

2017 Wyoming State Bar Member Survey Results

Total Distribution = 2,919 (All Active, New Active & Emeritus)

Total Respondents = 767

Response Rate = 26.3%

DEMOGRAPHICS

1. In which judicial district do you live?

	Rating Percent	Total Responses
First Judicial District	24.51%	187
Second Judicial District	7.21%	55
Third Judicial District	5.24%	40
Fourth Judicial District	4.72%	36
Fifth Judicial District	4.59%	35
Sixth Judicial District	5.37%	41
Seventh Judicial District	8.26%	63
Eighth Judicial District	1.83%	14
Ninth Judicial District	7.47%	57
I live outside of Wyoming	30.80%	235
Answered Question		763
Skipped Question		4

2. How long have you been a lawyer?

	Rating Percent	Total Responses
Fewer than 5 years	19.61%	150
5 – 15 years	29.02%	222
16 – 25 years	20.92%	160
More than 25 years	30.46%	233
Answered Question		765
Skipped Question		2

BAR STAFF & LEADERSHIP

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

	Excellent	Good	Average	Fair	Poor	N/A	Total Responses
Executive Director, Sharon Wilkinson	68.48% (517)	15.50% (117)	2.65% (20)	0.93% (7)	0.79% (6)	11.66% (88)	755
Cathy Duncil, Admissions Director/Pro Bono Coordinator	44.52% (333)	7.75% (58)	0.80% (6)	0.13% (1)	0% (0)	46.79% (350)	748
Marie Ellis, CLE Director	78.03% (586)	15.18% (114)	1.73% (13)	0.40% (3)	0.40% (3)	4.26% (32)	751
Brandi Robinson, Lawyer Referral Service Coordinator/Modest Means Program Coordinator	22.53% (169)	5.73% (43)	1.07% (8)	0% (0)	0% (0)	70.67% (530)	750
Caitlin Casner, Administrative Assistant/Receptionist	27.70% (208)	7.32% (55)	1.33% (10)	0% (0)	0% (0)	63.65% (478)	751
Answered Question							756
Skipped Question							11

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

	Excellent	Good	Average	Fair	Poor	N/A	Total Responses
Mark Gifford, Bar Counsel	46.06% (339)	15.90% (117)	4.48% (33)	0.95% (7)	1.63% (12)	30.98% (228)	736
Shannon Howshar, Assistant to Bar Counsel	18.89% (140)	5.32% (32)	1.08% (8)	0.13% (1)	0.27% (2)	75.30% (558)	741
Answered Question							752
Skipped Question							15

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

	Rating Percent	Total Responses
Yes	51.46%	388
No	18.30%	138
I live outside of Wyoming	30.24%	228
Answered Question		754
Skipped Question		13

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	47.15% (240)	34.38% (175)	9.43% (48)	4.13% (21)	4.91% (25)	509
Annual meeting of your judicial district	41.24% (207)	31.27% (157)	16.53% (83)	4.78% (24)	6.18% (31)	502
Activities at the Wyoming State Bar	42.49% (215)	33% (167)	14.23% (72)	5.34% (27)	4.94% (25)	506
Answered Question						512
Skipped Question						255

MEMBER BENEFITS

7. Please rate the following member benefits?

	Excellent	Good	Average	Fair	Poor	Unaware	Total Responses
Annual Meeting & Judicial Conference	31.33% (219)	36.62% (256)	14.74% (103)	3.86% (27)	1.43% (10)	12.02% (84)	699
Casemaker	32.08% (221)	34.69% (239)	14.66% (101)	3.19% (22)	1.16% (8)	14.22% (98)	689
CLE Programs	46.25% (327)	38.90% (275)	11.32% (80)	1.41% (10)	0.42% (3)	1.70% (12)	707
Clio	6.02% (40)	6.17% (41)	7.82% (52)	2.86% (19)	0.75% (5)	76.39% (508)	665
CosmoLex	4.64% (31)	5.69% (38)	8.83% (59)	2.10% (14)	1.05% (7)	77.69% (519)	668
Ethics Hotline	33.04% (225)	24.82% (169)	7.64% (52)	0.73% (5)	0.59% (4)	33.19% (226)	681
LawPay	12.42% (82)	12.73% (84)	10.61% (70)	1.97% (13)	0.91% (13)	61.36% (405)	660
Lawyer Referral Service	18.67% (126)	25.19% (170)	17.48% (118)	3.26% (22)	1.78% (12)	33.63% (227)	675
Listserve	11.28% (76)	17.36% (117)	12.17% (82)	2.67% (18)	2.23% (15)	54.30% (366)	674
Modest Means Program	11.54% (77)	18.29% (122)	12.44% (83)	2.40% (16)	1.95% (13)	53.37% (356)	667
Rental Car Discounts	7.85% (53)	10.52% (71)	13.63% (92)	2.96% (20)	1.19% (8)	63.85% (431)	675
Section Memberships	14.43% (97)	24.70% (166)	20.83% (140)	5.51% (37)	1.93% (13)	32.59% (219)	672
Use of Wyoming State Bar meeting rooms	17.79% (119)	13.45% (90)	7.92% (53)	1.20% (8)	0.90% (6)	58.74% (393)	669
Wyoming State Bar Legal Directory	52.17% (372)	34.22% (244)	8.27% (59)	1.40% (10)	0.70% (5)	3.23% (23)	713

	Excellent	Good	Average	Fair	Poor	Unaware	Total Responses
Wyoming Law Review (opt-in subscription)	29.19% (202)	28.76% (199)	14.16% (98)	2.46% (17)	1.16% (8)	24.28% (168)	692
Wyoming Lawyer Assistance Program (WyLAP)	21.61% (145)	25.48% (171)	13.71% (92)	1.79% (12)	1.34% (9)	36.07% (242)	671
<i>Wyoming Lawyer</i> magazine	45.40% (321)	38.47% (272)	12.02% (85)	2.40% (17)	0.42% (3)	1.27% (9)	707
Answered Question							721
Skipped Question							46

8. Please check all member benefits you have used in the past year.

	Rating Percent	Total Responses
Annual Meeting & Judicial Conference	29.23%	209
Casemaker	47.69%	341
CLE Programs	81.68%	584
Clio	3.78%	27
CosmoLex	2.38%	17
Ethics Hotline	17.48%	125
LawPay	9.65%	69
Lawyer Referral Service	12.73%	91
Listserve	10.49%	75
Modest Means Program	4.48%	32
Rental Car Discounts	3.50%	25
Section Memberships	14.13%	101
Use of Wyoming State Bar meeting rooms	6.85%	49
Wyoming State Bar Legal Directory	76.78%	549
Wyoming Law Review (opt-in subscription)	28.39%	203
Wyoming Lawyer Assistance Program (WyLAP)	1.82%	13
<i>Wyoming Lawyer</i> magazine	83.78%	599
Answered Question		715
Skipped Question		52

9. In the space provided, please describe other services and/or benefits you would like the Wyoming State Bar to provide its members.

- The Bar also provides reimbursement for pro bono work - I am surprised that it is not listed as one of the benefits.
- N/A
- Health Insurance at group rates
- Free and updated forms and letters to use as templates. It would be nice sometimes to have easier access to briefs, memorandum of law; current case law with cites to use as templates
- no new ideas. i think you do a good job
- I am not actively practicing right now so have not kept up with the programs. My experience has been very good with the ones I currently use and I was impressed with the advent of the Modest Means program. This should help explain some of my responses.
- Uncouple the University of Wyoming issues/events from the State Bar
- NA
- It is not that I am "unaware" of the benefits listed in #7 (most of them), it is that I do not avail myself of them and therefore cannot rate them.
- More information on the ABA pro bono opportunities, especially the computer accessed questions in our field of expertise.
- Rocky Mountain Mineral Law Foundation online library
- n/a
- I really don't know.
- N/A
- I think they do a wonderful job. The only other service or benefit I would like to see is health insurance program for self employed attorney. I am not sure if that is even feasible at this time.
- When an attorney searches for their CLE compliance, the Bar could examine the previous CLE courses attended, and make recommendations for future courses to attend. These recommendations can be a short, easy e-mail; and, they can provide the Bar with understanding of what practitioners want/need, as opposed to simply "ticking the box" of CLE compliance. This helps both the attorney AND the Bar with compliance, AND it helps with the Bar's understanding/appreciation of what an attorney wants/needs for continuing education.
- I'D BE GRATEFUL TO SEE MORE REMOTE CLE OFFERINGS
- High Speed WiFi in all court rooms for members of the bar. The Court's have a guest wifi but it is sloooooow. More and more of the technology is online (Casemaker),
- It is becoming very difficult for the small firm to be economically viable. Bar need to assist in protecting the small firm
- N/A
- checked unaware of program if I have not used
- N/A. The Wyoming State Bar does a satisfactory job in providing services to its membership.
- I can't think of any other services the Bar could provide but doesn't already. I think the Bar does an excellent job.
- A way for solopracitioners/small firms to get insurance. Better CLE offerings at the Bar Conference. There was almost no ethics CLEs at last years, and the majority of classes only had 1 credit. Made it hard to fill the high CLE quota now needed.
- I am not sure about other services. One complaint that I do have is the Wyoming State Bar requires attorneys to have at least one address made public. If someone is between jobs or otherwise unemployed, attorneys should not be forced to have their home address made public. If someone is not working, there should be an option to make no address public. The public does not need to be able to so easily access home

addresses of attorneys. There should be more privacy with this information. Home addresses should not be made public under any circumstances. It would be nice to opt out of the notifications regarding will searches.

- Less product marketing to its members.
- We are constantly looking for process servers across the state -- it would be nice if the bar offered a registry. It would be great if we could get court personnel info - including clerks and assistants for the judges from the website. It would also be great if the bar could lead its members to take a more active role in issues like the pressing need for another judge to be seated in the first district; and the overall condition of our courts (including security) across the state.
- None at this time
- Keep the free/low cost CLEs coming please.
- Mentoring program. I know we tried at once, but let's give it another try!
- Obtain reciprocity with Arizona, Colorado PLEASE for those of us who want to dial it back and move to warmer clims! and still practice part time. Thanks.
- Look into Time59 timekeeping software for solos. Much better than Clio.
- I cannot think of anything
- I miss the spiral bound directory
- I would just like more information about what is available and how to access it.
- group health insurance
- You do an excellent job, from my limited vantage point. Perhaps a survey of what CLE we'd like to attend at the annual meeting?
- keep dues low
- I think that the Bar does too much.
- not aware of others.
- I can't think of anything at this time.
- na
- Continue to offer free CLE webinars (including ethics!)
- N/A
- More CLEs in Criminal Defense
- Discounts at Wyoming hotels
- Higher level CLEs, electronic court filing should be a priority.
- More CLE-especially on "hot topics"
- Why not start a program with the Cowboy Joe Club that is a lawyer designated group
- I wish there was more communication between section members. I joined a section and have not heard anything about the section, the benefit of joining, etc.
- Community service donation opportunities at conferences, more partnerships with local/county bar associations to offer CLE live
- Endorsement and encouragement of the legal profession. I feel that the bar's view of lawyers is ambivalent at best and hostile at worst. Please let people know that sometimes hiring a lawyer is in their best interest.
- Discounts on office supplies.
- Mentorship programs for new attorneys, and encourage more civility among lawyers.

- I would like the Bar to do something to eliminate the excessive emails that are being sent on a daily basis. I have to spend too much time to go through them all. Also, I have never received a referral from the Bar despite having volunteered for it. I have given time to "Ask a lawyer" night and volunteered at that time also but never heard back.
- Mentor program
- None
- No suggestions
- I think the CLEs could be more substantive.
- Group Insurance
- Need an option for "aware, but never used" on the benefits.
- No others
- Health insurance.
- -Forms Bank -CLEs providing guidance on how to handle a specific type of case such as divorce or probate for newer attorneys.
- Legal Directory returning to binder format.
- I am barred in 3 states - Wyoming, Utah, and Georgia. The service I get from the Wyoming bar is better by far than any of the others. The staff could not be more helpful and understanding of the difficulties of being a lawyer. I am not aware of any other benefit they should provide, but I'm confident the ideas they come up with will be very helpful.
- None at this time.
- I tried casemaker but it really is not comparable to Westlaw... I would like to see it improved because Westlaw is a MAJOR cost of practicing law....
- I would love to see a law practice management section, especially geared to solos and small firms.
- Mentor ship program
- I really appreciate the ethics hotline! I work with a state government agency and rarely have the opportunity to do work outside of that, though I would like to engage in pro bono or Modest Means program work outside of government work. I feel at this time my skills would be somewhat rusty and would find it incredibly valuable to have the state bar have a program to connect attorneys like me with mentors who can assist us in some of the steps to work with private clients. For example, an attorney to show those of us who have been in a different line of work how to "file" things with the court, what templates are available and where they are, etc. At one time there was a mentorship type program but I never heard anything else about it. Also, it would be great if the mentoring could focus on all areas of practice, and ages of attorneys, as compared to just newly admitted attorneys. Having a program like this would also increase the amount of pro bono services or reduced fee services that attorneys could offer, as I, as well as other attorneys I've spoken to, would like to offer more services to those who need them, but logistically may not know how to do that.
- Keep CaseMaker and subscribe to new features as they are made available.
- Annual Meeting should be free to encourage attendance
- More focus on practical skills, such as drafting.
- Group health insurance for solo practitioners and small firms
- CLE's covering cyber security and ethical obligations
- none

- The cost of technology is ever increasing and with the movement for attorneys to become digital and untethered from their desk, any benefit which could reduce the cost of technology would be appreciated. I.e., discounts for Verizon, Charter, Century Link, etc., would be appreciated by many.
- I have two issues with the Bar services. The first is the recent trend to certify CLE that are not continuing legal education, but rather a marketing ploy. I watched the CosmoLex "CLE." Not only was it a total waste of my time and had NOTHING to do with legal education, but since then, CosmoLex has been repeatedly calling. If I'd known you were going to provide my information to CosmoLex, I NEVER would of signed up. Likewise, the Bar should not be giving CLE credit wellness seminars or Microsoft Word updates. Second, I absolutely hate the new format of the Bar Directory. I spoke with Sharon about this already, and was told it was a cost saving measure, but what's the point of providing a directory if its too arduous to use. Please go back to the binder format -I would gladly pay more for the old format. Sharon said that may lawyers are opting out of getting a directory, but I have spoken to several people, and its not because we don't want a paper directory, its because the format in the last two years is totally annoying, almost to the point of be worthless.
- Practice Manuals with bar approved forms/deeds/wills/etc., case law, and the generally accepted procedure for that practice and area of law (Colorado has these for most practice areas and should be considered as an example). In Colorado these are put together by a committee of attorneys and provide a consistent "form" and "procedure" that can be modified for each client's need. It helps to minimize issues of inconsistency from firm to firm and saves time and money for the client.
- I'd like to see a mobile-friendly WSB website
- This bar does a great job. I can't think of what more such a small bar could do.
- Conference calling services with discounts; health insurance for solos without having to include employees
- LRS should not require proof of malpractice insurance. Bring back the spiral-bound bar book.
- I think the State Bar offers plenty of good benefits at this time.
- You are meeting my needs.
- Some type of connection regarding out of state lawyers WY licensed lawyers, for example I am practicing out of Wyoming due to a military PCS and would be interested in connecting with WY licensed attorneys in other states.
- I would like to see a section for women lawyers in the Wyoming bar
- Please note that for question 6 I did not feel that I could rate a service that I have not used, so I checked "unaware" for any benefit I had not personally used, even if I was aware of it.
- nothing comes to mind
- N/A
- None, there are too many now. The bar doesn't need to be everything to attorneys. We are well educated and mature adults. It is not necessary to provide all the service and programs we have now, certainly not more.
- I wish the annual meeting would go back to offering a CLE-only registration.
- Health insurance
- N/A
- long term care insurance discounts?
- More networking with Wyoming attorneys
- For number 6.) Member benefits, there are many that I do not need to use (but I am aware of the benefits), so I did not check any of the boxes.
- It would be nice for the Bar to work with local communities to provide meeting space designated in each of the larger communities - maybe through the city or county.

- A REAL health insurance benefit from a company that has an established track record. I pay a \$2000 premium per month for my family to have a policy so bad I have never seen a single benefit because I have never reached the \$10,000 per person deductible. The last attempt using ALPS was a complete disaster. There must be a better solution.
- Oversight over prosecuting attorneys. Ethics training for prosecuting attorneys and defense attorneys. Special meetings for members to discuss issues, such as potential legislation to allow judges the discretion to allow 301 deferrals in appropriate cases without the concurrence of the prosecution.
- Secure cloud data storage/access; practice manuals
- I would like to see more trial skills CLE at the bar convention.
- I know it is cost prohibitive, but I sure did like the coil binding on the bar directories.
- Lower fees/costs of being WY bar member.
- I am aware of nearly all of the Member benefits listed in #7. However, as I am a county attorney, they are not necessary/useful to me. There is no category for this - I'm aware, but have never used them, so I cannot rate them.
- Health Insurance (Just kidding!!!!)
- You folks are the best. Very competent and extremely personable. As for the Bar Directory, my beef is going to the cheap binding-- but that is a minor point.
- More discount, ideally for online retailers (Brooks Brothers, etc.) and travel.
- I would like the benefit of you STOPPING spamming email addresses. I am sick and tired of receiving worthless, irrelevant emails that I cannot opt out of. Emailing every attorney in the state looking for a will is ridiculous. Sending out marketing messages is unethical and abusive. I cannot believe that I am forced to pay fees to an organization that refuses to stop spam emailing me on a daily basis.
- None
- Group life insurance
- The CLE webcasts are excellent. Keep up the good work.
- I got to the end and realized there was no "what changes you'd like to see" question. 1. Less travel by board officers with no accountability or benefit to the bar. 2. Stop using required email addresses for spam mail and marketing. No other state does this.
- I think the State Bar is doing fine. What about less services and lower dues?
- I would very much like to see the Bar make legal malpractice insurance mandatory for all members. Government lawyers and judges are covered separately.
- None.
- Additional networking and/or mentoring opportunities are always appreciated!
- Electronic Filing and Electronic Dockets!
- More reporting on the judicial nominating committee
- Continue to update/expand online CLE offerings
- Rules that make it more difficult and costly for out-of-state counsel to obtain license and siphon off Wyoming business. Rules that mandate insurance carriers, as third party payers of bills to defend an insured, to pay full rates for travel time for counsel as ensuring full and adequate representation to the insured.
- I am well aware of the many programs and "benefits" that I have no use or need for. There are so many that the emails concerning them are virtually spam. I would actually prefer to have fewer "benefits" (ie Lawpay, WyLAP) and lesser cost in the form of dues instead of increasing the size of the bar budget.

