

2024 Report Study of Practitioner Backgrounds in Five Major U.S. States





Table of Contents

1. Introduction	2
1.1 Data Collection and Processing	2
1.2 Location Scope	2
1.3 Gender and Race Classification	2
1.4 Law School Categorization	2
1.5 Designation Levels	3
1.6 Research Team	3
2. Gender	4
2.1 Gender by State	4
2.2 Gender and Race by State	5
2.3 Gender and Labor Force by State	6
3. Race	6
3.1 Race vs Gender	8
3.2 Race vs State	9
3.3 Race vs Years of experience	10
4. College	11
4.1 Overview of Law School Distribution	11
4.2 Law School by State	13
4.3 Law School by Other Practice	13
4.4 Law School by Designation	14
5. Years of Experience	14
5.1 Gender	15
5.2 Race and Ethnicity	16
5.3 Law School Attended	16
6. Designation	18
6.1 Designation by State	18
6.2 Designation by Race	19
6.3 Designation by Race compared across States	20
6.4 Designation by Gender	21
6.5 Designation by Gender and Race	22
6.6 Designation by Average Years of Experience	24
6.7 Designation by Colleges	25



1. Introduction

This report presents data from an employment survey of the intellectual property profession, which was collected over a two-month period from April to May 2024. The survey focused on top law firms in five states: California, Florida, Illinois, New York, and Washington. Our data collection process was thorough, and any unknown or incomplete data points were excluded to ensure the accuracy and integrity of the analysis.

1.1 Data Collection and Processing

Data for this survey was meticulously collected to ensure completeness and accuracy. We ensured that any unknown or incomplete data points were removed from the dataset. This approach allowed us to present a clear and reliable analysis of the factors under study.

1.2 Location Scope

The survey focused on five states, providing a comprehensive geographic perspective on the distribution of positions and educational backgrounds within these key regions:

- California (CA)
- Florida (FL)
- Illinois (IL)
- New York (NY)
- Washington (WA)

1.3 Gender and Race Classification

For the purposes of this survey, gender has been defined based on individuals' self-identification and categorized as Male, Female, Non-binary, and Other. Additionally, we have categorized race into two groups: White and Person of Color. This inclusive approach ensures that the data reflects the diverse identities and experiences within the legal profession.

1.4 Law School Categorization

We categorized law schools into two distinct groups: Top 14 law schools and other colleges. The Top 14 law schools, renowned for their selectivity, prestige, academic excellence, innovative research, and strong connections to the legal profession, include:

1. Yale Law School
2. Stanford Law School
3. Harvard Law School
4. University of Chicago Law School
5. Columbia Law School



6. New York University (NYU) School of Law
7. University of Pennsylvania Carey Law School
8. University of Virginia School of Law
9. University of California, Berkeley, School of Law
10. University of Michigan Law School
11. Duke University School of Law
12. Northwestern Pritzker School of Law
13. Cornell Law School
14. Georgetown University Law Center

This categorization recognizes the substantial disparities in prestige, resources, and academic excellence between Top 14 law schools and other institutions. These differences can significantly influence the quality of legal education and career prospects for intellectual property (IP) professionals.

1.5 Designation Levels

Legal designations were grouped into a hierarchical structure based on typical levels of seniority and roles within a legal firm. This grouping reflects a typical progression from entry-level positions to mid-level and senior positions, culminating in leadership roles. The suggested grouping is as follows:

- **Entry-Level and Junior Positions:**
 - Associate
 - Attorney
 - Senior Associate
- **Mid-Level Positions:**
 - Counsel
 - Senior Counsel
- **Senior Positions:**
 - Partner
 - Principal
- **Leadership and Executive Roles:**
 - Chair
 - Founder
 - Shareholder
 - Member (if referring to a managing or executive position within the firm)

1.6 Research Team

This research was conducted by a team of students from the University of California Riverside, Saloni Bonde, Erik Ocadiz, Chi-Ting Chang, Richard Allenpaul, Zih Yu Chen, on behalf of

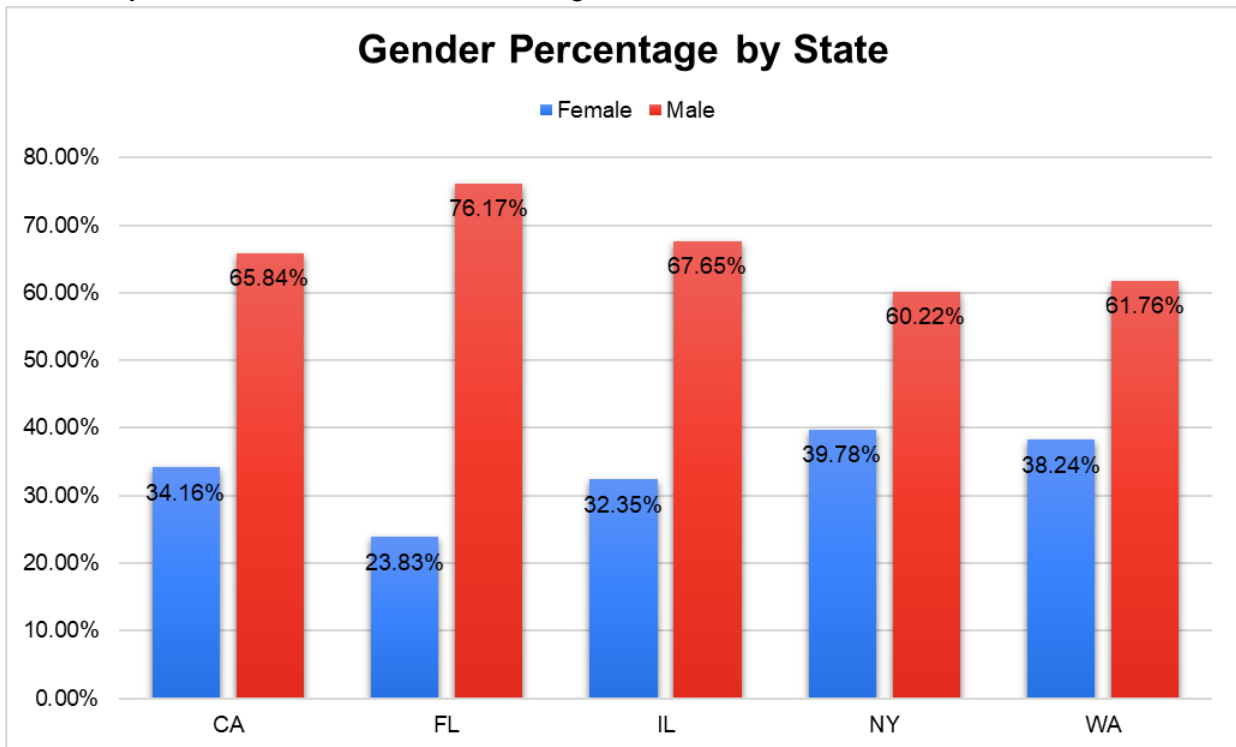


Fellows and Associates. Fellows and Associates are a specialist intellectual property law recruitment and social media company operating internationally from their base in the UK. They provide expert recruitment services and industry insights to the IP profession. For more information about them, please visit www.fellowsandassociates.com.

2. Gender

2.1 Gender by State

This section of the report explores the gender ratio demographics of IP attorneys and attorneys in five major U.S. states: California, Washington, New York, Florida, and Illinois.

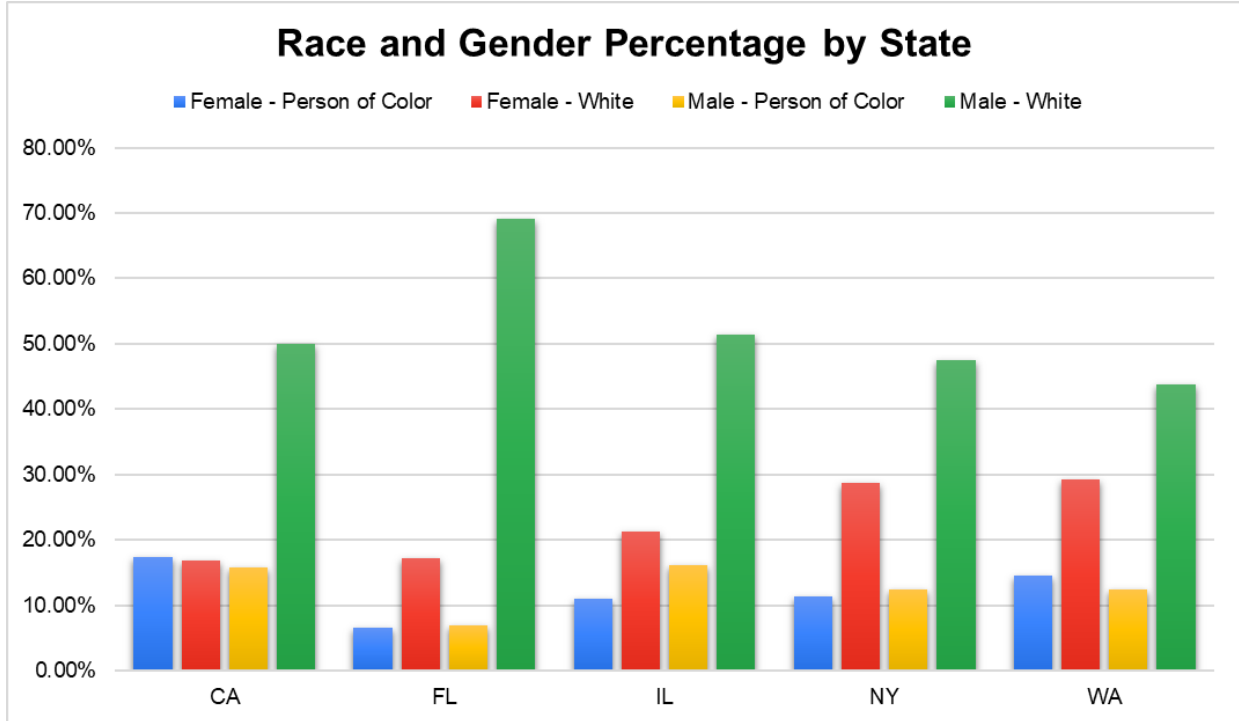


2.1 Gender by State

The data reveals slight differences between male and female intellectual property professionals across different states, with the largest gap in Florida and the smallest in New York. Florida males account for 76.1%, New York males account for 60.2%.



