

Incubator Participant Survey FINAL

Start of Block: Introduction

Q1 You are invited to participate in this study to learn more about the lawyers that participate in law firm incubator programs that provide legal services to modest-income populations.

You were selected as a possible participant in this study because you are currently part of, or formerly participated in, a program, a law firm, or a nonprofit that provides services for modest-income populations. You must be 18 years of age or older to participate.

Participating in this survey is voluntary. You can decide to skip a question or not to complete the survey after you started taking it. However, we encourage you to complete it. We estimate it will take you approximately 20 minutes to complete the survey.

There are no sensitive questions in this survey that should cause discomfort. However, there are questions about your student debt amount and your stress management. While no identifying information is attached to your answers, you can skip any question you do not wish to answer, or exit the survey at any point.

If you have questions or concerns about this study before, during, or after completing the survey, please contact either of the two people listed here:

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End of Block: Introduction

Start of Block: Questions for all

Page Break

Q2 Choose the option that best describes you.

- Current incubator participant (1)
- Former incubator participant/alumnus (2)
- None of the above (5)

Skip To: End of Survey If Choose the option that best describes you. = None of the above

Q3 In which state is the incubator located?

▼ Alabama (1) ... I do not reside in the United States (53)



Q4 What is your age?

Q5 Are you:

- Male (1)
 - Female (2)
 - Other, please specify: (3) _____
 - Prefer not to say (4)
-

Q6 Which of the following best describes your race/ethnicity? Choose all that apply.

- Asian/Asian American (1)
 - Black/African American (3)
 - Latino/Hispanic American (4)
 - Native American (5)
 - White (6)
 - I don't identify this way (7)
 - Other, please specify (8)
-

Q7 What is your marital status?

- Never married (1)
 - Married (2)
 - Domestic partnership (3)
 - Divorced (4)
 - Widowed (5)
-

Q8 Are either of your parents attorneys?

- Yes (1)
 - No (2)
-

Q9 Are any of your grandparents attorneys?

Yes (1)

No (2)

Q10 Were you born in the United States?

Yes (2)

No (3)

Q11 Were one or both of your parents born outside of the United States?

Yes, one parent (1)

Yes, both parents (2)

No (3)

Q12 Do you have children?

No (1)

Yes, how many? (2) _____

Q13 Do you currently carry malpractice insurance?

Yes (1)

No (2)

Q14 Do you carry your own health insurance?

Yes (1)

No (2)

Q15 Upon graduating from law school, how much educational debt had you incurred in total?

None (8)

Less than \$50,000 (1)

\$50,001-\$100,000 (2)

\$100,001-\$150,000 (3)

\$150,001-\$200,000 (4)

\$200,001-\$250,000 (5)

\$250,001-\$300,000 (6)

Over \$300,000 (7)

Q16 How are you currently re-paying your student loans?

- Standard Repayment (1)
 - Graduated Repayment (2)
 - Income-Based Repayment (3)
 - Pay As You Earn Repayment (4)
 - Income Contingent Repayment (5)
 - Deferred Repayment (6)
 - Other (7)
 - NA (8)
-

Q17 What was your law school class rank?

- Top 25% (1)
 - Middle 50% (2)
 - Bottom 25% (3)
 - My law school did not rank. (4)
 - I prefer not to say. (5)
-

Q18 While in law school, did you participate in/with any of the following? Choose all that apply.

- Voluntary Pro Bono Program (as a volunteer) (1)
 - Pro Bono or Public Interest Clinic (as a student) (2)
 - Pro Bono or Public Interest Fellowships (as a recipient) (3)
 - Student-Run Pro Bono or Public Interest Group (as a member) (4)
-

Q19 Did you work during law school? Choose all that apply.

- Yes, in a law-related position. (1)
 - Yes, unrelated to the law. Please specify: (2)

 - No. (3)
-

Page Break

Display This Question:

If Choose the option that best describes you. = Current incubator participant

Q20 The next set of questions asks about your law practice currently being incubated.

