

MSBA RESEARCH

# Trends in the Legal Profession

FALL/WINTER 2022 | VOLUME 4, ISSUE 2

Bringing MSBA members  
distilled, insightful data  
about our evolving  
profession



**MSBA RESEARCH NOTES:**

# Trends in the Legal Profession

**FALL/WINTER 2022 | VOLUME 4, ISSUE 2**

**EXECUTIVE SUMMARY**

The Fall/Winter 2022 Trends Report is the most comprehensive yet, including data on trends in the legal profession nationally and in Maryland, news impacting firms and lawyers throughout the state over the past six months, and insights into the future of the legal industry.

The information compiled overwhelmingly indicates that while the end of the pandemic is in sight, many of the changes brought about by the pandemic are here to stay. Firms have largely embraced the hybrid and remote work models, with some firms using such models as an incentive when trying to recruit attorneys. In turn, firms have become more reliant on technology and there are increased concerns about cybersecurity. Many firms have experienced difficulties hiring attorneys, and while Maryland has the second largest number of attorneys per capita, the overall number of lawyers has decreased slightly. While there is a struggle to increase or maintain diversity in the legal profession throughout the country, Maryland is ahead of the curve with regard to diversity in the courts, and diversity remains a priority throughout the state.

## Spotlight on the MSBA Team behind the ‘Trends Report’



**Colleen Aracri**  
MSBA Research  
Notes Editor

Colleen Aracri is an attorney serving as a Legal Content Editor for the MSBA. She writes and edits content covering numerous topics for MSBA members, including informational articles, practical tools and resources, and profiles of attorneys and organizations.

Prior to joining the MSBA, Colleen worked for eleven years as a litigator, focusing on the defense of companies and individuals in personal injury and property damage claims. She has over a decade of experience in print and online publishing as well, including editing medical licensing and educational products and writing websites, blogs, and articles across a variety of practice areas for law firms throughout the country.

Colleen graduated from Villanova University with a BA in English and received her JD from the Duquesne University School of Law.



**Criselle Anderson**  
MSBA Research  
Notes Editor

Criselle Anderson has been with the MSBA since 2017 and is the Educational Program Assistant for the Department of Learning. She has co-curated and edited the Trends in the Legal Profession Report since it began in fall of 2018.

She has a background in fine art with degrees from Maryland Institute College of Art (MICA) and Towson University. Before joining the MSBA, she worked at a boutique law firm in Lutherville specializing in Elder Law and Estates and Trusts. As a local Marylander, she enjoys steamed crabs, Orioles games and kayaking in Chesapeake Bay and its many tributaries.

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# For our members. For the profession.

Serving, connecting, and empowering  
Maryland's legal professionals.



# The Maryland Legal Landscape by the Numbers

# 41,812

## THE NUMBER OF ACTIVE ATTORNEYS IN MARYLAND

↑ **1.3%** increase from October 2021

Source: Client Protection Fund of the Bar of Maryland as of 10/11/22

Maryland has

**6.6 lawyers**  
PER 1,000 RESIDENTS

Maryland ranks **#2** nationally for most lawyers per 1,000 residents ahead of California.

California has

**4.3 lawyers**  
PER 1,000 RESIDENTS



The average lawyer wage in Maryland is **\$186,610** **26% higher than** the national average of **\$148,030**

Source: American Bar Association, 2022, ABA Profile of Legal Profession 2022

## Hourly adjusted rates in Maryland

**\$263**

LAW FIRM RATE

**\$283**

LAWYER RATE

**\$154**

NON-LAWYER RATE

↑ **1.15%**

increase from 2020

↑ **2.16%**

increase from \$277 in 2020

↓ **4.3%**

decrease from \$161 in 2020

Source: Clio, 2021 Legal Trends Report- <https://www.clio.com/resources/legal-trends/> and Clio, 2020 Legal Trends Report

## Top 10 Largest Maryland Firms (by number of attorneys)

The top 5 law firms in Maryland remain unchanged from the Trends in the Legal Profession Fall/Winter 2021 edition. Goodell, DeVries, Leech & Dann LLP landed the number 10 spot on the top ten list. This is the first appearance of the firm since 2020. Offit Kurman Attorneys at Law fell to the number seventeen position with 37 attorneys as of May 2022.

Source: <https://www.bizjournals.com/baltimore/subscriber-only/2022/05/13/largest-law-firms-in-greater-baltimore.html>

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| 4. |  | 9.  |  |
| 5. |  | 10. |  |



**Pilar Nichols**  
Principal,  
*Offit Kurman,*  
*Attorneys at Law*



**Michelle Lipkowitz**  
Partner,  
*Saul Ewing Arnstein*  
*& Lehr LLP*



**Brandon Etheridge**  
Senior Vice President  
& General Counsel,  
*Baltimore Ravens*

# MARYLAND ATTORNEYS SERVE OUR COMMUNITIES.

# Maryland Perspective on National Legal Trends



While there has been a slight decrease in the number of active attorneys in Maryland in the last six months, Maryland boasts the second highest number of attorneys per capita in the nation, bested only by New York. Like many industries, law firms have faced labor shortages in recent months. Some Maryland firms are attempting to attract staff and attorneys by offering them the options of working from home and developing their own schedules within certain parameters.

