

# 2015 Wyoming State Bar Member Survey Results

Total Distribution = 1,710 (All In-State Active, New Active & Emeritus)

Total Respondents = 594

Response Rate = 34.7%

## DEMOGRAPHICS

---

1. In which judicial district do you live?

	Rating Percent	Total Responses
<b>First Judicial District</b>	<b>40.1%</b>	<b>235</b>
Second Judicial District	9.39%	55
Third Judicial District	6.83%	40
Fourth Judicial District	5.63%	33
Fifth Judicial District	7%	41
Sixth Judicial District	5.12%	30
Seventh Judicial District	15.1%	89
Eighth Judicial District	2%	12
Ninth Judicial District	8.7%	51
Answered Question		586
Skipped Question		7

2. How long have you been a lawyer?

	Rating Percent	Total Responses
Fewer than 5 years	20.2%	119
5 – 15 years	21%	124
16 – 25 years	20.4%	120
<b>More than 25 years</b>	<b>38.2%</b>	<b>225</b>
Answered Question		
Skipped Question		

**BAR STAFF & LEADERSHIP**

3. Please rate your experience with the members of the Wyoming State Bar staff.

	<b>Excellent</b>	<b>Good</b>	<b>Average</b>	<b>Fair</b>	<b>Poor</b>	<b>N/A</b>	<b>Total Responses</b>
Executive Director, Sharon Wilkinson	<b>51% (286)</b>	24.2% (136)	5.3% (30)	1% (6)	1.6% (9)	16.6% (93)	560
Marie Ellis, CLE Director	<b>57.3% (321)</b>	26% (146)	5.8% (33)	2.1% (12)	0.7% (4)	7.8% (44)	560
Cathy Duncil, Admissions Director/Pro Bono Coordinator	33.3% (184)	13.9% (77)	2.7% (15)	0.1% (1)	0% (0)	<b>49.8% (275)</b>	552
Brandi Robinson, Lawyer Referral Service Coordinator/Clerk to the BPR	18.7% (103)	10.9% (60)	1.8% (10)	0.3% (2)	0% (0)	<b>68.1% (375)</b>	550
Laura Barber, Executive Assistant	13.7% (76)	6.9% (38)	1.6% (9)	0.1% (1)	0% (0)	<b>77.5% (427)</b>	551
Answered Question							564
Skipped Question							29

**Comments:**

- In my contacts with the Wyoming State Bar staff I have always experienced an outstanding legal professionalism and notable dedication to member concerns.
- I have only had contact with Sharon and Marie:)
- I have not had experience with anyone else to provide rating
- God move to put Sharon in the top job. She wants to do it
- Everyone has treated me professionally
- The ladies of the bar staff do an awesome job and are very friendly.
- I've been an attorney for 23 years, but only admitted in Wyoming for a month, so I haven't met everyone yet.
- Large number of free CLE's is great! However, the volume of emails at all hours (some of us get them on our phones) is excessive. Grouping emails together rather than sending a near constant stream would be nice.
- I have had great experiance with all I have had dealings with from the Bar staff.
- The Wyoming Bar Office is doing a fantastic job.
- N/A for folks I have no substantial contact with

- Everyone in the office from the top down is extremely professional, competent, hard-working, patient and a credit to our association and membership.
- The Executive Director should have a law degree.
- Sharon does not serve the interests of the bar membership
- Sharon, Cathy and Marie are great
- I have no experiences
- Have never met any of them
- All of the Bar staff are courteous and helpful. Much appreciated!
- does a rating of experience mean frequency or quality?
- First rate staff!
- Service has always been friendly, helpful and prompt.
- Marie is very helpful in a thankless job.
- Sharon is wonderful. We are lucky to have her as the ED.
- Great staff! Sharon provides such terrific leadership and consistently outstanding service to members of the Bar.
- Always very helpful!
- We did a comprehensive update to CLE materials at the request of the Wyoming State Bar. We didn't even get so much as a "thank you." Needless to say, we will be hesitant to volunteer again in the future.
- Sharon and Cathy are an absolute pleasure to work with. They are very efficient and accomodating. I couldn't ask for better ladies to work with.

4. Please rate your experience with the staff of the Wyoming Office of Bar Counsel.

	<b>Excellent</b>	<b>Good</b>	<b>Average</b>	<b>Fair</b>	<b>Poor</b>	<b>N/A</b>	<b>Total Responses</b>
Mark Gifford, Bar Counsel	<b>43% (239)</b>	20.7% (115)	6.6% (37)	3.7% (21)	5.2% (29)	20.5% (114)	555
Shannon Howshar, Assistant to Bar Counsel	14.2% (75)	5.4% (29)	2.6% (14)	0.1% (1)	0.7% (4)	<b>77% (412)</b>	535
Answered Question							560
Skipped Question							33

**Comments:**

- Mr. Gifford does an outstanding job. He responds very quickly to inquiries and provides additional resources to help lawyers better understand our professional responsibilities and obligations.
- No experience

- I have not had any kind of complaint or matter involving me personally where bar counsel was involved. However, I have followed the actions of his office, reported cases, and input from other members of the bar. There is a very strong appearance that Mr. Gifford is uneven in his approach to his job, at times appearing to do the bidding of his personal cronies in who and how he pursues matters with particular attorneys. Directly from the cases it appears that Mr. Gifford at times becomes personal, seeking to increase punishment in cases where the attorney dares to dispute his position. Among a sizable part of the bar he has a reputation of being personally vindictive in some cases. No one disputes the need to regulate issues, but far too often I hear, and the facts seem to bear out that there is an element of personal animosity that infects his judgment and actions at times.
- I have been treated well
- need new bar counsel, he prosecutes non-ethical mistakes
- Mark is a great bar counsel, always willing to listen.
- Same as above.
- A committed and dedicated staff with unusual talent.
- It appears that Mr. Gifford metes out disparate bar sanctions.
- No contact this year
- Being able to run ethical situations by Mark Gifford in real time is wonderful.
- I believe Mark is fair and reasonable. The ethics hotline is hugely helpful.
- Mark is an incredibly valuable asset to practicing attorneys.
- N/A for folks I have no substantial contact with
- Mark Gifford's role with the Bar is an asset and something for which we can be very proud. The fact that someone of his caliber and stature in the Bar would take on what is a thankless job, it a credit to him as a professional and demonstrates his dedication to our Bar. To be able to call and discuss issues with him before they turn into problems and get a prompt, thoughtful response is a gift to our membership. My only hope is that he is here for the long haul!
- Bar counsel's salary is too much. The way he was hired is suspicious, based upon the story given by the Executive Director. How does a person quit his job and then get hired back with a \$25,000 raise? This is the fellow who we trust to prosecutor so-called unethical lawyers? I have no trust or faith in this person.
- I have not interacted with Bar Counsel on a specific matter, however have enjoyed Mr. Gifford's various presentations.
- Mark is petty and seeks revenge
- Mark needs to go. You know that already.
- Mark is a go to resource, always helpful with any ethical questions I may have
- I've had very limited interactions with Bar Counsel
- Submitted a complaint to WSB which was denied without review or explanation
- none
- Have not met them
- I have had a few ethics questions lately and have called Mark for advice. I can't tell you how much I appreciate being able to pick up the phone and ask him a question. He has been incredibly helpful and I really appreciate it!!
- Mark and Shannon have been courteous and helpful. Much appreciated!
- Mark has done a great job - being open - available - willing to preview potential issues

- He is overpaid, too aggressive, too political, and too agenda-driven
- Mark does a fantastic job and quite frankly I could not think of anyone better to serve the bar as counsel.
- Bar Counsel functions only to impress the public, not improve the Wyoming Bar.

5. Do you know who the elected Bar Commissioner is that represents your Judicial District?

	Rating Percent	Total Responses
<b>Yes</b>	<b>77.3%</b>	<b>438</b>
No	22.6%	128
Answered Question		566
Skipped Question		27

6. Please rate the effectiveness of your Bar Commissioner's communication with you regarding the following:

	Excellent	Good	Average	Fair	Poor	Total Responses
Board of Officers & Commissioners meetings	<b>49.7% (214)</b>	32.3% (139)	10.7% (46)	4.1% (18)	3% (13)	430
Annual meeting of your judicial district	<b>42.3% (179)</b>	32.3% (137)	15.3% (65)	3.7% (16)	6.1% (26)	423
Activities at the Wyoming State Bar	<b>41.5% (178)</b>	36.6% (157)	13.7% (59)	3.7% (16)	4.2% (18)	428
Answered Question						432
Skipped Question						161

