

2019 Wyoming State Bar Member Survey Results

Total Distribution = 3,063 (All Active, New Active & Emeritus)

Total Respondents = 747

Response Rate = 24.38%

DEMOGRAPHICS

1. In which judicial district do you live?

	Rating Percent	Total Responses
First Judicial District	23.45%	174
Second Judicial District	7.14%	53
Third Judicial District	5.8%	43
Fourth Judicial District	5.53%	41
Fifth Judicial District	5.66%	42
Sixth Judicial District	4.58%	34
Seventh Judicial District	9.57%	71
Eighth Judicial District	2.29%	17
Ninth Judicial District	9.3%	69
I live outside of Wyoming	26.68%	198
Answered Question		742
Skipped Question		5

2. How long have you been a lawyer?

	Rating Percent	Total Responses
Fewer than 5 years	13.04%	97
5 – 15 years	28.9%	215
16 – 25 years	19.35%	144
More than 25 years	38.71	288
Answered Question		744
Skipped Question		3

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	64.17% (455)	15.23% (108)	1.83% (13)	0.99% (7)	0.71% (5)	17.07% (121)	709
Cathy Duncil, Admissions Director/Pro Bono Coordinator	39.45% (278)	9.39% (66)	1.28% (9)	0.43% (3)	0.43% (3)	48.93% (344)	703
Marie Ellis, CLE Director	75.07% (530)	15.01% (106)	2.12% (15)	0.71% (5)	0.42% (3)	6.66% (47)	706
Brandi Robinson, Lawyer Referral Service Coordinator/Modest Means Program Coordinator	24.5% (172)	6.13% (43)	0.85% (6)	0.43% (3)	0.14% (1)	67.95% (477)	702
Samantha McClure, Administrative Assistant/Receptionist	19.43% (136)	4.71% (33)	0.86% (6)	0.29% (2)	0.14% (1)	74.57% (522)	700
Answered Question							710
Skipped Question							37

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	49.36% (347)	11.81% (83)	3.13% (22)	2.42% (17)	2.42% (17)	30.87% (217)	703
Shannon Howshar, Assistant to Bar Counsel	19% (133)	3.86% (27)	1.43% (10)	0.14% (1)	0.43% (3)	75.14% (526)	700
Answered Question							709
Skipped Question							38

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

	Rating Percent	Total Responses
Yes	51.69%	368
No	22.05%	157
I live outside of Wyoming	26.26%	187
Answered Question		712
Skipped Question		35

6. Please rate the effectiveness of your Bar Commissioner's communication.

	Excellent	Good	Average	Fair	Poor	Total Responses
	37.38% (188)	34% (171)	20.08% (101)	2.98% (15)	5.57% (28)	503
Answered Question						503
Skipped Question						244

MEMBER BENEFITS

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

	Rating Percent	Total Responses
ABA Retirement Funds	1.9%	12
ALPS Professional Liability Coverage	27.01%	171
Annual Meeting & Judicial Conference	21.17%	134
Casemaker	42.34%	268
CLE Program Offerings	72.51%	459
Clio	4.58%	29
CosmoLex	3%	19
Ethics Hotline	20.7%	131
Free meeting space at the Bar office	4.58%	29
Identillect E-mail Security	2.05%	13
Judges' Benchbooks	26.86%	170
LawPay	11.85%	75
Lawyer Referral Service	13.27%	84
Listserves	13.27%	84
Modest Means Program	4.11%	26
MyCase	2.37%	15
Office Supply Discounts	1.26%	8
Pro Bono Expense Reimbursement	0.79%	5
Rental Car Discounts	5.37%	34
Section Memberships	12.32%	78
SOLACE Program	0.95%	6
Solo Practice University	0.32%	2
Succession Planning Handbook	1.42%	9
Teleconferencing Discounts	0.95%	6
Travel and Lodging Discounts	1.26%	8
Trust Account Handbook	4.11%	26
Verizon Discounts	1.9%	12
Wyoming State Bar Legal Directory	69.35%	439
Wyoming Law Review (opt-in subscription)	17.22%	109
Wyoming Lawyer Assistance Program (WyLAP)	1.42%	9
WyLAP Foundation Grants	0.16%	1
Wyoming Lawyer magazine	78.04%	494

Answered Question	633
Skipped Question	114

8. Please rate the following member benefits?

	Excellent	Good	Average	Fair	Poor	Aware But Have Not Taken Advantage	Unaware	Total Responses
ABA Retirement Funds	0.93% (5)	2.24% (12)	0.37% (2)	0% (0)	0.56% (3)	45.15% (242)	50.75% (272)	536
ALPS Professional Liability Coverage	18.35% (102)	13.31% (74)	2.34% (13)	0.36% (2)	0.72% (4)	50.18% (279)	14.75% (82)	556
Annual Meeting & Judicial Conference	15.86% (89)	23.89% (134)	5.17% (29)	2.14% (12)	1.78% (10)	45.63% (256)	5.53% (31)	561
Casemaker	20.83% (120)	22.74% (131)	6.94% (40)	2.95% (17)	2.08% (12)	41.15% (237)	3.3% (19)	576
CLE Program Offerings	34.13% (201)	38.71% (228)	10.7% (63)	2.4% (12)	0.51% (3)	12.56% (74)	1.36% (8)	589
Clio	2.3% (12)	3.07% (16)	0.77% (4)	0.57% (3)	0.57% (3)	42.15% (220)	50.67% (264)	522
CosmoLex	0.58% (3)	1.92% (10)	1.73% (9)	0.58% (3)	0.19% (1)	41.73% (217)	53.27% (277)	520
Ethics Hotline	24.54% (133)	5.35% (29)	0.74% (4)	0.55% (3)	1.29% (7)	54.98% (298)	12.55% (68)	542
Free meeting space at Bar office	8.10% (43)	2.26% (12)	0.56% (3)	0.19% (1)	0.19% (1)	64.78% (344)	23.92% (127)	531
Identillect E-Mail Security	0.96% (5)	2.29% (12)	0.76% (4)	0.19% (1)	0.57% (3)	46.27% (242)	48.95% (256)	523
Judges' Benchbooks	11.72% (64)	19.96% (109)	4.95% (27)	2.01% (11)	0.55% (3)	38.10% (208)	22.71% (124)	546
LawPay	6.59% (35)	8.66% (46)	1.13% (6)	0.38% (2)	0.38% (2)	56.12% (298)	26.74% (142)	531
Lawyer Referral Service	9.12% (49)	8.19% (44)	4.28% (23)	0.19% (1)	0.74% (4)	67.04% (360)	10.43% (56)	537
Listserve	7.14% (38)	8.46% (45)	5.26% (28)	0.94% (5)	1.5% (8)	46.99% (250)	29.7% (158)	532

	Excellent	Good	Average	Fair	Poor	Aware But Have Not Taken Advantage	Unaware	Total Responses
Modest Means Program	3.27% (17)	3.08% (16)	0.96% (5)	0.77% (4)	0.77% (4)	61.54% (320)	29.62% (154)	520
MyCase	1.91% (10)	2.68% (14)	0.57% (3)	0.19% (1)	0.19% (1)	48.95% (256)	45.51% (238)	523
Office Supply Discounts	0.19% (1)	1.34% (7)	0.19% (1)	0.38% (2)	0.38% (2)	40.15% (210)	57.36% (300)	523
Pro Bono Expense Reimbursement	2.3% (12)	1.34% (7)	0.38% (2)	0.19% (1)	0.58% (3)	61.80% (322)	33.40% (174)	521
Rental Car Discounts	2.09% (11)	3.42% (18)	1.9% (10)	0.38% (2)	0.76% (4)	50.76% (267)	40.68% (214)	526
Section Memberships	6.6% (35)	13.58% (72)	9.06% (48)	1.32% (7)	0.94% (5)	57.92% (307)	10.57% (56)	530
SOLACE Program	2.52% (13)	2.33% (12)	0.78% (4)	0.19% (1)	0.58% (3)	64.08% (330)	29.51% (152)	515
Solo Practice University	0.38% (2)	1.15% (6)	0% (0)	0% (0)	0.19% (1)	40.50% (211)	57.77% (301)	521
Succession Planning Handbook	0.96% (5)	2.87% (15)	1.15% (6)	0.19% (1)	0.19% (1)	48.76% (255)	45.89% (240)	523
Teleconferencing Discounts	0.38% (2)	1.91% (10)	0.57% (3)	0% (0)	0.19% (1)	39.20% (205)	57.74% (302)	523
Travel and Lodging Discounts	0.95% (5)	2.08% (11)	0.76% (4)	0.19% (1)	0.38% (2)	40.34% (213)	55.30% (292)	528
Trust Account Handbook	4.56% (24)	4.56% (24)	1.33% (7)	0.19% (1)	0.19% (1)	42.21% (222)	46.96% (247)	526
Verizon Discounts	1.78% (9)	1.98% (10)	0.99% (5)	0% (0)	0.59% (3)	33.20% (168)	61.46% (311)	506
Wyoming State Bar Legal Directory	49.83% (292)	31.23% (183)	5.12% (30)	1.02% (6)	0.17% (1)	9.56% (56)	3.07% (18)	586
Wyoming Law Review (opt-in subscription)	14.77% (79)	17.94% (96)	3.74% (20)	2.06% (11)	0.56% (3)	42.99% (230)	17.94% (96)	535
Wyoming Lawyer Assistance Program (WyLAP)	3.27% (17)	3.08% (16)	0.77% (4)	0.77% (4)	0.38% (2)	75.19% (391)	16.54% (86)	520
WyLAP Foundation Grants	0.98% (5)	0.59% (3)	0.20% (1)	0% (0)	0.20% (1)	53.91% (276)	44.14% (226)	512

	Excellent	Good	Average	Fair	Poor	Aware But Have Not Taken Advantage	Unaware	Total Responses
Wyoming Lawyer magazine	43.33% (250)	37.78% (218)	10.75% (62)	2.25% (13)	0.69% (4)	4.16% (24)	1.04% (6)	577
Answered Question								
Skipped Question								

9. All members received a 6" x 9" Membership Benefits & Services Guide in the mail. Was the booklet effective in helping to inform you of the many benefits and services being offered by the Bar?

	Rating Percent	Total Responses
Yes	27.16%	173
No	6.28%	40
Unaware	58.4%	372
Comments (see below)	8.16%	52
Answered Question		637
Skipped Question		110

Comments:

- I DID NOT RECEIVE THIS, PLEASE SEND ONE
- I have not received one
- did not receive.
- When does this get sent out?
- Never received it.
- Got the guide, but it did not cover everything in depth
- don't recall receiving
- When did it come out?
- Meh - I get most information online, so mail feels redundant.
- Probably did--I probably didn't read it well.
- Did not receive
- Did not receive it
- Never received.
- Did not receive, but would love this.
- I don't remember getting it so I'd say it was not effective
- Never received?

- Very helpful. I either didn't notice the information on Verizon discounts or it was not helpful to me. In any event, I am going to look at that again. Same for travel and rental car discounts.
- Probably need the information sent again in small doses - "benefit of the week" or month
- I am sure I got this but I must not have read it.
- I either didn't receive it or didn't pay attention to it. --I'm interested in it.
- To the best of my recollection, I never received the booklet.
- I must have missed my copy when/if it arrived! Sounds like it would be helpful.
- At least for the benefits of interest to me
- I do not believe I received this
- Do not recall receiving this
- Please mail me another one
- I get similar deals for Clio without going through the bar.
- Apparently not. My fault, I'm sure.
- Rely on email.
- Don't recall receiving one.
- Not sure I received this; was inactive most of the year
- Don't remember receiving this
- Wow, don't remember getting one.
- Did not receive. Was it a booklet or a postcard?
- I don't remember it.
- Don't recall ever seeing it
- I did not receive this as my former employer screened my mail. I look forward to seeing it in the future.
- I do not recall seeing this.
- Needs to be sent more than once, or sent by email periodically.
- When was this mailed? I don't recall receiving it.
- I don't remember receiving this.
- Did not receive one
- Did not receive
- I did not receive one.
- did not receive
- I did not look at it.
- I don't remember this.
- I have not taken advantage of it.
- Did not read it.