Remote and hybrid work has become more mainstream in law firms across Maryland, rather than a novelty or byproduct of the pandemic, and many firms intend to maintain flexible work environments for the foreseeable future. There has also been a marked increase in Maryland firms conducting interviews, depositions, mediations, and other business via video and teleconferences. Such proceedings were typically conducted in person prior to the pandemic, but firms are continuing to hold virtual hearings and meetings even if they no longer harbor health concerns about meeting in person.

Among other things, the transition to remote and hybrid work inspired Maryland attorneys to seek increased guidance and education with regard to the intersection of technology and the practice of law. For example, the Maryland State Bar Association Committee on Ethics recently fielded the question of whether attorneys [could accept cryptocurrency as a retainer](#), and if so, how it should handle it. Although the Committee ultimately issued an opinion stating that such payments were acceptable, provided the fee arrangement complied with the Maryland Attorneys' Rules of Professional Conduct and the fee was reasonable, it cautioned that "alternative fee arrangements involving the receipt of fees paid in cryptocurrency raise a host of potential ethical considerations." The University of Maryland's Francis King Carey School of Law Maryland and the University of Baltimore School of Law anticipated the increased need for information on technological advances and the law, and both offer courses on cybersecurity law. [The MSBA offers continuing legal education programs](#) on how firms can protect themselves from cybersecurity threats as well.

While most firms have embraced remote and hybrid work, some people in the legal industry have expressed concerns that the hybrid work models may adversely affect women and minority attorneys.

Meredith J. Kahan, Esq., Chief Legal Talent Officer at Whiteford Taylor & Preston LLP, recently noted that, “with some attorneys in the office, employees who choose to work remotely may be disfavored,” in a [blog post entitled Will Hybrid Work Models Hamper the Diversity Efforts at Legal Organizations?](#) She elaborated, “because of proximity, habit, and the unconscious preference for the familiar, there may be a bias in favor of those who are working physically in the office every day.” This may negatively impact women and attorneys of color, as studies indicate they prefer to work from home.

There is evidence that the Maryland legal profession is continuing to make concerted efforts to increase and maintain diversity, however. International firm [Hogan Lovells](#), which has a location in Baltimore, and national firm [Steptoe & Johnson LLP](#), which has a location in Rockville, were named part of the Bloomberg Law Diversity, Equity, & Inclusion Framework, a listing of law firms that meet or exceed a rising standard for diversity, equity, and inclusion in their firm, measured by the benchmarks of: Leadership & Talent Pipelines, Recruitment & Retention, Business Innovation & Strategy, Bias & Harassment Training, and Diverse Brand.

After David Shapiro, a partner at [Paley Rothman](#) in Bethesda, took over the role of MSBA president, he indicated that his top priorities included the expansion of diversity in the MSBA, with the aim of improving the legal profession in Maryland for attorneys and their clients. Additionally, the Maryland Carey Law Women, Leadership, and Equality (WLE) Program launched a new webinar series Maryland Carey Law Alumnae Leading the Way, that aims to offer a vehicle for passing important knowledge from one generation to the next.

**43%** of Maryland’s high court judges are people of color

**57%** of Maryland’s high court judges are women

Maryland courts demonstrate greater diversity as well. The Brennan Center for Justice’s State Supreme Court Diversity Update issued in May 2022 shows that The Maryland Court of Appeals is one of the most diverse state supreme courts in the nation. 43% of Maryland’s high court judges are people of color, and 57% of the judges are women, which is much higher than the national averages of 18% people of color and 41% women in the state supreme court judiciary.

The Diversity Report cited the appointment of Justice Angela Eaves to the Maryland Court of Appeals in April 2022 as a notable event. Eaves is Maryland’s first Hispanic justice.

Hogan Lovells

Steptoe

PALEY ROTHMAN



**JUDGE EAVES** will have held “Fireside Chat” at this year’s Young Lawyers Section Summit as part of Legal Excellence Week on November 16, 2022.

More information is available [www.msba.org/product/young-lawyers-section-summit/](http://www.msba.org/product/young-lawyers-section-summit/)

EXCLUSIVE CONTENT FOR MSBA MEMBERS

# Maryland Bar Journal

The Bar Journal brings MSBA members analysis and insight into the topics that matter most to Maryland's legal community. Published three times a year, it leverages the MSBA's deep and extensive network of experts, from a wide variety of practice areas and backgrounds, to make sure members understand critical issues.



READ YOUR COPY TODAY AT [MSBA.ORG/BARJOURNAL](https://www.msba.org/barjournal) 

# Maryland Noteworthy News



MSBA President-Elect Jason DeLoach (Alexander & Cleaver, P.A.) (left) joined a few members of the Managing Partners Group for a networking gathering in Sept. 2022. To his right are David Shuster (Kramon & Graham, P.A.), Thomas McCarron (Semmes, Bowen & Semmes), Paul Riekhof (Joseph Greenwald & Laake), Steven Thomas (Thomas & Libowitz, P.A.), Tim Hodge (Nelson Mullins Riley & Scarborough LLP), Paul Skalny (Davis Agnor Rapaport Skalny, LLC), Glen Frost (Frost Law), Diane D'Aiutolo (Tydings & Rosenberg LLP), D. Lee Rutland (Wharton Levin Ehrmantraut & Klein, P.A.), Sharon Krevor-Weisbaum (Brown, Goldstein & Levy), Tom Dame (Gallagher Evelius & Jones LLP), William McComas (Bowie & Jensen LLC), Nikki Nesbitt (Goodell DeVries), Jim Edwards (Baker, Donelson, Bearman, Caldwell & Berkowitz P.C.)



