


# 2022 State Bar of New Mexico Member Survey



Survey participation  
1,217



Active membership  
7,943

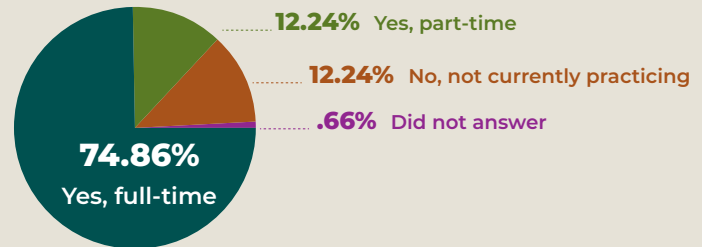


15%  
Participation rate

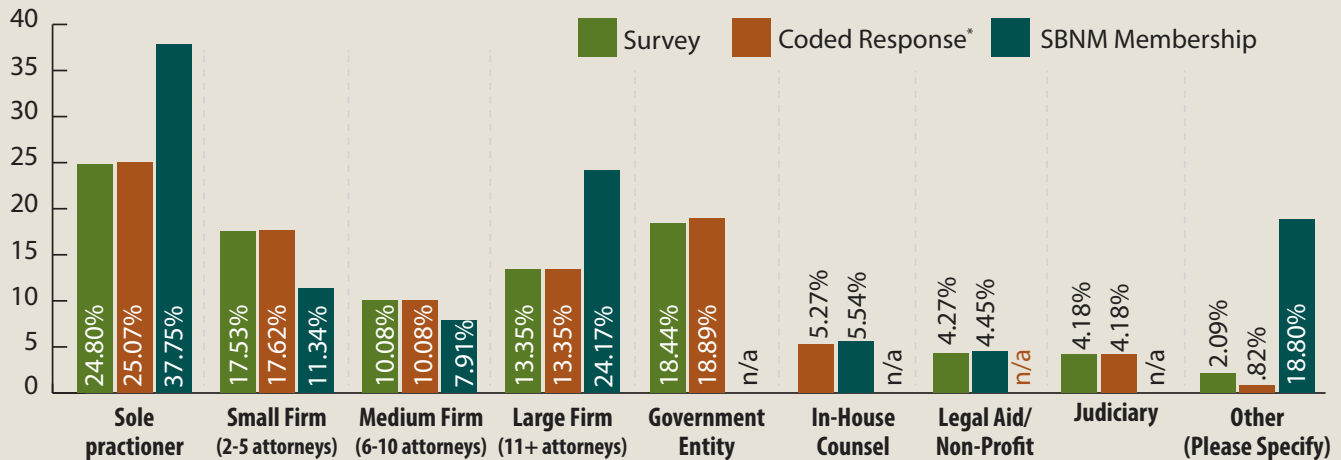
## Compensation Questions

### 1. Do you currently practice law?

Yes, full-time	911	74.86%
Yes, part-time	149	12.24%
No, not currently practicing	149	12.24%
Did not answer	8	0.66%
Total	1217	100.00%



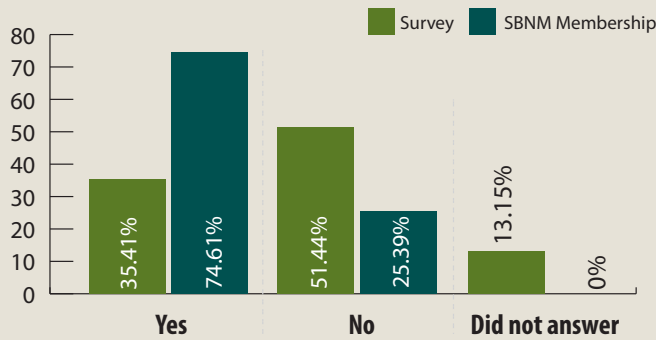
### 2. What is your practice setting (select all that apply)



	Survey		+ Coded responses*		SBNM Membership	
Sole practitioner	273	24.80%	276	25.07%	3001	37.78%
Small Firm (2-5 attorneys)	193	17.53%	194	17.62%	901	11.34%
Medium Firm (6-10 attorneys)	111	10.08%	111	10.08%	628	7.91%
Large Firm (11+ attorneys)	147	13.35%	147	13.35%	1920	24.17%
Government Entity	203	18.44%	208	18.89%	n/a	n/a
In-House Counsel	58	5.27%	61	5.54%	n/a	n/a
Legal Aid/Non-Profit	47	4.27%	49	4.45%	n/a	n/a
Judiciary	46	4.18%	46	4.18%	n/a	n/a
Other (Please Specify)	23	2.09%	9	0.82%	1493	18.80%
Total	1101	100.00%	1101	100.00%	7943	100.00%

\*Coded responses: Sorted and counted responses to the "Other (Please Specify)" answer option

**3. Are you engaged in the private practice of law (not a government attorney, in-house counsel, or legal aid/non-profit attorney)?**



	Survey		SBNM Membership	
Yes	431	35.41%	5926	74.61%
No	626	51.44%	2017	25.39%
Did not answer	160	13.15%	0	0.00%
Total	1217	100.00%	7943	100.00%

**4. Which of the following billing methods do you use? (Select all that apply)**

*Logic: If "Yes" to Question 3*

Contingent Fee	210	33.55%
Contract Rates	143	22.84%
Flat Fee	231	36.90%
Hourly Rates	509	81.31%
Retainers	252	40.26%
Other (Please Specify)	19	3.04%
Total	626	217.89%

**5. On average, about how many total billable plus non-billable hours do you work per week? *Logic: If "Yes" to Question 3***

Up to 20 hours	110	17.57%
21-30 hours	90	14.38%
31-40 hours	154	24.60%
41-50 hours	172	27.48%
More than 50 hours	94	15.02%
Did not answer	6	0.96%
Total	626	100.00%

**6. What is your hourly billing rate requirement? (Some law firms have a requirement that attorneys bill a certain number of hours per year)**

None / NA	322	63.01%
Less than 499 per year	1	0.20%
500-999 per year	4	0.78%
1000-1499 per year	37	7.24%
1500-1999 per year	96	18.79%
2000 or more	10	1.96%
Unsure how to code answer / Listed a billing rate *	37	7.24%
Varies	4	0.78%
Total	511	100.00%


*\*We did not specify what measurement participants should use (per year, per month, etc.), so many responses were placed under "Unsure"*

**7. The following is a list of various areas of law. Please choose the fields in which you spent most of your professional time during the past 12 months. (Select all the apply)**