- Please make all your publications paperless.
- I can't think of any additional services
- I am very pleased with the services the bar provides and feel that the Bar has spent a lot of time trying to find benefits for us.
- I would like to see more opportunities to learn how to effectively run the business side of a law firm.
- I think the CLE is a great benefit. Also, in terms of answering the questions, I am aware of many of the benefits, but have never used them, so I don't feel comfortable rating them.
- Above- I put 'Unaware of Benefit' if I had not used. I'm not going to rate something I haven't used, regardless of my knowledge of its existence.
- Health Insurance
- A section membership for prosecutors and CLE programs with a focus on prosecuting in Wyoming.
- Section memberships--at least the ones I belong to--need a lot of work. Also, the survey above should have had an "N/A" or "Haven't Used" option. I'd like access to FastCase.
- Services benefits for sole practitioners
- Medical Insurance coverage
- I cannot think of any at this time.
- none I can think of
- A Hein Online subscription would be quite useful to me.
- I think the services provided are wonderful. Although we already have so many, I wouldn't mind seeing a few more free over the lunch hour CLEs. They are great!
- I would like to see cell phone numbers listed in the Bar Directory for lawyers for those who are willing to share their cell phone numbers. It would not need to be mandatory.
- none. it is adequate
- If we have a rental car discount, I certainly haven't heard about it and I wish I had known about it. Future discounts like that would be good.
- Make a concerted effort to support the value of legal advice from Wyoming lawyers. No one questions the value of medical advice from physicians and other health care providers or the fees charged for that advice, but from the courts, the state legislature and the bar the effort is to question legal fees. When the bar notes the pressure on lawyers the bar ignores that fact that no one has a lawyer's back to insure that he or she can make a living.
- None
- More Section CLE (I am in the Energy and Natural Resources section and I really enjoy CLE in this area)
- Focus on inexpensive, accessible CLE
- disability insurance
- Option for extended hours (1 day/ month?) on the use of bar meeting rooms, particularly because mediations do not always end at the close of business.
- N/A
- Better CLE at the bar convention
- The services provided by the State Bar I have utilized have all been very good. One thing I would like to see, however, is the ability to get all required CLE credits at the Annual Judicial Conference. This year, although you could get the number of credits required, it was not possible to completely fulfill your "ethics" CLE requirement while at the conference. I found it somewhat frustrating that I had to supplement the Judicial Conference with outside ethics CLEs. Otherwise, the conference, just like the other Bar services I have utilized, was very well done.

- Health Insurance
- While I recognize that specialization is not permitted, I would like to see a directory of attorneys listed by areas of practice, and then broken down by geographic area within each area. I am often confronted with a situation in which I don't have expertise and would like to refer the client to someone with relevant experience, but I have no resource, other than google, to reliably locate an attorney to refer the client to.
- I would love to see a way to access practice-specific guides, like Thompson Reuter's Practical Law
- I am very satisfied
- Cannot think of any.
- None.
- Health insurance
- Seminars on retirement and retirement savings for lawyers.
- Health Insurance Plans
- Any chance for group life insurance benefits for bar members?
- The Bar appears to be focused on civil attorneys. State attorneys are rarely addressed in CLE or the annual meeting. Many new attorneys start their career in a prosecutor's office. This is not recognized, nor is the recognition of the many career prosecutors that have dedicated their careers to that particular field.
- Unaware how to get onto listserves. No noticeable benefit to being a member of a section.
- existing benefits are great
- Lower annual bar fee.
- Tech training and courtroom tech training
- I would like to have an all online Wyoming state bar directory. The only reason I use the print version is for attorney numbers when drafting documents. It would be nice if those were online as well.
- As my answers above indicate, I use a limited number of the benefits and cannot think of any that need to be added.
- I can't think of any.
- None.
- Health Insurance Options
- I believe more attorneys would use the ethics hotline if it was anonymous and/or they were able to speak to a different attorney than the attorney who would be pursuing charges against them for an ethics violation.
- It would be really nice to have a monthly email or something like that, with a heads-up on upcoming free CLEs. It would also be nice to be able to attend individual classes at the annual state bar instead of the whole kit n caboodle.
- Hotel discounts
- RENTAL CAR
- Marie and the CLE program are so wonderful. I appreciate so much the opportunities provided for free CLE webinars.
- More practice materials for specific areas of the law. Specific resources would be nice.
- More online CLE.
- Lower fees
- Fee arbitration services

10. 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)	31.23% (218)	38.25% (267)	23.5% (164)	2.72% (19)	4.3% (30)	698
From the President	20.03% (141)	30.54% (215)	37.64% (265)	9.23% (65)	2.56% (18)	704
Office of Bar Counsel	34.33% (240)	31.62% (221)	28.04% (196)	3.58% (25)	2.43% (17)	699
Experience From the Trenches – NEW!	15.62% (107)	21.17% (145)	29.64% (203)	6.13% (42)	27.45% (188)	685
Feature Articles	19.66% (138)	39.32% (276)	36.18% (254)	2.56% (18)	2.28% (16)	702
Court Summaries	39.94% (253)	32.81% (231)	24.72% (174)	3.84% (27)	2.70% (19)	704
Law School News	13.87% (96)	19.65% (136)	38.44% (266)	24.28% (168)	3.76% (26)	692
Information Connection (various articles provided by law librarians)	10.36% (71)	21.46% (147)	42.63% (292)	15.62% (107)	9.93% (68)	685
Write On!	15.97% (110)	20.17% (139)	38.90% (268)	12.63% (87)	12.34% (85)	689
Tech Tips	13.11% (91)	25.94% (180)	39.77% (276)	12.54% (87)	8.65% (60)	694
Be Well	12.81% (87)	20.77% (141)	40.35% (274)	16.05% (109)	10.01% (68)	679
Memorials	28.96% (203)	27.25% (191)	30.53% (214)	8.7% (61)	4.56% (32)	701
Attorney Discipline	48.43% (340)	29.34% (206)	16.67% (117)	3.28% (23)	2.28% (16)	702
Classified Advertising	15.65% (108)	20.43% (141)	38.12% (263)	21.16% (146)	4.64% (32)	690
Friends of the Bar	12.55% (86)	16.64% (114)	41.31% (283)	16.64% (114)	12.85% (88)	685
Answered Question						771
Skipped Question						56

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

- Looks good to me.
- N/A
- just keep doing a great job!
- no new ideas
- I am pretty happy with it the way it is.
- A section on how to handle family law/ domestic relations matters pro bono through the WY Bar. Help us to get up to speed on the forms available.
- I think it's good.
- actually, I almost always read the whole thing.
- n/a
- No suggestions
- N/A
- When an attorney searches for their CLE compliance, the Bar could examine the previous CLE courses attended, and make recommendations for future courses to attend. These recommendations can be a short, easy e-mail; and, they can provide the Bar with understanding or what practitioners want/need, as opposed to simply "ticking the box" of CLE compliance. This helps both the attorney AND the Bar with compliance, AND it helps with the Bar's understanding/appreciation of what an attorney wants/needs for continuing education.
- N/A
- Mentoring options for young attorneys
- N/A
- nothing it is well done
- An issue pertaining to Natural Resource related issues.
- I really enjoy the Wyoming Lawyer. I especially enjoy the Be Well section.
- I think it would be nice to see more articles about national news that also impacts us here in Wyoming.
- Focus on individual lawyers passions, volunteer work, trips, hobbies outside of work.
- reporting of civil verdicts and settlements throughout the state
- I would like to see LESS emphasis on the lawyers assistance program. All of the lawyers I know and work with are physically well and not addicted to alcohol or drugs. Also, why would any lawyer in his right mind call the lawyer assistance program offered by the Bar? Then Bar Counsel will start investigating.
- ?
- Someone other than Mr. Silva deciding which cases to critique.
- A section for out of state lawyers
- I can't think of anything at this time.
- New Lawyer section
- I have very much enjoyed breadth and substance of articles and information provided in the last several months.
- List of upcoming CLE
- I really appreciate the practice articles.

- A little more humor.
- An article geared towards true solo practitioners - not necessarily new solos, but tools, technology, and information that would be helpful for solos that they might not be aware of.
- Prosecution ethics; more criminal stuff, public defender, etc.
- Benefits of members restated, such as information on rental car and other benefits.
- N/A
- Satisfied
- More on lawyering skills
- Practical tips for day to day lawyering.
- N/A
- nothing
- No additional thoughts on this. I think the magazine currently has a wide range of topics for its readers.
- Talk someone into doing a regular column on the different issues in Wyoming -- not limited to the law -- that is funny and on point --- but not political.
- Possibly a spotlight on one jurisdiction. For example, one month Laramie County could include information about how to conduct filings, or information about whose office to use as a primary contact for "x" type of work. The next month, Johnson County could provide information about how "x" works in their community. I think doing a community spotlight each month would make lawyers more comfortable moving between different counties or cities with their work.
- Verdict and settlement information.
- Significant opinions, orders and decision letters from District Court Judges. Protect th
- Exploring other career options besides practice
- It would be great to have more in depth articles about issues that come up such as problems and solutions with cases involving military personnel, QDRO drafting, evidence presentation, etc. It seems as though the magazine has gotten away from this kind of information and is places greater emphasis on social issues such as addiction. Past articles such as the distinction between civil and criminal contempt offer important refreshers to experiences attorneys, and valuable insight to new members.
- Articles from practitioners who have been in practice 20+ years to relate why this State Bar and the WY lifestyle is so special. Senator Alan Simpson and his family on 60 Minutes comes to mind-explaining gun laws and target practice and the One Shot Antelope Hunt.
- none
- I would like to see the environmental law niche explored a bit more. I would also be interested in how Wyoming state law intersects with Tribal and other Federal entities/laws.
- Nothing--it is an excellent publication. I just don't have much time to read it.
- You are doing a good job with the magazine
- I have too much to read already. I prefer the brief emails from the Bar Office on important matters.
- Ethics Issue articles like John Burman used to write. I would like it to be easier to read. Sometimes you place text over the top of pictures and that makes it very difficult to read.
- Nothing that I can think of at this time.
- n/a
- It's an excellent publication.

- Nothing
- It would be nice to see articles written by the sections. It might help build section membership, especially if the articles are useful to everyday practice.
- N/A
- More national interest articles.
- pro bono activities
- I enjoy overviews of practice areas - basic information and caselaw on particular topics, such as competence, aging parents, etc.
- Can't think of anything
- good as is
- Nothing
- Not really anything. It is fine the way it is.
- It does pretty well as it currently is published. For a small Bar association, it is a very good publication.
- Maybe a summary of articles in the email that informs us the new issue is ready.
- paperless
- Personal stories from Wyo lawyers
- I find it valuable when lawyers with some expertise in an area share knowledge. A few years ago there was a series on contempt of court that I thought was a great summary. An article on temporary custody hearings would be a good topic in light of Tracy v. Tracy.
- overall I think the Wyoming Lawyer is quite good. If anything, the articles from the judges in the state discussion the trends and practices they see tend to be the most useful/interesting to me.
- Humour
- I cannot think of anything at this time.
- Maybe some more legal topic articles written by attorneys on various subjects and legal questions.
- Nothing comes to mind.
- civil verdict awards
- Add for local CLEs
- Practice pointers and news from bar directed lawyer support programs
- Nothing
- N/A
- I would like to see articles about attorneys who serve their communities by volunteering for non-profits. Might garner some support for the organization the lawyer serves.
- Nothing I can think of now.
- More information about the law school, and more information about the commissioners and officers of the Wyoming State Bar.
- N/A
- Ideas for tech gadgets for life use (not strictly legal use, although definitely a focus on that). E.g., scanning apps, tips for buying a new iPad, etc.
- I don't think it's missing any key content.
- Calendar of upcoming CLE.
- n/a

- My two year old really likes ready the Wyoming bar magazine after me. He really enjoys the images and different words than normal. Please keep the magazine as a print copy. It is helping him to learn to read.
- Practical articles designed to instruct new lawyers on various issues of law. This is what law reviews were designed to do, but no longer do.
- A section for attorneys that work in the government sector.
- Nothing.
- Nothing to add at this time.
- None.
- The Wyoming Lawyer is an excellent publication. I cannot think of anything else I would rather see in the Wyoming Lawyer.
- It would be nice to see a yearly summary of important legislative updates and court/ administrative rule changes that affect common practice areas (criminal, environmental, WGCA, administrative, etc.).
- No ideas
- MORE FUNNY STORIES
- More articles on views from the bench.
- It's pretty comprehensive!

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

	Rating Percent	Total Responses
Print version	78.23%	557
Digital issue on Bar website	16.29%	116
App for mobile device or tablet	3.09%	22
I don't read the <i>Wyoming Lawyer</i>	2.39%	17
Answered Question		712
Skipped Question		55

13. What do you think the top priorities of the Wyoming State Bar should be?

- Assisting members with succession planning.
- N/A
- They do a good job now and seem to have their priorities in order.
- Encourage Bar members to be involved. Every week there should be words of encouragement - law practice is stressful
- Continuing Education, support for members, discipline, communication with the courts and the bar
- Information on changes to Wyoming statutes, rules and court decisions, CLEs and ethics related issues
- Legal Gatekeeper, Information to Attorney's
- Moving to electronic filing/document access

- Service to the Profession
- Providing attorneys with information/tools to move into or change with the times into a more technological way of providing services
- Facilitate or provide good CLE opportunities. Keep our dues costs low.
- CLE and Bar Discipline
- Less social welfare and more legal expertise
- Improving the "professionalism" of Wyoming attorneys; providing services as listed above; being the "face" of attorneys to the general public and state decision makers.
- Provide CLE opportunity at no cost or low cost(thank you for doing this!!), help WY attorneys stay connected to each other with gatherings, meetings, support networks, mentor programs
- Helping members
- policing attorneys from out of state and help to train new attorneys that you do not need to be enemies of other counsel
- Member benefits.
- the capacity and reputation for excellence in legal services in Wyoming
- ethics
- Mentorship opportunities
- to provide useful information to Wyoming attorneys regarding new laws, new tech, and procedures
- Admissions 2. Discipline 3. Annual meeting
- Helping members reach their CLE requirements; providing information regarding the practice of law in Wyoming
- Regulating attorneys; 2. Annual meetings; 3. Providing services to members, including CLE.
- Continue to regulate the practice of the law.
- Enforcement and regulation of attorney requirements
- Providing enhanced opportunities for an understanding and appreciation of refining the practice of law; growing and expanding ideas about how recent developments change the law - and, fostering a discussion of how these changes can impact a practitioner; and encouraging attorneys to find an avenue of positive and lasting application for these changes.
- I think the Bar has done an AMAZING job increasing the member benefits the last couple of years, and the priority should be to continue to build on that the success with the member benefits.
- FACILITATING A STRONG, ETHICAL BAR
- Helping Wyoming lawyers practice more competently and ethically.
- Continuing to provide resources to its attorneys; Create a mentoring resource for new attorneys
- I am very impressed with the Bar employees and activities. They have their priorities in the right place.
- The bar needs to know that the change in the bar exam to multistate and the rise of internet means WY firms are finding it harder to be economically viable. Bar needs to do more that offer services like casemaker, but actively work to assist/advance Wyoming lawyers living and working here in WY.
- Fostering a congenial and professional atmosphere between attorneys in the State Bar.
- Educating practitioners
- Education, bar membership interaction
- Providing CLE opportunities for the membership.