The **MSBA Managing Partners Group** is an informational and networking group for managing partners of Maryland law firms or branch offices with ten or more lawyers. What they discuss at their meetings offers insight into some of the trends of interest to lawyers in this rarified space.

Meeting topics since November 2021 reflect the larger societal move away from grappling with the pandemic to managing the post-pandemic world. The topics have included vaccine policy and hybrid workplace policies, the pandemic's psychological impact on law students, and the law firm workforce and how to provide support, leading and building

trust in a hybrid environment, and retaining key talent in a changing hiring market.

The Group originated at the beginning of the pandemic to focus on navigating pandemic-driven novel logistical challenges. Joined by the leaders of Maryland's judiciary and law schools, and chaired by David Shuster, Sharon Krevor-Weisbaum and Tom Dame, the Group was a trusted source of guidance and best practices during the pandemic's height. Maryland's chief judges and law school deans continue to attend meetings and kindly provide operational and other guidance to the Group. The Group is expecting new participants in the coming months as well as additional engagement around issues important to its members.

The Group began meeting socially and in-person in September 2022. Pictured below are Group members who gathered in Columbia with MSBA's President-Elect, Jason DeLoach.

# Big Law Maryland on the Move

# Here's the biggest stories from the largest law firms in Maryland

## VENABLE LLP

- [Venable Successfully Represents Coalition Opposing Attempt to Strip Maryland Board of Education Student Members of Voting Rights](#)
- [Daily Record Recognizes AJ Lynn Among Its 2022 Leading Women](#)
- [Baltimore Business Journal Recognizes Venable Among Middle Market Leaders in Greater Baltimore; Features Q&A with Stu Ingis on the Firm's Success](#)
- [The Best Lawyers in America 2023 Recognizes 226 Venable Attorneys](#)
- [Venable Attorneys and Practices Recognized in 2022 Edition of Legal 500](#)
- [Daily Record Recognizes Laura Bouyea Among Maryland's Top 100 Women of 2022](#)
- [Four Venable Attorneys Receive Daily Record Leadership in Law Awards](#)

## MILES & STOCKBRIDGE

- [87 Miles & Stockbridge Lawyers Named to 2023 Best Lawyers List](#)
- [16 Miles & Stockbridge Lawyers Named to 2023 Best Lawyers: Ones to Watch List](#)
- [Miles & Stockbridge Adds Real Estate Principal In Maryland](#)



## Whiteford | Taylor | Preston<sup>®</sup>

- [Whiteford Nominated for Cyber Award](#)
- [73 Whiteford Attorneys Listed in Best Lawyers in America 2023, Six Selected as "Lawyer of the Year"](#)



## DLA PIPER

- [DLA Piper represents SixGen in its acquisition of Fourcast Management and Analysis](#)
- [Brett Ingerman named to The Daily Record's inaugural Power 30 Law list](#)

## BAKER DONELSON

- [Baker Donelson Attorneys Earn Recognition in The Best Lawyers in America<sup>®</sup> 2023 Listing](#)
- [Baker Donelson Strengthens Corporate Practice With Addition of Charles Kassouf](#)
- [Baker Donelson Adds Shareholder Jeffrey Yeatman to Complex Torts Group in Baltimore](#)

## GALLAGHER EVELIUS & JONES LLP

ATTORNEYS AT LAW

- [New Attorneys Join Chambers USA Rankings in 2022](#)
- [University of Maryland's Diversity Scholars Program Opens the Door to Meaningful Relationships](#)
- [More than 20 Gallagher Attorneys are Recognized in Best Lawyers in America® 2023 edition](#)

## GORDON • FEINBLATT LLC

ATTORNEYS AT LAW

- [Four Gordon Feinblatt Attorneys Named 2023 Baltimore 'Lawyer of the Year' by Best Lawyers in America](#)
- [Seven Gordon Feinblatt Attorneys Listed on 2023 Ones to Watch by Best Lawyers in America](#)
- [26 Gordon Feinblatt Lawyers Named Best Lawyers in America 2023](#)
- [Loyola names Barry Rosen as Business Leader of the Year](#)
- [Gordon Feinblatt Awarded Top Rankings in Chambers USA 2022](#)

## Offit | Kurman®

Attorneys At Law

- [Fifty-Eight Offit Kurman Attorneys Named to the 2023 Best Lawyers in America List](#)
- [Offit Kurman Names New Co-Leaders of Diversity, Equity, and Inclusion Committee](#)
- [Rachel Mech Named a 2022 Leading Woman by The Daily Record | Offit Kurman](#)
- [Offit Kurman Moves Up the Ranks on American Lawyer's Am Law 200 Report](#)
- [Offit Kurman Announces the Promotion of Nine New Principals and Nine Counsel](#)

## PK || LAW

PESSIN KATZ LAW, P.A.