**8. Please indicate your billing rate (if applicable) for the respective practice areas you selected.**

			Hourly billing rate				
			Min	Max	Average	Varies	Not Listed
Administrative law	217	20.73%	\$100	\$595	\$268	6	11
Alternative methods of dispute resolution/mediation/arbitration	65	6.21%	\$60	\$555	\$298	4	3
Animal	8	0.76%	\$190	\$250	\$230	0	5
Antitrust litigation	3	0.29%	\$300	\$335	\$318	0	1
Appellate	107	10.22%	\$150	\$450	\$286	14	61
Bankruptcy	41	3.92%	\$25	\$570	\$293	5	7
Business/corporations	156	14.90%	\$150	\$865	\$314	17	55
Children's law	71	6.78%	\$60	\$350	\$233	7	38
Civil litigation	332	31.71%	\$105	\$865	\$287	47	8
Class action/mass torts	22	2.10%	\$225	\$865	\$367	3	10
Commercial litigation	92	8.79%	\$180	\$865	\$308	21	21
Constitutional/civil rights	92	8.79%	\$150	\$500	\$293	12	60
Consumer	58	5.54%	\$150	\$865	\$300	5	26
Contract law	205	19.58%	\$150	\$670	\$398	26	96
Criminal	185	17.67%	\$60	\$500	\$282	8	162
Education	21	2.01%	\$260	\$200	\$178	13	5
Elder law	38	3.63%	\$60	\$300	\$251	5	14
Employment	157	15.00%	\$145	\$725	\$294	16	85
Energy and natural resources	69	6.59%	\$150	\$595	\$307	7	36
Environmental/water	77	7.35%	\$150	\$425	\$314	4	52
Estate Planning/probate/wills	161	15.38%	\$150	\$645	\$274	13	48
Family	172	16.43%	\$60	\$495	\$280	0	65
Gaming	3	0.29%	\$300	\$300	\$300	0	2
General practice	101	9.65%	\$150	\$350	\$244	2	51
Healthcare	32	3.06%	\$185	\$450	\$258	3	28
Immigration	23	2.20%	\$100	\$388	\$255	4	12
Indian/tribal	51	4.87%	\$175	\$450	\$270	2	33
Insurance	84	8.02%	\$145	\$450	\$250	11	38
Intellectual property/patent/entertainment	31	2.96%	\$180	\$800	\$302	0	14
Legal aid/pro bono	62	5.92%	\$60	\$400	\$240	4	36
Legislative and governmental affairs	92	8.79%	\$160	\$595	\$240	6	77
Medical malpractice	78	7.45%	\$170	\$425	\$246	10	33
Military/veterans law	5	0.48%	\$200	\$200	\$200	0	4
Professional liability	28	2.67%	\$175	\$350	\$227	9	6
Personal injury/torts	187	17.86%	\$190	\$350	\$225	9	6
Public law	78	7.45%	\$120	\$595	\$194	2	65
Real property/landlord-tenant	164	15.66%	\$175	\$400	\$268	11	61
Securities	8	0.76%	\$150	\$555	\$335	0	0
Social Security	12	1.15%	\$175	\$214	\$202	3	3
State, local and municipal	83	7.93%	\$150	\$400	\$270	2	64
Taxation	33	3.15%	\$150	\$800	\$275	0	20
Workers' compensation	44	4.20%	\$155	\$480	\$243	3	27
Other (comment box)	74	7.07%	n/a	n/a	n/a	n/a	n/a
<b>Total</b>	<b>1047</b>	<b>345.94%</b>					

## 9. What is your annual income from the practice of law?



Full-time practitioners		
Less than \$50,000	25	2.74%
\$50,000 - \$100,000	377	41.38%
\$101,000 - \$150,000	249	27.33%
\$151,000 - \$200,000	90	9.88%
\$201,000 - \$250,000	63	6.92%
\$251,000 - \$300,000	25	2.74%
More than \$300,000	50	5.49%
Did not answer	32	3.51%
Total	911	100.00%

Full-time practitioners	Judicial District												
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
Less than \$50,000	1	12	2	0	0	2	0	0	1	0	1	2	4
\$50,000 - \$100,000	120	199	21	9	14	5	3	3	6	2	16	12	39
\$101,000 - \$150,000	70	120	14	8	9	2	2	4	1	1	9	7	26
\$151,000 - \$200,000	26	41	5	1	3	0	1	0	1	1	1	1	7
\$201,000 - \$250,000	25	33	4	0	2	0	0	1	0	0	1	0	3
\$251,000 - \$300,000	12	14	1	0	2	0	0	0	1	0	0	0	0
More than \$300,000	14	21	3	0	3	0	0	0	1	1	3	0	1
Did not answer	10	14	2	1	2	0	0	0	0	0	2	0	3

## 10. Who pays for your continuing legal education?

Myself	313	25.72%
My employer	447	36.73%
Firm	232	19.06%
Varies	61	5.01%
Did not answer	164	13.48%
Total	1217	100.00%

## 11. Are you currently paying student loans?

Yes, I owe less than \$49,999	133	10.92%
Yes, I owe between \$50,000 and \$99,999	120	9.85%
Yes, I owe between \$100,000 and 149,999	82	6.73%
Yes, I owe between \$150,000 and \$199,999	67	5.50%
Yes, I owe more than \$200,000	64	5.25%
No, I have finished paying them off (comment box)	493	40.48%
No, I never had student loans	251	20.61%
Did not answer	8	0.66%
Total	1218	100.00%

## 12. Congratulations! If your feel comfortable doing so, would you let us know how much you paid off in loans?

*All responses will be included in a follow-up report.*

## Pro Bono Questions

13. What are your preferred methods of participating in pro bono work or community involvement? (Select up to two)

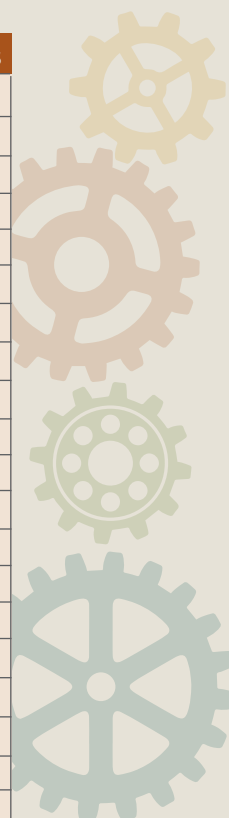
	Survey Response		With Coded Responses	
Pro bono / reduced fee	427	35.64%	438	36.56%
Legal workshops / Clinics	355	29.63%	358	29.88%
Donating	283	23.62%	284	23.71%
Volunteering (not legal)	386	32.22%	396	33.06%
Teaching/Education/Student Outreach	n/a	n/a	8	0.67%
Cannot/Gov Employee/Conflicts of Interest	n/a	n/a	24	2.00%
Employed by legal services/nonprofit	n/a	n/a	11	0.92%
Don't want to / Not doing	n/a	n/a	12	1.00%
Overworked / Don't Have Time	n/a	n/a	5	0.42%
Boards and Committees	n/a	n/a	9	0.75%
Did not answer	5	0.42%	5	0.42%
Other (please specify)	107	8.93%	4	0.33%
Total	1198	130.47%	1198	129.72%



