2011 Law School Diversity Report

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Washington State Bar Association

Diversity Program

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REPORT OVERVIEW

Law is a transforming field. No longer is the legal profession solely dominated by upper-class white men. The increasingly diverse population of the United States calls for more ethnically and racially diverse lawyers. As the training grounds for future attorneys, law schools are responsible for diversifying the profession from its inception.

Minority applicants (notably African-American and Mexican-American applicants) have a much lower chance of being accepted in law schools than their white counterparts, even with higher test scores and a larger number of seats at law schools.[1] Although African-Americans and Mexican-Americans have been applying to law schools in relatively constant numbers, there was a 7.5% *decrease* in the proportion of African Americans in the 2008 class as compared with the 1993 class and an 11.7% *decrease* in the proportion of Mexican Americans.1

Similarly, the Report shows that, on average, the percentage of minority students at each law school is lower than the percentage of minorities residing in the law school's respective state.

Law schools now admit fairly equal numbers of female and male applicants. For the 2010 entering class, most law schools reported a male-to-female ratio of about 50:50. The *highest* proportion of female students in the 2010 entering class was reported at Northeastern University at 59.6%, and the *lowest* proportion of female students in the 2010 entering class was reported at Brigham Young University at 35.1%.

Law school faculty minority and female proportions were lower on average than those of students, with a large range of percentages amongst the law schools. The law school reporting the *most* racially and ethnically diverse faculty was Howard University at 89.6%, and the law school reporting the *least* racially and ethnically diverse faculty was the University of Maine at 0%. The *highest* female faculty percentage was reported at City University at 68.3%, and the *lowest* female faculty percentage was reported at Washington and Lee University at 19.4%.

When deciding which law schools to apply to and attend, students typically look to the U.S. News Rankings for Law Schools. However, the U.S. News Rankings do not factor in diversity. Below is a chart with the Top 145 Law Schools, ranked by U.S. News, along with the proportions of diverse (minority and female) students and faculty for each school.

The Report serves to be an informational resource for law school applicants and school administrators alike.

[1] A Disturbing Trend in Law School Diversity: http://blogs.law.columbia.edu/salt/

WHY IS DIVERSITY IMPORTANT?

The American Bar Association's (ABA's) report titled, "Diversity in the Legal Profession: The Next Steps[2]," articulates four rationales for creating greater diversity in the legal profession: Democracy, Business, Leadership, and Demographic.

- **The Democracy Rationale:** A more diverse bench and bar will create more trust in the political system and the mechanisms of justice by its citizens.
- **The Business Rationale:** With the increase of globalization, clients expect lawyers who are culturally and linguistically proficient.
- **The Leadership Rationale:** Individuals with law degrees are more likely to become leaders, both in and out of politics.
- **The Demographic Rationale:** Ethnically and racially diverse populations are on the rise. The Census Bureau predicts that by 2042 the minority population of the United States will exceed the majority population.

KEY FINDINGS FOR WASHINGTON STATE

- Washington State has a minority population of 28.8% and a female population of 50.0%.
- The three law schools in Washington State are
    - University of Washington at #30
    - Seattle University at #84
    - Gonzaga University at #121.
- Minority Statistics
    - Seattle University leads the state in *student minority percentage* at 24.8%, followed by the University of Washington at 22.9% and Gonzaga University at 11.2%.
    - The University of Washington leads the state in *faculty minority percentage* at 19.5%, followed by Seattle University at 16.2% and Gonzaga University at 7.7%.
- Gender Statistics
    - The percentage of *female students* at Seattle University is the highest at 50.8%, followed by the University of Washington at 48.9% and Gonzaga University at 38.5%.
    - The percentage of *female faculty* at the University of Washington is the highest at 40.3%, followed by Seattle University at 36.0% and Gonzaga University at 33.8%.