Display This Question:

If Choose the option that best describes you. = Former incubator participant/alumnus

Q21 The next set of questions asks about your current law practice, after leaving the incubator. If a question does not apply, please skip it.



Q22 On average, how many hours a week do you work?

Q23 How much vacation time did you take in 2018?

- Vacation is a luxury I don't have at this time (1)
 - Less than 1 week (2)
 - 1 week (3)
 - 2 weeks (4)
 - 3 weeks (5)
 - 4 weeks (6)
 - More than 4 weeks (7)
-

Q24 In an average month, what percentage of time do you allocate to the following work-related tasks? Please assign an approximate percentage to each option below to represent its share of 100%. (Must total 100%)

	Percentage of Work Time (1)
Paying client work (1)	
Administrative work (2)	
Business development (3)	
Marketing (4)	
Training/Continuing Education (5)	
Pro Bono (6)	
Networking (7)	
Consulting or contract work (8)	
Other, please specify: (9)	

Total

Q25 Where do you interact with clients? Please assign an approximate percentage to each option below to represent its share of 100%. (Must total 100%)

	Percentage of Work Time (2)
Office space (1)	
Home office (2)	
Courts/government building (5)	
Public space (Starbucks, etc.) (6)	
Remotely (3)	
Other, please specify: (4)	
Total	

Display This Question:

If Where do you interact with clients? Please assign an approximate percentage to each option below... [Remotely] >= .5

Q26 How do you communicate with clients remotely? Please assign an approximate percentage to each option below to represent its share of 100%. (Must total 100%)

	Percentage of Remote Communications (1)
Computer - Over regular email (1)	
Computer - Written communications via an online portal (2)	
Phone - Talking (3)	
Phone - Texting (4)	
Video-conferencing (5)	
Other, please specify: (6)	
Total	

Page Break

Q27 How do you bill your clients? Please assign an approximate percentage to each option below to represent its share of 100%. (Must total 100%)

	Percentage of Cases (2)
Flat fees (1)	
Hourly rates (2)	
Contingency fees (3)	
Fee-shifting (4)	
Subscription fee (7)	
Other, please specify: (5)	
Other, please specify: (6)	
Total	

Q28 Do you only serve clients below a certain income?

- Yes (1)
- No (2)

Display This Question:

If Do you only serve clients below a certain income? = Yes

Q29 How is eligibility determined? Choose all that apply.

- By reviewing income tax returns and/or pay stubs (1)
- Client affirmation (2)
- Third-party screening (3)
- Other, please specify: (4) _____

Display This Question:

If Do you only serve clients below a certain income? = Yes

Q30 What standard is used to determine poverty?

- Federal poverty guidelines (1)
- Housing guidelines (2)
- Other, please specify: (3) _____

Q31 Are your services priced on a sliding scale?

Yes (1)

No (2)



Q32 Approximately what percentage of your services are provided on an unbundled basis?
(Numbers only, no symbols)

(1) _____

Q33 Do you accept credit card payments?

Yes (1)

No (2)



Q34 In an average month, what percentage of fees billed do you collect? (Numbers only, no symbols)

Page Break _____



Q35 In the most recent fiscal year, how much pre-tax/gross income did you generate from all employment sources? Please provide a projection if you have not yet completed one full year and click "this is a projection" below. (Numbers only, no symbols)

Q36

This is a projection. (1)

Q37 What were the sources of that income? Please assign a approximate percentage to each option below to represent its share of 100%. (Must total 100%)

	Percentage of Total Gross Income (1)
Primary law practice (1)	
Other law-related employment (e.g., contract work, coverage) (2)	
Other non-law job (3)	
Total	

Q38 In which areas of law do you practice? Please assign an approximate percentage to each option below to represent its share of 100%. (Must total 100%)

	Percentage of Practice (1)
General Practice (1)	
Banking (2)	
Business/Corporate Services (3)	
Civil Rights (4)	
Consumer Debt/Bankruptcy (5)	
Criminal (6)	
Disability Rights (7)	
Education (8)	
Elder (9)	

Estate planning/probate/wills (10)	
Family (11)	
Domestic Violence (12)	
Health Care (13)	
Housing/landlord tenant (14)	
Immigration (15)	
Intellectual Property/Patents/Trademarks (16)	
Juvenile Law (17)	
Medical Malpractice (18)	
Military (19)	

Personal Injury (20)	
Poverty (21)	
Public Benefits (22)	
Real Estate (23)	
Securities (24)	
Tax (25)	
Other, please specify (26)	
Total	

Q39 Do you practice within any particular niche?