## COVID / Practicing Law

14. In your opinion, what are the biggest barriers to the retention of lawyers in New Mexico? (Select up to two)

	Survey Response		With Coded Responses	
Lack of support for diversity, equity, and inclusion	94	7.85%	94	7.85%
Career advancement opportunities	198	16.54%	198	16.54%
Compensation and finances	588	49.12%	588	49.12%
Stress/work life balance	563	47.03%	563	47.03%
Not the right career choice to begin with	175	14.62%	175	14.62%
Career advancement opportunities / availability of cases	n/a	n/a	6	0.50%
Compensation and finances	n/a	n/a	12	1.00%
Stress/work life balance / burnout	n/a	n/a	7	0.58%
Not the right career choice to begin with	n/a	n/a	3	0.25%
Political	n/a	n/a	8	0.67%
Personal priorities	n/a	n/a	3	0.25%
Community support / Lack of	n/a	n/a	3	0.25%
Other states competition / NM economy / don't like NM	n/a	n/a	18	1.50%
The Court system	n/a	n/a	7	0.58%
Incivility / Interpersonal issues	n/a	n/a	12	1.00%
Don't know / not sure / n/a	n/a	n/a	12	1.00%
Out of state lawyer	n/a	n/a	4	0.33%
I don't think there's a problem	n/a	n/a	7	0.58%
Education / training / mentorship	n/a	n/a	5	0.42%
Rural issues	n/a	n/a	9	0.75%
Other (comment box)	106	8.86%	1	0.08%
Total	1197	144.03%	1197	100.00%



**15. Please rate how strongly you either agree or disagree with the following statement: “I am satisfied with my career.”**

Strongly agree	410	38.39%
Somewhat agree	458	42.88%
Neither agree nor disagree	63	5.90%
Somewhat disagree	101	9.46%
Strongly disagree	36	3.37%
Total	1068	100.00%

**16. Please rate how strongly you either agree or disagree with the following statement: “New Mexico is a good place to practice law in terms of compensation.”**

Strongly agree	61	5.72%
Somewhat agree	231	21.67%
Neither agree nor disagree	248	23.26%
Somewhat disagree	325	30.49%
Strongly disagree	192	18.01%
Did not answer	9	0.84%
Total	1066	100.00%

**17. What percentage of your time is currently spent working remotely?**

Less than 25%	431	40.36%
26% - 50%	164	15.36%
51% - 75%	112	10.49%
More than 75%	274	25.66%
Not applicable/not sure	75	7.02%
Did not answer	12	1.12%
Total	1068	100.00%

**18. What percentage of your current meetings are currently performed remotely?**

Less than 25%	149	13.98%
26% - 50%	167	15.67%
51% - 75%	211	19.79%
More than 75%	502	47.09%
Not applicable/not sure	29	2.72%
Did not answer	8	0.75%
Total	1066	100.00%

**19. If the COVID-19 pandemic ended today, what percentage of your law practice (court dates, client meetings, firm meetings, day to day work), would you prefer to perform remotely (by phone or video)?**

Less than 25%	208	19.48%
26% - 50%	285	26.69%
51% - 75%	237	22.19%
More than 75%	297	27.81%
Not applicable/not sure	31	2.90%
Did not answer	10	0.94%
Total	1068	100.00%

# Supreme Court Questions

## 20. Should courts continue with remote hearings or proceedings after pandemic restrictions are lifted?

Yes	821	77.09%
No	144	13.52%
Not applicable / not sure	95	8.92%
Did not respond	5	0.47%
Total	1065	100.00%



## 21. Should remote hearings or proceedings include hybrid hearings or proceedings (where some participants are in person and some are remote) after pandemic restricts are lifted?

Yes	713	66.76%
No	218	20.41%
Not applicable / not sure	130	12.17%
Did not respond	7	0.66%
Total	1068	100.00%

## 22. What changes or improvements would you recommend to remote or hybrid proceedings? If not applicable or not sure, write N/A.

## 23. Are there certain types of hearings or proceedings that are best held remotely? Which ones? If not applicable or not sure, write N/A

## 24. Are there certain types of hearings or proceedings that should always be held in person? Which ones? If not applicable or not sure, write N/A.

## 25. With the expansion of remote hearings and proceedings are you more likely to take cases in rural communities? If not applicable or not sure, write N/A.

For these four open ended questions, we've included a summary of some of the comments below. The full data set and answers will be sent to the Supreme Court and available to all members in a following report.



### Supreme Court Question Highlights

- ✓ Technology needs to be improved and consistent for any remote proceedings
- ✓ Includes improved audio, IT support in courthouses, broadband concerns for New Mexicans
- ✓ Clearer communications in proceedings for all parties involved
- ✓ Examples of decorum, remote practice guide for judiciary, attorneys and clients, civility between parties
- ✓ Supporting pro se litigants
- ✓ Consistent meeting platform
- ✓ Strongest and most frequent result. Want same virtual platform in all courthouses
- ✓ If provided an option, either in-person only or video only for all participants involved.
- ✓ Criminal cases and all trials should be in person, not mixed attendance.
- ✓ Streamline communication to all participants and parties involved
- ✓ Document management concerns
- ✓ Website or app with all relevant documents, a one-stop shop



