices were as shown above). The number of respondents providing an answer to these questions is indicated in the chart above.

For those programs that require clinical training – 59% for their highest paid member, 65% for their second highest paid member and 54% for their third highest paid member – a degree and/or a license were more commonly required as compared to certification or some other indicator of clinical training (see Fig. 28).

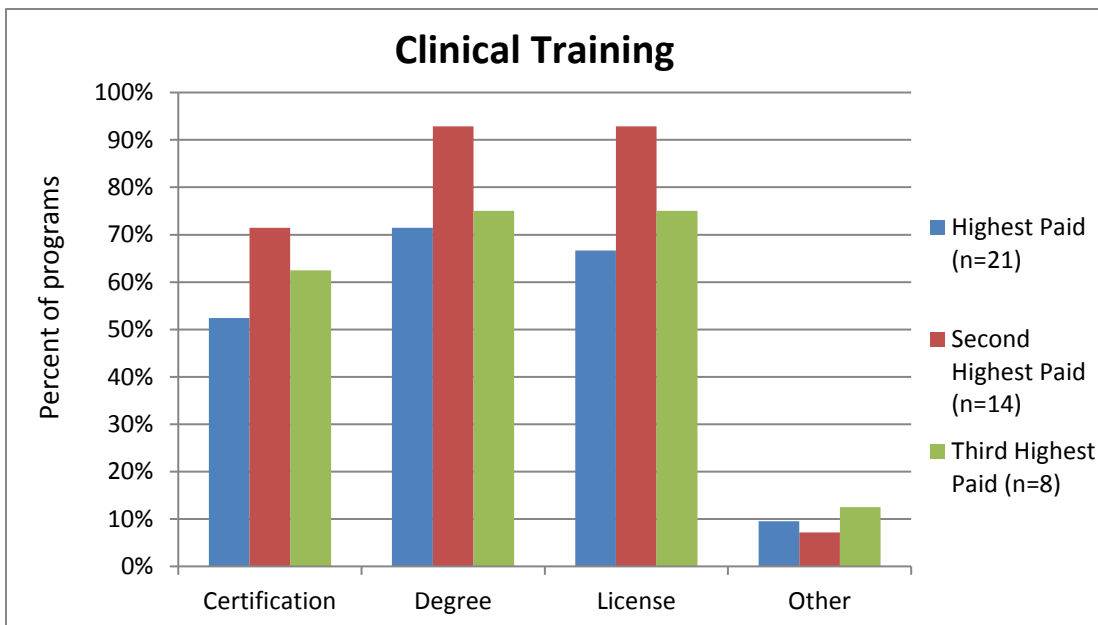


Figure 28. Clinical Training. This figure is based on the results of Q52/Q60/Q68: If clinical training is required, specify the type (Respondents were asked to check all that apply; response choices were as shown above). The number of respondents providing an answer to these questions is indicated in the chart above.

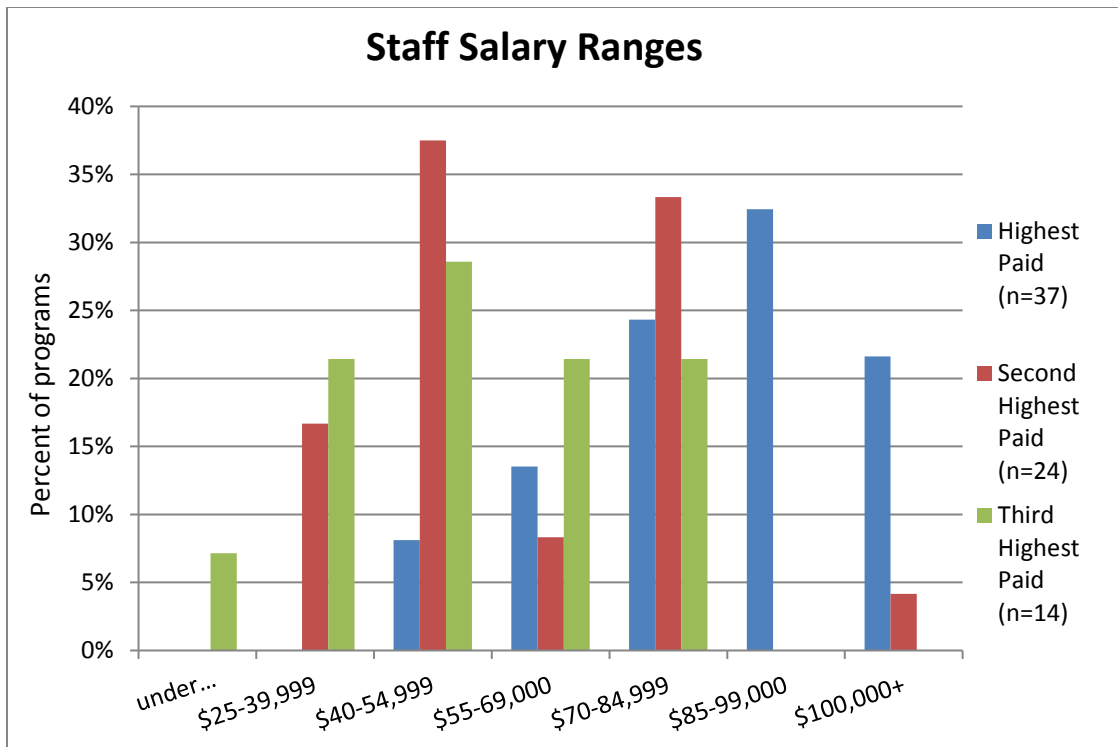


Figure 29. Staff Salary Ranges. This figure is based on the results of Q54/Q62/Q70: What is the salary range for this position? (Response choices were as shown above). The number of respondents providing an answer to these questions is indicated in the chart above.

Just under 60% of the highest paid staff salaries reported were between \$69,999 and \$100,000 per year; 22% were paid over \$100,000 per year; and the remaining 22% were paid under \$70,000 per year (see Fig. 29). Figures for the highest paid staff members are similar to those reported in 2012. However, the second and third highest paid staff members' salary ranges have increased since 2012. Respondents reported that 38% of the second highest paid staff members received salaries over \$69,000 in 2014; this compares to just 8% in 2012. Likewise, respondents reported that 21% of the third highest paid salaries fell within the 70,000-\$85,000; however, in 2012 not one program reported salaries within this range for the third highest paid. In 2012, at least some percentage of each group (highest, second highest and third highest paid) had salaries under \$25,000; however, in 2014 programs reported that only the third highest paid staff members had salaries in that range.

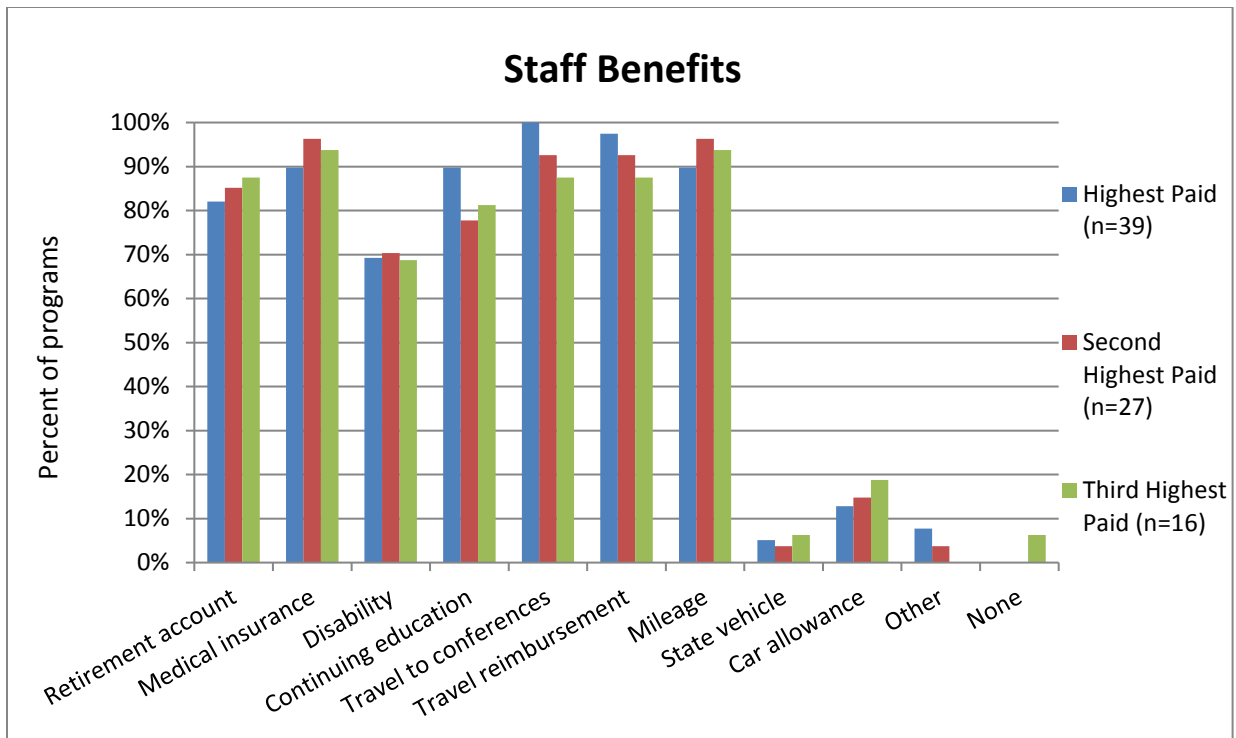


Figure 30. Staff Benefits. This figure is based on the results of Q55/Q63/Q71: What benefits are available for this position? (Respondents were asked to check all that apply; response choices were as shown above)

The types of benefits available to the first, second and third highest paid staff were very similar. To their first, second and third highest paid staff: over 90% of the LAPs provided medical insurance and mileage; over 80% provided retirement accounts, travel to conferences and travel reimbursement; over 70% provided continuing education; and over 60% provided disability (see Fig. 30). The most common type of retirement account provided are pension plans and/or 401Ks.⁴² A small percentage of LAPs provide a state vehicle (4-6%) and/or car allowance benefits (13-19%) to their staff. In 2012, 3% of the LAPs did not provide any benefits to their highest paid staff members, however, the only group reporting zero benefits in 2014 was the third highest paid at 6%.⁴³

⁴² This information is based on the results of Q56/Q64/Q72: What type of retirement account is available? (Respondents were asked to check all that apply; response choices included pension plan, 401(k), 403(b), and other.

⁴³ Text responses for “other” included: training for other applicable (non-legal) subjects, vacation leave and sick leave.

Program Volunteers

The vast majority (98%) of LAPs surveyed relied on at least some help from volunteers (see Fig. 31). When respondents were asked how many volunteers worked with their programs, responses ranged from 6 to 600, with an average of 95 (compared to 115 in 2012)⁴⁴ A chart providing volunteer information by state is available in the appendix.^{xiii}

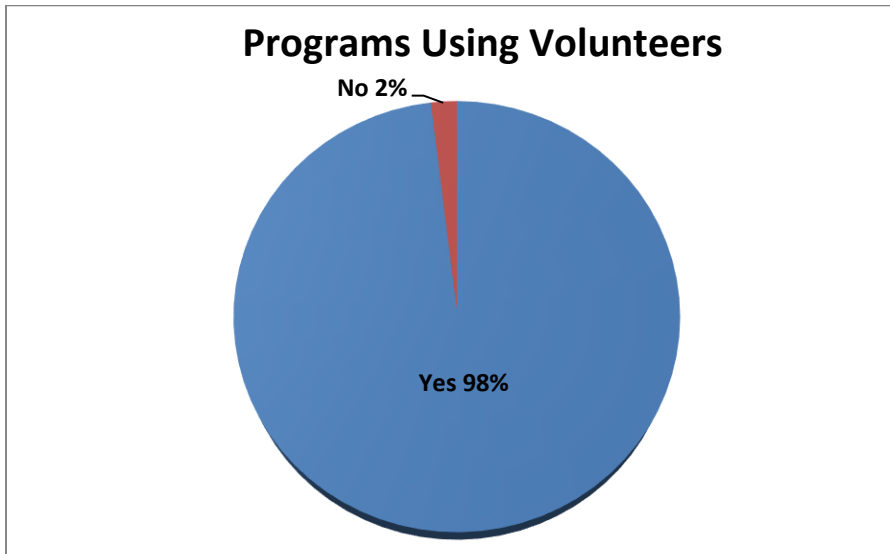


Figure 31. Volunteer Use. This figure is based on the results of Q169: Does your program use volunteers? (Response choices were as shown above). All 52 respondents provided an answer to this question.

LAPs rely on volunteers mostly as peer counselors, with 71% of the respondents providing this as a response. This figure significantly increased since 2012, when only 8% of respondents indicated that volunteers played the role of peer counselor. The second most common response was relying on volunteers as prevention/education presenters, with 69% (see Fig. 32). Other common uses of volunteers include the following: 12 step calls (67%); board members (65%); monitors (53%); support group organizers (61%); interventionists (41%); and advocates (31%). Twenty percent (20%) of the LAPs surveyed also reported that their volunteers participate in fundraising activities; 10% of those surveyed indicated that their volunteers contribute through a hotline; 29% and 6% of respondents indicated that their volunteers contribute to writing and clerical assistance, respectively; and 10% indicated that their program directors contribute through volunteer time.

⁴⁴ This information is based on the results of Q170: How many volunteers work with your program? Thirty-eight respondents provided an answer to this question.

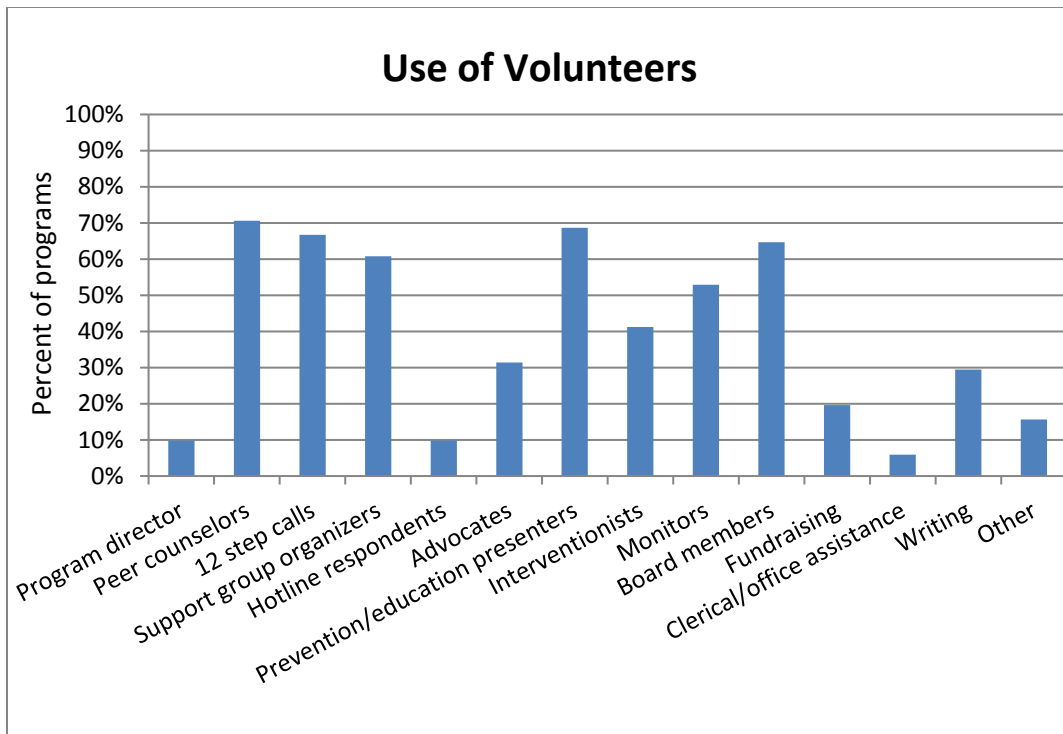


Figure 32. Use of Volunteers. This figure is based on the results of Q171: In what capacities do volunteers serve? (Respondents were asked to check all that apply; response choices were as shown above). Fifty-one respondents provided an answer to this question.

Of the programs that rely on volunteers, 84% provide training (see Fig. 33), though just over half (52% compared to 43% in 2012) indicated that training is required.⁴⁵ The typical method of providing training is through direct staff training with 90% of the programs indicating they provide training this way.⁴⁶ Sixty percent (60%) of the programs also distribute reading materials as part of their training. Other less common methods indicated include online training materials (10%) and training videos (2%). An additional 26% of respondents indicated they use some other training method.⁴⁷ Over half (60%) of LAPs provide regularly scheduled trainings.⁴⁸

⁴⁵ This information is based on the results of Q172: Does your program provide training for volunteers? (Response choices include yes/no). If the answer was “yes” to Q172, respondents were shown Q173: If yes, is training required before the volunteer begins? (Response choices include yes/no). Forty-two respondents who provided an answer to the latter question also provided an answer to Q173.

⁴⁶ This information is based on the results of Q174: How is training provided? (Respondents were asked to check all that apply; response choices included staff, online, video, reading material, and other). Forty-two respondents provided an answer to this question.

⁴⁷ Text explanations for “other” included: presentations by counseling professionals, community resources and professionals, annual training seminars and an annual recovery retreat.

⁴⁸ This information is based on the results of Q175: Do you schedule regular trainings? (Response choices included yes/no). All 42 of the respondents who indicated that their LAP provides training for volunteers answered this question.



Figure 33. Training Provided. This figure is based on the results of Q172: Does your program provide training for volunteers? (Response choices were as shown above). Fifty respondents provided an answer to this question.