**BAR SERVICES & ACTIVITIES**

7. Please rate the following sections of the *Wyoming Lawyer*:

	Always Read	Usually Read	Sometimes Read	Never Read	Unaware	Total Responses
You Need to Know (news, notes and other items of interest)	25.9% (134)	<b>42.3% (219)</b>	26.6% (138)	2.3% (12)	2.7% (14)	517
From the President	13.6% (72)	31.9% (168)	<b>43.3% (228)</b>	9.5% (50)	1.5% (8)	526
From the Bench	17.9% (93)	36.4% (189)	<b>38% (197)</b>	5.4% (28)	2.1% (11)	518
Office of Bar Counsel	25.4% (134)	<b>39.5% (208)</b>	29.6% (156)	4.1% (22)	1.1% (6)	526
My Perspective (individual author's perspective on a chosen topic)	10.9% (57)	29.5% (154)	<b>53.2% (278)</b>	4.4% (23)	1.9% (10)	522
Feature Articles	13.6% (72)	37.3% (197)	<b>45.9% (242)</b>	2% (11)	0.9% (5)	527
Court Summaries	33.5% (177)	<b>35.9% (190)</b>	25.5% (135)	4.1% (22)	0.7% (4)	528
Law School News	10.9% (57)	24.6% (129)	<b>44.3% (232)</b>	17.7% (93)	2.2% (12)	523
Information Connection (various articles provided by law librarians)	8.5% (44)	20.6% (106)	<b>49.6% (255)</b>	18.4% (95)	2.7% (14)	514
Write On!	10.9% (57)	20.6% (108)	<b>41% (214)</b>	17.6% (92)	9.7% (51)	522
Tech Tips	11.9% (62)	22.3% (116)	<b>45.7% (237)</b>	14.6% (76)	5.2% (27)	518
Memorials	28.8% (150)	<b>33.8% (176)</b>	31.5% (163)	4.6% (24)	1.3% (7)	520
Attorney Discipline	<b>52.9% (280)</b>	31.1% (165)	13.4% (71)	1.7% (9)	0.7% (4)	529
Classified Advertising	12.4% (65)	22% (115)	<b>43.9% (229)</b>	18.4% (96)	3% (16)	521
Answered Question						531
Skipped Question						62

8. What else would you like to see in the *Wyoming Lawyer*?

- Great magazine
- The Wyoming Lawyer is the Bar's flagship publication and is currently a classic example of a mammonically sanitized mainstream legal publication still grounded on an anachronistic and premammonic paradigm of law and jurisprudence. In the wake of the U.S. Supreme Court's constitutional apostasy and mammonic subservience proclaimed in its Citizens United decision, and in light of the seminal scholastic advances of the

Parapometrics methodology — the science of power — and the formulation of Mammonic Law, the Bar needs to realize that Wyoming Lawyer's legal deficits and intellectual inadequacies are no longer acceptable. The Bar and Wyoming Lawyer now need to conceptually capitalize their ambits of legal contemplation and discourse and formally recognize the indispensable party of Mammonism, and the indispensable conceptions of Mammonic Law and the jurisprudence of compounding capitalized Usury, as the central axes of global jurisprudence and the primary levels of legal conception and conversation.

- Attorney spotlights with a short blurb about areas of practice.
- More information on up-coming CLE and topics. Whether they are live or video.
- more articles on practice improvement issues
- In general, the Wyoming Lawyer has limited virtue. If bar membership were not mandatory, I would never subscribe to it for its own value. I know that the people writing it are trying, but it is essentially a product I don't want or need except for a few pages of relevant, necessary actual information.
- More from the law school.
- Perhaps something from a lawyer who practices regularly in a particular court to write about the particular practices of that court. Procedures, likes and dislikes of judge etc.
- Nothing.
- Substantive articles on legal topics that are more than a recapitulation of statutes or existing case law. That is, articles which contain some level of analysis and projection of trends rather than simply describing the most basic features of a law, court rule or cases.
- More information on the different types of jobs lawyers are doing - other than practicing law in a private practice firm or state agency.
- N/A
- I seldom read the magazine unless something catches my eye. I'm just too busy.
- The new and improved Obamacare plan with the State Bar
- I'm not sure yet; still too new to this jurisdiction.
- Believe it to be an excellent publication and serves its purpose well.
- Equal Justice Wyoming/Access to Justice column covering pro bono news and opportunities.
- Lawyer Highlight article?
- articles about grey and undeveloped areas of the law and approaches we can take as practitioners.
- Good as it is
- More court summaries.
- Practical information. How to....., etc.
- I would like to see more articles written supporting the small solo practitioner. It remains a huge frustration that the bench seems to always come from public office and has NO idea of the challenges faced in reality.
- Nothing
- Nothing
- Letters which may not agree with the bar counsel. For example, Bill Bagley's letter which was not included.
- tips on running a small law practice and tips for legal secretary
- Trial tips; articles on evidence and criminal procedure
- No footnotes.

- N/A
- Any legislation, pending or passed, that could affect various areas of law. And maybe the bar should take a more proactive stance with legislation, including various sections endorsing legislation.
- More technology articles and reviews
- There should be a column about solo practice. The Bar does not do enough to support solo practitioners.
- I enjoy book reviews and also the articles written by attorneys around the state regarding their personal lives.
- More articles by Wyoming lawyers. I am disappointed by some issues in which the majority of feature articles are written by out of state attorneys. I suspect it is difficult to find people to write, but anything that can be done to increase Wyoming-based authorship would be great.
- I look forward to reading the Wyoming Lawyer, and I am generally satisfied with its content.
- More practical lawyering advice
- It is an excellent publication. A lot of thought goes into the themes and the articles in each and every issue and the editorial committee is to be commended.
- More letters; humor, so long as it is not attorney bashing; legal employment trends both inter and intra state.
- No suggestions
- Maybe something about comings and goings (i.e. John Q. Lawyer joined X Law Firm; Annie T. Lawyer has retired from Y Law Firm, etc.). Maybe something like that?
- I think you are doing a great job with the publication
- More in depth articles
- More discussion of ethics issues. Discussion of ethics issues raised by members.
- More informative information such as detailed information an attorney needs to know about QDRO's for family law practitioners, maybe in depth information about how to handle large divorce estates and businesses. Jury selection information would be useful to most attorneys. I wish Wyoming Lawyer had more truly useful information such as the article a while ago which explained the difference between civil and criminal contempt.
- We need to be kept up-to-date on the creation and adoption of new forms and procedures distributed by the Supreme Court's website. Also to changes made to the rules of civil procedure by the supreme court.
- Attorney profiles
- I think the Wyoming Lawyer is very well done, informative and the best service provided by the Wyoming Bar Assoc.
- good as is
- I haven't had time to read my Wyoming Lawyer in about 2 years. :(
- Legal Humor, more features on attorneys doing non-legal, work/life balance stuff
- More substantive articles on legal and ethical topics. These should be practical articles that help with training and practice. This is what law reviews were originally designed to do. But they are too often written for academics nowadays. The Wyoming Lawyer should take up this role.
- Judicial Learning Center Fund-raising pitch with easy to use contribution form or webpage.
- More information on the natural resource issues (oil and gas development, coal, trona, Sage Grouse and other Endangered species issues, facing the State of Wyoming.
- Letters to the Editor
- Centerfolds



- N/A
- annotation of Wyoming Supreme Courts Cases

9. How do you prefer to read the *Wyoming Lawyer*?

	Rating Percent	Total Responses
<b>Print version</b>	<b>77.6%</b>	<b>417</b>
Digital issue on Bar website	17.1%	92
App for mobile device or tablet	3.1%	17
I do not read it	2%	11
Answered Question		537
Skipped Question		56

10. Please rate the following Wyoming State Bar member benefits:

	Excellent	Good	Average	Fair	Poor	Unaware	Total Responses
Wyoming State Bar Legal Directory	<b>65.7% (350)</b>	27.6% (147)	4.5% (24)	1.3% (7)	0.3% (2)	0.3% (2)	532
<i>Wyoming Lawyer</i> magazine	37.6% (200)	<b>46.8% (249)</b>	10.9% (58)	3.3% (18)	0.5% (3)	0.5% (3)	531
Casemaker	25.3% (133)	<b>28% (147)</b>	11.2% (59)	4.7% (25)	3.8% (20)	26.7% (140)	524
LawPay	5.7% (29)	9% (46)	8% (41)	1.7% (9)	3.7% (19)	<b>71.6% (364)</b>	508
Wyoming Lawyer Assistance Program (WyLAP)	8.4% (43)	19.4% (99)	11.8% (60)	3.9% (20)	2.9% (15)	<b>53.3% (271)</b>	508
Annual Meeting & Judicial Conference	17.6% (93)	<b>35.9% (190)</b>	19.3% (102)	8.5% (45)	4.3% (23)	14.2% (75)	528
Lawyer Referral Service	9.1% (47)	20.9% (108)	19% (98)	7.5% (39)	2.7% (14)	<b>50.5% (209)</b>	515
Ethics Hotline	21.2% (109)	18.3% (94)	8.2% (42)	3.9% (20)	2.1% (11)	<b>46% (236)</b>	512
Use of Wyoming State Bar meeting rooms	11.7% (60)	17.8% (91)	8.2% (42)	2.3% (12)	1.3% (7)	<b>58.3% (297)</b>	509
Listserve	7.6% (39)	16% (82)	12.1% (62)	4.5% (23)	2.7% (14)	<b>56.8% (290)</b>	510
Wyoming Law Review	14.3% (75)	<b>34.8% (182)</b>	25.6% (134)	7.2% (38)	4.9% (26)	12.8% (67)	522
Answered Question							535
Skipped Question							58