2.2 Gender and Race by State

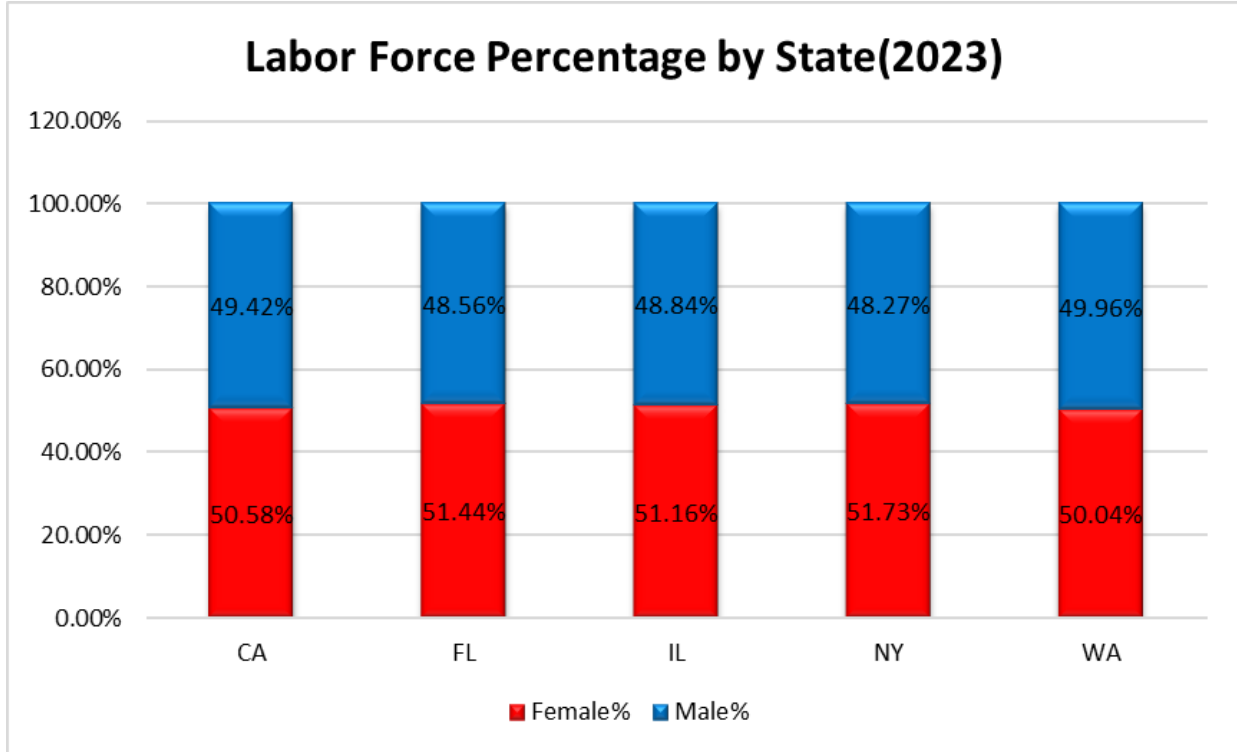


2.2 Gender and Race by State

In all the states surveyed, white males constitute the largest group of IP professionals. The percentage of females of color varies, with the highest representation in California at 17.3% and the lowest in Florida at 6.5%. Florida has the highest percentage of white male IP professionals at 69.1%, while Illinois has the highest percentage of males of color at 16.1%. This graph helps in understanding the racial and gender distribution of IP professionals in these states, providing a detailed view of the diversity within the intellectual property law sector.



2.3 Gender and Labor Force by State



2.3 Gender and Labor Force by State

This graph provides a clear view of the labor force gender distribution in these states for 2023, showing a general trend of slightly higher female participation. However, we can see from the graphs of “Gender Percentage by State” and “Race and Gender Percentage by State”, that male lawyers in intellectual property (IP) legal professionals are higher than female lawyers.

3. Race

A pivotal aspect in assessing the diversity and inclusivity of the intellectual property (IP) legal sector is the racial composition of its professionals. Diversity in race brings a broad spectrum of perspectives, experiences, and cultural insights, enriching the practice and enhancing the ability to address the multifaceted needs of a diverse clientele.

This section of the report explores the racial demographics of IP lawyers and agents across five major U.S. states: California, Washington, New York, Florida, and Illinois. By analyzing the



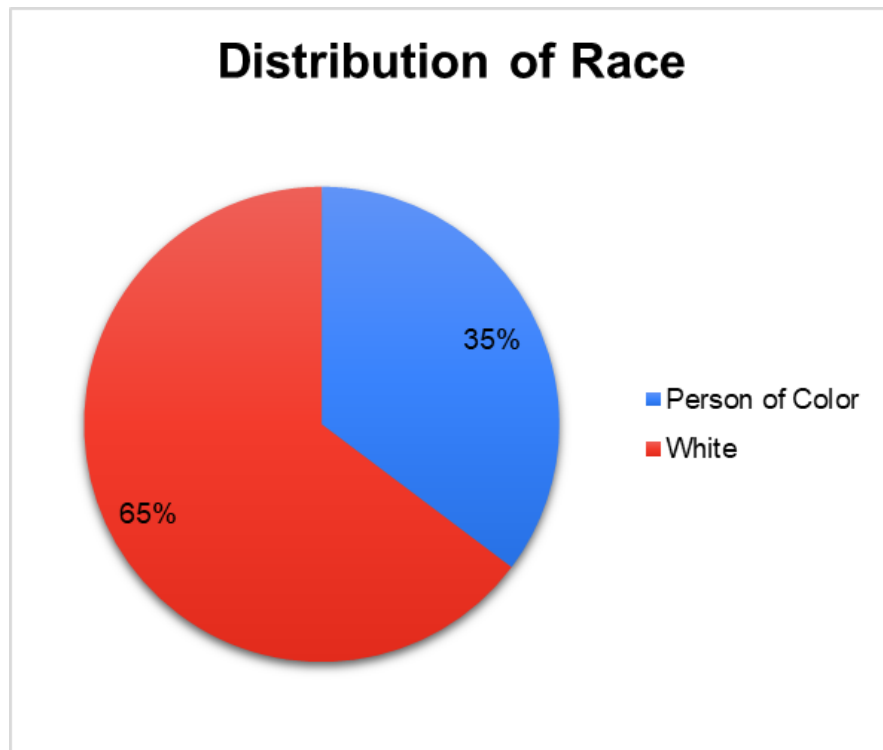
racial representation within these key states, we can better understand the extent of diversity and identify areas where progress is being made or where further efforts are needed.

By examining the racial data, this report aims to provide valuable insights into the state of diversity within the IP legal field. These insights can guide firms and organizations in their efforts to foster an inclusive environment and promote equal opportunities for all individuals, regardless of race. Ultimately, understanding the racial demographics of IP professionals across these major states can contribute to the creation of a more equitable and representative legal landscape in the realm of intellectual property.

Here are the racial categories we have considered in our analysis:

1. White
2. Person of Color

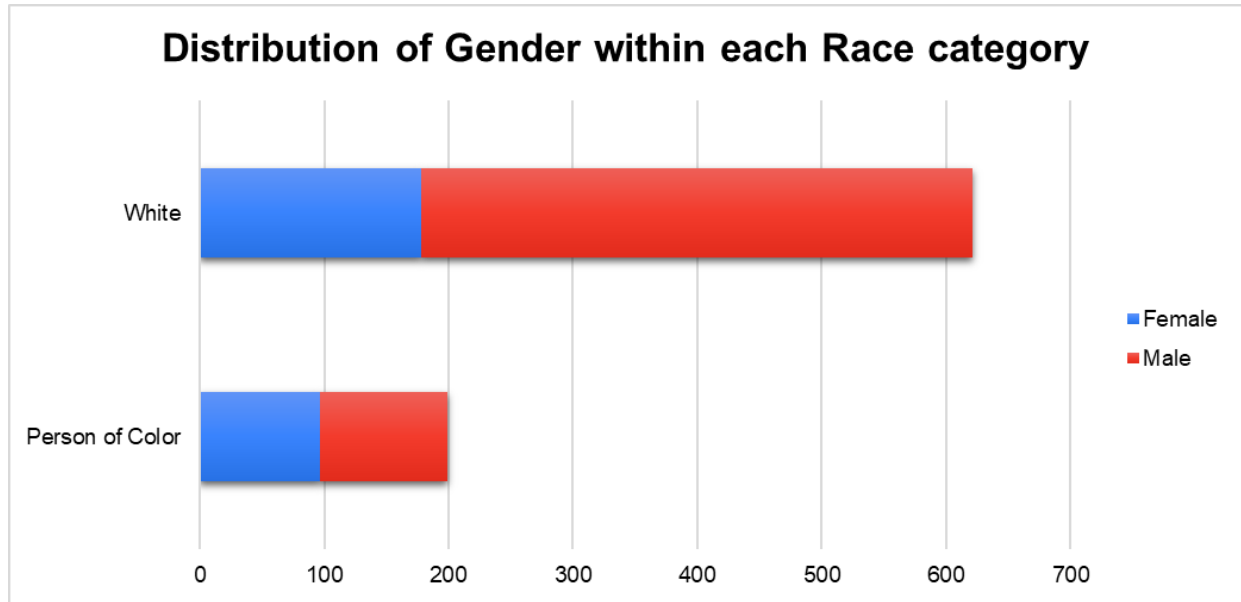
We would have ideally liked to have not used the term 'Person of Color' and had more specific categories to reflect the diversity of the profession. However as this research was based on identifying race based on interpreting information we could find, the chance of miscategorization would have likely been high and therefore not provided accurate data.