No (1)

Yes, please specify: (2) _____

Q40 Who comprises your client base? Please assign an approximate percentage to each option below to represent its share of 100%. (Must total 100%)

	Percentage of Clients (1)
Low-income individuals (1)	
Moderate-income individuals (2)	
High-income individuals (3)	
Small nonprofit organizations (4)	
Large nonprofit organizations (5)	
Small businesses (10 or fewer employees) (6)	
Medium businesses (11-100 employees) (10)	
Large businesses (over 100 employees) (7)	
Other, please specify: (8)	

Other, please specify: (9)

Total

Q41 Who makes up the community you serve? Choose all that apply.

- Latino/Hispanic (1)
 - African American/Black (2)
 - Asian/Asian-American (3)
 - White (4)
 - Other, please specify: (5)
-
- Other, please specify: (6)
-

Q42 Is your practice focused on serving any of the following groups in particular? Choose all that apply.

- Immigrants (1)
 - Elderly (2)
 - Disabled (3)
 - Community groups (4)
 - Rural populations (5)
 - Veterans (6)
 - Ethnic, racial community. Please specify: (13)
-

- Active military (7)
 - LGBTQ community (8)
 - Religious organizations (9)
 - Domestic violence survivors (10)
 - Other, please specify: (11)
-

- Other, please specify: (12)
-

End of Block: Questions for all

Start of Block: All incubator participants

Q43 What was your employment status when you applied to the incubator?

- Full-time employment - JD required (1)
 - Full-time employment - No JD required (2)
 - Part-time employment - JD required (3)
 - Part-time employment - No JD required (4)
 - Law Student (5)
 - Unemployed (6)
 - Other, please specify: (7) _____
-

Q44 Choose the option that best described your primary work setting when you applied:

- Solo practice (1)
 - Private firm (2)
 - Government (3)
 - Legal aid or Public Defender (4)
 - Legal nonprofit (5)
 - Other nonprofit (6)
 - Educational institution (7)
 - Corporate/Business (8)
 - Unemployed (9)
 - Contract work (11)
 - Other, please specify: (10) _____
-

Display This Question:

If Choose the option that best described your primary work setting when you applied: = Private firm

Q45 How many attorneys worked for the private firm that employed you when you applied?
(Please provide your best estimate.)

- 2-9 attorneys (1)
- 10-49 attorneys (2)
- 50-99 attorneys (3)
- 100-499 attorneys (4)
- 500 or more attorneys (5)



Q46 How many years had you been out of law school when you applied to the incubator?
(Round to the nearest half year, e.g. 1.5)

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Q47 What was the primary reason you decided to apply to an incubator?

- To establish a new solo or small-firm practice (1)
 - To grow an existing solo or small-firm practice (2)
 - To help low and moderate-income clients gain access to legal services (7)
 - To gain skills in order to become more marketable to other employers (3)
 - Because I was dissatisfied with work at the time and wanted to try something new (4)
 - Because I did not have any other job offers at the time (5)
 - Other, please specify: (6) _____
-

Q48 Had you ever tried to establish a law practice before joining the incubator?

- Yes (1)
 - No (2)
-

Display This Question:

If Had you ever tried to establish a law practice before joining the incubator? = Yes



Q49 Please rank the top three biggest challenges you faced trying to establish a law practice before joining the incubator (Highest = 1, Second highest = 2, Third highest = 3).