11. In the space provided, please describe other services you would like the Wyoming State Bar to provide its members.

- The Wyoming Bar needs to lead the nation in formally recognizing the Corpus of Mammonic Law and the jurisprudence of Usury as the central axes of global jurisprudence. The Bar also needs to include the study of these legal disciplines in its own CLE programs and in the University of Wyoming's College of Law curricula.
- More information and/or CLE opportunities on small office or sole practitioner office management.
- Less touchy feely articles and programs
- more on-line CLE
- I would like the association to become a legitimate advocate for the legal profession, including communicating on behalf of attorneys to judges when judicial practices are inappropriate, e.g. judicial verbal abuse, chronic judicial lateness in fulfilling duties, arbitrary scheduling/rescheduling that is detrimental to clients, etc. In other jurisdictions, if there are issues the bar operates to communicate with judiciary about issues of concern without the necessity of attorneys having to file complaints against a judge. I would also like the bar to become more active as an advocate for the profession and for/against ill advised legislation. As it stands, the primary lobbying effort of the bar seems limited to supporting judicial raises/benefits which while laudable, misses most of the important legal issues before trhe legislature.
- N/A
- More forms and templates of pleadings available
- I wrote unaware for services I do not use, but I know they are there.
- Group health and life insurance
- I really appreciate the ability to use conference space at the Bar office. Additional space in Casper or Worland (Central Wyoming) would be nice.
- N/A
- There is nothing wrong with the Wyoming Lawyer or the Wyoming Law Review, but I don't have time to read the magazine, and law reviews (from any school) almost never help me in my practice).
- A health plan
- What happened with the group insurance?
- I am scheduled to attend the new attorney orientation and hope to know more about what is currently offered. After that, I might have more meaningful input as to what else, if anything, would be nice to add.
- more free cle's would be nice.
- Unaware - haven't attended, used, or needed thus far. I do not have an opinion right now.
- An online index of repositories of District Court Decisions along with access to those decisions on line.
- Solo health insurance
- Those responses listed as poor in the above question are simply benefits that I do not use, however, there was not an answer that fit.
- CLEs on how to start a law practice.
- Free CLE
- Health Insurance--JUST KIDDING!!
- None. I would prefer to keep costs down instead of adding new services.
- paid defense counsel who those who have grievances before the bar.

- Get rid of the physical legal directory. It's junk. I always go to the internet. Older members should be trained to use the internet directory. It's more up to date.
- Do not know how to get onto listserves.
- There is a perception that the Bar plays politics and that people's treatment is based on where they fall within the political spectrum. I would like to see a bar that is dedicated to equitable treatment of attorneys without the political games that make attorneys fear to take advantage of its services.
- More free CLEs, especially those that count for professionalism and ethics. More technology related CLEs.
- I think stress and workload management information is really important for members of the bar.
- I think you could totally ditch the Law review and make it an opt in for those who are interested
- None, we don't need to continue expand the bar services
- The listserv availability should be promoted more. Is this the same listserv that we get the Court summaries on?
- Where I have responded "unaware" should be understood as Never Read
- Forms, pattern jury instructions
- Connect small firms/single practitioners find affordable health insurance. It would also be nice if there was some type of service to help recent graduates figure out how to repay crazy student loans in a reasonable manner.
- I would like to see the Wyoming State Bar go to a semi-mandatory system like the one adopted by the State of Nebraska. I believe our dues are wasted on a bunch of garbage for a few elite members who like to pat themselves on the back and tell themselves what a wonderful job they do for the people of Wyoming. This access to justice campaign is a joke!!! (I didn't go to law school so I could give away my services for free.) WyLAP is a joke!!! (Confidential? You must be kidding. If I need help, I'll find a health professional on my own,) Having the Bar Convention in a high priced community like Jackson is a joke!!! (Where shall we hold the convention this year? Jackson or Cheyenne? Cheyenne or Jackson? God forbid it should be in a central location of the state, like Lander, Riverton or Rawlins.)
- Create a confidential electronic will registry so that surviving relatives can check to see if their loved one had a will. That would be a big project, but the current situation is undesirable, where the Bar routinely sends out an email that says "does anybody know if [deceased individual] had a will?" The project could be self-funding over time with user fees paid by estate planning lawyers and their clients (say \$25 to register a will a time of signing).
- No suggestions
- Health insurance program
- I have no suggestions
- I am happy with the benefits that are provided by the Wyoming State Bar. I have not used all of the benefits, but I am sure there are other attorneys that are.
- Bar sections are weak in Wyoming. It would be helpful if the Bar could work with sections to develop solid CLE presentations available free to section members and at reasonable cost to non-section members. The Bar convention is too expensive for the CLE credits offered. Returning to a CLE-only option (without the meals and add-ons) would make it more attractive. Also, a change in CLE rules to allow more hours by self-study might open the door for the Bar to sell downloadable or cd versions of the Bar convention CLE sessions.
- Please give attorneys the option of listing their cell phone numbers in the Bar Directory. It would be very helpful to all of us (at least for those willing to share the information).
- A database of WY specific forms and practice aids

- There are services that are offered, but simply do not utilize, typically, because of my practice
- A small matter, but it would be great if the directory could be tabbed alphabetically.
- I would like the Wyoming State Bar to take a less active role. For instance, e-mails are sent out at least once a day on something; usually more than once a day. More of something, doesn't mean better. The Wyoming State Bar has become increasingly more active and almost adversarial to its membership.
- Would be fine with just having the state bar directory online, provided its fully searchable.
- health and life insurance options.
- More free training, especially on ethics.
- The choices in 10 that I did not mark-I am aware of them, but have had no direct experience.
- Possible discount buying programs that people will actually use for office and travel related services.
- I would like the Wyoming State Bar to ensure the Bar Commissioners from each district have a high level of credibility and transparency, and at all times demonstrate the utmost compliance with ethics. It is very well known that the Bar Commissioner from the 4th Judicial District has had recent alcohol related issues and an arrest, yet there has been no transparency with the attorneys in the 4th Judicial District or discipline by the Bar. Disappointing to say the least.
- A Will and Trust Depository
- Universal Westlaw and Lexis access for all citizens. Total coverage for all indigent representation such that governmental entities cannot seek to recover payment for appointed counsel. Easier online submission for non-Wyoming CLE's. More pre-approved CLE's.
- Listserves - I need to check into what's available.
- More referrals.
- N/A
- None
- I don't think we need a printed version of the legal directory -- the information is online. Also, there is very little information directed at public interest/govt attorneys or others not in private practice.

12. What do you think the top priorities of the Wyoming State Bar should be? (Rank the top five priorities using 1<sup>st</sup> as the top priority.)

	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	Total Responses
Offer Continuing Legal Education	<b>55% (289)</b>	25.7% (135)	9.1% (48)	4.7% (25)	5.3% (28)	525
Help attorneys adapt to changing technology	11.8% (58)	30% (147)	<b>30% (148)</b>	19.1% (94)	8.7% (43)	490
Review and examine new admittees	<b>54% (285)</b>	25.4% (134)	10% (53)	5.3% (28)	5.1% (27)	527
Facilitating access to justice for underserved segments of the population	23.2% (118)	<b>28.6% (145)</b>	24% (122)	13.8% (70)	10.2% (52)	507
Help attorneys respond to changing needs of legal consumers	12.5% (62)	28.6% (142)	<b>30% (152)</b>	17.9% (89)	10% (51)	496
Educate the public about the legal profession	17.1% (86)	<b>29.2% (147)</b>	27.2% (137)	17.7% (89)	8.5% (43)	502
Review ethical complaints	<b>49.2% (260)</b>	28.7% (152)	10.9% (58)	5.6% (30)	5.3% (28)	528
Answered Question						533
Skipped Question						60

Comments:

- The top priority of the Wyoming State Bar must be to fulfill its legal and ethical responsibilities to its membership and formally repudiate and renounce the U.S. Supreme Court’s Citizens United decision and its proclamation of that Court’s constitutional apostasy and transferred allegiance to the mandates of Mammonic Law and the hegemonic agendas of Global Mammonism and jurisprudential Usury. Once this repudiation is complete, the Bar’s other priorities will become more clearly identifiable and fall more logically and readily in place.
- Supporting and Assisting Members of the State Bar to effectively practice in the profession
- I personally believe that the Court and the Bar have done a huge disservice to future members of the Bar when they adopted the Uniform Bar Exam.
- Supporting and speaking favorably of lawyers instead of letting the public view lawyers as necessary evils. Law is no longer a respected profession due primarily to the increase in numbers.
- N/A
- \*free CLE
- Prevent the unauthorized practice of law
- WyLAP - 1
- Elevate the role of a lawyer vs. Legal zoom

- Ensure more accountability from the judiciary, both after judges are appointed, but also make sure that integrity and knowledge of the law are more prioritized in the appointment procedure.
- There are seven choices to be ranked 1 to 5. That's a tough one.
- Helping newer attorneys with mentorship and assistance to avoid misconduct
- The State Bar should be an organization for attorneys and not just for helping us adapt to changing needs.
- do so economically -
- The Bar Association ought to be out there fighting for lawyers, trying to make life easier, not more difficult, for members. Lobbying, where appropriate, for laws that assist lawyers, filing briefs with the Supreme Court, where appropriate, to urge in favor of changes that help, not hinder, the practice of law.
- The Wyoming State Bar should not be a social engineering organization. The Bar should provide only limited services, and have only limited staff.
- Providing support to the members of the bar - ethical issues
- Review and examine current attorneys. There are so many people who should not be practicing law and everyone knows it. I like what the bar has done over the past two years, but I think it can be better.