3. Race



3.1 Race by Gender

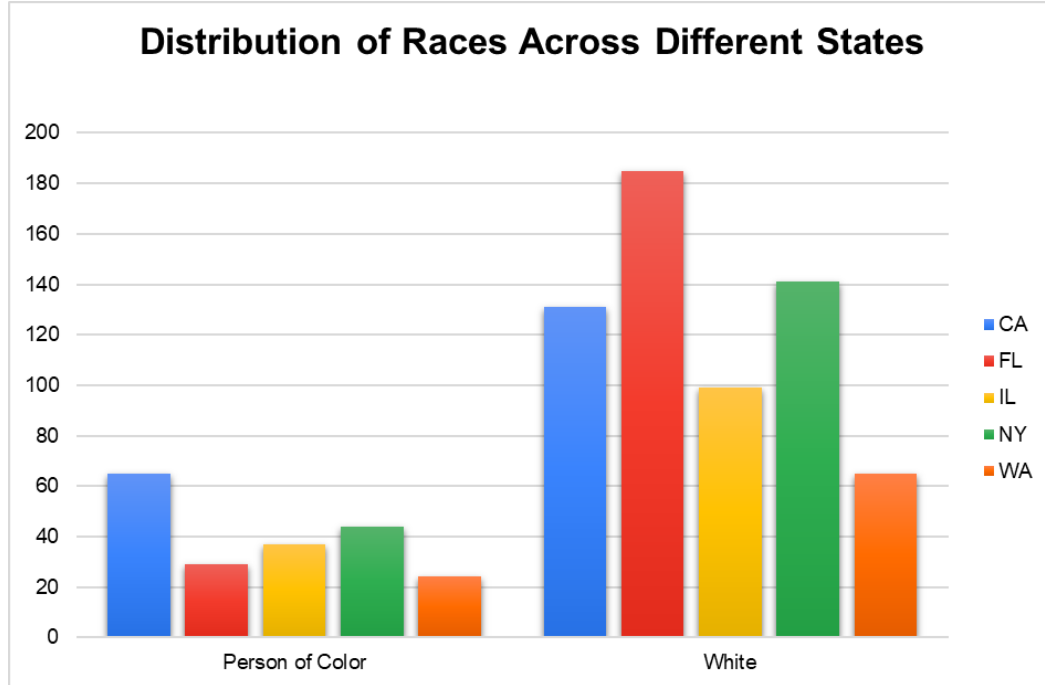


3.1 Race by Gender

The graph reveals a notable gender disparity within each race category among IP professionals. White individuals display a significant male predominance, with the number of males greatly surpassing females. In contrast, the gender distribution among Persons of Color is more balanced, though males still slightly outnumber females. This highlights a pronounced gender imbalance among White professionals compared to a more equitable distribution within the Persons of Color category.



3.2 Race by State

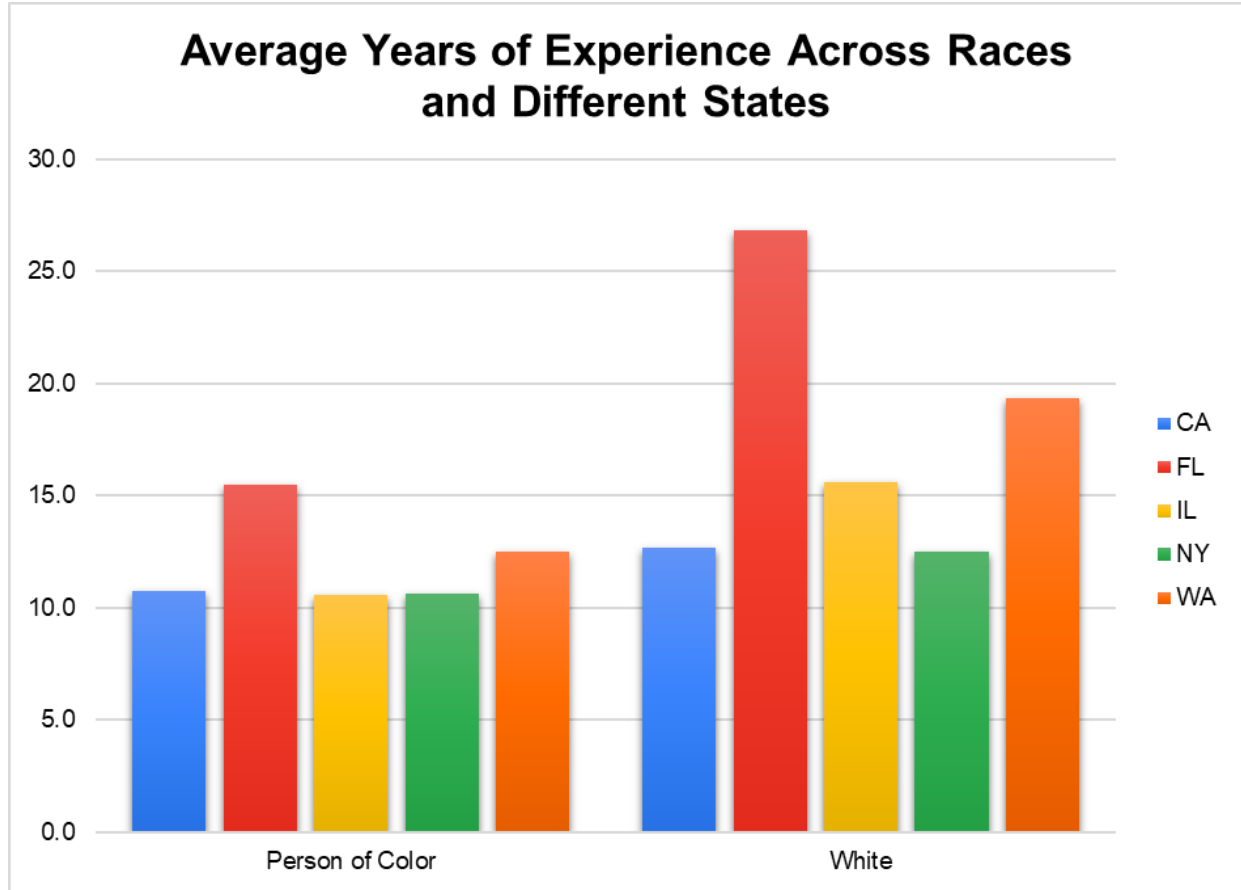


3.2 Race by State

The graph depicts the distribution of races across different states, revealing distinct regional variations. White individuals are predominantly represented in Florida and New York, with significant numbers also in California and Illinois. Conversely, Persons of Color show a more balanced distribution across all states, with notable concentrations in California and New York. This illustrates the regional diversity of the IP legal sector, highlighting Florida and New York as key states with higher numbers of White professionals, while California and New York exhibit greater racial diversity.



3.3 Race by Years of experience



3.3 Race by Years of experience

The graph shows the average years of experience of IP professionals across different races and states. White individuals, particularly in Florida, exhibit the highest average years of experience, significantly surpassing those in other states. In contrast, Persons of Color have a more balanced distribution of experience across states, with Florida showing a slight increase. This suggests that White professionals in Florida have longer tenures or more extensive careers compared to their counterparts in other states and racial categories. This highlights regional differences and potential disparities in career longevity between races within the IP legal sector.

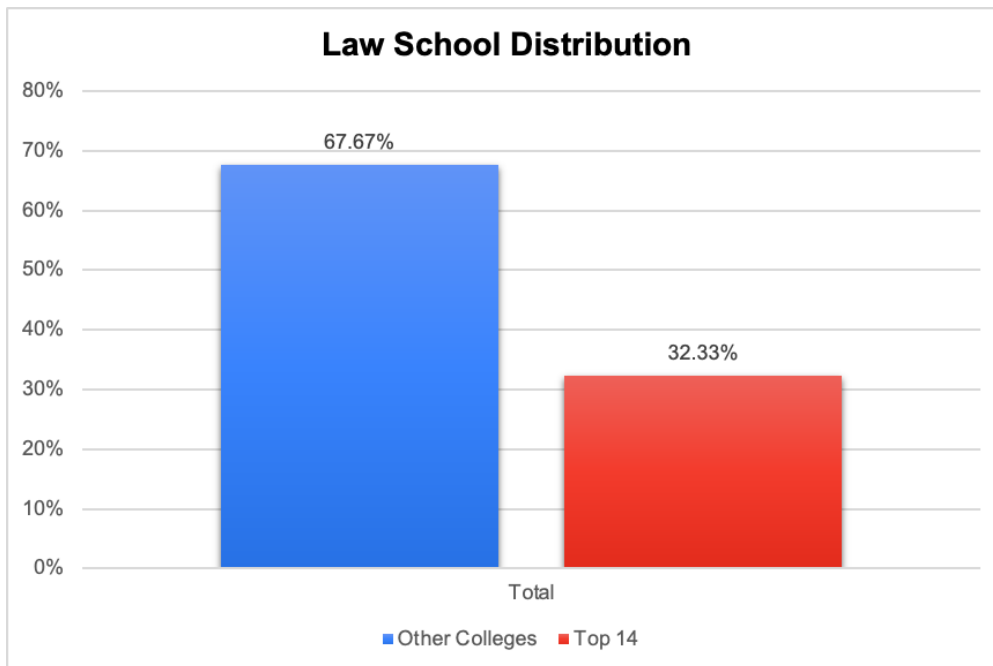


4. College

The law school background of intellectual property (IP) legal professionals plays a crucial role in shaping their expertise and career paths. By examining the law schools attended by IP professionals across five states, we can gain a deeper understanding of the expertise present in these key IP hubs.