- _____ Lack of business experience (1)
- _____ Lack of substantive law knowledge (2)
- _____ Office space/overhead too expensive (3)
- _____ Administrative tasks too time consuming (4)
- _____ Marketing and getting clients (5)
- _____ Collecting fees (6)
- _____ Not enough/unstable income (7)
- _____ Isolation/No support system (8)
- _____ Other, please specify: (9)
- _____ Other, please specify: (10)

End of Block: All incubator participants

Start of Block: Just Former Incubator Participants

Q50 Please choose the option that best describes the incubator program model:

- Participants were considered to be part of one single law firm (1)
- Participants operated their own independent solo practices (2)



Q51 Approximately how many months ago did you graduate from the incubator?

Q52 Please choose the option that best describes what you did upon graduating from the incubator:

Display This Choice:

If Please choose the option that best describes the incubator program model: = Participants operated their own independent solo practices

- Continued to operate the solo firm that was incubated (1)

Display This Choice:

If Please choose the option that best describes the incubator program model: = Participants were considered to be part of one single law firm

- Started my own solo practice (2)

Display This Choice:

If Please choose the option that best describes the incubator program model: = Participants were considered to be part of one single law firm

- Continued to work for the law firm I was incubated into (3)
- Founded a small private firm (4)
- Started a nonprofit law firm (5)
- Took a job that I got as a result of participating in the incubator program (7)
- None of these (6)

Display This Question:

If Please choose the option that best describes what you did upon graduating from the incubator: = Continued to operate the solo firm that was incubated

Or Please choose the option that best describes what you did upon graduating from the incubator: = Started my own solo practice

Or Please choose the option that best describes what you did upon graduating from the incubator: = Continued to work for the law firm I was incubated into

Or Please choose the option that best describes what you did upon graduating from the incubator: = Founded a small private firm

Or Please choose the option that best describes what you did upon graduating from the incubator: = Started a nonprofit law firm

Or Please choose the option that best describes what you did upon graduating from the incubator: = Took a job that I got as a result of participating in the incubator program

Q53 Is this your current occupation?

- Yes (1)
- No (2)

Display This Question:

If Please choose the option that best describes what you did upon graduating from the incubator: = None of these

Or Is this your current occupation? = No

Q54 Choose the option that best describes your current practice setting:

- Private firm (1)
- Government (2)
- Legal Aid or Public Defender (3)
- Legal nonprofit (4)
- Other nonprofit (5)
- Educational institution (6)
- Corporate/Business (7)
- Other (8) _____

Display This Question:

If Choose the option that best describes your current practice setting: = Private firm

Q55 How many attorneys work for the private firm at which you're currently employed? (Please provide your best estimate.)

- 2-9 attorneys (1)
 - 10-49 attorneys (2)
 - 50-99 attorneys (3)
 - 100-499 attorneys (4)
 - 500 or more attorneys (5)
-

Q56 While in the incubator, did you work a second job/take on additional work? Choose all that apply.

- Yes, one that required a law license (1)
 - Yes, one that did not require a law license (2)
 - No (3)
-

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Q57 Rate how valuable each of the following features of the incubator were:

	Not valuable at all (69)	Slightly valuable (70)	Moderately valuable (71)	Very valuable (72)	Extremely valuable (73)	NA (74)
Substantive law training (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business planning/practice management training (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Free/subsidized office space (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stipend (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pro bono opportunities (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subsidized business costs (eg. equipment, software) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer support (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentorship from experienced lawyers (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Practice experience (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The opportunity to collaborate with other participants (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q58 Rate how well you feel the incubator prepared you in the following areas:

	Not well at all (18)	Slightly well (19)	Moderately well (20)	Very well (21)	Extremely well (22)
Substantive Law (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Client Development and Marketing (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incorporating Technology (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethical Issues (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Client Relations and Retention (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unbundled or Limited Scope Services (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flat or Fixed Fee Arrangements (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other creative compensation arrangements (27)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nonprofit Law Firms (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Outreach and Relationships (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Virtual Law Offices/Online Delivery (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to best serve low- and moderate-income clients (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Billing and collecting (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicating with clients (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time management (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Money management/budgeting (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal Research (18)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing (19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mediation (21)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negotiation (22)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mindfulness and self-care (23)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing business plans (24)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tax planning (25)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attorney trust accounts (26)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Q59 Please rate the top 3 most helpful areas of training you received while in the incubator. (1 = Most helpful; 2 = Second most helpful; 3 = Third most helpful)

