

2023 Wyoming State Bar Member Survey Results

Total Distribution = 3,329 (All Active & New Active)

Total Respondents = 754

Response Rate = 23%

Every two years, the Wyoming State Bar surveys its members holding active status on topics ranging from satisfaction with Bar services to judicial selection to law practice demographics. 23% of the 3,329 eligible members responded to this year's survey. Approximately one-third of the respondents reside outside of Wyoming. Nearly 40% have been practicing more than 25 years.

DEMOGRAPHICS

1. In which judicial district do you live?

	Rating Percent	Total Responses
First Judicial District	21.44%	161
Second Judicial District	9.05%	68
Third Judicial District	5.46%	41
Fourth Judicial District	5.46%	41
Fifth Judicial District	5.46%	41
Sixth Judicial District	3.6%	27
Seventh Judicial District	7.99%	60
Eighth Judicial District	2.4%	18
Ninth Judicial District	8.79%	66
I live outside of Wyoming	30.36%	228
Answered Question		751
Skipped Question		3

2. How long have you been a lawyer?

	Rating Percent	Total Responses
Fewer than 5 years	10.89%	82
5 – 15 years	27.49%	207
16 – 25 years	22.71%	171
More than 25 years	38.91%	293
Answered Question		753
Skipped Question		1

3. If the Bar established a Senior Section, would you join?

	Rating Percent	Total Responses
Yes	52.86%	148
No	47.14%	132
Answered Question		280
Skipped Question		474

BAR STAFF & LEADERSHIP

4. 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	71.65% (518)	10.93% (79)	2.07% (15)	.28% (2)	.14% (1)	14.94% (108)	723
Cathy Duncil, Admissions Director/Pro Bono Coordinator	45.9% (330)	7.37% (53)	1.11% (8)	.42% (3)	0%	45.2% (325)	719
Marie Ellis, CLE Director	80.9% (585)	10.93% (79)	1.66% (12)	.55% (4)	.14% (1)	5.81% (42)	723
Reilley Larimore, Administrative Assistant/Receptionist	24.79% (178)	5.01% (36)	.56% (4)	.14% (1)	0%	69.5% (499)	718
Answered Question							724
Skipped Question							30

5. 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	58.84% (381)	10.96% (79)	3.61% (26)	.97% (7)	2.08% (15)	29.54% (213)	721
Melinda McCorkle, Deputy Bar Counsel	27.5% (198)	7.64% (55)	.69% (5)	.97% (7)	.97% (7)	62.22% (448)	720
Brandi Robinson, Assistant to Bar Counsel	24.93% (179)	6.96% (50)	.97% (7)	.14% (1)	.28% (2)	66.71% (479)	718
Answered Question							721
Skipped Question							33

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

	Rating Percent	Total Responses
Yes	48.76%	353
No	21.41%	155
I live outside of Wyoming	29.83%	216
Answered Question		724
Skipped Question		30

7. Please rate the effectiveness of your Bar Commissioner’s communication.

	Excellent	Good	Average	Fair	Poor	Total Responses
	35.74% (173)	33.68% (163)	19.63% (95)	5.58% (27)	5.37% (26)	484
Answered Question						484
Skipped Question						270

MEMBER BENEFITS

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

	Rating Percent	Total Responses
ABA Retirement Funds	2.64%	17
ALPS Professional Liability Coverage	28.37%	183
Annual Meeting & Judicial Conference	34.73%	224
CLE Program Offerings	75.5%	487
Clio	7.91%	51
CosmoLex	3.41%	22
eHome Counseling Group	.31%	2
Ethics Hotline	25.89%	167
Free law firm consulting through Red Cave Consulting	3.10%	20
Free legal research through Fastcase (formerly Casemaker)	32.87%	212
Free meeting space at the Bar office	4.19%	27
Gavel document automation (formerly Documate)	.16%	1
Identillect E-mail Security	1.24%	8
Judges' Bench Books	27.6%	178
LawPay	14.73%	95
Lawyer Referral Service	13.33%	86
Listservs	14.57%	94
Mentor Outreach Program	.31%	2
Modest Means Program	1.86%	12
MyCase	6.2%	40
Office Supply Discounts	1.09%	7
Pro Bono Expense Reimbursement	2.33%	15
Rental Car Discounts	3.26%	21
Section Memberships	10.85%	70
SOLACE Program	2.17%	14
Solo Practice University	.16%	1
Solo, Small & Rural Law Forum	7.44%	48
Succession Planning Handbook	2.02%	13
Teleconferencing Discounts	.31%	2
Travel and Lodging Discounts	1.71%	11