4.1 Overview of Law School Distribution

The graphic below highlights that the majority of IP professionals in the 5 states attended law schools in the "Other Colleges" category, while a smaller proportion attended Top 14 law schools.



4.1 Overview of Law School Distribution

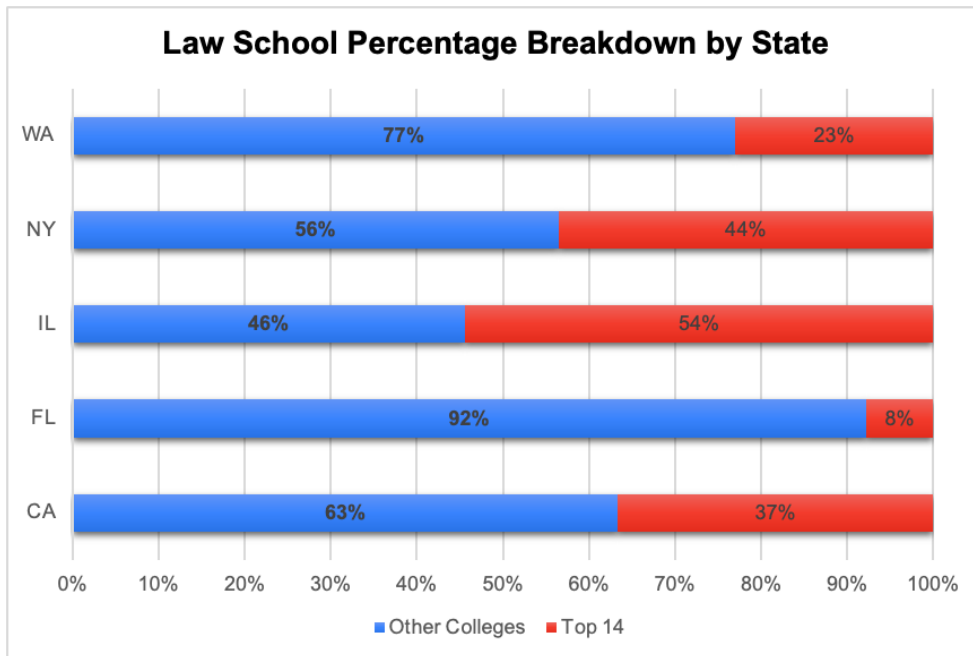
The table below lists the top 10 law schools attended by those surveyed, with Harvard Law School at the top, followed by the University of Miami School of Law, and the University of Michigan Law School.



Ranking	Law School	Percentage
1	Harvard Law School	4.27%
2	University of Miami School of Law	3.54%
3	University of Michigan Law School	3.05%
4	Georgetown University Law Center	2.93%
5	Northwestern Pritzker School of Law	2.68%
6	Columbia Law School	2.56%
7	New York Law School	2.56%
8	Fordham University	2.44%
9	University of Chicago Law School	2.44%
10	University of Washington School of Law	2.32%



4.2 Law School by State



4.2 Law School by State

The graphic reveals a significant correlation between the type of law school attended and the geographic distribution of IP professionals across five states. The data shows:

- California (CA) and New York (NY) have a more even split between Top 14 and Other Colleges, indicating a balanced distribution of IP professionals in these states
- Florida (FL) and Washington (WA) have a higher proportion of IP professionals from Other Colleges
- Illinois (IL) has a higher proportion of IP professionals from Top 14 law schools

This distribution can be attributed to the geographic location of Top 14 law schools, which are predominantly situated in:

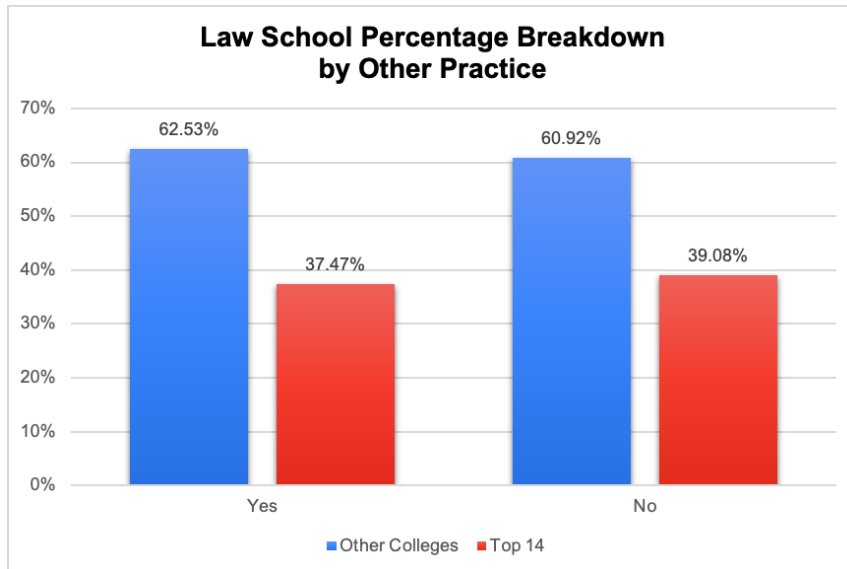
- Illinois (2): University of Chicago, Northwestern
- California (2): Stanford, UC Berkeley
- New York (3): Columbia, NYU, Cornell

The geographic distribution of Top 14 law schools likely plays a significant role in shaping the regional concentration of IP professionals. States with a higher number of Top 14 law schools, such as Illinois (2), California (2), and New York (3), tend to have a higher proportion of IP professionals who attended these schools, likely due to the prestige, resources, and networking opportunities offered by these institutions. Conversely, states



with fewer or no Top 14 law schools, like Florida and Washington, have a higher proportion of IP professionals from Other Colleges, suggesting a stronger presence of non-elite law schools in these states.

4.3 Law School by Other Practice



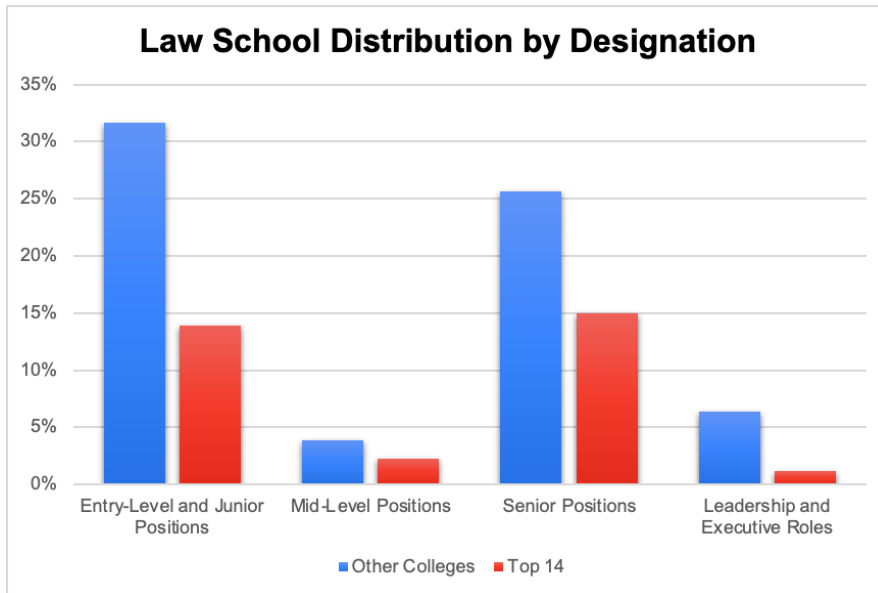
4.3 Law School by Other Practice

The data reveals a subtle pattern, with a slight inclination towards Other Colleges among IP professionals who engage in other practices. However, this difference is relatively small, indicating that the type of law school attended has a limited impact on the likelihood of engaging in other practices.

In other words, attending a prestigious Top 14 law school doesn't significantly increase the chances of exploring beyond IP law, nor does attending other college necessarily mean a focus solely on IP law.



4.4 Law School by Designation



4.4 Law School by Designation

This graphic provides a comprehensive breakdown of IP professionals across various career levels, categorized by the type of law school they attended. The data shows that Other Colleges dominate entry-level positions and hold a significant lead in leadership and executive roles, while Top 14 law schools have a strong presence in senior positions.

5. Years of Experience

A critical factor in evaluating the backgrounds and qualifications of intellectual property (IP) legal professionals is their cumulative years of experience in the field. Extensive practice provides attorneys and agents with invaluable knowledge, skills, and insights that can greatly benefit clients navigating the complex landscape of IP law.