[2] Diversity in the Legal Profession: The Next Steps: http://mldc.whs.mil/download/documents/Readings/Next%20Steps%20Final-Virtual%20Accessible%20042010.pdf

Diversity in the Top 145 Law Schools (2010)

U.S. News Ranking[3]	Law School	State	2010 State Minority %[4,5]	2010-2011 Student Minority %[6]	Fall 2010 Faculty Minority %[6,7]	2010 State Female %[4]	2010-2011 Student Female %[6]	Fall 2010 Faculty Female %[6,7]
1	Yale University	Connecticut	30.2%	29.9%	12.8%	51.2%	49.3%	26.3%
2	Harvard University	Massachusetts	24.4%	32.9%	17.6%	51.4%	48.0%	25.8%
3	Stanford University	California	63.1%	34.7%	19.8%	49.9%	45.0%	38.7%
4	Columbia University	New York	44.4%	32.2%	14.2%	51.4%	48.6%	32.4%
5	University of Chicago	Illinois	37.5%	28.1%	19.0%	50.7%	44.3%	32.0%
6	New York University	New York	44.4%	25.3%	11.3%	51.4%	42.6%	33.9%
7	University of Michigan	Michigan	23.9%	21.7%	14.2%	50.8%	44.6%	31.5%
8	University of Pennsylvania	Pennsylvania	21.3%	30.3%	13.8%	51.3%	47.6%	30.2%
9	University of California – Berkeley	California	63.1%	37.7%	12.4%	49.9%	52.9%	41.2%
9	University of Virginia	Virginia	36.2%	23.0%	8.8%	50.8%	44.8%	22.9%

[3] Source: U.S. News Rankings: http://grad-schools.usnews.rankingsandreviews.com/best-graduate-schools/top-law-schools/law-rankings
[4] Source: U.S. Census 2010 Quickfacts: http://quickfacts.census.gov/qfd/index.html
[5] State Minority % = Sum of the percentages of Black, American Indian and Alaska Native, Asian, Native Hawaiian and Other Pacific Islander, and People reporting two or more races, in each state
[6] Source: ABA-LSAC Official Guide to ABA-Approved Law Schools, 2012 Edition: https://officialguide.lsac.org/Release/OfficialGuide_Default.aspx
[7] Faculty = full-time faculty, other full-time faculty, deans, librarians, and others who teach, and part-time faculty

U.S. News Ranking	Law School	State	2010 State Minority %	2010-2011 Student Minority	Fall 2010 Faculty Minority %	2010 State Female	2010-2011 Student Female %	Fall 2010 Faculty Female %
11	Duke University	North Carolina	35.7%	24.2%	12.9%	51.1%	41.1%	37.9%
12	Northwestern University	Illinois	37.5%	37.9%	15.8%	50.7%	45.8%	36.2%
13	Cornell University	New York	44.4%	35.4%	16.3%	51.4%	49.6%	34.8%
14	Georgetown University	Washington, DC	66.6%	22.1%	12.0%	52.8%	47.1%	29.3%
14	University of Texas – Austin	Texas	56.7%	27.7%	15.1%	50.1%	46.4%	38.6%
16	University of California – Los Angeles	California	63.1%	33.4%	12.3%	49.9%	47.5%	34.2%
16	Vanderbilt University	Tennessee	24.8%	19.1%	12.7%	51.3%	47.1%	40.5%
18	University of Southern California (Gould)	California	63.1%	41.2%	23.9%	49.9%	47.9%	44.0%
18	Washington University in St. Louis	Missouri	19.4%	28.0%	13.3%	51.1%	39.3%	38.7%
20	George Washington University	Washington, DC	66.6%	21.4%	13.3%	52.8%	45.5%	34.8%
20	University of Minnesota – Twin Cities	Minnesota	17.4%	17.8%	34.0%	50.2%	41.9%	42.5%
22	Boston University	Massachusetts	24.4%	25.4%	11.7%	51.4%	50.1%	35.1%
23	Indiana University – Bloomington (Maurer)	Indiana	19.0%	18.1%	7.0%	50.7%	41.0%	33.7%
23	University of California – Davis	Davis, California	63.1%	35.7%	34.3%	49.9%	49.2%	48.6%