	Rating Percent	Total Responses
Trust Account Handbook	4.19%	27
Verizon Discounts	1.71%	11
Wyoming State Bar Legal Directory	61.86%	399
Wyoming Law Review (opt-in subscription)	14.26%	92
Wyoming Lawyer Assistance Program (WyLAP)	1.24%	8
WyLAP Foundation Grants	.47%	3
Wyoming Lawyer magazine	71.32%	460
Answered Question		645
Skipped Question		109

9. Please rate the following member benefits.

	Excellent	Good	Average	Fair	Poor	Aware But Have Not Taken Advantage	Unaware	Total Responses
ABA Retirement Funds	1.55% (9)	1.72% (10)	.86% (5)	.34% (2)	.17% (1)	34.6% (201)	60.76% (353)	581
ALPS Professional Liability Coverage	17.14% (102)	13.45% (80)	2.69% (16)	.84% (5)	.5% (3)	44.87% (267)	20.5% (122)	595
Annual Meeting & Judicial Conference	26.26% (156)	23.4% (139)	5.05% (30)	1.52% (9)	.17% (1)	37.54% (223)	6.06% (36)	594
CLE Program Offerings	39.87% (246)	38.25% (236)	7.13% (44)	2.27% (14)	.49% (3)	10.21% (63)	1.78% (11)	617
Clio	5.33% (30)	4.62% (26)	.71% (4)	.53% (3)	.18% (1)	44.58% (251)	44.05% (248)	563
CosmoLex	1.62% (9)	1.8% (10)	.9% (5)	.36% (2)	0%	40.9% (227)	54.41% (302)	555
eHome Counseling Group	.18% (1)	.54% (3)	0%	0%	.36% (2)	33.21% (185)	65.71% (366)	557
Ethics Hotline	30.34% (176)	8.28% (48)	.69% (4)	1.03% (6)	.86% (5)	45.86% (266)	12.93% (75)	580
Free law firm consulting through Red Cave Consulting	2.14% (12)	1.43% (8)	.71% (4)	.18% (1)	0%	47.42% (266)	48.13% (270)	561
Free legal research through Fastcase (formerly Casemaker)	15.24% (89)	20.21% (118)	5.99% (35)	2.4% (14)	2.23% (13)	41.27% (241)	12.67% (74)	584

	Excellent	Good	Average	Fair	Poor	Aware But Have Not Taken Advantage	Unaware	Total Responses
Free meeting space at Bar office	6.39% (36)	2.49% (14)	.53% (3)	0%	0%	55.24% (311)	35.35% (199)	563
Gavel document automation (formerly Documate)	.53% (3)	.18% (1)	0%	.18% (1)	0%	26.2% (147)	72.91% (409)	561
Identillect E-Mail Security	.71% (4)	1.6% (9)	.18% (1)	0%	.36% (2)	24.06% (135)	73.08% (410)	561
Judges' Bench Books	9.29% (54)	19.97% (116)	9.29% (54)	1.03% (6)	.86% (5)	33.39% (194)	26.16% (152)	581
LawPay	9.35% (53)	6.53% (37)	3.17% (18)	.71% (4)	0%	50.79% (288)	29.45% (167)	567
Lawyer Referral Service	8.2% (47)	11.52% (66)	5.24% (30)	1.4% (8)	.17% (1)	59.69% (342)	13.79% (79)	573
Listservs	9.93% (56)	10.46% (59)	5.85% (33)	1.6% (9)	.18% (1)	45.04% (254)	26.95% (152)	564
Mentor Outreach Program	.9% (5)	.9% (5)	.72% (4)	.36% (2)	.72% (4)	59.25% (330)	37.16% (207)	557
Modest Means Program	1.08% (6)	1.97% (11)	1.43% (8)	.36% (2)	.54% (3)	57.71% (322)	36.92% (206)	558
MyCase	3.21% (18)	3.04% (17)	1.96% (11)	.36% (2)	.18% (1)	53.75% (301)	37.5% (210)	560
Office Supply Discounts	.89% (5)	.36% (2)	.36% (2)	0%	.36% (2)	36.3% (204)	61.47% (347)	562
Pro Bono Expense Reimbursement	3.58% (20)	1.25% (7)	.72% (4)	.36% (2)	.18% (1)	53.94% (301)	39.96% (223)	558
Rental Car Discounts	1.96% (11)	2.14% (12)	1.42% (8)	.18% (1)	.36% (2)	42.35% (238)	51.6% (290)	562
Section Memberships	10.32% (58)	14.77% (83)	6.58% (37)	1.42% (8)	.53% (3)	52.85% (297)	13.52% (76)	562
SOLACE Program	4.86% (27)	4.5% (25)	.72% (4)	0%	.18% (1)	56.29% (313)	33.45% (186)	556
Solo Practice University	.36% (2)	.72% (4)	0%	.18% (1)	0%	41.26% (229)	57.48% (319)	555
Solo, Small & Rural Law Forum	6.88% (39)	6.35% (36)	2.29% (13)	0%	.35% (2)	49.74% (282)	34.39% (195)	567