## Example comments:

- › Affirmative statements from the Court as to how the remote proceedings are being recorded (i.e. live court reporter, or audio recording, or video)
- › As long as broadband issue is a problem, virtual proceedings are still an access to justice problem. Regarding the question below about hearings conducted by phone or video - I think that ties into broadband as well. In some cases, I would really like to see my opposing counsel's face and I've seen opposing counsel have other people in the room that they don't tell the judge about or speak about on video. In other cases, it is a lot easier for someone with limited internet to just call in rather than video. I think we should look at that case by case
- › Better standardization of court procedures for conducting remote proceedings (something akin to a Remote Rules of Civil Procedure)
- › Due process requires some hearing be in person and I think this should be assessed in domestic violence and criminal matters. I notice pro se litigants are told to bring discovery, then told over the phone they were supposed to file beforehand. This should be resolved. Motion hearings are difficult when you cannot present your evidence and the judge's TCAA never got it, even when you filed it.
- › Hybrid and remote proceedings can facilitate more productivity, but there is already a trend in litigation (and legislation) that devalues good-lawyering. Biggest frustration in litigation is that doing a good job doesn't really matter, as outcomes are formulaic and/or policy-driven. More remote proceedings may exacerbate that trend.
- › I think that in-person or at least in-person option is more accessible to low-income litigants, which is key to access to justice. However, always allowing corporate parties/lawyers to appear remotely could also prejudice low-income litigants. Courts should carefully consider these factors to ensure maximum accessibility and fairness for parties who are in unequal bargaining/litigation positions.
- › In criminal defense, respect is key. Serious proceedings (trials, sentencing) must be in person. Status updates should always have been remote as they inconvenience counsel for far reaches (think Tierra Amarilla) that increases costs to folks that can barely afford counsel. We also do expungements which should not require in person hearings unless the District Attorney or the DPS is opposed.
- › Internet connections are too unstable throughout New Mexico to be able to rely on remote hearings as a viable alternative to in-person hearings. For represented parties and self-represented litigants, we need guidance and/or rules explaining what is expected for remote appearances: attire, demeanor, processes, etc. We also need a rule or guidance on witnesses appearing from a location beyond the subpoena power of the court: must those witnesses appear; how are they sworn in, etc.
- › It is frustrating that opposing counsel and pro se parties are often not ready for a hearing. They don't have the exhibits in front of them and will claim they didn't get them, even though you can show emails and postage showing you sent them. Sometimes even the judge doesn't have them. There needs to be a system eventually, which would be helpful for remote and in person hearings, where you can look at a site and verify if and when exhibits were uploaded. I file an Exhibit and Witness list and send it to the opposing counsel, so it's in the docket and in an email and still hearing get canceled because people weren't ready. This happens in person and virtually and has been a problem long before the pandemic. If I had a magic wand, I would create a website dedicated to document management for hearings where exhibits are not just sent to all counsel and the judge, but also uploaded to the site so if someone claims they didn't get something, everyone can just look at the site and see that the documents are right there and have been for a week. And there needs to be a consequence if someone isn't ready. For example, the next hearing they have to be there in person.



- › Making a CLE regarding how to work the various software used by the Courts, mandatory (at least once), so that all attorneys know how to use it.
- › The majority of hearings should be held in person unless it is an administrative/procedural type of hearing. Judges are much more punitive when a defendant appears remotely from custody. Remote hearings should not be used as convenience to the jail. It denies clients interactions with the courts and their attorneys.

**26. When participating in remote hearings proceedings, do you prefer that they be conducted telephonically or by video?**

By Video	798	74.79%
Telephonically	124	11.62%
Not applicable / not sure	140	13.12%
Did not respond	5	0.47%
Total	1067	100.00%

**27. Would text reminders of hearings assist your clients with appearances?**

Yes	579	54.21%
No	101	9.46%
Not applicable / not sure	384	35.96%
Did not respond	4	0.37%
Total	1068	100.00%

## State Bar Questions

28. Which of the following State Bar programs and services are the most important to you?  
(select up to five)

	Survey Response		With Coded Responses	
Annual Meeting	128	10.57%	128	10.57%
Bar Bulletin	789	65.15%	789	65.15%
CLE Programming	703	58.05%	703	58.05%
Equity in Justice Program and initiatives (DEI)	149	12.30%	149	12.30%
Employee Assistance Program	60	4.95%	60	4.95%
Ethics assistance helpline	177	14.62%	177	14.62%
Judges and Lawyers Assistance Program helpline	69	5.70%	69	5.70%
Law School Outreach	70	5.78%	70	5.78%
Legal research (Fastcase)	267	22.05%	267	22.05%
Member Benefits Program	62	5.12%	62	5.12%
Networking, SCD, Forums, Awards	180	14.86%	180	14.86%
Professional Development Program	81	6.69%	81	6.69%
Resources for the public	163	13.46%	163	13.46%
State Bar Center Room Rentals	90	7.43%	90	7.43%
Website and Digital Media	118	9.74%	118	9.74%
None	n/a	n/a	5	0.41%
Member find irrelevant	n/a	n/a	4	0.33%
Community support/values	n/a	n/a	5	0.41%
Bar Directory	n/a	n/a	4	0.33%
Referral Hotline	n/a	n/a	1	0.08%
negative comment	n/a	n/a	1	0.08%
not meeting specific need	n/a	n/a	3	0.25%
Professional Development	n/a	n/a	1	0.08%
Other (please specify)	30	2.48%	6	0.50%
Total	1211	258.96%	1211	258.96%

### Other

Don't want/need anything from the State Bar	12
Bar Directory (physical or online)	6
Complaints about how the State Bar operates/political complaints	3
Support for legal aid organizations, volunteer opportunities	2
Additional resources for attorneys in rural/statewide areas	2
Job listings	2
Additional practice sections (in-house)	1
Resources for non-litigators	1
Referral hotline	1
Well-being resources	1
Additional resources for solo/small firm practitioners	1
Digital media (podcast)	1



**29. Other than CLE programming, what other types of training could the State Bar of New Mexico provide that would benefit you, your career, or your professional or personal development?** (Open answer: coded responses listed below)

Free or very low cost CLE	32
Basic Business Skills (Marketing, technology, hiring, etc.)	23
Diversity, Equity and Inclusion Initiatives	9
Financial Literacy and Planning	9
Technology Training	8
Leadership Training	6
How to Series	4
Core Trainings (Negotiation, deposition, legislation, etc.)	3
Practice Resources (Checklists, forms, guides, etc.)	3
Government Focused Training	3
Networking between Judiciary and Attorneys	2
Community Communications	1
Law Office Management (HR, productivity, reports, etc.)	1

**30. The State Bar of New Mexico offers a Member Benefits Program which partners with companies to provide an exclusive discount to members. What kinds of services or products would you like to see included?** (Open answer: coded responses listed below)