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

- A young lawyer mentor program
- None - great job!
- Please include practice areas in the bar directory for each member
- Health insurance
- You do enough already. Just kidding since you are asking what more you can do. Free Ice Cream on Fridays. But seriously... maybe you could try to get opposing lawyers to lie less in court.
- Less bubble intensive surveys. Holy crap! This makes me regret opening this survey.
- Health insurance
- Meeting space in other cities (free or discounted); forms templates; women's or mother's groups
- Unknown
- Even more free CLE
- Health Insurance
- group health insurance group life insurance
- I'm not sure - my thoughts would be to do a better job of advertising what we have
- The discounts offers are generic and and something unique and exclusive to Wyoming Bar
- I would prefer to have fewer benefits or at least no increase in order to keep costs in line and avoid another need to increase dues. More benefits mean more that only some use while everyone pays and I have no use for the majority of the current benefits.
- more free webinars for CLE credit
- Nothing additional. Keep up the low cost/no cost CLEs.
- I believe that the pattern jury instructions should be made available, no cost, to all members. After all, it's Wyoming Bar members who create them and all of the government lawyers have them at no cost; only those of us in private practice end up having to pay.
- Lobbying for zero or at least a further reduction of the need for in person CLE. If necessary, maybe every other year or third year. It can be a hardship to take personal time off during the work week to complete that requirement. Home study allows the CLE to be accomplished during personal time outside of work hours. Additional after hours CLE offerings would help in state attorneys but would not solve this issue for out of state attorneys.
- Free Online CLEs
- WAY Lower DUES!!!!!!!
- mentoring program
- Travel Discounts
- Health Insurance
- Nothing to add at this time.
- More and better CLE.
- lower dues
- N/A
- VPN and hard-drive encryption
- I have noticed that the trust and estate section has done some CLE but in the past, the section membership has not been very beneficial.
- Actual health insurance coverage for all members and their employees at reasonable rates would be a huge benefit.

- Partnership with ABA to reduce ABA dues.
- Nothing comes to mind
- Health Insurance, discounts with Ruby Receptionist, some kind of freelance paralegal network
- NA
- The membership card should be plastic card
- I don't think the Bar needs to provide so many "benefits." Focus on training good lawyers and keeping the ad ones from practicing law.
- none at this time - I have only been a member of the Wyoming bar for 2 months
- I think the programs the bar offers are spectacular, but I think they are largely unknown. I don't know why the members aren't more aware of them but by and large I don't believe they are. I wish I knew how to fix it but I believe the bar would be appreciated for what it is if more just knew.
- Health insurance and legal forms. Other states have legal forms, we should also.
- Casemaker is not nearly as good as Lexis or Westlaw. It would be great if the Bar could work out some reduced subscription rate for Lexis or Westlaw. Also more ethics CLE's on line.
- I was unaware of a few of the services/benefits provided by the Wyoming State Bar. It would be helpful to have a clean cut sheet showing what each of these services/benefits are.
- None. The Bar already provides so many services, and I do not want my dues to increase!
- in the Bar Directory, go back to the old form of organization. It is not user friendly and should have tabs
- I am grateful for what is provided. How can we get more funding for WyLAP?
- Group health plan
- A compilation of e-filing requirements, allowances and county nuances would be helpful.
- None
- What about an ethics audit where Gifford (or another person), shows up and reviews your law firm's policies and procedures for minimal compliance and best practices?
- An annual summary of new legislation BEFORE the new ones go in effect. We get tired of reading about new statutes in the paper or some other source.
- Seems like I just need to become more aware of the benefits available.
- I have emeritus status
- Focus on making existing services better
- more free CLE's.
- None.
- Hey o
- Nothing to add at this time - service and benefits are already superb.
- Practice manuals for commonly-sought areas of the law
- Hh
- less emphasis on large firm practice
- I think you guys are doing a fine job.
- Give more money to sections, so that they can put on more events and CLEs. Also, additional funding to pro bono programs like Equal Justice.
- Case maker
- Free ethics CLEs.

- The benefit I most appreciate are the free/low-cost webinar CLEs.
- Coordinate IOLTA with other states, instead of each state requiring an account which may or may not be used --> reduces the burden on banks which are courteously providing this service.
- Practice Guides
- CLE on Gun Rights & Federal Gun Trusts, Conceal carry under Wyoming Law.
- You are doing a first rate job, Sharon. We are lucky to have you. you are the best executive director I can recall us having in the last 45 years.
- None, at this time.
- I would like to see the annual conference include a CLE-only price. The add-ons (meals, etc.) are too costly for the benefit, and we would prefer to dine on our own to escape the conference setting for a while, rather than being trapped all day.
- Health insurance plan
- A new emphasis on the professionalism and ethics of prosecutors in Wyoming, so that members will have a new oversight process available to effectively review and correct misconduct.
- An electronic list of the court and court staff. That is the only reason that I get the bound copy of the directory.
- It would be helpful of the bar conference was held in places that had more affordable hotels. The government lawyers symposium in 2017 was very helpful, and it would be great if it was an annual event.
- OK as is
- Easier CLE reporting
- Health Insurance
- Guidance on maternity/paternity leave for lawyers.
- No comments at this time.
- None
- Health Insurance
- More substantive CLEs, on Wyoming law, with FORMS
- A program to recruit lawyers to a pro bono program to assist victims of violence during protection order hearings on a limited engagement basis. WCDVSA simply does not have the resources to handle the case volume that exists and defense attorneys use the hearings to conduct depositions of the petitioners for use in criminal cases.
- Discount for AT&T
- I really appreciate all the CLE's offered / listed, but would like the interface to be easier to search or to list the upcoming programs by location in Wyoming.
- It would be great if you could start a data base of Process Servers around the State and Free-Lance Court Reporters. the health insurance is probably still an important issue for many solos.
- Group health insurance
- Encourage collegiality and civility and transparency in the profession as an antidote to the lack of the same in the political arena.
- Less of everything.
- health insurance for solo/small practitioners
- Travel, lodging and office supply discounts rarely provide any benefit. This is not just a WSB problem, but a problem for all Bars. In my personal experience, a regular sale price is better than the "deal" you get by using your membership. For example, last year I purchased a piece of office equipment for \$599. It was \$799 with my "discount." :/
- Better and cheaper CLEs

- Eliminate programs offered free through other sources and reduce annual dues.
- more Judges
- I'm new to Wyoming, so I don't know enough about what is needed yet
- I don't think you should spend so much money with the Wyoming lawyer. Put it online, and if people want a subscription make them opt in. We are wasting so much paper every month on that.
- Caselaw is the best money the bar spends. Any extensions of this type would be great.
- Free meeting space in other locations than Laramie
- CLEs that are more of a broad overview of a certain area of law.
- I think there are already a lot of services. A health insurance plan would be nice but I know this has not worked in the past.
- Nothing to contribute
- All good -- keep up the great services and benefits!
- More free CLE opportunities that are offered at various times, not always over the lunch hour
- You all are pretty great. Keep it up!
- Meh
- A group health insurance program that we could participate in would be great
- Lower bar fees.
- No suggestions.
- No "other" come to mind
- More free CLEs
- Maybe the bar is already trying to do too much that isn't of significant use to the majority of the bar. Perhaps it could prioritize, cut back to essential services, and reduce member dues.

11. 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)	29.55% (172)	34.71% (202)	26.63% (155)	4.98% (29)	4.12% (24)	582
From the President	18.74% (110)	27.94% (164)	39.52% (232)	11.93% (70)	1.87% (11)	587
Office of Bar Counsel	30.52% (181)	32.72% (194)	29.51% (175)	5.56% (33)	1.69% (10)	593
From the Sections – NEW!	12.21% (69)	20.88% (118)	35.40% (200)	9.03% (51)	22.48% (127)	565
Feature Articles	19.76% (116)	38.16% (224)	37.31% (219)	2.9% (17)	1.87% (11)	587
Court Summaries	36.03% (214)	31.99% (190)	25.42% (151)	5.05% (30)	1.52% (9)	594
Law School News	13.61% (78)	19.02% (109)	42.58% (244)	22.51% (129)	2.27% (13)	573
Information Connection (various articles provided by law librarians)	11.8% (67)	17.96% (102)	45.6% (259)	16.20% (92)	8.45% (48)	568
Write On!	16.32% (94)	20.49% (118)	39.24% (226)	14.93% (86)	9.03% (52)	576
Tech Tips	13.15% (76)	23.36% (135)	43.94% (254)	13.49% (78)	6.06% (35)	578
Be Well	15.56% (89)	18.01% (103)	43.71% (250)	16.08% (92)	6.64% (38)	572
Memorials	30.26% (177)	29.23% (171)	28.21% (165)	10.60% (62)	1.71% (10)	585
Attorney Discipline	48.82% (290)	29.29% (174)	15.99% (95)	4.04% (24)	1.85% (11)	594
Classified Advertising	15.94% (92)	21.49% (124)	40.55% (234)	19.58% (113)	2.43% (14)	577
Friends of the Bar	14.16% (81)	19.23% (110)	40.38% (231)	18.71% (107)	7.52% (43)	572
Answered Question						605
Skipped Question						142

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

- something light - cartoon
- As a non-resident, I think it's excellent in content, layout, and breadth.
- More practice and CLE type articles
- More criminal related material
- Nothing - it's great!
- Statistics
- Financial advice
- Unknown
- More articles summarizing case law decisions.
- I think it could be consolidated to a quarterly version. Sometimes the material is very thin, it would make more sense to publish fewer editions with more, substantive material. Some of the past years editions (with the exception of the Prof. Burman issue, which was amazing) have been woefully lacking and I would have preferred nothing to what I received (exceptionally bad was the "Black 14" coverage, which was way out of touch, contained really derogatory language, and contained no view point from the people actually involved, only an old white man's accounting of another old white man's version of the events).
- Doing a good job already. Nothing to add.
- Nothing More
- Nothing to add at this time.
- It is a waste of funds. The world is full equal or better information of use to practicing attorneys
- More technology articles
- N/A
- Substantive practice tips
- More information regarding trust and estate work.
- I'd like it to be more user friendly and easier to read.
- Upcoming Wyoming-specific CLE opportunities - maybe a collaborative announcement from WTLA?
- nothing at this time - I have only received one issue
- It might be nice to have something light or humorous occasionally??
- Sometimes the articles are very generic and I would like to see more in depth articles on what lawyers in Wyoming are actually doing.
- Less opinion pieces about social issues. It isn't the job of Wyoming attorney's to set policy, but to navigate the law in an ethical and moral manner.
- I like what you do!
- I think it is an OK magazine. Nothing amazing, nothing horrible.
- No suggestions
- Maybe more on the law school other than the occasional update, perhaps blurbs on students and activities at the law school.
- Articles tend to be very basic. Need more advanced discussion
- Nothing to add at this time.
- Digests of significant District Court decisions with links to text of opinion, decision letter, order etc and perhaps links to motions and briefs.
- More Wyoming law related news and articles on what is going in legal field across the state

- n/a
- cartoons
- Nothing, at this time.
- It would be nice to have cover photo contests like Colorado and some other states. The cover stock photos are getting outdated. Having more point-counterpoint articles on topics of interest would be useful. Hearing perspectives from the bench is always helpful.
- One article a month on areas of law that are outside the normal practice just so that Wyoming lawyers are at least aware
- A small section dedicated to misconduct of prosecutors in Wyoming in order to bring attention to incidents of misconduct and instill caution in prosecutors in making sure their actions are professional.
- OK as is
- maybe a whole article about a significant case each month.
- More of the personal stories. And I like the print version so I can have out in my waiting area for clients to see & read.
- Expand court summaries and more articles on substantive law.
- Practice tips, introduction to areas of law for new lawyers, online resources helpful to our practice
- Features/ profiles of attorneys in various practice areas; book reviews and reading suggestions, list of upcoming CLE events;
- Summary of topics being considered and decisions made by Bar Commissioners.
- Great publication!
- cannot think of anything
- N/A
- I would like it to be only electronic.
- The online version you send is not readable. I would like to be able to read the online version you send me.
- Continued variety
- All good -- keep up the great publication! I enjoy reading each new issue as soon as I receive it.
- Meh
- N/A
- No suggestions.
- See 10 above

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

	Rating Percent	Total Responses
Print version	81.01%	512
Digital issue on Bar website	13.29%	84
App for mobile device or tablet	2.69%	17
I don't read the <i>Wyoming Lawyer</i>	3.01%	19
Answered Question		632
Skipped Question		115

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

- No preference. I think you are doing a great job!
- Quality of our professional services. Protect the public. Assist members with benefits.
- Education
- Education, referral of services, maintaining professional quality and honesty.
- Given the small membership (1700 ?) It already provides excellent resources and priorities.
- CLEs
- Protecting the rule of law
- CLE
- Assisting citizens in finding attorneys, assisting attorneys in the practice of law, ensuring quality educational opportunities for attorneys, and ensuring the professional performance of services by attorneys.
- Admissions & Discipline 2. Shouldn't the website help lawyers as much as it helps the public. 3. The website is swayed way too much for making complaints about lawyers and an attorney has to look to find member benefits. Shouldn't we focus on positives and good things lawyers are doing rather than what complaints the public has about lawyers on the website. Put the complaints like you do list casemaker. Why not have a spot next to complaints that says "has an attorney done something good for you?" Shouldn't they be able to give an atty boy to an attorney and not just complaints.
- Guidance and assistance to the attorney's.
- Continuing to promote the fact that Wyoming lawyers and its judicial system/staff are better than the others. Because it is true - I spend time practicing in another state and it is incredible the lack of judicial temperment, the lack of honesty and the lack of adherence to statute.
- Education and Supervision of Lawyers.
- Protect integrity of the law profession, and protect the members jobs. Not easy to balance both, but AI replacement of jobs has started and the Wyoming bar has not taken steps against it.
- Working with the courts to implement electronic filing.
- Support for Wyoming lawyers Maintaining quality standards, disciplinary actions Recommending judges and rating CLE availability
- To provide Wyoming attorneys with legal industry news, practical knowledge/changes in the practice of law, ethical obligations, and "spotlight" stories about lawyers and judges.
- Networking attorneys around the state; providing resources and advice.
- Regulating the unauthorized practice of law CLE
- keeping the legislature from passing legislation that hurts attorneys
- Supporting attorneys
- Continue to serve the needs of the bar
- Membership benefits No cost CLE Continue funding Bar Counsel
- Lawyer Discipline, Bar Admission, Fee Arbitration, Announcement of Rule Changes and core functions, not frills.
- CLE
- Helping Wyoming lawyers represent the people of Wyoming.
- Providing resources to Wyoming lawyers to help them in their practice. I think the Bar is doing a good job of that already.
- Take care of Members, like offering CLEs at low cost.

