



New Jersey State Bar Association Young Attorney Study

January 2020

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I. Executive Summary

The Fairleigh Dickinson University Poll (FDU) an independent, university-based research organization, conducted this current study on behalf of the New Jersey State Bar Association (NJSBA) with young (new) attorneys. These attorneys may or may not have been current members of the NJSBA. The study was comprised of both a quantitative and qualitative phase. For the qualitative phase, the FDU Poll conducted a total of 5 focus groups with NJSBA members identified as new attorneys. Two groups each were held in Livingston and Moorestown and a single group was held in New Brunswick. Results from these focus groups were used to help craft the final quantitative survey.

For the quantitative phase, NJSBA provided the FDU Poll with an email list of approximately 7,100 member and non-member attorneys who were believed to have been in practice for 10 years or fewer. The FDU Poll sent an email invitation to participate in the study to all emails in the contact list. Initially, approximately 400 emails were returned as undeliverable. This resulted in a total of 6,700 valid emails. It should be noted that the frequent movement of young attorneys from one practice to another were likely contributors to the undeliverable emails. Two subsequent reminder emails were sent, approximately one week apart. Once the online survey was closed, all non-responding members were sent a mail survey. In all, 530 attorneys started the survey, with a total of 505 having completed or having qualified for participation. A sample of 505 leads to a margin of error of approximately +/- 4.4 percentage points at the 95 percent confidence level.

Demographically, the quantitative study finds respondents to be:

- Split between female (54%) and male (45%)
- Predominantly white (72%), followed by African American (8%), Hispanic (5%) and Asian American (5%)

Qualitatively, the focus groups suggest:

- Many believe for a membership in the state bar to be of value, they must become active, either in meetings or sections. Value is not always seen as strictly monetary, such as 'I paid X and got Y back in return'. Many indicated that access to others, opportunities to speak at meetings, and the shared knowledge available through the bar are a value that cannot be monetized.
- Price, however, is an issue. Many mentioned their membership was dependent on their willingness of their employer to pay their dues. Most who were not currently members cite cost as the primary reason. The cost is not only seen as

the initial membership fees, but includes CLE, sections and meetings. Most view the total costs to be above \$1,000 per year.

- Virtually all also belong to another bar association, most often the county bar. Cost, closeness to their home or office, and networking with individuals with whom they are more likely to see in court on a regular basis top the perceptions of why they are members of these local associations.
- Those in South Jersey still feel disconnected with the state bar, citing very few meetings or networking opportunities available in the area. This group is typically more active in their county bar associations.
- Several mentioned that their participation in the NJSBA would increase if they were able to join meetings via phone or video conference. Some sections and meetings only allow in person participation.
- Networking should not always be networking. Many indicated a dislike for the traditional ‘walk into a bar where you don’t know anyone and have to mingle’ type of networking event. Many prefer events that force discussions and introductions, such as ‘give back to the community’ events.
- Most did not see a complete overlap between the NJSBA and the county bar associations and felt there are benefits to both.
- Key concerns include income and debt. While hours spent working is viewed as long, most indicated it is within their initial expectations. Some, however, did see a need for a ‘how to balance work with personal life’ course or training. In addition, many felt ill prepared for the increased professional demands that a new legal career entails. Resources to help those establishing solo firms, such as practice management information and checklists, were viewed as valuable.
- Few were aware of the existing NJSBA mentoring program. Some who did try it indicated some challenges with the online setup or their ability to find a mentor.
- Many do not feel comfortable bringing issues or questions to their co-workers or more tenured co-workers for fear of becoming THAT person.
- Many believe the requirements for CLE should be revised. It has been noted that some required courses have no practical relevance to their line of work (e.g., real estate closings, estate planning). Rather, many believe that required courses should conform to one’s line of practice.

Substantially, the quantitative study supports the findings of the qualitative phase. Specifically, the quantitative study finds:

- Seventy-five percent reported being a member, while 25 percent say they are not.
- Of those who are not members, the majority say they don't see the value (50%). Nearly half (45%) say cost is a key reason, while a third (36%) indicate non-membership because their firm does not cover the cost.
- The most significant issues facing young attorneys are stress (50%), trying to balance work and family (45%) and income below their expectations (29%). There are no differences among members and non-members on these top 3 responses.
- The majority (80%) believe they have the resources needed to do their job well, however only two thirds (68%) say they can balance family and work, and only half (54%) believe they are fairly compensated.
- The majority (58%) work 50 or more hours per week. Another 29 percent say they spend between 40-49 hours at work.
- Overall, 75 percent say they are satisfied with their legal career. Twenty percent are very satisfied, while fifty-five percent are somewhat satisfied.
- The use of NJSBA services in the last 90 days is limited. Most members have taken a CLE (83%). Networking opportunities is the second most utilized NJSBA offering, but only a third (34%) have used it in the last 90 days. Fewer still (23%) have used CommunityNet, and fewer than 1 in 5 (19%) have used Fastcase. All other offerings were mentioned by 5 percent or fewer.
- Forty percent of members indicate they do not belong to either a Section, Young Lawyer Division (YLD) or Committee. Of the three, 43 percent belong to YLD and 35 percent belong to a section. Only 12 percent say they belong to a committee.
- Only 22 percent say they are very (8%) or somewhat active (15%) in the NJSBA. Lack of time (70%) is the key reason for lack of involvement.
- CLE's (86%) and the Daily Briefing (44%) lead the list of most valuable services offered. Nothing else was mentioned by more than 21 percent of respondents.
- Overall, 80 percent of members are satisfied with their membership, but it is heavily skewed towards somewhat satisfied (60%). Lack of value (42%) and cost (19%) are the top reasons for dissatisfaction. CLE's (49%) and networking opportunities (22%) are the top reasons for satisfaction.

- 70 percent say they have outstanding loans. Of these, 19 percent have loans ranging from \$150k-\$200k, while 35 percent have loans greater than \$200k. No differences are seen across members and non-members.

Recommendations

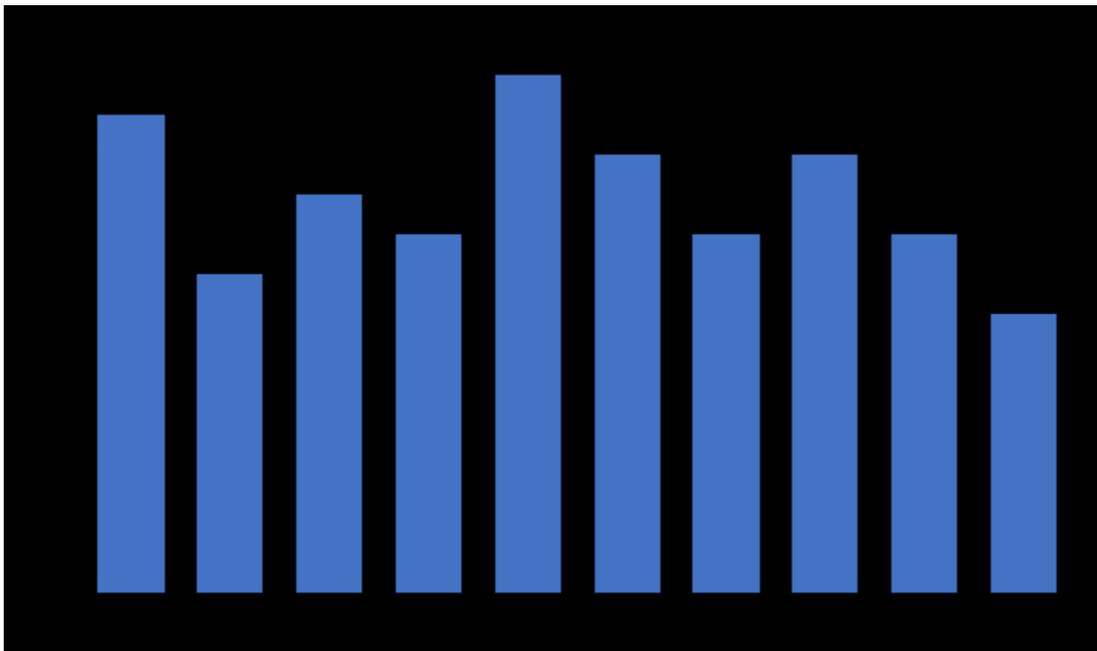
- NJSBA members are likely members of county bar associations and organizations. The county associations are frequently perceived as providing better networking opportunities and less expensive CLE's. Because the top two reasons cited for not being a member are 'do not see the value' and 'cost', the NJSBA needs to clearly articulate the advantages of joining the NJSBA. This may entail the NJSBA embarking on a dramatically new view of messaging.
- The NJSBA should do more to 'nurture' new members, possibly by introducing them to the various sections, divisions and committees available to them. The NJSBA should strongly consider an outreach program for new members.
- NJSBA should develop programs and offerings for both new attorneys (in addition to YLD) and those in solo practices.
- NJSBA still needs to address the perception that it is a North Jersey organization. Similar to the findings of our past study, this study found that members from the southern part of the state believe there are too few meetings and opportunities within a reasonable drive. Suggestions include having more meetings outside of the New Brunswick area, and permitting members to join meetings via a conference or video call.
- Engagement of current members is low, as only 22 percent say they are very or somewhat active. The NJSBA needs to develop programs and offerings which are designed to better meet the needs of members. This would include the suggestion above regarding permitting members to join meetings and sections via conference calls.
- Student loans are significant and often a cause of stress. With more than 70 percent of members indicating they have outstanding loans, and the average amount in excess of \$145,000, this is an area where the NJSBA could become a valued partner.
- The NJSBA should consider rebranding 'Young Attorney's' as 'New Attorney's', as many in this group do not view themselves as young (age wise).

II. Detailed Results –

How long have you been an attorney?

Half (52%) have been in practice for 5 years or fewer. Overall, the average number of years an attorney is about 5.3 years (see **Chart 1**).

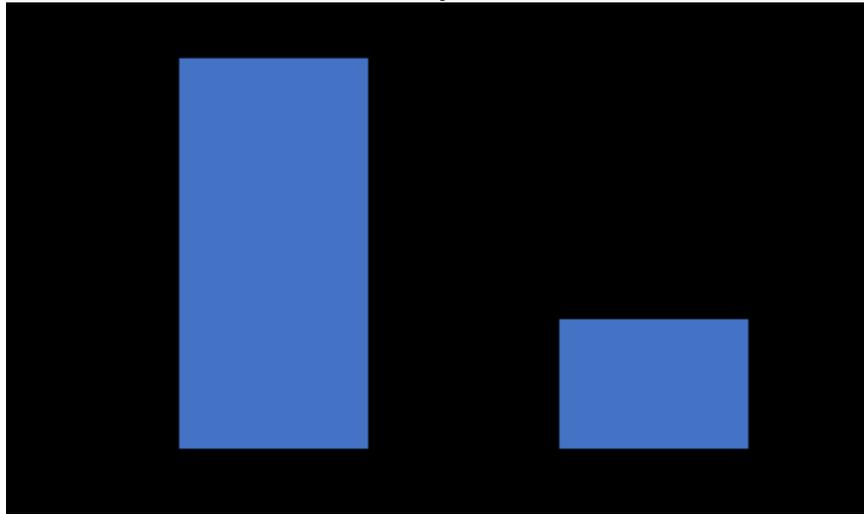
Chart 1
Years an Attorney



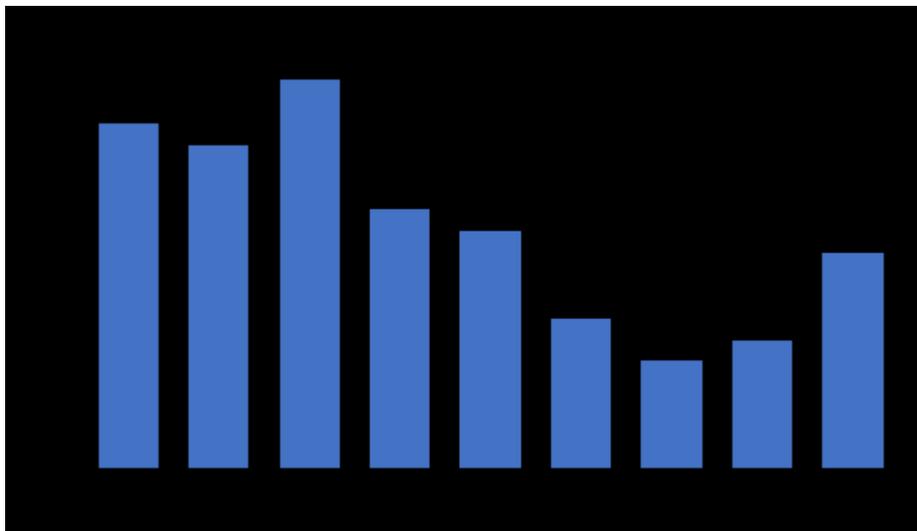
Are you currently a member of the NJSBA? How Long a Member?

Three-quarters (75%) of respondents are current NJSBA members. Of those who are members, 61 percent indicate they have been an NJSBA member for 4 years or fewer. Overall, the average number of years as a member is just over 4 years (see Charts 2 and 3).

**Chart 2
Currently a Member**



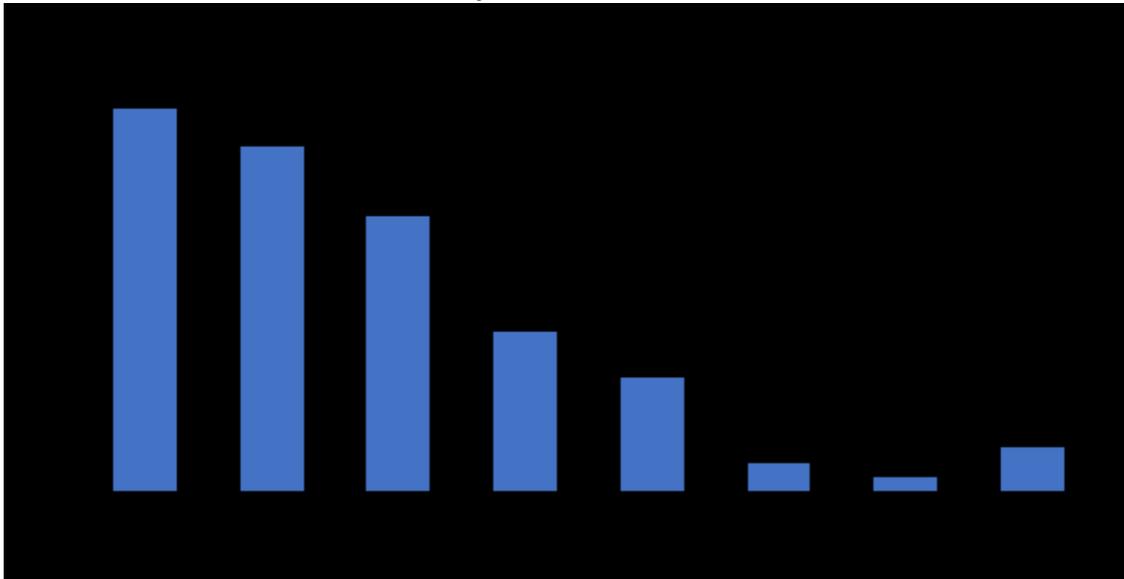
**Chart 3
Years a Member**



Why you are currently not a member of the NJSBA?