- [PK Law and PK Law Member Lisa Y. Settles Supports the 24th Annual Scholarship Fundraiser](#)
- [PK Law Claims An Impressive Best Lawyers in America List For 2023](#)
- [PK Law Medical Malpractice Defense Group Recognized in 2022 Chambers and Partners USA](#)
- [The National Black Lawyers Announce The Re-Selection of PK Law Member Kambon Williams as an NBL – Top 100 Lawyer in Maryland](#)
- [PK Law Ranked 7th Largest Law Firm in Baltimore Region](#)
- [PK Law Hosts University of MD Francis King Carey School of Law Diversity Scholars](#)

## FRANKLIN & PROKOPIK

A PROFESSIONAL CORPORATION  
ATTORNEYS AT LAW

- [Best Lawyers Announces 2023 Awards - Franklin & Prokopik, P.C.](#)

## G GOODELL DEVRIES

- [Three Goodell DeVries Lawyers on Law School Adjunct Faculty in Fall 2022](#)
- [Two Baltimore-based Law Firms Join Forces: Goodell, DeVries, Leech & Dann Combines with Astrachan Gunst Thomas](#)



# MSBA PROFESSIONAL EXCURSIONS

ESCAPE | ENGAGE | EXPLORE



# PUERTO RICO

FEBRUARY 19-25, 2023

Thanks to our VIP attendees, there's no other place where you can network with and learn from leaders in the profession, including your MSBA leadership, in this amazing location.



Brandon Etheridge  
Baltimore Ravens  
General Counsel



Brian Frosh  
Attorney General  
of Maryland



Robert Spagnoletti  
Former Attorney General  
for DC and current CEO  
of the DC Bar



Donald Tobin  
Former Dean  
University of  
Maryland School of Law



Ronald Weich  
Dean of University  
of Baltimore  
School of Law

The MSBA is taking a new approach to its annual Professional Excursion to provide flexibility and affordability. This year's excursion will be to San Juan, Puerto Rico, and will be focused on providing unique learning, networking, and service opportunities for attendees. The host resort is the fabulous Caribe Hilton. This home to the original piña colada is an expansive resort that offers the perfect combination of relaxing beaches, exhilarating activities, convenient amenities, and access to the culture of downtown San Juan!

**REGISTER HERE** [MSBA.ORG/PROFESSIONAL-EXCURSIONS](https://msba.org/professional-excursions)



# News Round Up Courtesy of The Daily Record



***The Daily Record regularly reports***

on significant developments and events that impact the legal profession in Maryland. We have compiled some of the most notable stories published within the past six months to highlight a few of the important issues facing Maryland attorneys.

**LAWYERS DETAIL THE BENEFITS OF RUNNING A VIRTUAL LAW FIRM**

Before COVID-19, virtual law firms were not widely accepted. But as the world shut down during the pandemic and firms still needed to serve their clients and pay their bills, the industry had to change.

<https://thedailyrecord.com/2022/08/08/lawyers-detail-the-benefits-of-running-a-virtual-law-firm/>

**COVID-19 USHERS IN NEW ERA OF TECH USES FOR LAW FIRMS**

While the COVID-19 pandemic has forced law firms to come up with innovative ways to conduct business virtually, it has also helped firms reduce the time it takes to complete some tasks – and also helped them scale up in size.

<https://thedailyrecord.com/2022/08/05/covid-19-ushers-in-new-era-of-tech-uses-for-law-firms/>

**GRACE SPEIGHTS TAKES A LOOK AT THE FUTURE OF THE WORKPLACE IN MSBA TALK**

A prominent labor and employment attorney, Grace E. Speights says that as a Black woman who is passionate about equity she is often asked how she can justify working for employers, rather than employees, on issues such as employment discrimination claims.

<https://thedailyrecord.com/2022/09/13/grace-speights-takes-a-look-at-the-future-of-the-workplace/>





## UB LAW MAKES STRIDES IN US NEWS RANKINGS

The University of Baltimore School of Law gained seven points in the latest U.S. News and World Report law school rankings, and its clinical training program ranked in the nation's top 10.

<https://thedailyrecord.com/2022/04/04/ub-law-makes-strides-in-us-news-rankings/>

## Q&A: RENÉE MCDONALD HUTCHINS TAKES OVER AS MARYLAND CAREY LAW'S NEW DEAN

The University of Maryland Francis King Carey School of Law has a new dean for the first time in eight years, and she's a familiar face at the institution.

<https://thedailyrecord.com/2022/08/03/qa-renee-mcdonald-hutchins-takes-over-as-maryland-carey-laws-new-dean/>

## VENABLE GRANT HELPS ESTABLISH MID-ATLANTIC INNOCENCE PROJECT EXONEREE FUND

The Mid-Atlantic Innocence Project (MAIP) is using a sizable grant from Venable LLP to establish an endowment that will help exonerees from the District of Columbia, Maryland and Virginia get back on their feet after release from prison.

<https://thedailyrecord.com/2022/06/29/venable-grant-helps-establish-mid-atlantic-innocence-project-exoneree-fund/>

## WITH ACCESS TO COUNSEL ON HORIZON, LAWYERS READY FOR SHIFTS IN EVICTION CASES

Maryland's legal community is preparing for the seismic changes to landlord-tenant cases that will come with the impending arrival of access to counsel in evictions.