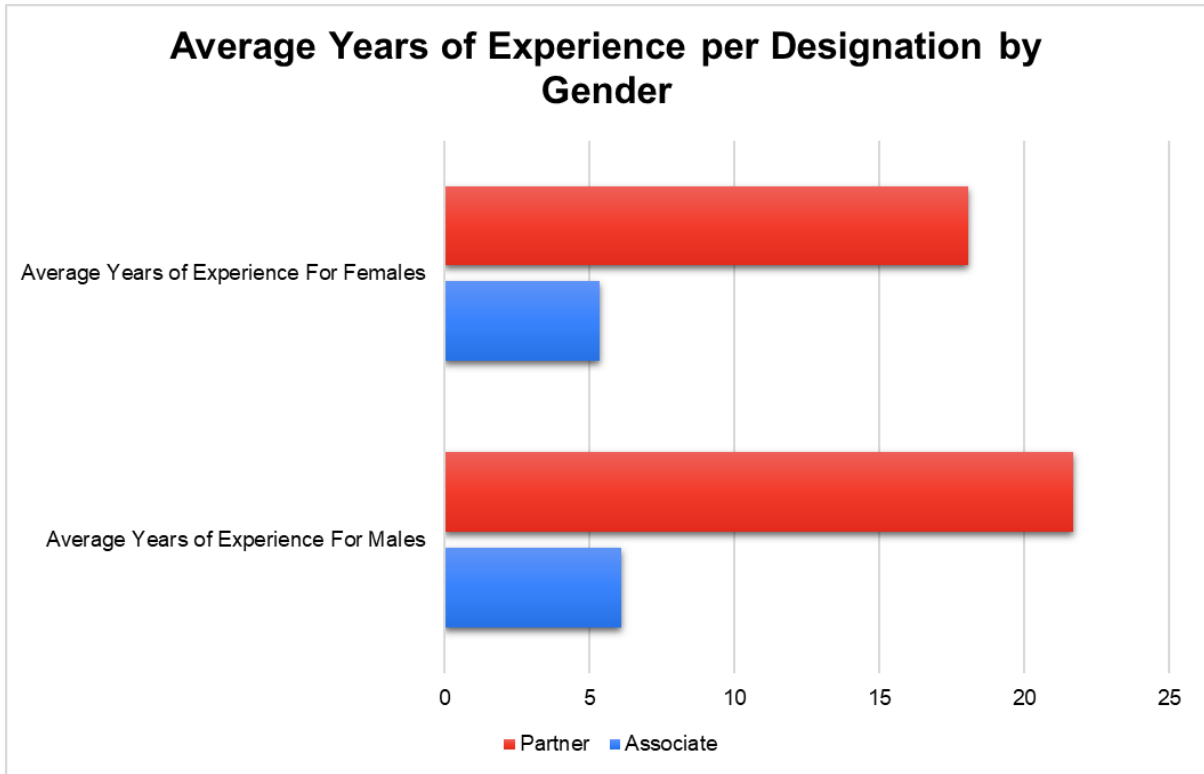
This section of the report delves into the years of experience amassed by IP lawyers and agents across five major U.S. states: California, Washington, New York, Florida, and Illinois. By examining the experience levels across the states, we can gain a deeper understanding of the expertise present in these key IP hubs.

By examining the years of experience data, this report aims to provide valuable insights into the IP legal representation, as well as for firms and organizations looking to attract and retain



top talent in the field. Ultimately, understanding the experience profiles of IP professionals across these major states can contribute to informed decision-making and the delivery of high-quality legal services in the realm of intellectual property.

5.1 Gender

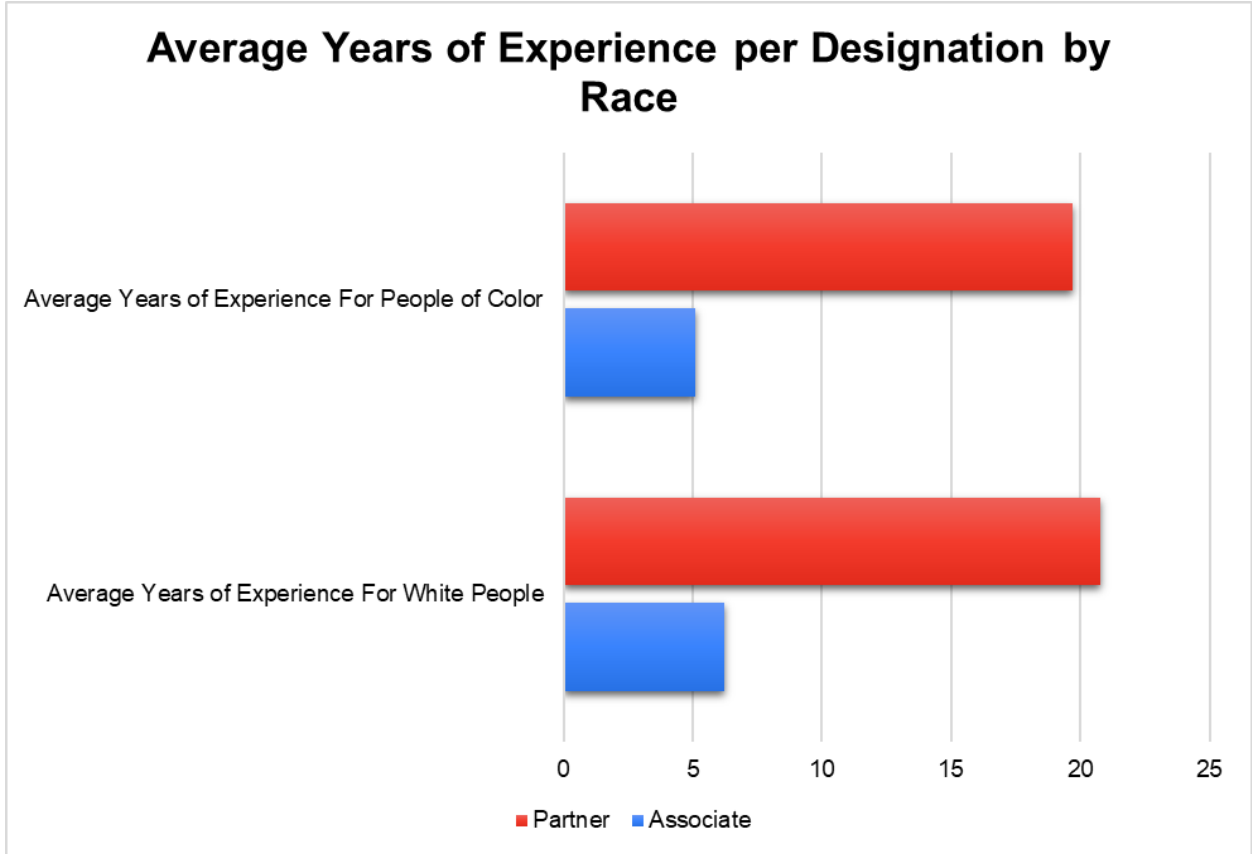


5.1 Gender

The data reveals a slight disparity in average years of experience between male and female IP professionals, with the gap widening at higher levels. While male associates average 6.1 years of experience compared to 5.4 years for females, the difference is more pronounced at the partner/senior level, where males average 21.7 years versus 18.1 years for females.



5.2 Race and Ethnicity

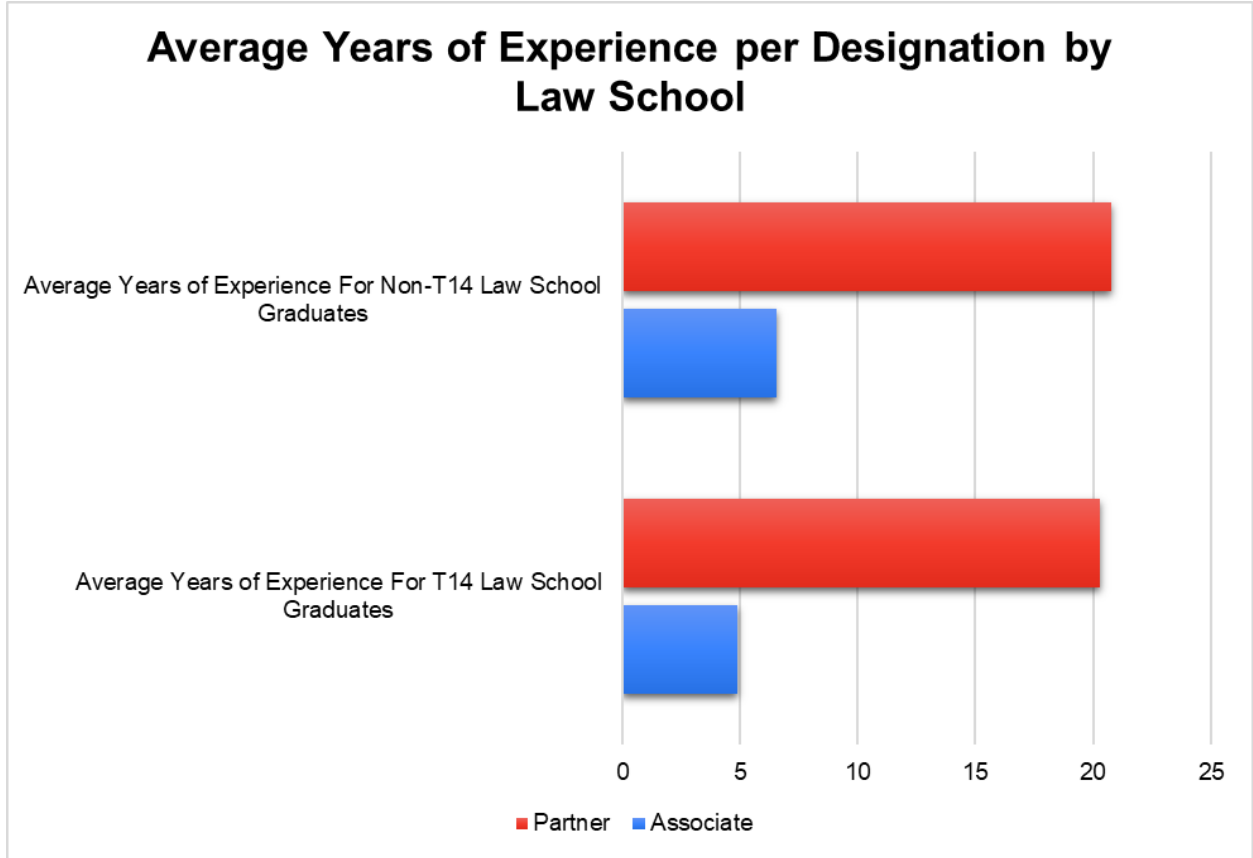


5.2 Race and Ethnicity

The data indicates racial disparities in average years of experience among IP legal professionals across the five major states. At the associate level, white associates average 6.2 years of experience, while associates of color average less at 5.1 years. This gap is made smaller at the partner/senior level, where white partners/senior professionals average 20.8 years of experience compared to 19.7 years for their counterparts of color.