Most LAPs provide some type of reimbursement to their volunteers.⁴⁹ Typically, reimbursement is in the form of mileage (58%), professional conference fees (46%), lodging (46%) and meals (42%). An additional 23% of the LAPs indicated that they provide reimbursement for the training itself. A lesser percentage of programs also provide postage (4%) and telephone (4%) reimbursements. Fifteen percent (15%) cited “other” types of reimbursements.⁵⁰

D. Program Functions

LAP Services to Other Agencies

Respondents were asked a series of questions about how their LAP interacts with disciplinary and admissions agencies. Most LAPs provide services for discipline (89%) as well as admissions (89%).⁵¹ A chart providing this information by state is available in the appendix.^{xiv}

⁴⁹ This information is based on the results of Q177 Are volunteers reimbursed for any of the following (Respondents were asked to check all that apply; response choices included mileage, lodging, meals, telephone, postage, training, professional conferences, and other). Twenty-six respondents provided an answer to this question.

⁵⁰ Text explanations for “other” included: costs for workshops, reimbursed for conferences and the clarification that reimbursements are provided on a limited, case-by-case basis.

⁵¹ This information is based on the results of Q178: Does your program provide services for any of the following? (Respondents were asked to check all that apply; response choices included discipline, admissions, and other). Forty-five respondents provided an answer to this question.

Whether clients are required to participate in services for discipline varies. Fifty-six percent (56%) of those surveyed indicated that whether participation is mandatory or voluntary varies, presumably on a case-by-case basis. Eighteen percent (18%) of LAPs indicated that participation is voluntary, while 26% indicated that participation is mandatory.⁵² In 2012, 46% responded that participation varied, 26% responded that participation was voluntary and 28% responded that participation was mandatory.

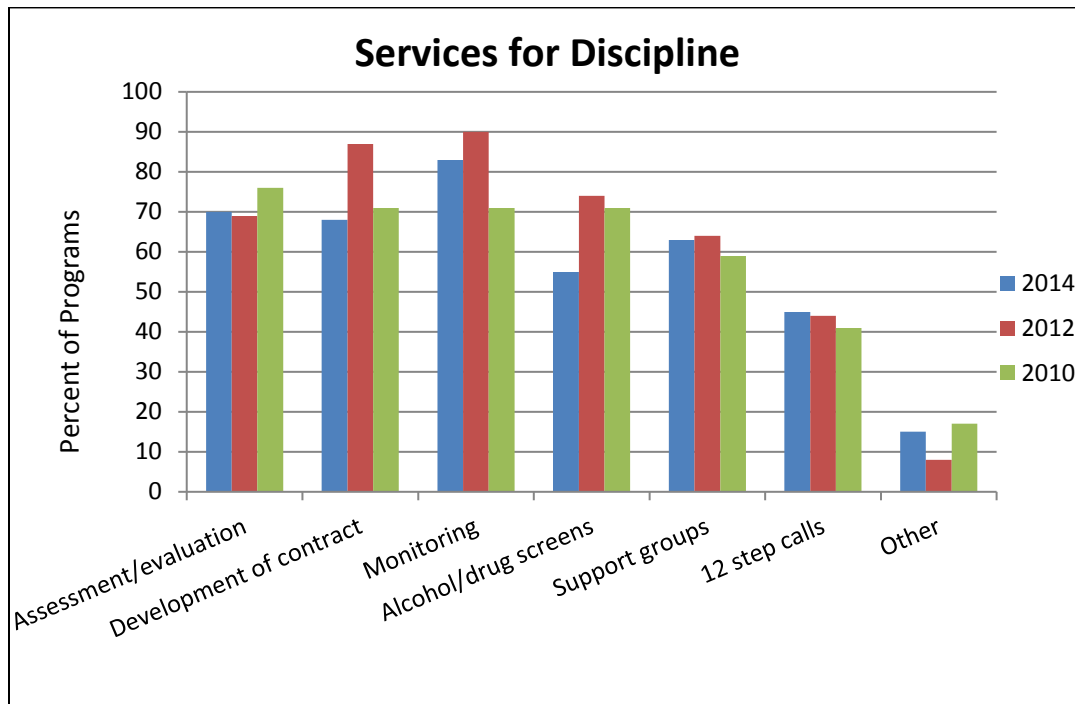


Figure 34. Services for Discipline. This figure is based on the results of Q179: What services are provided for discipline? (Response choices were as shown above). Forty respondents provided an answer to this question in 2014 compared to 39 in 2012 and 41 in 2010.

The types of services programs provide for discipline include: monitoring (83%)⁵³; the development of a contract (68%)⁵⁴; drug/alcohol screening (55%)⁵⁵; assessments/evaluations (70%)⁵⁶; support groups (63%)⁵⁷ and 12-step calls (45%)⁵⁸ (see

⁵² This information is based on the results of Q181 For services provided to Discipline, is client participation voluntary? (Response choices included yes/no/varies). This question was only shown to the respondents who had selected "discipline" for Q178.

⁵³ This compares to 71% as reported in 2010 and 90% as reported in 2012.

⁵⁴ This compares to 71% as reported in 2010 87% as reported in 2012.

⁵⁵ This compares to 71% as reported in 2010 and 74% as reported in 2012.

⁵⁶ This compares to 76% as reported in 2010 and 69% as reported in 2012.

⁵⁷ This compares to 59% as reported in 2010 and 64% as reported in 2012.

Fig. 34). The most significant changes since 2012 involved contract services (87% in 2012 to 68% in 2014) and drug/alcohol screenings (74% in 2012 to 55% in 2014). LAPs (64%) or clients (74%) typically pay for these services, compared to 59% and 62% in 2012, respectively.⁵⁹ See the appendix for this information, by state.^{xv}

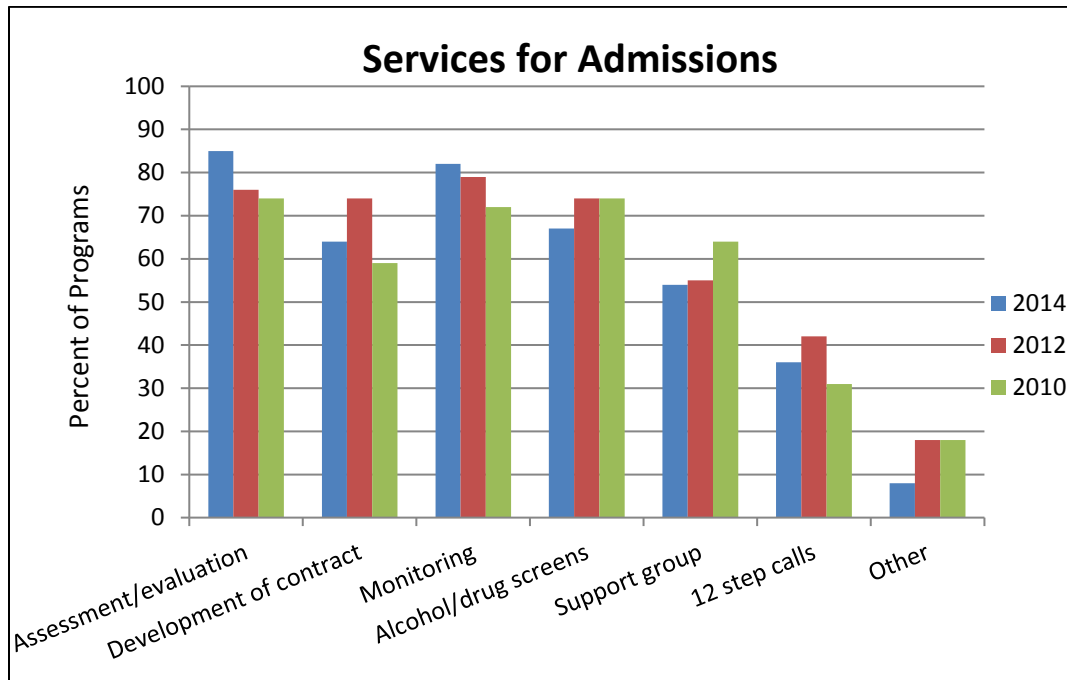


Figure 35. Services for Admission. This figure is based on the results of Q182: What services are provided for Admissions? (Respondents were asked to check all that apply; response choices were as shown above). Thirty-nine respondents provided an answer to this question in 2014 compared to 38 in 2012 and 39 in 2010.

Whether clients are required to participate in services provided to Admissions varies.⁶⁰ Fifty-nine percent (59%) of those surveyed indicated that whether participation is mandatory or voluntary varies, presumably on a case-by-case basis; this compares to just 35% in 2012. Twenty-six percent (26%) of LAPs indicated that participation is voluntary,

⁵⁸ Eight percent of LAPs provided “other” as a response, with text explanations including initial evaluations, monitoring agreements, assistance for referrals, counseling, consulting and educational presentations.

⁵⁹ This information is based on the results of Q180 Who pays for these services? (Respondents were asked to check all that apply; response choices included program client, LAP, discipline, and other). This question was only shown to the respondents who had selected “discipline” for Q178. Thirty-nine respondents provided an answer to this question.

⁶⁰ This information is based on the results of Q184 For services provided to Admissions, is client participation voluntary? (Response choices included yes/no/varies). This question was only shown to the respondents who selected “admissions” for Q178. Thirty-nine respondents provided an answer to this question.

compared to 35% in 2012, and 15% indicated that participation is mandatory, compared to 30% in 2012.⁶¹

Types of services provided for Admissions include: monitoring (82%)⁶²; assessments/evaluations (85%)⁶³; the development of a contract (64%)⁶⁴; alcohol/drug screens (67%)⁶⁵; 12-step calls (36%); and support groups (54%)⁶⁶ (see Fig. 35).⁶⁷ See the appendix for this information, by state.^{xvi}

Other programs to which the LAPs provide services include Law Office Management Programs, Bar Employee Assistance Programs, treatment programs, firms, law schools, continuing legal education programs (CLE) and other speaking events.⁶⁸

These services are typically paid for by the LAP (51%) or the client (72%). Eight percent (8%) of LAPs indicated that Admissions paid for these services.⁶⁹

Assistance to LAP Clients

Respondents were asked about any assistance provided to clients to minimize harm during the treatment process, as well as any financial assistance they provide toward that end. Sixty-two percent (62%) of the respondents indicated that their LAP does provide

⁶¹ This information is based on the results of Q182 What services are provided for Admissions? (Respondents were asked to check all that apply; response choices included assessment/evaluation, development of contract, monitoring, alcohol/drug screens, support groups, 12 step calls, and other). This question was only shown to the respondents who had selected “admissions” for Q178. Thirty-nine respondents provided an answer to this question.

⁶² This compares to 72% as reported in 2010 and 79% as reported in 2012.

⁶³ This compares to 74% as reported in 2010 and 76% as reported in 2012.

⁶⁴ This compares to 59% as reported in 2010 and 74% as reported in 2012.

⁶⁵ This compares to 74% as reported in 2010 and 74% as reported in 2012.

⁶⁶ This compares to 64% as reported in 2010 and 55% as reported in 2012.

⁶⁷ Eight percent of LAPs provided “other” as a response, with text explanations including: education, referrals and recruitment and training of monitors.

⁶⁸ This information is based on the results of Q185 To what other program(s) does the LAP provide services? (Respondents were asked to check all that apply; response choices included Law Office Management Program, Bar Employee Assistance Program, Treatment program, and Other). Four respondents provided an answer to this question.

⁶⁹ This information is based on the results of Q183 Who pays the cost of the services? (Respondents were asked to check all that apply; response choices included program client, LAP, admissions, and other). This question was only shown to the respondents who selected “admissions” for Q178. Thirty-nine respondents provided an answer to this question.

some kind of assistance to clients to minimize harm during the treatment process (see Fig. 36).⁷⁰

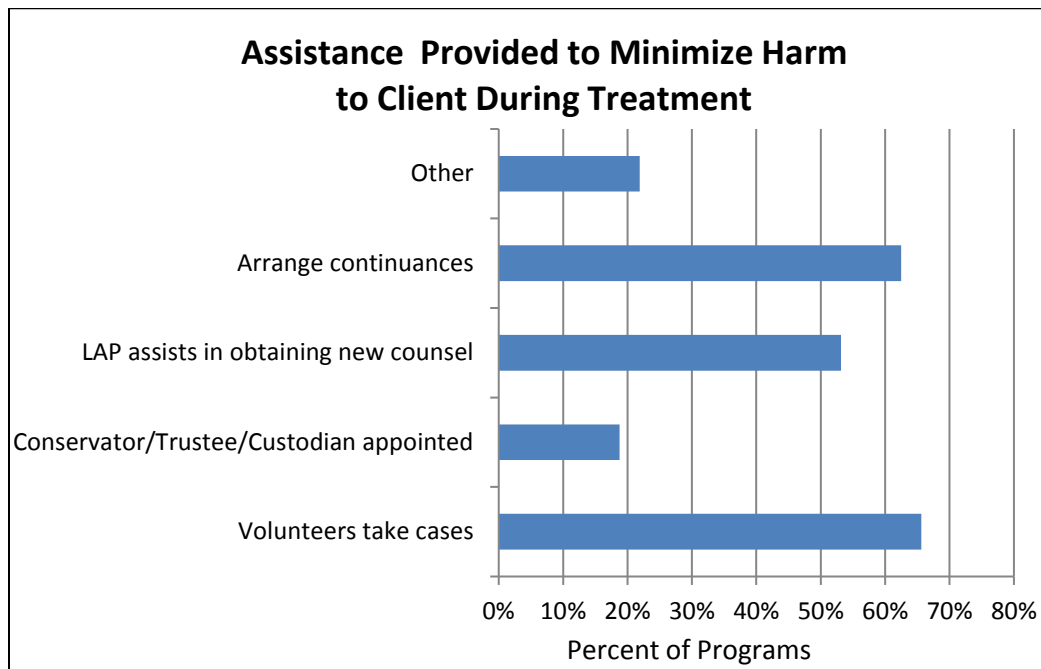


Figure 36. Assistance Provided to Minimize Harm to Clients During Treatment. This figure is based on the results of Q195: What kinds of assistance are provided? (Respondents were asked to check all that apply; response choices were as shown above). Thirty-two respondents provided an answer to this question.⁷¹

Most commonly, the type of assistance LAPs provide is the facilitation of volunteers taking cases (21 programs provided this response). Twenty respondents indicated that that LAPs assist in arranging continuances; 17 indicated that their LAPs assist clients in obtaining new counsel; and six indicated that a conservator, trustee or custodian may be appointed. Seven respondents indicated their LAP provides some other kind of assistance.⁷²

Just over half (54%)⁷³ of the LAPs provide financial assistance to their clients.⁷⁴ The most common types of financial assistance are LAP foundation loans (16 respondents)

⁷⁰ This information is based on the results of Q194: Does the LAP provide assistance to minimize client harm while a lawyer is in treatment? (Response choices included yes/no). All 52 respondents provided an answer to this question.

⁷¹ "Arrange continuances" was added as a response option in 2014.

⁷² Text explanations for "other" included: confirming with the client that cases are managed, advising the court of the need for a continuance, a referral the Legal Referral Service, locum, informal custodian, encouraging the client to work with other agencies that can help, education for others who are assisting both legal professionals and families and peer support and advice on disclosure.

⁷³ This compares to 54% as reported in 2010 and 47% as reported in 2012.

and LAP foundation grants (11 respondents compared to 6 in 2012) (see Fig. 37). Other, less common types of assistance include: bar association or foundation loans (2 programs), gifts (2 programs) and bar foundation grants (3 programs). Three respondents gave a response of “other” when asked about types of financial assistance provided.⁷⁵

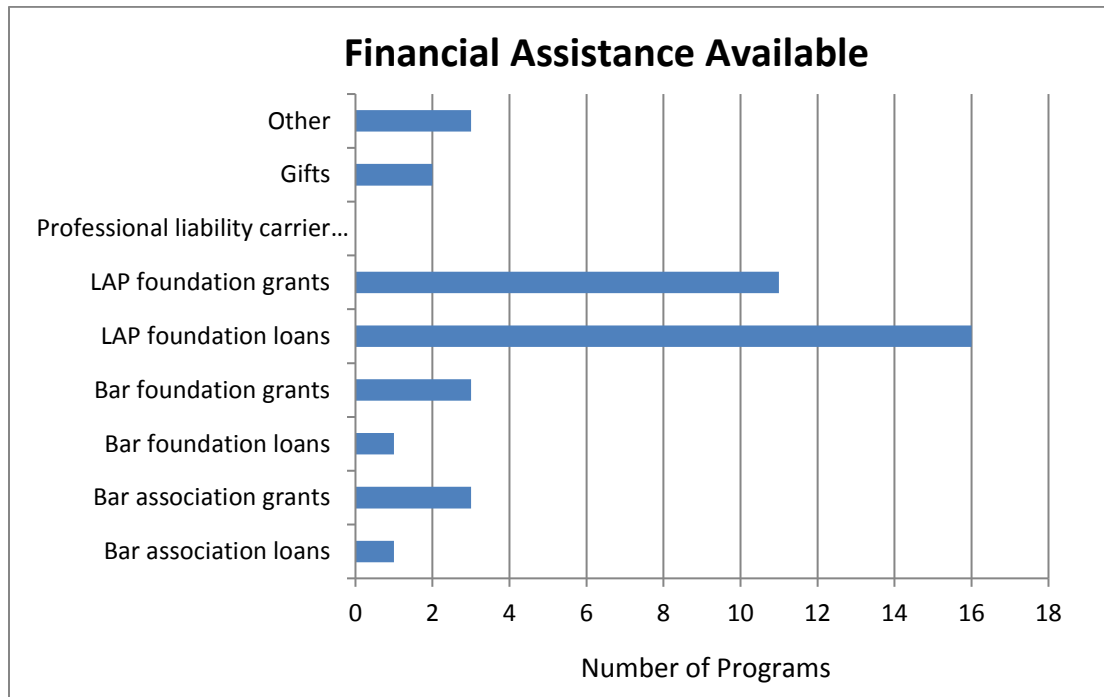


Figure 37. Financial Assistance Available. This figure is based on the results of Q197: What kind of assistance is available? (Response choices were as shown above). This question was only shown to respondents who gave an affirmative response to Q196 Is financial assistance available to LAP clients? All 28 respondents who indicated that financial assistance is available to LAP clients provided an answer to this question.