	Excellent	Good	Average	Fair	Poor	Aware But Have Not Taken Advantage	Unaware	Total Responses
Succession Planning Handbook	2.15% (12)	2.15% (12)	.54% (3)	0%	0%	45.7% (255)	49.46% (276)	558
Teleconferencing Discounts	.54% (3)	.71% (4)	.18% (1)	0%	0%	33.21% (186)	65.36% (366)	560
Travel and Lodging Discounts	1.6% (9)	1.96% (11)	.36% (2)	0%	0%	34.05% (191)	62.03% (348)	561
Trust Account Handbook	3.55% (20)	3.55% (20)	.36% (2)	0%	.36% (2)	38.01% (214)	53.29% (300)	563
Verizon Discounts	.89% (5)	2.14% (12)	.36% (2)	0%	.36% (2)	31.07% (174)	65.18% (365)	560
Wyoming State Bar Legal Directory	52.99% (319)	25.08% (151)	3.49% (21)	1% (6)	.17% (1)	12.29% (74)	4.98% (30)	602
Wyoming Law Review (opt-in subscription)	13.11% (75)	9.44% (54)	2.8% (16)	.52% (3)	.35% (2)	42.66% (244)	31.12% (178)	572
Wyoming Lawyer Assistance Program (WyLAP)	4.46% (25)	2.85% (16)	1.43% (8)	0%	.36% (2)	72.01% (404)	18.89% (106)	561
WyLAP Foundation Grants	1.08% (6)	.72% (4)	.36% (2)	0%	.18% (1)	51.71% (288)	45.96% (256)	557
Wyoming Lawyer magazine	46.56% (284)	36.23% (221)	8.03% (49)	.82% (5)	.82% (5)	4.92% (30)	2.62% (16)	610
Answered Question								643
Skipped Question								111

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

- n/a
- N/A
- Please increase awareness of all the programs listed above and how to utilize them all.
- Union Wireless discount
- None
- I do not think it's fair or right that funds are used to pay for pro bono fees and costs but can't be accessed for low income clients qualifying for free legal services programs. Those are the ones that need it most.
- I need to learn more about the current benefits

- A digital copy of the bar directory that can be uploaded into Outlook
- reciprocal CLE with UTAH
- None
- No comments at this time
- email notifications of federal and state published opinions, it is sometimes difficult to keep up (particularly with SCOTUS and 10th Circuit cases!)
- n/a
- Group rate medical insurance and/or access to supplemental (i.e. accident) insurance for association groups (such as AFLAC).
- Unknown
- N/A
- N/A
- I think the WY Bar is the best state bar that I'm a member of right now and I'm a member of over 10.
- True ethics hotline that is not staffed by prosecutors.
- I am a law clerk and do not practice law, so I do not utilize most services
- None
- I would like CLE reciprocity for meeting CLE requirements of the state of primary practice. I do not currently practice in WY. I am a county prosecutor in IL - I am unable to have a private practice. I meet my CLE requirements in IL, but still have to report hours to WY. Missouri allows for reciprocity for CLE. I have not practiced in WY since 2000; but, do not wish to change my license status to inactive just yet. You never know what the future may bring & if I would return to WY, I would want as much of a seamless transition as possible.
Thank you.
- MyCase had the Court Rules and FastCase does not... very big bummer!
- More programming/CLE relevant to government attorneys.
- Additional law firm support consultation, including remote processes and business management. A forum would likely suffice to facilitate attorneys sharing ideas.
- N/A
- N/A
- No additional
- reimbursement for a trip to Florida to work on Wyoming issues.
- I have really appreciated (even though I have not yet been able to attend) the Law School's outreach to alumni who practice out-of-state. I would love some effort from the Bar to bring together out-of-state members, either in the form of meet-ups, or other support.
- I would like the Wyoming State Bar Annual Meeting to continue to offer an online option.
- I would like LESS. That's a lot of programs- that require money and administration. I'm not sure they are necessary.
- Did not know travel discounts were available, or many of the other services that I don't use. Where are they accessed and how are they communicated?
- More comprehensive mental health resources. Help lawyers and legal professionals get in touch with better counseling and make it affordable.