Overall half (50%) of non-members indicated they are not members because they do not see the value of membership. Nearly as many (45%) say cost, while a third (36%) say they are not members because their firms do not cover the membership fees. About 1 in 5 cite a preference of other bar associations (see Chart 4).

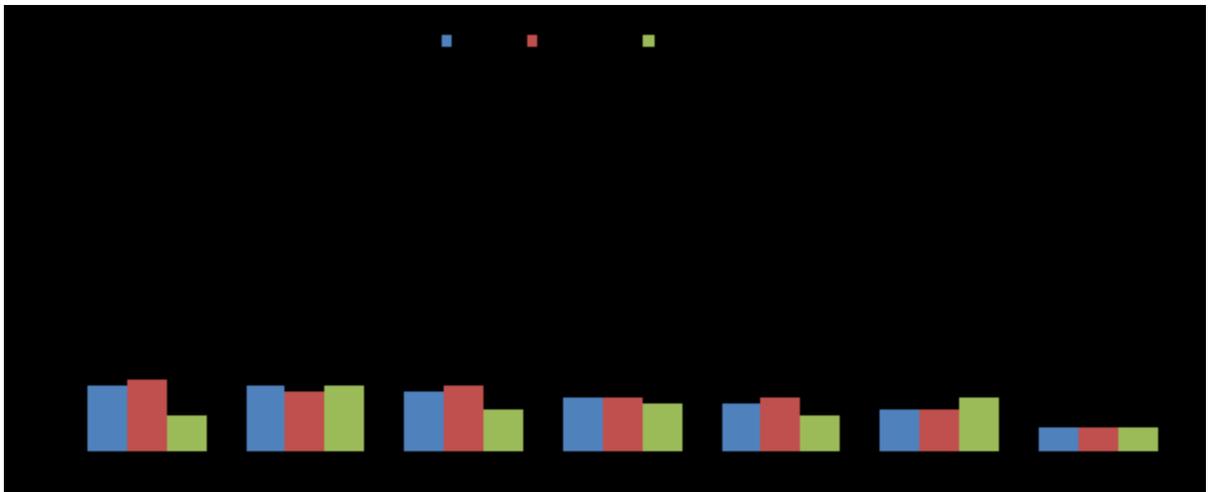
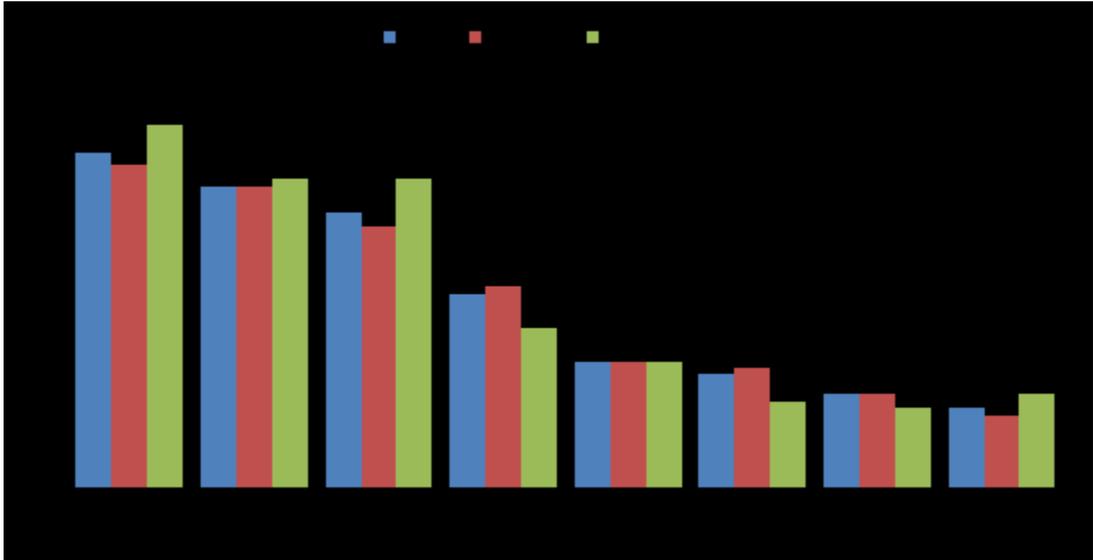
**Chart 4
Why Not a Member**



What are the three most significant issues you personally face as an attorney?

High stress (50%), balancing family and work (45%) and income below expectations (41%) are the top three issues facing young attorneys. Time management (29%), too many hours worked (19%) and lack of employment opportunities (17%) are among the second-tier issues. No significant differences are observed across member and non-member responses (see Chart 5). No differences are observed across those who are satisfied or not satisfied with their NJSBA membership

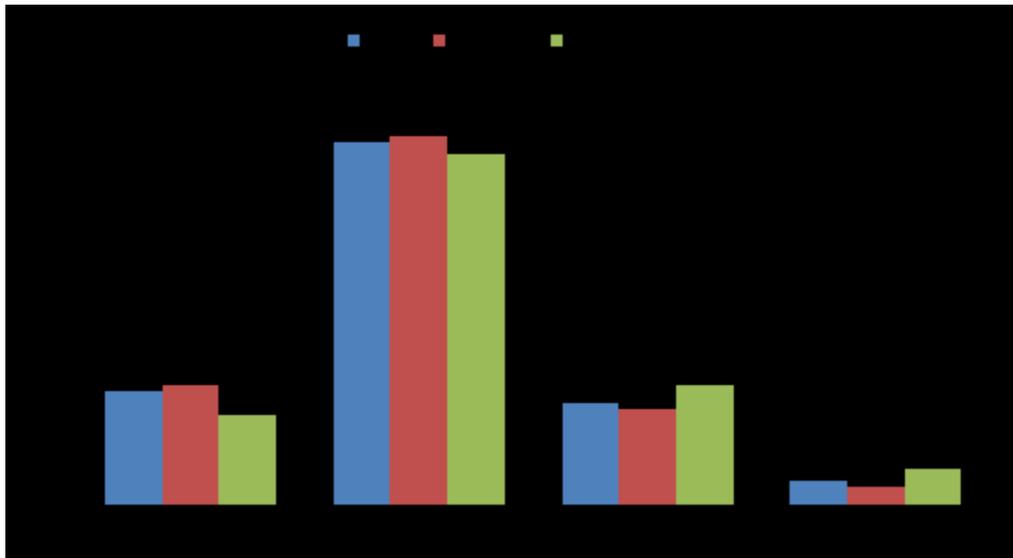
**Chart 5
Top Three Issues Faced**



How much do you agree with the following statements – I have the tools and resources needed to do my job well?

Overall, 80 percent agree they have the tools and resources needed to do their job well (19% strongly agree; 61% agree). No significant differences are observed across member and non-member responses (see Chart 6). Those who are not satisfied with their NJSBA membership (65%) are less likely to agree with this statement than are those who are satisfied (86%)

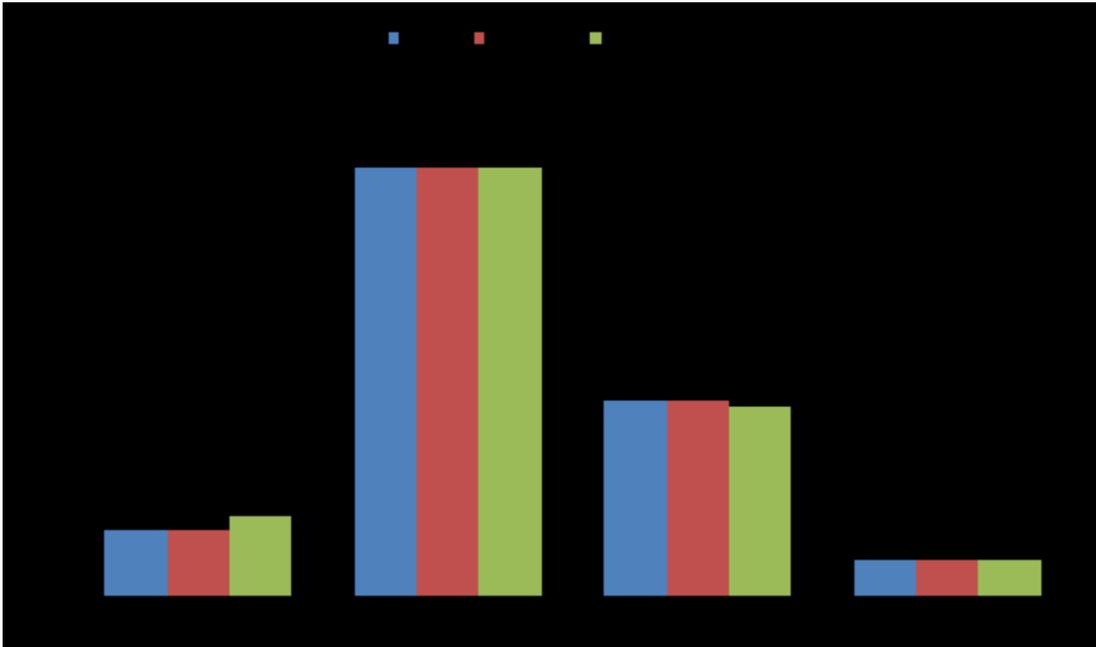
Chart 6
I Have the Tools & Resources



How much do you agree with the following statements – I am able to balance my work and personal life?

Nearly a third (32%) disagree with the statement that they can balance work and personal life. Fifty-nine percent ‘agree’, while only 9 percent ‘strongly agree’. Once again, there are no significant differences members and non-members (see **Chart 7**). There are no differences in agreement across those satisfied (68%) or dissatisfied (62%) with their NJSBA membership, nor across men (68%) or women (69%).

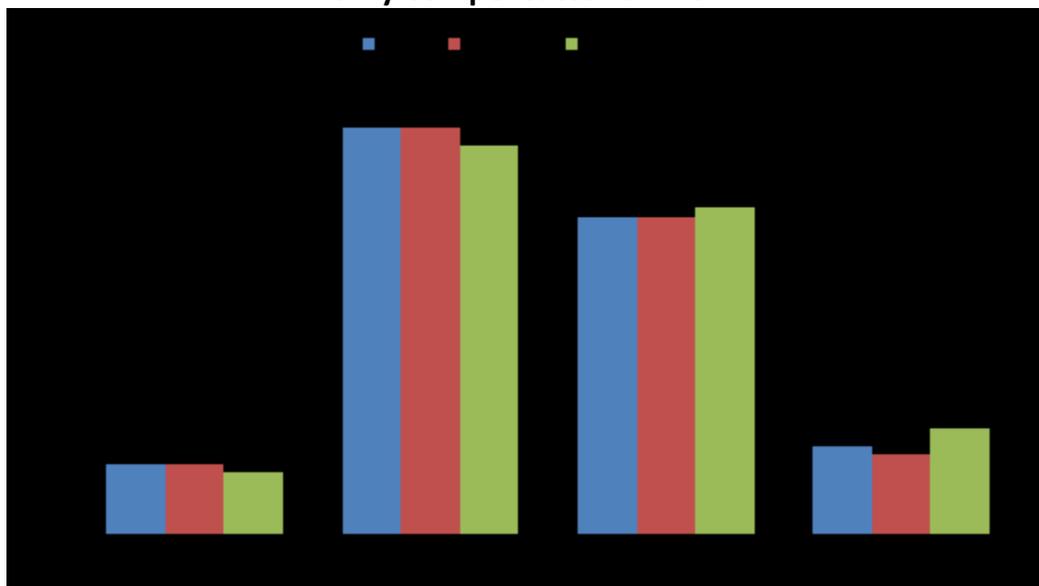
Chart 7
Balance Work & Personal Life



How much do you agree with the following statements – I am fairly compensated for my work?

Only half (54%) agree that they are fairly compensated for their work. Once again, more 'Agree' (46%) than 'Strongly Agree' (8%). Overall, 46 percent disagree with the statement, ten percent of whom strongly disagree. No significant differences are observed across member and non-member responses (see Chart 8). Those who are not satisfied with their NJSBA membership (41%) are less likely to agree with this statement than are those who are satisfied (60%). No significant difference exists across gender.

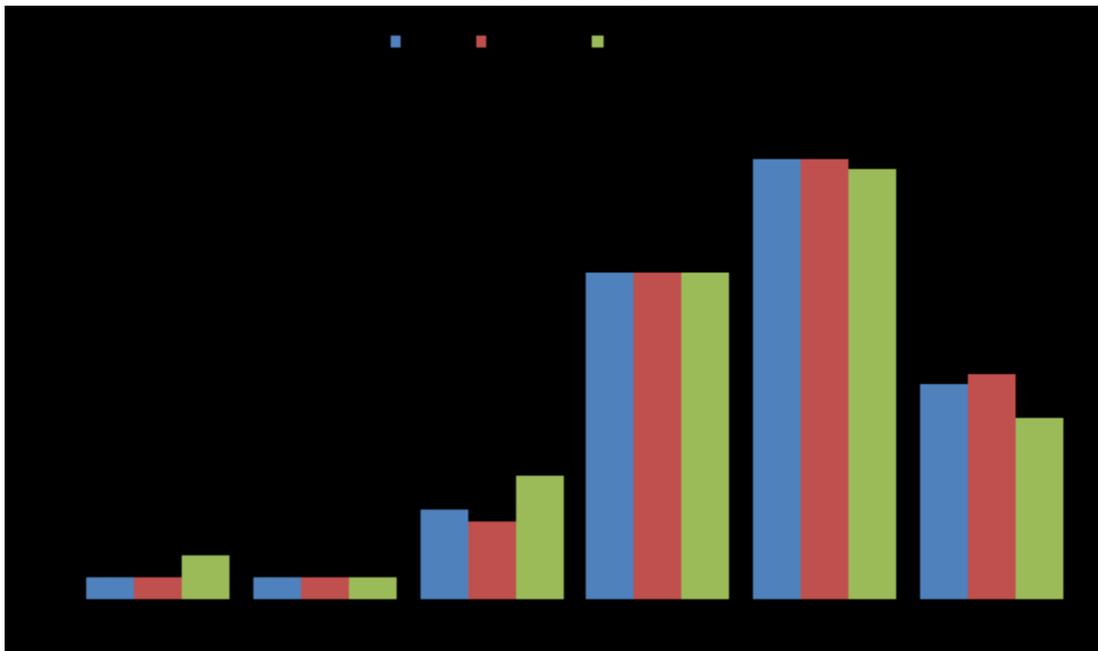
Chart 8
Fairly Compensated for Work



On average, how many hours per week do you devote to the legal profession in 2019?