Insurance (Health, dental, auto)	32
Health (Massage, Acupuncture, gym memberships)	26
Technology (Zoom, cell/work phone, remote assistant)	23
Travel (Airfare, car, hotel, lodging)	21
Business Supplies (Quickbooks, Paypal, Office Supplies)	20
Cultural activities (artistic, educational, museums, etc.)	16
Mental Health	14
Printing/Mailing	12
Childcare and Family Planning	11
Professional Clothing Stores	9

**31. What other tools, resources or member benefits could the State Bar of New Mexico provide that would enhance your area of practice?** (Open answer: coded responses listed below)

Free or low cost CLE	50
Practice forms & template database	40
New Sections (In House Counsel, Education,	10
Advertising	20
HR/Hiring Assistance	14
Office Assistance (bookkeeping, temp. assistance)	22
Business consulting	20
Case management programs	22
General Referral Line Reinstated	37
Software for government and trial work	15
Courses to help business (IT, finances)	25
Networking (Social and Professional)	27
More rural/non ABQ outreach	35

**32. Do you belong to and/or actively participate in any voluntary State Bar of New Mexico groups (practice sections, committees, divisions, boards) or other legal groups (voluntary bars, volunteer groups)?**

Yes	600	56.18%
No	452	42.32%
Other (please specify)	8	0.75%
Did not respond	8	0.75%
Total	1068	100.00%

**33. Which of these benefits are important to you when considering joining a group like a practice section, committee, leadership board, or voluntary association? (Select up to two)**

	Survey Response		With Coded Responses	
Membership dues/cost	363	31.11%	366	31.36%
Time commitment	522	44.73%	522	44.73%
Professional benefits (networking, CLE, trainings)	597	51.16%	601	51.50%
Personal benefits (friendship, family events, etc.)	127	10.88%	127	10.88%
Volunteer and pro bono opportunities	97	8.31%	107	9.17%
Location	n/a	n/a	6	0.51%
Not interested in joining groups	n/a	n/a	2	0.17%
Life stage	n/a	n/a	2	0.17%
Programming / practice area	n/a	n/a	8	0.69%
None	n/a	n/a	6	0.51%
Did not specify	n/a	n/a	8	0.69%
Other (comment box)	37	3.17%	n/a	n/a
Total	1167	149.36%	1167	150.39%

**34. What kind of content would you like to see more of in the Bar Bulletin? (Select up to three)**

	Survey Response		With Coded Responses	
Articles	347	30.10%	347	30.10%
Case summaries	551	47.79%	565	49.00%
Features on attorneys	109	9.45%	112	9.71%
Features on judges	137	11.88%	138	11.97%
Volunteer/pro bono opportunities	192	16.65%	192	16.65%
Features on State Bar groups	252	21.86%	252	21.86%
Features on Court updates	332	28.79%	344	29.84%
Letters from leadership	14	1.21%	14	1.21%
Legislative updates	551	47.79%	551	47.79%
Practice specific content and development	n/a	n/a	8	0.69%
Ethics and professionalism content	n/a	n/a	2	0.17%
Well-being Content	n/a	n/a	3	0.26%
Job ads (timeline, ease)	n/a	n/a	7	0.61%
No changes	n/a	n/a	3	0.26%
Don't read the Bar Bulletin	n/a	n/a	2	0.17%
Not specified	n/a	n/a	6	0.52%
Other (comment box)	45	3.90%	3	0.26%
Total	1153	219.43%	1153	221.08%

**35. In which of the following ways would you most prefer to receive critical information from State Bar of New Mexico about the profession? (e.g., licensing and MCLE announcements, Court information, election information, etc.)**

<b>Email</b>	<b>1048</b>	
First Preference	864	82.44%
Second Preference	140	13.36%
Third Preference	44	4.20%
<b>Bar Bulletin</b>	<b>1012</b>	
First Preference	159	15.71%
Second Preference	634	62.65%
Third Preference	219	21.64%
<b>Physical mail</b>	<b>1011</b>	
First Preference	39	3.86%
Second Preference	241	23.84%
Third Preference	731	72.30%

**36. Why do you visit the State Bar of New Mexico website? (Select up to three)**

	<b>Survey Response</b>		<b>With Coded Responses</b>	
I do not often visit the State Bar website	181	14.93%	181	14.93%
Member Dashboard / License Renewal	790	65.18%	791	65.26%
Change of address	156	12.87%	156	12.87%
Attorney search	519	42.82%	520	42.90%
Sections, Committees, and Divisions	52	4.29%	55	4.54%
Podcast and videos	27	2.23%	27	2.23%
Workshops and referral information	33	2.72%	36	2.97%
CLE registration	425	35.07%	425	35.07%
Bar Bulletin	319	26.32%	319	26.32%
Fastcase	n/a	n/a	62	5.12%
Other (comment box)	68	5.61%	5	0.41%
Total	1212	212.05%	1212	212.62%

**37. What kind of content would you like to see more of on the State Bar website?**

(Open answer: coded responses listed below)

Improved/Robust Directory	57
Pro Bono Calendar and Listing	30
Articles (more frequent than Bulletin, practice of law, human interest, EIJ)	40
Case Summaries	40
Practice forms, guides and template database	60
Events Calendar	30
Equity in Justice transparency (race, gender, age, pay, etc.)	25
Member features/spotlight	25
Improved user experience (not easy to use)	55
Job Listings	27
Legislative Page (Updates, summaries, rule changes, mentorship, etc.)	51
Listserv and Message Boards	37

# Well-Being Questions

## 38. How satisfied are you with your professional life?

Very satisfied	351	34.93%
Somewhat satisfied	477	47.46%
Neither satisfied nor dissatisfied	65	6.47%
Somewhat dissatisfied	55	5.47%
Very dissatisfied	38	3.78%
Did not answer	19	1.89%
Total	1005	100.00%

## 39. When considering your professional life, what aspects do you find most rewarding?

(Select all that apply.)

Work environment	568	47.02%
Financial rewards	454	37.58%
Opportunities to advance	136	11.26%
Interesting work	857	70.94%
Interacting with other attorneys	379	31.37%
Flexibility in my schedule/commitments	577	47.76%
The ability to balance or integrate my professional and personal interests	357	29.55%
None of the above	20	1.66%
Other (Please specify)	72	5.96%
Total	1208	283.11%

Coded Responses to "Other"	
Compensation	12
Assisting clients /public	37
Intellectual interest	20
Opportunities to learn	11
Personal autonomy	10

## 40. When considering your professional life, what aspects do you find most challenging?

(Select all that apply.)