## ATTORNEY DISCIPLINE

---

13. Please indicate the extent to which you agree or disagree with each of the following statements regarding Wyoming's disciplinary system.

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Unaware</b>	<b>Total Responses</b>
The disciplinary system is effective.	17.5% (94)	<b>52.9% (283)</b>	12.5% (67)	5.6% (30)	11.4% (61)	535
The disciplinary process is fair to lawyers.	17.5% (94)	<b>44.8% (240)</b>	14% (75)	6.9% (37)	16.6% (89)	535
The disciplinary process is fair to the public.	18.1% (97)	<b>47% (251)</b>	11% (59)	4.4% (24)	19.1% (103)	534
The disciplinary process is transparent.	12% (64)	<b>42.4% (226)</b>	21.3% (114)	9% (48)	15.2% (81)	533
Answered Question						535
Skipped Question						58

**JUDICIARY**

---

14. What do you think of the judicial discipline system?

	<b>Rating Percent</b>	<b>Total Responses</b>
Effective	25.6%	136
Ineffective	23.7%	126
<b>Don't Know</b>	<b>50.5%</b>	<b>268</b>
Answered Question		530
Skipped Question		63

15. What is the best method for the Wyoming State Bar to improve communications between the members of the Bench and the Bar?

	<b>Rating Percent</b>	<b>Total Responses</b>
<b>Offer more opportunities for informal communication</b>	<b>56.8%</b>	<b>278</b>
More seminars involving judges on panels and as speakers	49%	240
More opportunities for social interaction	37.4%	183
Communication is already adequate.	21.6%	106
Other (see below)		40
Answered Question		489
Skipped Question		104

Other:

- The Bar needs to convey to the Bench the expectation that all Wyoming’s lawyers and judges need to become conversant with, and communicative about, the constitutional apostasy and transferred mammonic allegiance of the U.S. Supreme Court’s Citizens United decision, and formally endorse the transition from a pre-mammonic to a mammonic paradigm of jurisprudential understanding and legal discourse.
- it would be nice to see more judges at local bar meetings
- Need Opportunities for Lawyers to bring issues to Judge’s attention in a neutral or anonymous way (ie. ability to educate judges about a particular topic/issue)
- Establish a procedure where issues of concern or ongoing problems with the judiciary or court staff can be communicated and addressed. There ought to be a mechanism for attorneys to raise issues to a designated bar representative or committee which would maintain confidentiality, but bring the issues to the judges or individual judge. In many instances the judges operate in a bubble, not aware of what they think of as case management actually impedes cases or creates unnecessary burdens. At times, court personnel, including clerks and judicial assistants are

entirely unhelpful, rude, or condescending but no one dare mention it because judiciary are very loyal to their own people. Often there are situations that grate on lawyers and could be resolved if a judge of good faith knew, but there is extreme fear of upsetting a judge. Regular, ongoing discussions, e.g. once a month or at least quarterly between a bar officer who tells the judge the truth about what lawyers feel about the judge's operation would help. I know judges who have been hurt to read bar survey comments about matters that are news to them because no one talked to them. A more comprehensive effort to get attorney input into practices involving the daily issues of court management might help to bridge the gap between the perceptions of attorneys and the perceptions of judges.

- encourage reporting of judges and discipline judges harshly for retaliation.
- seminars with judges and lawyers and frank presentations and discussions
- communication between the bench and bar is horrible and needs to be improved....
- Hold Judges more accountable.
- N/A
- Tell certain judges/justices they are wonderful, but they are not God.
- I'm still too new to comment on this. Sorry!
- The Judges in the 7th are not very accessible.
- Across the state.
- I'm not sure what is currently being offered so I am not able to give honest input
- Judges loose perspective upon serving on the bench and there is no opportunity to communicate realities of client limitations to them
- judicial qualification committee (Florida Bar)
- Social Media
- Judges need to be more aware of, and informed about, the economic realities of practice and the reason for attorney motions to withdraw.
- Not a WSB function. WSB does not speak for its members.
- I think the bar convention and the judicial conference ought to be seperated. The lawyers ought to have a meeting where they can get together, let their hair down and not have to put up with the damn judges in their face the whole weekend.
- Open forum for feedback & discussion w/neutral moderator.
- Mandate bench-bar committees
- Why is this something the Wyoming State Bar should be involved in? If you don't know how to communicate with a Judge, you shouldn't be in the courtroom.
- I live in CO, and don't make it up to more than 1-2 events a year
- Seminars are great, but not sure why it must involve judges only. There are a number of terrific lawyers in our state that can talk about ethical issues.
- I have a non-litigation practice
- I miss the Bar's Roadshow CLEs.
- this is a stupid question. Which is the best, but check all that apply? Come on!
- There should be some method of making sure judges are rendering opinions and decisions in a timely manner. For district courts decisions should be done in 30 days and for the Supreme Court the opinion should be out no longer than 90 days after oral argument.
- Continued Commentary/Pointers in the Wyoming Lawyer
- More chances for attorneys in other judicial districts to get to know judges they don't appear before as often.



- Use Social Media
- Improve the quality of the judges.
- The informal communication should be confidential, for fear of retaliation by judges in the courtroom.
- Since security has been heightened at many courts, it is sometimes difficult to meet with judges in person. You can't really just drop by. Maybe offering judicial hours for skype or other online meetings?
- Information about Judicial Discipline. Recognition for best Jurists - beyond judicial poll.
- No opinion
- r
- We recently had an informal talk with the judges who were here for the annual judicial conference in Park County. Very useful to get the various perspectives of the judges.
- Have a stronger presence on social media

16. Is courtroom security adequate in the courthouses in which you practice?

	Rating Percent	Total Responses
Yes	76.6%	398
No	23.3%	121
Answered Question		519
Skipped Question		74

17. Have you used the Wyoming Supreme Court's electronic filing system?

	Rating Percent	Total Responses
Yes	48.2%	255
No	51.8%	274
Answered Question		529
Skipped Question		64

18. Please rate the Supreme Court’s electronic filing system (only for those who responded “yes” to the previous question).

	<b>Rating Percent</b>	<b>Total Responses</b>
Excellent	17.6%	45
<b>Good</b>	<b>56.8%</b>	<b>145</b>
Average	17.6%	45
Fair	4.7%	12
Poor	3.1%	8
Comments (see below)		22
Answered Question		255
Skipped Question		338

Comments:

- I have had a number of problems with the navigation of the electronic filing system, and even had a filing rejected while on the phone with the Supreme Court's staff trying to figure out why I couldn't get my brief to upload. It is far more cumbersome than the federal electronic filing system.
- Would like to dispense with hard copies
- N/A
- It's dumb to have electronic filing but still require paper copies.
- It'd be nice to have a list of your cases available instead of having to search for them
- Good - once you understand it
- The exam to qualify for the electronic filing system is outdated compared to the rules.
- It is in transition for the supreme court, and obviously not yet rolled out in the district courts
- Should be more like Federal CM/ECF
- The support in the Clerk's office is invaluable to the process. Kudos to them!
- It's good, but you still need to file initial briefs in hard copy, which seems to defeat the purpose. I hope the Supreme Court and ALL WYOMING COURTS will make the transition to e-filing SOON.
- The "acceptance" of filings is a mystery. Is it filed late if not accepted? Who knows? A document should be deemed filed when it is sent electronically. If the Court does not like it, the Court can decide accordingly, but it should not somehow fail to be timely filed.
- haven't used it for a long time - maybe its better now
- It should not be necessary to also file hard copies.
- A real pain in the \*\*\*
- Electronic filing must not adversely affect indigent clients
- This is of course a work in progress.
- Not very user friendly. Must have been designed without end users in mind.