- I think it should be to support its members. Being an attorney is tough; it's nice to feel as though there is an organization that is here to support us.
- Education and support of attorneys. It would be nice if there was a mechanism to catch struggling attorneys before they fall through the cracks, so to speak. Especially for solo practitioners - maybe a support group of sorts?
- Running a bar with respectful, ethical lawyers, and providing good cles.
- cle lawyer discipline news of technology in practice of law
- Continue to offer resources for attorneys and the public, regulate the practice of law within Wyoming, and help support attorneys in their practices.
- Keeping cost of membership down. Casemaker. CLE. Lawyer referral service.
- You are executing well already. The priority of making the mandatory bar membership as attractive as a volunteer membership is very much appreciated.
- Reciprocity with Az. Colo.
- Admissions, Discipline, Free CLE, Annual Meeting
- The betterment of the practice of law in Wyoming. Providing CLE opportunities, communication about what's happening, and education of the membership serve this goal. I think the State Bar is doing these things pretty well.
- Support the bar membership with an efficient organizational structure.
- Admitting attorneys, providing CLEs
- promote the legal process and profession as community-friendly
- providing needed services to bar members, CLE, lawyer's assistance, etc.
- I would like to see more oversight of the judiciary. Several recent experiences reflect unnecessarily unprofessional, angry behavior from the judges directed at counsel and/or the litigants. If these judges are unhappy or put-out by their job, they should retire. These unprofessional judges reflect poorly on the whole system, one litigant at a time and it limits my interest in practicing before most courts in the state.
- Attorney discipline
- serve the members 2) advance the reputation of Wyoming attorneys 3) discipline and admissions.
- Information and education
- membership services, bench/bar dialogue.
- Licensing, CLE review and approval, the Bar Directory.
- Regulating and disciplining attorneys. 2. providing good cle's 3. provide forum for communication of news, notes, etc. among bar.
- Free CLE online
- Ethics concerns/issues/information. Assistance to attorneys with medical/addition issues. Dissemination of info re any new rules/statutes/cases.
- I think you are spot on currently.
- helping attorneys better serve Wyoming people
- Helping attorneys with self-awareness, ethics, attorney interaction.
- Cultivating new lawyers
- Electronic court filing.
- CLE, Ethics Hotlines and helping small businesses (i.e. casemaker, lawpay, other tools to help streamline business management)
- Connecting attorneys with new and up to date information.
- Continuing education and ethical support

- Encouragement and Endorsement of the legal profession (see above).
- Assisting lawyers in providing competent legal services to their clients.
- Serving and governing the bar members
- Updates on changes in the law, courses to improve the practice of law as well as CLEs, regulation of ethics issues.
- Education and Networking
- Bringing back the old bar exam.
- Access to legal services, especially in rural areas of the state
- NOT to lobby for the Bar on political issues. Bar should only provide basic administrative services for its members. I believe the Bar is trying to do too much for too many.
- The professionalism and ethics of state bar members, always.
- Better response to requests. I've sent messages about volunteering as a speaker and never got as much as acknowledgement. Same with lawyer referral or pro bono work,
- Offering free CLE courses. The Bar is doing a good job of this at the moment
- Bar Directory (2) CLE (3) Discipline issues (4) Specialization [Sections, possible certification within the parameters and limitations of Wyoming practice]
- education
- Current priorities are good.
- Supporting the members of the Wyoming Bar in their effort to provide competent legal services to their clients.
- -Educating attorneys on important legal updates.
- CLE, referrals, inform members re changes
- Supporting members of the bar, which you do, please continue. More positive public information about the bar and attorneys in general.
- Continuing education, pro bono assistance, discipline and regulation of practice of law, lawyer assistance
- Ethics enforcement
- Quality cost effective CLE.
- Same as they are
- improving access to justice in the courts, by simplifying court procedures, lowering the cost of legal counsel, educating the public on legal matters
- Access to justice for certain populations, e.g., persons with disabilities, veterans
- Regulation; rating of lawyers
- Assisting lawyers to be the best that they can be in order to enhance the quality of life for lawyers and the service they provide their clients.
- CLEs Office technology guidance/ recommendations.
- ETHICAL SUPERVISION OF ATTORNEYS
- Ethics Attorney assistance Legal Aid
- pro bono and general lawyer assistance
- Bar discipline, cle and helping to provide legal services for those without the means to pay.
- It's members of course.... (lots of help huh)...
- #1 Establishing a term limit for the Bar Counsel. #2 Figure out why more qualified people are not seeking to be judges and how to encourage more qualified people to apply for consideration.

- I think the priorities should be to continue to offer low cost, quality CLEs, quality law practice management tools for solos and small firms, and to stay abreast of technological innovations.
- Mentor ship for new attorneys
- Continuing with the ethics hotline. I have used this twice and it was fabulous! Just knowing that there is someone who I can bounce an idea off of or ask a question if I have any concern regarding any of my actions (or potential actions) has alleviated a lot of concern for myself. 2. Providing resources for continuing education and learning experiences. 3. Attorney discipline. I think it's important to keep the profession honest and reliable, and discipline plays a role in that. Also, when discipline occurs, it would be nice if in the Wyoming Lawyer or the emails about discipline, to include information about how to avoid that type of situation (if applicable), so younger attorneys can learn from it. 4. Connecting attorneys with each other. 5. Act as a resource to the community for individuals to find attorneys.
- Helping lawyers follow the rules.
- Protect the public image and reputation and livelihood of all Wyoming lawyers and protect the clients and public by serious, prompt unbiased enforcement of the Rules of discipline, court orders and the rules of procedure.
- Ethics and WYLAP for attorneys; Lawyer Referral Service and Modest Means for community
- to provide member services, encourage professionalism, assist public access to legal services
- Preparing new lawyers for practicalities of practice
- admission and regulation/discipline of attorneys; education [cle].
- I feel the bar should spend more time providing resources such as providing sample documents to attorneys, which admittedly has improved greatly in recent years. I would like to see fewer disciplinary matters, I am bothered by the recent case in which an attorney received a fine and reprimand for failing to disclose awareness of a garnishment to opposing counsel when an agreement for payment was reached. The attorney was in my opinion in a no win situation, since he presumably could have been sued by his client and/or the judgment creditor for revealing the garnishment to opposing counsel prior to ratification of the agreement. I firmly believe the lawyer did absolutely nothing wrong, based upon the facts presented publicly by the Bar.
- Licensing, discipline, education
- Supporting access to justice programs and initiatives that promote the availability of legal services for all, including finding ways to increase lawyers in rural areas and supporting legal aid for low-income people, supporting pro bono, promoting diversity and inclusion in the profession
- Diverse CLE opportunities
- Helping to maintain the integrity of the legal profession.
- Improving image of lawyers in state. 2. Policing ethical problems with lawyers. 3. Boosting lawyer morale in any way possible.
- Promoting the legal profession.
- i like how the bar is running and i believe the bar's priorities are mine
- I think it would be nice if the State Bar could focus a little bit of time on making sure attorneys in the northern part of the state are able to network and participate in Bar activities as easily as people in Cheyenne/Laramie are.
- Providing relevant and cost effective continuing legal education opportunities; (2) providing news on the state bar and legal happenings around the state; and (3) providing information to the public about the state bar.
- CLEs and Referral Services should be our top priorities.
- I'm not sure about that, but I am sure that the Wyoming State Bar should not be getting involved in pushing for the liberal social agenda that's being crammed down the throats of most of America, which largely does not subscribe to that agenda, or it would not need cramming in order

for it to happen. Let the special interest groups cram their own agendas, at their own expense, but the Wyoming State Bar should not be participating in that.

- I think the Bar has done a great job in recent years of modernizing with regards to working with companies such as Clio and Lawpay. Any continued efforts to modernize is great! I would like to see the courts adopt electronic filing. This would be such a useful tool especially since attorneys in Wyoming frequently represent clients who live outside their resident jurisdiction.
- Top priorities should be continuing to provide excellent service to bar members.
- A return to the fundamentals of serving its members. When a group asks the WSB to send an email to members, it should not require an act of God to get it done. The staff has strayed from what should be its core function - to make the life of Wyoming lawyers better through exemplary customer service.
- Support of the State's lawyers--which is does an excellent job of. Staying out of politics--which is also does an excellent job of.
- Staying apolitical. Improving the quality, professionalism and ethics of the bench (this means going after bad judges).
- Provide information and education for attorneys in the State, Educate the Public about the practice of law in Wyoming, Provide Ethics information and determine discipline for lawyers and judges.
- Providing ethical guidance to attorneys, providing access to legal help, and providing current information about recent happenings in the State legislature and Supreme Court.
- Maintaining Quality Attorneys not just a quantity of attorneys
- Policing Rules of Professional Responsibility
- Attorney regulation and CLE
- I think the Bar has been doing an excellent job especially over the last few years in helping lawyers and keeping up with the technology.
- cle, lobby for profession, discipline
- Admitting lawyers to the practice in the state and fostering connections among those lawyers.
- Lawyers
- Encouraging more jobs for Wyoming lawyers - too many Wyoming lawyers have been forced to work outside of the state because so many better paying opportunities are in Colorado
- Activities that foster professional competence and civility in the Bar. CLE is great. Lawyer assistance is important. Connecting us with each other so that we don't become isolated in our geographic areas and areas of practice.
- Advancing professionalism and access to legal services for middle income folks.
- I think the Bar should start looking at paring down/revisiting some of the Court Rules. It seems we now have rules for everything - making the actual practice of law more of a mine field. I also think the Bar should look at some of the procedural rules in WRCP and WRAP that, while maybe making trial judges' jobs a little easier, cause unnecessary expense to clients.
- Attorney education and ethics, including discipline
- -Keep Wyoming attorneys informed about the various and unique aspects of practicing law in Wyoming -Keeping Wyoming Lawyers connected - Offering CLE -Annual Bar Convention
- Creating an electronic filing system.
- Doing what it does now, nothing more.
- Maintaining the professional practice of law (Bar admissions, CLE, discipline, UPL) 2. Fostering bench-bar relations 3. Providing mentoring and guidance to young attorneys

- The top priorities should be serving members, providing whatever information, news, services, assistance is necessary for the practice of law, specifically in this technological age and within Wyoming.
- Lawyer services
- Making sure all attorneys are ethical and doing their job.
- admitting, regulating and disciplining lawyers
- Mentor program, picking smart judges
- Providing Wyoming attorneys with resources or links to resources to better serve our clients. (The Wyoming Bar already does a great job with this, for example links to services like casemaker, and listing CLE courses as they become available)
- keeping lawyers connected
- More online resources.
- access to legal services for the poor and educating lawyers about legal issues and ethics
- Providing for the fair representative environment of all admitted lawyers in court room activities.
- Insuring that only individuals of good character become and remain members of the Wyoming bar. Providing reasonably priced, relevant CLE programs.
- Govern attorneys, provide intermediary between attorneys and public, provide CLE opportunities, connect judiciary with members, continue fostering ethic of civility among all members
- Top priority should be meeting the needs of the bar members---which I believe the WSB does!
- Making it easier for lawyers to focus on the law (and helping people) without worrying about things like health insurance. While I do not provide pro bono services, I do help people at a deeply discounted rate. Insurance has put me on the edge, to the point that I am about to take a state job just to have the benefits. I certainly can't help with access to justice that way.
- Evaluation of the criminal justice system to support measures to ensure that prosecutors act ethically and reasonably in exercising their prosecutorial discretion--in other words, oversight.
- Provide more assistance for bar counsel. Other states our size have two attorneys.
- Offering relevant, low cost CLE
- Lower member costs, support to new attorneys/solo attorneys.
- advocating for amending law loopholes in our criminal statutes.
- Monitor legal services by non-lawyers; handle membership (all aspects); I personally believe Legal Zoom is offering legal services without a license. I am sure this is a tough problem to tackle. However, this should be no different than if litigation matters are ever handled online; Put on state bar convention and CLE
- Facilitate the practice of law through programs, education and networking.
- getting unethical lawyers OUT of the practice of law in a very strict and uncompromising manner; good CLE and Annual Meeting; outreach to people in Wyoming that can't always afford a lawyer; and educating the public about the need for competent lawyers and battling the phony perception of "crooked and scheister lawyers."
- Well-informed membership - professionally and about the functions of the Bar itself.
- CLE, Bar exam, Discipline, Convention
- CLE, legislative updates, admission of members, resource for ethics questions
- Admissions and CLE.

- To advise the legislature on how to make our legal system more efficient. We should reevaluate how a divorce is handled. The vast majority of our legal aid is directed towards resolving domestic relations issues. There are better ways to decide who gets what property and who is primary physical custodian for a child than to use a judge as the backstop for when the parties cannot decide the issue on their own.
- Lowering fees and eliminating wasteful spending, such as travel subsidies to representatives. Forcing people to finance bar activities that they don't even agree with is absurd.
- Admission of qualified attorneys Discipline for ethics violations Providing CLE Providing directory/magazine/communications among members
- CLE
- Replacing Sharon Wilkinson, spending significantly less money on commissioner conferences/travel, reforming WyLAP so that it utilizes trained professionals rather than merely attorneys, providing more funding for pro bono work, improving diversity/inclusiveness.
- equal access to justice for all Wyoming Citizens Continuing Legal Education-as a benefit of membership Continued access to Wyoming legal research online
- CLE opportunities, promoting civility in the profession -- unfortunately, that is a big issue in New York State.
- Uniform procedures across counties and implementing e-filing state-wide.
- Licensing, ethics, CLE, help attorneys get jobs
- Discipline and CLE
- Licensing, complaints and their resolution with discipline as a last resort, ethics guidance, attorney fees resolution, CLE (although I seriously question the actual value of CLE requirements).
- See malpractice answer above. The solo practitioner "university" is a promising step. I would very much like to see something that actively encourages mentorship of younger attorneys by more experienced ones. At present this is on an ad hoc basis.
- CLEs and helping low income people get legal representation.
- Current priorities seem on point. Efforts in the legislature to improve function and form of WY Stat. and protect our process and profession should always be a priority.
- Getting the Wyoming State Bar up-to-date on technology and services offered to attorneys. Wyoming is living in the stone ages! Fax machines and snail mail need to DIE a slow and painful death while the birth of electronic communication (filing, dockets, newsletters, etc.) needs to rise in full force. Stop resisting change and grow with it!
- Office of Bar Counsel
- Continue with excellent outreach to lawyers. Not aware of community outreach, but I believe it is important for the State Bar to promote the legal profession and public instruction on judicial/legal system in America.
- Providing pro bono representation and pro se assistance
- Upholding highest standards of professionalism and excellence. Supporting the judiciary branch as appropriate.
- Its members and providing them with services.
- modernizing with the digital age
- Ensuring the future of the practice of law for local, Wyoming based attorneys. Reducing the cost of the practice of law -- Costs of running an office are rising faster than revenues due to out-of-state competition and as in my case, insurers not paying full price for travel to attorneys representing the insured.
- Core services like admission and discipline but not so much promotion of wellness and items not directly related to the actual practice of law. I believe an organization that has a mandatory participation requirement should not act as a social service agency.
- free cle

- Ethics and CLE's
- CLE and training: any attempt to elevate the practice of law here in Wyoming is great in my opinion. Bar Counsel has a hand in making sure we are meeting our requirements at one end of the spectrum, so that is an important aspect.
- Helping lawyers navigate the difficult waters of practice, especially those in private practice. Continued good CLEs and help with WyLap are very important.
- Admissions, CLE, Discipline, Referrals
- I would like to see the bar review the decision to lower the standards for admission into Wyoming from other states. I have concerns that the influx of so many out of state lawyers are changing the tenor/dynamic of the practice in Wyoming. Otherwise, I think the Bar is doing a good job of focusing on CLE \ assistance to those in need \ providing benefits to the members.
- CLE
- Admission & Mentorship for new attorneys, regulation of rogue attorneys
- Annual meeting, Discipline
- Please STOP taking our dues, which we have to pay to practice law, and becoming an addiction or counseling service. If people need help, they can get it on their own. Often, one of the most stressful parts of being a lawyer is the Bar acting like the Gestapo. Leave lawyers be, until they have done an infraction. Then, deal with it. And stay out of addiction and personal lives via our funds.
- Discipline, admissions, CLE, health insurance benefits, and judicial survey in that order
- Providing educational opportunities and keeping lawyers informed of changes in the law.
- Supporting its members with CLE opportunities, substance abuse and depression and other mental health issues, and disciplinary matters.
- Assisting in providing the state with an effective and fair legal system
- Ensuring that there are quality CLE courses provided; Ensuring notice of bar programs are adequately explained (this is currently done well)
- Education, mentorship and stringent license requirements.
- To promote the practice of law in Wyoming.
- Improving the quality of law school preparation education for technical (academic) fields and more thorough examination of applicants.
- Continuing to provide the wonderful CLEs and services like casemaker to members. Continuing to provide programs and resources, like the modest means program, to assist lower income individuals seeking legal help in Wyoming, and to continue to maintain the integrity of the profession by having able and competent bar counsel to help answer questions and when necessary pursue disciplinary remedies/actions.
- Regulating the practice and serving lawyer's needs that are best served on a broader basis. While I think that the increased focus on providing low cost or pro bono legal services to the fiscally challenged is nice, and I have no objection to that, I question whether that should really be the Bar's function. It seems like we spend a lot of our time and money on this. The state and federal government find money to pay for medical care for the poor, and if legal services are a necessity, the government should be doing the same for necessary legal services.
- educating the public
- CLE, CLE, CLE
- Making lawyers more accessible for everyone.
- Keeping members of the bar informed of changes in the law and keeping members of the bar abreast of disciplinary actions and how to avoid them.
- Determine why so many lawyers struggle financially. The financial struggles of a law practice may explain the reason so many lawyers seek a judicial appointment or a government position rather than continue to provide legal services in the community.
- Pro bono work

- Admission / CLE
- Ease of practice within the state
- Getting CLE credits for the mentoring program. Too many solo practitioners that have little to no guidance.
- Information and CLE, which is adequately provided already
- Continuing to support underserved members of our State who need access to the Courts
- Providing CLEs and information to lawyers; finding ways to make life easier for us-professionally.
- Keep up the great work for such a small membership over a large geographical area. Thank you.
- Community involvement; 2) Attorney support/training; 3) Judicial support/training; and (although I don't know that it's within the purview of the Bar) 4) Updating the filing system for Wyoming District Courts.
- Serve as a networking resource; provide information for attorneys with ethics questions; consistently communicate with attorneys regarding rules changes and other important information.
- N/A
- Assisting Wyoming Lawyers, generally. Primarily, assisting with the practice of law (e.g., education, tech, solo practice help, casemaker), but also with work-life balance and general health. I think the WyLAP and Solace programs are great, and overall the State Bar has done a good job with this.
- Admissions, Unauthorized Practice, Discipline, Education
- updating current law including leg. action
- Facilitate professionalism among the members.
- Access to justice.
- Protection of legal profession and the US way of life.
- Helping lawyers learn the law and practical tasks like writing. Building community among members of the Bar. Keeping members informed as to Bar news.
- Member Support and Regulation of Wyoming practitioners
- Health Insurance
- Attorney education, reference, and information services
- To advocate to the Supreme Court to make circuit/ district court information more accessible to attorneys. There is seemingly no reason that attorneys cannot access the same information on the web that the District Court terminals do.
- Offering CLEs and supporting Wyoming's lawyers
- Educating new lawyers in the practice of law.
- Supporting Judiciary, Human rights and a more favorable public perception of lawyers
- Creating opportunities for recent graduates to make a decent living in Wyoming. Provide quality CLEs.
- Lower annual bar fee
- Supporting attorneys while protecting the public. Helping good attorneys do their jobs better, while holding bad attorneys accountable for misconduct. Providing a robust referral source for members of the public seeking attorneys.
- Providing low-cost, accessible CLE. Publicizing attorney discipline.
- Informing members of the bar of changes to Court rules and procedures; Helping members complete CLE requirements; and Providing wellness services to members.
- CLE and discipline.