When asked about the maximum amount of funding available per client, responses ranged from \$100-\$5,000.⁷⁶ The average amount was \$3,518, compared to \$3,219 in 2012. For those LAPs that provided a response, the situations in which these funds are available typically involve financial need.

⁷⁴ This information is based on the results of Q196 Is financial assistance available to LAP clients? (Response choices included yes/no). All 52 respondents provided an answer to this question.

⁷⁵ Text explanations for “other” included: Lawyers Concerned for Lawyers Trust grants, LAP grants and an independent fund.

⁷⁶ This information is based on the results of Q198: What is the maximum amount of funding available per client? This question was only shown to respondents who gave an affirmative response to Q196 Is financial assistance available to LAP clients? Twenty-two of the 28 respondents who indicated that financial assistance is available to LAP clients provided an answer to this question.

Program Funding

Funding Sources

Respondents were asked to provide an estimated breakdown of the various sources of funding supporting the LAP.⁷⁷

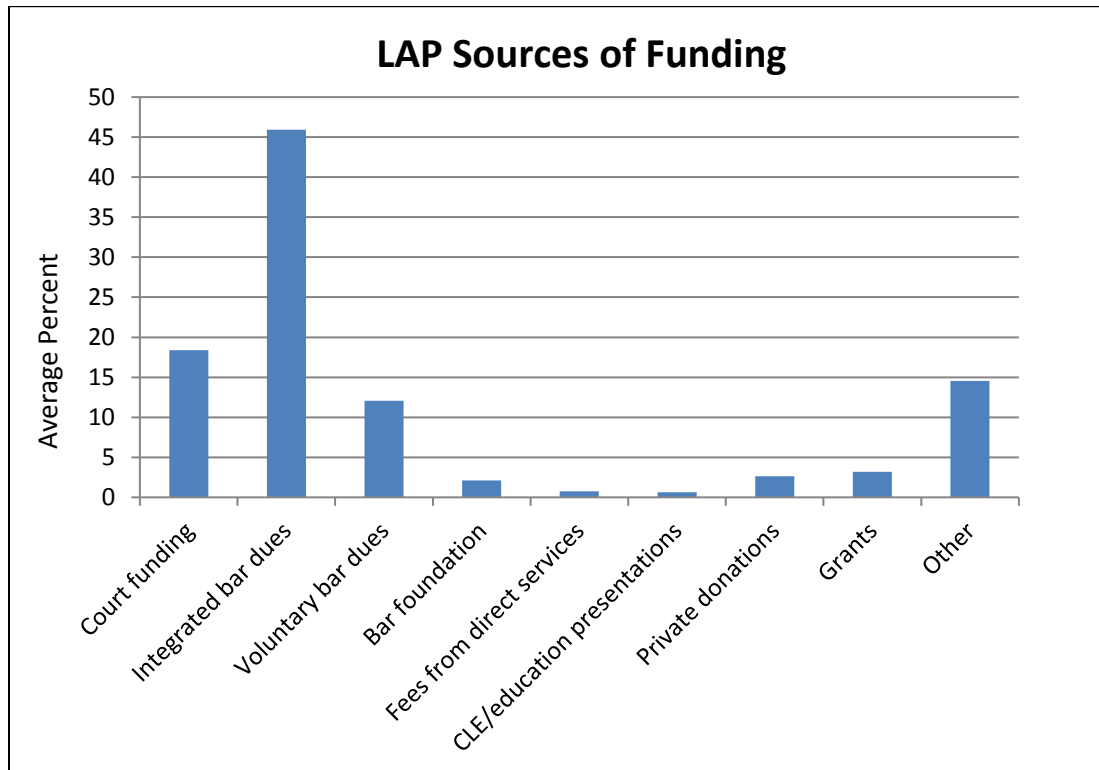


Figure 38. LAP Sources of Funding. This figure is based on the results of Q200: How is the LAP funded? (Respondents were asked to specify approximate percent out of 100% for each of the response choices shown above. Additionally, “Brokerage accounts” and “State IOLTA funding were provided as response choices, but no respondents included these choices). All 52 respondents provided an answer to this question.⁷⁸

In 2014, the greatest source of LAP funding was integrated bar dues, making up an average of 46% of all funds (see Fig. 38). The second greatest source was court funding, making up an average of 18% of all funds. By contrast, in 2012, 55% of funds came from bar dues and 15% came from the courts. In 2014, voluntary bar dues made up, on average, 12% of program funding. Other sources of funding included:

- bar foundation funding;
- fees from direct services;

⁷⁷ This information is based on the results of Q200: How is the LAP Funded (Respondents were asked to specify approximate percent out of 100%). All 51 respondents provided an answer to this question.

⁷⁸ “Uniform bar dues” was changed to “integrated bar dues” in the 2014 survey.

- revenue from CLE/educational presentations;
- private donations; and
- grants.

Each of these sources made up, on average, fewer than 5% of LAP funds. Of the private donations (amounting to an average of 3% of the LAPs funding sources), approximately 57% were from individuals and 43% were from organizations.⁷⁹ By comparison, 70% came from individuals and 30% came from organizations in 2012. Brokerage accounts and State IOLTA funding were also provided as options; however, no LAPs indicated they receive any funding from those sources.

Thirteen percent (13%) of respondents indicated they received funding from some other source. The text explanations for other sources of funding include: separate LAP foundation, bar plan, client security fund, other bar grants, annual registration fee, licensing fees, malpractice insurance donations and lawyer assessment. See the appendix for a table of funding sources, by state.^{xvii}

Reaching Out to Donors

Programs were asked how they reach out to potential donors. The most common response was “other” with an accompanying text explanation stating that the program does not actively seek funding. However, for those programs that do seek funding, the most common response was in-person contact with 15 programs reporting this approach (see Fig. 39). The other methods and their respective response rates were: direct mail contact (13); email (14); phone calls (10); and social media (8). The greatest change from 2012 to 2014 is the increase in those who reported using social media to reach potential donors (from 2 programs in 2012 to 8 in 2014).⁸⁰

⁷⁹ This figure is based on the results of Q201 Of private donations, what percent involve: (Response choices included individuals/organizations). This question was only shown to the respondents who indicated that at least some of their funding comes from “private donations” in Q200. Seven out of 8 respondents falling into that category provided an answer to this question.

⁸⁰ Text explanations for “other” included: bar journals, grants proposals and special events and the clarification that the LAP Foundation is a separate 501c3 with its own fundraising plans and goals.

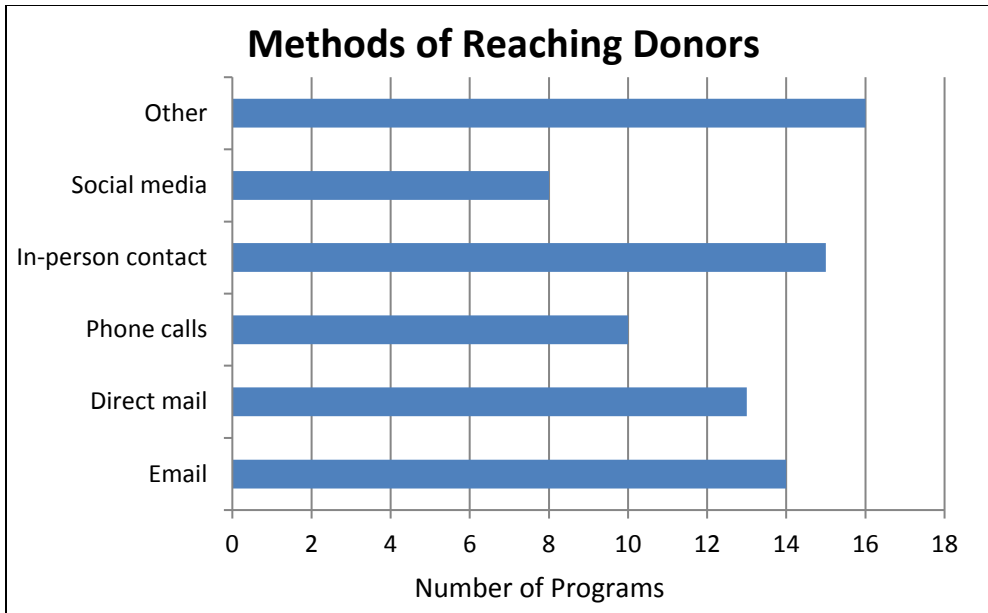


Figure 39. Methods of Reaching out to Potential Donors. This figure is based on the results of Q235: How does the program reach out to potential donors? (Response choices were as shown above). Thirty-five respondents provided an answer to this question.

In soliciting donations, 16 respondents indicated that their LAP solicits donations from organizations (see Fig. 40). Eleven programs solicit donations from bar foundations, 16 from program alumni and 15 from other individuals. Seventeen respondents provided a response of “other” when asked from whom they solicit donations, again with the dominant text explanation indicating that the program simply does not solicit donations; other text responses included law firms, treatment centers and state courts.

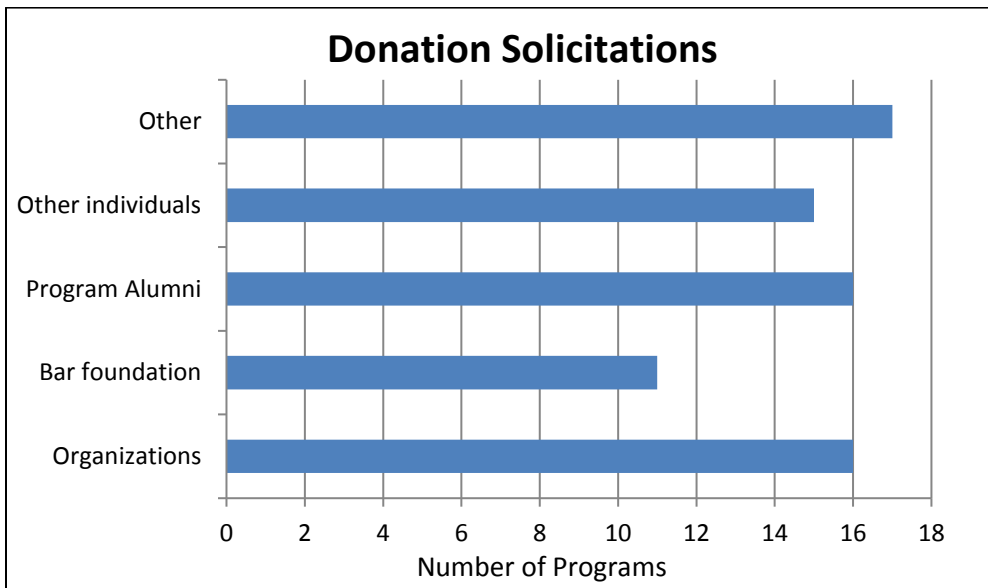


Figure 40. Individuals Approached for Donations. This figure is based on the results of Q236: From whom does the program solicit donations? (Response choices were as shown above, though “program alumni” was described as “individuals who have been through the program”). Thirty-four respondents provided an answer to this question.

Per Member Assessments

Respondents were also asked if any of the LAP funding is based on per member assessments. Twenty percent (compared to 27% in 2012) indicated that they rely on this source of funding (see Fig. 41).

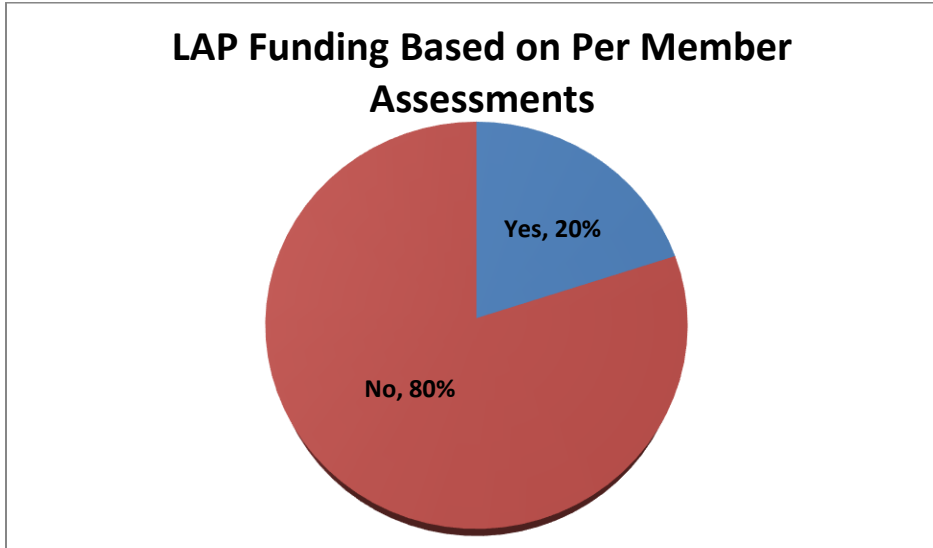


Figure 41. Funding Based on Per Member Assessments. This figure is based on the results of Q202: Is any of the program funding based on a per member assessment (specifically designated for the LAP)? (Response choices were as shown above). Fifty respondents provided an answer to this question.

D. Program Marketing

Marketing Methods

LAPs tend to use a variety of methods for disseminating information about their programs. Nearly all LAPs use a website (96%), bar publication articles (96%), word of mouth (96%), CLE programs (94%), bar publication advertisements (92%), presentations to lawyers and law firms (88%) and email (78%). Nearly two-thirds of the programs (63%) use newsletters to disseminate information, and 1/3 (33%) use some form of social media (blogs, wikis, YouTube, Facebook, LinkedIn, or Twitter). Twenty-two percent (22%) use direct mail, and 6% indicated that their LAP uses some other method for disseminating information.⁸¹

⁸¹ Text explanations for "other" included: CLE conference exhibit tables, exhibit tables at functions, articles emailed to students, office hours, law school presentations, exhibits at the state bar, trial lawyers and paid advertising.

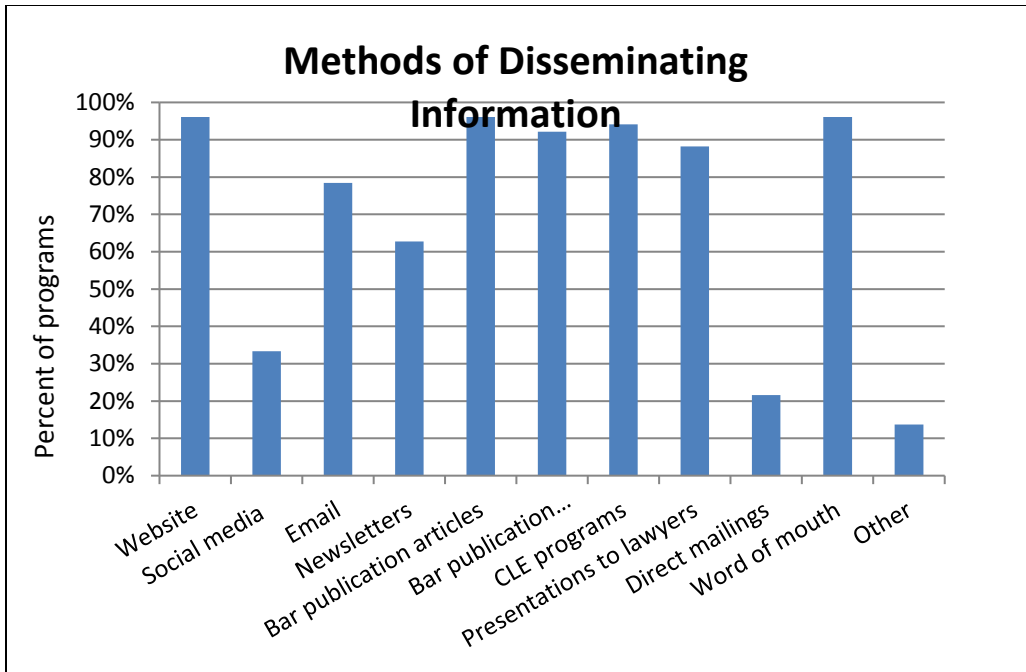


Figure 42. Methods of Disseminating Information. This figure is based on the results of Q205: How is information about the program disseminated? (Respondents were asked to check all that apply; response choices were as shown above). Fifty-one respondents provided an answer to this question.

Of the 17 programs that use some type of social media, 11 use Twitter making it the most-widely used form of social media. (See Fig. 43). In 2012, a blog/online newsletter was the most widely-used form of social media and Twitter fell in third place. Currently, eight programs report using a blog or online newsletter, eight use Facebook, three use LinkedIn, three use video sharing, three use Google + and only one uses photo sharing.