- The filing system is easy enough to use. It's a little redundant having to file paper copies and electronic copies.
- Warn people to update their email addresses! I didn't think to and I was not allowed to brief or argue my case. The notices are all by paper until you file your briefs and I was not notified that my email was not receiving notices from the bar!
- Good improvement allowing a cc on filings. Requiring the filing of multiple copies in paper seems contrary to the ideas of electronic filing
- N/A

## ECONOMICS & OFFICE PRACTICE

---

19. If you charge on an hourly basis, what is your usual hourly rate?

	<b>Rating Percent</b>	<b>Total Responses</b>
Less than \$150	4.1%	22
\$151 - \$200	23.6%	125
\$201 - \$250	20%	106
\$251 - \$300	8.3%	44
More than \$300	5.3%	28
<b>Not applicable</b>	<b>38.4%</b>	<b>203</b>
Answered Question		528
Skipped Question		65

20. What is the starting salary for associates in your law firm or organization?

	<b>Rating Percent</b>	<b>Total Responses</b>
Less than \$50,000	10.1%	53
\$50,001 - \$75,000	34.1%	179
\$75,001 - \$100,000	4.9%	26
More than \$100,000	0.7%	4
<b>Not applicable</b>	<b>50%</b>	<b>262</b>
Answered Question		524
Skipped Question		69

21. How many non-attorney staff members does your firm employ?

	Rating Percent	Total Responses
None	9.4%	50
<b>1 – 5 employees</b>	<b>44.1%</b>	<b>234</b>
6 – 10 employees	10.9%	58
More than 10 employees	13.5%	72
Not applicable	21.8%	116
Answered Question		530
Skipped Question		63

22. Of your non-attorney staff, do you employ the following? (check all that apply)

	Rating Percent	Total Responses
Certified Paralegal	41.5%	147
<b>Legal Assistant</b>	<b>79.9%</b>	<b>283</b>
Office Manager	45.2%	160
Bookkeeper	46.3%	164
Billing Clerk	22%	78
Receptionist	62.1%	220
Other (see below)		22
Answered Question		354
Skipped Question		239

Comments:

- Firm Administrator
- my one staff member does all of these jobs!
- N/A
- Nurse
- Legal Secretary
- ED
- accountant(s) and runner
- secretary

- "Certified" has no meaning as to a paralegal. That status in my office is based on the jobs performed; that is, if it is work that is performed for the client at a lower rate, in lieu of an attorney doing it.
- She also serves as file clerk
- administrative assistant
- secretary
- investigator
- She is all one and the same
- Both part time
- legal secretary
- Runner
- Paralegals are highly educated, but not "certified."
- Legal Asstants are also responsible for bookkeeping, etc
- Runner
- It should be noted that in Wyoming there is no certification for paralegals.
- Office Assistant / Clerk / Receptionist are one person

23. How much do you spent per attorney per month on legal research?

	<b>Rating Percent</b>	<b>Total Responses</b>
Less than \$500	32.5%	168
\$500 - \$1,000	8.7%	45
More than \$1,000	2.9%	15
Nothing; I utilize Casemaker through the Wyoming State Bar	16.6%	86
<b>Do not know</b>	<b>39.2%</b>	<b>203</b>
	Answered Question	517
	Skipped Question	76

24. Of your total income (line 22 on your most recent Form 1040 tax return), what amount was attributable to income from the practice of law?

	Rating Percent	Rating Total
Less than \$25,000	11.1%	54
\$25,001 - \$50,000	7.8%	38
\$50,001 - \$75,000	21.4%	104
<b>\$75,001 - \$100,000</b>	<b>23.5%</b>	<b>114</b>
\$100,001 - \$150,000	14.8%	72
\$150,001 - \$250,000	13.2%	64
More than \$250,000	7.8%	38
Answered Question		484
Skipped Question		109

25. Do you use engagement letters?

	Rating Percent	Total Responses
Always	26.8%	140
Usually	21.8%	114
Sometimes	8.4%	44
Rarely	5.5%	29
<b>Not applicable</b>	<b>37.3%</b>	<b>195</b>
Answered Question		522
Skipped Question		71

26. Do you use written fee agreements with your clients?

	<b>Rating Percent</b>	<b>Total Responses</b>
Always	31.4%	164
Usually	18.9%	99
Sometimes	9%	47
Rarely	3%	16
<b>Not applicable</b>	<b>37.5%</b>	<b>196</b>
Answered Question		522
Skipped Question		71

27. What one area of law constitutes the largest portion of your practice?

	Rating Percent	Rating Total
Administrative Law	4.8%	23
Banking Law	0.6%	3
Bankruptcy	1.9%	9
Business Law	4.8%	23
Collections	0.6%	3
Criminal Defense	7.4%	35
Criminal Prosecution	8.7%	41
Domestic Relations	4.2%	20
Employment Law	1.9%	9
Energy Law	3.8%	18
Environmental Law	2.7%	13
<b>Estate Planning/Probate</b>	<b>10.1%</b>	<b>48</b>
Family Law	7.4%	35
Government Law	8.2%	39
Insurance	2.1%	10
Juvenile Law	2.5%	12
Law Clerk	2.9%	14
Litigation	9.5%	45
Mediation	0.6%	3
Real Estate Law	2.1%	10
Tax Law	1.2%	6
Tort/defense	4.4%	21
Tort/plaintiff	4%	19
Workers' Compensation	2.5%	12
Other (see below)		39
Answered Question		471
Skipped Question		122

Other:

- Mammonic Law
- I don't currently practice law, but maintain my license.
- na



- Not engaged in the practice of law at this time.
- not active
- no comfortable saying
- N/A
- Federal Civil Rights (Plaintiff)
- As the executive director of an adoption agency, my legal work limited to adoptions, with a smattering of employment law, non-profit law, and business law as it relates to the running of the agency.
- I work in house for a financial institution, several of these would apply.
- Litigation--Plaintiff
- water/natural resources
- Veteran's issues
- Constitutional Law
- Healthcare Law
- I am mostly retired
- Oil and gas
- In a position where I do not practice law.
- transactions in real estate and finance
- This list is inadequate. It omits ranch law and oil & gas law [which is not "energy law," whatever that means] among other things.
- retired
- Magistrate/Municipal Judge
- Immigration
- n/a
- I am in-house counsel for the hospital
- Elder law
- Federal Royalties from Oil, Gas, & Coal.
- Elder Law
- mentoting
- Immigration
- Public Utilities
- State government - abuse and neglect / juvenile delinquency
- Difficult to explain
- Natural Resource Law
- N/A
- Aging Law
- oil and gas
- just retired
- Immigration

## TECHNOLOGY

---

28. What section of the Bar's website do you find most useful?

	<b>Rating Percent</b>	<b>Total Responses</b>
<b>Member Login</b>	<b>47.2%</b>	<b>245</b>
Online Membership Directory	10.3%	54
Casemaker	21.1%	110
CLE Section	15.5%	81
Bookstore	0%	0
Job Bank	1.7%	9
Quick Links	0.1%	1
Judges' Benchbooks	3.8%	20
Other (see below)		11
Answered Question		520
Skipped Question		73

Other:

- I use the bar website on only rare occasions
- Rarely use it
- N/A
- Member login is a close second!
- I utilize casemaker the most frequently, I appreciate member login and job bank.
- Casemaker, too
- I really don't use the website
- ...and Judge's benchbook
- It would be helpful if the online membership directory also included the contact information for all of the courts/clerks/JAs like the print version does.
- Hard to pick just one.
- Attorney referral, although the latest "revamp" of this service has made it much less user friendly.

29. Please rate the online CLE submission system.

	<b>Rating Percent</b>	<b>Total Responses</b>
<b>Excellent</b>	<b>55.5%</b>	<b>292</b>
Good	34.7%	183
Average	5.7%	30
Fair	0.7%	4
Poor	0.3%	2
Unaware	2.8%	15
Answered Question		526
Skipped Question		67

30. Please share any recommendations for improving the online CLE submission system.

- Have a monthly calendar option for searching.
- Needs to notify us when CLE is accepted, not just when email is submitted (for non-accredited programs, where we submit the materials) so that we know if it actually was adequate and credit is given
- The CLE classes I register for through the website often don't automatically register on the CLE website.
- The tracking of CLE's is a tad confusing because it always looks like you are behind in credits, even at the beginning of the year.
- I like it
- I think the individual CLE's should be listed for conferences and multi-day events so the attorney can "check off" each one attended and then add up total credits. It can be confusing when you only attend a handful of the presentations.
- N/A
- It would be wonderful if our attendance at Wyoming State Bar webinars could be automatically added into the system for us.
- I would have rated excellent but for the times I've attempted to get credit for events that weren't already approved by the bar for CLE credit.
- allowing to submit CLE for previous year since the credits carry over
- It's just great now.
- Easier access to Casemaker - there are too many steps - it is faster to Google.
- Make form match rules in terms of language for getting CLE approved ("faculty," etc.)
- None
- It is already excellent. Don't fix what isn't broken.
- Hard to find a specific course among the numerous on-line ones
- You send too many notices, it adds to all the "stuff" I receive. I don't need a daily notice of CLE. I receive at least one email about something from the Bar daily, if not two or three. Too much
- I have already written on this subject.