- Maintaining the functionality and integrity of the Bar by supporting lawyers.
- Ethics Communication CLE
- I think the Wyoming State Bar emphasized the mentoring program for younger attorneys early on, but it hasn't seemed to catch on. I think that should be a priority. I also think it should be a priority to host more CLEs on running small law firms, especially in terms of trust accounting. Bar counsel hosted one this past year and it was incredibly helpful.
 - Continue to support lawyers in the professional practice of law (2) Protect the public from unethical/incompetent lawyers
- Providing helpful services to bar members
- I think that education should be a higher priority, in terms of provided concrete, substantive summaries of the law in major practice areas.
- CARING FOR THOSE WHO DON'T HAVE ACCESS TO LEGAL SERVICES.
- Practice materials and tips.
- Providing a professional organization for lawyers practicing in Wyoming in which the general public can have confidence.
- Law trends and updates.
- Ensuring legal services are available to everyone.
- Lower fees
- Regulate attorney conduct; assist in access to legal services; knowledge sharing

ATTORNEY DISCIPLINE

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

	Strongly Agree	Agree	Disagree	Strongly Disagree	Unaware	Total Responses
The disciplinary system is effective.	21.32% (152)	52.31% (373)	7.57% (54)	1.96% (14)	16.83% (120)	713
The disciplinary process is fair to lawyers.	18.51% (132)	50.35% (359)	7.15% (51)	3.23% (23)	20.76% (148)	713
The disciplinary process is fair to the public.	19.80% (141)	51.12% (364)	5.62% (40)	1.97% (14)	21.49% (153)	712
The disciplinary process is transparent.	17.61% (125)	44.65% (317)	14.93% (106)	3.52% (25)	19.30% (137)	710
Answered Question						716
Skipped Question						51

15. Have you utilized the Ethics Hotline?

	Rating Percent	Total Responses
Yes	26.79%	191
No	73.21%	522
Answered Question		713
Skipped Question		54

16. If so, please rate your experience.

	Rating Percent	Total Responses
Excellent	31.89%	140
Good	7.74%	34
Average	3.87%	17
Fair	0.23%	1
Poor	0.46%	2
N/A	55.81%	245
Answered Question		439
Skipped Question		328

JUDICIARY

17. What concerns, if any, do you have about becoming a judge? Please rank top THREE concerns with 1 begin the greatest concern.

	1	2	3	4	5	6	7	Total Responses
Not a career goal	57.84% (214)	11.89% (44)	11.35% (42)	3.51% (13)	2.16% (8)	1.62% (6)	11.62% (43)	370
Inadequate compensation	19.78% (55)	32.73% (91)	25.18% (70)	8.63% (24)	4.68% (13)	5.04% (14)	3.96% (11)	278
Workload	20.99% (72)	29.74% (102)	34.69% (119)	3.5% (12)	5.25% (18)	2.33% (8)	3.5% (12)	343
Isolation of the judiciary	21.26% (74)	30.17% (105)	30.17% (105)	6.61% (23)	6.9% (24)	3.74% (13)	1.15% (4)	348
Do not possess the appropriate experience	45.24% (171)	23.28% (88)	14.55% (55)	4.23% (16)	5.29% (20)	3.97% (15)	3.44% (14)	378
Transition to the bench	10.88% (37)	31.47% (107)	35.59% (121)	7.06% (24)	5.29% (18)	8.24% (28)	1.47% (5)	340
Judicial canons are too restrictive	8.33% (13)	5.77% (9)	10.26% (16)	9.62% (15)	10.26% (16)	19.23% (30)	36.54% (57)	156
Answered Question								661
Skipped Question								106

18. What concerns do you have about becoming a judge that were not included in the previous question?

- None
- I am not a career prosecutor so I wouldn't have a chance of being appointed by this governor
- N/A
- I do not think you have to present yourself as "perfect." No one is. The more experience and life experience you have would lend itself to being a realistic, common sense, learned judge.
- The process of selection seems too political.
- It seems like a lot of a judge's workload is dealing with unpleasant cases (divorces, repeat offenders, etc.), or criminal cases that do not often present novel issues.
- none
- The process is way too political, and emphasizes some forms of experience over others, such as Juvenile work or Public Defender work is seen as a barrier.
- In many States accepting a judgeship results in a massive decrease in income. Not so much in Wyoming. Far too many judges come from UW

- *National trend to specialized courts and Wyoming's inclination to get in line. *Gradual movement away from the original intent of governing "rules" e.g. to provide "just, speedy and inexpensive determination of every action" to a regulatory world of hi-tech compliance and penalties.
- Since I am past the age of qualification this is a pretty meaningless question for me.
- Women are less likely to be selected by the Governor
- no concerns - I don't know enough about it.
- n/a
- I'm a female - don't look like the Governor likes to appoint women
- none
- No interest in most of the cases on the Court's docket.
- Too old
- N/A
- Lack of quality lawyering would make it difficult to make accurate decisions.
- N/A
- The process is entirely too political.
- Seems that there is a lot of politics involved. More and more it seems Judges are appointed with a pro-prosecution leaning.
- Wyoming is a very protectionist state; i have had my license for 25 years and practice in Wyoming every year and I am still treated as a outsider. I think judges need to work on this issue. It's not a good old boy (girl) club anymore.
- The issue is moot for me. I do not live in Wyoming.
- N/A
- age limitation
- A judge needs to have broad, multidisciplinary legal experience. I am very specific in my practice, and thus do not believe I have the experience to become a judge.
- The type of work is so depressing, such a heavy focus on criminal matters.
- The Governor is only appointing prosecutors. I'm not a Prosecutor, so I would not have a shot.
- I am a woman, and there are very few female judges. As a rule, the male dominated bar does not speak very highly of the state's female judges. It also seems to be more difficult for women to be appointed, even if they are more than well qualified.
- The selection process
- I guess this identifies a need. How do we actively train or offer material to prepare members to candidate for open positions? That should be an ongoing part of the legal experience.
- I worry that I don't know the right people to help me get appointed.
- Process is too political; women are underrepresented.
- none
- I don't feel I would ever be considered seriously because I am a woman and I was not raised in Wyoming and I did not go to Laramie for law school.
- none
- location
- Types of cases, e.g. family law

- politics
- None
- Seems it would be difficult to resolve other private business pursuits, which is possible in private practice.
- I can't think of anything at this time.
- None
- Appointment process appears to be more about who one knows, rather than one's qualifications.
- Selection process is not transparent.
- The lack of experience and work load creates scheduling nightmares and a significant waste of resources.
- The selection process limits people unnecessarily and with arbitrary guidelines.
- N/A
- It is not a career goal of mine.
- Lack of training, rigidity of appeals process that favors personal relationships over well-reasoned reversals
- I do not plan to become a judge in Wyoming.
- N/A
- I'd love to be a judge, but in Wyoming, the odds of becoming a judge while simultaneously believing that sometimes the law does not favor my former law partners or the State of Wyoming probably disqualifies me from the job.
- Judicial positions rarely available in district where I live or would relocate to. Governor prefers prosecutors so strongly.
- I would very much like to become a judge, but I do not reside in Wyoming.
- The Supreme Court of Wyoming seems to want to have total control over every facet of a judge. It appears they do not want to allow any discretion for judges. Sometimes judges get a kind of God complex, the Supreme Court appears to have the same problem when it comes to "lower court judges"
- I do not feel there is a clear career path and/or mentorship opportunity for those who might be interested in the judiciary.
- Career public defenders don't seem to ever be chosen as a judge, and prosecutors always are. This is not good for the bar or the public.
- My perception of the bench is that it is made up of good old boys that have big egos. These are not the type of colleagues that I would wish to work with.
- Suitability of personality. Some people, including myself, are well-suited to being an attorney. Being a judge is entirely different. Few people are suited to both elements of the profession.
- don't know the right people too political
- Getting through the "old boys club" process
- My conservative perspective regarding a judge's role (i.e., duty to uphold and defend the constitution as written (originalism v. living) and my objection to judge made law I believe would disqualify me from being considered by the judicial nominating commission making law
- Absolute need for political connections
- I don't know what the requirements are.
- I am 73
- The vetting process
- I do not reside in Wyoming even though most of my practice is in Wyoming.
- too much travel

- Well I am trying to become a judge so I don't really have the concerns listed about, except isolation of the judiciary. Additionally, I wish there were some sort of transition period for new judges to learn from those who are outgoing.
- Stress regarding the desire to do a good job in every aspect of the judgeship.
- I have no interest in becoming a judge.
- It would not be a good fit for me personally.
- Trial experience is difficult to attain.
- Misguided judicial Commission on Judicial Conduct and Ethics is a disgrace and embarrassment to the State of Wyoming, e.g. J. Neeley.
- Requirements for entering the nomination process.
- There doesn't seem to be a way to learn about all the tasks of being a judge prior to taking the seat. I would be interested down the road, but would love to start a career path early so I could have the best skill path later down the road to be a judge.
- The problems of dealing with preexisting relationships and attitudes resulting in a proclivity to decide things based on what "feels right" rather than strict application of the law and chili, and precious the rules of procedure and substance.
- Personal safety; there are lots of nutty people who appear before judges.
- Not something I would want to do at this phase of my career.
- Although becoming a judge is not a career goal, I believe the bench is not appropriately compensated for their hard work and dealing with pro se litigants.
- The nature of the workload being heavily weighted with juvenile, child support, domestic, and criminal cases.
- none
- It appears that the selection process favors those with prosecutorial / government background, with attorneys who do not bring a disadvantage
- none
- The process by which Judges are selected is too political. If you are not a Republican, you can be recommended by the committee, but the Governor will never select you. I watched Judge Castano, who would of (should of) been a fabulous District Court Judge get passed up by the Governor 3 times before he was appointed as a Circuit Court Judge in a vacant corner of the state.
- Age restriction.
- NA
- The vetting process itself - who receives an interview from the Commission and who does not - is flawed. How about improved recruiting so that the Commission has a great pool from which to choose, not to mention the Governor?
- It's all political. I would love to serve on the bench, especially the federal bench, and am qualified to do so, but I know I would not even get an interview at any level of judgeship I might apply for. I am not part of the club because I did not grow up in Wyoming and I did not go to UW Law. Judicial selection is a good old boys club, and I don't think I would have a snowball's chance in hell. I've also pissed way too many people off.
- None.
- The process has become too political and attorneys with experience and the skills are getting overlooked.
- I only have two concerns above. The other concerns listed are not a concern at all.
- None
- Out of state experience may be looked upon negatively.
- None

- I practice in Montana where our district court judges are elected, so this may not apply in Wyoming, but my biggest concern is campaigning for office.
- Too many criminal and family law cases.
- Supreme Court
- security
- That I reside out of state and do not have the opportunity to move home to Wyoming
- Physical presence is required of judges more than it is for other lawyers because of the need to be on the bench. That, combined with workloads, make it difficult to take blocks of time for family or for other life experiences away from the office.
- The selection process has become TOO formal, Also, the publication of the names of nominees by the Commission and the Governor's office invite the public to "take shots" at the nominees when they cannot respond (and often don't even know negative comments have been made).
- Racial bias
- It appears to me a bulk of the work is regularly dealing with domestic and juvenile issues and criminal docket with little delving into what I consider interesting legal issues that I do get to be regularly involved in as a lawyer.
- I live out of state. It's not an option for me.
- I'm not becoming a judge.
- The nomination and appointment process has become far too political in the last 12-14 years.
- The instructions for number 16 are unclear and confusing. I think a concern about becoming a judge in Wyoming is the number of people you know from living in Wyoming and the way being a judge isolates you from your home community, the legal community (in some ways), and possibly even your family (specifically, extended family). Essentially, if you are a single person, becoming a judge will essentially KILL your social life if you are not already in a committed relationship. Look around - there aren't a lot of single people flocking to the judiciary. While not a unique concern to Wyoming, certainly the size of the bar and the size of the state contribute to this as a realistic life concern. If your legal career is only a part of your life, and not YOUR LIFE, then becoming a judge as a single person presents unique challenges.
- I think the day to day grind of being a judge would lead to burn out.
- Do not want to be limited to criminal and family issues
- Age.
- The age of mandatory retirement is fine - I am just too close to it to make this a reasonable career goal.
- N/A
- I am not sure if corporate in-house counsel would even be considered.
- I would love to be a judge. But the timeline for transition from a solo private practice does not fit with reality.
- I don't have an "in" with the nominating commission.
- I am a judge-federal
- Judges hands are too tied in Wyoming to ensure justice in criminal cases against first time offenders or very young offenders. Judges need independent ability to grant 301 diversions in their discretion.
- None. Too late in my career to even consider.
- The above question is poorly constructed. I have no interest in being a judge, so the other items are not applicable and there is no ranking that is appropriate.
- Have to be nominated in WY. Want to become a judge soon after law school, not wait a long time.

- I like working with clients and the happiness they get when their work is complete. I am not interested in that type of work. I do estate planning, business planning and real estate. Not interested in the court room anymore.
- It is not the workload in that it is too much work it is that the workload is made up mostly of criminal matters and domestic issues.
- none
- Inability to participate in non-profit fund-raising and related activities.
- I don't have any of those concerns. My main concerns is that judges are often just political appointees. It is more who you know than what you might be able to contribute. For those who don't care for politics, a judicial appointment is a remote possibility.
- The social stigma against lawyers is bad but the social stigma against judges is worse. Judges have a high office but also have been given a very bad name in this district.
- Mandatory retirement age.
- None
- I am not certain that the process is not biased. Seems like certain judicial nominations are premised on who one knows and not whether one will be a good judge because they have the right temperament and the ability to learn what is necessary to do the job -- It is natural that any person applying will have a learning curve. The more important question is whether they have the ability to be impartial, fair, honest and learn.
- If the recent WYO SC decision on Judge Ruth Neely is any indication where the Wyoming Judicial Commission and the WYO SC is headed with respect to interpreting the Judicial Canons, then the judicial canons are far too restrictive with respect to First Amendment protected speech for Wyoming lawyers who are conservatives and or people of faith who express concerns or opposition to SCOTUS decisions based on their faith.
- It is not currently a career goal of mine to become a Judge. It does not have anything to do with workload or most of the other items listed above, it's simply not for me.
- Becoming a judge while I live in Colorado. I'd happily move to be a judge, but I'd apply while living here.
- The compensation levels for the bench make it difficult for quality lawyers to consider seriously
- To expand on the isolation of the judiciary, I am concerned about the shift in ethics and reality that appears to occur once a JD takes the bench.
- Although the process is supposed to eliminate politics from the decision, it does not. As well, the confidentiality of the selection process is a well worn joke.
- None
- The selection process sometimes does not lead to appointment of the best candidates
- Mandatory retirement age
- None, but if I was considering it, the content/types of cases of the caseload for district court judges would be a major concern..
- Being on the bench puts the Judge in the line of fire for the uneducated press with no realistic opportunity to meet the false information that is so commonly disseminated. The press can't even get it right when they attribute a decision to a Judge who did not sit at all on the case they are reporting. Why be held up to public ridicule by a profit mongering press with no ability to tell them they are mistaken.
- Safety
- Gov. Freudenthal made selection too political
- too small a jurisdiction
- None
- At this point, my age precludes me. However, when I considered applying for District Court Judge, the lack of flexibility in schedule concerned me.
- When Justice Kite changed the form of the Expression of Interest to make it appear only trial attorneys need apply, I quit applying. Too much emphasis on that and not enough on other aspects of practice.