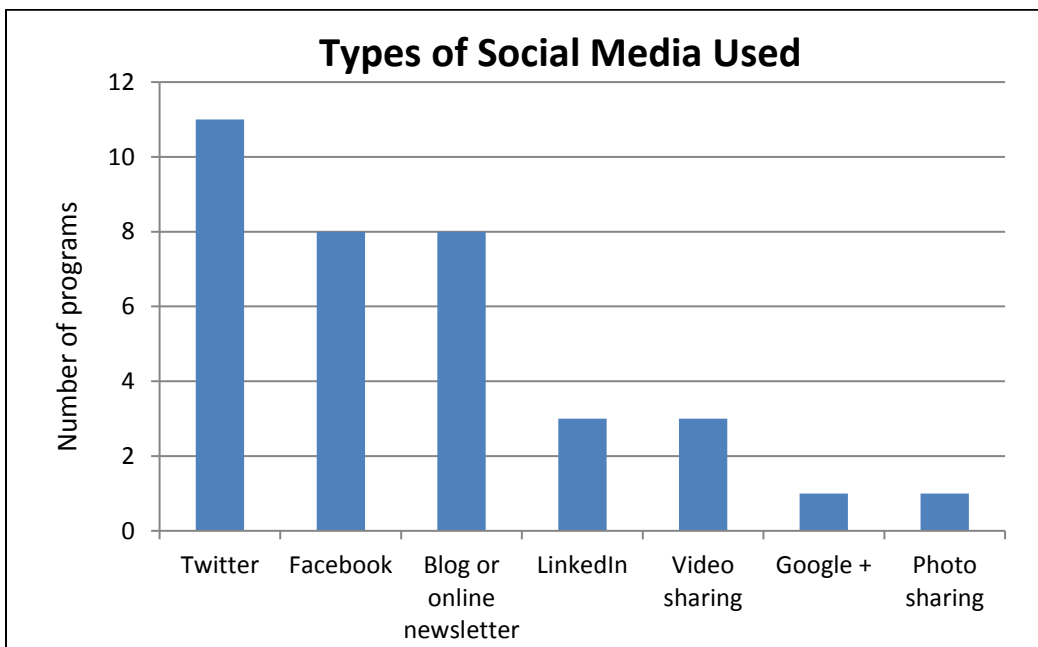


Figure 43. Social Media Used. This figure is based on the results of Q234: What social media does the program use to

disseminate information? (Respondents were asked to check all that apply; response choices were as shown above. Additionally, the following response choices were listed, but no respondents included them: wikis and location sharing, two respondents replied that they used some other form of social media, providing the text explanations “website” and “RSS.” 15 out of the 17 respondents who indicated their LAP uses social media provided a response to this question. Note that in 2012, zero programs indicated that they use photo sharing.

Respondents were asked to rank a list of marketing tools according to how successful they have found them to be. Like in 2012, CLE programs were rated as the most successful marketing tools receiving the most first place rankings, followed by word of mouth and presentations to lawyers. CLE programs also received the most first, second and third place rankings combined, followed by websites and presentations to lawyers with a tie for second place (see Fig. 44). Direct mailings and social media were reported as the least successful, receiving the most last and second-to-last place rankings (see Fig. 45). In 2012, social media was ranked last, followed by email.

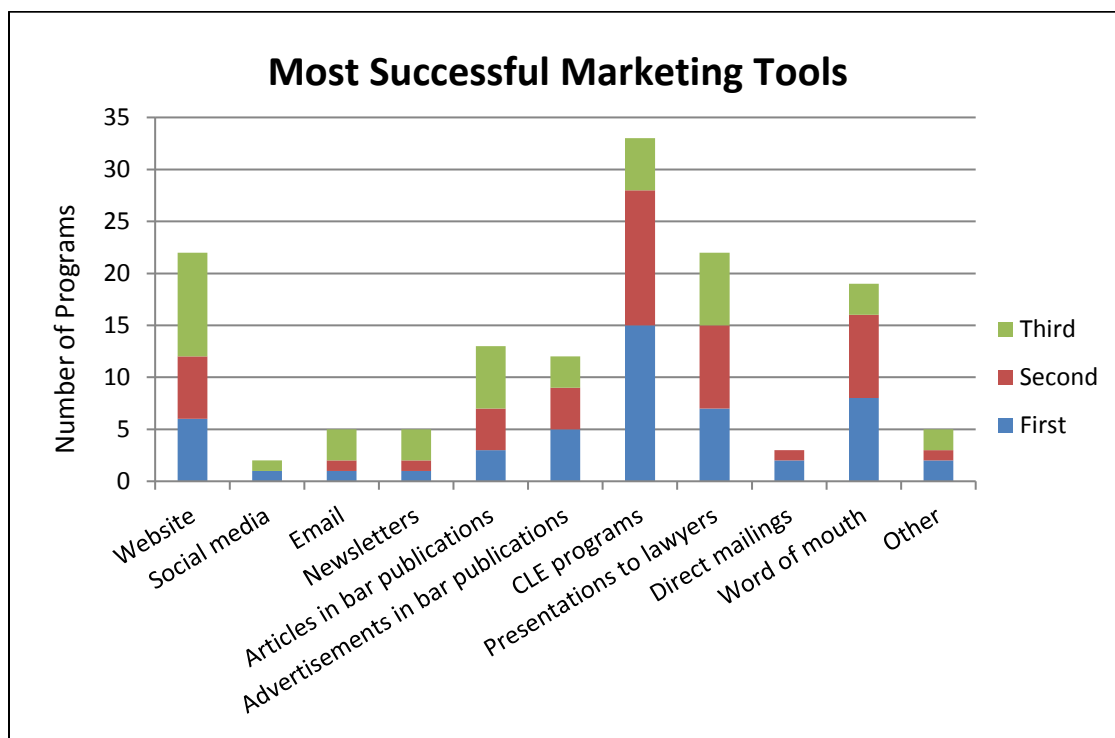


Figure 44. Most Successful Marketing Tools. This figure is based on the results of Q206: What is the program's most successful marketing tool? (Respondents were asked to rank by typing numbers into boxes. Marketing tool choices were as shown). The rankings of 1, 2 and 3, indicating the top three choices, are shown.



Figure 45. Least Successful Marketing Tools. This figure is based on the results of Q206: What is the program's most successful marketing tool? (Respondents were asked to rank by typing numbers into boxes. Marketing tool choices were as shown). The rankings of 9 and 10, indicating the bottom two choices, are shown.

Educational Presentations

Fifty LAP programs indicated that they provide some type of educational programming.⁸² Forty-nine programs quantified the number of educational programs they presented during the previous fiscal year.⁸³ In the past year, the number of programs presented ranged from 0-269, with an average of 30 programs.⁸⁴ See the appendix for a table of the number of educational presentations done per year, by state.^{xviii}

Among those providing educational programs, all of them indicated they present such educational material to lawyers, 88% indicated they present to law students, and 88%

⁸² This information is based on the results of Q207 Does your LAP present educational programs? (Response choices included yes/no). Fifty-one respondents provided an answer to this question.

⁸³ This information is based on the results of Q208 How many programs did your LAP present in the last fiscal year?

⁸⁴ The median was 20, the mode was 12 and the standard deviation was 41.1.

indicated they present to judges.⁸⁵ The percentage of programs that present to judges increased by 8% since 2012.

When presenting to judges, LAPs tend to do so at judicial conferences (79% of the programs) (see Fig. 46). Alternatively, presentations have been made at new judge orientations (30% of the programs) and bench or business meetings (56% of the programs). Sixteen percent (16%) of those who responded to this question indicated they present to judges in some other context.⁸⁶

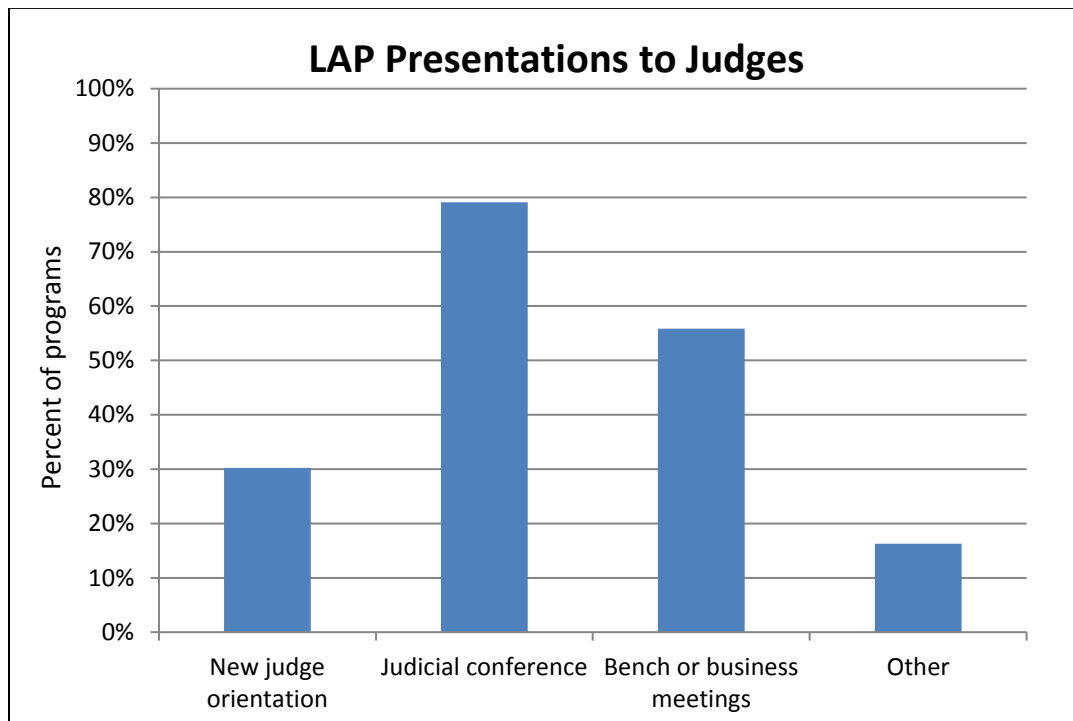


Figure 46. LAP Presentations to Judges. This figure is based on the results of Q210: In what context does your LAP present to judges? (Respondents were asked to check all that apply; response choices were as shown above). 43 of the 44 respondents who indicated their LAPs presented to judges answered this question.

When presenting to law students, LAPs tend to do so at either law school orientation (84% of programs) or professional responsibilities classes (91% of programs) (see Fig. 47). Alternatively, LAPs present at other substantive classes (23% of programs), bar admissions workshops (41% of programs) or student organization meetings (45% of

⁸⁵ This information is based on the results of Q209: To whom does your LAP present educational programs? (Respondents were asked to check all that apply; response choices included lawyers, judges, law students, and other). Fifty respondents provided an answer to this question. Text explanations for a response of "other" included professional organizations, bar chapters, court personnel, bar applicants, community programs, legal support staff, and paralegal students.

⁸⁶ Text explanations for "other" included: CLE for judges, Judicial College, annual dinner, educational programs, informal presentations at local bars and exhibiting at judges' conferences.

programs). Twenty-three percent (23%) of the programs indicated that they present to law students in some other context.⁸⁷

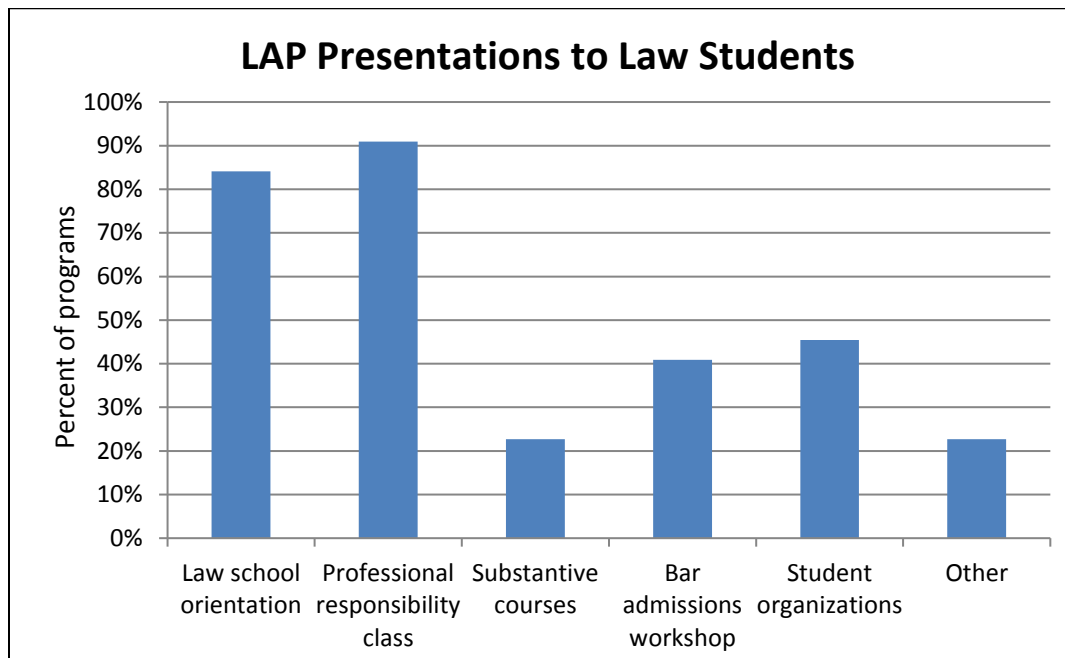


Figure 47. LAP Presentations to Law Students. This figure is based on the results of Q211: In what context does your LAP present to law students? (Respondents were asked to check all that apply; response choices were as shown above). All 44 of the respondents who indicated their LAP gave presentations to law students answered this question.

E. Problems Facing LAPs

Awareness of LAPs

Respondents were asked to rate how aware bar members, the judiciary and law students are of their local LAPs. When given a scale from 1-4, where a 1 indicated “not aware” and a 4 indicated “very aware,” respondents gave bar membership an average of 3.14, the judiciary an average of 3.14 and law students an average of 2.74 (see Fig. 48).

Essentially, all three categories were ranked as being “generally aware” (a rating of 3), with law students being slightly less aware. Similar results were reported in 2012. In four instances, respondents⁸⁸ indicated that they were “not sure/unable to say.”

⁸⁷ Text explanations for “other” included: wellness events and programs, health fairs, consultations at student legal clinics, exhibits during Mental Health Day at Law School, assisting faculty in promoting wellness, lunch and learns, a 3rd year professionalism series, and a stress management series.

⁸⁸ California (bar membership and judiciary); Alaska (law students; and Kansas (judiciary).

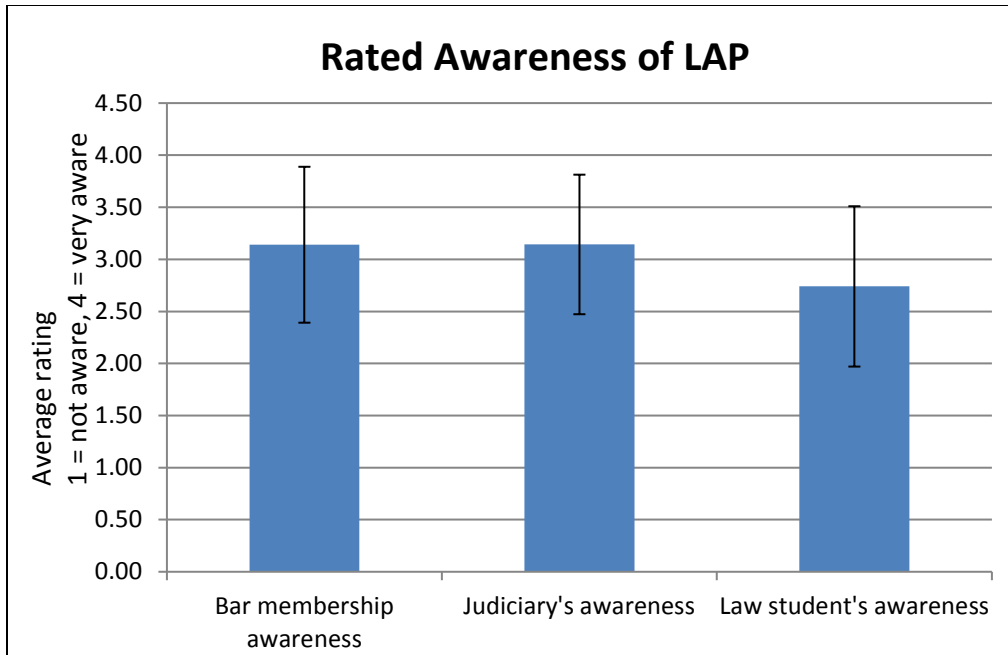


Figure 48. Rated Awareness of LAP. This figure is based on the results of Q212: How would you rate the bar membership's awareness of your LAP?/Q213 How would you rate the judiciary's awareness of your LAP?/Q214 How would you rate law students' awareness of your LAP? (Respondents were asked to provide a rating for each question, where a 1 = not aware, 2 = generally not aware, 3 = generally aware, 4 = very aware, and 5 = not sure/unable to say). Fifty-one respondents provided an answer to these questions. Standard deviation error bars have been included in this figure to demonstrate the spread of the data.

Concerns Facing LAPs

LAPs were also asked to rank a series of nine problems to determine which were the most pressing; 1 indicated the highest priority and 9 indicated the lowest priority. Overall, respondents rated under-utilization as the most pressing problem from those listed in the survey (see Fig. 49). Under-utilization received the most first place rankings, as well as the most first, second and third place rankings combined. Respondents also rated under-utilization as the most pressing problem in 2012. Just as in 2012, lack of awareness among bar members was also rated as a highly pressing problem, receiving the second highest number of first place rankings and the second highest number of first, second and third place rankings combined. Falling in third place for first place rankings was acceptance of alcoholism and drug addiction as a disease. Respondents ranked the inability to conduct interventions and tension among programs regarding the breadth of programs as the least pressing problems facing their LAPs (see Fig. 50).