Respondents devote a significant amount of time each week to their legal profession. In fact, more than half (58%) indicate they spend 50 hours or more per week on work related activity. There are no significant differences across members and nonmembers (**see Chart 9**). No differences exist in hours worked for those who are not satisfied with their NJSBA membership (53%) when compared with those who are satisfied (60%).

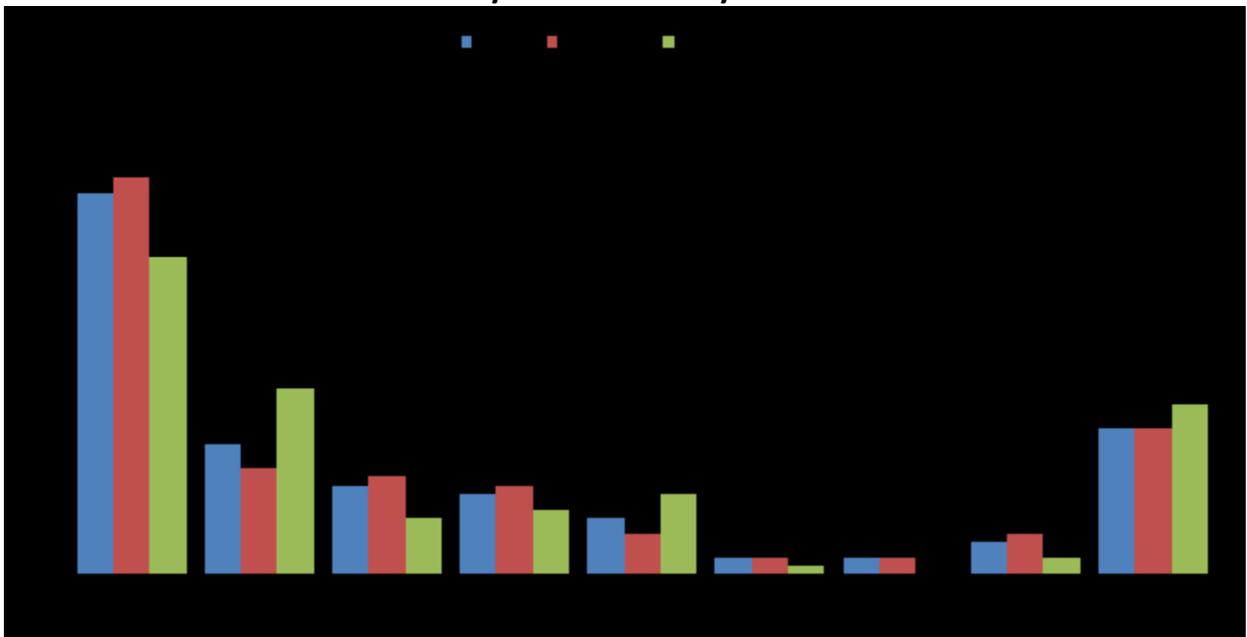
Chart 9
Hours Worked



Why did you become a lawyer?

A plurality (47%) indicated the main reason that they became a lawyer was to help others, or to be an advocate. The second most popular reason (16%) was wanting a good and/or high paying job. More non-members (23%) than members (13%) say they wanted a good job. No other member/non-member differences are observed (see Chart 10).

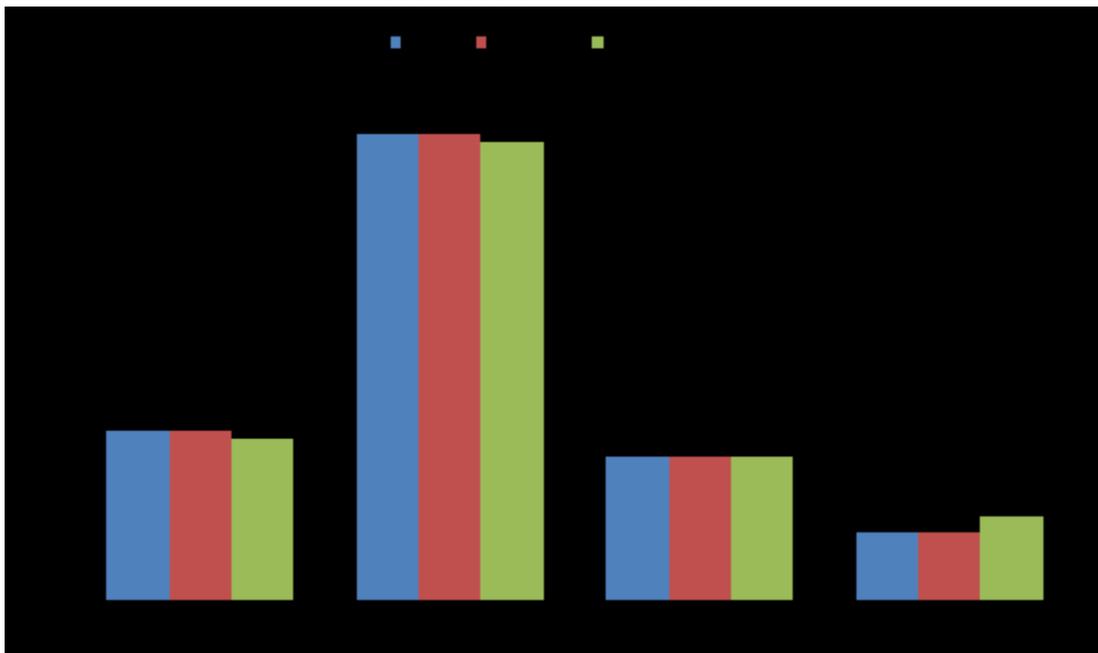
Chart 10
Why Become a Lawyer



Overall, how satisfied or dissatisfied are you currently with your legal career?

Overall, three quarters (75%) are either very satisfied (20%) or somewhat satisfied (55%) with their legal careers. A quarter are at least somewhat dissatisfied. No significant differences are observed across member and non-member responses (see **Chart 11**). Those who are satisfied with their NJSBA membership (78%) are more likely to be satisfied with their career than are those who are not satisfied (59%). No significant difference exists across gender.

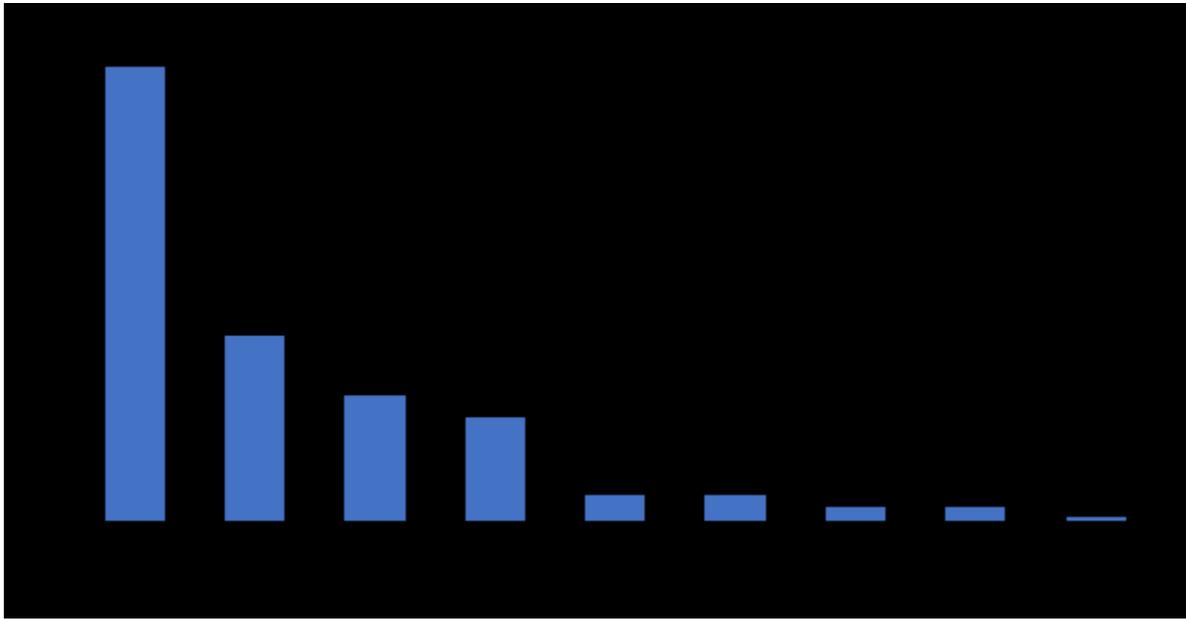
Chart 11
Satisfaction with Career



Which of the following NJSBA services have you used in the past 90 days?

The majority (83%) report having used CLE's in the past 90 days. Fewer (34%) took advantage of networking opportunities and about a quarter (23%) used CommunityNet. No other service has been used by 20 percent of members over the past 90 days (**see Chart 12**). No significant differences exist in services used across members who are satisfied or dissatisfied with their NJSBA membership.

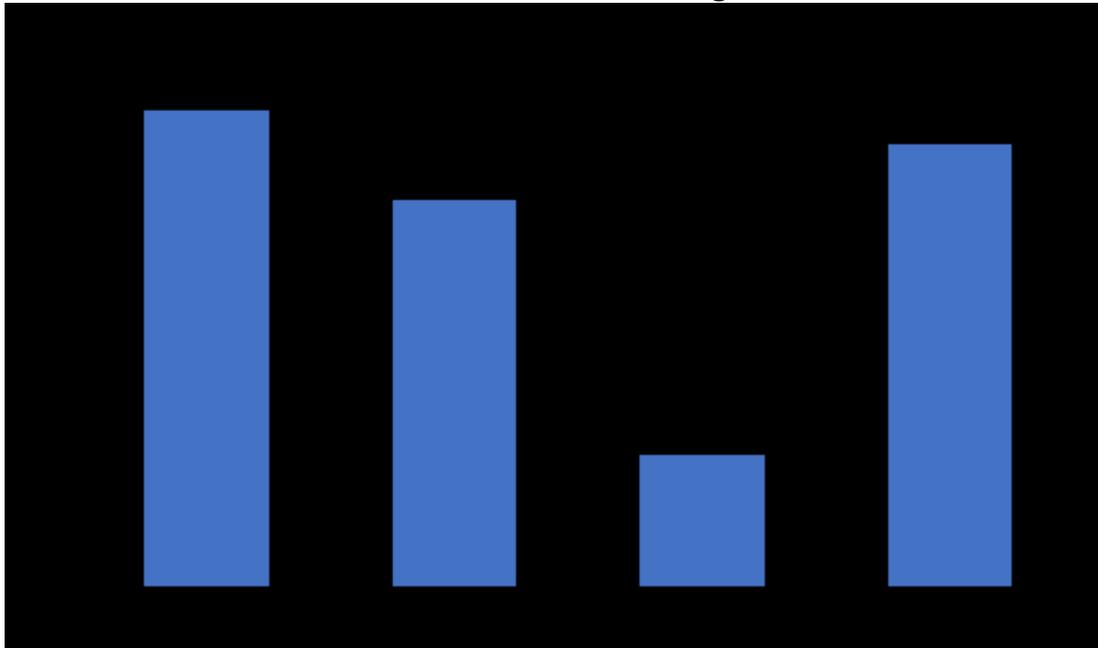
**Chart 12
Services Used**



Do you currently belong to an NJSBA section, a committee, or the Young Lawyer Division?

Two in five (40%) indicate they do not belong to any NJSBA programs. About the same number (43%) belong to the Young Lawyer Division. A third (35%) belong to a section. Fewer (12%) belong to a committee (see **Chart 13**). No significant differences exist in activity across members who are satisfied or dissatisfied with their NJSBA membership.

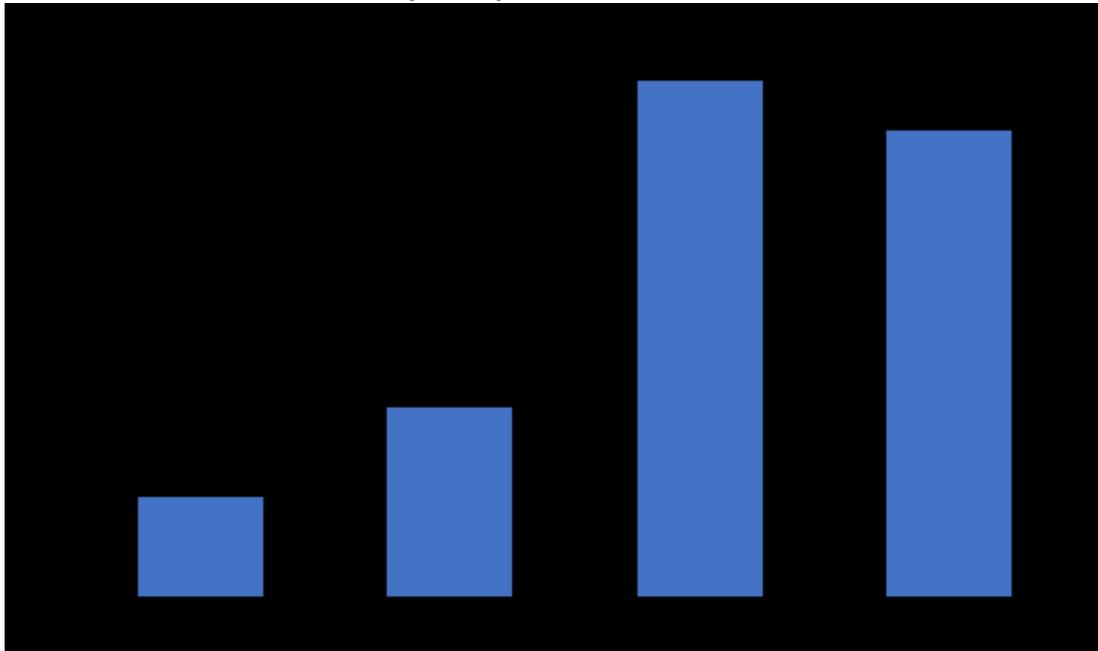
Chart 13
To Which do You Belong



How active would you say you currently are in the NJSBA?

Fewer than 1 in 10 members (8%) say they are very active in the NJSBA. Another 15 percent say they are somewhat active. Three quarters (78%) indicate they are not very or not at all active in the organization (**see Chart 14**). Those not satisfied with their membership are more likely than those who are satisfied to be not active at all (57%, 30%, respectively).