U.S. News Ranking	Law School	State	2010 State Minority %	2010-2011 Student Minority	Fall 2010 Faculty Minority %	2010 State Female	2010-2011 Student Female %	Fall 2010 Faculty Female %
23	University of Illinois – Urbana-Champaign	Illinois	37.5%	24.7%	16.0%	50.7%	41.3%	43.0%
23	University of Notre Dame	Indiana	19.0%	28.0%	20.4%	50.7%	41.7%	32.7%
27	Boston College	Massachusetts	24.4%	23.5%	13.0%	51.4%	48.6%	39.0%
27	College of William and Mary (Marshall-Wythe)	Virginia	36.2%	19.4%	11.7%	50.8%	49.4%	33.0%
27	University of Iowa	Iowa	11.9%	15.9%	11.3%	50.6%	44.8%	39.4%
30	Emory University	Georgia	45.0%	30.3%	7.1%	50.8%	46.0%	33.3%
30	Fordham University	New York	44.4%	23.3%	16.6%	51.4%	47.7%	42.3%
30	University of North Carolina – Chapel Hill	North Carolina	35.7%	27.0%	11.6%	51.1%	50.9%	38.4%
30	University of Washington	Washington	28.8%	22.9%	19.5%	50.0%	48.9%	40.3%
30	Washington and Lee University	Virginia	36.2%	16.5%	4.8%	50.8%	41.8%	19.4%
35	Ohio State University (Moritz)	Ohio	19.3%	20.3%	18.6%	51.2%	42.6%	30.0%
35	University of Alabama	Alabama	33.3%	12.6%	30.6%	51.5%	42.4%	27.6%
35	University of Georgia	Georgia	45.0%	19.5%	8.6%	50.8%	45.2%	35.7%
35	University of Wisconsin – Madison	Wisconsin	17.3%	22.3%	25.4%	50.3%	45.8%	40.7%

U.S. News Ranking	Law School	State	2010 State Minority %	2010-2011 Student Minority	Fall 2010 Faculty Minority %	2010 State Female	2010-2011 Student Female %	Fall 2010 Faculty Female %
39	Wake Forest University	North Carolina	35.7%	16.6%	13.9%	51.1%	40.9%	39.2%
40	Arizona State University (O'Connor)	Arizona	44.7%	23.6%	15.2%	49.9%	43.8%	31.3%
40	George Mason University	Virginia	36.2%	15.7%	8.9%	50.8%	40.8%	20.5%
42	Brigham Young University (Clark)	Utah	20.9%	15.8%	7.5%	49.7%	35.1%	26.3%
42	University of Arizona (Rogers)	Arizona	44.7%	24.7%	78.3%	49.9%	43.9%	42.4%
42	University of California – Hastings	California	63.1%	44.4%	22.3%	49.9%	53.7%	40.8%
42	University of Maryland (Carey)	Maryland	46.5%	30.4%	16.7%	51.5%	48.0%	45.2%
42	University of Utah (Quinney)	Utah	20.9%	11.9%	8.7%	49.7%	42.8%	34.8%
47	Tulane University	Louisiana	40.0%	17.3%	6.5%	51.4%	46.5%	32.3%
47	University of Colorado – Boulder	Colorado	32.1%	20.1%	18.2%	49.6%	48.5%	36.4%
47	University of Florida (Levin)	Florida	43.9%	24.8%	17.4%	50.8%	44.7%	44.0%
50	American University (Washington)	Washington, DC	66.6%	37.5%	30.6%	52.8%	56.2%	43.8%
50	Florida State University	Florida	43.9%	19.8%	14.3%	50.8%	39.5%	44.0%
50	Southern Methodist University (Dedman)	Texas	56.7%	23.7%	23.5%	50.1%	46.7%	25.5%