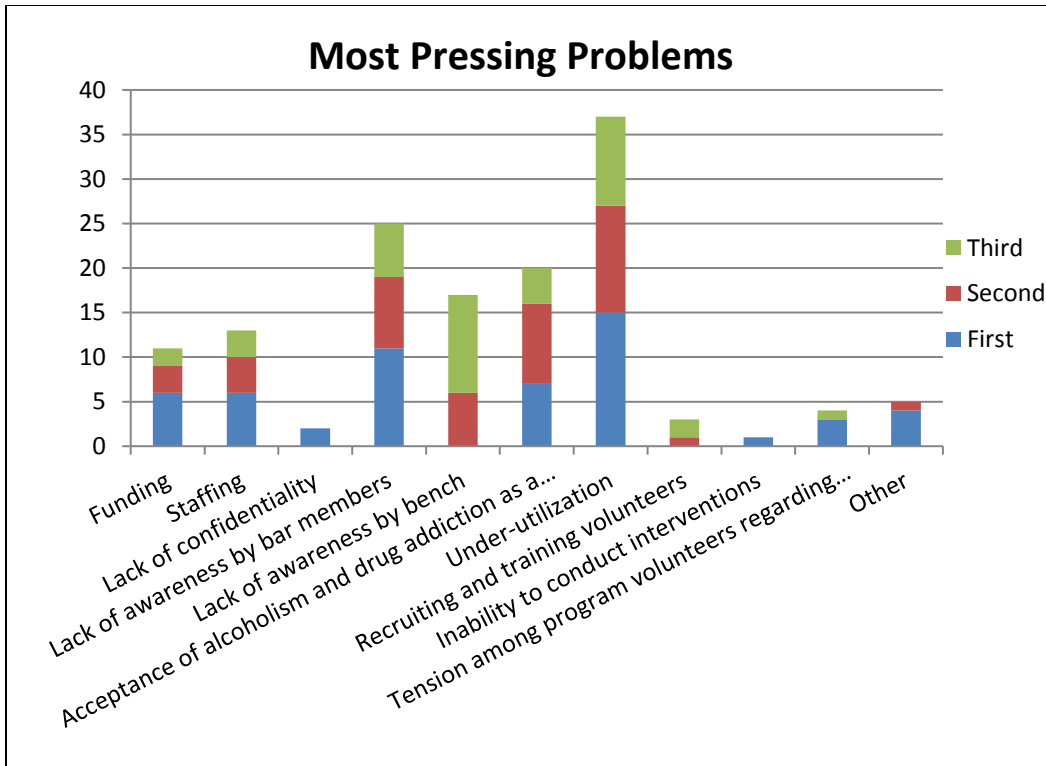


Figure 49. Most Pressing Problems. This figure is based on the results of Q215: What are the three most pressing problems currently facing your Program? (Respondents were asked to rank by typing numbers in the boxes; response choices were as shown above). Forty-two respondents provided a response to this question. The rankings of 1, 2 and 3, indicating the top three choices, are shown.

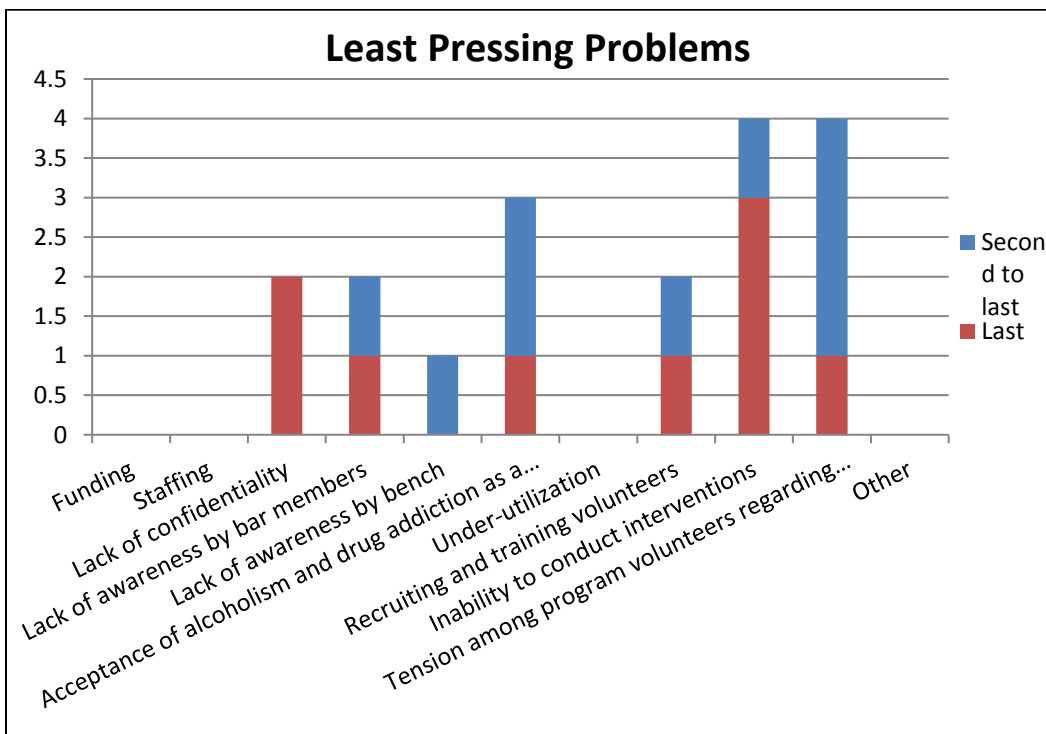


Figure 50. Least Pressing Problems. This figure is based on the results of Q215: What are the three most pressing problems currently facing your Program? (Respondents were asked to rank by typing numbers in the boxes; response

choices were as shown above). Forty-two respondents provided a response to this question. The rankings of 8 and 9, indicating the bottom two choices, are shown.

Court Challenges to LAPs

The vast majority of LAPs (96%) reported that they have not experienced any court challenges to their programs ever (see Fig. 51). Notably, no state reported new court challenges that arose after the 2012 survey. The two programs that reported court challenges were Mississippi and North Carolina. The Mississippi case occurred in 2010 and involved a would-be participant who sued in both the State Supreme Court and Federal District Court. The plaintiff was seeking retroactive approval of his treatment, but JLAP refused, prompting the lawsuits. The plaintiff stated no valid causes of action in either case and both were dismissed on motions to dismiss. In North Carolina, the plaintiff brought a 1st Amendment challenge alleging forced participation in Alcoholics Anonymous (AA). Ultimately, the case was voluntarily dismissed.

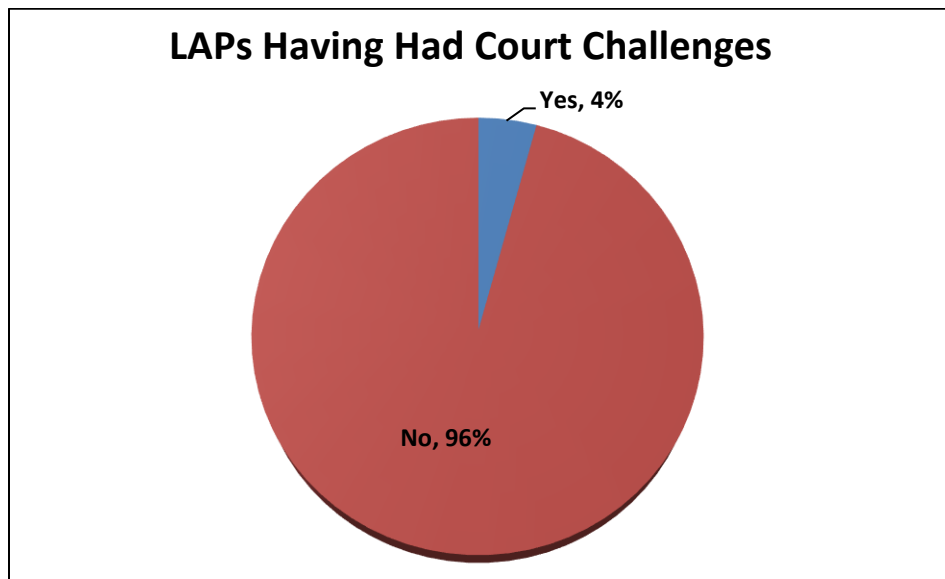


Figure 51. LAPs Having Had Court Challenges. This figure is based on the results of Q216: Have there been any court challenges to the program? (Response choices were as shown above). Forty-seven respondents provided an answer to this question.

Under-Served Populations

Respondents were asked to indicate the largest under-served population in their state. Interestingly, nearly two-thirds of the respondents (60%) indicated that they didn't know which population was most under-served (see Fig. 52). Approximately 19% of respondents indicated that the largest under-served population is African Americans, and another 7% indicated that women are the largest under-served population. Two percent of respondents indicated that Asian Americans, GLBTQ, and Latinos were the largest under-served population. Three percent (7%) gave a response of "other."

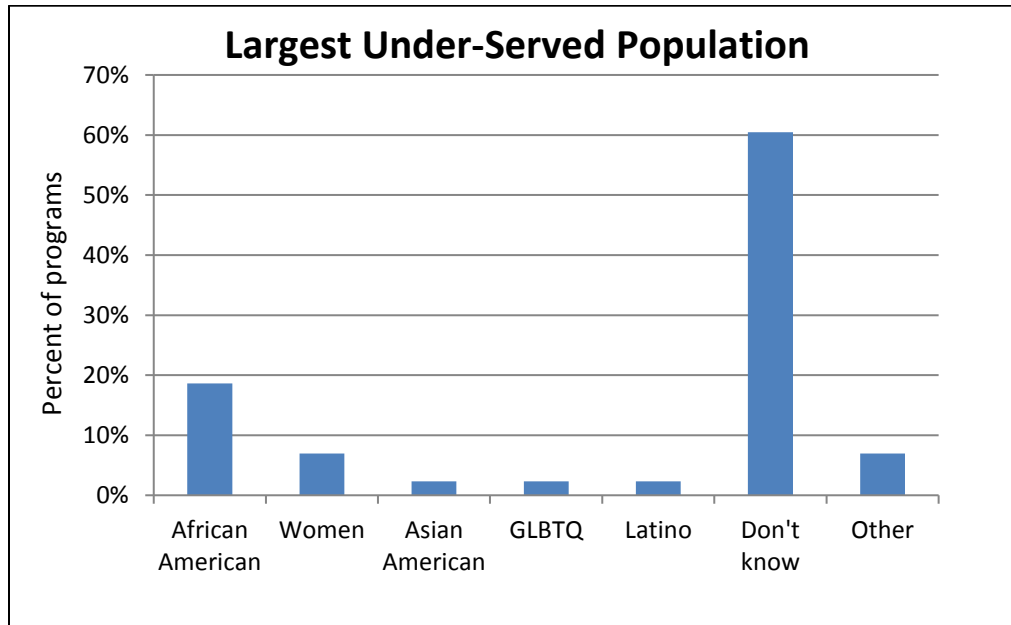


Figure 52. Largest Under-Served Populations. This figure is based on the results of Q219 Which is the largest under-served special population in your state bar? (Response choices included African American, Asian American, Latino, Women, GLBTQ, Other, and Don't know). Forty-three respondents provided an answer to this question.

Despite so many LAPs being unable to report on what population is the most underserved, over half of the programs (51%) provide outreach to bar or law student organizations representing under-served populations, although this figure decreased from 73% in 2012 (see Fig. 53). Furthermore, 16% of respondents indicated that they did not know if their LAP provided this, and 33% indicated that their LAP does not provide this type of outreach.

LAPs Offering Outreach to Bar or Law Student Organizations Representing Under-served Populations

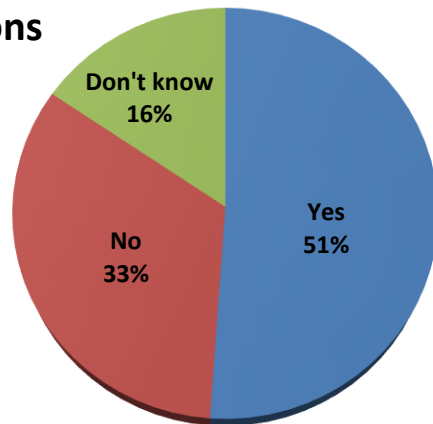


Figure 53. LAPs Offering Outreach to Bar or Law Student Organizations Representing Under-Served Populations. This figure is based on the results of Q224 Does the LAP program offer outreach to bar or law student organizations that represent under-served populations? (Response choices were as shown above). Forty-five respondents provided an answer to this question.

Law Firm Impairment Policies

When asked if the law firms in their jurisdictions have impairment policies, just under half (44%) indicated that they did not know and just over half (54%) indicated that some law firms in their jurisdictions do have such policies (see Fig. 54). Like in 2012, 2% indicated that their jurisdictions do not have such policies.

LAPs Reporting Having Law Firms with Impairment Policies in Jurisdiction

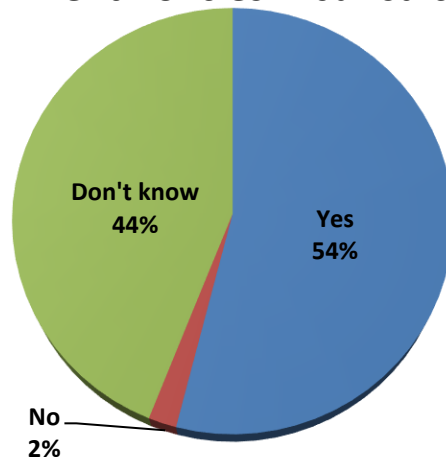


Figure 54. LAPs Reporting Having Law Firms With Impairment Policies In Jurisdiction. This figure is based on the results of Q225 Do any of the law firms in your jurisdiction have policies regarding impairments? (Response choices were as shown above). Fifty respondents provided an answer to this question.

F. CoLAP Services

CoLAP Evaluations

Approximately half of the respondents (44%) indicated that their LAP has not been evaluated by CoLAP (see Fig. 55). Thirty-eight (38%) of respondents indicated that their LAPs have been evaluated, and 18% indicated that they did not know if their LAP has been evaluated.

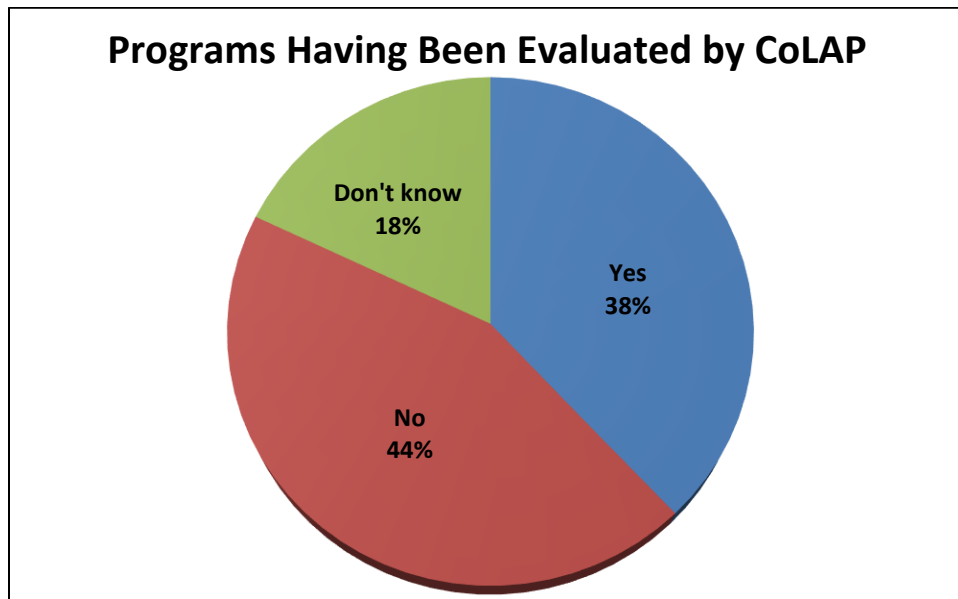


Figure 55. Programs Having Been Evaluated by CoLAP. This figure is based on the results of Q226 Has your program been evaluated by the CoLAP Services/Evaluation Committee? (Response choices were as shown above). Fifty respondents provided an answer to this question.

CoLAP Services Most Beneficial to LAPs

The final question of the survey asked respondents to rate a list of ways CoLAP can best support their programs. Respondents rated continuing the annual CoLAP conference and maintaining the LAP directors listserv as the best ways CoLAP can provide support, each receiving 20 first place rankings (see Fig. 56). However, continuing the annual CoLAP conference received more second place rankings as well as more first, second and third place rankings combined. For the first time, providing more programming for LAP directors was ranked third in terms of importance, replacing the continuance of CoLAP publications.