5.3 Law School Attended



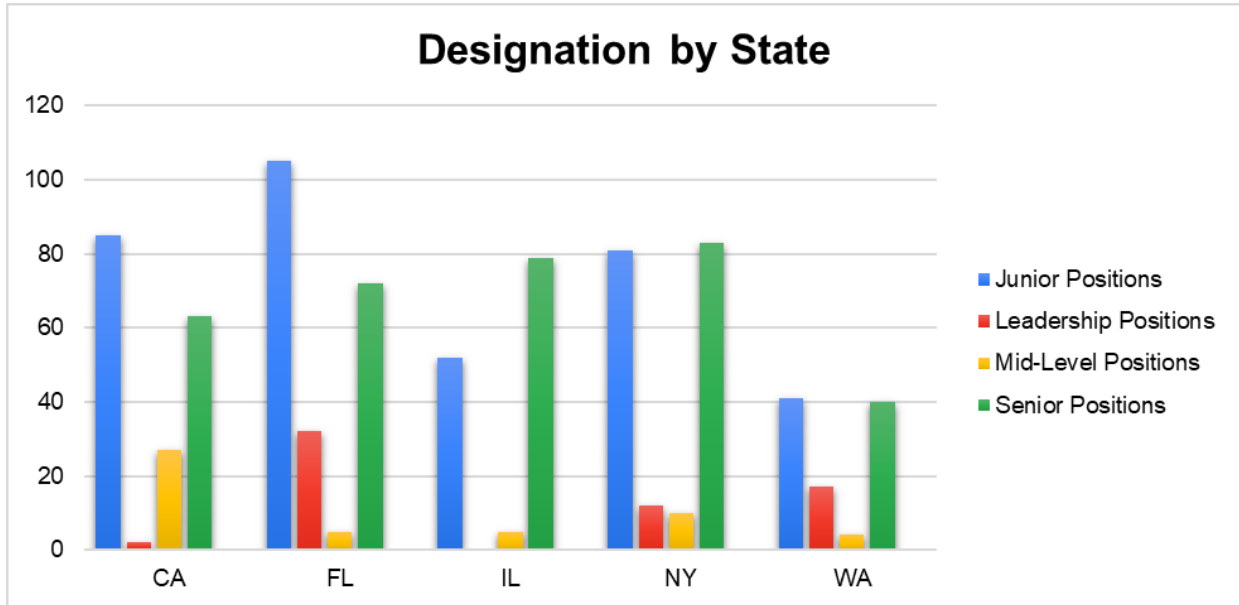
5.3 Law School Attended

The data reveals a stark contrast in the average years of experience required for IP associates who graduated from Top 14 law schools versus those from non-Top 14 institutions. Associates from Top 14 schools attained their roles after an average of 4.9 years of experience, significantly lower than the 6.6 years required for their counterparts from other law schools. However, this disparity diminishes at the partner/senior level, where both groups exhibit similar averages of around 20 years of experience.



6. Designation

6.1 Designation by State

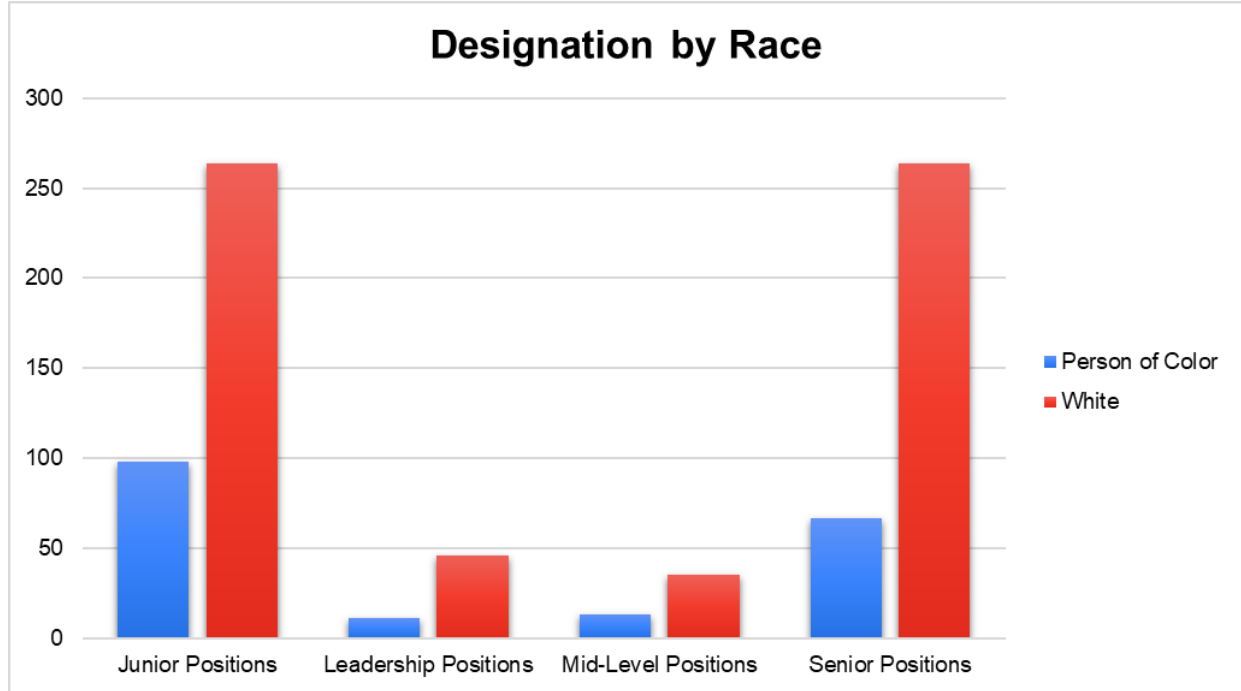


6.1 Designation by State

California shows a significant number of Junior positions, followed by a substantial amount of Senior positions. Florida has a balanced distribution, with a notable number of Junior and Mid-Level positions. Illinois shows a higher concentration of Senior positions. New York displays a similar trend to California, with a significant presence of Junior and Senior positions. Washington exhibits a relatively even distribution across all levels, with a slightly higher number of Senior positions. This visualization highlights the varying distribution of job levels across different states.