U.S. News Ranking	Law School	State	2010 State Minority %	2010-2011 Student Minority	Fall 2010 Faculty Minority %	2010 State Female	2010-2011 Student Female %	Fall 2010 Faculty Female %
50	Yeshiva University (Cardozo)	New York	44.4%	22.7%	13.8%	51.4%	51.3%	33.3%
54	Loyola Marymount University	California	63.1%	39.3%	30.1%	49.9%	50.3%	34.6%
54	Pepperdine University	California	63.1%	19.9%	8.6%	49.9%	48.6%	25.7%
56	Baylor University	Texas	56.7%	21.0%	10.0%	50.1%	50.2%	26.0%
56	University of Connecticut	Connecticut	30.2%	21.5%	13.2%	51.2%	44.0%	36.0%
56	University of Houston	Texas	56.7%	29.0%	41.7%	50.1%	42.5%	32.5%
56	University of Tennessee – Knoxville	Tennessee	24.8%	25.3%	5.0%	51.3%	43.4%	41.3%
60	Pennsylvania State University (Dickinson)	Pennsylvania	21.3%	14.2%	13.5%	51.3%	42.4%	42.7%
61	Case Western Reserve University	Ohio	19.3%	14.7%	8.1%	51.2%	43.5%	33.7%
61	Georgia State University	Georgia	45.0%	20.2%	23.2%	50.8%	46.8%	46.3%
61	Illinois Institute of Technology (Chicago-Kent)	Illinois	37.5%	22.9%	9.1%	50.7%	45.1%	28.0%
61	Seton Hall University	New Jersey	42.7%	18.7%	10.8%	51.0%	46.1%	45.6%
61	Temple University (Beasley)	Pennsylvania	21.3%	25.0%	18.3%	51.3%	43.3%	39.6%
61	University of Cincinnati	Ohio	19.3%	15.2%	11.1%	51.2%	42.2%	42.9%

U.S. News Ranking	Law School	State	2010 State Minority %	2010-2011 Student Minority	Fall 2010 Faculty Minority %	2010 State Female	2010-2011 Student Female %	Fall 2010 Faculty Female %
67	Brooklyn Law School	New York	44.4%	25.8%	8.0%	51.4%	47.6%	39.5%
67	Lewis & Clark College (Northwestern)	Oregon	22.7%	21.3%	18.1%	50.4%	50.1%	41.9%
67	University of Richmond (Williams)	Virginia	36.2%	17.6%	6.3%	50.8%	44.8%	37.5%
67	University of San Diego	California	63.1%	31.8%	14.8%	49.9%	47.6%	32.0%
71	Loyola University Chicago	Illinois	37.5%	18.9%	12.1%	50.7%	49.2%	45.4%
71	Northeastern University	Massachusetts	24.4%	32.6%	23.3%	51.4%	59.6%	55.8%
71	University of Kentucky	Kentucky	14.0%	13.4%	26.9%	50.9%	42.0%	32.7%
71	University of Nevada – Las Vegas (Boyd)	Nevada	48.3%	30.1%	16.7%	49.1%	44.0%	45.8%
71	University of Oklahoma	Oklahoma	32.6%	21.0%	14.5%	50.6%	44.7%	27.3%
71	University of Pittsburgh	Pennsylvania	21.3%	16.9%	16.7%	51.3%	42.9%	38.9%
77	University of Denver (Sturm)	Colorado	32.1%	16.1%	16.9%	49.6%	48.3%	36.2%
78	University of Miami	Florida	43.9%	27.2%	24.7%	50.8%	42.4%	40.9%
79	Catholic University of America (Columbus)	Washington, DC	66.6%	18.5%	11.4%	52.8%	52.6%	41.9%
79	Indiana University – Indianapolis	Indiana	19.0%	15.4%	12.6%	50.7%	44.6%	43.2%

