Law as a profession

I. Law as a problematic profession
II. Controlling the shape of the profession
III. Transformation of legal practice
IV. Conclusions
I. Law as a problematic profession

A. Nature of professionalization
   • The functionalist model
   • The Weberian model: professions as occupational monopolies
I. Law as a problematic profession

A. Nature of professionalization

B. Weakness of the legal profession in the U.S.
   • The problem of legitimacy
   • Heterogeneity
II. Controlling the shape of the profession

A. Strategies of the ABA and state bar associations:
   • Training: shift from apprenticeship to law schools
   • Bar examinations
II. Controlling the shape of the profession

A. Strategies of the ABA and state bar associations

B. Consequences
  • Numbers of lawyers
Law students and lawyers admitted to the bar, 1900-1985
Number of lawyers in the U.S., 1900-1985
II. Controlling the shape of the profession

A. Strategies of the ABA and state bar associations

B. Consequences
   • Numbers of lawyers
   • Characteristics of lawyers
     1. Age
     2. Race and ethnicity
     3. Social class
     4. Gender
Female and minority law students as percent of total enrollments, 1940-1985
Women lawyers as percent of all lawyers, 1910-1995
III. Transformation of legal practice

A. Law firms are getting bigger

• Review: More lawyers, more women lawyers
• Role of lawyers in the economy
• Change in the structure of legal practice
# Distribution of lawyers in practice settings (percents), 1951 and 1991

<table>
<thead>
<tr>
<th>Practice Setting</th>
<th>1951</th>
<th>1991</th>
<th>% Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private practice</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Total</td>
<td>86.8</td>
<td>72.9</td>
<td>205</td>
</tr>
<tr>
<td>Solo</td>
<td>59.0</td>
<td>32.6</td>
<td>101</td>
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<tr>
<td>Partners</td>
<td>23.2</td>
<td>24.8</td>
<td>289</td>
</tr>
<tr>
<td>Associates</td>
<td>4.6</td>
<td>13.8</td>
<td>995</td>
</tr>
<tr>
<td>Of counsel</td>
<td>—</td>
<td>1.6</td>
<td>150*</td>
</tr>
<tr>
<td>Corporations</td>
<td>5.7</td>
<td>9.5</td>
<td>508</td>
</tr>
<tr>
<td>Education</td>
<td>0.6</td>
<td>1.0</td>
<td>515</td>
</tr>
<tr>
<td>Government</td>
<td>9.8</td>
<td>8.2</td>
<td>205</td>
</tr>
<tr>
<td>Judicial</td>
<td>3.6</td>
<td>2.7</td>
<td>170</td>
</tr>
<tr>
<td>Retired, inactive</td>
<td>3.4</td>
<td>4.6</td>
<td>391</td>
</tr>
<tr>
<td>Total</td>
<td>221,605</td>
<td>805,872</td>
<td>264</td>
</tr>
</tbody>
</table>

* Percentage growth 1980-1991 only
Lawyers by Practice Setting, 1951 and 1991

- Private
- Solo
- Partners
- Associates
- Of counsel
- Corporations
- Education
- Government
- Judicial
- Retired

Lawyers (1000s)

- 1951
- 1991
III. Transformation of legal practice

A. Firm growth and cultural capital

B. What do lawyers do?
   - Symbolism and uncertainty
   - Cultural capital
   - Size matters
   - Gender
III. Transformation of legal practice

A. Firm growth and cultural capital

B. What do lawyers do?

C. Implications
   - Law firms are more pyramidal, hierarchical, and bureaucratic
Lawyers by firm size, 1980 and 1991

The chart shows the distribution of lawyers by firm size, comparing the years 1980 and 1991. It illustrates the percent of lawyers in each size category and the percent growth in the number of lawyers across different firm sizes.

- The x-axis represents Law Firm Size, categorized into several ranges: 2, 3, 4, 5, 6-10, 11-20, 21-50, 51-100, and 101+.
- The y-axis represents the Percent of Lawyers for each size category.
- The red line indicates the Percent Growth in number of Lawyers over the years.
Associates by firm size, 1980 and 1991

Percent Associates 1980
Percent Associates 1991
Percent Growth
in Number of
Associates

Law Firm Size

Percent Associates

Percent Growth in Number of Associates

Visited 03/1/2011
III. Transformation of legal practice

A. Firm growth and cultural capital

B. What do lawyers do?

C. Implications
   • Law firms are more pyramidal, hierarchical, and bureaucratic
   • Effects on mobility of male and female lawyers
Partnership chances for male and female lawyers, by firm size

<table>
<thead>
<tr>
<th></th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td>Large firms</td>
<td>61%</td>
<td>39%</td>
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<tr>
<td>Small firms</td>
<td>45%</td>
<td>16%</td>
</tr>
</tbody>
</table>
IV. Conclusions

A. Changes: growth in
   • number of lawyers
   • representation of women
   • size of law firms

B. From collegial model to employer-employee model

C. Ironic implications for women