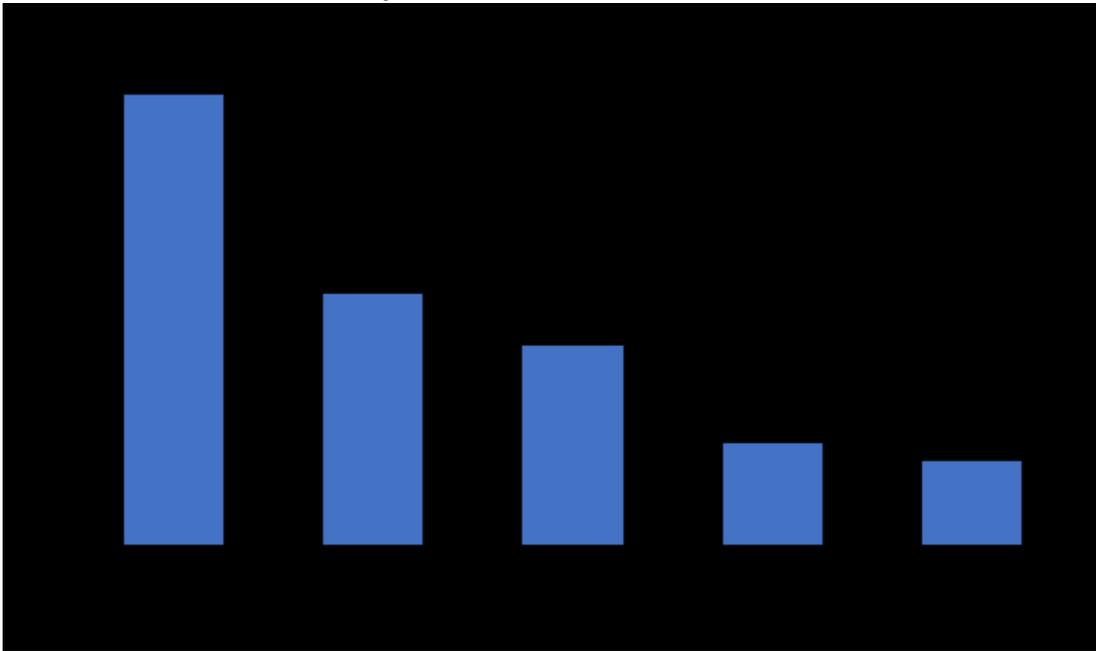
Chart 14
Fairly Compensated for Work



Why are you not more active in the NJSBA?

The majority (70%) say a key reason they are not more active in the NJSBA is a lack of time. Distance to the meetings (39%) and nothing of interest or not knowing all the NJSBA offers (31%) are the next two most common reasons for lack of participation. Sixteen percent of members say they do not see the value in what the NJSBA provides (see Chart 15).

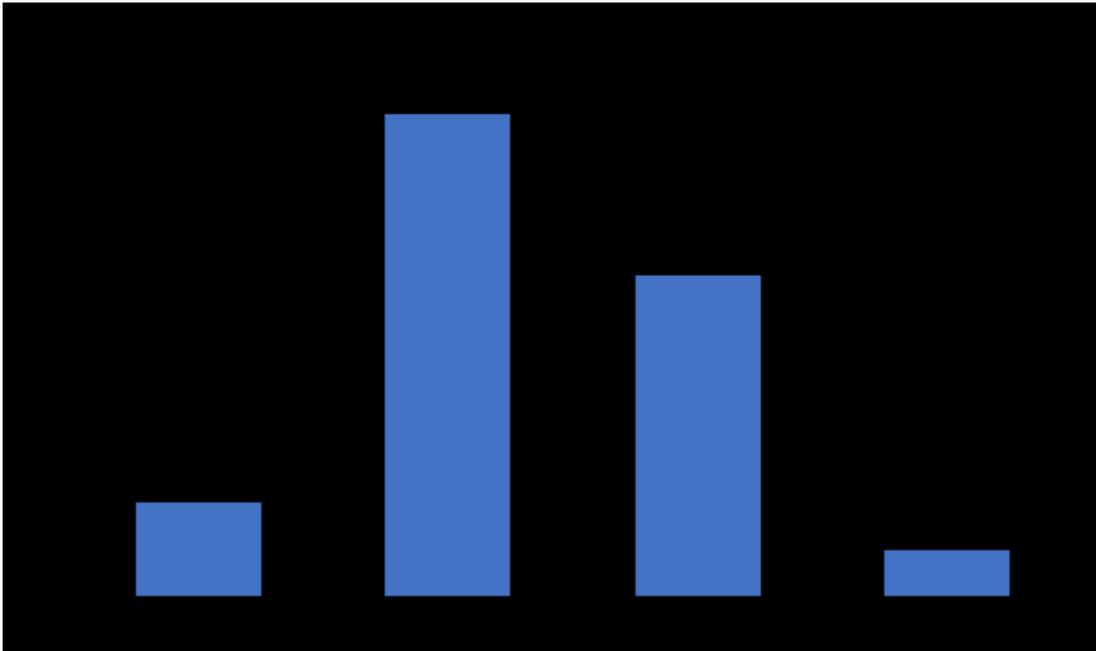
Chart 15
Why Not More Active in NJSBA



In general, how would you rate the NJSBA as an advocate for the legal profession on issues such as malpractice insurance reform, court rule changes or amicus matters?

Overall, 61 percent say the NJSBA rates as ‘excellent’ (10%) or ‘good’ (51%) as an advocate for the legal profession. About a third (34%) say the NJSBA does a ‘fair’ job of advocacy (see **Chart 16**).

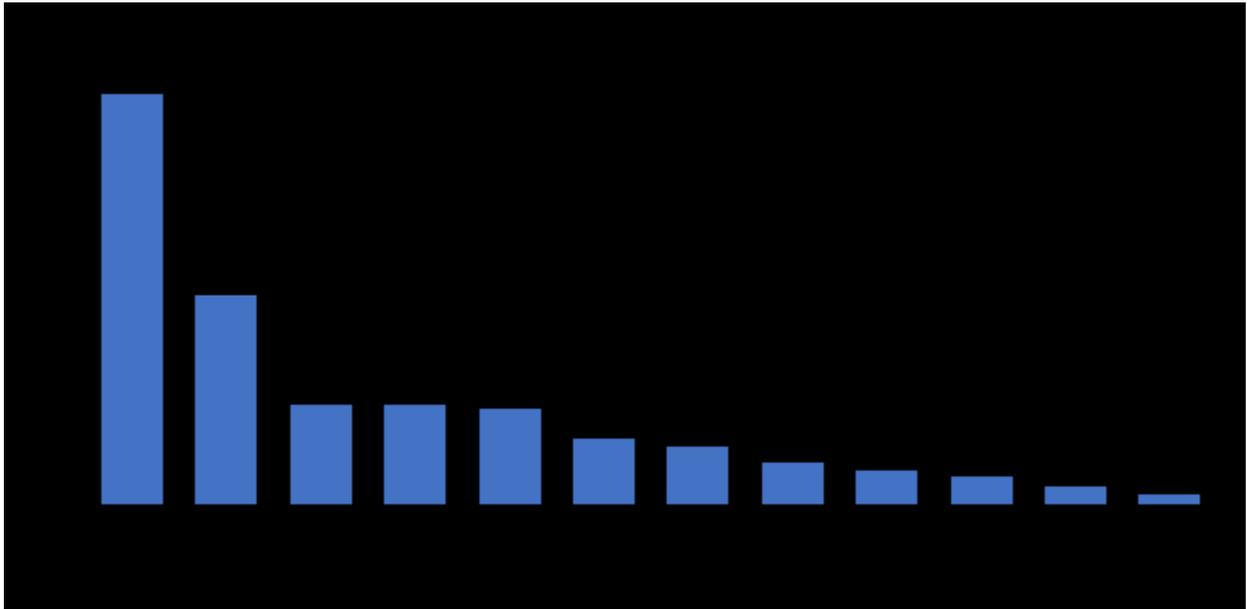
Chart 16
NJSBA as an Advocate



What are the most valuable services the NJSBA provides you?

Members overwhelmingly (86%) say CLE's are the most valuable offering from the NJSBA. About half as many (44%) cite the Daily Briefing, and a fifth say the sections or committees (21%), networking opportunities (21%) or the NJSBA website (20%) (see Chart 17).

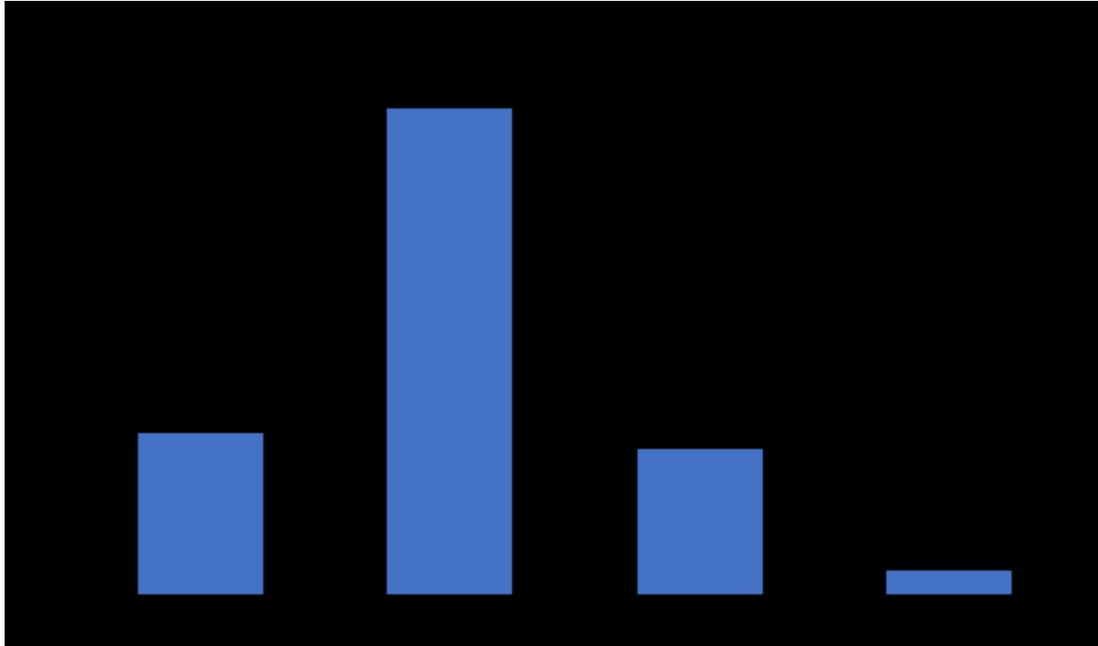
Chart 17
Most Valuable Services



Overall, how satisfied or dissatisfied are you currently with your membership in the NJSBA?

Four in five (80%) are satisfied with their NJSBA membership, however, only 20 percent say they are very satisfied (see **Chart 18**).

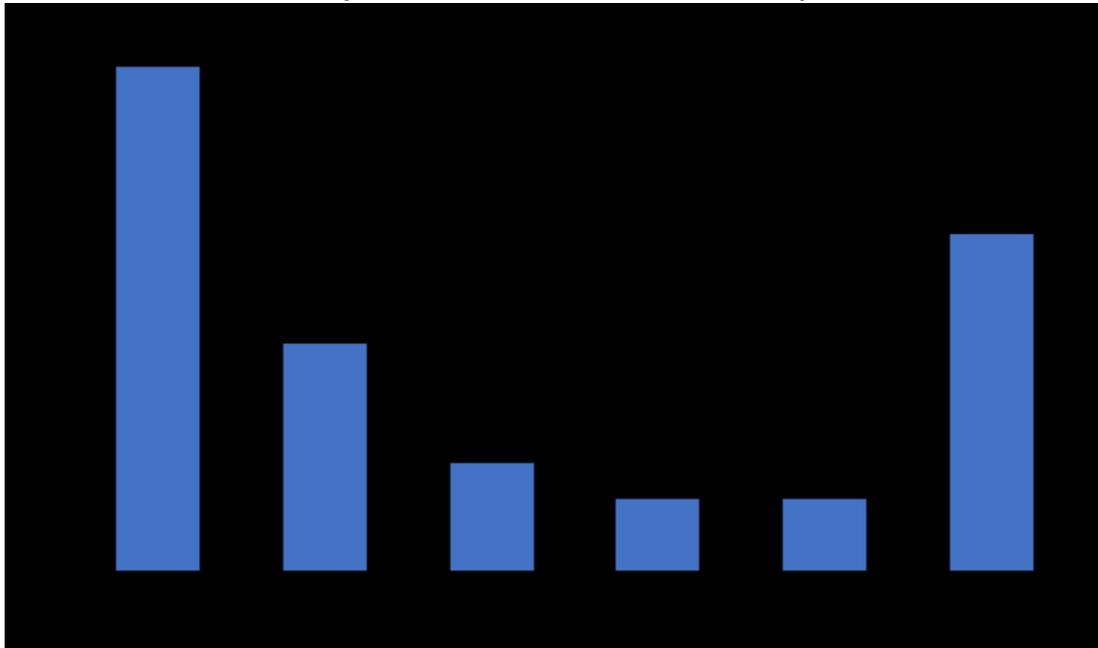
Chart 18
Satisfaction with NJSBA Membership



What are the key reasons why you are NOT satisfied with your NJSBA membership?

Of those who are not satisfied with their membership, a plurality (42%) say they simply do not see the value. A fifth (19%) say cost is a factor. Not focused enough on small firms (9%), too focused on northern NJ (6%), and not enough focus on young attorneys (6%) round out the remaining reasons for dissatisfaction (see Chart 19).