U.S. News Ranking	Law School	State	2010 State Minority %	2010-2011 Student Minority	Fall 2010 Faculty Minority %	2010 State Female	2010-2011 Student Female %	Fall 2010 Faculty Female %
79	University of Kansas	Kansas	22.9%	18.5%	9.8%	50.3%	39.2%	39.3%
79	University of New Mexico	New Mexico	63.0%	42.7%	35.5%	50.5%	53.0%	53.9%
79	University of Oregon	Oregon	22.7%	17.1%	15.4%	50.4%	44.5%	52.3%
84	DePaul University	Illinois	37.5%	22.0%	43.5%	50.7%	47.8%	40.3%
84	Hofstra University	New York	44.4%	28.3%	14.1%	51.4%	46.6%	41.4%
84	Louisiana State University – Baton Rouge (Hebert)	Louisiana	40.0%	17.5%	10.7%	51.4%	41.4%	24.0%
84	Rutgers, the State University of New Jersey – Camden	New Jersey	42.7%	19.9%	8.1%	51.0%	39.9%	38.7%
84	Rutgers, the State University of New Jersey – Newark	New Jersey	42.7%	39.3%	20.5%	51.0%	44.8%	37.5%
84	Santa Clara University	California	63.1%	41.1%	27.2%	49.9%	46.6%	50.9%
84	Seattle University	Washington	28.8%	24.8%	16.2%	50.0%	50.8%	36.0%
84	University at Buffalo – State University of New York	New York	44.4%	14.4%	40.0%	51.4%	47.1%	37.2%
84	University of Arkansas – Fayetteville	Arkansas	26.0%	17.4%	8.3%	51.0%	44.1%	41.7%
84	University of Nebraska – Lincoln	Nebraska	18.8%	7.2%	3.4%	50.4%	37.0%	32.2%
84	Villanova University	Pennsylvania	21.3%	19.1%	9.4%	51.3%	42.7%	38.5%

U.S. News Ranking	Law School	State	2010 State Minority %	2010-2011 Student Minority	Fall 2010 Faculty Minority %	2010 State Female	2010-2011 Student Female %	Fall 2010 Faculty Female %
95	Marquette University	Wisconsin	17.3%	14.9%	11.4%	50.3%	43.1%	44.3%
95	Michigan State University	Michigan	23.9%	15.4%	12.5%	50.8%	43.0%	39.7%
95	St. John's University	New York	44.4%	24.6%	9.2%	51.4%	44.4%	33.6%
95	University of Hawaii – Manoa (Richardson)	Hawaii	83.0%	68.8%	49.3%	49.5%	58.1%	55.1%
95	West Virginia University	West Virginia	7.0%	8.7%	9.2%	51.0%	37.0%	40.0%
100	Syracuse University	New York	44.4%	20.1%	15.9%	51.4%	40.6%	36.6%
100	University of Louisville (Brandeis)	Kentucky	14.0%	10.8%	83.7%	50.9%	44.4%	37.2%
100	University of San Francisco	California	63.1%	36.3%	29.7%	49.9%	54.1%	37.4%
100	University of the Pacific (McGeorge)	California	63.1%	24.6%	17.4%	49.9%	48.2%	39.1%
104	Chapman University	California	63.1%	22.1%	85.9%	49.9%	47.0%	34.8%
104	St. Louis University	Missouri	19.4%	14.3%	12.4%	51.1%	46.6%	48.8%
104	University of South Carolina	South Carolina	36.5%	13.3%	12.1%	51.3%	40.8%	37.9%
107	Quinnipiac University	Connecticut	30.2%	11.6%	4.3%	51.2%	48.0%	30.4%
107	University of Mississippi	Mississippi	42.2%	15.7%	18.5%	51.5%	44.4%	31.5%