<https://thedailyrecord.com/2022/06/02/with-access-to-counsel-on-horizon-lawyers-ready-for-shifts-in-eviction-cases/>

## MARYLAND LIKELY TO BECOME SANCTUARY STATE IN WAKE OF ABORTION RULING

Abortion remains legal in Maryland after the U.S. Supreme Court's decision Friday overturning *Roe v. Wade*, but advocates and experts warned that the broad ruling could still have significant consequences here.

<https://thedailyrecord.com/2022/06/24/maryland-likely-to-become-sanctuary-state-in-wake-of-abortion-ruling/>

## DAN ABRAMS URGES LAWYERS TO WORK WITH MEDIA IN KICKOFF OF MSBA LEGAL SUMMIT

Television commentator Dan Abrams opened the Maryland State Bar Association's Legal Summit on Wednesday with a call for lawyers to keep in mind the "court of public opinion" when they take on high-profile cases that will garner media attention.

<https://thedailyrecord.com/2022/06/01/dan-abrams-urges-lawyers-to-work-with-media-in-kickoff-of-msba-legal-summit/>

## WHO SHOULD LEAD VOIR DIRE — JUDGES OR ATTORNEYS?

Voir dire, the practice of questioning potential jurors to see if they could be impartial, in this country dates to colonial times. In the colonies ruled by England, a judge questioned potential jurors to determine if they would side with the crown.

<https://thedailyrecord.com/2022/06/10/who-should-lead-voire-dire-judges-or-attorneys/>

# Maryland Bar in the Media



**NATASHA DARTIGUE WAS SELECTED AS MARYLAND'S NEXT TOP PUBLIC DEFENDER IN MAY OF 2022.**

She replaced Paul B. DeWolfe Jr., and became the public defender for Maryland officially in July, 2022. She has been with the Office of the Public Defender (OPD) for 26 years.

During her tenure with OPD, Dartigue has represented clients in the juvenile, district, and circuit court divisions of OPD's Baltimore City office. She previously served as a felony trial supervisor and the Deputy District Public Defender for Baltimore City. Prior to joining OPD, she clerked in the Baltimore City Circuit Court for the late Judge Roger W. Brown. Ms. Dartigue is a graduate of the Howard University School of Law, where she was a member of the Howard Law Journal.

Dartigue is a first generation American and the proud daughter of Haitian immigrants. She is a strong believer in the power of community and serves as an advocate and leader throughout Maryland.

She is a member of the Board of Governors for the Maryland State Bar Association (MSBA), Past President of the Monumental City Bar Association, Past Co-Chair of the Bench Bar Committee of the Bar Association of Baltimore City, board member of the Baltimore Bar Foundation, member of the Alliance of Black Women Attorneys and an Executive Mentor for Innovation Works.

For her accomplishments and public service, Dartigue has received various recognitions and acknowledgements, including service awards from the Maryland Office of the Public Defender, National Association of Public Defense and the Baltimore City Department of Recreation & Parks, the Government Lawyer of the Year by the Bar Association of Baltimore City, and the Leadership in Law Award, and 2018 Top 100 Women from the Daily Record.

Dartigue was one of the five MSBA Members Named to the 2022 Influential Marylanders List in the category of Law by The Daily Record.

Dartigue is a first generation American and the proud daughter of Haitian immigrants. She is a strong believer in the power of community and serves as an advocate and leader throughout Maryland.

Sources: <https://www.marylandmatters.org/2022/05/20/natasha-dartigue-named-next-maryland-public-defender/>

[https://www.opd.state.md.us/\\_files/ugd/868471\\_4c220d6da34b4472acdb85d2b512ff9e.pdf](https://www.opd.state.md.us/_files/ugd/868471_4c220d6da34b4472acdb85d2b512ff9e.pdf)

# Top 10 Largest Law Firms in the Nation

## Top 10 Largest Law Firms in the Nation (by number of attorneys)

Baker McKenzie, DLA Piper and Norton Rose Fulbright remain the top three largest firms unchanged from the previous year. Changes happened further down the list with White & Case jumping ahead of Jones Day for the number seven spot. Greenberg Traurig and Morgan Lewis remain steadfast in their rankings at numbers nine and ten.

Source: <https://abovethelaw.com/2022/06/dueling-rankings-of-the-biggest-biglaw-firms-in-the-country-2022/>

1. **Baker  
McKenzie.**

2.  **DLA PIPER**

DLA Piper is  
the 4th largest law  
firm in Maryland.