Work environment	197	16.51%
Financial rewards	373	31.27%
Opportunities to advance	219	18.36%
Interesting work	84	7.04%
Interacting with other attorneys	304	25.48%
Flexibility in my schedule/commitments	291	24.39%
The ability to balance or integrate my professional and personal interests	444	37.22%
None of the above	91	7.63%
Other (Please specify)	97	8.13%
Total	1193	176.03%

Coded Responses to "Other"	
Solo attorney	19
Work/life balance	26
Difficult clients	21
Attorney incivility	19
Equity in Justice (race, gender, orientation, pay)	17
Lost faith in the system	9
Work load	21
Stress	11



**41. The amount of information and resources to support lawyers' and judges' well-being, offered by the State Bar is:**

Not offering enough	207	19.40%
Too much	51	4.78%
The right amount	638	59.79%
Other (please specify)	114	10.68%
Did not answer	57	5.34%
Total	1067	100.00%

<b>Coded Responses to "Other"</b>	
Need for additional external resources	12
Pre-existing conditions (mental and health)	15
Misdirected resources (JLAP needs to include coping skills, stress management, high function anxiety/depression, etc.)	45
Stigma	22
Surface level execution of implementation	27

**42. Which of the following well-being resources are you likely to use if they are/were available? (Select all that apply)**

CLE programs focused on well-being	342	29.79%
Professional development coaching	295	25.70%
Life/personal development coaching	261	22.74%
Online personal training	187	16.29%
Online nutrition training	153	13.33%
Employee Assistance Programs	116	10.10%
Judges and Lawyers Assistance Program	47	4.09%
Well-being podcasts	76	6.62%
Well-being articles	124	10.80%
Well-being videos	51	4.44%
Financial well-being seminars and/or videos	164	14.29%
Virtual meditation or mindfulness sessions	105	9.15%
In-person meditation or mindfulness sessions	52	4.53%
Virtual group support meetings	49	4.27%
In-person support group meetings	34	2.96%
None	224	19.51%
Other (Please specify)	21	1.83%
Total	1148	200.44%

<b>Coded Responses to "Other"</b>	
Accessible database of resources (State Bar and other)	2
Counseling	4
Judicial trainings	6
Low cost CLEs for solos	6
Low cost CLEs for parents	3
Discounts for related businesses (gyms, mental health apps, healthcare)	5

## CLE Questions



### 43. When attending CLE courses, what is your preferred format?

In-person	218	17.96%
Virtual	364	29.98%
Hybrid (option of in-person or virtual)	628	51.73%
Did not respond	4	0.33%
Total	1214	100.00%

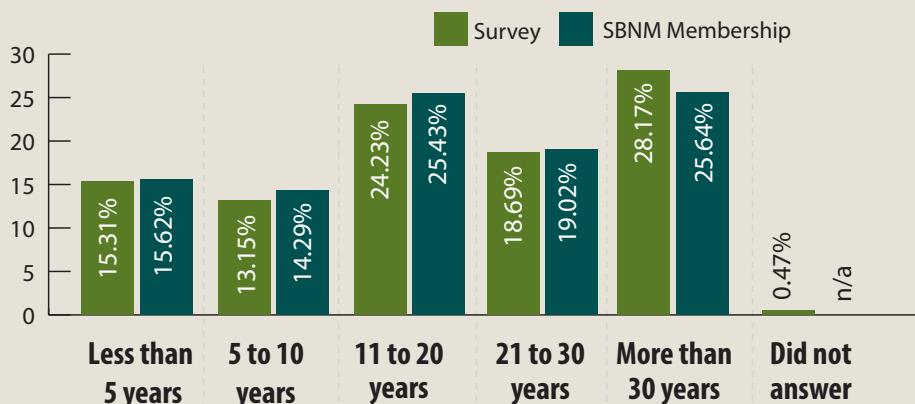
### 44. What factors are most important to you when considering attending a professional conference? (Select up to two)

	Survey Response		With Coded Responses	
Date	434	35.93%	434	35.93%
Location and/or venue	418	34.60%	418	34.60%
Price	544	45.03%	544	45.03%
Speakers and topics	791	65.48%	791	65.48%
Networking opportunities and social events	65	5.38%	65	5.38%
Number of CLE credits	348	28.81%	348	28.81%
Hybrid and virtual options	208	17.22%	208	17.22%
Activities and entertainment for families	21	1.74%	21	1.74%
Relevance	n/a	n/a	6	0.50%
Quality	n/a	n/a	2	0.17%
Convenience	n/a	n/a	4	0.33%
Other	17	1.41%	5	0.41%
Total	1208	235.60%	1208	235.60%

## Demographics Questions

### 45. How many years have you been a practicing lawyer?

	Survey		SBNM Membership	
Less than 5 years (2017-2022)	163	15.31%	1236	15.62%
5 to 10 years (2016-2012)	140	13.15%	1131	14.29%
11 to 20 years (2011-2002)	258	24.23%	2012	25.43%
21 to 30 years (2001-1992)	199	18.69%	1505	19.02%
More than 30 years (1991 or earlier)	300	28.17%	2029	25.64%
Did not answer	5	0.47%	n/a	n/a
Total	1065	100.00%	7913	100.00%