- My concern is the lack of trial experience of District Court judges before they go on the bench. For example, they are ruling on admission of evidence, having never or rarely moved the admission of evidence as a lawyer.
- the impact it would have on my law partners.
- My concerns are academic. I was not very focused during law school. I do possess the ability and intellect, but fear that my law school grades may prevent me.
- It is unclear what are key factors for consideration. For example, years of legal experience versus trial experience, criminal versus civil experience, ties to the judicial district where vacancy appears.
- Cronyism
- Most of their caseload are for criminal or domestic matters.
- none
- Too far into career-about ready to retire
- Leaving the camaraderie of the firm and the overall challenge of practicing the law versus ruling on the law.
- Gender bias - females rarely selected - minorities almost never.
- It seems that the new judges to the bench over the last 10 or so years have far too little practice experience than I would like to see. The bar needs to come up with ways to motivate well respected, lawyers with a diversified practice experience to seek the bench.
- Giving up other legal career and then uncertainty of retention
- I perceive, as do many of my friends who are attorneys, that appointments to the bench are pre-determined and there is little point in applying. The number of prosecutors appointed to the bench is appalling and discourages anyone else from even applying.
- None.
- Whether I would be adequate or be able to fulfill all of the responsibilities at an effective level.
- none
- i just don't think being a judge is for everyone.
- Number one concern: Appointments are political.
- None come to mind.
- None
- Need to know someone on the inside from what I have been told. Very politically motivated.
- We don't seem to have a cohesive and consistent approach by the bench in this state.
- Do not live in Wyoming.
- lack of flexible schedule
- It feels that eligibility to the judiciary is restricted to a select few "good ol' boys." If you do not belong to that group, there is no point in even trying, despite experience and desire.
- N/A
- I don't currently have an interest in the non-civil types of work a judge deals with. I thoroughly enjoy my current ability to choose the type of cases I work on.
- I enjoy running my own practice.
- I would love to become a judge- it is the entire reason I became an attorney, but I do not feel I would be considered due to my experience level. I plan on applying to any/all vacancies once I have enough experience. It would be a cool opportunity to be mentored by a sitting judge for attorneys who are interested in becoming a judge. That would maybe help alleviate some of the fear from it for attorneys.

- Too competitive to become a judge.
- I am too old to be selected.
- N/A
- I'm already at mandatory retirement age.
- The application process is far too burdensome.
- n/a
- Lack of pre-position training.
- That you feel isolated. We never get to know or speak to the judges. There would be a concern that I would lose touch with fellow lawyers.
- The freedom of private practice and opportunity to work remotely is very rewarding. The judiciary doesn't seem to provide that type of freedom.
- I do not live in Wyoming currently - although I am a member of the bar I am concerned that my application would not be appealing because I do not practice in the state.
- Don't believe I'd have the support of the nominating committee.
- If the judiciary cases were more compartmentalized to my specialty, I would be more interested in being a judge. I do not have any experience in domestic or criminal matters.
- By workload, I mean the nature of the work, especially for trial judges.
- I don't have a judicial temperament. Having experienced judges with the same deficiency, it is not fair to participants in the judicial process.
- None
- None.
- None.
- Seems limited to former judicial clerks or only lawyers from "prestige" firms. Why even bother thinking about it as a "normal" attorney?
- Circuit/ district court judges are generally overworked for the compensation level, depending on the district.
- I think the public and many attorneys are too hard on our judges. We have excellent judges in Laramie County.
- They are burdened with too many administrative duties.
- Transparency in the process. The path to judgeship put on last summer at the state bar was great. But we could use more than just a once per year view into the process.
- None
- PAY
- perception of judge work being more criminal than civil

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

	Rating Percent	Total Responses
Effective	34.33%	241
Ineffective	15.24%	107
Unaware	50.43%	354
Answered Question		702
Skipped Question		65

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

	Rating Percent	Total Responses
Offer more opportunities for informal communication	46.31%	314
More seminars involving judges on panels and as speakers	44.99%	305
More opportunities for social interaction	31.42%	213
Communication is already adequate	27.43%	186
Answered Question		678
Skipped Question		89

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

	Rating Percent	Total Responses
Yes	59.69%	422
No	13.72%	97
N/A	26.59%	188
Answered Question		707
Skipped Question		60

22. Have you used the Wyoming Supreme Court’s electronic filing system?

	Rating Percent	Total Responses
Yes	36.67%	260
No	63.33%	449
Answered Question		709
Skipped Question		58

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

	Rating Percent	Total Responses
Excellent	10.99%	62
Good	23.58%	133
Average	7.8%	44
Fair	3.37%	19
Poor	1.6%	9
N/A	52.66%	297
Answered Question		564
Skipped Question		203

ECONOMICS & OFFICE PRACTICE

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

	Rating Percent	Total Responses
Less than \$150	5.17%	36
\$151 - \$200	19.40%	135
\$201 - \$250	19.54%	136
\$251 - \$300	8.91%	62
More than \$300	8.19%	57
Not applicable	38.79%	270
Answered Question		696
Skipped Question		71

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

	Rating Percent	Total Responses
Less than \$50,000	19.35%	96
\$50,001 - \$75,000	60.69%	301
\$75,001 - \$100,000	12.9%	64
More than \$100,000	7.06%	35
Answered Question		496
Skipped Question		271

26. If you employ a legal assistant/paralegal, what is the starting salary?

	Rating Percent	Total Responses
Less than \$25,000	11.81%	51
\$25,001 - \$35,000	43.52%	188
\$35,001 - \$45,000	31.25%	135
More than \$45,000	13.43%	58
Answered Question		432
Skipped Question		335

27. If you employ a legal assistant/paralegal, what benefits do you offer? (check all that apply)

	Rating Percent	Total Responses
Health Insurance	80.40%	320
Retirement	77.14%	307
CLE Allowance	26.38%	105
Other (see below)	19.35%	77
Answered Question		398
Skipped Question		369

Other:

- I am a solo practitioner and would love to be able to afford a full staff - but I do not have the cash flow to do that

- bonuses
- professional organizations
- paid vacation
- N/A
- Dental and vision insurance; life insurance.
- vacation paid
- State benefits
- None
- Paid leave
- do not have a legal assistant/paralegal
- Largely retired -- no employees or associates.
- Flexible schedule
- 2 weeks vacation also paid time off when court is closed, the law office is closed, bonuses
- ample leave
- Mental health days, Federal Holidays, 3 months paid maternity leave
- No current benefits.
- None
- None
- bonuses, flexible schedule
- Disability, dependent care, HSA
- College courses
- We provide a car.
- Other insurance, paid time off for vacation, sick time etc, post childbirth time off
- Flexible time off to attend Children's school functions
- medical reimbursement
- Restricted Stock Options, Vacation + Personal Days Off
- Lots of time off for family and children activities.
- 401K
- paid time off, life insurance, disability insurance
- Paid time off
- She is my daughter in law with little children. We allow her to work from home, bring herr kids, or anything else she needs.
- After a year, they are eligible for retirement and health insurance if we can find an affordable plan
- None
- disability insurance, life insurance
- all state benefits
- Paid vacation time and unlimited "personal" leave time
- No benefits

- Training, including CLE attendance and conferences
- Flex time
- Life Insurance
- No employees
- PTO
- I use independent contractors
- None. I have a part time legal assistant/clerk
- Vision and dental reimbursement
- Vacation, sick leave, professional travel
- paid vacation
- Flexible time schedule, profit sharing
- Paid time off.
- Dental and Vision insurance and PTO included in benefits
- Paid Time Off
- N/A
- Paid vacation/sick leave. Others, I am not aware of everything.
- Paid sick leave
- Flex time
- Bonuses
- 25-27 not applicable (gov't entity)
- Life Insurance and Disability Insurance
- Half insurance premium and paid time off
- Lots of vacation
- Bar Dues
- PD office
- Multiple other benefits (CFD tickets, beef once a year, etc.)
- life insurance, etc.
- Flex scheduling, Short Term Disability, Long Term Disability, Wellness Program
- Below 1000 hours/year
- Not really sure what my law firm offers in this regard.
- vacations, sick leave, bonuses
- Dental insurance and disability and life insurance
- As a government office, our paralegal receives all employee benefits.
- Life insurance, disability insurance
- Paid holidays; bonuses
- Work for the State. Not sure which benefits are offered to our paralegals.
- I don't employ any of these in Wyoming.

- Paid vacation and sick leave
- State employee

28. 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	12.5%	78
\$25,001 - \$50,000	9.46%	59
\$50,001 - \$75,000	17.63%	110
\$75,001 - \$100,000	23.40%	146
\$100,001 - \$150,000	17.79%	111
\$150,001 - \$250,000	11.22%	70
More than \$250,000	8.01%	50
Answered Question		624
Skipped Question		143

29. Do you use engagement letters?

	Rating Percent	Total Responses
Always	35.37%	243
Usually	17.32%	119
Sometimes	8.01%	55
Rarely	4.08%	28
Not applicable	35.23%	242
Answered Question		687
Skipped Question		80

30. Do you use written fee agreements?

	Rating Percent	Total Responses
Always	37.41%	257
Usually	15.72%	108
Sometimes	6.99%	48
Rarely	3.35%	23
Not applicable	36.54%	251
Answered Question		687
Skipped Question		80

31. Do you carry malpractice insurance?

	Rating Percent	Total Responses
Yes	58.73%	407
No	7.94%	55
N/A	33.33%	231
Answered Question		693
Skipped Question		74

32. Should the Wyoming State Bar require its members to carry malpractice insurance?

	Rating Percent	Total Responses
Yes	58.76%	399
No	41.24%	280
Answered Question		679
Skipped Question		88

33. Should the Wyoming State Bar require disclosure of malpractice coverage (or the lack thereof) on members' annual license fee statements?

	Rating Percent	Total Responses
Yes	60.03%	407
No	39.97%	271
Answered Question		678
Skipped Question		89

34. Should the Wyoming State Bar require its members to disclose the absence of malpractice coverage on letterhead, advertisements and social media sites?

	Rating Percent	Total Responses
Yes	37.76%	256
No	62.24%	422
Answered Question		678
Skipped Question		89

CONTINUING LEGAL EDUCATION

35. Please rate the overall quality of continuing legal education programs sponsored by the Wyoming State Bar.

	Rating Percent	Total Responses
Excellent	30.43%	203
Good	49.48%	330
Average	17.69%	118
Fair	1.65%	11
Poor	0.75%	5
Answered Question		667
Skipped Question		100

36. Do you prefer to obtain CLE credits through online presentations or at live seminars?

	Rating Percent	Total Responses
Online	53.47%	370
Live	38.29%	265
Other (see below)	8.24%	57
Answered Question		692
Skipped Question		75

Other:

- Both
- I really like the live streaming option
- I prefer live but due to time constraints usually need to obtain them through online webinars.
- I like both types.
- Either live or on-line
- Does not matter how to obtain the CLE.
- Both - the substance is the draw
- Both.
- Both
- BOTH are great
- Both
- Live if nearby (or required), online if it would otherwise require travel
- Both
- Combination - Live for in-depth, longer topics; online for quick webinars
- I prefer live but I can't often break away to attend live, so online is extremely beneficial.
- Both are good, sometimes it's nice to go and meet/speak with other people, sometimes its nice to take a course online because of time/travel constraints.
- I prefer a combination of both.
- Both. I like a variety. It depends on the program.
- Depends on length and subject matter. Online is good for 1-hour CLE
- Prefer live online presentations. Don't always have time to attend live seminars.
- Both - depends on seminar
- I enjoy both.
- I prefer live seminars but often only have time for online.
- Web link to live presentations.
- No preference

- I like both actually if it fits into my schedule
- Both, having the option to attend live seminars from time to time is a good thing.
- I like both- the online presentations are very convenient but it is also nice to listen in person when possible
- either
- Online is equally good - more flexible, which is a positive.
- Both
- Self-study
- I like BOTH. Recently, the one hour webinars have been excellent!
- specific topics - online. general update seminars, in person
- Both sometimes online is more convenient and allows for more opportunities while live presents more interaction
- Combination of Both
- depends
- Both
- A healthy mix of both
- both, whichever is easier and free/cheaper.
- Live streaming interactive
- Writing
- I teach at many seminars and programs and seldom need additional CLE
- Both - depends on schedule and location
- I prefer a combination of both, since I practice in another state. WYO Bar's online presentations are very good.
- Combination of online and live
- Both
- Both on-line and live have benefits but it is program by program (location,length, subject matter).
- Live, but I use Online most because of my inability to travel regularly
- Either
- A mix of each type- some online some live
- I like a mix of online and live
- a mix of online and live
- Either
- both. The bar offers a good mix.
- Both
- Both. I wish we could be have a larger allowance for onlice CLE.

37. Please rate the online CLE submission system.

	Rating Percent	Total Responses
Excellent	63.33%	430
Good	29.6%	201
Average	5.3%	36
Fair	1.18%	8
Poor	0.59%	4
Answered Question		679
Skipped Question		88

COMMUNICATIONS

38. What is the most effective way to share information with you about Wyoming State Bar programs, services and events in which you may be interested.

	Rating Percent	Total Responses
E-mail	88.67%	618
The <i>Wyoming Lawyer</i> magazine	5.16%	36
Website	3.44%	24
Letter, postcard by regular mail	1.15%	8
Social networking sites (Facebook, LinkedIn, Twitter)	0.72%	5
Other (see below)	0.86%	6
Answered Question		697
Skipped Question		70

Other:

- Email, mail and the Wyoming Lawyer
- Phone call.
- STOP spam emailing "information"
- There are WAY too many email updates. Things need to be grouped/announced together.
- Email is best but would like subject line to be more revealing to allow deleting of more without reading (ie a lawyer and a priest walk into a bar...)

- All of the above

PUBLIC SERVICE & CHARITABLE WORK

39. 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.)

	Rating Percent	Total Responses
None	22.01%	149
1 – 5 hours	35.60%	241
6 – 10 hours	14.92%	101
11 – 20 hours	4.58%	31
21 – 30 hours	1.33%	9
More than 30 hours	2.51%	17
I make monetary donations to Legal Services or the Bar Foundation in lieu of doing pro bono legal work.	8.71%	59
I do not accept pro bono cases and do not donate money in lieu of pro bono work.	10.34%	70
Answered Question		677
Skipped Question		90

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

	Rating Percent	Total Responses
Through a formal program (i.e. Equal Justice Wyoming, Legal Aid of Wyoming)	10.99%	73
Direct contact from the public	35.99%	239
N/A	45.03%	299
Other (see below)	7.98%	53
Answered Question		664
Skipped Question		103

Other:

- from legal aid and from direct contact from the public
- People contact me with questions and for help.
- Informal client evaluation
- most often referred from another lawyer
- Both programs and direct contact
- I work for the Public Defenders Office
- Both Equal Justice and direct contact
- requests from other attorneys
- I have been the attorney for a local non-profit for years.
- Most of my pro bono clients are from Colorado. I do not practice in Wyoming although I am licensed.
- Mostly in Colorado thru bar association
- I strongly object to advertising pro bono work. Bragging about it is unseemly and inappropriate.
- I have worked with Equal Justice, had contact from public, and had calls from other attorneys
- I have never heard from Equal Justice.
- I am retired
- Through clients
- through other attorneys
- Either from word of mouth, from previous clients, or favors from other attorney's
- Requests for help from people, even though I am essentially retired
- Involvement in the community
- Personal knowledge of the situation.
- Referring agency or individual
- I serve as a legal assistance attorney
- Pro-bono tax program (V.I.T.A.) while an undergrad at UW; Montana Family Law Project from our judges; Billings Guardianship program from a local attorney
- Direct contact and referrals from other attorneys or clients
- Individual presented themselves at my office and needed help.
- current matters in the firm, referral from other partners, bar association programs
- People I know
- Our law firm has a dedicated attorney to handle all pro bono cases
- personal contact
- We offer pro bono services to potential new clients who cannot afford our fees.
- Contacted by local people who know of my interests.
- friend
- Family and friends

- work in a prosecutor office
- personal contact
- Personal contacts
- usually recommendation of former clients/community members/etc
- From friends
- Through community involvement and need.
- I am a governmental employee probitted from outside employment, including volunteer
- Inns of Court volunteer mediation program
- Colleagues
- I am involved with a nonprofit organization in Denver that helps combat veterans with traumatic brain injuries. Although I have not represented any of the group's members in a specific matter, I try to make myself avaiable for questions and representation shoudl the need arise.
- judicial appointment
- Colorado Bar Association
- military referral
- Teton County Access to Justice and direct contact from public
- Judicial appointments for the most part
- Word of mouth
- Equal Justice, Legal Aid, and we take on pro bono clients that come in but can't afford services.
- Judge asked me to take a case
- referrals from friends/acquaintences

41. 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	23.7%	155
Solo practitioners unable to afford doing pro bono work	53.36%	349
Distance and time	32.26%	211
New attorney not having enough experience	24.46%	160
Other (please specify)	18.5%	121
Answered Question		654
Skipped Question		113

Other:

- Area of practice
- Small firms unable to afford doing pro bono work
- maintaining office and materials to support infrequent work
- matters in areas not within attorney's practice
- Expanded rules of ethics
- The nature of my practice does not lend itself to pro bono opportunities. I frequently discount for clients of limited means. Most of my pro bono work is for organizations providing charitable services in the community.
- A lack of interest in the areas requiring such services
- Potential conflicts of interest for government attorneys
- Legal Aid's mishandling of its private attorney involvement program; Equal Justice's favoring of direct service over a private attorney model.
- Knowledge of area of practice
- Pressure to either bill or spend time with my young children
- Finding additional time to take on cases, in addition to current workload
- Unable due to family obligations
- Time vs. income
- I receive very few, if any calls for legal assistance where someone just cannot pay. I also think most of the practice areas where people need pro bono or reduced fee work are areas that I do not practice.
- Compensation structures that do not value nonbillable time
- Government Attorney potential conflicts
- Billable hour requirements
- Lack of confidence of how to do so in unfamiliar areas of law; concerns about conflicts for future clients
- Pro bono work is used as a public relations device, not as charity
- Lack of respect that some pro bono clients have about an attorney's time and commitment
- Detraction from other clients. Law practice is a zero-sum game.
- Most pro bono cases are family law, and many lawyers avoid those because of the time commitment those cases generally require.
- Financial; malpractice exposure
- not aware of assistance needed.
- Attorneys fearing that they lack the particular practice area skills (particularly among transactional lawyers)
- Lack of willingness
- Lack of commitment to making oneself available
- Heavy caseloads.
- concerns about malpractice
- Just "time" especially if it is an area of law that the lawyer does not regularly practice
- Conflict of interest