- We are required to take CLE courses. I am ok with that, I like to keep up to date and I really like to learn new things. Sadly, I usually walk away from the CLE courses feeling like I spent a lot of money just to check a box saying I attended the required hours. These courses are really, painfully expensive and when you walk away thinking, "was anything presented that will make me a better lawyer?" it feels like a lot of money for nothing. I would like to see more emphasis on quality CLE presentations that provide practical, useful information.
- Getting rid of the UBE
- Support to members. I think you do a very good job of this, as is.
- CLE, pro bono, lawyer referral service
- Not alot Too Bureaucratic
- elevating the ethics of the bar
- Attorney Regulation / Admissions / CLE / Fostering Good Will in the Community in no particular order
- Admissions, discipline, CLE
- Encourage grievances for unprofessional conduct
- Educating lawyers; maintaining professional integrity
- Assistance to lawyers; admissions; ethical issues; CLE
- aggressive enforcement of the rules of professional conduct
- Lobbying state legislature
- Attorney well-being
- Connecting bar members with each other
- Educating members on the benefits associated with membership and providing resources and CLE information for members.
- New management.
- CLE, Discipline and Regulation, Rules, Networking
- Health insurance availability for all Bar members and their employees, CLE at reasonable cost and online.
- Bar admissions, handling grievances, providing CLE, communicating bar news
- #1 PROMOTING PUBLIC EDUCATION ON THE CONSTITUTION and the importance of the three separate branches of government and a professional fact based press - for both children and adults (The more focus is on STEM classes, the less focus is on U.S. Government classes. People are less likely to value what they do not understand.) Also, IT security advice and assistance, free/inexpensive web CLEs, bar directory, lawyer referral service, annual bar conference, and encouraging county bar associations to be more active (like help with priority #1 above), and add county bar info to State Bar website (or make more obvious if it is already there).
- CLE, discipline, judicial training/civility
- Affordable services to low income communities. High ethic standards and enforcement.
- To be a voice for admitted lawyers (convey feedback to legislature and Supreme Court), administer admissions and discipline, and protect the public from lawyer mistreatment/abuse.
- Supporting lawyers who work in the Office of the Public Defender
- accessible legal services for all, determined by income of recipient, with cost and time duration caps. Separate from that, maximum time caps on all litigation (e.g. lawsuits finished from filing complaint to final resolution within two years; appeal time thereafter).
- I think the bar does a good job with the current priorities.
- Provide educational opportunities; be diligent about stopping the unauthorized practice of law; focus on legal skills and training of lawyers with less emphasis on the "whole" person.
- Licensing; discipline, education.

- unsure at this time - I have only been a member of the Wyoming bar for two months.
- In broad terms, health and welfare. Not just encouraging health and welfare in the physical and mental sense but providing the support and resources to build a stable practice. I believe the WSB already provides these things so I'd guess the priority would be promoting and educating busy, distracted, and cynical lawyers about all the things that are readily available.
- Making us money
- Offering networking opportunities and mentorship for young lawyers
- Making lawyers better, improving the public image of the legal profession, educating the public about the constitution and their legal rights
- Helping new lawyers navigate the process of filing documents, what to expect in the first year of practice, and resources to help them with their questions.
- Equality and access to research for all members.
- lower fees
- Provide opportunities and assistance to attorneys in navigating their work. And I think the Bar does this well. Though I have not personally taken advantage of several benefits, I support them being available if and when needed (particularly those like SOLACE and WyLAP)
- Scrutiny of new applications to bar, discipline
- Urge the Supreme Court to modify or eliminate the UBE as the sole basis for admission. It allowed our of state attorneys to flood the market and harms the current practitioners. Also, these rubber stamp admittees who live elsewhere do not seem to know the rules and do not care to learn them.
- Lawyer Well-Being - we need a wellness committee, IMHO
- Facilitating professionalism and collegiality among Wyoming attorneys.
- Being mindful that just because a rules committee exists does not mean that rules changes are necessary. E.g., document retention. Promoting law as a learned profession.
- Regulate practice, not peripheral feel good forays into one or another "diversity/inclusion" project.
- Bar services Discipline
- Definitely NOT the commissioners traveling all over the State however often to meet. Waste of money. That can be via video conference.
- Be a resource for enhancing and maintaining lawyer competence to maintain public trust and respect for the profession.
- Public relations, CLE, and discipline
- Prodding the Supreme Court to push through e-filing at the District Court level. Getting attorneys electronic access to district court records without going to the courthouse. Telling the federal courts to kill the ridiculous PACER fees.
- help us small attys stay in business and viable. The multistate bar and out of state firms are very much affecting the practice in WY
- Lawyer discipline, client protection and admissions.
- Continuing to provide free or low-cost CLEs to attorneys. Providing effective communication between the State Bar and the attorneys (particularly in regards to the Bar's business. Communication from the commissioner is spotty and not always timely, and it would be good to see drafts of meeting minutes posted sooner). Continuing to provide useful services to attorneys, including the ethics hotline, the directory, the Wyoming Lawyer, and the Law Review.
- education
- Better CLE from national speakers instead of the same Wyoming lawyers at every annual conference; More trial focused CLEs;
- Discipline, ethics guidance
- Advocating for Lawyers
- Low cost CLE and more attorneys in rural areas

- Free CLE's, reduce fees.
- Bar examination, education and disciplinary actions
- Preparing young lawyers for the challenges they will face and educating the older ones on matters of importance.
- Admissions and CLE.
- Disciplinary actions, coordinating admissions, and providing/overseeing CLE.
- Policing the profession. Bench Bar relationships.
- Member well-being; protection of the public
- Admissions, grievances
- Excellent continuing education opportunities and support for practices
- Continuing education; promoting respect for legal system; casemaker; ALPS
- Attorney support, Grievance proceedings, work with or against legislature, Work with or against courts, limit black robe disease to the extent possible
- Access to legal services for folks who can't afford a lawyer.
- J
- The Bar is doing an exceptional job, they should keep up the great work!
- Prosecuting dishonest attorneys who utilize their power tyrannically and without civility. Additionally, filtering bar complaints better so that attorneys are not required to respond to frivolous complaints. Those complaints take a great a toll on an attorney's well being.
- Service to Members so that they can provide quality representation to their clients
- The WSB's top priority should be to fire Mark Gifford and Sharon Wilkinson. They have no oversight, spend too much money on Board of Officer and Commissioner meetings and WBA expenses, and are poor, unethical leaders.
- Less involvement with my practice. I don't think it is the duty, obligation, or goal of the State Bar to provide the many services offered. I certainly don't need the State Bar to tell me what type of email security I should have. It is nice the State Bar offers so many programs that might help attorneys but I don't see it as a necessity or goal the State Bar should spend time and money to promote.
- Ethics enforcement, lawyer referral (pro bono), CLE provision
- encouraging social and professional networking among local bar communities
- I am a member of a large state bar association and I am soon to be a member of another very large state bar association. The Wyoming Bar is the kind of organization only a small town with long roads can offer. I always feel like this is an organization supporting not only the the practice of law, but also *its members*, which is unfortunately increasingly rare. Keep up the good work!
- Discipline, CLE and assistance
- Ensuring there are GREAT judges at every level. Actively recruit practicing trial lawyers who write well, and spend more on sending them to annual training, i.e., in Reno. Great judges are the gatekeepers; if they require professional lawyering in their courtrooms, all the rest of the pieces come together (if I don't meet a high standard of practice enforced by a judge, I don't win my case; if I don't win my case, my clients go elsewhere). It might take 15 years.... but worth it.
- Spend down the slush fund and give all members a credit for their bar dues for one year. There is absolutely no need for the Bar to maintain a cash balance equal to one year's annual budget.
- Support of practicing Attorneys
- An intellectually and ethically engaged Bar.

- Providing mentoring support for attorneys who have worked in either one area of the law, as in-house counsel, or within government, who would like to branch out to either private practice or to offer pro bono services. There are many attorneys who would love to provide pro bono services but worry about taking on issues that they are not familiar with due to their line of everyday work.
- Ensure the professionalism of practicing attorneys
- legal education attorney ethics, health, retirement
- maintain the integrity of the profession, through bar admission and discipline; (2) provide low-cost or no-cost CLE to maintain professional standards; (3) protect the professional nature of law by stopping UPL; (4) improve bench-bar relations; (5) provide mentoring and skill development opportunities and resources.
- Attorney licensure and 2) investigating and prosecuting malpractice. Those are the only two functions that are necessary to protect the public and, therefore, they are the only the Bar needs to provide. The Bar is a professional licensing government agency that all attorneys are required to join and be taxed by. The Bar has a great staff who have worked hard to make many other services available to Wyoming attorneys, but those services should be left to a private trade organization to provide.
- CLE, bar directory, lawyer referral, casemaker, access to ethics questions (Mark Gifford), malpractice and health insurance for WY attorneys
- Provide more in person CLE around the state to provide opportunities to mix with other attorneys and judges.
- Making attorneys aware of issues in the law and within the practice of law in the state of Wyoming and then nationwide
- Compliance with Rule 3.3
- More free and low cost CLE
- Updating our rules. Encouraging civility between attorneys.
- Assisting Lawyers in need and providing high quality and affordable CLE
- WY Supreme Court and district court opinions/memoranda decisions in civil cases
- lawyer assistance, lawyer discipline, lawyer services, admissions
- Membership Directory Ethics Hotline CLE
- Lawyer support - what we do is difficult and having the one-on-one access to Mark & Sharon is incredible.
- Annual convention, supporting small and solo practitioners, lobbying to expedite e-filing across state courts
- Help people find the legal help they need.
- Providing Bar Counsel, Ethics Hotline, administering CLE programs and monitoring CLE compliance
- Providing CLE and network opportunities.
- Reducing the annual bar fees.
- Stay out of the way of the attorneys as they practice law or maintain their license.
- CLE
- Better development of a mentoring program for young attorneys.
- Attorney advocacy, client protection, Annual conference, training, member updates, public outreach
- see # 10 above
- admissions/discipline; CLE; access to justice
- Promoting professionalism and ethical behavior for the members of the Wyoming State Bar
- Practical guidance on less understood aspects of the practice. Human interest stories to personalize the practice are also a draw for me.
- Discipline, CLE, Convention, Newsletter, Ethics hotline.
- Promoting the ethical practice of the law. Helping members of the bar to know about changes in the law and court rules and procedures.
- Helping to create consistency across the different judicial districts as it relates to forms, basic procedure, etc.

- Human Rights
- Advocating for the importance of attorney's and educating the public about the role that attorney's play in legal transactions and relationships outside of litigation.
- You're already nailing it -- member services, conscientious representation of the members in policy/legislation
- What you are doing
- To support the attorneys licensed in Wyoming and make sure they do their jobs professionally and ethically.
- It is doing well
- Proposing and lobbying for a new, modern and understandable Code of Civil Procedure.
- CLE
- to Convey and advocate about the important role lawyers play in every day life -- pro bono, civic work, important litigation, civil rights --
- Support of attorneys
- Lawyer mental health Navigating ethical questions
- CLE; Casemaker
- Ethics
- Assisting members
- Ethics
- small practice benefits, healthcare, technology
- Enhancing conflict hotline expanding bar counsel providing solutions (including financial) for all the groups in the state trying to enhance the practice of law and access to justice
- Cutting costs so dues aren't as expensive.
- Reducing clique atmosphere and making Wyoming a professional environment.
- Supporting recruitment of qualified candidates for judicial appointments
- Professional development; 2. Bar admission standards; 3. CLE programs; 4. Review and update of rules
- Balance between the public and the members in the actions that are taken.
- CLE credit
- Sending fewer emails and wasting less of my money
- Assisting lawyers who want to be judges to help level the playing field. The process is political and skewed toward prosecutors. The JNC is out of touch with what some of these lawyers making the top three are really all about.
- Ethics, ethics and ethics.
- Keeping the membership informed
- Continuing education, attorney discipline, WyLAP, SOLACE
- Member benefits, CLE classes, ensuring quality of attorneys licensed to practice in Wyoming
- More access to services by poor people
- helping lawyers with technology to reduce risk; obtaining discounts for cyber-insurance; battling against unauthorized practice of law
- Working with the Wyoming College of Law to better prepare students for the practice of law.
- About what they are.
- Support (physical and emotional) for members of the Bar.
- Fair representation and protection of the rule of law.
- Continuing education.