- Unclear when CLEs need to be completed vs. submitted
- More efficient online submission when not using a registered seminar, such as those by ALI.
- No suggestions
- I don't think it could be any easier.
- eliminate the CLE altogether. It is a total waste of time.
- It would be helpful to bypass the calendar function if we know the CLE isn't listed in Wyoming.
- The only hitch is that after what I assume are highly attended webinars -- there is often difficulty and delay in logging in to submit your attendance for credit. I just come back later (if I remember!)
- A more robust search engine process for finding the events. I often don't remember the date, so am forced to use keyword, which can be frustrating. E.G. being able to search the host/presenter rather than just the title.
- ok now
- All internet approved classes ought to count for credit if taken, as opposed to forcing attorneys to sign up for expensive services that teach to a national audience.
- I think it is a little bit confusing because it looks like you are always behind on your credits, even when there is more than half the year left. It should be easier to see how many credits are required each year.
- I faithfully report my CLE hours, usually soon after I earn them. But it's like hollering down a well; you don't hear back, not even an acknowledgement that it has been received.
- For many CLE programs, when you go, you see this laundry list of states for whom the CLE program itself can send off your CLE compliance submissions. Very rarely do you see Wyoming. If a CLE isn't pre approved, you have to have an online brochure which is annoying when a majority of the CLE's I go to are not pre-approved.
- I think its great, especially in comparison to other states.
- Many times you receive confirmation that the application for CLE was received, but you rarely hear if it was approved. You have to check your CLE page later to figure out whether it was approved.
- I would like the ability to mail my CLE submission.
- I wish I could carry over more credits since I have so many...

31. What additional resources would you find useful on the Wyoming State Bar website?

- It would be fantastic to get an option to submit CLE information to other states where an attorney is licensed to increase overall efficiency of reporting.
- N/A
- N/A
- Attorney biography links, with dates of bar admissions and disciplinary actions.
- Ability to submit anonymous, online complaints against judges, not for the purpose of submitting a grievance, but for statistical analysis to gather data on judges who may be problematic and encourage them to address issues multiple lawyers may have with them.
- I'm not sure at this time. I look forward to learning more as this year progresses.

- It would be nice if bar #'s were available in the directory. Also, somehow my complete name was dropped from the directory online (my suffix is no longer listed) so interestingly, I see my name appear on pleadings as it's listed in the online bar directory and not in the form that I've been using for my entire career.
- No more additions; I would actually recommend "decluttering" the website -- it's a bit "noisy."
- When you register for a CLE it provided you the option of adding it to your Outlook Calendar that option is no longer available.
- Attorney Numbers as in written directory
- A section for prosecutors.
- Is everything in the Directory available on the web site, such as court clerks and reporters' phone numbers?
- Ways for the public to find matching attorneys. Insurance information for solo practitioners.
- I preferred the previous iteration of the website. The current home page is quite busy and is too dominated by red, which is visually jarring.
- None,
- I would be very helpful if a "Common Bench Book" could be created in conjunction with the judiciary for things like service outside of the US, how to file handle jurisdictional limbos, etc. Now service which is OK in one court in Wyoming is rejected by another.
- It would be nice if messages announcing CLE offerings would provide the approved hours and the cost on the first page - I don't like to have to search for these!!
- No suggestions
- Recent US and WY Supreme Court decisions
- News from the Supreme Court - if new forms are adopted or updated, if new policies are being considered, the self-help packet and system for family law matters.
- none
- More employment resources for legal jobs in this area posted on the web.
- All contents are useful at times.
- You have an assigned password rather than a password of your choosing which you can't change and it's solely numeric which seems very easy to hack. Also, there's no option to remember a computer so you are constantly signing in. A set of the official rules (all the various rules) that one can cite to that is freely accessible to the public and regularly updated.
- N/A - the website is great.
- N/A
- The lawyer referral service needs to be made easier to use. All of the different areas of practice should come up -- a person should not have to go to "other" to find some of the more specialized areas of practice.
- A list of internet listserves and practice sections available thru the WSB.
- Access to District Court decisions and administrative hearing records.

32. Do you take advantage of Casemaker, the online legal research library available through the Wyoming State Bar?

	Rating Percent	Total Responses
Yes	45.8%	242
<b>No</b>	<b>54.1%</b>	<b>286</b>
Answered Question		528
Skipped Question		65

33. How often do you utilize Casemaker? (only for those who responded “yes” to the previous question)

	Rating Percent	Total Responses
A few times per week	16.3%	40
Weekly	19.5%	48
<b>A few times per month</b>	<b>33.8%</b>	<b>83</b>
Monthly	15.1%	37
Rarely	15.1%	37
Answered Question		245
Skipped Question		348

34. Have you taken advantage of the free Casemaker training opportunities?

	Rating Percent	Total Responses
<b>Yes</b>	<b>67.3%</b>	<b>163</b>
No (please explain)	32.6%	79
Answered Question		242
Skipped Question		351

Comments:

- N/A
- I want to but I keep missing them.
- I should. Just need to find/make the time.

- Excellent training
- I have taken the basic course. I would like to take the advanced course.
- I have taken the training several times because I use it so rarely that I have not actually "learned" it.
- I need a refresher though, one of these days!
- Not found the time to do the program
- I am enrolled for next training opportunity.
- They are very helpful but would be more useful with handouts or reference guides we could use after the training.
- taken CLE's
- I think I know it quite well. I should do more training.

35. Have you taken advantage of Casemaker’s premium products, CaseCheck+, CiteCheck and Casemaker Digest?

	<b>Rating Percent</b>	<b>Total Responses</b>
Yes	22.9%	55
<b>No (please explain)</b>	<b>77%</b>	<b>185</b>
Answered Question		240
Skipped Question		353

Comments:

- I typically use Westlaw for this feature, although for access to other State's information, I use Casemaker.
- Unaware of what these are.
- I haven't needed to, don't want to pay.
- Haven't used Casemaker enough yet to have used these features
- not needed
- Don't want to spend the money
- not yet but will in the future
- N/A
- I am still learning about this.
- I have not needed the premium products for what I do.
- I still double check with Westlaw and am not completely confident Casemaker is accurate.
- have not needed to
- Not yet
- I need to learn how.
- I don't trust the system to be as up to date as Westlaw.

- Not sure
- We have Westlaw in our office.
- Have not reached that level of proficiency.
- unaware
- retired
- am just learning my way around it
- Currently unemployed
- We have other research tools
- Not sure how to use
- Semi retired
- lack of time and knowledge
- I don't know what that is...
- not useful in my practice
- I find the green or red thumbs up or down sufficient.
- don't know how
- ?
- Working into it
- Don't know much about it; taking another casemaker CLE next week! :-)
- Didn't realize that they exist.
- Haven't had the need
- usually not relevant to my searching
- don't need them, don't use them
- I already pay for westlaw; I just use casemaker where I need a document that is available on casemaker but outside my westlaw plan
- Unfamiliar
- I also use Westlaw.
- This is absolutely necessary to purchase with Casemaker to make it a really competitive, effective product.
- Not aware of these
- I currently use westlaw but it has become too expensive so I don't plan on renewing the subscription. I will switch to Casemaker.
- no desire to



36. If you do not utilize Casemaker, what is the main reason? (check all that apply)

	Rating Percent	Total Responses
<b>Utilize other legal research tools</b>	<b>75%</b>	<b>204</b>
Not user friendly	9.1%	25
Not aware it was available	1%	3
Have not learned how to use it	33%	90
Other (see below)		22
Answered Question		272
Skipped Question		321

Other:

- I will use it whenever future research requires it.
- does not seem to find adequate cases using search terms
- Haven't needed it
- I used it in Georgia doing contract legal research for an attorney friend licensed there and found it inferior to Lexis and Westlaw.
- I work for the government and have flat-rate Westlaw access.
- have firm wide case management system and cloud based process
- Do not utilize legal research in my position.
- I will first go to Casemaker to save my client on the cost of research, but I find it's nowhere near as good as Westlaw Next, so if I don't know what case I'm looking for, I go to WestlawNext
- Not intuitive, not user friendly. Scant features.
- It does not have keycite similar to westlaw
- Casemaker is a good service and I might change to it
- I like the key notes with westlaw.
- I try to, but I seem to usually resort to WestLaw after not finding what I am looking for/need.
- Do not require much legal research in my practice
- We have tried it. Casemaker is very weak.
- perception that it is not applicable to my needs
- not applicabe to my work as federal prosecutor
- We like Westlaw
- dont need it
- I do not do legal research.
- I don't do that much research in my position.

- Casemaker is so far behind Westlaw and Lexis. An attorney likely wastes more time on Casemaker, when they are saving money, than it would cost to just use Westlaw.
- 

**PUBLIC SERVICE & CHARITABLE WORK**

---

37. On average, how many hours per month do you devote to pro bono clients or clients accepted at a substantially reduced rate? (Please do not include hours that were billed but not collected.)