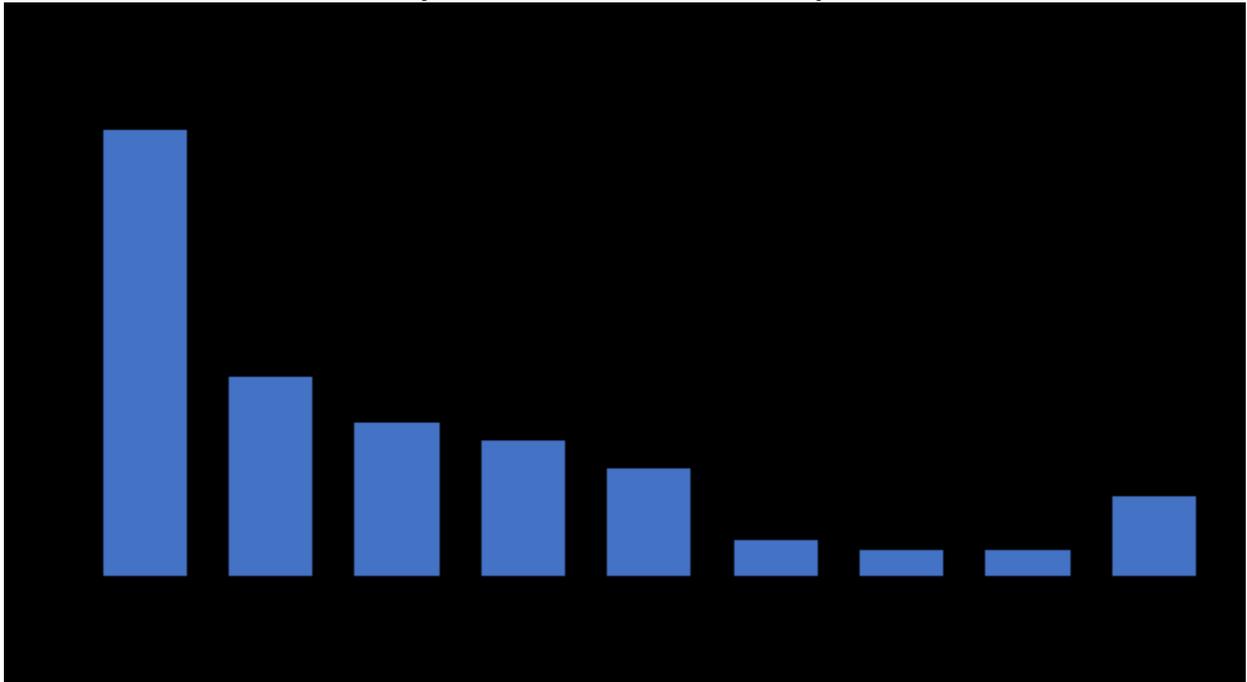
Chart 19
Why Not Satisfied With Membership



What are the key reasons why you ARE satisfied with your NJSBA membership?

Of those who are satisfied with their membership, half (49%) say it is the CLE's. About 1 in 5 (22%) say it is the networking opportunities and 17 percent say Fastcase and other resources available from the NJSBA are the key reasons for their satisfaction (see Chart 20).

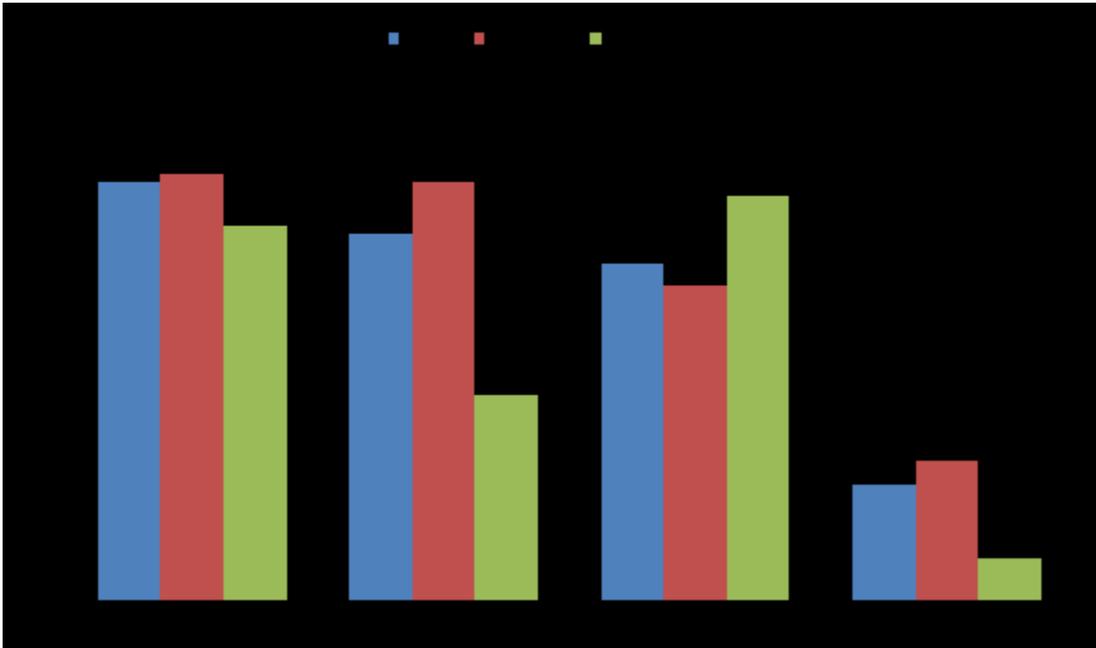
Chart 20
Why Satisfied With Membership



How do you enhance your career outside of the practice?

Nearly 3 in 5 (57%) say they enhance their career through other professional groups. Half (50%) do so through their county bar associations. A similar percent (46%) utilize online channels, while only 16 percent say they enhance their career through other state bar associations. Non-members (28%) are significantly less likely than members (57%) to say their county bar association, an indication this group may be difficult to reach (see Chart 21).

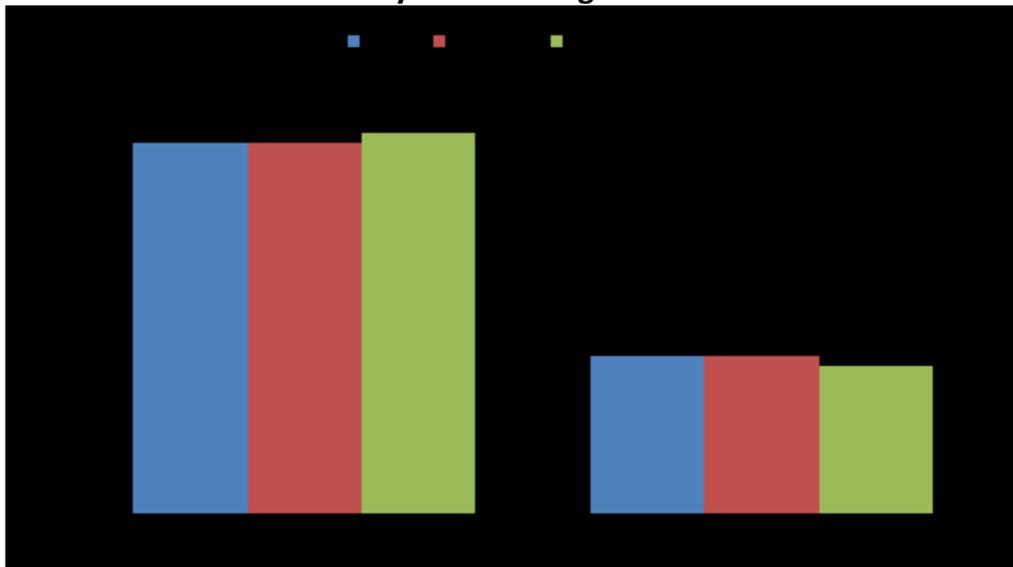
Chart 21
How Enhance Career



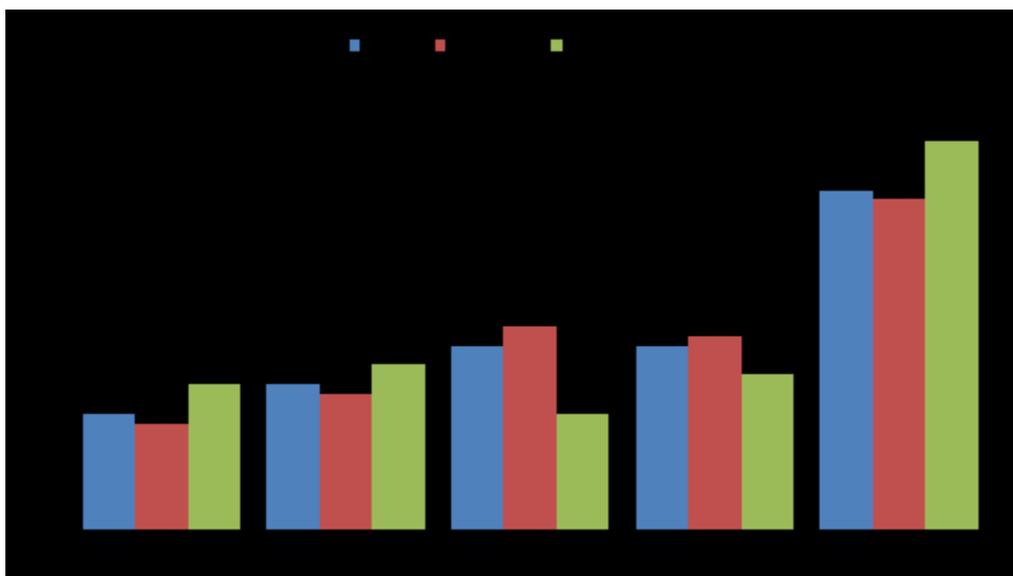
Do you currently have any outstanding school loans?

Overall, 70 percent of all respondents indicate they have outstanding student loans. No differences exist between members (70%) and non-members (72%) (see Chart 22). More than half (54%) of those with loans are carrying \$150,000 or more of student debt.

**Chart 22
Any Outstanding Loan**



**Chart 23
Outstanding Loan Amount**



APPENDIX

Questionnaire

New Attorneys Online Questionnaire

1. Approximately how many years have you been an attorney?

1 2 3 4 5 6 7 8 9 10 11+

2. Are you currently an NJSBA member?

Yes – Skip to Q4

No

3. Why are you not currently a member? (Check all that apply)

Cost

My firm does not cover the cost

Meetings are too far away

Prefer my local/county/affinity bar

Do not see the value

(SKIP TO Q5)

4. Approximately how many years have you been an NJSBA member?

1 2 3 4 5 6 7 8 9+

5. What are the three most significant issues you personally face as an attorney?

High stress

Balancing family & work

Figuring out how to run a business

Time management

Client expectations

Lack of business

Net revenue

Keeping up with new developments in the profession

Interaction with other attorneys

Lack of available employment opportunities

Lack of ethics/professionalism

Income below expectations

Too many hours worked

Understanding where to go with questions

Other_____

6. Overall, how much do you agree, or disagree with the following statements?

(Strongly Agree; Agree; Disagree; Strongly Disagree)

I have the tools and resources needed to do my job well

I am able to balance my work and personal life

I am fairly compensated for my work

**7. On average, how many hours per week do you devote to the legal profession in 2019?
(Include all hours devoted to law, not just billable hours).**

<20

20-29

30-39

40-49

50-59

60+

8. Why did you become a lawyer?

9. Overall, how satisfied, or dissatisfied are you currently with your legal career?

Very Satisfied

Somewhat Satisfied

Somewhat Dissatisfied

Very Dissatisfied

(NON-MEMBERS SKIP TO Q18..How enhance)

10. Which of the following NJSBA services have you used in the past 90 days?

Continuing Legal Education (CLE)

Networking opportunities

Business solutions for small offices

Technology/marketing-related products

Entertainment and personal discounts

Fastcase legal research

CommunityNet

MentorMatch

CareerHQ

11. Please check the appropriate box(es) if you currently belong to a NJSBA section, a committee, or the Young Lawyer Division.

Yes, section

Yes, committee

Yes, both

Neither

12. How active would you say you currently are in the NJSBA?

Very Active (SKIP TO Q13)

Somewhat Active (SKIP TO Q13)

Not Very Active

Not Active at All

13. Why are you not more active in the NJSBA?

- Lack of time
- Nothing of interest/don't know much about what it does
- Distance to meetings
- Not much value to what NJSBA provides
- More active in other bar association

14. In general, how would you rate the NJSBA as an advocate for the legal profession on issues such as malpractice insurance reform, court rule changes or amicus matters?

- Excellent
- Good
- Fair
- Poor

15. What are the most valuable services the NJSBA provides you? (Select up to 3)

- Section/committee/division meetings
- Section/committee/division membership
- CLEs
- Resources available through the NJSBA portal, including Fastcase
- Mentorship opportunities
- Face-to-face networking opportunities
- Community service events
- Legislative Activities (ie participating in legislative testimony or positions on bills)
- Professional advocacy (offering comments on Court Rule proposals and similar)
- Daily Briefing
- Organizing or presenting at meetings/sections
- OTHER

16. Overall, how satisfied or dissatisfied are you currently with your membership in the NJSBA?

- Very Satisfied (SKIP TO Q18)
- Somewhat Satisfied (SKIP TO Q18)
- Not Very Satisfied
- Not Satisfied at All

17. What are the key reasons why you are not satisfied with your NJSBA membership?

Skip to Q19

18. What are the key reasons why you are satisfied with your NJSBA membership?

19. What programs or services could the NJSBA initiate to enhance its value to you?

20. How do you enhance your career outside of the practice?

- County/local bar associations
- Other state bar associations
- Online channels
- Other professional groups

21. Do you have any outstanding school loans (undergraduate; graduate; and/or law school combined)?

- Yes (SKIP TO Q23)
- No

22. What is your best estimate of the outstanding amount of these loans?

- <\$50,000
- \$50,000-\$99,999
- \$100,000-\$149,999
- \$150,000-\$199,999;
- \$200,000+

The following questions are for demographic purposes only.

23. Approximately how many attorney's, including yourself, practice at your firm?

- 1
- 2-5
- 6-20
- 20+

24. In which county is your firm's main office? (Drop Down List)

- Atlantic; Bergen; Burlington; Camden; Cape May; Cumberland; Essex;
- Gloucester; Hudson; Hunterdon; Mercer; Middlesex; Monmouth; Morris;
- Ocean; Passaic; Salem; Somerset; Sussex; Union; Warren

25. Into which age group do you fall?

- 21-30
- 31-40
- 41-50
- 50+

26. Are you...?

- White
- African-American/Black
- Asian-American
- Hispanic/Latin American
- Native American
- Something Else
- Prefer not to answer

27. And finally, to what gender do you most identify?

Verbatim Responses

WHY DID YOU BECOME A LAWYER?