- _____ Substantive law (1)
- _____ Client Development and Marketing (3)
- _____ Incorporating Technology (4)
- _____ Ethical Issues (5)
- _____ Client Relations and Retention (6)
- _____ Unbundled or Limited Scope Services (7)
- _____ Flat or Fixed Fee Arrangements (8)
- _____ Other creative compensation arrangements (20)
- _____ Nonprofit Law Firms (9)
- _____ Community Outreach and Relationships (10)
- _____ Virtual Law Offices/Online Delivery (11)
- _____ How to best serve low- and moderate-income clients (12)
- _____ Billing and collecting (13)
- _____ Communicating with clients (14)
- _____ Time management (15)
- _____ Money management/budgeting (16)
- _____ Networking (17)
- _____ Legal Research (18)
- _____ Writing (19)
- _____ Mediation (21)
- _____ Negotiation (22)
- _____ Mindfulness and self-care (23)
- _____ Developing business plans (24)
- _____ Tax planning (25)
- _____ Attorney trust accounts (26)

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Q60 Rate your level of agreement with each of the following statements.

"While in the incubator, I..."

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
Served low- and moderate-income populations (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Set my own schedule (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chose my own cases and clients (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Explored other areas of law (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worked in a niche area of law (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offered alternative delivery models and/or fee arrangements (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made decisions regarding business structure and procedure (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Built a client base (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Created a sustainable practice (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Connected with the bench and bar (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Established a
lasting peer
support
system (11)



Enjoyed
myself (12)



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Q61 While in the incubator, was pro bono required to participate?

Yes (1)

No (2)

Display This Question:

If While in the incubator, was pro bono required to participate? = Yes

Q62 How many hours of pro bono were required? (Choose the option that best applies and provide a figure.)

A week (1) _____

A month (2) _____

A year (3) _____

Throughout program lifetime (4)

Other time frame (5) _____



Q63 Since leaving the incubator, how many pro bono hours do you complete in an average month?

End of Block: Just Former Incubator Participants

Start of Block: Conclusion

Q64 Please rate your level of agreement with each of the following statements.

"Pro bono is..."

	Strongly disagree (6)	Disagree (7)	Neither agree nor disagree (8)	Agree (9)	Strongly agree (10)
Good training for attorneys (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Important to help those who cannot afford an attorney (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Detrimental to law firm sustainability (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helpful to develop paying clients (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Key to developing referral sources (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An obligation as attorneys (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q65 Overall, how satisfied are you with your current career path?

- Very satisfied (1)
- Somewhat satisfied (2)
- Somewhat dissatisfied (3)
- Very dissatisfied (4)

End of Block: Conclusion

Start of Block: End Question and Submit

Q66 Rate how satisfied are you with each of the following aspects of your career:

	Not satisfied at all (1)	Slightly satisfied (2)	Moderately satisfied (3)	Very satisfied (4)	Extremely satisfied (5)
Compensation - ability to pay the bills (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Control over cases/clients (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Control over schedule (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security/sustainability (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for career advancement (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to build skills (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition for your work (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationships with colleagues (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Serving underserved populations (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Substantive areas of work (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tasks you perform (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work/life integration (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: End Question and Submit

Start of Block: Just Current Incubator Participants



Q67 How many months have you been in the incubator?

Q68 Please choose the option that best describes the incubator model:

- Participants are considered to be part of one single law firm (1)
 - Participants operate their own independent solo practices (2)
-

Q69 Is pro bono required to participate?

- Yes (1)
 - No (2)
-

Display This Question:

If Is pro bono required to participate? = Yes

Q70 How many hours of pro bono are required? (Choose the option that best applies and provide a figure.)