- Cost of malpractice insurance (which I would absolutely want to have) for attorneys who do other lines of work besides direct representation. I am not comfortable doing pro bono work without malpractice insurance, however, since I don't belong to a firm, the cost of the insurance is prohibitive.
- The fact that clients receiving free legal services are frequently very demanding on your time and can be more difficult than paying clients.
- Pro bono clients become too demanding and expect you to represent them in not only the matter you agree to take, but every problem they and their family and friends have.
- Small firms unable to afford doing pro bono work
- Government attorney
- Unable to make a living on paying work, could make far more driving a truck, pro bono important but costly luxury.
- Time
- Attorneys in private practice already do quite a bit of pro bono work, since they don't collect everything they bill.
- General financial considerations
- High-risk, unappreciative clients, no "skin in the game."
- Clients needing legal advice in areas that we do not practice in
- An unwillingness to take pro bono cases
- Lack of social pressure in the profession to provide pro bono services.
- Pro bono clients are not (typically) good clients. They are non-responsive and blame others, particularly their attorney, for all their problems.
- NO credit in reducing Bar Fees
- lack of interest by attorneys, time constraints in existing practice
- Demands of making a law practice profitable and not knowing how a pro bono case will impact the paying caseload
- Time and difficulty representing someone who is not required to pay - no personal responsibility for the case at hand
- Anal prosecutors
- As to representing individuals for pro bono work, they can be very difficult clients, with no skin in the game. I limit most of my pro bono work to charitable organizations.
- Tendency for cases to not be discreet matters, which leads to involuntary ongoing relationship with pro bono client.
- Lack of truly deserving cases
- Conflicts with representing pro bono clients as a government attorney
- Lack of referrals.
- Client conflicts
- Need more support from agencies.
- Time pressure of handling too much work
- Cost of running a law practice continues to rise while billable hours by some clients are cut or reduced. Need to produce income outweighs benefit of pro bono work.
- Access to resources for expert witnesses and forensic analysis of evidence
- The perceived lack of mentors for new attorneys or attorneys taking cases outside their usual area of practice.
- Current workload too heavy to take on additional work.
- Workload

- not appropriate for government employees in certain positions
- doesn't pay
- no skin in the game for clients
- Potential exposure to legal actions. Insufficient vetting of cases.
- even without charging an hourly rate, often pro-bono clients cannot pay for costs (ie court fees, etc). Given that you are never sure the true extent of the work you end up performing for a pro bono client, there is a risk of incurring substantial costs that are never repaid.
- Pro bono clients don't always have the same respect for the time expenditure as those charged a fee so they are more difficult to work with.
- Opportunities and learning of them.
- Government lawyers are already working heavy caseloads at salaries below the private sector.
- conflicts
- There is no income in pro bono work.
- I am in house counsel. Pro bono is stressed too much. Volunteerism of any kind is not stressed enough. I give countless hours to nonprofits, but you'd think from all the Bar literature, that is not valued. Members of communities value this greatly, usually.
- It is my opinion most attorneys do more than their fair share of pro bono
- Personally, these cases can become very complex and require many more hours than anticipated.
- N/A county attorney's office
- Bad experiences with pro bono clients that take advantage of the system
- too busy with paying clients
- Hard to limit involvement
- Simply working it into my practice and the fact that it appears most pro bono clients don't seek work in my practice areas.
- Taking too much time away from billable matters.
- Prevent? Nothing prevents. The question should be what rewards would encourage pro bono.
- Insurance concerns
- Specialization
- experience and/or knowledge of practice areas needing pro bono work i.e. family law
- Getting lawyers to want to work on something that doesn't "pay".
- attorneys not familiar with some of the common legal issues - utility shut offs, evictions, SSI, public benefits, etc.
- (experience level = malpractice & ethical risks) so risk & time
- Depending on nature of practice, much pro bono work may directly conflict with regular work for existing clients.
- Time demands
- Pro bono clients I have served have taken undue advantage of having a "free" lawyer - every single time.
- Government attorneys are not allowed to take on pro bono work.
- New attorneys at new firm trying to meet billable requirements
- It is difficult to find time for pro bono work as new associate with a large workload.
- time
- most do not wish to do it
- government lawyers are prohibited for the most part

- Some attorneys are not allowed to do pro bono work.
- Combination: money/time for pro bono comes out of bottom line; also, many pro bono clients are bad clients in terms of expectations/communication that become unsatisfied with you.
- attorneys employed by governmental agencies don't participate and places burden on attorneys in private practice.
- Need for pro bono work is greatest in areas a lot of lawyers don't practice (and don't want to practice)
- Attorneys on a commission-based compensation plan who need to repay student loans and cannot afford to do work for free or a reduced cost.
- Government attorney that only does prosecution and do not have experience in any other area
- Most matters that are appropriate for pro bono work are outside of my expertise.
- Generally not having the time, and fear of getting wrapped up into something that spirals out of control
- Lack of experience in the subject area; conflict with governmental practice
- Most don't like the Clients. That's the harsh truth
- Finding time with current case load
- retired-age
- lack of understanding about importance of pro bono / how pro bono can be used as impact-work (rather than isolated case)
- My area of practice typically does not involve clients requiring pro bono work
- Not wanting to expose malpractice.
- I am a prosecutor for the State and I cannot work Pro Bono
- As a title attorney I don't feel I have experience relevant to pro bono work
- conflict of interest
- lack of appropriate experience/skills
- conflict issues
- Belief that folks should pay for our services just like any other service they seek.
- Pro bono cases often end up being substantially more work when compared with similar, paying, cases, making them prohibitive

42. How many hours per month do you devote to non law-related charitable work?

	Rating Percent	Total Responses
None	17.78%	122
1 – 5 hours	42.13%	289
6 – 10 hours	24.78%	170
11 – 20 hours	10.50%	72
21 – 30 hours	2.62%	18
More than 30 hours	2.19%	15
Answered Question		686
Skipped Question		81

43. Please indicate what type of non law-related charitable work you have done over the last year. (Check all that apply)

	Rating Percent	Total Responses
Elected Boards	26.14%	172
Corporate Boards	9.12%	60
Civic and Charitable Activities	67.63%	445
Youth Coaching	17.63%	116
None	14.29%	94
Other (see below)	13.37%	88
Answered Question		658
Skipped Question		109

Other:

- School classroom and PTO volunteer
- Wyoming Legislature; Trustee University of Wyoming
- community volunteering
- Religious work
- non-legal teaching
- Church activities
- Raising money/running races benefiting charity
- Religious
- Service in my church.
- Teach civics to people preparing for the naturalization test.
- Volunteer church service
- Appointed to serve on city committees and track legislation for colorado legal services
- Non-profit boards
- Officiating Basketball
- Teton County Search and Rescue
- Church service
- Appointed boards - library board
- Speaking
- Church ministry
- Church
- Volunteer
- Wyoming Global Technology Summit / Jackson Hole Technology Partnerships

- Alcoholics Anonymous
- Professional Associations
- scouting, sunday school lessons
- Religious organizations; educational organizations
- I am 70; health and burn out have ended my desire
- Rotary Youth Exchange
- Military and MilSpouse on base activities
- School related activities
- NONPROFIT CORP
- I am active in my Church and there is lots of service work that is done.
- Church
- Elementary Education
- Direct children's music groups; volunteer at preschools; Every week volunteer at the Cheyenne Food Pantry (St Joseph's); Donate items to non-profits; Volunteer with March of Dimes March for Babies
- Church
- non-profit foundation board
- Church
- appointed boards and committees
- Church
- School functions
- Church and Boy Scouts
- Alumni association
- Law related boards / commissions
- Church
- church
- volunteer for animal organizations
- Non profit boards
- Knights of Columbus outreach
- Hospital Chaplain
- Advisory services to nonprofit charitable organizations.
- Free CLE and other speaking engagements
- Church Vestry, Programs and Thrift store
- Advocacy for persons with profound intellectual disabilities
- I help lead services at my local synagogue on a daily basis and teach classes in Jewish law.
- Church service group, Boy Scouts of America
- I teach public service seminars on crime prevention. I also work with a veterans organization.
- veterans charities

- I work with a group that sews comfort quilts for persons receiving chemotherapy and radiation therapy for cancer
- Service in the Community
- Church groups.
- Church activities
- Religious and Professional Boards
- church
- Church involvement and donation of time for Church related programs.
- Church Service
- Local bar association activities
- Religious volunteer work
- church activities
- High School Education Curriculum Advisory Committee
- YMCA
- Volunteer Fire/EMS department
- Church/community
- animal welfare
- Two non-profit boards and Big Sister with BBBS
- donations of money and art
- Church, scouts
- Volunteer with victims of domestic violence
- Conservation
- Scouts, Church and Community related projects
- Volunteer firefighter
- volunteering
- Misc.
- Teaching free exercise classes for stress reduction and health.
- Cheyenne Little Theater Board of Directors
- Church
- Cheyenne First Baptist Church
- personal time investment

CHALLENGES/CONCERNS

44. What are the THREE most significant challenges/concerns you personally face as an attorney? (Use 1 as your most significant concern.)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Total Responses
Balancing family and work	51.58% (196)	23.42% (89)	18.42% (7)	1.84% (7)	1.05% (4)	0.79% (3)	0% (0)	0.53% (2)	0.26% (1)	0.53% (2)	0% (0)	0.26% (1)	0.26% (1)	0.26% (1)	0.79% (3)	380
High stress	44.25% (177)	36% (144)	14% (56)	1.25% (5)	1.25% (5)	1% (4)	0.75% (3)	0.50% (2)	0.25% (1)	0.25% (1)	0% (0)	0% (0)	0.25% (1)	0.25% (1)	0% (0)	400
Net revenue	25.67% (48)	24.6% (46)	31.02% (58)	4.28% (8)	3.74% (7)	1.07% (2)	3.21% (6)	2.14% (4)	0% (0)	1.07% (2)	0.53% (1)	0.53% (1)	1.07% (2)	0% (0)	1.07% (2)	187
Time Management	21.15% (59)	31.9% (89)	31.9% (89)	3.94% (11)	3.94% (11)	0.72% (2)	0.72% (2)	2.51% (7)	0.36% (1)	0.72% (2)	1.08% (3)	0.72% (2)	0% (0)	0% (0)	0.35% (1)	279
Lack of ethics/professionalism	10.07% (14)	17.27% (24)	24.46% (34)	3.6% (5)	8.63% (12)	7.91% (11)	2.88% (4)	0.72% (2)	3.6% (5)	3.6% (5)	5.04% (7)	4.32% (6)	0.72% (1)	2.88% (4)	4.32% (6)	139
Keeping up with new technology	13.55% (21)	23.87% (37)	21.29% (33)	3.87% (6)	2.58% (4)	7.10% (11)	3.23% (5)	3.23% (5)	2.58% (4)	3.87% (6)	3.87% (6)	2.58% (4)	5.16% (8)	1.29% (2)	1.94% (3)	155
Lack of business	16.98% (18)	16.04% (17)	11.32% (12)	0.94% (1)	7.55% (8)	2.83% (3)	12.26% (13)	6.6% (7)	4.72% (5)	4.72% (5)	0% (0)	3.77% (4)	1.89% (2)	3.77% (4)	6.6% (7)	106
Keeping up with new developments in the law	6.34% (9)	10.01% (27)	33.10% (47)	4.23% (6)	2.82% (4)	0.70% (1)	4.23% (6)	10.56% (15)	7.04% (10)	2.11% (3)	1.41% (2)	2.11% (3)	3.52% (5)	2.11% (3)	0.70% (1)	142
Client expectations	11.86% (21)	18.64% (33)	35.03% (62)	6.21% (11)	3.39% (6)	4.52% (8)	2.82% (5)	1.69% (3)	7.91% (14)	1.69% (3)	1.13% (2)	1.69% (3)	1.69% (3)	1.69% (3)	0% (0)	177
Lack of available employment opportunities	18.42% (21)	12.28% (14)	14.91% (17)	1.75% (2)	1.75% (2)	5.26% (6)	4.39% (5)	4.39% (5)	3.51% (4)	14.91% (17)	3.51% (4)	2.63% (3)	4.39% (5)	4.39% (5)	3.51% (4)	114
Retirement planning	11.72% (15)	18.75% (24)	22.66% (29)	4.69% (6)	3.13% (4)	3.91% (5)	3.13% (4)	3.13% (4)	2.34% (3)	1.56% (2)	10.94% (14)	6.25% (8)	3.13% (4)	3.91% (5)	0.78% (1)	128
Billable hours	11.04% (17)	25.32% (39)	21.43% (33)	3.25% (5)	2.6% (4)	4.55% (7)	3.25% (5)	3.25% (5)	3.25% (5)	1.3% (2)	1.95% (3)	12.99% (20)	1.95% (3)	0% (0)	3.9% (6)	154
Interactions with other attorneys	10.49% (15)	18.88% (27)	24.48% (35)	2.10% (3)	3.5% (5)	3.5% (5)	2.1% (3)	3.5% (5)	2.1% (3)	5.59% (8)	6.29% (9)	0.7% (1)	13.29% (19)	2.1% (3)	1.4% (2)	143

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Total Responses
Interactions with the judiciary	6.93% (7)	7.92% (8)	15.84% (16)	2.97% (3)	1.98% (2)	1.98% (2)	3.96% (4)	0.99% (1)	4.95% (5)	4.95% (5)	6.93% (7)	6.93% (7)	7.92% (8)	18.8% (18)	7.92% (8)	101
Frivolous lawsuits	8.65% (9)	5.77% (6)	22.12% (23)	4.81% (5)	0.96% (1)	0% (0)	0.96% (1)	0% (0)	1.92% (2)	4.81% (5)	5.77% (6)	1.92% (2)	0.96% (1)	14.4% (15)	26.9% (28)	104
Answered Question															660	
Skipped Question															107	

45. If your most significant challenges/concerns are not included in the previous question, please indicate here.

- Too much work coming in and learning what to turn away
- N/A
- Lack of rewarding non legal jobs where legal experience can be used.
- It kind of all goes together. Workload is down. People want free legal help. It is a slippery slope.
- being stuck in the same old practice rut
- na
- As a new attorney it has been near impossible to gain reasonable employment. It is difficult to gain experience without a proper mentor and I have found my best mentors to be those who otherwise cannot provide employment (legal aid) but are always there to answer questions when they can.
- N/A
- N/A
- Learning curve, especially practicing alone.
- Being an associate in a firm with poor financial organization
- When in private practice, I represented many victims of domestic violence, which sometimes resulted in personal safety concerns.
- Private law practice is all or nothing; you are either working really hard or you're barely working. I strive to find a middle balance, but it's tough.
- Student loans: They are a fortune and make it hard to actually make money when debt is overwhelming.
- Email. The intense desire from clients (and now even attorney's and Judicial assistants) for electronic communication to be answered within minutes. Business development. Updating and streamlining all of the forms and information gathering mechanisms for a smartphone obsessed public.
- Current Wyoming economy.
- none
- The very small number of women on the bench or in leadership roles within the Bar. I feel the Equality State is, ironically, very misogynistic.
- 3. Health Insurance
- The work is stressful and not satisfying.
- I'm having a very difficult time finding work.

- I am transitioning to retirement, so do not have above challenges. This is also the reason I do not carry malpractice insurance.
- The rules of civil procedure, the insurance industry, and judicial "restraint" have created a system of discovery and summary judgment practice that encourage wasted time and borders on fraudulent billing. The problem could be eliminated with simple, obvious changes that are not likely to happen.
- quality clients
- LIVE attendance CLE requirements when stationed at a remote duty station in Asia and the lack of possible waiver you fail to meet annual requirements, i.e. essentially being punished for trying to be proactive.
- Poor work ethic of young attorneys
- Having chosen a very specialized practice that limits my knowledge in other areas of the law.
- A few attorneys in the state working to bill, bill, bill, as opposed to working toward a cost effective settlement.
- Federal government regulation under Dodd- Frank Act.
- Fear of error affecting the client.
- Cost of malpractice insurance. Lack of information and resources for attorneys who are in other lines of work, such as government agencies.
- No significant challenges.
- I am senior counsel at a publicly traded oil and gas company based in Denver. Senior management is always sure they are "the smartest guys in the room." I worry about the company imploding sometimes due to their reckless behavior that creates avoidable legal problems.
- Solo practitioner trying to transition towards retirement.
- Time and time again I see Judges at the end of careers turning into tyrants. It should be easier for the public and lawyers to report unethical behavior of Judges without have to worry about retribution.
- I feel that I have been blackballed statewide at all levels of the judiciary above circuit and municipal court. I can virtually never win a contested motion from any district or federal judge. They will bend over backwards to rule against me, usually where the standard of review is abuse of discretion. This makes it impossible for me to win plaintiffs' cases. All the defense work is taken, so that leaves me traffic and misdemeanor. And I'm too old to be given serious condition by a law firm in a paid position.
- Political dynamics.
- Burn-out.
- N/A
- Incompetent lawyers
- N/A
- increasing court rule pressure, disclosure and expensive discovery on cost to clients
- Arrogant prosecuting attorneys
- The most significant challenge/concern is the amount of money I had to borrow for law school and the high interest rate at which I had to borrow through the federal Grad Plus loan system. My student debt is crushing.
- Note that any rankings above that are after #3 are not my input and are irrelevant.
- Dealing with unethical attorneys. Dealing with attorneys who do not know the law. Helping others understand the legal system and interpreting what their lawyers have told them.
- none
- Billing itself as much as billable hours. It's difficult to handle cases and consistently record the time.
- As a government employee in a non-legal field, the foregoing didn't apply.

