A Snapshot of Our Changing Landscape
Profession & Bar Demographics

Christine H. Hickey
Past President, Indianapolis Bar Association and Indianapolis Bar Foundation
Change is the only constant in life. Ones ability to adapt to those changes will determine your success in life.

Benjamin Franklin
What does our legal landscape look like?

Law Students to Retirement

Who is entering and Who is leaving the profession?

Shifts of Growth & Benchmarks
Recent 1L Enrollment
MBE and MPRE Administrations
# of Private Practice Jobs for New Graduates
# of Private Practice Jobs for New Graduates

Data drawn from the National Association for Legal Placement
Who is leaving the profession?

• With fewer law students coming in
• Lower bar exam passage rates
• Smallest # of private practice jobs for new grads

• What does the other end of the spectrum look like?
LAWYER RETIREMENT

<table>
<thead>
<tr>
<th>Answer</th>
<th>Response</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working full time</td>
<td>1,432</td>
<td>61.1%</td>
</tr>
<tr>
<td>Retired</td>
<td>456</td>
<td>19.5%</td>
</tr>
<tr>
<td>Scaling back toward retirement</td>
<td>253</td>
<td>10.8%</td>
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<tr>
<td>Working part time</td>
<td>155</td>
<td>6.6%</td>
</tr>
<tr>
<td>Other, please specify:</td>
<td>48</td>
<td>2.0%</td>
</tr>
<tr>
<td>Total</td>
<td>2,344</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
What’s the Big Picture?
US LAWYER POPULATION

Data drawn from the ABA Market Research Department

*2017 is an estimate due to a reporting change
ORGANIZATIONAL MEMBERSHIP GROWTH

Data drawn from the ABA 2017 State and Local Bar Benchmarks Survey
What About Diversity?
TOTAL JD MINORITY ENROLLMENT

Data drawn from the ABA Section on Legal Education and Admissions to the Bar

ABA BAR LEADERSHIP INSTITUTE
RACIAL/ETHNIC DIVERSITY IN THE PROFESSION

Data drawn from the ABA National Lawyer Population Survey

ABA BAR LEADERSHIP INSTITUTE
Data drawn from the 2017 *A Current Glance at Women in the Law* ABA Commission on Women in the Profession
WOMEN IN THE PROFESSION

Data drawn from the ABA National Lawyer Population Survey
What Does This Mean for Bar Associations?

• Opportunity to re-examine

"In the middle of difficulty lies opportunity."

– Albert Einstein
What Does This Mean for Bar Associations?

- How do you define success?
- Relevance reimagined
The secret of change is to focus all your energy, not on fighting the old, but on building the new.

- Socrates
Diminishing Resources

Mary Byers
Consultant and Author, *Race for Relevance* and *Road to Relevance: 5 Strategies for Competitive Associations*
Changing Member Expectations

Lauren Stiller Rikleen
Past President, Boston Bar Association
CHANGING MEMBER EXPECTATIONS
4 MYTHS, 4 STRATEGIES
Myth #1
Baby Boomers Will Carry Us Forward

To infinity and beyond
Myth #2

Millennials Aren’t Joiners
Myth #3
What’s a Gen X?

www.nea.org
Gen X who are they and what do they want?
Myth #4

Our programs and structure have served this bar association well for a century…
STRATEGY #1

Put Gen X first
STRATEGY #2

Millennials will join if there are good reasons to do so
STRATEGY #3

Understand the shifting needs of Boomers and plan accordingly
STRATEGY #4

Remember your essential purpose and plan accordingly
The only way to make sense out of change is to plunge into it, move with it, and join the dance.

Alan Watts

BrainyQuote
Changing Behavior of Legal Services Consumers

Bob Glaves
Executive Director, Chicago Bar Foundation
BLJ, We Have a Problem

And You Have an Opportunity
(And the Power)
to Do Something About It!
“We cannot solve our problems with the same thinking we used when we created them.”
Who are these people?
In 3 out of 4 civil cases in our courts around the country, at least one party is unrepresented today.
“Our legal system as it pertains to ordinary people is unraveling. Hundreds of millions of people can’t afford to hire a lawyer to solve their legal problems...As the PeopleLaw sector shrinks, a large number of lawyers are under tremendous economic stress.”

- Bill Henderson
The Decline of the PeopleLaw Sector
“(I)f legal services cannot be delivered more efficiently, ordinary citizens will forgo legal services. This is not a prediction; it is a statement of what is happening today.”

- Bill Henderson

Legal Services and the Consumer Price Index
“If I asked the people what they want, they would have told me a faster horse”
- Henry Ford
The New Bar Agenda

CLE and Programming

• Process Mapping/Process Improvement
• Technology and Law Practice Management
• Pricing in New Ways
• Customer Service, Empathy and Other “Soft Skills”

Rethinking the Court System

A Fresh Look at the Rules of Professional Conduct
Resources

Bob Ambrogi
The Innovation Gap: How to Reboot The Justice System on Technology, Part 1 and Part 2

Bill Henderson
The Decline of the PeopleLaw Sector and Legal Services and the Consumer Price Index

Jordan Furlong
Tomorrow’s law firm, today

Geoff Colvin
Humans are Underrated
Bob Glaves
Executive Director
The Chicago Bar Foundation
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(312) 554-1205
Strategy Sessions

Demographics

Diminishing Resources

Changing Member Expectations

Changing Behavior of Legal Services Consumers

1: A Collision in Governance

2: Leading the Strategic Membership Conversation

3: Consumer-based Approaches to Legal Services Delivery

4: Addressing Changing Member Expectations

5: Alternative Dues & Business Models

6: Helping Groups Deal with Complexity and Make Better Decisions