3.  **NORTON ROSE  
FULBRIGHT**

4. **LATHAM &  
WATKINS<sup>LLP</sup>**

5. **KIRKLAND & ELLIS LLP**

6.  **Hogan  
Lovells**

7. **WHITE & CASE**

8. **JONES  
DAY<sup>®</sup>**

9.  **GreenbergTraurig**

10. **Morgan Lewis**

# The Future of the Legal Industry from Bloomberg Law

## 4 TAKEAWAYS

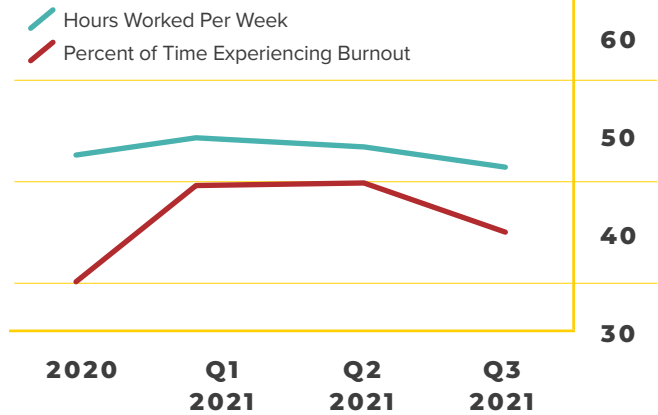


# 1 Average Billable Hours Have Decreased slightly

The average weekly billable time worked by attorneys for the first six months of 2021 was 53 hours, which dipped to 51 hours later in the year. These long hours amount to an extra day of work during the week which most likely bleeds into evenings and weekends for attorneys. The result means burnout on a regular basis continues to occur since Bloomberg’s Attorney Workload and Hours Survey first conducted in 2020.

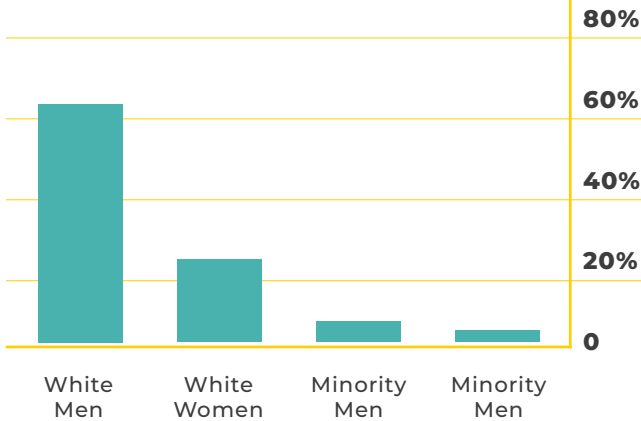
## ATTORNEY WORKLOAD AND BURNOUT DIP IN Q3 2021

Number of publicly available agreements providing for this type of closing



Source: Bloomberg Law’s Attorney Workload and Hours Survey (2020, Q1 2021, Q2 2021, and Q3 2021). Respondents were asked to report how many hours they work on average and percent of time they experience burnout for the previous quarter in which the survey was fielded.

## ATTORNEYS LEADING FRIM-WIDE PRACTICE GROUPS ARE MOSTLY WHITE MEN



# 2 Diversity Recruitment Continues to Lag in Leadership

According to Bloomberg Law’s DEI Framework first developed in 2021, using data from the American Bar Association and the National Association of Law Placement, Inc., metrics have ticked up slowly for diversity hiring and retention. Unfortunately, there’s a lag in hiring for leadership roles with 81% of leadership are White men, 27% are White women, 6% are minority men, 4% are minority women. Trends could shift if efforts for support and mentorship for career advancement of minority and diverse hires increase changing the current demographics.

For more information about the Bloomberg Law 2021 DEI Framework, including the listing of member firms, overall aggregate report, and information on the 2022 DEI Framework timeline, visit [pro.bloomberglaw.com/DEI](https://pro.bloomberglaw.com/DEI).



### 3 Should Cybersecurity CLE Credits Be Required for All Attorneys?

The New York Bar Association has recommended that attorneys take at least 1 hour of CLE credit for cybersecurity. Since the work environment has shifted to cloud computing and work from home arrangements at least some of the time, cybersecurity has become a major concern with attorneys, and specifically, ransomware attacks. Almost all respondents, with 90% of law firms and 96% of In-House counsel, reported being somewhat or very concerned about cybersecurity.

The New York Bar Association seems to be in step with the needs of the profession. Similarly, both The University of Maryland’s Francis King Carey School of Law, and the University of Baltimore School of Law offer courses to their students that address issues related to cybersecurity. As we see this trend continue, law schools will have an important role educating the next generation of attorneys to be more proficient with cybersecurity and other technology related topics.

#### CYBERSECURITY THREATS WEIGH HEAVILY ON LAWYERS' MINDS

Percentage of Lawyers Somewhat or Very Concerned about Ransomware



*Source: Bloomberg Law's 2021 Legal Technology Survey. Respondents were asked how concerned their respective organizations are about ransomware attacks. Percentages were rounded. Respondents who chose "Not Sure" were excluded from analysis.*

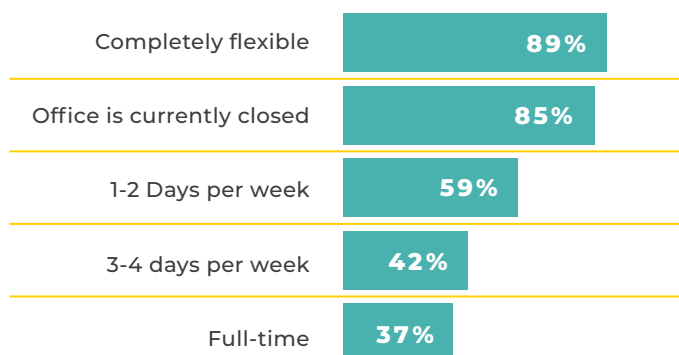
## 4 Return to Office (RTO) Remains Unpopular

Bloomberg Law conducted their [Attorney Workload & Hours Survey](#) asking attorneys about their employer’s policies regarding in-person and remote work environments. It comes as no surprise that an overwhelming majority favor complete flexibility with their work environment and very few favor a return to RTO full time. This is in keeping with trends we have seen where there’s a demand for flexibility for a better work-life balance and better addresses the need for employees that have child and elder care obligations.