- Lack of good administrative support. Lack of geographic flexibility in the profession (hard to move practice to new state).
- Steep learning curve with general practice in small town rural practice. It's a challenge and a concern and a blessing.
- over-zealous bar counsel. (I have not personally had any reports or complaints, but feel that it is currently an issue for Wyoming lawyers to worry about with the current system).
- Lack of consistency from district to district on the bench. Frustration with the type of persons appointed to the bench in terms of experience and qualification.
- No real challenges
- Low salaries for new associates in Wyoming.
- N/A
- Failure of one judge in particular who does not issue decisions for 9 months to a year.
- Court micromanagement of cases;
- The lack of electronic filing in Wyoming makes practicing across the state difficult, and for no reason. The filing system is stuck in the 19th century, and is a substantial barrier to lawyers seeking to grow their practice.
- A lack of knowledge and concern for the rules.
- Pronounced delay in obtaining judicial involvement in cases often results in the denial of justice to the client. Even a wrong decision allows the case to move forward.
- Work/Life balance (could fit under the first category, but is slightly broader).
- n/a
- By far the largest is delay in the court system. Clients do not understand and they blame me for being unable to get cases decided.
- There is no e-filing in Wyoming. This is inexplicable to me. It would alleviate so much time and energy expended by Attorneys and staff, and the clerks. It might be scary to make that transition, but it would be worth it.
- younger attorneys tend to make personal attacks on fellow attorneys and don't understand that attorneys can represent clients and still be civil to attorneys they work with
- Crazy people with unrealistic expectations!
- The employment environment has become extremely competitive, and saturated with out of state attorneys. I would attribute this to having one of the lowest UBE passing scores in the country. The bar exam was once too tough and anti-competitive (50% or so pass rate when I took it), and now its become too easy. The pendulum has swung back too strongly, and as a result we have a strong influx of out of state attorneys, which is hurting the law school and local communities. The bar should consider raising the UBE passing score to a more normal score, not the 2nd or 3rd lowest in the country.
- Only 24 hours in the day. Time is always the enemy.
- None.
- It is concerning as a new attorney how easy it is for an upset client or opposing client to file a grievance. Even if you abide by the rules and nothing comes from it, it is very stressful.
- Bar counsel choosing to not pursue action against attorneys who were reported by the judiciary for frivolous filings and threatening a federal judge.
- paying for staff
- I don't have concerns.
- WORK LIFE BALANCE

46. Please list the THREE most important issues that you would like to see the Wyoming State Bar concentrate its efforts on in the next few years. (Use 1 as your most important issue.)

	1	2	3	4	5	6	7	8	Total Responses
Support efforts to secure adequate judicial system funding	32.71% (88)	28.25% (76)	27.14% (73)	3.72% (10)	2.6% (7)	2.23% (6)	1.49% (4)	1.86% (5)	269
Increase public perception efforts	26.34% (64)	27.57% (67)	32.51% (79)	5.76% (14)	2.06% (5)	3.29% (8)	1.23% (3)	1.23% (3)	243
Be more responsive to small firm/solo practitioners	37.44% (85)	26.87% (61)	27.31% (62)	2.2% (5)	2.2% (5)	0.88% (2)	2.2% (5)	0.88% (2)	227
Enhance the value of Wyoming State Bar membership	34.43% (94)	29.3% (80)	24.91% (68)	5.49% (15)	2.2% (6)	2.56% (7)	0.73% (2)	0.37% (1)	273
Increase professionalism efforts	32.46% (99)	28.85% (88)	25.57% (78)	2.3% (7)	5.25% (16)	2.62% (8)	2.62% (8)	0.33% (1)	305
Continue efforts to preserve judicial independence	29.41% (65)	32.13% (71)	24.43% (54)	0.45% (1)	1.81% (4)	5.43% (12)	4.07% (9)	2.26% (5)	221
Strive for equal access and availability of legal services	37.22% (115)	25.89% (80)	24.6% (76)	0.97% (3)	1.62% (5)	1.94% (6)	5.18% (16)	2.59% (8)	309
Explore ways to increase diversity within the legal profession	11.73% (19)	32.72% (53)	29.01% (47)	3.09% (5)	4.32% (7)	0.62% (1)	0.61% (1)	17.90% (29)	162
Answered Question									636
Skipped Question									131

47. If your most important issues are not included in the previous question, please indicate here.

- I would suggest that the State bar engage only in items 3 and 4 above and none of the others.
- N/A
- More emphasis on fixed fee legal services, reduced rates based on income, and other alternative fee arrangements. Education of lawyers on how to bill in ways that enable middle income persons to access legal services and litigation.
- When attorneys have problems of any kind, it would be nice to have other attorneys assist and support them rather than being judgmental - maybe they don't have the whole story.
- na

- I think Mark needs more help so that Attorneys who should no longer be practicing get handled more quickly, (or more can be put back on the right path with help with more oversight) Its understandable that his case load is heavy, but malpracticing attorneys cause a multitude of problems for everyone involved, their own staff and opposing counsel and public perception to name a few.
- I'd say "improve" public perception really more than "increase efforts" but maybe that's what you meant.
- Speed up the licensing process.
- N/A
- N/A
- Be more accepting of out-of-state members.
- Recruiting and on boarding of competent Bar Commissioners. For the last several years, the District (Fourth) in which I practice is very poorly represented at the Commissioner level.
- We need more women in leadership roles and on the bench.
- There was talk about a mentoring program for new attorneys a while back - what happened to that?
- Student loan relief, if possible to assist in any way.
- none
- strive for more women on the bench and in high leadership positions.
- attorney discipline
- I don't find any of the foregoing issues to be terribly significant in terms of what the Wyoming State Bar should be doing.
- Conduct statewide study on workload of public defenders and prosecutors to develop recommended guidelines on maximum caseloads.
- Help young attorneys build their practice and/or find employment
- Technology assistance/education that is not from the vendors
- Let people know that it isn't unethical to operate a law firm as a for-profit business. (It seems like every time there is an article about billing, it focuses on how lawyers have some kind of ethical obligation to simply break-even).
- Level of Bar activity is adequate
- Teach prosecutors ethics.
- I believe that the Wyoming State Bar's focus should be on supporting attorneys practicing in various ways in Wyoming. While attorneys are connected to judges, I do not believe that the bar's purpose is to get judges more money or take on judicial funding. Similarly, I do not believe that the bar should advocate for other legislation.
- 2) Continue to enforce the ethics system in order to prevent lawyers from harming the public. 3) Eliminate the requirements for non-ethics CLE credits. Even though the Wyoming Bar handles CLE more reasonably than most states, CLE is an arbitrary system that does not add value/protection to the public. Lawyers will always inherently have to actively learn new things to improve their skills and competitiveness in a crowded profession. Because of this, there will always be lawyers attending educational courses to learn how to be better lawyers. However, a license requirement to take an arbitrary amount of classes in a year only serves to artificially guarantee a market for a middleman industry to siphon additional funds from clients, when legal services are already shamefully too expensive.
 - The State Bar is doing a good job of trying to help the sole practitioner, but the complexities and economics of legal practice are making solo practice almost impossible. (2) Inadequate restrictions on legal advertising. (3) The poor quality of domestic relations legal practice.
- Perhaps more outreach to new attorneys struggling to find employment or need guidance such as a mentor ship program. I believe Colorado has a program like this, but I am not sure how successful it is, but it might be helpful in a small state like Wyoming.
- Eliminate the CLE requirement. Have all state courts use Electronic Case Filing.

- Wyoming needs to move to electronic filing in district courts. I don't understand why this hasn't happened yet when almost every other state has moved this direction. We need to get with the times.
- Push for electronic filing of pleadings at circuit and district court level
- Electronic filing.
- Establish term limits on the Bar Counsel or terminate the 1 full-time position and have a group of attorneys that act as Bar Counsel on a rotating basis.
- Federal - Consumer Finance Protection Bureau into State regulation of attorneys.
- Strong mentor ship for new attorneys.
- Provide malpractice insurance at a "group" rate, the group being the state bar, for solo practitioners and those who use their legal experience in other areas. For example, I work for a government agency and do not need insurance for that purpose, but, I would love to branch out and do pro bono work but the malpractice insurance for someone like me is astronomical and something I cannot afford. If the state bar offered a malpractice plan it would greatly help.
- Since I live and work in Denver, I would really appreciate the tabling of derogatory remarks about out-of-state members at the annual conferences. I feel very unwelcome sometimes. Last year in Laramie there were a lot of snarky comments made by panel members. It's just bad manners.
- i see them as generally equal in importance
- Make the judicial discipline process effective, not the paper tiger that it now is.
- Offering real, acceptable help to attorneys who need help with personal issues.
- Unauthorized practice of law
- I would like to see continued efforts to support and encourage innovations and changes that assist with stress and exhaustion endemic to the profession.
- It would be nice to see the bar focus on lawyers in the state and their needs rather than spending money on vacations and travel for the officers. I can't imagine how the bar managed to spend over 125,000 dollars last year on travel.
- N/A
- N/A
- I believe we need family courts. That would solve a LOT of access to justice issues and make private practice immensely easier.
- Keep members of bar informed as to legislative updates and changes; offer low-cost CLE programs; concentrate efforts on admitting QUALITY applicants to WY bar
- Easy to access free CLE's.
- Teach & promote elder law, from guardianships to estates to medicare to health. The few lawyers I have found who do elder care law do it poorly and without much concern for both the elder person in their care and his or her family. The legal negligence in handling the cases has been extreme, both on the monetary side and the health care side and involved numerous attorneys. I do not think that judges understand the guardianship laws relating to adults, either, and because of case load cannot give these cases their full attention. I have also been astounded by the lack of professionalism in the courtroom exhibited by some of these attorneys. Both in dress and in preparation and knowledge of the law--lawyers who were appointed by the court to handle both the financial and health care aspect of their charge.
- my paramount gripe against the profession is that lawyers fail to do the right thing more often than not. I think it is a failure of client control coupled with being unwilling to do the work necessary to know the situation.
- Reciprocity of admissions with more states.

- 1 - E-filing implementation; 2 - Listed above; 3 - Enforcing equal application of rules and procedures state-wide across all counties and circuit courts.
- The State Bar should not be a mandatory organization. If it is mandatory, it should focus only on licensing and nothing else.
- Increase quality CLE offerings
- See notes about goals/purposes of the State Bar.
- Understand that life is not based in Cheyenne/Casper and there are needs elsewhere in the state
- Assistance for pro se litigants is an area of concentration that is needed. Pro se litigants lack the information necessary to know how to pursue legitimate claims efficiently and effectively. This lack of information not only hinders their ability to pursue their claim, but also decreases the efficiency of the judicial system as a whole.
- The most important issue is to stay out of our lives, and not try to concentrate your efforts anywhere that isn't your business to supervise or control. We are not errant children. We are not addicts that need your help. There are already two expensive, tax-paid legal services. We don't need you to somehow "diversify" the legal profession. Stop.
- The Bar needs to use its best efforts to encourage truly qualified candidates for the judiciary. There are far too many jurists who regard the bench as a personal platform rather than a public duty.
- Pay down the Bar's \$1.8 million slush fund and use money in lieu of Bar license fees
- Support efforts for electronic filing in all state courts.
- This may be part of adequate funding, but electronic filing in Wyoming State Courts is long overdue.
- I could not answer the previous question because the choices all involve expansion of the bar as a bureaucracy. Efforts to increase diversity??? Lobbying for a perceived need??? Sorry but not a true and necessary bar function.
- moving forward with electronic filing for all levels and electronic dockets for all levels
- Equality for women in the practice.
- divide mark giffords duties among three to five attorneys and eliminate his monopoly over every aspect of bar attorney/ public interactions
- Provide more CLE opportunities for criminal lawyers.
- Proper funding for Public Defenders is an issue ALL lawyers need to be mindful of...And I am a prosecuting attorney...
- Recommending lawyers who actually have trial experience to the Governor for appointment to the bench.
- Big picture structural efforts to improve the system
- Advancing the practice of law in Wyoming. As a practitioner from another state, there is a serious difference in competence and professionalism around the state. In addition, the lack of an adequate electronic filing system is nothing more than protectionism, and is unduly hard on new practitioners.
- Make opportunities to compete for a bench more fair and less obviously geared to prosecutors
- I am troubled by the apparent specialization of the practice which allows members to act as though oblivious to the broader legal issues involved. I suspect this may be the result of law school preparation which seems to be tilting more to practical preparation rather than weaving a seamless web in the young attorneys' understanding of law.
- N/A
- n/a
- I feel like most government attorneys barely make enough money and keep getting benefits taken away.
- We need more judges. We need a divorce court in the busiest districts.
- Advocate for e-filing

- Professionalism between prosecutors and defense counsel
- Technology in the court system
- Advancing public access to public records contained in the Courts.
- Our Disciplinary system need to be over-hauled. I believe we should have a panel of bar disciplinary counsel - not a single bar counsel with unchecked power and no ramifications for improper filings, investigations, etc.
- Lower annual bar fee
- Getting more access to small mineral owners. I work for oil and gas operators, but have to turn away several small owners because they cannot even afford a 1 to 2 hour review of their issue. There is a real lack of access for landowners.
- Keep costs down. It's expensive to maintain a legal license. Do we really need all the people that are currently working for the state bar?
- None.
- N/A
- In regard to professionalism, a CLE on sexism in the legal profession in Wyoming would be nice. For example, don't assume the young woman on the call is a paralegal.
- E-filing and service in civil actions in Circuit Court.
- N/A

48. What do you believe are the most critical challenges facing the legal profession in Wyoming?

- Succession planning.
- N/A
- No idea. Daycare and cost of living in Jackson. No idea about the rest of the state.
- The low economy and financial challenges.
- Affordability of legal services for the poor and lack of time to devote to pro bono services for attorneys, esp. solo practitioners.
- cost of resolving disputes
- Equal access and availability of legal services
- Removing the complexity of our process by simply promoting the rule of law.
- The erosion of the "family advisor" type of practice to increasing specialization.
- keeping talented small town general practitioners, establishment of client base that is profitable and still allows attorney to offer pro bono assistance
- employment and somewhat-mandatory mentorship of young attorneys. Each new attorney needs at least one good mentor, but not all attorneys should be mentors either.
- Protection of the Wyoming "rice bowl" against out of state attorneys- in the past it has been outright shameful.
- Perception of the Justice system.
- increasing complexity of the law for small firm practitioners covering multiple areas of law - it's the nature of small town/rural practice.
- barriers to entry for rural lawyers
- Women in the judiciary
- Not enough work to go around.

- Attorneys often do not follow (or know) applicable laws or rules, which increases litigation. Also, many judges do not issue decisions in a timely manner. This creates significant issues for all parties and there doesn't seem to be an effective tool to address this issue.
- Malpractice insurance
- Public perception
- Quality of judges. 2. Public perception of lawyers.
- Balancing work and personal life, while still being able to make a profit.
- LACK OF PROFESSIONALISM/COMPETENCY BY SOME PRACTICING ATTORNEYS IS DISCOURAGING
- Dealing with stress and burnout.
- There continue to be disparities between men and women in the workplace. I'd like to see more discussion on creating an equal working environment.
- A judiciary that makes a decision and then seeks case law and reasoning to support it.
- Keeping good lawyers in Wyoming; the "click" between lawyers in Wyoming
- Ensuring access to the judicial system. Expediting the judicial process.
- Professionalism,
- N/A
- Stress-induced alcohol dependency. There needs to be other tools made available to handle the stress and expectations from clients and firms.
- The public's perception of the profession is still very low.
- Not sure
- Professionalism - rejecting the put bull mentality that some client's seem to seek out
- Our judiciary is so bogged down that clients do not believe that we attorneys aren't to blame. Directly related is the lack of effective ways to solve family law issues without litigation. The pro se and fast track efforts are not as effective as we all hoped them to be.
- Being able to make a decent living to support a family, without having to work oneself to the bone.
- Access to justice for all citizens. Civics education. Funding for judiciary (not for salaries, but for technology and security).
- Public perception, lack of public knowledge of attorney's community involvement.
- Attorneys from firms outside Wyoming being admitted to the Wyoming bar under the relaxed admission standards who are increasingly taking business from Wyo Attys.
- I think that respect for the rule of law, lawyers, and judges is facing a critical challenge.
- Current Wyoming economy.
- make it affordable for the client and maintaining a quality of living for the attorney
- Transition or succession planning
- fuel based boom and bust economy
- lack of attorney discipline/public perception
- Diversity, not just gender diversity.
- corruption
- Educating law makers
- Rogue lawyers who don't follow the ethics rules and practice in areas regarding which they have no expertise.
- Lack of sufficient funding to the judiciary and both sides of the criminal justice system.