U.S. News Ranking	Law School	State	2010 State Minority %	2010-2011 Student Minority	Fall 2010 Faculty Minority %	2010 State Female	2010-2011 Student Female %	Fall 2010 Faculty Female %
107	University of Missouri	Missouri	19.4%	13.7%	11.5%	51.1%	37.7%	32.7%
110	Drake University	Iowa	11.9%	10.2%	8.8%	50.6%	45.8%	38.6%
110	Stetson University	Florida	43.9%	20.7%	12.8%	50.8%	51.9%	41.0%
110	University of Tulsa	Oklahoma	32.6%	19.7%	17.3%	50.6%	38.9%	36.5%
113	Albany Law School	New York	44.4%	11.7%	23.5%	51.4%	44.2%	46.9%
113	University of Missouri – Kansas City	Missouri	19.4%	12.6%	7.4%	51.1%	39.1%	38.9%
113	University of Wyoming	Wyoming	15.2%	6.9%	13.8%	49.1%	46.8%	37.9%
113	Willamette University (Collins)	Oregon	22.7%	17.9%	14.9%	50.4%	43.6%	29.8%
117	Pace University	New York	44.4%	16.0%	7.8%	51.4%	56.5%	36.3%
117	Texas Tech University	Texas	56.7%	23.4%	20.3%	50.1%	41.1%	32.2%
117	University of Baltimore	Maryland	46.5%	16.0%	12.4%	51.5%	49.8%	37.2%
117	Vermont Law School	Vermont	5.9%	9.6%	13.3%	50.8%	52.2%	49.4%
121	City University of New York	New York	44.4%	37.7%	45.0%	51.4%	63.6%	68.3%
121	Gonzaga University	Washington	28.8%	11.2%	7.7%	50.0%	38.5%	33.8%

U.S. News Ranking	Law School	State	2010 State Minority %	2010-2011 Student Minority	Fall 2010 Faculty Minority %	2010 State Female	2010-2011 Student Female %	Fall 2010 Faculty Female %
121	Howard University	Washington, DC	66.6%	89.0%	89.6%	52.8%	59.0%	41.8%
121	Southwestern Law School	California	63.1%	35.9%	22.1%	49.9%	51.8%	40.0%
121	University of Maine	Maine	5.7%	10.1%	0%	51.2%	46.8%	34.3%
121	Wayne State University	Michigan	23.9%	15.8%	8.6%	50.8%	44.1%	28.6%
127	Creighton University	Nebraska	18.8%	10.4%	8.9%	50.4%	40.8%	35.7%
127	Mercer University (George)	Georgia	45.0%	18.7%	8.9%	50.8%	43.7%	28.6%
127	Samford University (Cumberland)	Alabama	33.3%	12.0%	15.8%	51.5%	43.8%	35.1%
127	University of Akron	Ohio	19.3%	13.8%	7.3%	51.2%	43.7%	36.4%
127	University of Idaho	Idaho	17.0%	16.3%	7.7%	49.8%	40.4%	46.2%
132	Cleveland State University (Cleveland-Marshall)	Ohio	19.3%	13.4%	10.3%	51.2%	40.8%	37.2%
132	Florida International University	Florida	43.9%	56.6%	66.1%	50.8%	51.2%	37.5%
132	University of Montana	Montana	12.8%	9.4%	12.1%	50.0%	43.0%	45.5%
135	New York Law School	New York	44.4%	24.3%	10.2%	51.4%	51.1%	37.1%
135	Ohio Northern University (Pettit)	Ohio	19.3%	10.2%	12.5%	51.2%	37.1%	32.5%

U.S. News Ranking	Law School	State	2010 State Minority %	2010-2011 Student Minority	Fall 2010 Faculty Minority %	2010 State Female	2010-2011 Student Female %	Fall 2010 Faculty Female %
135	University of Arkansas – Little Rock (Bowen)	Arkansas	26.0%	19.6%	21.5%	51.0%	45.9%	51.9%
135	University of St. Thomas	Minnesota	17.4%	12.0%	12.6%	50.2%	43.6%	35.8%
135	William Mitchell College of Law	Minnesota	17.4%	11.2%	31.4%	50.2%	49.9%	49.1%
140	John Marshall Law School	Illinois	37.5%	26.0%	10.7%	50.7%	45.8%	32.0%
140	University of Memphis (Humphreys)	Tennessee	24.8%	12.7%	57.7%	51.3%	41.0%	28.8%
140	Washburn University	Kansas	22.9%	11.7%	11.3%	50.3%	40.1%	33.9%
143	Campbell University (Wiggins)	North Carolina	35.7%	8.7%	14.3%	51.1%	51.6%	26.5%
143	Loyola University New Orleans	Louisiana	40.0%	28.5%	18.4%	51.4%	49.4%	36.8%
143	University of New Hampshire School of Law	New Hampshire	7.9%	22.7%	5.9%	50.7%	42.0%	45.6%