The flexibility that attorneys are seeking is just that: flexibility for the individual. The preference for the amount of days spent working remote versus being in the office varies. The top choice is three to four days a week working remote and fully remote is a close second. The preference for RTO full time only garners a little over 10%.

### SATISFACTION WITH WORK POLICIES DWINDLES AS DAYS IN OFFICE INCREASE

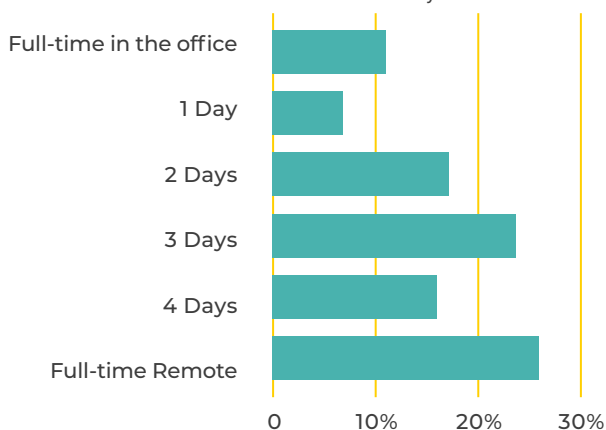
% Satisfied with their current work environment policy



Source: Bloomberg Law's Attorney Workload and Hours Survey (Q3 2021). Respondents were asked about their organization's current expectations for working in the office, as well as how satisfied they are with the current policy. The graphic displays the percentage of respondents who are satisfied with their current policy.

### MOST LAWYERS PREFER TO WORK REMOTELY AT LEAST 3 DAYS PER WEEK

Number of Days Per Week Lawyers Would Prefer to Work Remotely



As the legal profession demands flexibility and remote work arrangements, employers should be cautious about forcing attempts for a full time office return. The labor market continues to favor the employee and if firms want to retain top talent and productivity from their employees, they should aim to craft policies that reflect the needs and demands of employees or risk losing out to other firms that offer those desirable benefits.

Source: Bloomberg Law's Attorney Workload and Hours Survey (Q3 2021). Respondents were asked how many days per week they would prefer to work remotely.

Access additional analyses from our Bloomberg Law 2022 series [here](#), including pieces covering trends in [Litigation](#), [Regulatory & Compliance](#), [Transactions & Contracts](#), and [the Future of the Legal Industry](#).

Source: Bloomberg Law, 2022, *The Future of the Legal Industry 2022*

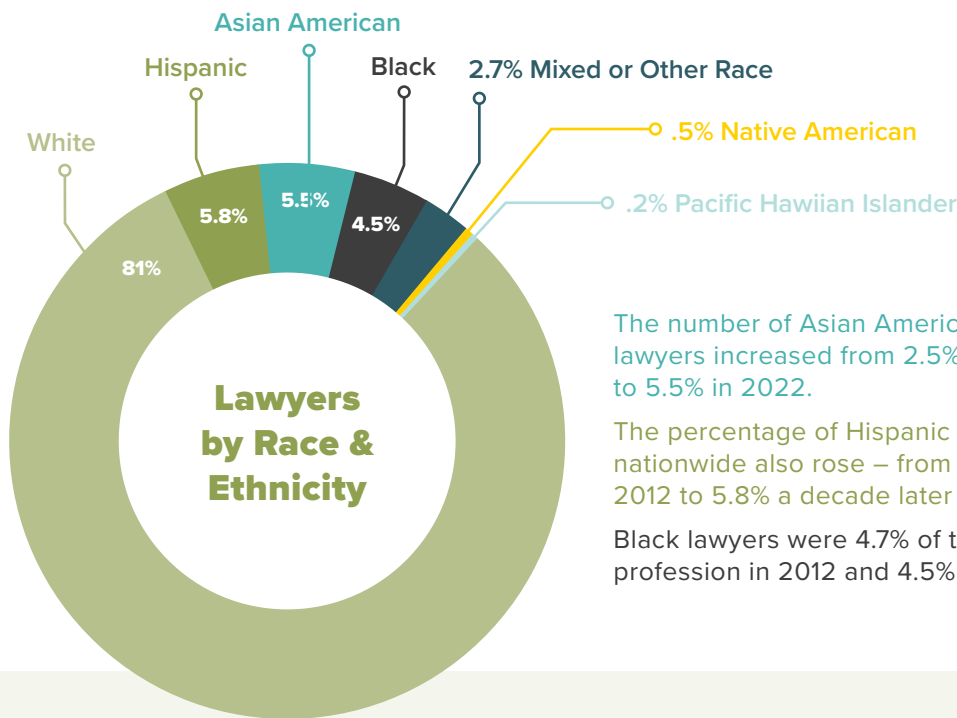
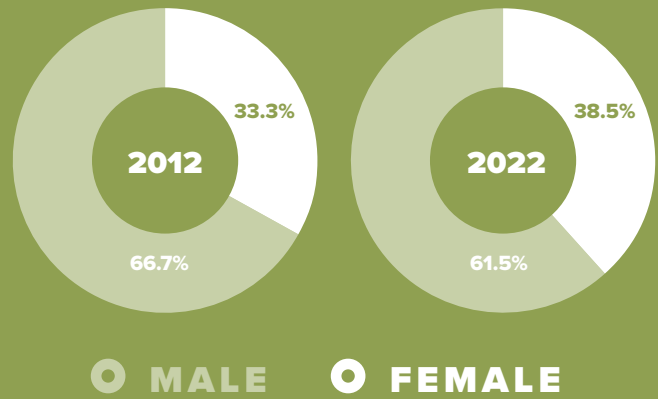
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# Highlights from the 2022 ABA Profile of the Legal Profession