- Maintaining professionalism.
- Too many attorneys who are not rendering independent advice to their clients, who are too willing to take positions or not take positions simply to please the client and/or obtain a fee.
- artificial intelligence but most people are unaware of what is coming
- Online "legal" advice.
- Being more supportive of the efforts and work most attorneys are providing to clients and judiciary.
- Lack of flexibility from the judiciary in allowing limited scope or ending engagement from family law cases; lack of qualified mediators (too many are operating as arbitrators, not mediators), lack of mediation ethical standards, requirement that mediators are lawyers, lack of concern about the underfunded judiciary or legal services, lack of concern about diversity efforts by the law school to retain diverse students
- The bar does not actively endorse the legal profession, the judiciary is almost comically biased -- seriously, take a survey of lawyers outside of Wyoming about their experiences in Wyoming Courts.
- Technology and rapid changes coming to the profession.
- public trust
- Providing services to low income and rural clients
- I believe lawyers are becoming less the guy on the corner who helps you with a legal problem and more an over charging person with no morals who does whatever they can, ethical or not to win your case. That perception is hurting our image a lot I believe, in part because it appears to be true often.
- Attorneys from other states taking work out of Wyoming. Supreme Court bias.
- Initial job opportunities that are reflective of one's financial investment in education. An initial job offer of \$50,000 feels like a slap in the face. There are few jobs available and I feel as if those offering the jobs are not being as generous with compensation as they could/should be.
- The lack of attorneys in rural areas of the state and generally continue to attract enough people to become attorneys who are competent and ethical.
- Lack of professionalism and civility.
- Poor public perception.
- Legal proceedings are becoming more complex and less accessible to the public. Meanwhile, legal services to help people navigate those proceedings are increasingly unaffordable.
- Excessive legal fees. (2) Failure of the law, the legal profession (and the society) to deal with increasing elder financial abuse through undue influence exerted on elderly people with decreased mental capacity. It is primarily a demographic problem, but attorneys often have been culpable.
- funding, especially for law library
- Lack of resources outside of the legal profession for people in the lower income brackets (suitable housing particularly for people with disabilities, mental health resources, etc.)
- Economic opportunities.
- Small firms competing with salary and benefits offered by government sector
- Technology
- Unreasonable client expectations and public perception of the judiciary and the legal profession in general
- Small dollar value disputes and domestic relations disputes cannot effectively use the court system.
- Maintaining the professionalism that goes with the practice of law, including ethics

- Still an "old boys" network and not very welcoming.
- Increasing cost of legal services
- competency
- Maintaining adequate attorneys in rural areas
- The few attorneys working to bill as much as possible as opposed to working toward cost effective settlements.
- Job satisfaction and work/life balance
- access to justice for people of low income and means for attorneys to address those cases
- Didn't I just list those above?
- Hard for me to say. I am not a litigator so I am not aware of any challenges that might be facing the court systems. And I do not work in a private firm so I am not aware of the issues they are facing today.
- Stress / Time / Income balance A rapid increase in unqualified judges.
- People/clients will be unable to pay for the cost of legal representation. (Legal insurance may be needed at some point.) 2) Big, out of state firms taking on most civil litigation cases due to ease of getting reciprocal licensure in WY. There will be little need for local counsel and/or WY attorneys (especially in Cheyenne) because Denver firms are able to get at least one associate licensed in WY through reciprocity.
- Out of state lawyers practicing in Wyoming without any Wyoming offices or connections.
- Access to legal services.
- The cost to the attorney for doing business, lack of jobs in the private sector, attitudes of long-time practicing attorneys towards newer attorneys (my colleagues and I who graduated law school in 2010 have many of the same experiences getting into a law firm or private practice. The older attorneys have groups they are comfortable with, and are not open to helping the younger or newer attorneys learn necessary practical skills. This also makes it harder to find jobs, get your name out for services, etc).
- Substance abuse.
- Policing ourselves.
- Limited population
- Convincing young attorneys to practice in more rural/less populated counties so older attorneys can retire knowing their clients are taken care of.
- Unfortunately, too many lawyers and not enough legal work and inadequate compensation. I would have gone to work for the WY AG's office if they had offered a decent wage. They offered me \$45K, so I went to work across the border in Colorado twelve years ago.
- A lack of attorneys to provide services for low and moderate income individuals.
- The expense of starting a private practice, forcing more young lawyers into government or large firm situations. The lack of experience of lawyers in generally, and especially young lawyers, in trying jury cases. Leading to the public's lack of appreciation for the true value of the jury system.
- Professionalism, and helping attorneys learn how to manage the business of practicing law.
- Keeping pace with the technology outside the profession.
- state's economy
- I think we still struggle with available employment opportunities and specifically struggle with higher opportunities for women in the law.
- The middle class is disappearing and fewer and fewer people can afford \$200 plus an hour.
- The change to the UBE has allowed many non-resident attorneys with large law firms to easily practice in Wyoming at the expense of Wyoming's resident attorneys.
- Distance to travel is often prohibitive when considering new clients. Increased availability and acceptance of video conferencing for certain court appearances was more widely accepted and implemented it could expand the areas in which I could provide services.

- Continued negative public opinion about lawyers and the legal profession.
- The public defender system. My district needs at least one more public defender, full time. There are some excellent attorneys in this system but if they don't start getting some breaks, they are going to burn out FAST.
- For those of us in the rural part of the state, economic survival. Most clients too poor to retain us.
- Professionalism and public perception
- Mental illness, alcohol and drug abuse and its effect on clients/the public.
- equal access to legal services
- Providing access to legal aid.
- Too many unethical lawyers, younger lawyers not prepared to competently practice law.
- Recruiting quality judges as the current judges retire and market saturation from lawyers coming in from out of state.
- Perception that you can get legal advice over the internet
- Access to legal services and competence.
- The oversupply of lawyers nationally has caused a race to the bottom as new lawyers struggle with lack of training and many lawyers take cases that shouldn't be taken in order to keep the doors open. I believe that supporting young lawyers and encouraging nontraditional styles of work (like the recent movement toward unbundled services) will be key to helping the profession recover from this period and regain some measure of respect internally and externally. Lack of civility in the profession right now and increasingly combative styles of interaction amongst lawyers are largely a result of lack of quality mentoring and of desperation.
- Unreasonable client expectations. More and more rules that stifle the judicial process and increase costs to clients
- Not enough employment - cannot be competitive with bigger markets so we lose good talent
- Perception by the public.
- Bar and the Courts are turning us into record keeping clerks
- funding of the judicial system equal access to the law public perception of lawyers and the law
- lack of diversity
- Maintaining the full independence of the judicial branch from the other branches and making sure the public fully understands the importance of this even when it disagrees with the outcome of judicial decisions
- The Judges seem extremely busy.
- Lack of civility and decline in professionalism. Also, the amount of attorneys who are licensed in Wyoming but are not in Wyoming has changed the dynamic of the profession.
- The Bar is aging, and there are not enough young attorneys entering Wyoming to allow for a solid transition. 2. The practice as a whole is becoming less professional and more of a commercial product being provided to consumers. This poses significant challenges for ethics and UPL going forward. 3. The bench (especially the federal bench) is becoming more politicized, and that is threatening independence of the judiciary.
- Healthcare
- How to regulate the practice of law in Wyoming by those who are not Wyoming residents.
- Viable clients
- The overall lack of legal jobs in Wyoming.
- increasing legislative law allowing for quasi-practice of law
- Keeping new talent in smaller towns - transitioning retiring attorneys' clients and files.
- Professionalism in the criminal justice system. Failure of prosecutors to remain independent of law enforcement officers.

- Lack of consequences for unethical attorneys. Disregard of statutes and common sense by the state supreme court.
- Large, multi-state law firms who now find admission requirements easier
- Available jobs for recent law school graduates and employer willingness (especially government agencies) to hire UW grads rather than giving preference to individuals who attended out of state schools.
- Raising the level of professionalism and competence.
- Income for small-town attorneys; professionalism among members
- Properly training young attorneys and sole practitioners in the areas of their practice. Again, I have been astounded and appalled by some of the advice given in a basic case--it was clear the attorney never bothered to read the statutes. When that occurs, the individuals hurt are the clients.
- Rapid changes in the law and in technology require lawyers to spend more time keeping up and less time doing actual work. However, once the keeping up work is done, these two factors can be turned into positives from a competitive standpoint.
- unauthorized practice by nonlawyers and dishonest attorneys
- Public perception of attorneys. Especially court appointed attorneys, in Wyoming they are excellent at their job with little credit.
- Our archaic laws as compared to surrounding states.
- Same as number 47 as well as judges not demanding more from attorneys.
- Lack of talented people entering the profession.
- Public perception and public education
- In my practice, we practice in several different counties and courts. it's problematic that they interpret and apply rules differently. Additionally, lost paperwork is an issue. E-filing would greatly assist in that regard.
- Sexism
- Public perception of lawyers Lack of professionalism (very rare in WY, but important in those few cases where it appears)
- Out-of-state counsel being easily admitted and working for lower rates, thereby threatening Wyoming lawyers' client base, closely followed by lack of quality mentoring to ensure professionalism in both personal interactions on cases and other legal work.
- Survival in light of increased competition from out-of-state practitioners and firms moving into the state and taking away clients from local attorneys and smaller firms.
- Your survey seems to maybe contradict itself - in an above question about important goals for the bar one potential answer is judiciary independence. In a prior question about the judiciary, I believe the question related to attorney/judiciary relationship and how accessible judges are. At face value - those 2 ideas don't mesh. I understand and like to see judicial independence, but I believe there can be 2 way communication and a congenial environment but maintain the independence.
- Providing equal access to the justice system to all citizen, particularly in the domestic relations context.
- Access to justice and pro se litigants.
- Replacing our older attorney with experienced attorneys
- Difficulties with judicial oversight
- Maintaining the professionalism, reasonableness, and camaraderie that seems to be a part of practicing in Wyoming, in light of the (what seems like) growing number of attorneys practicing here
- Increasing pace of practice due to technology. More and more difficult clients due to internet rating systems and half baked research. Extraordinarily competitive market conditions.
- Providing civil representation for low income individuals.
- Increased propensity for clients to file baseless suits and grievances against counsel.

- Civility between lawyers throughout the profession seems to be on the wain.
- Aging lawyer population
- I believe that so many out of state lawyers coming into Wyoming is changing the professionalism in Wyoming, and not for the better. It feels like discovery disputes are increasing becoming more toxic and less reasonable (despite the courts best efforts to control it), relationships are not valued, and the absence of magistrates in state court cases often means that the disputes last for weeks or months before a hearing can be scheduled.
- Lack of professionalism is impacting all of our practices and making obtaining and maintaining clients more difficult, especially for small firms. Collections are then nearly impossible.
- The lack of electronic filing and electronic dockets are huge, the fact that we still rely on snail mail and fax machines to file documents, No consistency- by that I mean practicing in different counties can feel like practicing in an entirely different state, the distance, resistance to change, the need for stricter character and fitness requirements, and more online access.
- Cost to legal clients, but lawyers have to be able to make a living. It all boils down to supply and demand and that is not really a function for the State Bar to be involved in.
- Lack of sophistication, back door dealings or the appearance of the same, poor legal writing
- Start-up costs
- Lawyers mental health issues.
- Costs
- Aging of the bar.
- poor economy and too much focus to providing services to the poor at the bar membership's expense and time
- Preventing judges from encroaching on the executive branch.
- The economy of Wyoming
- Judges who cannot schedule the trial of cases in a timely fashion, and require unnecessary legal hoops to jump through in order to delay trials
- I'm still young and new to this, so I feel like I haven't really seen what challenges we face in the future. Right now, I would guess it's the ability for lawyers to provide adequate service to all clients and still have those clients be able to afford those services.
- Technology and competing technology with LegalZoom and similar types of programs that convince people they do not need a real live attorney.
- artificial intelligence
- Invasion of out-of-state law firms.
- Focus on system effectiveness rather on benefits for lawyers
- Lack of legal services for low or modest income citizens; rogue attorneys who are not being reprimanded.
- Automation and technological inroads into the profession (LegalZoom and such)
- Out of state attorneys and firms poaching in state work.
- Wyoming attorneys in private practice are asked to handled pretty much any case that comes through the door. As a result, there are a number of attorneys handling cases outside their competencies. Also, while the Wyoming Bar touts itself as a bastion of civility, I have seen more dirty tricks, ex parte communications, and out and out lies from the Wyoming Bar than any of the other states in which I practice. Judges are unwilling to enforce their own orders against regular attendees in their courtrooms, and the "ol' boy" network is very real. If Wyoming is serious about economic growth, it needs to make its Court Rules uniform, and do away with Bench Books, supervise judges for consistency in rulings, and implement electronic filing.
- The perception that legal services are neither necessary nor valuable to individuals

- Inability to attract the most highly respected lawyers to the bench.
- Infiltration of larger firms from CO and UT.
- All of the access and availability of low cost and/or free legal services. Other professions don't seem to have such a push for free services. As a domestic relations attorney, these things are inhibiting my practice.
- Out of state personal injury law firms/advertisers -- such as "Law Tigers" and "Russ Brown Motorcycle Attorneys" that advertise on billboards, lock in clients, and then do nothing more than refer them to an in-state lawyer and extract a sizable portion of the fee and not do anything.
- adapting to the effects of technology; and the growing perception that the practice of law is mostly about filling in the blanks on forms
- the changing role of the legal system; more and more clients want to complete forms, etc. on their own: the DIY approach
- client and billing pressures
- Preparation of young attorneys, including law school and mentoring post admission.
- Inadequate pay for attorneys
- These are connected and may solve themselves: the lack of sufficiently high-paying legal jobs in Wyoming, and--looking down the road--attorneys who are getting ready to retire without replacements. Also, a law school in-state that needs to
- Access to the Courts and professionalism amongst the bar.
- public perception of attorneys and the law in general.
- Diversity
- The constant stress of being an attorney.
- Court delays. 2. Legal Zoom
- In laramie county, its the delay of justice due to crowded dockets.
- Diversity and women in the law. Changing but still a process.
- over abundance of attorneys
- Aging population of lawyers not meeting demands of younger lawyers (ex: work from home; flexible hours...)
- accessibility
- Too cut throat. Not a feel good job most days.
- LegalZoom and other online legal services.
- unethical attorneys who drag cases out to get \$
- Lack of professionalism and education. For example, in a jury trial this past year, a district court judge behaved unprofessionally towards my co-counsel and myself. Those present in the courtroom (my division deputy and senior coworkers) remarked that they have never seen a district judge act so cruelly. My co-counsel observed she has never been treated so unprofessionally. Personally, I struggle to view this judge as a neutral decision-maker that warrants respect. Additionally, I have encountered judges who are not educated on the relevant law -- for whatever reason. And I have experienced opposing counsel capitalize on and abuse this lack of education. In short, these issues of "alternative facts" and emotions vs. truths that we are encountering as a society are also being encountered within the judiciary.
- Student loan debt prevents me from practicing in a law firm setting. I can make a lot more money working for a corporation in a legal-related job than as an attorney and I have much less personal risk.
- There is a lack of lawyers in rural areas. Lawyers are territorial and less likely to hire new lawyers.
- Retention of WY College of Law graduates.
- public perception
- Public perception of the profession still needs work.

- The bar counsel office has been not enforcing bar complaints evenly. There have been recent articles in newspapers about Wyoming attorneys that have led to no apparent enforcement of bar rules on older or richer attorneys. Uncertain how it will ever be enforced is becoming a problem for younger attorneys who see inappropriate behavior by older attorneys ignored, but younger attorneys punished.
- Judges are assholes.
- Public perception of lawyers.
- On the civil litigation side, insurance companies' policies and rates treat the practice of law as a production line commodity and threaten the lawyer's role as an independent advisor.
- Attorneys are awful to each other We need to interact with Judges more. Legal Services being maintained is critical
- Adding enough value with our work as lawyers that clients choose real attorneys instead of internet forms. Bridging the needs/services gap and connecting potential clients to lawyers who can help them. Fighting the mental and emotional toll the practice of law is taking on a lot of attorneys in the profession.
- A growing lack of professionalism and civility.
- No pattern forms; unprofessionalism of many attorneys.
- "old boys club" mentality, resorting to unprofessional tactics to intimidate young attorneys rather than relying on actual legal principles
- Lawyer to Lawyer interaction
- Wyoming has opened itself up to out of state lawyers through the UBE, and this is really impacting the practicing community and the law school.
- Being able to maintain a sustainable practice for many attorneys.
- Attorneys waiving in from other jurisdictions now that the reciprocity has changed. Most big cases will now go out of state.
- Online legal services (i.e. LegalZoom, etc.).
- Younger attorneys are having to take on jobs that don't pay enough to cover their student debt.
- Increasing costs of business with decreasing ability of clients to pay for legal services.
- Lack of judges to handle the ever-increasing case loads.
- Poor professionalism between attorneys. As a profession we can't have a do anything to win attitude with our opposing counsel. This hurts our clients (primarily), opposing counsel and their clients, and ourselves.
- Deterioration in overall lack of civility and professionalism.
- DEVELOPING CLIENTS

49. In general, do you feel that the legal profession as a career is becoming:

	Rating	Total
--	---------------	--------------

	Percent	Responses
Much more desirable	1.47%	10
Somewhat more desirable	4.86%	33
Staying about the same	42.86%	291
Somewhat less desirable	35.64%	242
Much less desirable	15.17%	103
Answered Question		679
Skipped Question		88