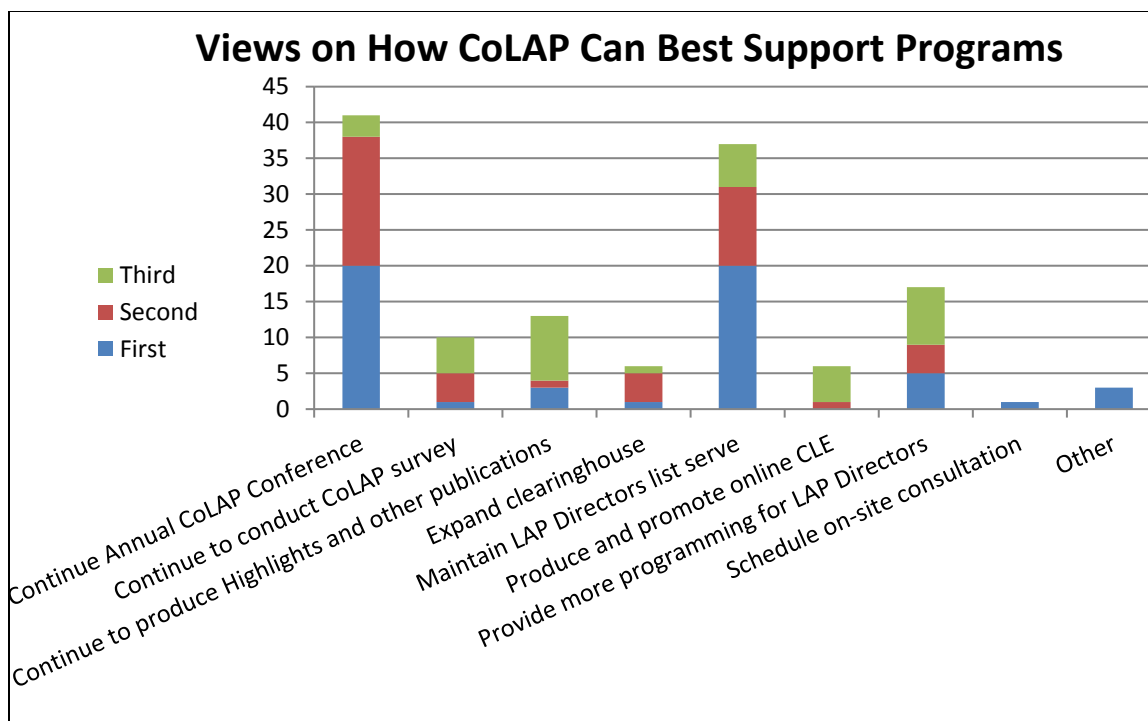


Figure 56. Views on How CoLAP Can Best Support Programs. This figure is based on the results of Q229 How can CoLAP help or support your program? (Respondents were asked to rank the response choices above by typing numbers into boxes). Forty-four respondents provided a response to this question. The rankings of 1, 2 and 3, indicating the top three choices, are shown above.

Conclusion

This report demonstrates that state LAPs have continued to provide consistent and significant support to the legal profession, and in many instances, have expanded upon their services. Programs have demonstrated a continued commitment to maintaining the number of clients served and offering a diversity of services for a range of issues. For example, while all LAPs continue to offer services for lawyers, more LAPs in 2014 than in 2012 were extending services to others such as judges and family members (see p. 6).

Some particularly notable trends are as follows. First, LAPs overwhelmingly continue to report alcohol as the most commonly abused substance, followed by prescription drugs (see p. 20). Second, LAPs continue to report depression as the most common mental health impairment, followed by anxiety disorders (see p. 23). However, it is interesting to note that the percentage of cases involving substance abuse and addiction has gone down while at the same time, the number of cases involving mental health issues has increased. Likewise, all programs now report that they provide mental health services, an upward trend that has taken place over the past six years. This may suggest a pivot towards broader wellness and mental health initiatives.

In reporting on the most pressing problems facing LAPs, the most highly rated problem continues to be under-utilization, suggesting there is still some work to do in connecting those in need with the programs. In looking forward at ways that CoLAP may continue to support state LAPs, like in 2010 and 2012, the CoLAP annual conference and the directors listserv are considered the most effective ways that CoLAP can provide support.

However, an area that captured greater interest in 2014 than in previous years was that of programing for LAP directors, suggesting one way CoLAP can further develop its assistance to LAPs.

Appendix

ⁱ Due to the skip logic feature, where based on how specific questions were answered additional questions were either presented or not presented to the respondents, there was insufficient data for a meaningful analysis of some of the questions. Additionally, in some instances respondents elected to not answer certain questions, presumably because of the lack of information or knowledge necessary to answer the question. The following are questions that were not included in the analysis for either of the two aforementioned reasons:

Q26 If the annual report is available online, please provide the link.

Q49 What is the title of the program's highest paid staff member?

Q50 What is the employment status of the individual in this position? (full-time/part-time)

Q53 If a minimum amount of experience is required, please specify the amount. (question shown to those indicating years experience as a qualification for the highest paid staff.

Q57 What is the title of the program's second highest paid staff member?

Q58 What is the employment status of the individual in this position? (full-time/part-time)

Q61 If a minimum amount of experience is required, please specify the amount.

Q65 What is the title of the program's third highest paid staff member?

Q66 What is the employment status of the individual in this position? (full-time/part-time)

Q69 If a minimum amount of experience is required, please specify the amount.

Q73 What is the title of the program's fourth highest paid staff member? (and all questions associated with fourth highest paid staff members: Q73-Q80)

Q81 What is the title of the program's fifth highest paid staff member? (and all questions associated with the fifth highest paid staff members: Q81-Q88)

Q89 What is the title of the program's sixth highest paid staff member? (and all questions associated with the sixth highest paid staff members: Q89-Q96)

Q97 What is the title of the program's seventh highest paid staff member? (and all questions associated with the seventh highest paid staff members: Q97-Q104)

Q105 What is the title of the program's eighth highest paid staff member? (and all questions associated with the eighth highest paid staff members: Q105-Q112)

Q113 What is the title of the program's ninth highest paid staff member? (and all questions associated with the ninth highest paid staff members: Q113-Q120)

Q121 What is the title of the program's tenth highest paid staff member? (and all questions associated with the tenth highest paid staff members: Q121-Q128)

Q129 What is the title of the program's eleventh highest paid staff member? (and all questions associated with the eleventh highest paid staff members: Q129-Q136)

Q137 What is the title of the program's twelfth highest paid staff member? (and all questions associated with the twelfth highest paid staff members: Q137-Q144)

Q145 What is the title of the program's thirteenth highest paid staff member? (and all questions associated with the thirteenth highest paid staff members: Q145-Q152)

Q153 What is the title of the program's fourteenth highest paid staff member? (and all questions associated with the fourteenth highest paid staff members: Q153-Q160)

Q161 What is the title of the program's fifteenth highest paid staff member? (and all questions associated with the fifteenth highest paid staff members: Q161-Q168)

Q174 How is training provided? (Check all that apply) Response choices included staff, online, video, reading material, and other)

Q176 If yes, how often do you schedule training for volunteers? (Response choices included weekly, monthly, quarterly, biannually, annually, and other).

All questions associated with response to Q185 To what other program(s) does the LAP provide services? (Check all that apply). Response choices included Law Office Management Program, Bar Employee Assistance Program, Treatment Program, and other). Q186-Q193.

Q199 In what situations are funds available to clients? (Presented to respondents who answered "yes" to question regarding whether financial assistance is available to LAP clients)

Q201 Of private donations, what percent involve: (response choices included individuals/organizations)

Q203 Which funding source is based on a per member annual assessment? (Response choices included court funding, uniform bar dues, voluntary bar dues, and other). This question was only shown to respondents who indicated that some funding was based on per member assessments.

Q204 What is the amount of the per member assessment? This question was only shown to respondents who indicated that some funding was based on per member assessments.

Q218 For each special population, indicate the percentage each occupies in your state bar (Response choices included African American, Asian American, Latino, Women, GLBTQ, and other)

Q220 On what sources is your understanding based? (Response choices included Anecdotal data, Bar/LAP records, and other). This question was only shown to respondents who indicated which was the largest under-served special population in their state.

Q221 Indicate the source of referrals for the largest underserved population, as a percentage (Response choices included self, judiciary, disciplinary agency, admissions agency, family member, lawyer within firm, lawyer outside firm, non-lawyer colleague, and other)

Q222 On what source(s) is your understanding based? (Response choices included anecdotal data, Bar/Discipline/LAP records, and other). This question was only shown to those who responded to Q221.

Q223 Are disbarred lawyers in the largest underserved population readmitted: (response choices included the following: at the same rate as lawyers in the majority population, more often than lawyers in the majority population, less often than lawyers in the majority population, and don't know)

Q227 When was your program evaluated? This question was only shown to respondents who indicated that their program had been evaluated by CoLAP.

Q228 How would you rate the evaluation process as it applies to your program? (Response choices included not at all beneficial, somewhat beneficial, mostly beneficial, very beneficial, and don't know). This question was only shown to respondents who indicated that their program had been evaluated by CoLAP.

Q232: What percentage of participants successfully complete the recommended treatment or process? (Response choices included less than half, 50-75%, 76-80%, 81-90%, and 91-100%).

ii **Basic Program Information.** This table is based on the results of Q1: Name of Program/ Q2: In what year was your state lawyer assistance program established?/ Q4: How is your agency structured?

Program	Founded	Structure
Alabama Lawyer Assistance Program	1999	Agency within Bar
Alaska Lawyers' Assistance Committee	1985	Agency within Bar
Arizona Member Assistance Program	1986	Agency within Bar
Arkansas Judges and Lawyers Assistance Program	1999	Agency within State Court
British Columbia Lawyers Assistance Program	1990	Independent Agency
California Lawyer Assistance Program	2002	Agency within Bar
Colorado Lawyer Assistance Program	2012	Agency within State Court
Connecticut Lawyers Concerned for Lawyers, Inc.	2005	Independent Agency
Delaware Lawyers Assistance Program	2006	Independent Agency
District of Columbia Lawyer Assistance Program	1985	Agency within Bar
Florida Lawyers Assistance, Inc.	1986	Independent Agency
Georgia Lawyer Assistance Program	1983	Independent Agency
Hawaii Attorneys and Judges Assistance Program	1989	Agency within State Court
Idaho Lawyers Assistance Program	2002	Agency within Bar
Illinois Lawyers' Assistance Program, Inc.	1980	Independent Agency
Indiana Judges and Lawyers Assistance Program	1997	Agency within State Court
Iowa Lawyers Assistance Program	1994	Independent Agency
Kansas Lawyers Assistance Program	2001	Agency within State Court
Kentucky Lawyer Assistance Program	1975	Agency within State Court
Louisiana Lawyers Assistance Program, Inc.	1992	Independent Agency
Maine Assistance Program for Lawyers & Judges	2002	Independent Agency
Maryland Lawyer Assistance Program	1982	Agency within Bar
Massachusetts Lawyers Concerned for Lawyers, Inc.	1978	Independent Agency
Michigan Lawyers and Judges Assistance Program	1993	Agency within Bar
Minnesota Lawyers Concerned for Lawyers	1976	Independent Agency
Mississippi Lawyers and Judges Assistance Program	1993	Agency within Bar

Missouri Lawyers' Assistance Program	1991	Agency within Bar
Montana Lawyer Assistance Program	2006	Agency within Bar
Nebraska Lawyers Assistance Program	1996	Agency within Bar
New Hampshire Lawyers Assistance Program	2007	Agency within State Court
New Jersey Lawyers Assistance Program	1993	Independent Agency
New Mexico Lawyers and Judges Assistance Program	1987	Agency within Bar
New York State Lawyer Assistance Program	1990	Agency within State Court
New York City Lawyer Assistance Program	1999	Agency within Bar
Nassau County, New York Lawyer Assistance Program	1973	Agency within Bar
North Carolina Lawyer Assistance Program	1994	Agency within Bar
Ohio Lawyers Assistance Program, Inc.	1991	Independent Agency
Oklahoma Lawyers Helping Lawyers Assistance Program	1995	Independent Agency
Oregon Attorney Assistance Program	1982	Agency within Bar
Lawyers Concerned for Lawyers of Pennsylvania, Inc.	1988	Independent Agency
Rhode Island Lawyers Helping Lawyers	1981	Agency within Bar
South Carolina Lawyers Helping Lawyers	1978	Agency within Bar
South Dakota Lawyers Assistance Committee	2012	Agency within Bar
Tennessee Lawyers Assistance Program	1999	Agency within State Court
Texas Lawyers' Assistance Program	1989	Agency within Bar
Utah Lawyers Helping Lawyers	2006	Independent Agency
Vermont Lawyers Concerned for Lawyers, Inc.	1986	Independent Agency
Virginia Lawyers Helping Lawyers, Inc.	1985	Independent Agency
Washington Lawyers Assistance Program	1988	Agency within Bar
West Virginia Lawyer Assistance Program	1980	Agency within State Court
Wisconsin Lawyers Assistance Program	1995	Agency within Bar
Wyoming Lawyer Assistance Program	2014	Agency within Bar

iii **2010, 2012 and 2014 LAP Budgets.** This table contains information from the 2010, 2012 and 2014 results of Q3: What is the program annual budget? The currency for all responses is the U.S. Dollar. Please note that averages were calculated within available program budgets as reported by respondents and therefore do not represent every program.

State	2010	2012	Difference	2014	Difference
Alabama	--	0	--	264,395	--
Alaska	0	0	0	0	0
Arizona	348,000	165,000	-183,000	113,000	-52,000
Arkansas	205,500	250,000	44,500	250,000	0
British Columbia	--	--	--	797,000	--
California	2,100,000	1,200,000	-900,000	1,350,000	150,000
Colorado	--	160,000	--	365,000	205,000
Connecticut	200,000	200,000	0	210,000	10,000

Delaware	127,000	130,000	3,000	137,000	7,000
District of Columbia	--	--	--	--	--
Florida	658,000	675,000	17,000	729,000	54,000
Georgia	--	38,000	--	55,000	17,000
Hawaii	182,000	208,000	26,000	215,500	7,500
Idaho	33,000	28,000	-5,000	31,732	3,732
Illinois	450,000	469,000	19,000	487,000	18,000
Indiana	421,037	584,907	163,870	669,057	84,150
Iowa	112,000	133,923	21,923	136,033	2,110
Kansas	350,003	397,330	47,327	350,000	-47,330
Kentucky	166,000	167,000	1,000	167,000	0
Louisiana	150,000	250,000	100,000	500,000	250,000
Maine	100,000	100,000	0	105,000	5,000
Maryland	193,000	190,000	-3,000	195,000	5,000
Massachusetts	900,000	1,215,883	315,883	1,099,744	-116,139
Michigan	250,000	200,000	-50,000	250,000	50,000
Minnesota	427,250	467,846	40,596	396,665	-71,181
Mississippi	313,500	360,000	46,500	236,000	-124,000
Missouri	107,000	118,000	11,000	144,980	26,980
Montana	100,000	117,000	17,000	120,000	3,000
Nebraska	80,684	81,990	1,306	98,000	16,010
Nevada	75,000	70,000	-5,000	--	--
New Hampshire	95,000	100,000	5,000	136,000	36,000
New Jersey	749,968	940,076	190,108	900,000	-40,076
New Mexico	21,000	95,000	74,000	98,695	3,695
New York	209,500	230,000	20,500	280,000	50,000
New York-City	233,000	176,550	-56,450	280,000	103,450
New York-Nassau County	70,000	45,000	-25,000	116,387	71,387
North Carolina	574,000	658,800	84,800	650,000	-8,800
North Dakota	--	20,000	--	--	--
Ohio	835,000	835,000	0	893,200	58,200
Oklahoma	--	50,000	--	10,000	-40,000
Oregon	1,000,000	1,000,000	0	300,000	-700,000
Pennsylvania	627,595	657,490	29,895	687,000	29,510
Rhode Island	20,000	10,000	-10,000	10,000	0
South Carolina	92,500	120,000	27,500	50,000	-70,000
South Dakota	--	5,500	--	3,000	-2,500
Tennessee	415,900	446,097	30,197	469,000	22,903
Texas	288,346	316,000	27,654	321,330	5,330
Utah	--	--	--	12,000	--

Vermont	500	0	-500	0	0
Virginia	195,000	200,000	5,000	245,000	45,000
Washington	414,000	360,000	-54,000	126,731	-233,269
West Virginia	0	60,000	60,000	60,000	0
Wisconsin	167,500	198,000	30,500	180,000	-18,000
Wyoming	--	--	--	50,000	--
Average	319,495	290,008	3,843	300,989	-3,901

iv **To Whom Services are Provided.** This table contains information based on the results of Q10: Whom does your program serve? (Response choices are shown below). All 52 respondents provided an answer to this question.

State	Lawyers	Office Support Staff	Judges	Suspended/disbarred lawyers	Law students	Family members	Court staff	Bar Applicants	Other
Alabama	✓		✓	✓	✓			✓	
Alaska	✓			✓				✓	
Arizona	✓		✓		✓	✓			
Arkansas	✓		✓		✓	✓		✓	
British Columbia	✓	✓	✓	✓	✓	✓	✓	✓	
California	✓		✓		✓			✓	
Colorado	✓		✓	✓	✓			✓	✓
Connecticut	✓		✓	✓	✓			✓	
Delaware	✓		✓	✓				✓	
District of Columbia	✓		✓		✓			✓	
Florida	✓		✓	✓	✓			✓	
Georgia	✓	✓	✓	✓	✓	✓	✓	✓	
Hawaii	✓		✓	✓	✓	✓		✓	
Idaho	✓	✓	✓	✓	✓	✓			
Illinois	✓		✓	✓	✓	✓		✓	
Indiana	✓		✓	✓	✓			✓	
Iowa	✓		✓	✓	✓	✓		✓	
Kansas	✓			✓	✓			✓	
Kentucky	✓		✓	✓	✓			✓	

Louisiana	✓	✓	✓	✓	✓	✓	✓	✓	
Maine	✓		✓	✓	✓	✓		✓	
Maryland	✓		✓	✓	✓	✓		✓	
Massachusetts	✓		✓	✓	✓	✓		✓	
Michigan	✓	✓	✓	✓	✓	✓	✓	✓	
Minnesota	✓		✓	✓	✓	✓		✓	
Mississippi	✓	✓	✓	✓	✓	✓	✓	✓	
Missouri	✓		✓	✓	✓	✓		✓	
Montana	✓	✓	✓	✓	✓	✓	✓	✓	
Nebraska	✓	✓	✓	✓	✓	✓	✓	✓	✓
New Hampshire	✓	✓	✓	✓	✓	✓	✓	✓	
New Jersey	✓		✓	✓	✓			✓	
New Mexico	✓	✓	✓	✓	✓	✓	✓	✓	
New York	✓	✓	✓	✓	✓	✓	✓	✓	
New York - City	✓	✓	✓	✓	✓	✓	✓	✓	✓
New York - Nassau County	✓		✓	✓	✓	✓		✓	
North Carolina	✓		✓		✓			✓	
Ohio	✓	✓	✓	✓	✓	✓	✓	✓	
Oklahoma	✓			✓					
Oregon	✓	✓	✓	✓	✓	✓	✓	✓	
Pennsylvania	✓		✓	✓	✓	✓		✓	
Rhode Island	✓		✓	✓		✓			
South Carolina	✓		✓	✓	✓			✓	
South Dakota	✓		✓	✓	✓	✓			
Tennessee	✓		✓	✓	✓			✓	
Texas	✓		✓	✓	✓	✓		✓	
Utah	✓				✓				
Vermont	✓		✓	✓	✓	✓		✓	
Virginia	✓	✓	✓	✓	✓	✓	✓	✓	
Washington	✓		✓	✓	✓			✓	
West Virginia	✓		✓	✓	✓	✓			
Wisconsin	✓	✓	✓	✓	✓	✓	✓	✓	
Wyoming	✓			✓	✓			✓	
Total	52	16	47	46	48	33	15	45	3

▼ **Referral Sources.** This table is based on the results of Q13: What are your program's sources of referrals? (Response choices were as shown below). All 52 respondents provided an answer to this question.