- Administer Justice.
- Advocacy
- Always had a passion for advocating.
- Always wanted to
- An interest in law and the legal system
- Aspiration from childhood. Enjoyed and excelled in the art and challenge of persuasion, negotiation, strategy, writing, public speaking, etc. Wanted to be a part of a respected profession where I could help people and have the potential to earn a high income.
- Assist others with my expertise.
- Because grad school, med school, and business school didn't appeal to me.
- because i could not figure out what else to do
- Because I genuinely enjoy legal research and writing. I originally wanted to work in public interest.
- Because I had a passion for it
- Because I had a passion for policy and a love of civics.
- Because I like fairness, problem solving, critical thinking, and it just always seemed like what I was going to end up doing.
- Because I liked the nuance of argument and trying to negotiate a position.
- Because I love it. If I didn't love it, i would do something else, because this is not an easy lifestyle and certainly not something I would ever recommend unless people loved it!
- Because I love law and justice.
- Because I read To Kill a Mockingbird when I was 9years old, and wanted to be part of what seemed to me to be important and noble work.
- Because I wanted an intellectually challenging profession and my father is a lawyer.
- Because I wanted to be an engineer but I'm bad at math and had to do something else. Law I thought could be lucrative and a worthwhile investment in time and money for school, and I didn't hate it.
- Because I wanted to have the tools to concretely help people's lives improve
- Because I wanted to help people
- Because it seemed to be an interesting career.
- Because I've never thought about doing anything besides being a lawyer.
- because of the many professional options i could pursue with a law license
- Become a military lawyer.
- Becoming a lawyer marked a change in my family dynamics. I was a first generation college student who loved public speaking and I saw the opportunity to become a lawyer as an opportunity to use that gift and as a stepping stone to better income potential.
- Besides to understand the laws and educating myself as a writer, I also wanted more job security and the ability to protect friends and family.
- Best application of my skillset.

- Better the lives of those less fortunate
- Broaden skills needed for the work I do, which involves working with technology startups.
- career opportunities and to make a difference for people needing help
- Career that would set a foundation for my family line.
- Career with Prestige, Likely to make a decent living, challenging work
- Dad convinced me to go to law school bc I had no clue what else to do. I wouldn't do it again.
- Dating back to middle school, I always wanted to be one. The power, authority, intelligence and respect-all drew me towards it. Run my own practice and dictate how I practice on my own terms - it's a great career for a problem solver.
- Desire to change careers
- Desire to help the under privileged
- Desire to make social change, and empower others through the law.
- Did not know what else to do.
- Effectual public service.
- Enforce rights of the marginalized ("help others")
- enjoy law and money
- Enjoy public service.
- Enjoy the analytical rigor.
- Enjoyed analytical reading and persuasive writing in college history major.
- Enjoyed the study of law.
- Everything I ever tried to do, eventually I ran into a lawyer. I got tired of being at a disadvantage.
- good at school, thought it was a good business move.
- Good profession, can help people, like studying the law.
- Good question. To challenge myself and represent others. Knowledge of the law is a key that can open many doors.
- Good salaries and academically stimulating
- Graduated law school 1984. Claims adjuster. Early retirement 2008. Bar exam 2009. Law practice near to home for extra income.
- Had legal problems myself that needed to be addressed that were not honestly and professionally investigated properly with wrong outcomes and dealing with dishonest judges and prosecutors who were more concerned about collecting revenue for municipalities and seizing property illegally and getting convictions instead of the truth.
- Have always been interested in the legal system and wanted to be able to help others reach their goals within the established laws.
- Help others
- Help people
- Help people and make good living.
- History major in college and did not want to become a teacher.
- I admired the lawyers I knew, and was encouraged to follow their path.
- I always dreamed of becoming an attorney.

- I always had an inclination towards fair applications of rules and helping others get justice. I have always been very analytical as well. I recognized the practice of law as a prestigious profession where I can use those skills and desires to make a good living.
- I always wanted to be an assistant prosecutor. I grew up from a young age surrounded by family and family friends in law enforcement, so I have always been interested in criminal justice. As I grew older and learned more about the system, the legal end interested me. In addition to my aforementioned interest in criminal justice, I also was interested in helping others - both victims, and defendants (e.g. drug offenders).
- I ask myself that all the time. Because I was advised a law degree is valuable in other fields and it doesn't need to be used for law practice only. I'm finding it very difficult to use my law degree for anything other than practicing law.
- I ask myself the same question every day.
- I became a family lawyer in late 2017 after my struggles with my own divorce in 2011. I wanted to make it a "friendlier" process and allow the couple to make their decisions for themselves and their children/family in as non-contentious a way as possible.
- I became a lawyer because I like to analyze things, I like to be challenged, I like learning and I like to talk. It's something that I always knew I was meant to do.
- I became a lawyer because I want to be an advocate for people who need assistance navigating the courts and need their voice to be heard.
- I became a lawyer because I wanted to become a professional and med school was too long.
- I became a lawyer because of my passions for writing and intellectual argument.
- I became a lawyer because the law intrigues me, and because I wanted to better help people represent themselves and guide them through the legal process given the difficulty most have with both of those tasks.
- I became a lawyer to help engineer social change, by empowering and elevating people's lives. Additionally, helping to correct some of the grave injustices, biases, and prejudices found in our society.
- I became a lawyer to help people and work in a profession where I am constantly learning.
- I became a lawyer to help people, especially the disadvantaged. What I am finding out is that the law seems to only work for people with money and power. All else seem to be trampled underfoot, despite our law school teachings to tell on your friends and report ethics violations. Many seem quite content to let the poor and weak be trampled to remain in the good graces of the money and powerful--even if rights are trampled underfoot
- I became a lawyer to help people.
- I became an attorney later in life - in my mid 30's. I went back to law school for my family and to help people.
- I became an attorney to solidify a career for myself. Additionally, I became an attorney for the salary.
- I can't remember haha

- I didn't like my student teaching experience as an education major, so I decided to go to law school and the rest just followed from there.
- I don't remember anymore.
- I don't remember. Perhaps I thought I would make a good living.
- I enjoy analyzing and writing persuasively
- I enjoy being an advocate for others and solving complex problems.
- I enjoy learning, researching, and writing about legal topics.
- I enjoy studying the law and I wanted a sufficient income for my family.
- I enjoy the constant learning and helping people resolve their legal issues
- I enjoy the law and helping make a difference in people's lives.
- I enjoy the theory of law and how people voluntarily agree to arbitrary laws to create a society.
- I enjoy the work. Every day is unique, I am able to think critically, and it is fast paced.
- I enjoyed the challenge.
- I enjoyed writing and research...before law school. I wanted a career where I could solve problems and earn a competitive income.
- I felt my skills feel in line with the practice of law.
- I felt that it would be an avenue for me to work in my preferred areas of interest while also maximizing my income potential. Neither has been true.
- I felt that the skills for being a lawyer fit well with my strengths.
- I had a strong interest in learning the rules of how society works and an aptitude for it.
- I have many lawyers in my family.
- I have no idea.
- I have wanted to be a lawyer since fourth grade when I wrote my first essay on the Bill of Rights. There is nothing about the law, from negotiating contracts to appearing in court, that I do not find fascinating.
- I just always assumed it was what I was going to do.
- I like the challenge and the ability to handle new legal issues. T
- I like to help people and I like the challenge of constantly learning new law.
- I liked public speaking and excelled in writing
- I love having the power and ability to impact the lives of others.
- I love helping people and I was always interested in law
- I love helping people.
- I love thinking, analyzing, strategizing, etc.
- I love to debate points; draft complex and analytical pieces; and I am passionate about helping clients navigate the justice system, which can often be confusing and daunting to an individual who has been sued.
- I love to research and write. I wanted to be a civil rights attorney to help people who are racially oppressed.
- I loved the intellectual challenge, I wanted a corporate law job, it wasn't medical school
- I really don't remember - I think I thought I would be good at it

- I started as a receptionist at my firm in my first year of college. My experiences led me to further my education in law and eventually led to me completing law school.
- I thought I could better support my daughter as a single parent.
- I thought I could help people, and be a professional and still make good money.
- I thought I would enjoy it
- I thought I would enjoy it and find it interesting and it would continuously challenge me
- I thought I would like it.
- I thought it was interesting to learn and experience how the laws and the courts worked.
- I thought that it would be a good way to make more money.
- I truly have no idea, but it was a mistake
- I wanted a job that allowed me to help people, but also was fulfilling and made me think.
- I wanted a profession that was challenging and paid well.
- I wanted more than a 4 year degree
- I wanted to advocate and advance the legal interests of others by utilizing due process.
- I wanted to advocate for either animal rights or child neglect.
- I wanted to advocate for people who could not advocate for themselves.
- I wanted to be a prosecutor.
- I wanted to be able to help people.
- I wanted to be either a law professor or a judge
- I wanted to become a self made person standing up for the rule of the law because it is what makes this country better than most.
- I wanted to do my part in society.
- I wanted to do something professional that would highlight my strongest skills, such as connecting with people, thinking on my feet, and articulating myself.
- I wanted to do work that was interesting and get well paid for it. I wanted to help people. I wanted to have financial stability.
- I wanted to have a positive impact on society.
- I wanted to help correct and prevent the injustices that I both experienced and saw others go through when I was growing up. I also love reading, writing, public speaking and debating. So it seemed like a perfect fit.
- I wanted to help health care providers better protect themselves from lawsuits
- I wanted to help others overcome injustice.
- I wanted to help people
- I wanted to help people and I enjoyed the history and precedent of the law
- I wanted to help people and I wanted to try cases.
- I wanted to help people and make their lives better however I could
- I wanted to help people and serve the public good.
- I wanted to help people solve problems
- I wanted to help people who did not have access to legal services and wanted to do civil rights work.

- I wanted to help people who don't have the means to help themselves.
- I wanted to help people with their legal issues, and try to make some money.
- I wanted to help people.
- I wanted to help people.
- I wanted to help people.
- I wanted to help people. To solve problems.
- I wanted to help people. I get to do that every day!
- I wanted to make a difference
- I wanted to make a difference in people's lives.
- I wanted to make a difference.
- I wanted to overturn Roe v. Wade.
- I wanted to use the law to inform/educate/advocate for underprivileged.
- I wanted to work in an exciting and rewarding field.
- I wanted to work on financial matters but not from the business side.
- I was good at school, tested well on the LSAT, and didn't know what else to do.
- I was in a profession that I was not happy with. I was an accountant.
- I was influenced as a child being involved in my parent's family law matters, and I decided I wanted to help other people and children through that.
- I was inspired by the lawyers I met in my youth. I believed the profession would be a good fit with my personality and interests.
- I was interested in patent law. I saw the impact of patents first hand, while working as a scientist, and saw the need for competent legal advice in my field of scientific expertise.
- I was interested in pursuing a career in law while in college, but applying to law school seemed like a daunting task. After graduating college and working at a job I did not like, I decided to take the LSAT and apply to law schools, primarily just to see what would happen. I got into a school that I wanted to go to and that was close to home, so I decided to go for it.
- i was uninformed and lack of other things to do.
- I was working part time in a law office and part time in a real estate office. The lawyer I worked for, a local judge, and opposing counsel got to know me and became familiar with my skill set and recommended I attend law school.
- I worked in the legal field as a legal secretary and paralegal for almost 20 years. After working for lawyers for so many years, I realized that what I really wanted to do was to be a lawyer and not just an assistant.
- I've always had respect for the rule of law and the pursuit of justice.
- In 2008, going to law school seemed easier than trying to find a job
- In order to change the world. To be an example for my community. To pursue a better career
- Intellectual challenge of the profession as well as the opportunity to give back.
- Intellectual field challenging and ability to be in court
- Intellectually challenging work with the potential for a secure job for the rest of my career.
- Intellectually interesting to me, and among thought peers

- Interest in Family Law
- Interest in politics, laws, & government
- Interest in science and patents
- Interest in the law
- Interest in the Law and helping people
- Interested in government authority and advocacy for underserved.
- Interested in the theoretical underpinnings of law
- Interesting topics to work on
- It is a profitable profession that can be mentally stimulating and touches upon issues that are consequential to the masses
- It is fascinating and intellectually stimulating.
- It seemed challenging.
- It seemed like a good career path
- It seemed like a good fit for my interests.
- It sounds cliché, but the main reason I became a lawyer is so that I can help others. I also enjoy reading, writing, and analyzing.
- It suited my personality
- It was important to me as a woman to become a professional. Little did I realize my life would be devoted to billable hours, otherwise known as "piecework," which even my great grandparents were beyond in their working lives.
- It was long held dream of mine to do so. I love the law and knowing i'm making a difference.
- It was my destiny.
- It was quicker and cheaper than med. school
- it's what i wanted to be when i grew up. everyone around me encouraged me to pursue this career as well, as i have always been a strong debater with good language and writing skills.
- January 2010
- Just something I always wanted to do.
- Lack of job options for liberal arts major
- Later-in-life career change. Thought it would be a good fit.
- Law student
- life dream
- Life long dream.
- Lifelong passion
- like the work
- Lost a bet to a bartender.
- Love the law.
- Loved the mental chess of finding ways to represent my own interests or the interests of those I cared about
- Make a difference on issues that matter; interesting and meaningful work; salary
- Many reasons
- many reasons
- Matches my skills and interests, professional career, to help others.

- more money
- My college counselor recommended I pursue this due to my results on a career test. She also admitted there is not much else one can do with a political science degree.
- My Cousin Vinny
- My father
- My father compelled me.
- My father is an immigrant from Central America and advancing my family's future is critical.
- My field interests me (medical malpractice). It is challenging, which I love. I feel strongly that attorneys - whether civil/criminal/family etc. and whether plaintiff/defense - together with judges have a duty to ensure that justice is done so that we, as a society, can improve and continue moving forward. I also thought (past tense) that there was a level of comradeship among attorneys, although sadly I feel that professionalism is on its way out in the legal profession.
- My love of public service
- No idea
- No idea.
- Not sure
- not sure anymore.
- Not sure if there is a simple answer to this question.
- November 2010
- Opportunities and advancement in life
- Opportunity.
- Originally, to be a prosecutor.
- Parental Expectations
- Partly to sue pharmaceutical companies for damages caused by SSRIs and other such drugs. Also to be credentialed for public service.
- Passed the bar
- Passionate
- Perry mason
- Please note I am a ABA Certified Paralegal
- Post recession, not sure what else to do, offered additional employment opportunities
- Prosecution was always my dream job, and I really do love it. It's very rewarding work.
- Reading and writing came easier to me in college. I also enjoyed public speaking
- Seek justice
- Seemed like a good idea at the time
- Seemed like a good idea at the time.
- Seemed like the right thing to do...
- Skill set match.
- Social justice and I love the courtroom (I had been several times as a child, as the daughter of a trial lawyer).
- Socioeconomic progression/upward mobility

- Solid career, help others, build my own practice, the education.
- Stability.
- Steady work, respectable profession, the desire to fight for what's right
- Still asking myself this question....
- Still working through that answer.
- Strong interest, takes advantage of my skills
- Sunk costs
- The economy was in a downturn, and my undergraduate degree was criminal justice. Law school seemed like it would be an advantageous profession.
- The law is a second career for me - I ran records departments before this. That business was going downhill. I had a change of life and am, constitutionally, intellectually curious, so going back to school made sense. I had worked around the legal profession for 20 years after graduating from college, so I had an idea of what it entailed. I'm not sure if that is a complete answer to your question, but I had no interest nor ever have of being a corporate lawyer or Atticus Finch - I don't want to save the world, I'm not looking for a new society. I needed a new job and a new challenge.
- The profession fit my skill set. Interesting work. Family business.
- Thought I could make a difference. Improve fairness, impugn corruption, help clients, etc. None are possible and the cost-benefit analysis of a law degree, license, practice, etc. is ridiculously wasteful.
- Thought it would be interesting work
- Thought it would be the best career for my personality and how I think about things.
- Thought the practice of law would be engaging and rewarding
- To advance my law enforcement career and to leverage more power to make change.
- To advocate for justice and assist people to navigate the complexities of society
- To advocate for marginalized communities.
- To advocate for venerable populations and the voiceless.
- To assist others and pursue justice.
- To assist people in need.
- To assist people looking for justice.
- To assist people who cannot afford the legal fees of most private attorneys but do not want the assistance of a Public Defender.
- To assist those in need of my services. I am a family law attorney.
- To assist with legislative and/or public policy formation.
- To be a force for positive change.
- To be a resource in my community.
- To be a transactional attorney
- To be a trusted competent advisor.
- To be a voice for those that do not have one.
- To be able to advocate for people
- To be an advocate for others.
- To be challenged
- To be involved with the intersection of law, business, and technology.