6.2 Designation by Race

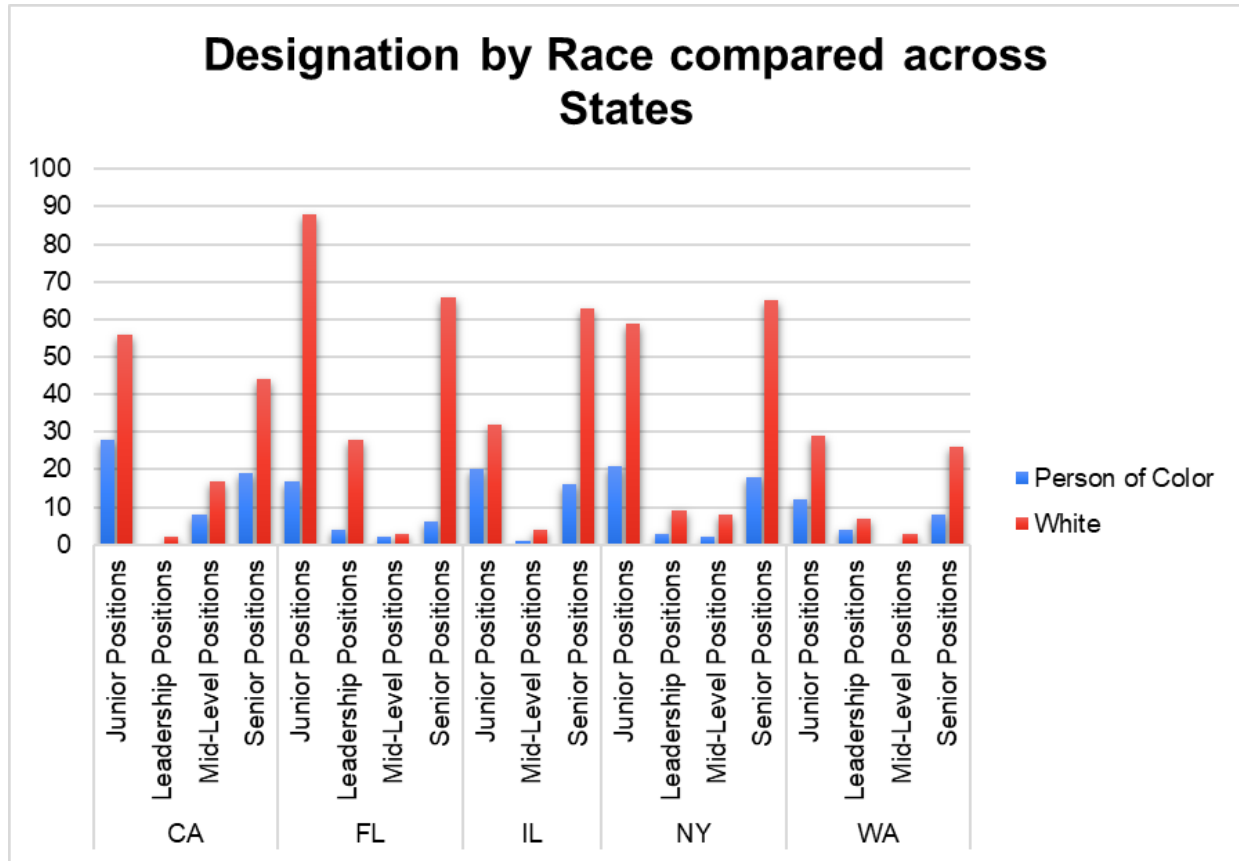


6.2 Designation by Race

The data gathered illustrates that Junior positions are predominantly occupied by White individuals, with over 250 positions, while People of Color hold fewer than 100 Junior positions. Leadership positions show a much smaller disparity, with both groups holding fewer than 50 positions, though White individuals still have a slight majority. In Mid-Level positions, White individuals hold around 50 positions, whereas People of Color hold significantly fewer, indicating a notable gap. Senior positions exhibit a similar pattern to Junior positions, with White individuals occupying over 250 positions, and People of Color holding fewer than 100 positions.



6.3 Designation by Race compared across States

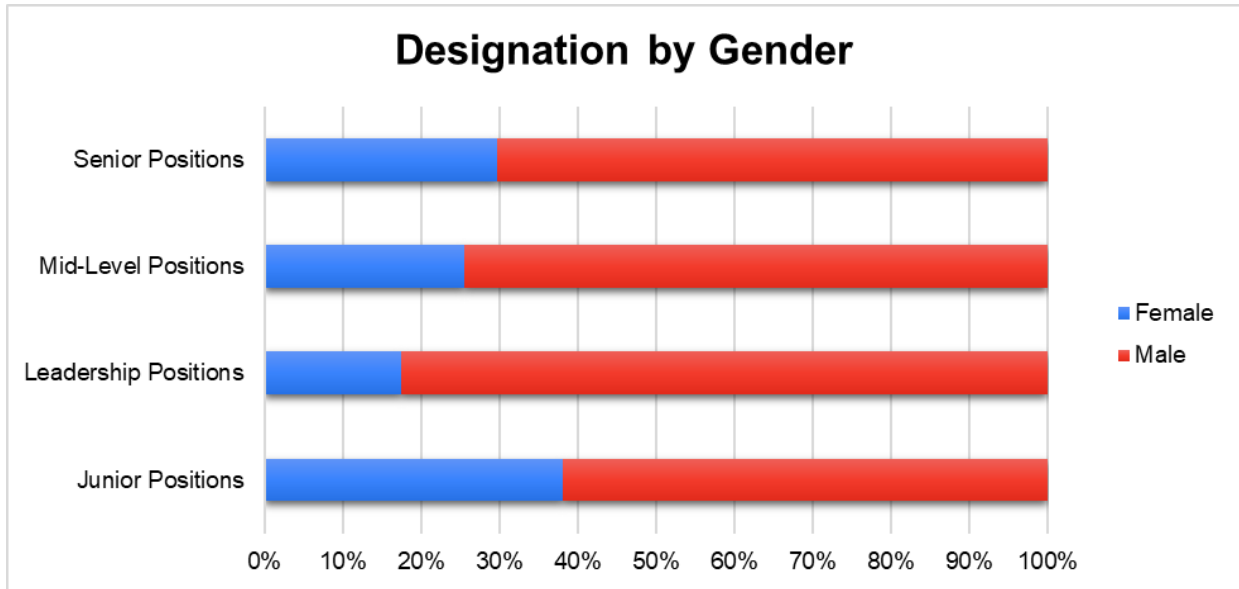


6.3 Designation by Race compared across States

In each state, White individuals predominantly occupy Junior and Senior positions. People of Color have a notable presence in Junior positions but significantly less in Leadership and Mid-Level positions. The trend is consistent across all states, highlighting a significant racial disparity in job distribution.



6.4 Designation by Gender

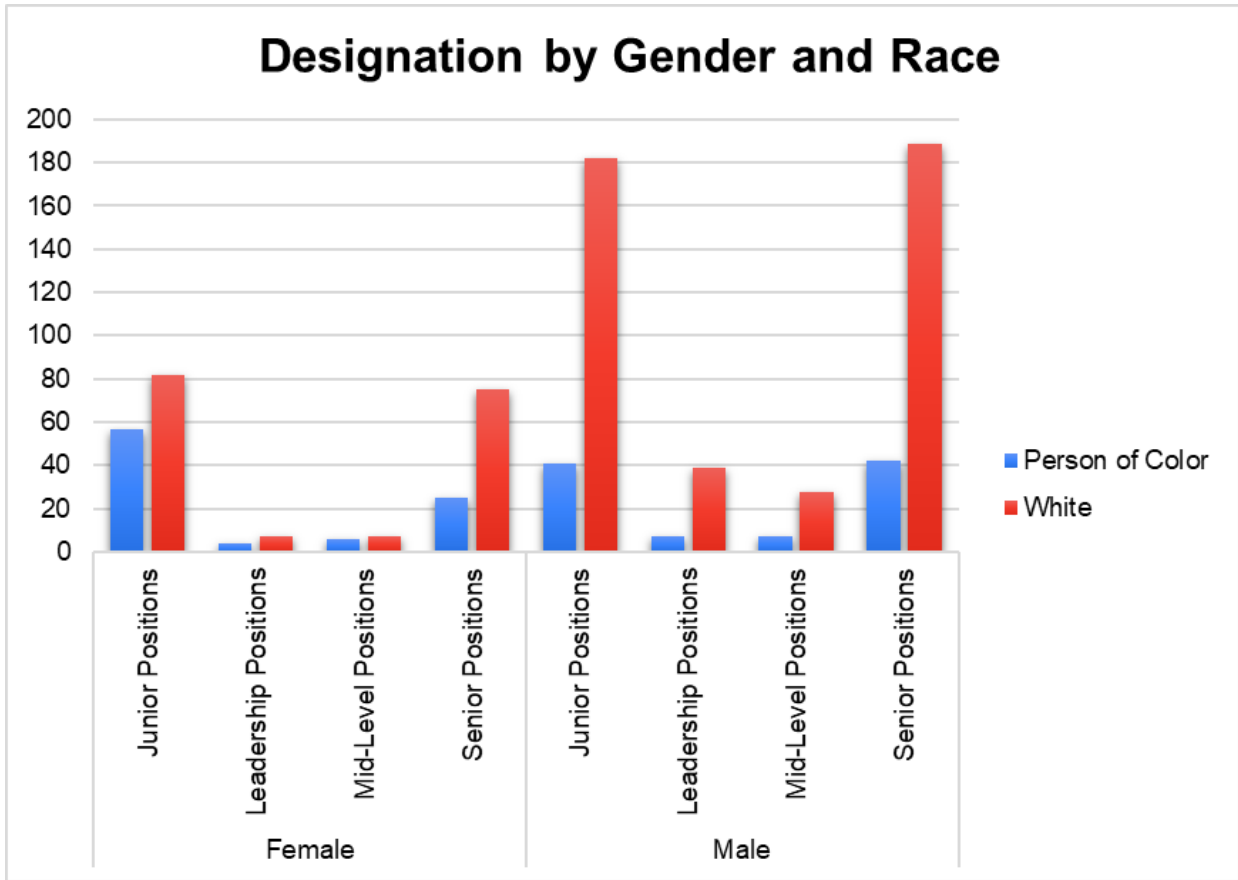


6.4 Designation by Gender

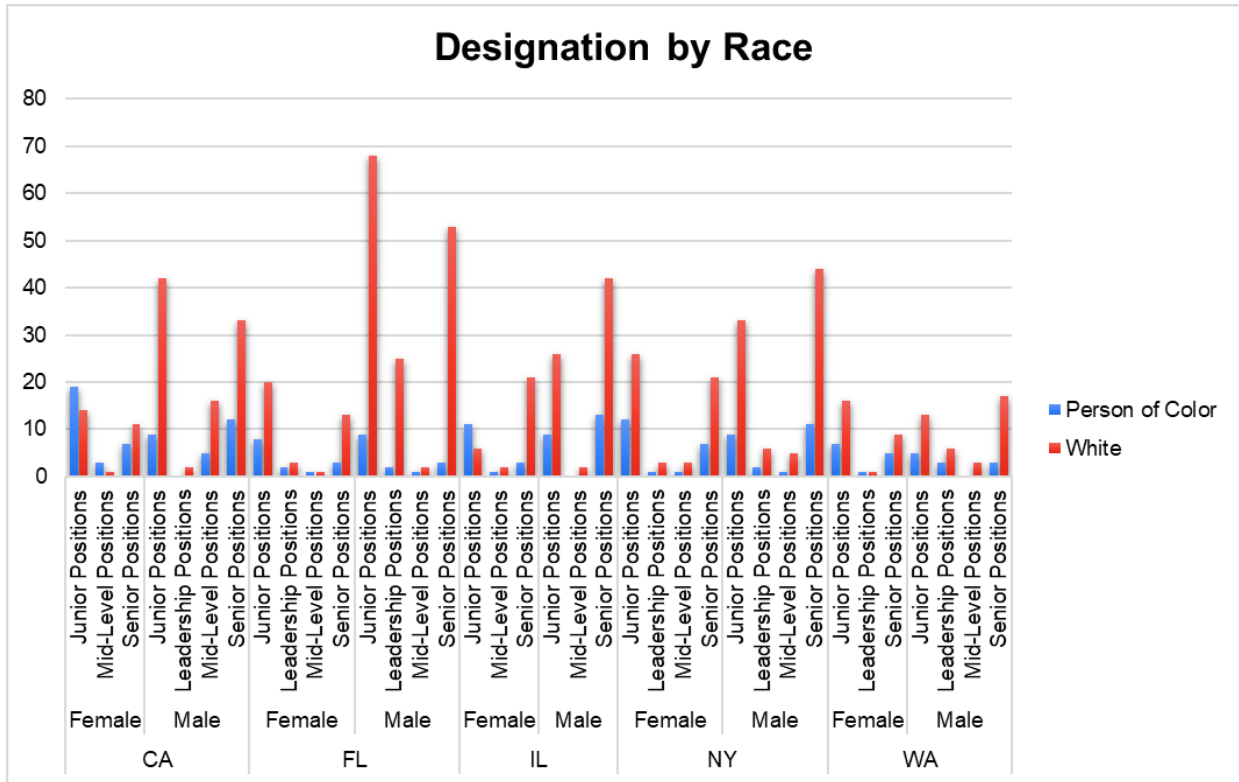
The gender gap is most pronounced in Illinois and Florida, where males constitute about 80% of the workforce. Washington, New York, and California have a relatively higher percentage of females, though males still represent the majority in these states. This chart highlights the gender disparity across these states, with males predominantly occupying the workforce.