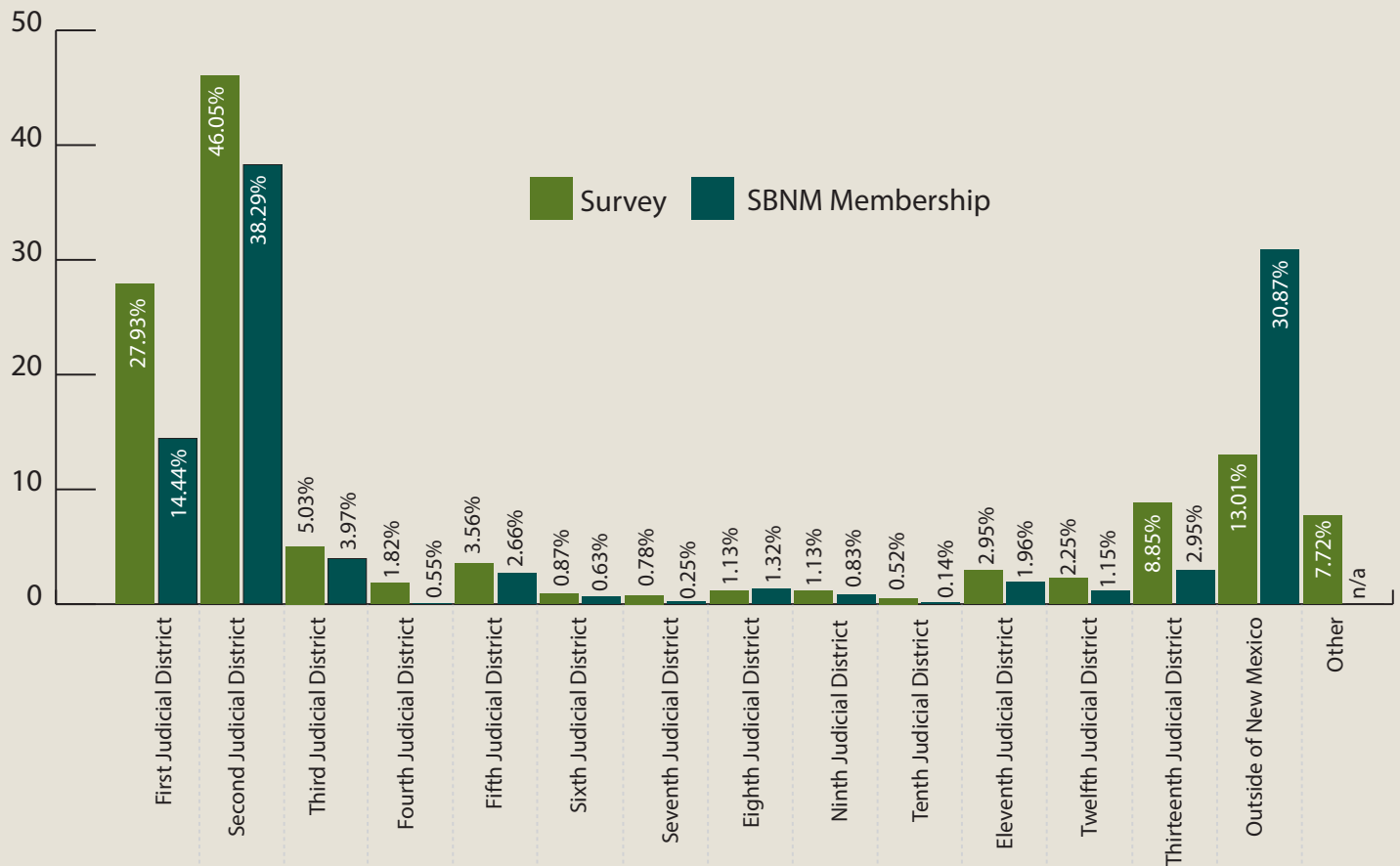




#### 46. In which judicial district/districts do you primarily practice? (Select up to two)

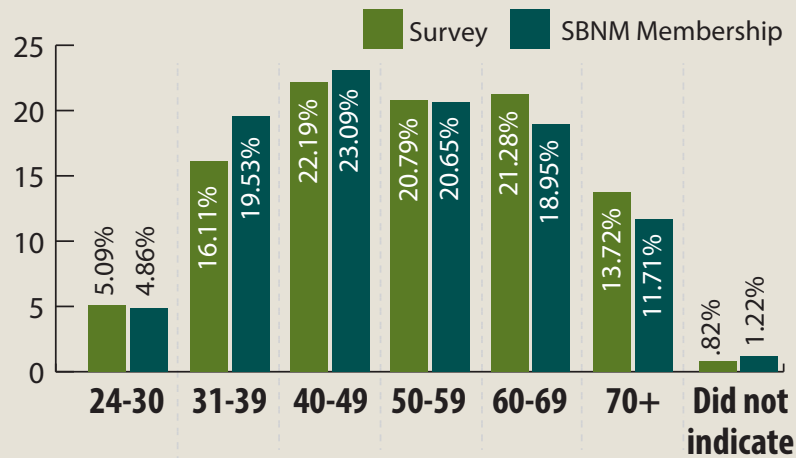
	Survey		SBNM Membership	
First Judicial District	322	27.93%	1147	14.44%
Second Judicial District	531	46.05%	3041	38.29%
Third Judicial District	58	5.03%	315	3.97%
Fourth Judicial District	21	1.82%	44	0.55%
Fifth Judicial District	41	3.56%	211	2.66%
Sixth Judicial District	10	0.87%	50	0.63%
Seventh Judicial District	9	0.78%	20	0.25%
Eighth Judicial District	13	1.13%	105	1.32%
Ninth Judicial District	13	1.13%	66	0.83%
Tenth Judicial District	6	0.52%	11	0.14%
Eleventh Judicial District	34	2.95%	156	1.96%
Twelfth Judicial District	26	2.25%	91	1.15%
Thirteenth Judicial District	102	8.85%	234	2.95%
Outside of New Mexico	150	13.01%	2452	30.87%
Other	89	7.72%	n/a	n/a
<b>Total</b>	<b>1153</b>	<b>123.59%</b>	<b>7943</b>	<b>100.00%</b>

<b>Coded Responses to "Other"</b>	
	12
Appellate Courts	13
Federal Courts	3
Legislative	8
Tribal Nations	10
Statewide (more than 2)	3
Immigration	2
Military	2
Did not answer	36



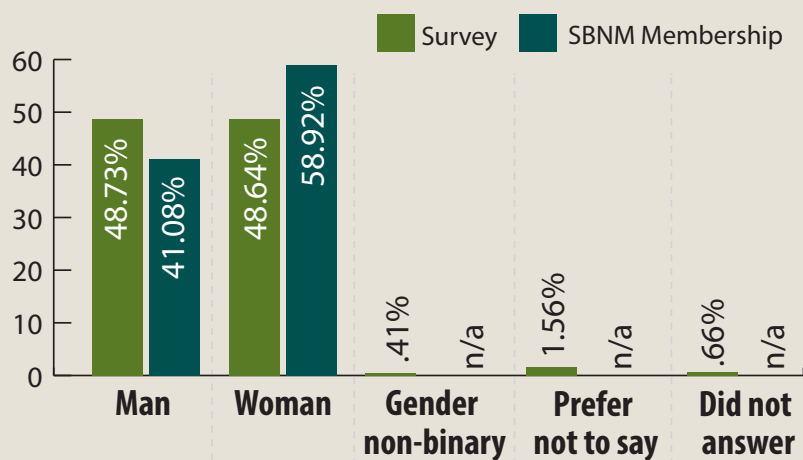
## 47. Age

	Survey		SBNM Membership	
24-30	62	5.09%	386	4.86%
31-39	196	16.11%	1551	19.53%
40-49	270	22.19%	1834	23.09%
50-59	253	20.79%	1640	20.65%
60-69	259	21.28%	1505	18.95%
70+	167	13.72%	930	11.71%
Did not indicate	10	0.82%	97	1.22%
Total	1217	100.00%	7943	100.00%