- A week (1) _____
- A month (2) _____
- A year (3) _____
- Throughout program lifetime (4)

- Other time frame (5) _____

Q71 Rate how influential each of the following was on your decision to join an incubator:

	Not at all influential (1)	Slightly influential (2)	Moderately influential (3)	Very influential (4)	Extremely influential (5)
Wanted to serve low- and moderate-income populations (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wanted to set my own schedule (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wanted to make my own decisions regarding clients/cases (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wanted to explore other areas of law (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wanted to work in a niche area of law (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wanted to offer alternative delivery models or fee arrangements (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wanted to get [more] practical, hands-on legal experience (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Wanted mentorship, training and support from other lawyers (8)

Wanted to make decisions regarding business structure and procedures (9)

Wanted help covering overhead and expenses (10)

Wanted help building a client base (11)

Wanted to build a resume (12)



Q72 Rate how valuable each of the following aspects of the incubator are thus far:

	Not at all valuable (1)	Slightly valuable (2)	Moderately valuable (3)	Very valuable (4)	Extremely valuable (5)	NA (6)
Substantive law training (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Practice management training (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Free/subsidized office space (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stipend (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pro bono opportunities (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subsidized business costs (eg. equipment, software) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer support (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentorship from experienced lawyers (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hands-on practice experience (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q73 Please rate how important you think the following topics are to learn about while in the incubator.

	Not at all important (18)	Slightly important (19)	Moderately important (20)	Very important (21)	Extremely important (22)
Substantive Law (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Client Development and Marketing (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incorporating Technology (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethical Issues (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Client Relations and Retention (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unbundled or Limited Scope Services (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flat or Fixed Fee Arrangements (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other creative compensation arrangements (27)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nonprofit Law Firms (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Outreach and Relationships (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Virtual Law Offices/Online Delivery (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to best serve low- and moderate-income clients (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Billing and collecting (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicating with clients (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time management (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Money management/budgeting (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal Research (18)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing (19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mediation (21)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negotiation (22)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mindfulness and self-care (23)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing business plans (24)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tax planning (25)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attorney trust accounts (26)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q74 Rate how well you feel the incubator is preparing you in the following areas:

	Not well at all (18)	Slightly well (19)	Moderately well (20)	Very well (21)	Extremely well (22)	Too early to tell (23)
Substantive Law (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Client Development and Marketing (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incorporating Technology (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethical Issues (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Client Relations and Retention (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unbundled or Limited Scope Services (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flat or Fixed Fee Arrangements (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other creative compensation arrangements (27)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nonprofit Law Firms (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Outreach and Relationships (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Virtual Law Offices/Online Delivery (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to best serve low- and moderate-income clients (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Billing and collecting (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicating with clients (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time management (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Money management/budgeting (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking (17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal Research (18)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing (19)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mediation (21)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negotiation (22)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mindfulness and self-care (23)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing business plans (24)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tax planning (25)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attorney trust accounts (26)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q75 What are your plans for when you leave the incubator?

- Continue to grow the solo practice you are currently incubating (1)
- Establish a small private firm (2)
- Establish a nonprofit law firm (3)
- Seek employment (5)
- Other (4)

Display This Question:

If What are your plans for when you leave the incubator? = Other

Or What are your plans for when you leave the incubator? = Seek employment

Q76 Why have you decided not to operate or establish your own solo practice, small firm or nonprofit? Rate your level of agreement.

	Strongly disagree (1)	Disagree (2)	Neither agree nor disagree (3)	Agree (4)	Strongly agree (5)
I have too much debt. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have too many family obligations. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It's too hard to build a client base in the area I want to practice. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I need more experience and mentoring before I go out on my own. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I learned that it just isn't for me. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't like charging clients. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I got a better job offer (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify: (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If What are your plans for when you leave the incubator? = Other

Or What are your plans for when you leave the incubator? = Seek employment

Q77 Where do you see yourself going?

- Corporate/Business (1)
- Educational institution (2)
- Government (3)
- Legal Aid or Public Defender (4)
- Nonprofit law firm (existing) (5)
- Other nonprofit (6)
- Other, please specify: (7) _____

End of Block: Just Current Incubator Participants