State	Self	Judiciary	Disciplinary agency	Admissions agency	Family member	Lawyer within firm/organization	Lawyer outside firm/organization	Non-lawyer colleague	Health care professional	Law school	Lawyer's client	Lawyer representing bar applicant	Other
Alabama	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Alaska	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓
Arizona	✓	✓	✓	✓	✓	✓	✓		✓	✓			
Arkansas	✓	✓			✓	✓	✓	✓		✓			
British Columbia	✓	✓	✓	✓		✓	✓			✓		✓	
California	✓	✓	✓	✓	✓	✓	✓			✓		✓	
Colorado	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Connecticut	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			
Delaware	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓
District of Columbia	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	
Florida	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Georgia	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Hawaii		✓				✓	✓					✓	
Idaho	✓	✓	✓	✓	✓	✓	✓			✓			
Illinois	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Indiana	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		
Iowa	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Kansas	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	
Kentucky	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Louisiana	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Maine	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Maryland	✓		✓	✓	✓	✓	✓	✓				✓	
Massachusetts	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	
Michigan	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	
Minnesota	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Mississippi	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	

Missouri	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	
Montana	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Nebraska	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
New Hampshire	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
New Jersey	✓	✓	✓	✓	✓	✓	✓		✓	✓			
New Mexico	✓	✓	✓		✓	✓	✓	✓		✓			
New York	✓	✓	✓	✓	✓	✓	✓	✓				✓	
New York - City	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
New York - Nassau County	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
North Carolina	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Ohio	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Oklahoma	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	
Oregon	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Pennsylvania	✓				✓	✓	✓	✓		✓			
Rhode Island	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	
South Carolina	✓	✓	✓			✓	✓						
South Dakota	✓	✓	✓			✓	✓						
Tennessee	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Texas	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Utah	✓	✓	✓	✓	✓	✓	✓			✓			
Vermont	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	
Virginia	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Washington	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	
West Virginia	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Wisconsin	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Wyoming	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Total	51	50	46	44	48	52	51	39	35	46	28	41	8

^{vi} **Initial/diagnostic services provided.** This table is based on the results of Q7: What initial/diagnostic services does your program currently provide? (Response choices were as shown below). All 39 respondents who had indicated that their LAP provides initial/diagnostic services responded to this question.

State	Assessments	Interventions	Referrals
Alabama	✓	✓	✓
Alaska			
Arizona			
Arkansas	✓		✓
British Columbia			
California	✓		✓

Colorado			✓
Connecticut	✓	✓	✓
Delaware			✓
District of Columbia	✓		✓
Florida	✓	✓	✓
Georgia	✓	✓	✓
Hawaii	✓	✓	✓
Idaho	✓	✓	✓
Illinois	✓	✓	✓
Indiana			
Iowa	✓	✓	✓
Kansas			
Kentucky	✓	✓	✓
Louisiana		✓	✓
Maine			
Maryland	✓	✓	✓
Massachusetts	✓	✓	✓
Michigan	✓		✓
Minnesota	✓	✓	✓
Mississippi	✓	✓	✓
Missouri	✓	✓	✓
Montana		✓	✓
Nebraska	✓	✓	✓
New Hampshire			✓
New Jersey	✓	✓	✓
New Mexico	✓	✓	✓
New York	✓	✓	✓
New York - City	✓	✓	✓
New York - Nassau County	✓	✓	✓
North Carolina	✓	✓	✓
Ohio	✓	✓	✓
Oklahoma		✓	✓
Oregon			
Pennsylvania			
Rhode Island	✓		✓
South Carolina			
South Dakota			
Tennessee	✓		✓
Texas	✓		✓
Utah			

Vermont			
Virginia	✓	✓	✓
Washington	✓		✓
West Virginia	✓	✓	✓
Wisconsin			
Wyoming	✓	✓	✓
Total	33	28	39

vii **Direct Services Provided.** This table is based on the results of Q8: What direct services does your program currently provide? (Response choices were as shown below). All 33 respondents who had indicated that their LAP provides direct services responded to this question.

State	Professional counseling	Peer support Crisis dependency support meetings	Mental health support meetings	Family Support Meetings	Financial support	Office support for lawyers in transition	Case management services
Arkansas	✓	✓	✓		✓		
Alabama							
Alaska							
Arizona							
British Columbia	✓	✓	✓	✓		✓	
California		✓	✓	✓			✓
Colorado		✓					✓
Connecticut	✓	✓	✓	✓		✓	
Delaware		✓	✓		✓	✓	
District of Columbia	✓	✓		✓			✓
Florida		✓	✓	✓			
Georgia	✓	✓					
Hawaii	✓	✓	✓	✓		✓	✓
Idaho							
Illinois	✓	✓	✓	✓	✓		✓
Indiana		✓	✓	✓	✓	✓	✓
Iowa		✓	✓	✓			
Kansas							
Kentucky		✓	✓				
Louisiana	✓	✓	✓	✓			
Maine							
Maryland	✓	✓	✓				✓

Massachusetts	✓	✓	✓			✓		
Michigan	✓	✓						✓
Minnesota	✓	✓	✓	✓	✓	✓		✓
Mississippi	✓	✓	✓	✓		✓		✓
Missouri	✓	✓	✓			✓		✓
Montana		✓	✓	✓				✓
Nebraska		✓	✓			✓	✓	✓
New Hampshire		✓	✓					
New Jersey	✓	✓	✓	✓			✓	✓
New Mexico								
New York								
New York - City	✓	✓	✓	✓				
New York - Nassau County								
North Carolina	✓	✓	✓	✓		✓		✓
Ohio								
Oklahoma								
Oregon	✓	✓	✓	✓			✓	
Pennsylvania								
Rhode Island								
South Carolina								
South Dakota								
Tennessee	✓	✓	✓	✓		✓		
Texas								
Utah		✓						
Vermont		✓						
Virginia								
Washington								
West Virginia	✓	✓	✓	✓				
Wisconsin		✓						✓
Wyoming								
Total	20	33	26	19	3	11	8	16

viii **Other Services Provided.** This table is based on the results of Q9: What other services does your program currently provide? (Response choices were as shown below). All 46 respondents who had indicated that their LAP provides other services responded to this question.

State	Monitoring	Report to disciplinary agency	Prevention/ education	Report to character committees	Other
Alabama	✓	✓		✓	
Alaska	✓		✓	✓	✓
Arizona			✓		✓
Arkansas	✓	✓	✓	✓	✓
British Columbia			✓		
California					
Colorado	✓	✓	✓	✓	✓
Connecticut	✓	✓	✓	✓	
Delaware	✓	✓	✓	✓	✓
District of Columbia					
Florida	✓	✓	✓	✓	
Georgia	✓		✓	✓	
Hawaii	✓	✓	✓	✓	
Idaho	✓		✓		
Illinois	✓	✓	✓	✓	
Indiana	✓	✓	✓	✓	✓
Iowa	✓		✓	✓	
Kansas	✓	✓	✓	✓	
Kentucky	✓	✓	✓	✓	
Louisiana	✓	✓	✓	✓	
Maine	✓	✓	✓	✓	✓
Maryland	✓	✓	✓	✓	
Massachusetts	✓	✓	✓	✓	✓
Michigan	✓	✓	✓	✓	✓
Minnesota	✓	✓	✓		
Mississippi	✓	✓	✓	✓	✓
Missouri			✓	✓	✓
Montana	✓	✓	✓	✓	
Nebraska	✓	✓	✓	✓	
New Hampshire	✓	✓	✓	✓	
New Jersey					
New Mexico					
New York	✓		✓		
New York - City	✓	✓	✓	✓	

New York - Nassau County			✓		✓
North Carolina	✓	✓	✓	✓	
Ohio	✓	✓	✓	✓	
Oklahoma	✓		✓		
Oregon			✓		
Pennsylvania			✓		
Rhode Island	✓	✓	✓		
South Carolina	✓		✓	✓	
South Dakota			✓		
Tennessee	✓	✓	✓	✓	
Texas	✓		✓		
Utah					
Vermont					
Virginia	✓	✓	✓	✓	✓
Washington			✓		
West Virginia	✓		✓		
Wisconsin	✓	✓	✓	✓	
Wyoming	✓	✓	✓	✓	
Total	38	29	45	32	13

^{ix} **Issues Served.** This table is based on the results of Q14: In what areas does your program provide services? (Response choices were as shown below). All 52 respondents provided an answer to this question.

State	Alcoholism	Drug abuse/ addiction	Mental health issues	Cognitive issues/aging	Marital/family issues	Financial issues	Career counseling	Anger Management	Stress management	Other
Alabama	✓	✓	✓	✓	✓			✓	✓	
Alaska	✓	✓	✓							
Arizona	✓	✓	✓	✓	✓	✓			✓	
Arkansas	✓	✓	✓	✓	✓		✓	✓		✓
British Columbia	✓	✓	✓	✓	✓	✓	✓	✓	✓	
California	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Colorado	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Connecticut	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Delaware	✓	✓	✓	✓		✓	✓	✓	✓	✓
District of Columbia	✓	✓	✓		✓			✓	✓	
Florida	✓	✓	✓	✓			✓	✓	✓	
Georgia	✓	✓	✓	✓	✓	✓	✓	✓	✓	

Hawaii	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Idaho	✓	✓	✓						✓	✓
Illinois	✓	✓	✓	✓	✓			✓	✓	
Indiana	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Iowa	✓	✓	✓	✓			✓		✓	
Kansas	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Kentucky	✓		✓	✓				✓		✓
Louisiana	✓	✓	✓	✓				✓	✓	
Maine	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Maryland	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Massachusetts	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Michigan	✓	✓	✓	✓	✓	✓		✓	✓	
Minnesota	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mississippi	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Missouri	✓	✓	✓	✓	✓			✓	✓	
Montana	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Nebraska	✓	✓	✓	✓	✓	✓	✓	✓	✓	
New Hampshire	✓	✓	✓	✓	✓		✓	✓	✓	
New Jersey	✓	✓	✓	✓	✓	✓	✓	✓	✓	
New Mexico	✓	✓	✓	✓	✓			✓	✓	
New York	✓	✓	✓	✓	✓				✓	
New York - City	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
New York - Nassau County	✓	✓	✓	✓	✓	✓	✓		✓	
North Carolina	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ohio	✓	✓	✓	✓						
Oklahoma	✓	✓	✓						✓	
Oregon	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Pennsylvania	✓	✓	✓						✓	✓
Rhode Island	✓	✓	✓	✓	✓	✓	✓	✓	✓	
South Carolina	✓	✓	✓	✓	✓				✓	
South Dakota			✓							
Tennessee	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Texas	✓	✓	✓	✓					✓	✓
Utah	✓	✓	✓		✓	✓	✓			
Vermont	✓	✓	✓						✓	
Virginia	✓	✓	✓	✓						
Washington	✓	✓	✓	✓	✓	✓	✓	✓	✓	
West Virginia	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Wisconsin	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Wyoming	✓	✓	✓							

Total	51	50	52	43	37	29	31	36	44	15
--------------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------

^x **Program Statistics: Referral Sources.** This table is based on the results of Q27: For the following questions, please use statistics from your program's last fiscal year./ Q28: Of your program's referral sources, what percent involve... (Response choices were as shown below). Twenty-three respondents provided answers to this question. Standard deviation error bars have been included in this figure to demonstrate the spread of the data.

State	Self	Judiciary	Disciplinary agency	Admissions agency	Family member	Lawyer within firm/organization	Lawyer outside firm/organization	Non-lawyer colleague	Health care professional	Law school	Lawyer's client	Lawyer representing bar applicant	Other
Alabama													
Alaska													
Arizona													
Arkansas	41	3	9	3	13	5	15	0	4	7	0	0	0
British Columbia	73	1	0.5	2	6	3	8		2	0	0	0	4.5
California													
Colorado	74	1	4	3	1	3	2	0	1	5	0	2	4
Connecticut													
Delaware													
District of Columbia	36	2	0	0	13	5	0	0	0	32	0	0	12
Florida	21	5	20	15	4	1	1	1	5	10	2	15	0
Georgia													
Hawaii													
Idaho													
Illinois	58	0	2	0	12.9	0	0	0	7.8	0	0	19.2	0
Indiana	31	5	14	11	6	1	20	0	2	2.5	0	0	7.5
Iowa	25	15	15	1	0	25	10	0	0	5	0	4	0
Kansas	25	5	25	15	0	10	10	0	0	5	0	5	0
Kentucky	48	6	7	7	1	5	25	0	0	0	0	1	0
Louisiana													

Maine													
Maryland	50	5	5	20	0	5	0	0	5	10	0	0	0
Massachusetts	50	1	10	0	8	8	7	1	3	10	0	1	1
Michigan	10	20	30	15	5	5	0	0	2	8	0	5	0
Minnesota													
Mississippi													
Missouri	71	0	4	11	0	0	0	0	0	0	0	0	14
Montana													
Nebraska													
New Hampshire	60	1	6	3	1	0	0	0	4	11	0	0	14
New Jersey	25	5	0	15	5	5	25	0	5	10	0	5	0
New Mexico	49	2	4	7	2	22	11	1	0	2	0	0	0
New York													
New York - City	70	0	1	15	3	1	0	0	1	2	0	3	4
New York - Nassau County													
North Carolina	48	3	2	3	5	4	18	1	2	2	1	2	9
Ohio	7	10	20	20	1	10	5	10	1	5	1	10	0
Oklahoma													
Oregon													
Pennsylvania													
Rhode Island													
South Carolina													
South Dakota													
Tennessee	32	0	17	15	0	0	0	0	0	12	0	0	24
Texas													
Utah													
Vermont													
Virginia	54	5	15	6	3	5	0	0	1	6	0	2	3
Washington													
West Virginia													
Wisconsin	60	5	2	10	2	5	8	1	3	1	1	2	0
Wyoming													
Average	44.26	4.35	9.24	8.57	4.00	5.57	7.17	0.68	2.12	6.33	0.22	3.31	4.22
Median	48	3	6	7	3	5	5	0	2	5	0	2	0
Mode	25	5	4	15	0	5	0	0	0	0	0	0	0
St. Dev.	19.34	4.81	8.47	6.53	4.14	6.25	8.19	2.08	2.11	6.71	0.51	4.93	6.26

^{xi} **Issues Served.** This table is based on the results of Q27: For the following questions, please use statistics from your program's last fiscal year. Q29: Of the issues served by your program, what percentage involve... (Response choices were as shown below). Twenty-six respondents provided an answer to this question. Standard deviation error bars have been included in this figure to demonstrate the spread of the data.

State	Substance abuse/addiction	Mental health issues	Cognitive issues/aging	Marital/family issues	Financial issues	Career counseling	Other
Alabama							
Alaska							
Arizona							
Arkansas	42	38	2	15	0	3	0
British Columbia	15	30	3	10	5	15	22
California							
Colorado	30	50	3	14	5	12	32
Connecticut							
Delaware							
District of Columbia	31	39	2	0	0	10	18
Florida	70	27	2	0	0	1	0
Georgia							
Hawaii							
Idaho							
Illinois	57	55	3	10	0	0	64
Indiana	52	31	0	0	0	3	14
Iowa	55	40	0	0	0	5	0
Kansas	40	45	10	0	0	0	5
Kentucky	59	38	1	1	1	0	0
Louisiana							
Maine	45	55	0	0	0	0	0
Maryland	60	30	2	4	2	2	0
Massachusetts	12	81	0	8	4	22	0
Michigan	50	25	10	5	10	0	0
Minnesota							
Mississippi							
Missouri	36	34	2	10	1	11	6

Montana							
Nebraska							
New Hampshire	36	34	3	24	0	2	1
New Jersey	45	25	10	5	5	10	0
New Mexico	73	24	2	1	0	0	0
New York							
New York - City	43	39	0	3	3	12	0
New York - Nassau County							
North Carolina	38	45	2	9	4	2	0
Ohio	20	78	2	0	0	0	0
Oklahoma							
Oregon	11	40	5	5	3	30	6
Pennsylvania							
Rhode Island							
South Carolina							
South Dakota							
Tennessee	47	41	0	0	0	0	12
Texas	50	45	5	0	0	0	0
Utah							
Vermont							
Virginia	56	36	4	1	0	0	3
Washington							
West Virginia							
Wisconsin	45	50	1	1	2	1	0
Wyoming							
Average	43.00	41.35	2.85	4.85	1.73	5.42	7.04
Median	45	39	2	2	0	2	0
Mode	45	45	2	0	0	0	0
St. Dev.	15.97	13.95	2.94	6.00	2.46	7.62	13.99

^{xii} **Number of Services Program Provided in Last Fiscal Year.** The information in this table is based on the results of Q35: For each item below, please indicate the total number of services your program provided in the last fiscal year (Response choices were as shown below). Twenty-three respondents provided an answer to this question.