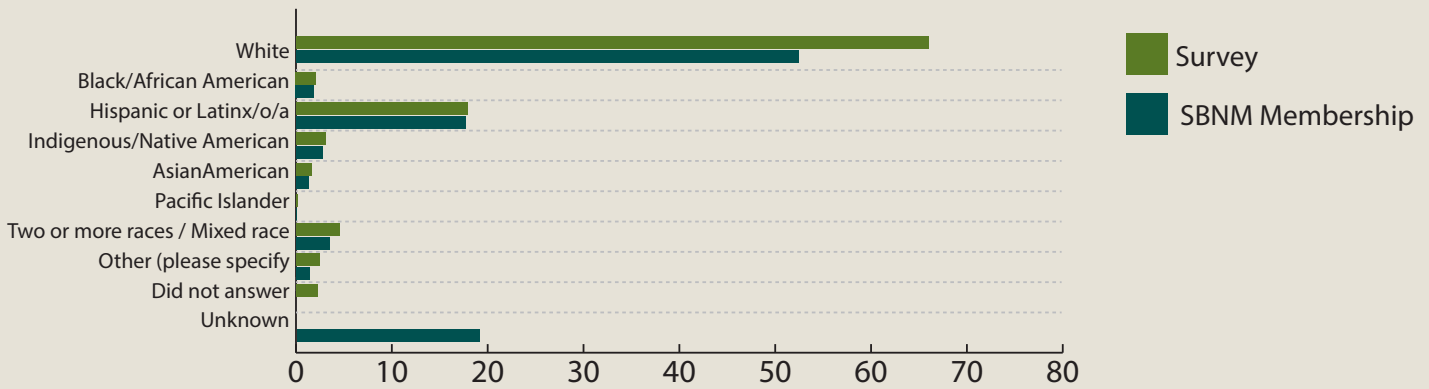
## 48. Gender

	Survey		SBNM Membership	
Man	593	48.73%	3263	41.08%
Woman	592	48.64%	4680	58.92%
Gender non-binary	5	0.41%	n/a	n/a
Prefer not to say	19	1.56%	n/a	n/a
Did not answer	8	0.66%	n/a	n/a
Total	1217	100.00%	7943	100.00%



## 49. Race/Ethnic Identity

	Survey		SBNM Membership	
	Count	Percentage	Count	Percentage
White	803	65.98%	4165	52.44%
Black/African American	26	2.14%	154	1.94%
Hispanic or Latinx/o/a	218	17.91%	1404	17.68%
Indigenous/Native American	37	3.04%	216	2.72%
Asian American	20	1.64%	105	1.32%
Pacific Islander	1	0.08%	5	0.06%
Two or more races / Mixed race	55	4.52%	276	3.47%
Other (please specify)	30	2.47%	104	1.31%
Did not answer	27	2.22%	n/a	n/a
Unknown	n/a	n/a	1514	19.06%
<b>Total</b>	<b>1217</b>	<b>100.00%</b>	<b>7943</b>	<b>100.00%</b>

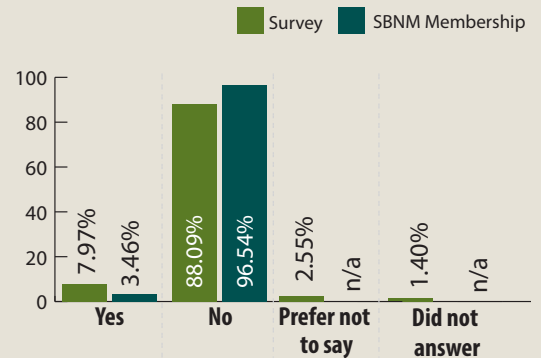


## 50. I identify as two or more races

39 total responses. These responses will not be coded, but they will be available in a following report.

## 51. Do you identify as LGBTQIA+?

	Survey		SBNM Membership	
	Count	Percentage	Count	Percentage
Yes	97	7.97%	275	3.46%
No	1072	88.09%	7668	96.54%
Prefer not to say	31	2.55%	n/a	n/a
Did not answer	17	1.40%	n/a	n/a
<b>Total</b>	<b>1217</b>	<b>100.00%</b>	<b>7943</b>	<b>100.00%</b>

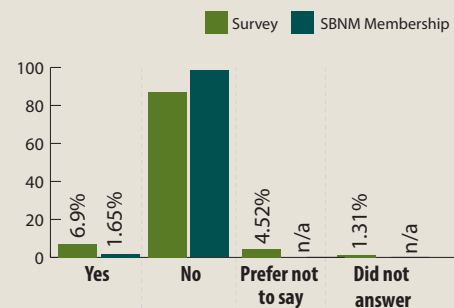


## 52. How can the Bar improve accessibility, equity, and inclusion regarding your LGBTQIA+ identity? (Open answer question. Coded responses included below)

Programs	2
Education for allies, judges, lawyers, courts and staff	10
Matching LGBTQ+ lawyers and clients	2
Social Events	4
Accountability	2
Representation in BB and speakers	4
Other	5

### 53. Do you identify as a person with a disability?

	Survey		SBNM Membership	
Yes	84	6.90%	131	1.65%
No	1062	87.26%	7812	98.35%
Prefer not to say	55	4.52%	n/a	n/a
Did not answer	16	1.31%	n/a	n/a
Total	1217	100.00%	7943	100.00%



### 54. How can the Bar improve accessibility, equity, and inclusion regarding your disability?

(Open answer question. Coded responses included below)

Accommodations	6
Assistive Listening for CLE and live programs	3
Education on disability	7
Address mental health in attorneys (ADHD, ADD, depression, anxiety)	3
Remote access to work, courts, events, CLE	7
Other	5

### 55. Were you a first-generation college student? (Those who are the first in their family to attend college)

Yes	344	28.27%
No	847	69.60%
Prefer not to say	10	0.82%
Did not answer	16	1.31%
Total	1217	100.00%

### 56. Were you a first-generation law student? (Those who are the first in their family to attend law school)

Yes	964	79.21%
No	227	18.65%
Prefer not to say	13	1.07%
Did not answer	13	1.07%
Total	1217	100.00%

### 57. Are you a first-generation American? (A person born in the U.S. to immigrant parents or a naturalized American citizen)

Yes	106	8.71%
No	1087	89.32%
Prefer not to say	7	0.58%
Did not answer	17	1.40%
Total	1217	100.00%