- To become a public defender/ social justice/ create systemic change
- To become more RIF-proof after working in other non-legal positions, to know my and others' rights, and because every other job I had bored me
- To become politically active
- To challenge myself and contributed to achieving justice in New Jersey
- To change my the world!!
- To do legal research & policy for an international organization or non-profit.
- to do some good
- To earn a decent living.
- To earn a good living and to litigate cases.
- To earn a good living.
- To engage in a profession that I find worthwhile and gratifying.
- To engage in public policy
- To expand my professional career and to pursue entrepreneurial objectives.
- To go into politics one day.
- To guide clients through their most difficult situations, zealously advocating for their interests.
- To have a fulfilling career.
- To have a good stable career to support a family.
- To have a profession I would find satisfying and that would afford me a comfortable living.
- To have a skill set that allowed for compensation. To practice Estate Planning and Administration
- To have an active career where I was able to learn new things all the time;
- To have more control over my work. To have increased power in situations where previously I had none. To have meaningful work.
- To help build policies and good legal precedents.
- To help families get through difficult times.
- To help families.
- To help individuals overcome injustices
- To help individuals.
- To help my community. I specialize in immigration law.
- To help other people with their legal needs.
- To help others
- to help others
- To help others
- to help others and make a decent living.
- To help others who would not otherwise have access to legal services
- To help people

- To help people
- To help people
- To help people
- To help people
- To help people and because it is interesting and challenging work.
- To help people and earn a good wage
- to help people and have a flexible schedule
- To help people in difficult situations that cannot navigate those issues themselves.
- To help people manage complex problems
- to help people protect their rights
- To help people while making a good living
- To help people who are in financial crisis.
- To help people, particularly to practice humanitarian immigration law.
- To help people, to make the world a more fair and just place.
- To help people.
- To help the environment and people.
- To help the helpless. And to make sure that justice, not winning percentage prevails.
- To help those in need
- To help those less fortunate advocate for a better situation
- to help vulnerable populations achieve justice where they would otherwise not be able to hire an attorney
- To improve the customer service aspect from what I experienced working as a legal assistant
- To increase my earning capacity.
- To interact with different types of people and resolve issues.
- to make a difference
- to make a difference
- To make a difference and help people navigate the complex legal world
- To make a difference in people's lives
- To make a difference in the lives of others and uphold the law.
- To make a difference in the world
- To make a difference in the world.
- To make a good living while positively changing the world
- To make a positive impact in people's lives
- To make the world better any way I can. Lawyers have a unique power to make a series of relatively little changes that can lead to a lasting impact on society.
- To not feel powerless to help those I care about.

- To practice family law, specifically geared to working with divorcing couples who have children to facilitate amicable resolutions in order to do no harm to the children.
- To pursue a meaningful and interesting career.
- To pursue public service
- To represent those who have been wronged and obtain justice.
- To see justice served. But I have seen very little of it so far.
- To serve my community and the interests of justice, to be a voice for the most vulnerable victims.
- to serve the community
- To serve the public interest.
- to serve underprivileged defendants in criminal law. This didn't pay well, so I'm now a real estate lawyer.
- To sue nursing homes for abuse and neglect.
- To try criminal cases and achieve justice
- To undertake challenging and interesting work that was also likely to provide financial compensation.
- To use my talents to help others.
- to work in a highly regarded field;to assist in resolving issues;to earn a living
- To work on public policy and make a positive impact on the world
- Wanted to be a criminal defense lawyer
- Wanted to make a difference in my community
- Wanted to run my own business
- What I always wanted to do, wanted to be wealthier
- Worked at a law firm since 2008

WHY ARE YOU NOT SATISFIED WITH YOUR NJSBA MEMBERSHIP?

- While resources may be out there, I feel like it is not easily accessible.
- While posturing as a leader in "inclusiveness" and "diversity," the organization is instead actively shunning me and excluding me from participation based entirely upon mannerisms deriving from my autistic disability.
- too many emails
- Too expensive and need more cle opportunities in Morris county
- There is very little focus on modernizing management of the legal profession. The expectation that all lawyers need to put in 90 hours a week in order to be successful is outdated. The idea of "billable hours" needs to be reconsidered in a world were technology has made most tasks quicker and more efficient.
- there are cheaper research tools. LexisNexis
- The NJSBA it too political, in a way that is in direct conflict with my personal views. I don't feel safe or comfortable to express my views without judgment.
- The NJSBA fails to advocate for solo/small firms.
- The CLE programming is ridiculously expensive.
- The "Mentor" Program is terrible and NSJBA does not tune in to recently barred attorney at ALL.
- Provides little to no value to my practice
- Often times the NJSBA lacks consistency. For example, although the NJSBA consistently stresses the levels of depression, alcoholism, drug, use, and suicide in the legal profession, they continue to insist on hosting open bar events well into the long hours of the night and hosting section meetings in far of locations that appear to be an excuse for attorneys to engage in poor behavior in a geographic location outside of where they practice.
- Nothing about the membership stands out or strikes me as important or an essential part of my routine.
- Not sure what the value is.
- Not seeing how my life would differ much without the membership
- Not practicing so too much money spent for little return
- not getting anything out of it
- Not active
- Not a lot of return for the cost
- None in particular.
- NJSBA provides no services for new lawyers seeking entry level jobs. NJSBA only serves experienced lawyers who dont need any help.
- NJSBA favors Big Law in every imaginable way. The 99% of NJ attorneys that are solo or small firms are ignored. While occasional "lip-service is paid to solo or small firms, it is mostly (if not entirely) for the purpose of collecting membership fees.
- More that it feels impossible to balance what NJSBA schedules/offers with workplace issues and my personal family issues. It doesn't seem accommodating to individuals with zero time to get to these events which may not give much benefit (which is a case-by-case/risk-utility type analysis for me on going to events).
- Meetings are boring. CLEs are boring.

- Lack of mentorship opportunities for solo practitioners.
- Lack of insight into the benefits of state bar membership and connections with other members of the state bar. As a lawyer practicing in South Jersey it is felt that North Jersey tends to dominate the state bar and lacks outreach into the southern counties.
- Kind of lost on how to participate while also working.
- It seems to be nothing but a CLE marketing machine. The networking events are very expensive and there is very little posted in the career/job board. Helping young lawyers with employment should be a valuable service of the NJSBA and I'm perplexed that the Association charges to post available jobs. *I'm not looking for work.
- It has very little impact on me personally.
- It feels like south jersey attorneys are ignored when scheduling events and pro bono opportunities. Everything that would benefit me professional requires me to commute 1-2 hours to be involved.
- In my experience, organization is lacking. When trying to get in contact with various bar association employees, it is not uncommon to receive a call or email back several weeks later or not at all. The exception is the IT department. They have always gotten back to me quickly.
- I'm a new attorney and I'm not even sure what NJSBA really offers me
- If I did not have my NJSBA membership, life would be exactly the same.
- I wish I knew about why I should be a member and do more for the organization.
- I really don't know what they're doing for me beyond asking for money.
- i just want to be made aware of opportunities and events in my area
- I just don't feel it really reaches out to young members.
- I have no idea what they do or the point of it. My firm signed me up for it. I'm too tired and stressed to do anything. It's not a knock on them.
- I get nothing out of this membership. I don't know what NJSBA does, other than conduct very expensive CLEs.
- I feel unable to participate in any legal activities that are not related to my job due to time and distance. Even getting to CLEs I want to attend is often impossible.
- I feel disconnected to the NJSBA, and I do not believe that membership is cost-effective.
- I don't fully understand what it offers me, other than possible face-to-face time with others. I tried mentor match and it didn't work. The CLEs are fine. How does it help a new small firm owner like me?
- I do not feel like it adds much to the practice, cles are expensive.
- I do not believe it is fair for me to respond to this questions as I am not very involved with NJSBA
- I believe my membership expired. I did not renew

- Failure to demonstrate value
- Don't take advantage of enough opportunities, should research and get involved more
- Don't know how to utilize it or the benefits of it.
- discrimination and inclusion.
- Cost

- CLEs are exorbitantly expensive. Almost all are cost-prohibitive. Especially considering most I go to through my job are free, and MOST especially for the new-lawyers requirements. I absolutely could not afford the new admit requirements through the bar ass'n's programs.
- boring
- Because its all about North Jersey and big firms.
- Again, if membership means that we protect those who trample the rights of others underfoot--why should I seek satisfaction about belonging to an organization that doesn't hold it's members accountable for their ethical and professional violations?

WHY ARE YOU SATISFIED WITH YOUR NJSBA MEMBERSHIP?

- Access to Fastcase and discounted CLE is worth the member price.
- Access to great CLE programs with experienced speakers, access/usage of fastcase, and the daily briefings.
- Assistance to my profession.
- Available services for me: YLD, CLE, MentorMatch
- centralized repository of some important information
- CLE
- CLE
- CLE
- CLE
- CLE access.
- Cle and committes
- CLE and legal updates
- CLE and Networking Events
- CLE availability
- CLE benefits, friendly staff
- CLE Classes
- CLE content
- CLE course offerings
- CLE courses are organized and helpful. New attorneys are desperate to learn the procedure of transaction and litigation.
- CLE discounts and offerings
- CLE discounts and use of the listserve
- CLE discounts, daily briefing for updates on the law.
- CLE offerings and the daily decision alerts.
- CLE opportunities
- CLE opportunities.
- CLE programs, daily briefing and fastcase
- CLE resource is great. However, I would like to have more opportunities to network with other attorneys and the networking events that are provided are too far away for me to be able to attend.
- CLE, fastcase, daily briefing
- cles
- CLEs
- CLEs
- CLEs
- CLEs
- CLEs and networking opportunities.
- CLEs are very useful and convenient, members of the NJ bar are very collegial.
- CLE's, networking opportunities, etc.
- CLEs.
- consistency and reliability

- Daily Briefing and continuing legal education.
- Daily list.
- Discounted CLEs
- Discounts on CLE
- Discounts on CLEs
- Discounts on CLE's, the Community Net Listserv which posts job opportunities and help with need for questions or referrals.
- Don't have much need for most of the services provided but the services I have taken advantage of have been adequate. The CLEs were well taught, informative, and interesting.
- Easy access to CLE courses and tracking CLE credits for me.
- Easy to find CLEs, receives updates in the legal community
- Easy to use site. Has been helpful in past so I stay a member. Provides great resources to attorneys of all ages. Love the amount of CLEs offered.
- Endless CLE Opportunities
- Excellent programming and attention to members.
- Fastcase and CLE's are the most satisfying to me.
- Fastcase and Daily Briefing
- For the leadership opportunities afforded young lawyers and the networking events.
- Good networking
- good resources
- Good selection of CLE courses at member discount.
- Great resource for a reasonable price. There is a wealth of information available when I need it.
- Have found a supportive network of colleagues through the YLD.
- Have low expectations, use LawPay which is really the only service provided, do like WIP
- Helpful resources
- High quality continuing legal education. Many opportunities for networking. As a bonus, the Law Center is located incredibly conveniently to my home and office.
- I am able to accomplish my requirements as an attorney (i.e., CLEs), while furthering my personal career goals (i.e., networking, leadership, contributing to just causes), with the assistance of and ease provided by the NJSBA and its staff.
- I am more neutral than satisfied.
- I am rather neutral.
- I appreciate discounts on CLEs and publications.
- I appreciate the CLEs.
- I believe the NJSBA provides great opportunities for younger attorneys like myself to become involved and present at CLEs
- I do think a lot of state bar events take place in the northern part of the state, making it more difficult for us in the southern part to get there.
- I don't have very high expectations.
- I enjoy all the benefits of membership and enjoy interacting with persons working at NJSBA

- I feel relatively informed.
- I feel the quality of the programming and opportunities is good. Reason why not very satisfied is that I wish there were more opportunities in South Jersey.
- I find the NJICLE provides excellent CLEs compared to other providers.
- I get my health insurance through the State Bar, and that's pretty much the only thing I use my membership for.
- I have attended a few community service events and was very impressed with the professionalism of the NJSBA leaders and their interest in getting to know me, a new, young, lawyer.
- I have been able to become very involved in the LGBT Rights Section, network, get all of my CLE's each year at the annual meeting, and participate in legislative advocacy.
- I know there are resources for me to us, and NJSBA often reminds me of these resources.
- I like the CLEs.
- I like the daily briefings.
- I like the sections and list serves and the CLE discounts.
- I like the services NJSBA provides (fastcase, daily briefing, CLEs, etc.).
- I like the website.
- I like to get the paper with updates on the law and profession
- I love the CLE's and Fastcase. I want to be more active in the Bar Association but my limitations are time and distance.
- I really love the Daily Briefing email.
- I receive CLE credits when I need them.
- I've been a member for a month I really don't have an answer for this
- In my practice area, the NJSBA section is very active, and I've had some great opportunities to meet other lawyers (some of whom I actually like!) and get my name around through the NJSBA. I think it's a great platform on which to build your career as a young lawyer.
- It creates a good community of people.
- It does provide resources, but I have not used them yet.
- It enabled me to meet, learn from, and become friends with many attorneys, and it afforded me opportunities for participation and leadership in and around the bar.
- It gives me the opportunity to meet and interact with other lawyers and seek help when I need it, particularly, with regard to my clients problems in getting them resolved in a timely and cost effective manners. I am very grateful to attorneys like Johnnie Mask, etc for being there when I need them.
- It has expanded my network of colleagues
- It helps me feel connected to lawyers in my community/State; I've had good experiences meeting attorneys willing to connect or mentor in small ways while at the NJSBA annual convention.
- It makes it easier to find and keep track of CLEs.
- It may open up doors in the future.
- It provides an array of legal resources in one location
- I've been able to network and meet new people through the Environmental Section.