State	Client files opened	Assessments conducted	On-going counseling sessions conducted	Referrals	Other
Alabama					
Alaska					

Arizona					
Arkansas	115	115	800	30	0
British Columbia	465	0	350	150	75
California					
Colorado	18	0	0	353	0
Connecticut					
Delaware					
District of Columbia	68	68	1187	35	93
Florida	164	0	0	0	0
Georgia					
Hawaii					
Idaho					
Illinois	258	84	19	146	37
Indiana	106	0	37	75	0
Iowa	65	4	0	45	0
Kansas	55	0	58	40	25
Kentucky					
Louisiana					
Maine	55	0	0	0	26
Maryland	110	80	200	60	0
Massachusetts	105	105	220	110	0
Michigan	80	100	60	150	0
Minnesota					
Mississippi					
Missouri	147	20	667	92	361
Montana					
Nebraska					
New Hampshire	54	0	0	25	10
New Jersey	322	290	400	200	0
New Mexico	38	32	144	150	5
New York					
New York - City	363	320	122	254	25
New York - Nassau County					
North Carolina	112	0	0	0	0
Ohio	345	80	0	325	0
Oklahoma					
Oregon					
Pennsylvania					
Rhode Island					
South Carolina					

South Dakota					
Tennessee	247	0	0	0	0
Texas	587	0	0	0	0
Utah					
Vermont					
Virginia	136	38	0	44	0
Washington					
West Virginia					
Wisconsin					
Wyoming					
Mean	174.57	58.09	185.39	99.30	28.57
Median	112	20	37	60	0
Mode	55	0	0	0	0
Standard Deviation	146.71	86.10	303.50	101.05	74.96
Range	18-587	0-320	0-1187	0-353	0-361

xiii **Volunteers.** This table is based on the results of Q169: Does your program use volunteers?/ Q171: In what capacities do volunteers serve? (Response choices were as shown below). Fifty-one respondents provided an answer to this question.

State	Number of Volunteers	Program director	Peer counselors	12 step calls	Support group organizers	Hotline respondents	Advocates	Prevention/education	Interventionists	Monitors	Board members	Fundraising	Clerical/office assistance	Writing	Other
Alabama	25		✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	
Alaska	17														✓
Arizona	50		✓					✓							
Arkansas	20			✓			✓	✓			✓	✓			
British Columbia	300		✓	✓	✓		✓	✓			✓			✓	✓
California															
Colorado	120		✓		✓		✓	✓				✓			✓
Connecticut	250		✓	✓	✓	✓		✓	✓	✓	✓				
Delaware	30		✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓
District of Columbia			✓					✓			✓				
Florida				✓	✓			✓		✓	✓				

Georgia	25		✓		✓		✓	✓							
Hawaii	12		✓	✓	✓						✓				
Idaho	19		✓				✓	✓	✓		✓				
Illinois	100		✓	✓	✓		✓	✓	✓		✓	✓		✓	
Indiana	350			✓	✓			✓	✓	✓	✓			✓	
Iowa	58			✓			✓				✓			✓	
Kansas	105		✓	✓			✓	✓	✓	✓	✓				
Kentucky	110		✓	✓	✓			✓	✓	✓	✓			✓	
Louisiana			✓	✓	✓		✓			✓	✓				
Maine	60		✓	✓				✓		✓	✓				
Maryland	25		✓	✓											
Massachusetts					✓					✓					
Michigan	75		✓	✓	✓										
Minnesota		✓	✓	✓	✓			✓	✓	✓	✓		✓	✓	
Mississippi	42.3			✓	✓					✓	✓	✓			
Missouri	66			✓	✓			✓	✓	✓	✓			✓	
Montana	30			✓	✓			✓							✓
Nebraska			✓	✓	✓					✓	✓			✓	
New Hampshire				✓		✓		✓		✓	✓				
New Jersey			✓		✓			✓			✓				
New Mexico	40		✓	✓	✓			✓		✓					
New York	90		✓	✓				✓	✓	✓	✓			✓	
New York - City	35		✓	✓	✓			✓	✓	✓		✓	✓		
New York - Nassau County	17		✓	✓	✓	✓	✓	✓	✓	✓					
North Carolina	200		✓	✓	✓			✓	✓	✓	✓			✓	
Ohio	20							✓		✓					
Oklahoma	30	✓	✓		✓		✓	✓	✓	✓	✓	✓			
Oregon															✓
Pennsylvania	320		✓		✓			✓			✓				
Rhode Island			✓												✓
South Carolina	48		✓	✓	✓			✓	✓	✓	✓				
South Dakota	6				✓	✓	✓	✓							
Tennessee			✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	
Texas	600			✓	✓			✓		✓	✓				
Utah	12	✓	✓												
Vermont	14	✓	✓	✓							✓				✓
Virginia			✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		

Washington	50		✓												
West Virginia				✓					✓					✓	
Wisconsin	200		✓	✓			✓	✓	✓	✓	✓			✓	
Wyoming	20	✓	✓						✓		✓				

^{xiv} **LAP Services to Other Agencies.** This information is based on the results of Q178: Does your program provide services for any of the following? (Respondents were asked to check all that apply; response choices were as shown below). Forty-five respondents provided an answer to this question.

State	Discipline	Admissions	Other
Alabama	✓	✓	
Alaska	✓	✓	✓
Arizona			
Arkansas	✓	✓	
British Columbia			
California	✓	✓	
Colorado	✓	✓	✓
Connecticut	✓	✓	
Delaware	✓		
District of Columbia		✓	
Florida	✓	✓	
Georgia	✓	✓	
Hawaii	✓		
Idaho	✓	✓	
Illinois	✓	✓	
Indiana	✓	✓	
Iowa	✓	✓	
Kansas	✓	✓	
Kentucky	✓	✓	
Louisiana	✓	✓	
Maine	✓	✓	
Maryland	✓	✓	
Massachusetts	✓	✓	
Michigan	✓	✓	
Minnesota	✓	✓	
Mississippi	✓	✓	
Missouri	✓	✓	
Montana	✓	✓	
Nebraska	✓	✓	✓
New Hampshire	✓	✓	

New Jersey		✓	
New Mexico	✓	✓	
New York	✓	✓	
New York - City	✓	✓	✓
New York - Nassau County	✓	✓	✓
North Carolina	✓	✓	
Ohio	✓	✓	
Oklahoma			
Oregon			
Pennsylvania			
Rhode Island	✓		
South Carolina		✓	✓
South Dakota			
Tennessee	✓	✓	✓
Texas	✓	✓	
Utah			✓
Vermont			
Virginia	✓	✓	✓
Washington	✓		
West Virginia		✓	
Wisconsin	✓	✓	✓
Wyoming	✓	✓	

^{xv}**Services for Discipline.** This table is based on the results of Q179: What services are provided for discipline? (Response choices were as shown below). Forty respondents provided an answer to this question.

State	Assessment/ evaluation	Development of contract	Monitoring	Alcohol/drug screens	Support groups	12 step calls	Other
Alabama	✓	✓	✓	✓	✓		
Arizona							
Arkansas	✓	✓	✓	✓	✓		
British Columbia							
California	✓		✓				
Colorado							✓
Connecticut	✓		✓		✓	✓	
Delaware	✓	✓	✓	✓			
District of Columbia							

Florida	✓	✓	✓	✓	✓		
Georgia	✓						
Hawaii	✓	✓	✓	✓	✓	✓	
Idaho	✓	✓	✓	✓			
Illinois	✓		✓	✓	✓	✓	
Indiana		✓	✓	✓	✓	✓	✓
Iowa	✓	✓	✓		✓	✓	
Kansas			✓		✓		
Kentucky	✓	✓	✓	✓	✓		
Louisiana	✓	✓	✓	✓	✓	✓	
Maine		✓	✓	✓	✓	✓	
Maryland	✓		✓		✓		
Massachusetts	✓	✓	✓	✓	✓	✓	
Michigan	✓	✓	✓				
Minnesota	✓	✓	✓			✓	
Mississippi	✓	✓	✓	✓	✓	✓	
Missouri							✓
Montana		✓	✓	✓	✓		
Nebraska	✓	✓	✓		✓	✓	
New Hampshire		✓	✓			✓	
New Jersey							
New Mexico	✓	✓	✓	✓	✓		
New York	✓	✓	✓	✓	✓	✓	
New York - City	✓	✓	✓	✓	✓	✓	
New York - Nassau County	✓				✓		
North Carolina			✓				
Ohio	✓	✓	✓	✓			
Oklahoma							
Oregon							
Pennsylvania							
Rhode Island							✓
South Carolina							
South Dakota							
Tennessee	✓	✓	✓	✓	✓	✓	
Texas					✓	✓	✓
Utah							
Vermont							
Virginia	✓	✓	✓	✓	✓	✓	
Washington	✓	✓	✓				
West Virginia							

Wisconsin		✓	✓	✓			
Wyoming	✓	✓	✓	✓	✓	✓	
Total	28	27	33	22	25	18	6

^{xvi} **Services for Admissions.** This information is based on the results of Q182 What services are provided for Admissions? (Respondents were asked to check all that apply; response choices were as shown below). This question was only shown to the respondents who had selected “admissions” for Q178. Thirty-nine respondents provided an answer to this question.

State	Assessment/ evaluation	Development of contract	Monitoring	Alcohol/drug screens	Support group	12 step calls	Other
Alabama	✓	✓	✓	✓	✓		
Alaska	✓		✓				
Arizona							
Arkansas	✓	✓	✓	✓		✓	
British Columbia							
California	✓		✓				
Colorado	✓	✓	✓	✓	✓		
Connecticut			✓		✓		
Delaware							
District of Columbia	✓		✓				
Florida	✓	✓	✓	✓	✓		
Georgia	✓						
Hawaii							
Idaho	✓	✓	✓	✓			
Illinois	✓		✓	✓	✓	✓	
Indiana		✓	✓	✓	✓	✓	✓
Iowa	✓	✓	✓				
Kansas			✓	✓			
Kentucky	✓	✓	✓	✓	✓	✓	
Louisiana	✓	✓	✓	✓	✓	✓	
Maine	✓	✓	✓	✓			
Maryland	✓		✓		✓		
Massachusetts	✓						
Michigan	✓	✓	✓	✓	✓	✓	
Minnesota	✓	✓	✓			✓	
Mississippi	✓	✓	✓	✓	✓		
Missouri	✓			✓			

Montana	✓	✓	✓	✓	✓		
Nebraska	✓	✓	✓		✓	✓	
New Hampshire		✓	✓	✓		✓	
New Jersey	✓			✓	✓		
New Mexico	✓	✓	✓	✓	✓		
New York	✓						
New York - City	✓	✓	✓	✓	✓	✓	
New York - Nassau County	✓				✓		✓
North Carolina	✓	✓	✓	✓			
Ohio	✓	✓	✓	✓			
Oklahoma							
Oregon							
Pennsylvania							
Rhode Island							
South Carolina	✓	✓	✓	✓			
South Dakota							
Tennessee	✓	✓	✓	✓	✓	✓	
Texas					✓	✓	✓
Utah							
Vermont							
Virginia	✓	✓	✓	✓	✓	✓	
Washington							
West Virginia							
Wisconsin		✓	✓	✓			
Wyoming	✓	✓	✓	✓	✓	✓	
Total	33	25	32	26	21	14	3

xvii **Funding Sources.** This table is based on the results of Q200 How is the LAP funded? (Respondents were asked to specify approximate percent out of 100% for each of the response choices shown below). All 52 respondents provided an answer to this question.

State	Court funding	Integrated bar dues	Voluntary bar dues	Bar foundation	Fees from direct services	CLE/education presentations	Private donations	Grants	Other
Alabama	0	0	0	0	0	0	0	0	100
Alaska	0	100	0	0	0	0	0	0	0
Arizona	0	100	0	0	0	0	0	0	0
Arkansas	100	0	0	0	0	0	0	0	0
British Columbia	0	92	0	0	0	5	3	0	0

California	0	100	0	0	0	0	0	0	0
Colorado	99.9	0	0	0	0	0	0.1	0	0
Connecticut	0	0	0	0	0	0	0	0	100
Delaware	0	0	0	0	0	0	0	0	100
District of Columbia	0	100	0	0	0	0	0	0	0
Florida	0	70	0	0	25	5	0	0	0
Georgia	0	100	0	0	0	0	0	0	0
Hawaii	0	0	100	0	0	0	0	0	0
Idaho	0	40	0	0	0	0	0	60	0
Illinois	0	0	0	0	0	0	0	0	100
Indiana	100	0	0	0	0	0	0	0	0
Iowa	75	25	0	0	0	0	0	0	0
Kansas	100	0	0	0	0	0	0	0	0
Kentucky	0	90	0	0	0	0	0	0	10
Louisiana	15	60	15	0	10	0	0	0	0
Maine	0	0	0	0	0	0	0	0	100
Maryland	50	0	50	0	0	0	0	0	0
Massachusetts	0	100	0	0	0	0	0	0	0
Michigan	0	100	0	0	0	0	0	0	0
Minnesota	0	100	0	0	0	0	0	0	0
Mississippi	0	75	0	0	0	0	0	25	0
Missouri	0	78		1	0	0	0	0	21
Montana	0	95	0	0	0	0	5	0	0
Nebraska	49	0	50	0	0	0	1	0	0
New Hampshire	0	100	0	0	0	0	0	0	0
New Jersey	0	0	0	0	0	0	0	0	100
New Mexico	0	100	0	0	0	0	0	0	0
New York	0	0	100	0	0	0	0	0	0
New York - City	40	0	0	60	0	0	0	0	0
New York - Nassau County	52	0	0	48	0	0	0	0	0
North Carolina	0	0	0	0	0	0	0	0	100
Ohio	76	0	0	0	5	3	0	0	16
Oklahoma	0	100	0	0	0	0	0	0	0
Oregon	0	0	100	0	0	0	0	0	0
Pennsylvania	99	0	0	0	0	0	1	0	0
Rhode Island	0	0	100	0	0	0	0	0	0
South Carolina	0	100	0	0	0	0	0	0	0
South Dakota	0	100	0	0	0	0	0	0	0
Tennessee	100	0	0	0	0	0	0	0	0

Texas	0	100	0	0	0	0	0	0	0
Utah	0	0	0	0	0	20	0	80	0
Vermont	0	0	0	0	0	0	100	0	0
Virginia	0	65	0	0	0	0	25	0	10
Washington	0	0	100	0	0	0	0	0	0
West Virginia	0	98	0	0	0	0	2	0	0
Wisconsin	0	100	0	0	0	0	0	0	0
Wyoming	0	100	0	0	0	0	0	0	0
Average	18.38	45.92	12.06	2.10	0.77	0.63	2.64	3.17	14.56
Median	0	33	0	0	0	0	0	0	0
Mode	0	0	0	0	0	0	0	0	0
St. Dev.	34.82	46.45	30.62	10.45	3.72	2.90	14.08	13.94	33.93

xviii **Educational Presentations.** This information is based on the results of Q208 How many programs did your LAP present in the last fiscal year?/ Q209: To whom does your LAP present educational programs? (Respondents were asked to check all that apply; response choices were as shown below). Fifty respondents provided an answer to this question.

State	# Presentations in last fiscal year	Lawyers	Judges	Law Students
Alabama	13	✓	✓	✓
Alaska	1	✓		
Arizona	4	✓	✓	
Arkansas	26	✓	✓	✓
British Columbia	40	✓	✓	✓
California	30	✓		✓
Colorado	86	✓	✓	✓
Connecticut	1	✓	✓	✓
Delaware	30	✓	✓	✓
District of Columbia	18	✓	✓	✓
Florida	20	✓	✓	✓
Georgia	3	✓		✓
Hawaii	4	✓	✓	✓
Idaho	5	✓	✓	✓
Illinois	29	✓	✓	✓
Indiana	29	✓	✓	✓
Iowa	13	✓	✓	✓
Kansas	22	✓	✓	✓
Kentucky	40	✓	✓	✓
Louisiana	43	✓	✓	✓
Maine	15	✓	✓	✓

Maryland	12	✓	✓	✓
Massachusetts	64	✓	✓	✓
Michigan	35	✓	✓	✓
Minnesota	109	✓	✓	✓
Mississippi	20	✓	✓	✓
Missouri	12	✓	✓	✓
Montana	10	✓	✓	✓
Nebraska	10	✓	✓	✓
New Hampshire	12	✓	✓	✓
New Jersey	35	✓	✓	✓
New Mexico	20	✓	✓	✓
New York	15	✓	✓	✓
New York - City	35	✓	✓	✓
New York - Nassau County	5	✓	✓	✓
North Carolina	67	✓	✓	✓
Ohio	45	✓	✓	✓
Oklahoma	2	✓	✓	
Oregon	12	✓	✓	✓
Pennsylvania	269	✓	✓	✓
Rhode Island	2	✓		
South Carolina	40	✓	✓	✓
South Dakota	5	✓		✓
Tennessee	43	✓	✓	✓
Texas	54	✓	✓	✓
Utah				
Vermont	0	✓	✓	✓
Virginia	29	✓	✓	✓
Washington	8	✓		
West Virginia		✓	✓	
Wisconsin	32	✓	✓	✓
Wyoming				
Average	30.08			
Median	20			
Mode	12			
St. Dev.	41.10			