- Just a professional organization for attorneys. Improved network and training opportunities. Smaller is better.
- No suggestions.
- None come to mind as a priority
- Service to Bar members
- Discipline and CLE
- CLE, discipline, information about mental health issues
- Processing new memberships quickly and efficiently, tracking and providing CLE opportunities, and attorney discipline.
- x
- Diversity and inclusion

ATTORNEY DISCIPLINE

15. 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.	18.90% (117)	50.40% (312)	7.75% (48)	1.45% (9)	21.49% (133)	619
The disciplinary process is fair to lawyers.	18.61% (115)	45.31% (280)	9.71% (60)	1.94% (12)	24.43% (151)	618
The disciplinary process is fair to the public.	18.51% (114)	48.05% (296)	6.66% (41)	0.81% (5)	25.97% (160)	616
The disciplinary process is transparent.	14.56% (90)	44.34% (274)	14.72% (91)	2.91% (18)	23.46% (145)	618
Answered Question						622
Skipped Question						125

16. Have you utilized the Ethics Hotline?

	Rating Percent	Total Responses
Yes	29.6%	185
No	66.08%	413
Comments	4.32%	27
Answered Question		625
Skipped Question		122

Comments:

- Mark Gifford is extremely responsive and always helpful.
- I called and did not receive a return call.
- Mark always returns calls promptly if he doesn't answer the phone directly. He's great at answering questions. I'm glad we have this service and are lucky to have it.
- Been helpful. Thank you.
- The ethics hotline is fantastic.
- I called Mark Gifford directly.
- Gifford should be replaced.
- Still feel uneasy calling
- Excellent benefit
- Bar Counsel is always open and receptive
- Once
- I have called for discussion
- Not recently
- very helpful!
- In my opinion, Mark Gifford is unethical and should be fired.
- Didn't realize we had it!
- This is an important service to maintain.
- Excellent benefit
- Outstanding service for members.
- Attempted, no success!
- I am amazed at Mark's availability. That is a huge bonus.
- Yes, but it has been many years since I last used it.
- I've called Mark a time or two.
- Mr. Gifford is always available and quick to call back. I think we're lucky to have him.
- very helpful and immediate
- Super helpful!
- It should be anonymous.

17. If so, please rate your experience.

	Rating Percent	Total Responses
Excellent	32.83%	153
Good	8.15%	38
Average	1.72%	8

Fair	1.29%	6
Poor	1.07%	5
N/A	54.94%	256
Answered Question		466
Skipped Question		281

JUDICIARY

18. 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	57.83% (192)	8.13% (27)	12.35% (41)	4.22% (14)	2.71% (9)	2.71% (9)	12.05% (40)	332
Inadequate compensation	17.81% (52)	32.19% (94)	28.77% (52)	8.68% (23)	9.06% (24)	5.28% (14)	5.28% (14)	265
Workload	17.81% (52)	32.19% (94)	28.77% (84)	9.59% (28)	6.85% (20)	3.77% (11)	1.03% (3)	292
Isolation of the judiciary	15.96% (53)	35.84% (119)	28.01% (93)	8.73% (29)	6.63% (22)	3.01% (10)	1.81% (6)	332
Do not possess the appropriate experience	36.21% (109)	20.27% (61)	16.28% (49)	7.31% (22)	12.62% (38)	3.65% (11)	3.65% (11)	301
Transition to the bench	8.13% (23)	24.38% (69)	31.10% (88)	7.77% (22)	8.13% (23)	17.67% (50)	2.83% (8)	283
Judicial canons are too restrictive	2.35% (4)	3.53% (6)	7.06% (12)	5.88% (10)	7.65% (13)	24.71% (13)	48.82% (83)	170
Answered Question								530
Skipped Question								217

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

- Obligation to be concerned with public appearance and social respectability.
- We ask our judges to consistently care for our communities, but we do not care for our judges.
- The process seems like it is random and secret. It appears there are no criteria as to what the selection committee wants. After putting in once and not being selected you really are not inclined to ever put in again.
- none
- Forced retirement age. Transition FROM the bench.
- I'm too old.

- I don't have any concerns and think the compensation is very good and increases substantially more than other government attorney jobs. This is actually quite concerning.
- boredom and being tied down to the bench when I could be fishing
- Is the process truly merit based? That is a concern I hear from attorneys
- None
- I have always challenged the system, and at times in ways that do not make me part of the "good old boy" legal network in the state. I am a good attorney, and would be a good judge, but I do not agree with the busy bodies at the State Bar, and the ingrained attorneys.
- I don't have any concerns
- It seems almost impossible for a solo attorney to become a Judge. It's either government attorneys, professors or big firm lawyers.
- District Judges appear to be miserable. Why would I want a job that made me miserable?
- No training
- I prefer the role of an advocate.
- Losing all my friends. [Okay, this is the isolation issue.]
- I am a judge-federal
- I believe you need to be on the "inside track" to be a judge, and I am not. I am also over 60; however I would like to know if it is possible for me to become a circuit court judge.
- The pay for lawyers living in Wyoming is traditionally low, so many of us have moved to Colorado and other areas to be compensated more. While we still practice in Wyoming and have clients there and are active members of the bar, we are not Wyoming residents.
- How rarely the best candidate for the job is who gets the job.
- being aware of a path to becoming a judge
- Perception that litigation types would not support a non-litigation attorney
- The job appears to be largely composed of divorce/custody, simple criminal matters and juvenile matters and I would not be happy in the position. I am doing what my skills fit best with and others would make better judges than I.
- Lot of interference from the Supreme Court Administrators Office
- I am already an administrative law judge at the federal level (not an Article III judge) and love my job.
- Too old to make it worthwhile. I would only have 4 years to serve.
- Judges do not have the adequate experience in both criminal and civil law. Recent appointments are prosecution oriented and closed to the defense.
- I have been a Court Commissioner and, in this small state, it is difficult not to be acquainted with those who appear before you
- Courtroom facilities are out-dated, uncomfortable, and do not meet the needs of the public (this needs to be solved by the respective counties).
- None
- I do not have an interest in the level of domestic and criminal cases that fill up most of the docket.
- While I would love to be a judge, I feel the process is too political. I have practiced in Wyoming for nearly two decades but don't frequent the usual lawyer social events and haven't been terribly involved in state politics. It feels like it doesn't matter how good I might be, there is no point in applying because I didn't go to law school with the governor (or former governor), am not politically connected and don't know any of the people on the nominating commission.
- If not selected by the Governor to be a judge the rest of the legal community, public and your employer know about it and it could hurt your career, especially from an employer.

- What appears to be a lack of training for judges to effectively and efficiently perform their duties. Also, a lack of funds for such things as court reporters and staff.
- Unfamiliarity with the application process, Unfamiliarity with minimum qualifications sought by the judicial nominating committee to even know if application is worthwhile
- The selection process is skewed, politically motivated, and overlooks the best candidates.
- my age; no sense applying when I will be 65 in a couple of months
- The Judicial Nominating Committee is broken. I have little faith that good, prepared, and or competent individuals will be nominated (especially to the First Judicial District and the Supreme Court).
- The nature of the job itself - as a family law attorney, I have seen the judges have to decide between 2 wonderful parents and 2 who are both less than ideal candidates for custody, and I do not envy them having to be the one to actually make those decision
- Whether misdemeanors committed as a youth would prevent me from serving or being considered for judiciary.
- State court judges are generally unimpressive and not the best lawyers.
- none
- I sounds like the worst job possible.
- Women are not usually chosen.
- N/A
- Lack of flexibility as compared to private practice.
- political nature of appointment
- None
- Attorneys not being reasonably succinct orally and in writing
- Hope to retire soon
- Political process
- None come to mind.
- I don't know the right people or have the right connections.
- stress; public scrutiny, criticism without being able to respond or explain
- I would love to be a judge, I am a fairly new attorney (admitted 2016) so at this time I simply do not have the experience.
- None
- Self doubt about capabilities
- none,Just just not interested.
- There seems to be a tendency for many, many judges to become "prima donnas" after a while. I just don't want to go there.
- none at this time
- The inability to navigate through the politics of the process, regardless of one's experience, passion or qualifications while some, perhaps without these things, receive the honor and privilege.
- I do not have any concerns about becoming a judge.
- Methods available to learn more about what a judge does on a daily basis.
- I've never given it much thought to date.
- The judicial nominating commission does not seem to put forth the best candidates. It appears that some of the recent selections were more political in nature and not based on merit or competency.
- We need to encourage quality applicants. Trial experience is a must.

- I don't have the connections or the name needed.
- I don't want to be a judge, other than perhaps as pro tem.
- I am too old and on Emeritus status
- A judge should keep government hours. I like to control my schedule.
- None
- I am way past the age to become a Judge
- I practice out of state and likely am too old to be considered.
- The workload depends on court. District Courts seem overburdened. Also, concerned that there won't be opportunities where I live.
- Fairness of selection process
- Ability to get people to recommend you (hob-nobbing)
- Not having enough or the "right" experience; concern about applying and if it would affect my current position; the timing of openings.
- NA
- too political
- Application process seems arbitrary and onerous
- Too much political bias in selection, not enough selection by merit for the particular court (criminal vs. civil docket).
- Retirement
- Too old.
- Personal safety from attacks by disgruntled litigants.
- Specialized practice and experience over many years have narrowed legal knowledge to a few narrow areas.
- The disconnect between the bar and the bench.
- Not a goal for me.
- Must be the most boring job one could have.
- I don't live in Wyoming, but I would love to be a judge in the Wyoming communities that are nearby (Laramie, Cheyenne). I don't think it would be appropriate to be a Wyoming judge living in Colorado.
- Gg
- not honorable
- I'm too old
- "Judge not, lest ye be judged"
- I'd rather have a root canal than be forced to be a judge.
- At least for circuit/district court judges, most cases are criminal/family law (no thanks)
- Question 18; this is a poor way of answer this question. I am not sure you will get good data from this question.
- It is not a career goal for me.
- The balance of civil v. criminal case law is a deterrent. In other words, judges workload is approximately 80 percent criminal/family law. This is a huge disincentive.
- The narrowness of the work path in terms of experience. For example, why not encourage Supreme Court clerks to apply for a Supreme Court vacancy.
- 1 Selection process too political, 2 gender bias, 3 nativism
- --Within transition to bench, the lack of formal onboarding and ongoing training.
- Forced retirement at 70.

- The lengthy process. It also appears the number of times a candidate applies is a factor. In other words, repeat candidates are favored over first time candidates.
- Domestic and juvenile cases monopolize the courts
- I am not sure what qualities the judicial nominating committee are looking for in candidates.
- We have severely overworked judges. They are buried and therefore unable to be as responsive as they would like to be. We take good minds and hearts and burn them to a crisp.
- At my age, this is not particularly relevant
- Background issues, otherwise I would apply.
- Fear of the process of applying
- The route to becoming a judge is not transparent, nor does it appear to be open to Wyoming attorneys who practice outside of Wyoming. Feels very much like an "insiders club" to be considered.
- No such interest
- There seems to be a belief that only prosecutors or public sector attorneys can make effective judges. That discourages private attorneys from applying.
- none
- dislike of the type of work mostly done
- You have to be connected politically or socially with the governor
- Too old.
- Our court system is stuck in the past. It needs significant technological overhaul and innovation (e-filing anyone?). As we enter a "new" generation of judges, this needs change and quickly - it isn't the 1980s anymore.
- General criticism from lawyers and others.
- The time between expression of interest and nomination leaves little time for wrapping up a practice. Also the selections vary so widely from District to District it is hard to tell if there is any policy or viewpoint that drives the selection committee. In the past few years there have been some really great selections and some serious political reward type headscratches.
- That ship has sailed in my legal career.
- Too old
- There is a concern that the selection process is skewed in favor of candidates with insurance defense, oil and gas and prosecutorial and public defender experience versus candidates with solo or main street practices.
- The process is very time consuming and political.
- Challenges of the political / nominating process; mandatory retirement age is too low
- It proved to be the impossible dream for me. I tried ten times and was nominated by the commission to interview with the governor six times. Alas, the timing or the politics never seemed to be right, and I was never chosen.
- do not want to relocate
- Inability to do fund-raising for non-profits.
- I think Wyoming Judges have a sometimes justifiable negative reputation among attorney's and organizations from other states or regions, based on bias against outsiders and willful lack of understanding of more complex legal concepts. Part of that reputation may lie in the inherent bias against small town practice, but much of it is borne out in the judiciary's embrace of its own ignorance as a badge of honor.
- The pick by the Governor is too political, as witnessed in the past 30 years. Need more well rounded / experienced people. Not just clerks, prosecutors, etc. Local if possible, with both civil & criminal law background.