As of Jan. 1, 2022 there were 1,327,010 active lawyers in the United States.

There has been an increase in the number of lawyers by 6.6% from 2012 to 2022.

The percentage of women lawyers has gradually increased from only 8% in 1980, then 20% in 1991, 27% in 2000 and 37% in 2021. There was a 5% increase from 2012 to 2022.



The number of Asian American lawyers increased from 2.5% in 2021 to 5.5% in 2022.

The percentage of Hispanic lawyers nationwide also rose – from 3.5% in 2012 to 5.8% a decade later in 2022.

Black lawyers were 4.7% of the profession in 2012 and 4.5% in 2022.

Lawyers are older than most American workers, on average, according to the U.S. Bureau of Labor Statistics. The median age for lawyers in 2021 was 46.5 years old, which means half were younger and half older. By comparison, the median age of all U.S. workers was 42.2 – four years younger than the typical lawyer.

In 1980, the median age for all U.S. lawyers was 39. That’s more than seven years younger than the median age of 46.5 in 2021.

Over the past 20 years, the average lawyer’s salary has grown faster than inflation. From 2001 to 2021, the average lawyer’s salary rose 61%. Over the same period, the inflation rate was 49%.

The fastest growth was from 1997-2002, when the average lawyer wage rose 45%. By comparison, in the most recent five-year period, the average wage rose 5.8% — from \$139,880 in 2016 to \$148,030 in 2021.

Source: American Bar Association, 2022, ABA Profile of Legal Profession 2022

# MSBA's Members Only Web Notification Service (WNS)



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## Litigation

[MDCOURTS.GOV](https://mdcourts.gov)

### MARYLAND APPELLATE OPINION: CHRISTOPHER ANDREW LINZ V. MONTGOMERY COUNTY, MARYLAND, NO. 1289, SEPTEMBER TERM, 2021

The circuit court did not abuse its discretion by denying the motions to amend and for reconsideration. The relation back doctrine did not apply, and therefore the action against Officer Chindblom was time-barred.

[CA4.USCOURTS.GOV](https://ca4.uscourts.gov)

### FOURTH CIRCUIT OPINION: 204019.P US V. LEE ELBAZ

Lee Elbaz and her confederates orchestrated a multimillion-dollar fraud scheme, operating from Israel and targeting unsophisticated victims worldwide. Posing as an investment firm, Elbaz and her partners solicited "investments" that cost fraud victims over \$100 million, including millions from victims in the United States....Based on the Defendant's petition for panel rehearing, the panel grants panel rehearing vacates the prior panel opinion and issues a new panel opinion below.

## Criminal Law

[GOVERNOR.MARYLAND.GOV](https://governor.maryland.gov)

### GOVERNOR HOGAN ANNOUNCES MAJOR ACTIONS TO EXPAND FEDERAL-STATE CRIME-FIGHTING EFFORTS

Governor Larry Hogan announced a series of major new actions to expand on federal-state efforts to fight violent crime and hold violent criminals accountable.

[JUSTICE.GOV](https://justice.gov)

### MARYLAND U.S. ATTORNEY EREK L. BARRON ANNOUNCES END-OF-YEAR STRATEGIES TO REDUCE VIOLENT CRIME

U.S. Attorney Erik L. Barron, joined by federal, state, and local partners, announced new initiatives to fight violent crime in Maryland. These efforts build on previous successes and are intended to prevent and reduce violent crime in Baltimore City.

## Transactional Law

[MDCOURTS.GOV](https://mdcourts.gov)

### MARYLAND APPELLATE OPINION: IN THE MATTER OF SMARTENERGY HOLDINGS, LLC, NO. 1675, SEPTEMBER TERM, 2021

Following the receipt of numerous customer complaints by the Public Service Commission, a complaint was filed against SmartEnergy Holdings, LLC contending that it systematically violated consumer protection laws.

[DENTONS.COM](https://dentons.com)

### GOVERNING LAW AND JURISDICTION IN THE METAVERSE UNDER LAW COMMISSION REVIEW

Do "traditional" geographic boundaries mean anything in the Metaverse? Under what law should international parties dealing in intangible assets, recorded only on decentralized, unregulated, global ledgers, transact?

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WEB NOTIFICATION SERVICE

A bi-weekly curation of Litigation Law content from the web for MSBA members.

The Court of Special Appeals holds an action was [time-barred](#). The [Fourth Circuit](#) vacates a panel opinion. And the consequences of ["Reply All."](#) Links to these articles and more are below:

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