	<b>Rating Percent</b>	<b>Total Responses</b>
None	23%	118
<b>1 – 5 hours</b>	<b>34.7%</b>	<b>178</b>
6 – 10 hours	17.3%	89
11 – 20 hours	5%	26
21 – 30 hours	1.9%	10
More than 30 hours	2.5%	13
I make monetary donations to Legal Services or the Bar Foundation in lieu of doing pro bono legal work.	4.3%	22
I do not accept pro bono cases and do not donate money in lieu of pro bono work.	10.9%	56
Answered Question		512
Skipped Question		81

38. In the last two years, how many hours have you spent in direct representation of a pro bono client?

	Rating Percent	Total Responses
<b>None</b>	<b>44.3%</b>	<b>227</b>
1 – 5 hours	8.7%	45
6 – 10 hours	8.2%	42
11 – 20 hours	9.1%	47
21 -30 hours	6.2%	32
More than 30 hours	23.2%	119
Answered Question		512
Skipped Question		81

39. In regard to the direct representation cases, how did you learn of the case?

	Rating Percent	Total Responses
Through a formal program (i.e. Wyoming State Bar, Legal Aid of Wyoming)	20%	52
<b>Direct contact from the public</b>	<b>79.9%</b>	<b>207</b>
Other (see below)		27
Answered Question		259
Skipped Question		334

Other:

- I prefer to screen my own Clients. I have my priority cases--typically, those involving parents who want to have contact with their children but are being obstructed.
- Both methods
- RMAIN "Rocky Mountain Associates Immigration Network"
- I work for a nonprofit legal services provider
- N/A
- through a local agency or friend
- Referral from the Paralegal Program at Casper College

- Emeritus - Veteran's referrals
- I do pro bono work for nonprofit organizations known to me through community involvement.
- Both - from a local non profit and from the public; plus I take Access to Justice cases
- A client asked me to help a person with out resources to pay in a collection case against her. Also an acquaintance without resources to pay needed help in a domestic case.
- Judicial request
- Also #2
- My former firm had an arrangement with the local safe house for regular representation of victims of domestic violence.
- Too complicated for space available
- Also from the Bar programs
- ACLU
- Both formal program and public
- Referral from judges
- judge request
- Referral of church for legal services
- Both directly from the public and through a formal program
- Senior Center & newspaper
- I have done my "I'll take one" through direct contact from public.
- I get as many as 5 requests a day. I worked at legal aid for a long time and most people think I still work there.
- I am a legal aid attorney
- Referral.

40. What is the average number of hours of law-related volunteer work (not direct pro bono representation) that you perform in an average month (e.g. Law Day, Mock Trial, Bar committee/board service, etc.)?

	<b>Rating Percent</b>	<b>Total Responses</b>
None	43%	222
<b>1 – 5 hours</b>	<b>43.9%</b>	<b>227</b>
6 – 10 hours	8.1%	42
11 – 20 hours	1.9%	10
21 – 30 hours	1.3%	7
More than 30 hours	1.5%	8
Answered Question		516
Skipped Question		77

41. What would make pro bono service more appealing to you? (check all that apply)

	Rating Percent	Total Responses
Reimbursement for expenses	34.3%	122
<b>CLE</b>	<b>49.5%</b>	<b>176</b>
Mentoring with an experienced attorney	27%	96
“Easy” cases	14.9%	53
Public recognition	8.4%	30
Requiring pro bono recipients to be more vested in their case by requiring some financial commitment	31.5%	112
Other (please specify)		73
Answered Question		355
Skipped Question		238

Comments:

- I am with Attorney General's Office
- Making an impact!
- not equipped for pro bono - county lawyer
- na
- Being allowed to participate (work for feds)
- Employment Prohibts participating
- I don't need incentive - it's a professional obligation.
- As an agency director, my employment contract forbids me from representing any clients except the agency, and except for occasional small pro bono matters. I'd have to change jobs in order for this to change.
- no opinion at this stage
- Ability to represent while being a law clerk.
- I am employed in a law related field and unable to represent clients outside of government
- i know its impotance so i dont need anything else to make it more appealing. as a profession it is an obligation.
- Because I work as a criminal prosecutor I am not sure I am available to do pro bono work
- I'm not allowed to do pro bono work
- Emeritus status - 100% pro bono
- Not sure
- Clients do not appreciate work and complain all the time. Special disciplinary rules make the risk smaller.

- I don't mind volunteering but I do not practice the areas of law that most pro bono clients need
- Waiver of liability
- I am a public interest attorney so I practically do pro bono work every day
- Teaching opportunities
- Employer approval
- Opportunities for government lawyers. Currently, I do not feel like this is something that fits my practice. Accordingly, I dedicate my volunteer hours to non-legal activities in the community.
- More hours in the day.
- Less involvement by pro bono staff
- Volunteer work would be more attractive if it did not usually require travel
- none
- I work for the state.
- State governmental offices PROHIBIT pro bono service...if this were not the case, then there would be A LOT more attorneys willing and available to do pro bono. This needs to change somehow.
- Not being employed by a county that prohibits pro bono work for purposes of governmental immunity
- Pro bono people tend to be time sucks because they aren't paying for your time at all. Even \$10/hour, which could then be donated back or simply collected by Equal Justice, would hold them more accountable and hopefully lessen the lengthy phone calls where they want me as a therapist as opposed to a lawyer
- Not sure
- If I didn't have to contribute to my family's support.
- Since I do not see these clients often, I try to give to Foundation
- As a prosecutor, I am not allowed to do other legal work
- No suggestions. I love pro bono service.
- Discretionary limits on amount of contact and length of representation
- Better cooperation with the Bar and Legal services
- Cases related to my area of expertise
- I am employed by a government and not allowed to practice outside of my govt. duties
- Nothing attracts me to it - it just happens
- cases in the area of law where I practice
- My work with the hospital does not provide me with malpractice insurance or an opportunity to handle pro bono cases
- Have to complete this job first before I can think about pro bono
- cases in my areas of concentration<sup>37</sup>
- it is already appealing to me
- The area I practice is leading me to be rusty in other areas
- I don't need to be encouraged; Pro bono cases are undertaken when I am presented with circumstances which present an unfulfilled need.
- None
- State sponsored program for prosecutors to provide some pro bono work.

- secure income
- My pro bono experiences in the past have led me to believe that the people using the service are less reasonable because they do not pay for the service.
- Mentoring with an experienced attorney is crucial and the main reason I haven't been engaged in direct representation as I would really like to but feel that I do not have the necessary resources.
- Being able to choose your own pro bono case and still qualify for reimbursements.
- Better pre-screening
- greater CLE compensation
- pro bono clients in need of estate planning are uncommon
- As a government employee, I can't accept pro bono cases, but when I was in private practice, the pro bono clients never seemed invested in their own cases.
- not a big supporter of pro bono services; we think the public notices but it doesn't.
- Allow deputy prosecutors to do it.
- in my position, I am unable to represent individuals
- More free time in which to do it
- a judiciary that appreciates the effort
- Due to nature of my employment I cannot represent private client. I try to participate as much as possible in other service to community.
- I work in the public service sector and there are monetary sacrifices in that.
- If the Wyoming Bar covered malpractice insurance for pro bono cases.
- Cases in my areas of experience.
- N/A-lawyer should simply be able to recognize when there is a need
- Prohibited from doing pro bono work
- There isn't much need in the area I practice. Pro bono is harder to do if you don't do domestic cases.
- I don't take referrals from LAW or the CENTER or the WSB because there is a lot of red tape involved. the CENTER had more paperwork to sign up than I would have generated on the first case they assigned.
- ability for government attorneys to provide pro bono services
- time limited cases - more clinics, etc.

42. What do you believe are the most critical challenges preventing attorneys from doing pro bono work? (check all that apply)

	Rating Percent	Total Responses
Employers not allowing employees to take on pro bono cases	27.2%	111
<b>Solo practitioners unable to afford doing pro bono work</b>	<b>55.8%</b>	<b>228</b>
Distance and time	34.5%	141
New attorney not having enough experience	21.8%	89
Other (please specify)		74
Answered Question		408
Skipped Question		185

Comments:

- Area of specialization.
- no-matching system-needs are not well correlated to resources
- Too busy of a case/file load to take on a pro bono matter
- dunno
- conflict of interest w/government
- Why encourage people to drain more societal resources?
- Lack of legal knowlege in the areas needing assistance
- Not just solo practitioners, but small firms trying to keep the lights on and pay reasonable wage to associates and staff
- The increased workload from courts ostensibly intended to streamline cases results in many wasted hours preparing materials, and going through the motions to comply with the ever increasing demands and requirements, only some of which are of any value to the client or resolution of cases.
- If, as a new attorney, you do not have a mentor, pro bono cases can feel like a bit of a malpractice trap.
- A general apathy about pro bono work
- Pro bono clients being more demanding that paying clients.
- Pro bono clients are demanding, unappreciative, want you to take care of all their friends and relatives problems as well as theirs.
- Non-payment by "paying" clients.
- So many of my clients don't pay their fees that cases wind up being pro bono because the matters are important and I don't withdraw.
- Those who are in-house counsel (like me) are usually prohibited from doing pro bono work because our insurance only covers the work done for our employer.