6.5 Designation by Gender and Race



6.5 Designation by Gender and Race



For People of Color:

In California, the distribution between females and males is relatively balanced, though males have a slight edge.

Florida, Illinois, New York, and Washington show a smaller representation overall, with males and females having similar low counts.

For White individuals:

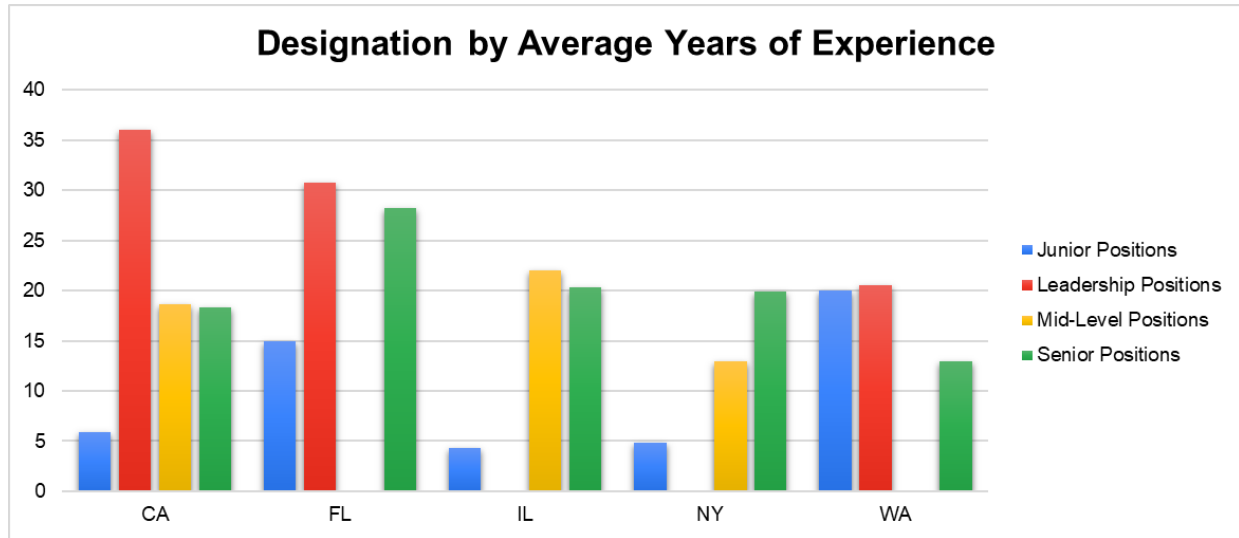
In California, Florida, Illinois, New York, and Washington, males significantly outnumber females.

The gender gap is most pronounced in Florida and Illinois, where the number of males is particularly high.

Overall, the chart highlights a clear gender disparity within racial categories, with White males being the most dominant group in most states.



6.6 Designation by Average Years of Experience



6.6 Designation by Average Years of Experience

Junior Positions: Florida (FL) and Washington (WA) show the highest average years of experience among Junior positions, with WA slightly ahead. California (CA), Illinois (IL), and New York (NY) have lower average years of experience for Junior positions.

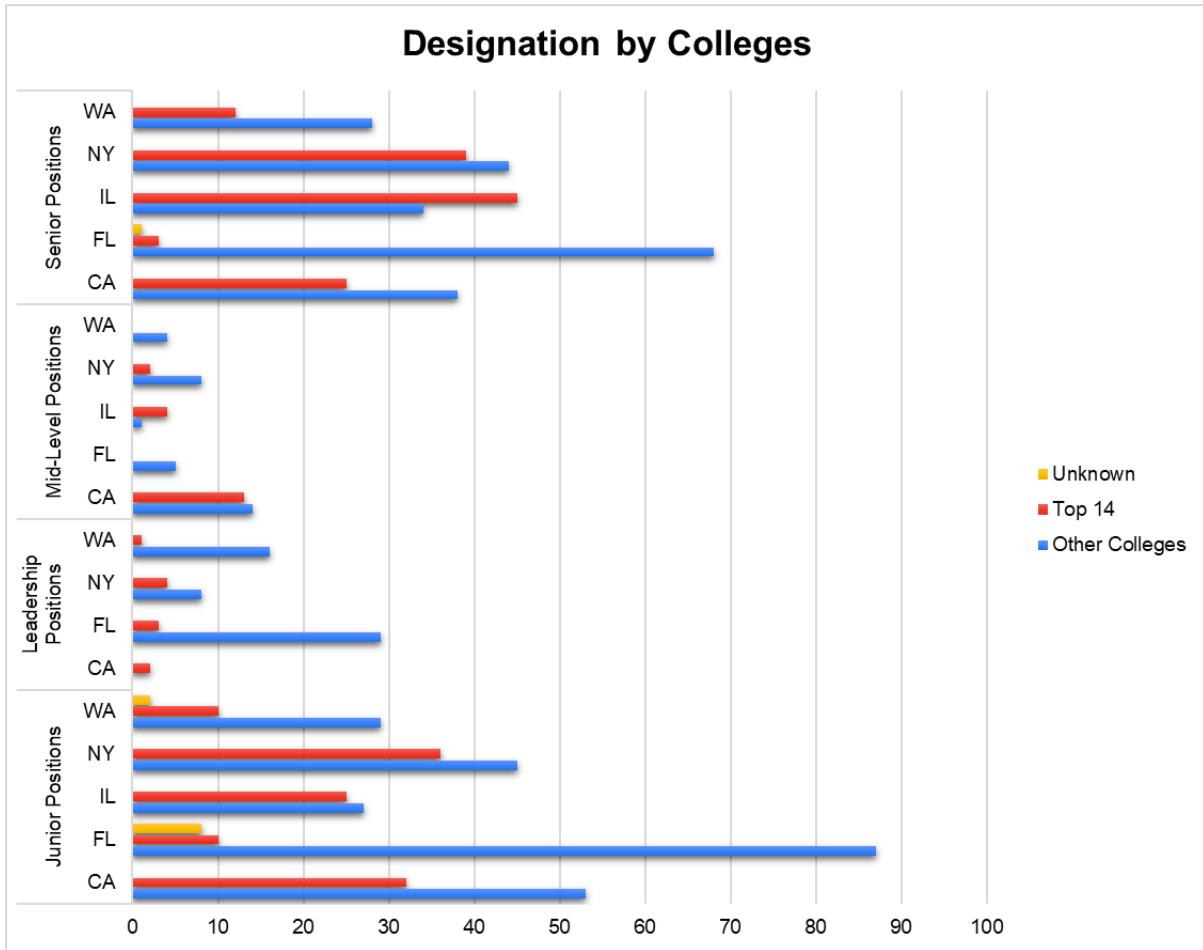
Leadership Positions: California (CA) has the highest average years of experience in Leadership positions, followed closely by Florida (FL). Washington (WA) also shows significant experience levels, while Illinois (IL) and New York (NY) have lower averages.

Mid-Level Positions: Illinois (IL) leads in average years of experience for Mid-Level positions, followed by California (CA). Florida (FL) and New York (NY) have similar experience levels, with Washington (WA) having the lowest average.

Senior Positions: Florida (FL) has the highest average years of experience in Senior positions, followed by Illinois (IL) and California (CA). New York (NY) and Washington (WA) have lower averages.



6.7 Designation by Colleges



6.7 Designation by Colleges

Washington (WA): Other Colleges have higher representation across all positions, particularly in Senior and Junior positions. Top 14 colleges have minimal representation.

New York (NY): Other Colleges dominate Senior positions significantly, followed by Junior positions. Top 14 colleges have notable representation in Junior positions but much less in other levels.

Illinois (IL): Other Colleges lead in Senior and Junior positions, with Top 14 colleges having limited presence across all levels.

Florida (FL): Other Colleges show substantial dominance in Senior and Junior positions, with very few representatives from Top 14 colleges across all levels.

California (CA): Other Colleges again lead in Senior and Junior positions, with Top 14 colleges showing some presence in Leadership positions but much less in others.

Thank you for reading this research. For more information on Fellows and Associates please visit www.fellowsandassociates.com