- Perhaps this is covered by the judicial canons but how to transition behavior - for instance, you can't interact with lawyers the way you used to before becoming a judge
- The nominating commission appears to favor trial lawyers or prosecutors but that overlooks some great talent in our state. In particular, career staff attorneys are rarely on the short list. While staff attorneys have not been the lawyers in trial, they have been the judge's right hand during those trials, helping adjudicate every objection and everything else the trial lawyers are doing. That experience is invaluable and could add more consistency in the judiciary.
- Too much responsibility for peoples lives
- Compensation/benefits
- I worry Judges stay on the bench too long. After 10 years or 12 years I believe a judges (circuit, district and supreme court) pension should be fully vested so the person could retire. It has been my experience that some judges who have been on the bench for more than 12 years lose interest and patience.
- Judges are easy targets for political activism
- Overworked and underpaid. There should be a family law Judge assigned to cover several districts. Many judges treat family law cases as a nuisance.
- none
- I do not see being a judge as a career goal. I see the role of being in the judiciary as having to engage in too general of tasks (civil claims, family court, probate, etc) what I have no personal interest in whatsoever. Additionally, I think I would despise dealing with the amount of nonsense and meritless civil litigation that judges encounter. I would rather practice in a field that I am interested in for my whole career rather than switch to the bench and listen to cases I don't care about.
- N/A
- My experience leads me to conclude that the JNC process has become focussed on political matters rather than trying to find people that have a judicial temperament. the recent pools of candidates that have been presented to the Governor for selection have left me stunned at who was selected and who was passed over.
- None of those are an issue for me. The use of "advisers" is horribly unfair. The JNC is skewed toward locals, prosecutors and politics. This is a nasty process and only slightly better than elections.
- The board has become more and more political over the years. Does not appear to be a fair process anymore. Need to look at going back to the system of electing judges through non-partisan elections.
- Training
- When I was younger, the major concern I had when contemplating such a move was the degree to which domestic relations and criminal matters would dominate the case load.
- Some years ago, Justice Kite took it upon herself to change the Application to emphasize numbers of trials, etc. one had. This discouraged me from applying any more, since I had done lots of administrative/in house work, but not many jury trials. Too much emphasis on that. Just because one is litigious, does not mean one is wise and would make a good judge. The application should be changed. I'm likely too old to apply now. Seems Governors don't pick those over 55.
- I do not live in Wyoming, so this is N/A.
- Required adherence to ideological positions promulgated by the ABA to the extent adopted by the Wyoming Bar.
- None.
- N/A
- None

- Having to witness the horror of humanity up close.
- Good people are passed over for those that are family or politically attached.
- Too Anglo, too conservative, too old, and remain too long to meet the society he or she serves.

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

	Rating Percent	Total Responses
Effective	25.34%	149
Ineffective	20.58%	121
Unaware	54.08%	318
Answered Question		588
Skipped Question		159

21. 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	47.22%	263
More seminars involving judges on panels and as speakers	40.04%	223
More opportunities for social interaction	28.55%	159
Communication is already adequate	27.47%	153
Answered Question		557
Skipped Question		190

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

	Rating Percent	Total Responses
Yes	59.93%	356
No	16.84%	100
N/A	23.23%	138
Answered Question		594
Skipped Question		153

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

	Rating Percent	Total Responses
Yes	41.15%	244
No	58.85%	349
Answered Question		593
Skipped Question		154

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

	Rating Percent	Total Responses
Excellent	8.35%	46
Good	23.41%	129
Average	8.35%	46
Fair	3.09%	17
Poor	1.63%	9
N/A	55.17%	304
Answered Question		551
Skipped Question		196

ECONOMICS & OFFICE PRACTICE

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

	Rating Percent	Total Responses
Less than \$150	3.55%	21
\$151 - \$200	15.20%	90
\$201 - \$250	16.89%	100
\$251 - \$300	14.53%	86
More than \$300	11.99%	71
Not applicable	37.84%	224
Answered Question		592
Skipped Question		155

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

	Rating Percent	Total Responses
Less than \$50,000	17.66%	71
\$50,001 - \$75,000	60.20%	242
\$75,001 - \$100,000	15.42%	62
More than \$100,000	6.72%	27
Answered Question		402
Skipped Question		345

27. If you employ associates, what benefits do you offer? (check all that apply)

	Rating Percent	Total Responses
Health Insurance	63.9%	223
Retirement	65.04%	227
CLE Allowance	57.88%	202
I do not offer benefits	15.47%	54
Other (see below)	22.06%	77
Answered Question		349
Skipped Question		398

Other:

- Regular Bonuses
- Malpractice, salary, babysitter employed for staffers
- Parking, leave, flex time, etc.
- phone allowance
- Life insurance
- Bar and law organization dues paid, malpractice and personal umbrella insurance premiums paid, paid vacation
- I do not employ associates
- work for a Corporations
- N/A. We have just the two partners
- Do not employ associates
- Dental, Profit sharing, paying bar dues, etc.
- I do not employ associates

- I do not employ associates
- N/A - employed at a non-profit and not a law firm. #25 and #27 should have an NA option, as well.
- Cell phone reimbursement. Donate to boards that associates sit on.
- n/a
- NA
- bonuses
- Child Care Assistance and Supplemental Insurance
- I am a gov't attorney so I didn't complete this section
- I do not employ associates.
- N A - I have no associates
- N/A
- NA
- Paid holidays
- Paid Maternity Leave
- vacations; flexible time off; family time is a priority
- n/a
- Was formerly in private practice but now with the federal government, so this info is a bit dated.
- No associates
- I am retired
- we are gov but offer the above
- Free parking, dues reimbursement
- Emeritus without a firm
- Part time. Allowed to work remotely. Tech benefit. Retirement.
- flexible schedule and bonus
- disability, group life, paid leave
- No associates
- N/A
- I am Retired
- N/A
- I work for a non-profit agency where I am the only attorney, so my answers apply to the non-atty employees.
- n/a
- Government
- I don't employ associates
- Vision, Dental, LTD, Life Insurance
- This is not applicable
- dental, vision, life ins, cle
- Government
- I do non have associates
- Bar Dues, Conference Attendance

- Cellphones, bar dues, civic organizations, and parking.
- License fee payments; phone plan
- No associates
- 2 day a week ski pass (or equivalent compensation)
- HRA; VAWA reimbursement of student loans
- N/A
- Transitioning out of private practice so no employee benefits
- Vision and Dental benefits available.
- n/a
- I do not work at a firm but in Government
- Bar Dues, Vison and Dental Insurance, 401(k) match, year-end bonus,
- Paid time off
- disability, pto, and other fringe benefits - health club etc
- State Govt
- monthly contributions toward health insurance
- Corporation
- Vacation, Paid Time Off, Bonus
- State benefits
- Vacation, sick leave, holidays
- Vacation and sick time
- I do not have associates. I am a sole practitioner.
- State employee
- Do not hire associates
- Phone, Travel Expenses
- Dental Insurance and Life Insurance
- Public defender

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

	Rating Percent	Total Responses
Less than \$25,000	11.63%	40
\$25,001 - \$35,000	38.95%	134
\$35,001 - \$45,000	30.23%	104
More than \$45,000	19.19%	66
Answered Question		344
Skipped Question		403

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

	Rating Percent	Total Responses
Health Insurance	65.74%	236
Retirement/401K	69.08%	248
CLE Allowance	22.56%	81
Paid Leave	71.03%	255
Flexible Schedule	55.99%	201
Bonuses	51.25%	184
I do not offer benefits	9.19%	33
Other (see below)	9.75%	35
Answered Question		359
Skipped Question		388

Other:

- Pay the premium for private health insurance up to a certain amt.
- Babysitter for staffers
- parking
- transportation benefits
- Corporate benefit package
- N/A. We don't employ any
- I do not employ legal assistant/paralegal
- I work at a non-profit and not at a firm, so this question is N/A to my situation.
- We pay for our paralegals to obtain education and certification to become a paralegal.
- 20% SEP Match and 7 weeks maternity
- Child Care Assistance and Supplemental Insurance
- See #26
- I do not employ an assistant/paralegal.
- N/A
- NA
- family time is a priority
- n/a
- we are gov but offer this
- NA
- Part time.
- disability, group life

- N/A
- I am retired
- Government
- I don't employ them
- I have 2 part time assistants
- Training reimbursement; phone plan.
- HRA
- I work in Government
- Corporation-
- 457 plan
- State benefits
- State employee
- Part-time employee
- 1099 contractor

30. Of your total income (line 6 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	9.47%	48
\$25,001 - \$50,000	6.71%	34
\$50,001 - \$75,000	14.99%	76
\$75,001 - \$100,000	19.53%	99
\$100,001 - \$150,000	19.33%	98
\$150,001 - \$250,000	18.74%	95
More than \$250,000	11.24%	57
Answered Question		507
Skipped Question		240

31. Do you use engagement letters?

	Rating Percent	Total Responses
Always	32.92%	188
Usually	22.24%	127
Sometimes	8.76%	50
Rarely	4.38%	25
Not applicable	31.70%	181
Answered Question		571
Skipped Question		176

32. Do you use written fee agreements?

	Rating Percent	Total Responses
Always	37.63%	216
Usually	20.21%	116
Sometimes	7.14%	41
Rarely	3.14%	18
Not applicable	31.88%	183
Answered Question		574
Skipped Question		173

33. Do you carry malpractice insurance?

	Rating Percent	Total Responses
Yes	63.15%	365
No	9.17%	53
N/A	27.68%	160
Answered Question		578
Skipped Question		169

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

	Rating Percent	Total Responses
Yes	57.27%	331
No	42.7%	247
Answered Question		578
Skipped Question		169

35. 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	55.11%	313
No	44.89%	255
Answered Question		568
Skipped Question		179

CONTINUING LEGAL EDUCATION

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

	Rating Percent	Total Responses
Excellent	20.35%	117
Good	52.35%	301
Average	20.17%	116
Fair	6.09%	35
Poor	1.04%	6
Answered Question		575
Skipped Question		172

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

	Rating Percent	Total Responses
Online	20.61%	122
Live	18.24%	108
Both	60.98%	361
Other (see below)	0.17%	1
Answered Question		592
Skipped Question		155

Other:

- CLE for online presentations should not be limited in hrs.

38. Please rate the online CLE submission system.

	Rating Percent	Total Responses
Excellent	53.81%	318
Good	33.84%	200
Average	6.60%	39
Fair	3.72%	22
Poor	1.52%	9
Answered Question		591
Skipped Question		156

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

- The Bar does a really good job on that.
- None. The CLE submission process has worked very well for me and any issues I have encountered have been VERY promptly addressed by staff.
- I have trouble uploading documents required for obtaining credits; but I am older and not very tech savvy; maybe you could provide for emailing required documents.
- Allow more online
- It could not be better.
- No suggestions except continue to do well--it is so easy to do it and you get a quick response. Thank you for all you do with CLE submissions!

- From 11 years of out-of-state experience, the system is much, much better. I wanted to put in Good + +. I've always believed that if a state bar approves/sponsors a CLE program for an hour of credit, other state bars should accept the credit. In the past, I had to argue my case for approval. Now, it seems very smooth and easy. Thanks Marie!
- CLE materials posted to website are under link titled "Annual Meeting Materials" so hard to find. Email notification that materials are available link to homepage of website, not specific link to materials. Emails announcing low cost CLE often lack date and time of CLE so you have to click link for each program to find that info. Emails announcing webinars often come a day or two before program and would be nice to have earlier notice for planning.
- CLE submission is quick and easy. EXCELLENT JOB!
- Marie Ellis is extremely prompt in her response to CLE submissions
- RE: Online submissions--- Since live sessions qualify for self-study there is no link for submission when a "live" program is watched as a self-study later on There used to be an option when submitting credit whether live or self-study. Now, how do you submit a live program you watched as a self-study? If you don't submit it as live when you go to self-study programs, of course that "live" program is not listed. Solution: Combine all programs by date and make it possible to link to the correct way the program was watched OR better yet keep as is BUT on on line submission form make it possible to select how program was watched (the way it used to be) Otherwise the CLE program as is set up now with e-mail notifications with plenty of free options is outstanding Thank You
- more for credit
- Several attorneys who attend the same in-house CLE should be able to submit one application.
- Switch to 50 minutes like other jurisdictions
- nothing needs changing - it's great!
- N/A
- The electronic signature software can't be loaded on my work computer. But the office is excellent about accepting my faxed copies.
- As an active member in 7 states, I can say Wyoming's CLE submission system is the best.
- none
- I'm not sure how it could be any easier. Thanks, Marie! :)
- Maybe I'm slow, but it seems like I have to search a bunch every time I look to submit credits. Maybe having a more direct link to enter credit would help.
- The CLEs available from the American Bar Assn. are not automatically given pre-accreditation in Wyoming (one of the very few states that does this). The applicant must submit much support documentation to get the credits from ABA CLEs taken.
- none at this time
- I wish it was easier to submit for out of state CLE (not needing to upload the materials, maybe a link to the CLE program instead)
- Marie Ellis is responsive and easy to work with.
- None
- I can't think of any.
- I have had no problems.
- Eliminate the cap on self-study
- On-Line presentations provide an opportunity for many relevant programs that would not be available otherwise. A great example was the recent symposium in Casper with Sen. Simpson, Gov. Sullivan and Judge Johnson.
- The CLE submission system is terrific.
- Best one of any stats I have seen. Nice work.