- By employment contract, I am not allowed to advise individuals outside of the organization
- there are many barriers not listed here.
- Time
- NA
- Not sure
- Time
- New attorney struggling to get ahead and pay student loans
- I am not involved enough with the private bar to have a clear opinion on this.
- Time.
- not enough time
- State governmental officers do not allow their attorneys to do pro bono. This is a shame. There are a lot of state-employed attorneys who would be willing and eager to take on pro bono cases if office management allowed this.
- Outside practice area.
- A great deal of time is spent in case evaluation, much of which is essentially pro bono
- Greed.
- liability, lack of support
- Not receiving requests in the field in which I practice
- no knowledge in the area of practice
- Attempts to take a community service which is personal to the professional and turn it into a requirement with the administrative burdens and loss of personal choice which accompany such programs. Either we are professionals with personal discretion or we are merely mechanics filling out hourly forms.
- Unrelated to area of expertise
- nobody wants to do something for nothing.
- Ungrateful pro bono clients, unfortunately
- Limiting commitment
- lack of desire and fact someone is trying to force it on us
- see #
- matters that are too complex for one attorney to handle
- Too worried about making money/paying the bills
- Already very busy with existing clients
- N/A
- Governmental attorneys have no real opportunities.
- Unfamiliar with the practice areas needed
- The clients tend to be unreasonable, ungrateful and/or they take advantage of the professional's time.
- lack of commitment of the profession to the profession
- The "I want something for nothing; you owe me" attitude of pro bono clients. That's the biggest disincentive for me.

- I can't speak for anyone else, but for me I'm a government attorney, so I can't do private cases, in case they end up in opposition of the state. For instance, child support falls in that category, so I can't help with divorces.
- time and interest
- unlevel playing field
- Cases never end
- Clients are most demanding and least appreciative. No investment in the attorney's time.
- Pro Bono Clients don't understand the time and cost to the attorney and some have the expectation they should have priority
- pro bono clients are very needy time wise
- money
- Concerns about nature of cases, clients and lack of expertise in specific subject matters.
- I'm a prosecutor without malpractice insurance.
- Fear of getting involved in complex matter that will take away from precious family time
- Usually it is that the possible client is a person that is less than appealing
- they don't practice in domestic cases
- I don't know
- Pro bono clients can be challenging and demanding and many times are undereducated or suffer from mental or emotional illness which makes it difficult and time consuming to deal with.
- Clients having unreasonable expectations
- are you serious? MONEY. REALLY? you are actually asking this question?
- No opinion
- Clients are often emotionally intensive
- Government attorneys (law clerks) not being allowed to take pro bono cases.
- Can't afford it
- Employers allow it, but it doesn't benefit your position in firm
- My area of practice (environmental) makes it difficult for me to help people in housing, health cares, etc. concerns. I just don't feel qualified.
- Family law being biggest underserved area and very time and labor intensive
- It costs a lot of time and money.

43. In the past year, please list the number of clients you have serviced in a limited scope capacity and/or with unbundled legal services.

	Rating Percent	Total Responses
None	63.6%	326
1 – 5	27.5%	141
6 – 10	4.3%	22
10 – 15	1.7%	9
Over 15	2.7%	14
Answered Question		512
Skipped Question		81

## CHALLENGES

---

44. On a scale of 1 – 5, what do you believe are the most critical challenges facing the legal profession in Wyoming? (1 is the most critical challenge.)

	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	Total Responses
Access to the legal system for all citizens	32.6% (158)	26% (126)	17.3% (84)	11.9% (58)	11.9% (58)	484
The use of the Internet and related technology	9.6% (43)	26.8% (119)	30.8% (137)	18.2% (81)	14.4% (64)	444
Loss of professionalism and civility among lawyers	25.6% (125)	26.9% (131)	26.8% (128)	14.1% (69)	6.9% (34)	487
The practice of law by non-lawyers	11.1% (50)	22.8% (103)	26.6% (120)	19.5% (88)	19.7% (89)	450
Loss of confidence in the legal system by the public	23.2% (114)	32.8% (161)	22% (108)	14% (69)	7.7% (38)	490
Loss of job satisfaction among attorneys	32.7% (159)	32.1% (156)	19.3% (94)	9.2% (45)	6.5% (32)	486
Other (see below)						
Answered Question						511
Skipped Question						82

## Comments:

- The most critical challenges facing the legal profession in Wyoming, and across the nation, now stem from the U.S. Supreme Court's Citizens United decision which paragonically reflects that Court's formal usurpation of the democratic and constitutional institutions of the Republic and "We the People" and their transfer to the individuals, institutions, and hegemonic agendas of Global Mammonism and the mandates of Mammonic Law and compounding capitalized Usury. The ramifications of Citizens United will thus result not only in the "Loss of confidence in the legal system by the public," but also in the loss of confidence in the legal system by a critical mass of lawyers themselves. And this won't be because of "Loss of job satisfaction among attorneys," but because they reject the Bar's chasmal credibility gap, and its dereliction of its ethical responsibilities to Wyoming's lawyers, in maintaining a deafening silence on, and imputed acquiescence in, the U.S. Supreme Court's Citizens United decision and its existential onslaught against the constitutional governance of the United States.
- Practices imposed in the name of judicial "efficiency" are having the effect of pricing the average person out of the judicial system. That includes both minor and major legal matters. I frequently have clients who have meritorious matters that cannot be pursued because what it takes to get a resolution has been made a far too complex and lengthy process.
- Again, I believe the Court and the Bar made a mistake when it implemented the Uniform Bar Exam.
- Out-of-State attorneys
- Too much regulation of the Bar.
- Incompetent, biased or corrupt judges is a real problem too. Very hard to prove, but gut instinct tells me it's very real.
- Lack of professional competence and diligence by some attorneys
- this is a silly question.
- Continued influx of attorneys from Colorado and other surrounding jurisdictions
- burn out and financial and time pressures
- Lack of realistic checks on Bar counsel, use of ethics complaints (or threats of ethics complaints) as weapons by counsel against each other in ongoing cases
- The complexity of federal tax law causes a massive waste of mental energy and money. Since the Congress refuses to deal with this issue [the complexity is intentional], the State Bar Associations should push for simplification of the tax code and other absurdly complex laws.
- Get rid of law and rules against unauthorized practice of law. It only protects lawyers not the public
- unnecessary bar complaints brought against attorneys
- Wyoming Bar failing to elevate the practice of law with public; all we do is report disciplinary actions against lawyers
- You must have strong protective laws before an attorney can help the low-income
- Lack of Objective and Qualified Judges
- Brain drain - the best young attorneys can make a lot more money outside of Wyoming.
- Wyoming is full of professional lawyers. As for the profession overall, my dealings with out of state attorneys is that they expect a nasty relationship until they get to know us. So I am concerned about loss of civility, but not in Wyoming
- The cost of legal services, which equates to access
- I don't think there are any "critical" challenges. We need to do what we are doing well.
- Not certain I think any of these are "critical" challenges, they are just challenges
- Attorneys from other states taking Wyoming clients

- I do not believe that the Bar is the reason for loss of confidence
- Related to access to the legal system, the cost of legal services is a challenge
- the flow of cases to out state law firms caused by the change in the wyo bar test and the use of the internet with ad budgets that allow them to obtain high search ranking on the internet
- Inefficient court rules geared to docket control not justice
- Keeping talented women practicing law
- Failure of judiciary.
- Lack of practical training
- why are the questions always the same - nothing has changed...
- Companies manipulating the system so as to obtain judicial and egislative support of e-filing as a required means of practicing law. It increases the costs associated with each case and rigidity is absurd.
- The increased demands on judges - their caseloads prevent them from dealing with issues expeditiously
- out of state competition
- The Supreme Court has lost control of the practice of law in Wyoming. Much of the litigation in our courts is now being handled by Colorado firms which hire an associate or two, usually a rookie, to "qualify" them for "local counsel purposes. I firmly believe the incivility which is now so routine reflects the style and tone of lawyers who for the most part do not live or work in Wyoming.
- 5 - lack of transparency with regard to the Wyoming Bar Leadership. Wyoming's focus on being "business friendly" to the exclusion of protecting its citizens.
- What do you mean "challenges"? This is just one of those feel-good questions that is thrown into every one of your surveys where you try to make it appear that the legal profession is "struggling" to survive. Attorneys are typically well-paid and well-respected. We do our jobs, represent our clients, are active in our communities, and raise our families. The "challenges" relate to the over-bureaucratization of our profession and to attempt to fabricate problems where none exist. Here is a suggestion: work with the law school to turn out good attorneys who are willing to work hard (rather than worry about "life style"), remind our judges that they are public servants, and encourage everyone to understand our State Constitution. If you are successful at those three things our profession will be just fine.
- Not enough funding for the Courts to keep up with the increased docket loads
- I also think that we fear (perhaps unnecessarily) the discipline system. Also, fear of invasion our files and the liability from such an invasion.
- Online legal "service providers" like LegalZoom are challenging
- The legal profession has priced themselves out of the market. Between that and the recent economic down turn lawyers can't meet their own income expectations because people can't really afford them. As to loss of job satisfaction I see many attorneys feeling like they are held to the kind of standard that they can be really punished for relatively minor mistakes adding to the stress. overhead has far outstripped income. firms and agencies are passing over long time professionals in favor of younger, less experienced attorneys that are willing to work for less. I could go on . . . .
- Opening up of the practice to non resident attorneys via the UBE.