- keeps me updated in NJ legal news connecting with other lawyers through CommunityNet
- Lots of available CLE's and opportunities
- Lots of informative events and emails
- Mainly helps me to keep up with what's happening in the legal arena and CLE offerings
- Many resources
- meet and speak with other attorneys
- N/A
- Networking events and opportunities.
- Networking opportunities, legal resources.
- Networking.
- NJSBA advocacy
- NJSBA allows a platform for young attorneys to obtain resources that assist in professional development, networking and connecting with mentors within the legal community.
- NJSBA tries to offer a lot. I am in a weird place because only recently does my work primarily involve New Jersey, whereas my prior office I primarily did New York. So I am adjusting to a massive learning curve the whole time. However, the introduction of more webcast CLE's has been very useful for me. Particularly as I don't have a car and work/reside in Hudson County.
- Not dissatisfied
- Opportunities to interact with Bar leaders and think through issues in a solution-oriented manner.
- Other attorneys and CLE speakers
- Professional contact with other lawyers.
- Providing essential resource.
- Reasons exist that cause me to make use of my membership.
- reduced cost for CLE enrollment
- Resources and opportunities
- Resources available; but I wish I knew more how to reach the resources
- Resources, networking/community
- section meetings
- Seems like NJSBA has lots to offer and I would like to take advantage of some of the benefits but the State does not pay to attend NJSBA functions, and my salary does not support being able to pay for myself to attend.
- The access it provides to fellow attorneys over a broad spectrum of practice industries and geographic areas in NJ.
- The CLE benefits
- The CLE opportunities and daily briefing
- The CLE program is fantastic, I just wish I had more time.
- The CLE provides practical tools for my daily practice.
- The CLEs that the NJSBA runs are better than others available. The work that the NJSBA does in court (I practice in muni courts so specifically DWI/DUI work like Chun, etc.) is important and well done. I haven't attended the convention but I've heard it is

good for solos like myself.

- The daily briefing is very helpful, the CLE classes offered are usually good
- The information that I obtain is valuable, easily accessible and timely. The CLEs are relevant and interesting.
- The NJSBA provides useful CLEs, especially for new attorneys.
- The opportunity to access legal law portals and the ability to access other professionals for the exchange of ideas and information.
- The organization does a fair job advocating for the legal profession. There are great networking opportunities.
- The services provided are great
- There are a variety of services and opportunities offered to network with other professionals and learn more about my practice area, etc.
- There are always opportunities to get involved, to speak at CLEs, to write articles and to connect with other attorneys in my section of practice.
- There are resources available if I need them.
- They are extremely active advocating for our profession while providing us with tools to help us on a daily basis.
- They are local and provide a variety of CLEs.
- They give you the options to participate on your own terms in areas you like.
- They offer CLE's in areas of interest. They also encourage young attorneys to be active in the community.
- updates on law developments.
- Valuable discounts on CLE programs and interesting CLE programs, tailored to areas of my professional practice.
- Very informative.
- very professional organization; sponsor informative legal topics
- Wealth of opportunities.
- Website and help over the phone has been helpful in answering my questions. CLEs have been informative. Hoping to get more involved in the future.
- Work pays for it so it's free for me. It's a good association to join, especially for the annual meeting.
- Yearly convention
- You generally try to do good

WHAT PROGRAMS OR SERVICES COULD THE NJSBA INITIATE TO ENHANCE ITS VALUE TO YOU?

- 1) More networking opportunities
- 2) More conferences, panel discussions, etc.
- A practical course on litigation. Maybe a "bootcamp" style of how to litigate a case from start to finish.
- A single job board instead of the Career HQ-so a person can go to one place quickly and see all current employment opportunities.
- Additional employment networking events that can foster opportunities outside of what is available in local bar associations. Developing new areas of law practice such as a privacy section that can reach out into other areas of the state
- Advocate for family court e-filing. Schedule more events in South Jersey.
- All of the opportunities in South Jersey or more accessible to South Jersey.
- alternating location of section meetings for north jersey access
- Anything free.
- at the CLE's, I am more interested in the topic and following the syllabus then 40 minute introductions on the presenters, no offense and their time is appreciated, but stay on topic and address the reasons why I am there...to learn on the topic
- better and more frequent networking opportunities; better programming for young lawyers
- Better events, CLEs located in different places
- breakfast/morning programs for those of us who have family responsibilities in the evening
- Bridging the gap from other industries/professions.
- Business counseling/partnerships with businesses that help law firms. Fastcase isn't the greatest, or is difficult to use, i'm not sure.
- Can't think of any
- Career fairs.
- Career HQ more streamlined-just one website for unemployed attorney to see current/active job postings
- cheaper CLEs, less alcohol related events
- CLEs and mentors
- Closer meetings. Make legal practice forms and treatises available at no cost.
- Create a seat on the Board to advocate for members with physical, mental & neurological disabilities; and appoint me to that seat.
- Diversity initiatives, extensive implicit bias training
- Diversity, inclusion, women, balancing life and work for women attorneys.
- DK
- do something meaningful
- Easier to use resources
- Employment advertising/assistance.
- Enhance the legal research resources offered.
- Expand its list of experienced attorneys that want to mentor young practitioners.
- Expand the career hq and aim it towards young lawyers

- Focus on South Jersey and smaller firms.
- Free CLE courses
- Free CLEs
- Free educational resources
- Free networking events in areas other than northern NJ.
- Free/low-cost CLE programs; how-to's with materials/forms.
- fun and exciting social events
- Further emphasis on community outreach. Perhaps additional interconnectivity among the bar sections.
- Generate customized leads for work tailored to my practice or related networking events.
- Get the Mentorship Program to actually be a helpful program and not just a place where Mentor attorneys satisfy their curiosity to see "what's out there." Maybe they could actually help someone.
- Health insurance
- Honesty about the profession.
- I am not certain.
- I don't know
- I don't know
- I don't know. Lobby to get more hours in a day
- I have no idea.
- I have not explored all the benefits offered by the NJSBA and so can't offer any advice.
- I think the NJSBA could advocate harder for better work-life balance and fair pay for younger attorneys. Something akin to a lawyers union.
- I was active with lawyers helping lawyers in law school and I enjoyed that. I haven't seen anything like that with the state bar. I also haven't been asked to do anything. I realize it's all volunteer but If someone were to ask me specifically to do something because of my background or my current job, I'd be more inclined to participate.
- I would have to think about that. None that come to mind at the moment.
- I would need to think about it.
- I'd like more events that are closer to me. Like most litigators in muni court (and I don't really mean litigators, I just mean attorneys who appear there), if I don't go to court I don't get paid. So, having section meeting in New Brunswick which is usually an hour away from where I am at a time when I could be going to court and earning money is often a useless proposition. By comparison, I attend an Inn of Court which I find to be much more valuable than the NJSBA. If you want to add value to NJSBA, look at the Inns of Court structure and the value add they have. I've already told you that one of my major problems is getting clients. I'm a solo and in my practice I come across lots of other solos and small firms. Like most of them, I imagine, I worry about where my next buck is coming from. You help me solve that problem - or even solve it 50% and you've done immeasurable good for me.
- I'd like to see more networking events in a more relaxed fashion, less oriented around business and more towards an activity of mutual interest (i.e. hiking trips,

theatre, etc.)

- idk
- Information on mentoring and serving on community boards and organizations
- Information/opportunities not related to law practice.
- Investment in technology to help intelligent searches on legal topics.
- IP is essentially a non-starter at NJSBA. Need to do more with the Special Committee
- It could become a-political.
- It could provide information and programs related to intellectual property law.
- It would be great if more events were occurring in South Jersey.
- Job fair
- Job postings and meaningful discounts.
- Job training for new lawyers who can't get hired because law firms require experience for entry level jobs. You can't get experience unless you work at a law firm, and law firms won't hire you because you don't have any experience.
- Keep doing what you're doing in all honesty. I don't fault you for having the meetings in New Brunswick, it's pretty easy for most of the state. But keep on making the webcast CLE's.
- Lawyer meetups, no cost job posting for firms looking to hire, coaching resources and a free CLE program for members akin to what the American Bar Association offers.
- Lowering costs for general membership, section/committee/division memberships, CLEs (through either the NJSBA or NJICLE), and events. I am unable to attend/participate in many NJSBA-sponsored functions given the costs in relation to my modest salary as a young, government attorney.
- Make a "fact of the day" email list that includes holdings from the top-100 cases in any particular field, letting people subscribe to whichever field (tax, foreclosure, criminal, etc.) they wish. Like micro-unaccredited CLE. Try it?
- Make it easier to find ways to meet other lawyers in my area of practice.
- Make more programs or services in North Jersey.
- Maybe online programs that give some level of interaction that isn't a CLE course (where I wait for codes to enter). Not sure what that would be, but this is an anonymous survey, right? Haha.
- Meetings with attorneys in specific fields.
- Mentorship, career development, unionization.
- Message boards for advice, questions, etc.
- More activities in South Jersey.
- More activities in the Northern areas and more young member focus.
- More activities offered in the Trenton area
- more after-work events closer to the jersey shore area.
- More CLE offerings on the weekends (Saturday and Sunday).
- More committee meetings and actual engagement from leadership
- More community offerings in Northern NJ
- More connection between state and county bar associations.

- More events in the evenings, including CLEs.
- More exposure in Southern New Jersey.
- More focus on issues relating to environmental law
- More information on its resources, such as fastcase, so as to help attorneys learn how to use it.
- More introductory level CLEs that will allow me to expand my practice areas.
- more networking
- More networking events throughout the state, in all counties.
- More networking events.
- More outreach/mentorship to navigate the NJ Bar requirements or court requirements.
- More preliminary CLE courses. Practice for dummies and beginners!! . .how to conduct a deposition, how to pick a jury, procedure and check lists for transaction law
- More programs in major cities. Everything is in the suburbs or New Brunswick.
- More programs local to my area.
- More programs throughout the state. The majority of the CLE programs are at the Law Center, which reasonably, is centrally located. But due to limited free time, it is hard to attend programs at that location for attorneys at the northern or southern ends of the state.
- More programs/CLE's geared toward younger lawyers that are not necessarily newly admitted or just graduated; more mental health awareness/support.
- More public interest opportunities or a public interest division/committee.
- More relevant and affordable CLEs, and more amicus curiae advocacy in important cases. More outreach to private attorneys to get them involved in pro bono opportunities.
- More social events
- More social events that focus on connecting attorneys for mentorship or networking purposes in the northern New Jersey area. Most of the events I have seen advertised are in central/south jersey which are difficult to attend due to my firm's hours.
- More South Jersey meetings...Gloucester/Camden County.
- more training/support for young lawyers, solo practitioners
- My current challenge is understanding what other attorneys who are similarly situated to me (e.g. background, experience) are experiencing. It would be encouraging and helpful to know what my peers are finding challenging as well. I know many may be reluctant to share such stories, but an anonymous forum or e-publication where young lawyers could share struggles and challenges might be beneficial.
- N/A
- N/A
- n/a
- n/a
- N/A
- N/A

- Need more free access to legal software programs.
- Networking and career events with big names that come out, not just a handful of firms.
- Networking, employment opportunities
- New attorney student loan payment programs.
- None come to mind
- Not sure
- Not sure. But this so-called list with the Public Defenders Office is keeping jobs in the hands of a few attorneys with connections to the system and preventing or frustrating new attorneys from getting clients and cases to keep up their bills and student loans. Thus, NSJBA must change the current system with the public Defenders office now and be like New York State where all attorneys, new and old (and everyone) must go to the court within their area or jurisdiction to sign in with the court so that when cases become available every one will have a bite on the same apple, not just a few with connections. This is 2019 and thus, the old system is no longer feasible or workable for all.
- Not sure...
- Online tutorial of how to navigate FastCase
- Open a South Jersey office with classrooms and a mock trial room with bench, witness stand, and jury box. Invite local practitioners to come use it.
- Options to pay down student loans at a lower interest rate.
- outreach, more accessible in each county, a rep at the county offices
- Pro bono opportunities.
- Programs and/or memberships that help with lawyers who suffer from anxiety and other mental health disorders.
- programs for attorneys who aren't new but are still looking to find their niche
- Provide more networking events with potential clients as opposed to other attorneys.
- Push state agencies to maintain public records online, in particular the Board of Public Utilities should maintain electronic dockets with all records. Maintain database of up to date NJ statutes and regulations
- Sample documents for reference on our filings, research programs/service.
- Section specific mentor program
- Services linked to reporting requirements.
- Should be more openness and transparency regarding the governance of the NJSBA - perhaps educate leaders of the Division and Sections about NJSBA governance. I think there could be more efforts directed towards mentoring future leaders of the bar, particularly current YLD members.
- Skip
- Start having events/CLEs in the southern part of New Jersey. Northern Jersey is like another world for us down here.

- State wide networking events; expo for lawyers; speaking engagements
- Stop trying to steal the rights of victims of legal malpractice.
- The magazine is terrible. Social media is not social. There are not enough events that encourage giving back. It's cliquy.
- The mentor program does not work properly. I have tried to get a mentor, but it says not available
- The mentor programs does not seem to work properly
- The mentorship program could be improved. When I initially looking into getting a mentor, nobody was able to help me, even though the mentorship program was supposedly "available". I ended paying an attorney to help me with practical legal education.
- There are too many programs/services to list. They would require adequate descriptions on how/why they're important.
The small space provided for an answer is inadequate and the question requires careful consideration, thought, and preparation.
- There should be more activity based ways for attorneys to bond, such as a lawyer's basketball league, or events for those with children broken down by age group, or those with pets, or beach days, or centered around some kind of community service. It won't take much to get people who we otherwise wouldn't meet or see out and connected with one another.
- There should be more events in South Jersey.
- They could offer more programs to address recommending changes to the legal profession as whole.
- Things in Monmouth County, where I don't have to travel as far.
- Training opportunities for new/ different areas of law; and increased employment opportunities including resume building and mentoring in certain fields.
- Unknown.
- unsure
- unsure
- Virtual committee meetings rather than just phone-in; group mentoring by practice area or geographic region; more resources on how to navigate opening your own business
- Volunteer programs with genuine opportunities for mentoring
- While I already find the NJSBA very valuable, I suppose further expansion of online research capabilities as a member benefit would further enhance that value (but I admit I have not check into the breadth of said capabilities lately). Specifically, a relationship with LexisNexis that included the ability to thoroughly update case law would be very valuable.
- Working on combating the AOC's efforts to continuously make practicing law in New Jersey harder and harder.
- YLD, women lawyers division, community service, CLE
- Young lawyers events