- Nothing to add - wish all other states had systems that were so easy to navigate!
- l8jju
- I practice in 3 states, Marie Ellis is head and shoulders the easiest to work with, the most prompt, and the most available. You have a real gem; please hold on to her and/or make sure her successor is a carbon copy
- It's difficult to find the link to submit unapproved events to get approval for CLE credit. The only link I can find is after the event has happened, you click on the calendar to try to search for an event, then an option shows up to submit an unapproved event for CLE credit. It would be nice to have that option in the drop down and member menus next to the "Submit CLE" option. Also, when submitting credit for presenting a CLE, the input method is confusing. It first asks how many hours you presented. For example, I presented a 1 hour (1 credit) CLE. I spoke for 30 minutes out of the hour. I put in .5 for how many hours I presented. Then it asks how many presenters. I put 2. Because it automatically divides the total presentation time by amount of presenters, it only credited me for .25 of a CLE credit (.5 divided by 2). I actually taught for 30 minutes, which should have been calculated out to 1.5 CLE credits. This makes submission very confusing.
- Need to make it easier to submit CLEs
- It's easy to use and Marie is easy to work with and quick to answer questions.
- i appreciate the super fast approval of out of state CLE credit.
- With the nationwide CLEs, submitting that credit via fax was a little time consuming. I would prefer to have a form to fill out online.
- none.
- I actually think this works pretty well.
- Give Marie a raise. (unsolicited opinion)
- I like the ability to submit credits online and receive approval notifications; It would be helpful to add an overall CLE credit summary to the bottom of the confirmation (for example: this is what you've earned for the year / this is what you have left)
- Not a recommendation for the Submission System but the the last live webcast I watched with Sullivan, Simpson and Johnson, the audio was very poor. It was extremely difficult to hear the speakers.
- I don't believe it could be improved.
- N/A - it is excellent
- Remove the live requirement. Offer more diverse practice areas. Less focus on trial lawyers.
- I am licensed in 5 intermountain states and Wyoming has the best online CLE submission system of all of those states.
- more litigation topics--evidence topics--Facebook and social media evidence
- Marie does a phenomenal job. Quick to respond to emails and always very helpful.
- Excellent system. I am also barred in NY, and their system is terrible: you get the form filled out from the CLE instructor, then you just hold onto it, and then certify once every two years how many hours you did, and then they go through and audit people by then looking at their forms to make sure it matched the number. Wyoming's is excellent compared to that mess, and the website is very clean looking. My only suggestion is to make the link easier to find on the website.
- Allow electro signature
- It is impossible to correctly submit CLE for teaching without also submitting attendance which is incorrect if you only teach a portion but did not attend.
- More uniformity for CLEs offered nationally
- Entering in credits vs ethics credits and the instructor boxes was a bit confusing at first. Could probably stand to be re-done to be more clear the first time.
- None

- None
- N/A
- The CLE person is entirely unfriendly. Also, what is the purpose on the 1 year cycle. Most states have a rolling cycle to allow flexibility, especially with the remote nature of practice in Wyoming and the expense of CLE. Free or low cost CLE

COMMUNICATIONS

40. 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 Updates	80.54%	480
The <i>Wyoming Lawyer</i> magazine	10.57%	63
Website	2.35%	14
Letter, postcard by regular mail	3.86%	23
Social networking sites (Facebook, LinkedIn, Twitter)	1.17%	7
Other (see below)	1.51%	9
Answered Question		596
Skipped Question		151

Other:

- I'd use a combination of email and social media - I couldn't select both
- I do not want more emails from the bar association
- Email, but LESS OFTEN. Average of no more than once per week or every other week.
- I already receive too many emails from the Bar
- email is fine, but less programs and emails
- I wish you would email less
- All of them, but less likely email
- E-mail, Wyoming Lawyer and the website are all excellent for this purpose
- Don't

PUBLIC SERVICE & CHARITABLE WORK

41. 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	22.98%	131
1 – 5 hours	35.96%	205
6 – 10 hours	14.91%	85
11 – 20 hours	4.21%	24
21 – 30 hours	1.58%	9
More than 30 hours	3.86%	22
I make monetary donations to legal service providers.	6.67%	38
I do not accept pro bono cases and do not donate money in lieu of pro bono work.	9.82%	56
Answered Question		570
Skipped Question		177

42. In regard to pro bono direct representation cases you have taken on, how did you learn of the case? (check all that apply)

	Rating Percent	Total Responses
Through a formal program (i.e. Equal Justice Wyoming, Legal Aid of Wyoming)	13.47%	73
Direct contact from the public	40.59%	220
N/A	44.10%	239
Other (see below)	9.23%	50
Answered Question		542
Skipped Question		205

Other:

- Referral
- referrals in may area of practice

- We historically represent certain charitable org and charge a reduced fee.
- I will often do pro bono work to finish juvenile cases (draft guardianship or custody paperwork)
- Judge assigned
- (I work for a public interest NGO and don't have clients.)
- My firm's pro bono coordinator
- Referrals from friends
- Church sponsored
- serve on board of trustees for Colorado Legal Aid and raise money for that organization
- I have attended sessions to advise pro bono clients. I am unable to represent pro bono clients-it conflicts with my job
- Referral from other firms
- other attorneys in my firm.
- Judicial request
- Requests from judges
- I have also performed pro bono work for friends in a tough financial position.
- I am a volunteer attorney for a local non-profit.
- When I was in private practice in the past, I handled pro bono cases from direct contact with the public.
- Some of us work for the government. This is an erroneous section that will skew the results.
- a friend needed help
- Veteran referrals
- I work at a legal services agency providing services to clients pro bono
- Eppson Center and Dem.. Party
- I am retired and don't take clients.
- prior clients
- Prior contacts
- I cannot directly represent clients by my employer is my client. However, my employer regularly provides reduced-rate services, including my legal work. I learn of these cases through inquiries by prospective clients of my agency-employer.
- I work for Legal Aid
- Friends who need help
- legal aid
- I work for the Public Defender all cases are reduced rate
- Referrals from other attorneys or social organizations
- Friend/professor
- I have been asked multiple times to take on pro bono work and would LOVE to, but do not feel equipped to because I work in a government organization. I feel out of touch with current practice in private practice.
- through friends and former clients
- Judge
- from attorneys
- Referrals
- Request from DFS or County Attorney

- Usually word of mouth through other attorneys and/or acquaintances in my area.
- client referral
- Call or walk in
- The judges in my area contact counsel as needed, and then I am also part of a pro bono adoption task force.
- Client contacted asking for help
- Sometimes I would take a walk in case pro bono
- Pro bono mediation program Inns of Court
- VA assistance program
- I work and have worked only in the area of criminal law, employed by a state government.
- Teton county Access to Justice Center
- Volunteering at courthouse

43. 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	20.68%	109
Solo practitioners unable to afford doing pro bono work	54.27%	286
Distance and time	31.69%	167
New attorney not having enough experience	19.92%	105
Other (please specify)	21.63%	114
Answered Question		527
Skipped Question		220

Other:

- Overwork
- Government agencies often have a prohibition against pro bono work. In Cheyenne, this is a huge number of attorneys who are prohibited from assisting the public for no good reason. We should find out more about the basis for these policies.
- Often Pro Bono clients become TOO demanding if they get work for free.
- small communities, rare opportunities, limited practice area
- Clients are often VERY difficult to work with and/or have unreasonable expectations, despite disclosures.
- Attitude of clients, i.e. You "have to" do this for me
- Billable hours' work reigns supreme over pro bono cases that can take just as much time.
- Pro bono clients are often unreasonable since they aren't paying anything for the service

- financial concerns
- Pro bono clients truly never go away. You may no longer represent them when a case is resolved, but they will be back, refer you to other pro bono candidates, and it goes on and on.
- Already very heavy workload and family commitments
- Fair distribution
- Time
- attorneys being selfish.
- Unaffordable. Even two + member firms struggle. Also, pro bono clients usually take more than reasonable. Give an inch, they take a mile. It seems like they have bigger problems the more you look into things and they end up sucking the life out of you.
- Malpractice carriers
- Prosecutor so not allowed
- Concern that a pro bono matter may go out of control.
- No generation of fees
- not sure
- conflict of interest
- Not enough time.
- Lack of time and relevant experience; other community involvement
- Lawyers are pulled by forces to make enough money whether they are in a firm or a solo practice and are also pulled by trying to find time for themselves and their families. Pro Bono is usually something that has to be fit in and has the downside of competing with these other factors and can take a backseat.
- Pro Bono Clients are the most demanding and most ungrateful of the services despite getting better than expected results. They believe it is their legal and God given right to get Pro Bono services
- liability exposure and conflicts
- conflicts
- costs a lot to run a lawfirm, so need billable work
- In sufficient capacity for more work.
- All legal work involves risk to an attorney. Pro Bono work is all risk and no reward.
- Custody cases are a problem and often times the other side has unlimited resources so you can't get rebuttal experts. Also in Cheyenne the availability of GALs is an issue because they are required so when I do a pro bono case there my client has to have money for a GAL. Custody cases take a significant amount of time and it is difficult to take that in.
- Concern about being sued (time and money concern) after providing free or reduced fee services
- conflicts
- Unpredictability of overall commitment and time
- not a priority for most people
- Not sufficient willingness to provide pro bono time
- Not being paid or only partially paid in the non pro bono cases taken.
- I think all of those things are relevant. Additionally, there are many government attorneys (including myself) who are not permitted to take on pro bono work.
- Fear of the unknown-

- Organization trying to push attorneys into formal pro bono programs. If you are a professional you will not do it without having to take assigned cases
- Bad experience when doing pro bono work
- Bar licensing which restricts the number attorneys and non-attorneys who could help those needing lower cost services
- The BELIEF that the lawyer doesn't have the time.
- Good lawyers do pro bono work all the time. It's part of how we relate to the public and our communities. It's not a formalized process for those who really care about people.
- No pro bono cases in my area of practice
- The inability to afford much pro bono work affects many lawyers even beyond solos (e.g., profit sharing partners all take hits from pro bono cases).
- The ask - often we don't know the need
- government attorneys are limited in pro bono opportunities
- I don't work in the areas of the most need.
- Unpaid fees make margin too narrow.
- I am a gov atty, it's all basically pro bono
- Many pro bono cases are oddball areas of law outside of my normal practice area.
- Most pro bono cases are not within my area of expertise
- With a busy practice, time is a primary restriction
- Conflicts
- unknown
- Old attorneys not having enough experience
- I am retired
- Time and cost
- Conflicts of interest in specialized practice, and unreasonable demands from clients who don't have to pay for legal services. Unwillingness to settle cases, demands to fight to their last nickel.
- I don't believe there are critical challenges preventing attorneys from doing pro bono work. If the attorney wants to do pro bono work they can find a way.
- Finding the time, they are not billable hours and not compensated, and often pro bono clients are not cooperative
- Case load already too large
- The types of cases where pro bono assistance is requested are outside my normal practice areas, and I would not be comfortable ethically trying to handle the needs.
- Most needs not in my areas of expertise.
- Unreasonable expectations of someone that doesn't have to pay any money and doesn't understand the time commitment for representation.
- In my experience, pro bono clients can be more difficult to please than paying clients
- Prosecutors have issues with conflict screening
- not wanting to have malpractice risks
- Government

- Advanced attorneys being away from private practice civil or criminal work, not having any mentoring or assistance available to them. (2) Price of malpractice insurance for attorneys who don't maintain regular private practice is prohibitive to only take on a couple cases here and there on a pro bono basis.
- Unwillingness to divert time and resources for free
- Seems like there's a concentration in family law and landlord/tenant issues, which are hard disciplines to parachute into and be effective.
- Risk but no compensation.
- lack of a culture that encourages pro bono work
- many times I end up doing pro bono because clients do pay
- Not competent in the needs for pro bono clients
- just the responsibility and demands of the work
- Many pro bono cases are outside of that attorney's field of practice, and they don't think they can provide competent counsel in the field
- Lack of interest
- involve areas outside of expertise
- Specialization. I am in an in-house practice, in a highly specialized area of the law. There are just not opportunities which meet my competencies.
- Financial burden of private practice
- Lack of emphasis on unbundled services
- Those who I do pro bono work are demanding and unappreciative.
- Malpractice risk of doing pro bono work
- Education is very low cost in Wyoming, but if you went to law school outside of Wyoming, you may have significant debt from student loans. It is unrealistic to think that people in this situation can afford to give up paid hours when they may be starting their careers in massive debt.
- Matters generally outside an attorney's practice area. Not fair to the client or the attorney for the attorney to "help" if they do not know what they are doing.
- Subject matter matching issues.
- Too many paying clients to have time for pro bono
- Fear of "But I don't practice in that area"
- Not seen as necessary by some attorneys
- Lawyers not having enough experience in the most common types of pro bono matters, i.e. domestic cases
- Few people can afford attorneys and don't pay the full bill so part of many cases ends up as "pro bono"
- Full-time deputy prosecutor - underpaid & no time
- Time is always a crunch
- I already do and the challenges associated with the typical pro bono client. Some skin in the game is important so that there is respect for time and process.
- Lack of desire.
- Often times needs of a Pro Bono client are outside a lawyers expertise/experience
- Greed
- Some attorneys prefer do to volunteer work other than legal representation.
- Clients with poor communication skills, ability, and understanding the legal system and the work required for good representation.
- I do a ton of volunteer work. Attorneys have a lot they can add to our communities that way. The Bar emphasizes pro bono at the expense of not
- More concerned with own business

- I so work in litigation
- Most firms don't credit associates with the hours (or only do so for bonus purposes) and you typically have to make up the hours. So do partners. Pro bono work doesn't pay so this is understandable but makes it difficult for a lot of folks to justify taking on this type of work.
- Pro bono clients are often very difficult to work with.
- Pro bono clients want constant attention.
- The clients are typically entitled, unreasonable and very difficult to work with.
- Time is the greatest barrier to taking more pro bono cases.
- too much other work
- DO NOT FORCE ME TO GIVE AWAY MY TIME!!
- My costs (insurance/supplies) do not go down with pro bono clients. In fact, I would argue the opposite occurs because a pro bono client has no skin in the cake, is typically judgment proof, and therefore has no motivating desire to manage legal expenses.
- I think that often pro bono cases can be as challenging as paid cases and it is hard to ask attorneys to take on the additional time and mental taxing without compensation.

44. The following benefits are offered for those who do pro bono work. Of these, please check those of which you have taken advantage.

	Rating Percent	Total Responses
CLE Credit	71.33%	102
Malpractice Insurance	25.87%	37
Limited reimbursement of expenses incurred	25.87%	37
Access to Pro Bono Portal through Equal Justice Wyoming	19.58%	28
Free CLE through Equal Justice Wyoming	24.48%	35
Answered Question		143
Skipped Question		604

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

	Rating Percent	Total Responses
None	20.18%	114
1-5 Hours	37.17%	210
6 – 10 Hours	19.82%	112
11 – 20 Hours	13.81%	78
21 – 30 Hours	6.73%	38
More than 30 Hours	2.3%	13
Answered Question		565
Skipped Question		182

46. 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	27.50%	146
Corporate Boards	14.50%	77
Civic and Charitable Activities	58%	308
Youth Coaching	15.82%	84
Church	35.59%	189
None	13.56%	72
Other (see below)	11.68%	72
Answered Question		531
Skipped Question		216

Other:

- teaching
- Volunteer Fire Department
- school activities
- volunteer at animal care facility
- food bank, Boy Scouts
- Appointed Boards
- Boy Scouts
- Raising a family :)

- Nonprofit board president
- misc
- Youth activities that are not sports
- City boards appointed
- fixing stray cats
- na
- Veteran's organization and animal shelter
- Helping my wife with her charitable work.
- Donations to environmental groups
- Legal clinics
- School Board
- Political Activism.
- Synagogue
- women's empowerment
- Volunteer Boards for non-profits
- Extensive activities related to education
- helping neighbors
- Church scouts soccer
- Synagogue
- animal welfare and rescue
- Donation of goods
- Wildlife and natural resource conservation
- college fraternity advisor
- elderly
- Local Cycling Club
- mentor
- Animal welfare
- I work for Legal Aid
- Appointed joint powers board.
- Nonprofit board
- Rotary Volunteer Work
- Non-profit boards
- Should ask how many hours per YEAR not month.
- School programs
- Food bank service, preparing and serving meals at homeless shelter, Friday Food Bag preparation and donor, PB&J for the homeless, fundraising for multiple organizations, volunteer with non-profit child care group.
- make monetary donations for needy to church
- Serve meals at Salvation Army
- Law School Teaching

- Direct service volunteer
- mentoring of kids with parent issues.
- National Board of Trial Advocacy and American Academy of Matrimonial Lawyers
- I donated money as opposed to participating directly in the work.
- Foundation and Trust Boards (non-elected)
- Appointed Boards
- Volunteer at Soup Kitchen
- In the past elected to Boards but do not have the time now.
- Neighborhood Jewish synagogues
- non-profit school
- science fairs & scouting
- working with disabled individuals
- Teach a prep course for green card holders preparing to take the naturalization test.
- Academic writing and CLE
- Rotary
- Helping friends with legal issues at no charge

CHALLENGES/CONCERNS

47. 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	47.72% (157)	30.70% (101)	13.68% (45)	2.43% (8)	1.82% (6)	1.22% (4)	0.61% (2)	0.30% (1)	0%	0.30% (1)	0.30% (1)	0.30% (1)	0% (0)	0% (0)	0.61% (2)	329
High stress	42.46% (152)	32.4% (116)	17.04% (61)	2.79% (10)	1.96% (7)	0.56% (2)	0.56% (2)	0.28% (1)	0.84% (3)	0.28% (1)	0.28% (1)	0.28% (1)	0% (0)	0.28% (1)	0% (0)	358
Net revenue	21.39% (40)	21.39% (40)	28.34% (53)	12.8% (24)	6.95% (13)	4.81% (9)	2.14% (4)	0.53% (1)	0%	0% (0)	0.53% (1)	0% (0)	0% (0)	0% (0)	0.53% (1)	187
Time Management	21.40% (61)	26.32% (75)	33.68% (96)	7.02% (20)	6.32% (18)	1.75% (5)	1.05% (3)	0.70% (2)	0%	0.70% (2)	0% (0)	0.70% (2)	0% (0)	0% (0)	0.35% (1)	285
Lack of ethics/professionalism	8.84% (13)	10.88% (16)	21.77% (32)	6.8% (10)	21.09% (31)	8.84% (13)	7.48% (11)	5.44% (8)	1.36% (2)	2.04% (3)	0.70% (2)	2.04% (3)	1.36% (2)	0.68% (1)	1.36% (2)	147
Keeping up with new technology	12.42% (20)	14.29% (23)	21.74% (35)	1.24% (2)	1.24% (2)	22.98% (37)	5.59% (9)	8.70% (14)	3.73% (6)	3.11% (5)	0% (0)	1.86% (3)	1.86% (3)	0% (0)	1.24% (2)	161

Cyber Attack/Fraud	1.92% (2)	0.96% (1)	5.77% (6)	1.92% (2)	1.92% (2)	1.92% (2)	37.5% (39)	12.5% (13)	12.5% (13)	4.81% (5)	7.69% (8)	0.96% (1)	3.85% (4)	2.88% (3)	2.88% (3)	104
Lack of business	5.31% (6)	12.39% (14)	2.65% (3)	2.65% (3)	0.88% (1)	1.77% (2)	2.65% (3)	31.86% (36)	13.27% (15)	10.62% (12)	5.31% (6)	5.31% (6)	3.54% (4)	0.88% (1)	0.88% (1)	113
Keeping up with new developments in the law	6.96% (11)	16.46% (26)	17.72% (28)	1.9% (3)	1.9% (3)	3.8% (6)	6.33% (10)	3.8% (6)	24.68% (39)	8.23% (13)	5.06% (8)	1.9% (3)	0.63% (1)	0% (0)	0.63% (1)	158
Client expectations	10.27% (19)	18.38% (34)	23.78% (44)	3.78% (7)	2.16% (4)	2.7% (5)	2.7% (5)	3.78% (7)	4.32% (8)	18.92% (35)	4.86% (9)	1.62% (3)	1.62% (3)	1.08% (2)	0% (0)	185
Lack of available employment opportunities	9.77% (13)	5.26% (7)	12.03% (16)	2.26% (3)	2.26% (3)	1.5% (2)	0.75% (1)	3.76% (5)	4.51% (6)	5.26% (7)	36.84% (49)	7.52% (10)	3.76% (5)	3.01% (4)	1.5% (2)	133
Succession Planning	5% (6)	5.83% (7)	11.67% (14)	0% (0)	0% (0)	1.67% (2)	0% (0)	0% (0)	0.83% (1)	3.33% (4)	2.5% (3)	43.33% (52)	10% (12)	8.33% (10)	7.5% (9)	120
Billable hours	10.19% (16)	14.01% (22)	16.56% (26)	4.46% (7)	3.82% (6)	0% (0)	1.27% (2)	0.64% (1)	1.27% (2)	0.64% (1)	3.82% (6)	1.91% (3)	33.12% (52)	3.18% (5)	5.10% (8)	157
Interactions with other attorneys	8.61% (13)	9.93% (15)	14.57% (22)	3.31% (5)	1.32% (2)	7.28% (11)	1.99% (3)	1.99% (3)	0% (0)	3.31% (5)	0.66% (1)	3.31% (5)	3.31% (5)	39.74% (60)	0.66% (1)	151
Interactions with the judiciary	2.73% (3)	7.27% (8)	3.64% (4)	2.73% (3)	2.73% (3)	1.82% (2)	4.55% (5)	0% (0)	0.91% (1)	1.82% (2)	0.91% (1)	1.82% (2)	2.73% (3)	6.36% (7)	60% (66)	110
Answered Question																543
Skipped Question																204

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

- Judges not qualified in specialized areas and relying on law clerks who do not understand complex issues.
- Boss/Supervisor/Employer issues
- self-imposed limited practice areas
- Frustration with bias and hypocrisy of judicial system and government in general.
- As an elected county and prosecuting attorney, having my salary statutorily capped at \$100K is a huge hinderance for me professionally and personally, especially when 3 of my deputies make \$150K and 2 are at \$100K who just started this year and have been attorneys less than 5 years. The legislature needs a push from the Wyo State Bar to get this statute changed, so its county and prosecuting attorneys can at least be closer to FMV for compensation.
- Constant fighting with everyone in the system wears on one's soul- fighting with opposing counsel, the judge, etc.

- Practicing family law, I feel we are a dying breed. It's hard being a solo practitioner and you cannot do it without a great support staff. Most solos have to hire and train inexperienced people and hope when they are trained, the big firms don't steal them. While you are training staff mistakes can be made and I could lose my license. This is a real fear in Wyoming. It has doubled my work load because I need to review EVERYTHING my assistant does. Technology has made it difficult to escape work. There are many days, I think of moving or getting out of the law even though I love the law and if I won the lottery would want to continue working. We need to feel like there's not a target on our back. Yet, I also agree with the public reprimands I have read.
- It seems like it takes three hours to bill one hour these days. With a family and staff, that makes it hard to make a living.
- Most of my work is not legal; I work for a non-profit.
- pay
- paying employees, unpaid fees
- It is not easy to balance lifestyle with the need to generate income which only occurs through billable hours. That is just a reality of practicing law in the private sector.
- Compensation
- Problems with regional law firms caused by the UBE.
- Law firms in Wyoming do not pay competitive salaries to associates. After my federal clerkship concludes, I will be moving to Colorado. Wyoming firms simply do not compare. If the state wants to retain high caliber young lawyers, it has to offer competitive salaries and benefits.
- Statewide Electronic Filing would be a Great Benefit to Solo-practitioners. We should do everything electronically now. It is better for record keeping and file management.
- Lack of motivation or overall fulfillment in type of work.
- Collecting money from clients
- N/A
- mentorship opportunities in small rural Wyoming towns
- tedium/boredom
- fear of error
- Support staff challenges (poor candidate pool, inability to meet salary/benefits demands, etc.)
- The process over substance is what gets me sometimes. I'm on my own - so no paralegal or assistant to help with filings and service, etc. I love writing briefs and motions, but the process to file them not so much.
- n/a
- The challenges of slowing down a practice, transitioning into an of counsel situation or something else, something like retirement but not complete retirement.
- The problem of dealing with other attorneys who may not violate any legal or ethical rules, but instead to act in an immoral fashion under the guise of "zealously representing their client."
- out of state lawyers with inadequate knowledge or courtesy to the courts pretending that they have offices in Wyoming. We need to fix the open door entry to our profession.
- Its an incredibly stressful job and you sit on your butt all day and get fat and out of shape which is really bad for your health. This is a much more serious issue than we realize. And then finding time to work out and take care of your health is tricky. Lawyers need to take care of themselves.
- Professionalism seems to be deteriorating.
- None. My Emeritus pro bono project is for the Veterans which requires extensive new training in VA procedures
- Developing a vision for my practice

- On technology, main concern is not having resources/opportunities to utilize innovative technology in my practice.
- Collections
- My biggest challenge is to find someone who would like to do the kind of work I (we) do to pass the practice and clients on too. Typically new hires want too much money to start and then they quit when they learn they actually have to work. Then I have wasted my time training them and overpaid them to boot. My firm has enough work that two additional lawyers could come on board and make six figures if they were willing to work at it. We have been trying to attract good lawyers for a couple of years with no success.
- Federal and state interference with local governments.
- Hjj
- I am a government attorney, so my challenges are somewhat different than a private attorney's.
- I have practiced for 45 years. The relationship between lawyers and their clients has changed dramatically. We are no longer the respected professional counselors we once were. We are agents of the will of the clients, and they do not like to be told what they do not want to hear. I ought to write an article about this. Give me a call some time, Sharon. (Kim Cannon)
- Collections: the requirement to notify clients first of arbitration option sometimes results in the client not being found and not being able to be notified.
- Client expectation (and attorney expectations) related to electronic communication. The expectations is universally that you will respond as soon as a thought hit their head. Email should be a boon because it allows responses during off hours -- but the experience is just the opposite.
- Being Of Counsel, I am fortunate not to have to worry about any of the above
- Difficulty with health insurance for solo practitioners
- new attorneys do not seem to possess the wide array of legal knowledge that once was typified of UW law graduates.
- caseload
- As a new lawyer, learning the law.
- Lengthy commute and antiqued billing/time tracking software at our firm
- Cash flow in a plaintiff's solo practice
- For Wyoming specifically, it has been my experience that the states as a whole does a poor job of embracing attorneys who come from out of state. Wyoming is a small community, and it has a lot to offer. However, there is a definite preference or bias for insiders. State pride is good, but some people take it to far. 2. The University of Wyoming is a low cost school. I believe that it's the cheapest in the county. If you went to school elsewhere, you may have significant educational debt that takes years and years to be rid off.
- Being a lawyer can be fun and satisfying....unless the opposing side picks from a few certain attorneys who make life miserable, expensive, time consuming, and leaves matters over-litigated.
- Lack of work ethic in younger lawyers.
- Dealing with very difficult, toxic counsel who make cases less productive for clients
- Continuing to learn, developing skills right out of law school
- Low pay for associate attorneys/state staff attorney positions
- job related stress
- The impact of out-of-state attorneys, who are taking work away from those of us, who live and work in Wyoming and provide the backbone for legal services in this state. the adoption of the multi-state bar exam has disrupted, if not destroyed, the former collegiality that made practicing law in Wyoming a positive experience.
- Benefits, like health insurance.
- I deal with many pro se parties who range from unreasonable to belligerent to mentally ill.

- Yung lawyers do not write well.
- Just a general sense of unhappiness/dissatisfaction with my career choice.
- Student loans and debt. Low pay.
- Ever dropping client opportunities + ever increasing costs + plus rules that do not allow for human error + ever increasing regulation and risk

49. 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	Total Responses
Support efforts to secure adequate judicial system funding	32.91% (77)	26.07% (61)	26.5% (62)	7.26% (17)	3.42% (8)	0.85% (2)	2.99% (7)	234
Increase public perception efforts	23.48% (54)	29.13% (67)	30.43% (70)	7.39% (17)	6.09% (14)	1.3% (3)	2.17% (5)	230
Be more responsive to small firm/solo practitioners	37.56% (83)	23.08% (51)	19.91% (44)	5.43% (12)	6.33% (14)	5.88% (13)	1.81% (4)	221
Enhancement of lawyer wellness initiatives	23.7% (50)	25.59% (54)	26.54% (56)	8.06% (17)	7.11% (15)	3.32% (7)	5.69% (12)	211
Continue efforts to preserve judicial independence	23.08% (54)	28.63% (67)	23.08% (54)	2.56% (6)	10.26% (24)	10.68% (25)	1.71% (4)	234
Strive for equal access and availability of legal services	28.13% (72)	25.39% (65)	21.88% (56)	3.91% (10)	2.73% (7)	11.72% (30)	6.25% (16)	256
Promote adherence to the Rule of Law	32.2% (95)	26.44% (78)	22.37% (66)	3.39% (10)	2.03% (6)	0.68% (2)	12.88% (38)	295
Answered Question								495
Skipped Question								252

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

- There needs to be rules to allow Attorneys to help clients without raising the standards to a murder case. There are a lot of folks that need representation that attorneys won't take the cases because they can involve hundreds of hours of work. The lawyer might be willing to put in 20 hours, but not a 100 hours.
- The continued focus on giving more money to the judiciary seems concerning. Too much focus has been on that from the legislature so it doesn't need to be the focus of the bar.
- Electronic filing and electronic dockets for ALL courts. That process needs to happen now, not a year or two from now. Wyoming is behind the times.

- Gender pay equity, and women in leadership across the board, ie in the Legislature, law firms, on boards and committees
- E-filing for all courts
- Less bureaucracy and more sensitivity to the time needed to practice and live. Having a 50 question survey is an example of a lack of sensitivity to time requirements.
- Judicial performance issues. Rural practitioners are dying out - need new blood.
- less politics in legal system
- Better CLE
- CLEs
- My firm no longer can afford either Westlaw or Lexis. As such, we typically use Casemaker. I would like to see Casemaker improved.
- Electronic filing in district courts.
- Getting rid of the UBE.
- Provide access to relevant CLE topics
- Electronic Filing - Statewide Uniform Forms for Circuit Courts - Form Practice
- N/A
- mentoring
- I would like to see a program instituted whereby an attorney can engage with bar counsel about an attorney discipline matter while remaining anonymous to the attorney potentially requiring discipline. Something whereby the attorney in violation would get an informal warning - a "tap on the shoulder" to say "be careful - you are at risk for getting into trouble." I think there are many attorneys who could benefit from such a tap on the shoulder but I am reluctant to "tattle" because I don't want it to affect my working relationships with that colleague and other colleagues.
- Get rid of professional licensure. Anyone can be a tax preparer. The public can choose one who is a CPA or someone who is not. The same should be true for attorneys, whose work sometimes is not as critical as tax preparation. This would provide a wider range of services at lower costs to the public. A good real estate agent may be able to do a better job than some lawyers in preparing a sales agreement and a good landman would likely be better handling oil and gas leasing matters than most lawyers. Let the public choose which they would rather have represent them.
- n/a
- Emphasize and enforce civility in the day-to-day practice of law - something that will unfortunately need the efforts of the judiciary to step up (or start) intervening. They don't like the role but if not them, who....?
- Affordable health insurance and student loans
- Ensure firms are treating and paying male and female attorneys with like experience equally.
- Discipline for ethical violations
- change the rules for admission to the Bar
- More public defender funding. Support alternatives to Legal Aid of Wyoming for the provision of civil legal services.
- independence of bar counsel, cracking down on discipline of lawyers
- Tort reform has damaged the public perception of litigators--including the defense attorneys.
- As a country we need to counter the "winner take all" political polarization.
- Have a voice on proposed changes to laws and not just rules.
- Further courtroom technology. HUB advances are an improvement but without independent juror monitors or separate monitors close enough to the jury in antiquated courtrooms, HUB is useless because jurors can see fine print on HUB
- pay and good job opportunities.

- It would be nice if the Bar made was able to summarize recent supreme court cases and provide links. The Supreme Court's site just has a list which can take a while to go through in order to find cases which are applicable to my area of practice.
- Uiii by h
- Get electronic filing at the district and circuit court levels!!!!
- First, a state-wide electronic filing system for District and Circuit courts. I know the Supreme Court is working on it but the constant delays and setbacks have become rather frustrating. Second, Judicial misconduct seems to be an increasing problem - judges generally do not make timely decisions (or decisions at all) and often their courtroom demeanor is poor. I have appeared in front of judges who scream at parties (unnecessarily), they make derogatory comments --on the record-- about state agency parties that they see often. Many times, instead of following the law, they let sympathy guide them instead (for example - they go years beyond statutory timelines). Many judges do not issue decisions on motions/bench trials for upwards of a year. I would suggest a more public effort focused on Judicial decision-making and ethics.
- I don't think the bar should be involved to any greater extent than it already is in any of these areas. The Bar Association doesn't need to be a caretaker for practitioners. For example, I don't need help from the State Bar to enhance my wellness. The judiciary should work to preserve its independence, the State Bar doesn't need to be involved in that.
- The Bar should abolish CLE requirements. Requiring CLE credits forces attorneys to spend time and money (at their clients' expense) without yielding any demonstrable improvements in the quality of practice in this state or the protection of the public from malpractice. Other than the introductory course that teaches new members about trust accounts and other ethical obligations, the Bar does not require attorneys to attend specific courses or learn specific information that would be necessary for any attorney to responsibly and competently practice law. Instead, the Bar hands out CLE credits rather freely and classes are not required to actually be educational or important to the practice. Instead, CLE requirements result in attorneys attending classes for the sake of attending classes. In exchange, CLE requirements artificially inflate the costs of practice (making legal services even harder to afford for average citizens) and function as a government subsidy for the private market of CLE providers. CLE requirements also create feedback loops of unnecessary expenses. For example, the Bar has to hold an annual conference that offers enough CLE credits for an attorney to meet their minimum requirements. Without the artificial CLE requirements, the 3-day annual conference would be unnecessary and/or shorter and less expensive (conference fees as well as travel and housing expenses). Freed from CLE requirements, attorneys would undoubtedly still seek out education to help their themselves be better practitioners. But they would only attend courses they found were actually useful, and courses would have to provide value for their cost. Wyoming attorneys should not be forced by government mandate to participate in or fund CLE.
- All of the options provided are unclear and inane. 1. I think the WSB should better manage its finances (i.e. stop rebranding the WSB and redecorating the WSB offices - its a mandatory bar; spend less money on Board of Officers & Commissioners events; better invest the money you have), 2. get rid of Mark Gifford and Sharon Wilkinson, and 3. support section CLEs and programming through additional financing and administrative support.
- Providing free or low cost CLEs, especially ethics.
- Continue efforts to make CLE available, I particularly appreciate the free CLE in the past
- start to examine prosecutorial misconduct and look into enacting new rules of conduct to have actual oversight over wrongdoing.
- Reduce size of state bar administration and reduce annual dues.
- We are in political times that should allow us to enhance our image as lawyers if we carefully address the lack of candor and dishonest behavior of our federal government at its highest levels. We have seen the best and worst of us through media almost daily. If we strive to demonstrate that we "are not that guy" it could reestablish the image of attorneys that folks used to hold in high esteem.

- Modernizing the practice of law in Wyoming; e-filing is a requirement, not a luxury in the 21st century. It is unconscionable that Wyoming does not allow e-filing in district courts; 2) Competency of Wyoming practitioners. Too many Wyoming lawyers get out over their skis and give clients incompetent service.
- Equal opportunity for female attorneys to advance in the workplace.
- Improve professionalism and ethics among members.
- More mentoring programs
- Leave lawyers alone to practice law--the bar assoc. tries too hard to keep themselves employed. Most of these questions are none of either their business or concern.
- increase participation opportunities on Bar Boards / Committees
- Judges do not need more money at this time, and didn't during the legislative session either.
- Members of the Bar seem to be less considerate and less professional.
- People skills for lawyers
- Our statutes are vague, hyper-verbose, and excessively lax in some areas while over-punitive in others. An example of hyper-verbosity - Why does it take half a page to say, "Make sure you have your vehicle insured"? Are we trying to create case law? Some examples of lax/over-punitive: a poached animal draws a minimum \$5,000.00 fine (max depends on subsequent offenses, felonies, etc.) plus a gigantic restitution amount, while a domestic violence victim draws a maximum \$1000.00 fine, and restitution varies. Can we at least pretend that a beaten woman is equal to a poached deer? Other severe issues with our statutes: - no felony DUI for DUI over .200. Why not?! - misdemeanor heroin/meth/cocaine? Are we joking here, or rooting for an increase in the drug epidemic?
- Promote adherence to the Rule of Law
- Public service lawyers are not paid nearly enough.
- Educating the public on how the legal system works for civil and criminal cases. The public is clueless. They watch too much TV which is their legal education.
- Civility among lawyers. 2. Stress 3. Better practical training
- Concentrate on DOING YOUR JOB - licensing attorneys - and quit wasting time and money on other busywork programs for yourselves
- Judiciary ought to have attorneys present to them more often. Some of them have lost touch with what it is like to represent a client or prepare for court.
- Increased promotion of the Constitution and individual rights.
- Ensure the integrity of the Bar by enforcing the Rules of Professional Responsibility.
- Electronic filing
- we need more judges. In the larger districts we need family courts.
- My biggest concern is with the selection of the 2 most recent Supreme Court justices. I believe it is obvious to practitioners that they were chosen because of their gender and/or political connections. Other candidates had significant more experience and ability. In my opinion this has seriously degraded the relationship between the Wyoming Supreme Court and its practitioners and I don't know that it will be fixed any time soon.

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

	Rating Percent	Total Responses
Much more desirable	1.58%	9
Somewhat more desirable	4.57%	26
Staying about the same	42.18%	240
Somewhat less desirable	38.31%	218
Much less desirable	13.36%	76
Answered Question		569
Skipped Question		178