- I like the daily newsletter! It is so informative.
- I was/am unaware of most of the benefits already provided. A directory of those services/explanation of what they are and how they are used would be good to push to 3L students, as those going to a rural area that need these benefits the most are least likely to learn about them without the support of a traditional law firm.
- Fastcase is only "ok", we would be better served by Westlaw or Lexis. For smaller law firms, those subscriptions are not tenable but perhaps the State Bar could find a way to negotiate with the providers so that we can better serve our communities.
- Less emails about CLEs? I had no idea that we had so many benefits.
- I think it is time to visit a large group health insurance plan for bar members. This health insurance plan could reduce costs for small firms and also provide coverage for items such as mental health and substance abuse.
- I am very satisfied with the benefits the Wyoming State Bar provides. I don't believe anything else needs to be added, but then I don't know what else is out there.
- I'd like to be able to search CLE conferences etc. that are available outside of Wyoming
- Health Insurance Pool
- N/A
- None come to mind.
- I think the offerings are great, one that comes to mind is a hotel benefit when traveling around the state for trials, depositions, etc. I do it less now post-COVID, but still that would be nice.
- health insurance
- Maybe consulting on DEI issues for law firms
- fun swag (gold steamboat)
- They are fine as now offered
- I would be really happy if more judges participated in the bench books.
- mentoring program to younger lawyers
- Thank you for adding the services listserv!
- I think we could do a better job of mentorship matching for new law school graduates.
- make the legal directory searchable by city or firm in addition to attorney name - possibly with this search feature behind the login to dissuade mass emails/spam
- The services provided look great, but maybe some instructions or something so I would be able to use them? Particularly the travel-related ones.
- digital notary service
- None
- I think you are doing a good job. I honestly didn't realize all the benefits you are already providing.
- resources to connect with other rural lawyer programs such as panhandle of Nebraska
- None
- Health Insurance
- Group health insurance, standard templates and forms

- Most of the discounts are less than other programs offer. I get better discounts on lodging and car rentals through other programs.
- Bar is doing well!
- Nothing at this time
- Health insurance
Life insurance
- Very solid, tons of benefits compared to other states I practice in.
- In the sections part of the directory, add the name of the town where each lawyer is located.
- Great benefits--keep it up! Best bar association out there!
- WSB already provides loads of benefits! Due to the nature of my practice, I do not really need many of the services offered, but I love seeing all of these resources available for attorneys and hope they are utilized by folks in different situations from mine.
- N/A
- More help with moving to e-filing cases and better electronic interaction with courts. Help in moving probate process to be more in line with Uniform Probate Acts.
- The bar's offerings are wonderful. I just wish the bar's members were more involved and active.
- I was not aware of a lot of the benefits. These need to be communicated to the bar regularly and how to take advantage of them.
- Possibly supplemental policy discounts (cancer, heart, accident, short-term disability, etc.)?
- Nothing additional - already such a great package!
- More public information about the importance of the Rule of Law in the United States
- As a member of the Idaho Bar, one resource that has been very helpful to many attorneys is the forms books, specifically the probate form book and the real estate form book. The ID Trust and Estate and the Real Estate sections collaborated to create forms, in Word, that can be purchased online. It's a great tool for new and experienced lawyers, many of us use the forms. It's a big project to undertake, but it is so valuable.
- Services are currently more than adequate and further expansion is an unneeded additional expense.
- More opportunities to be involved for out of state members possibly.
- I want to retire . . . soon. I would like to sell or donate much of my law library. I'll bet we have other lawyers wanting to do the same thing. Do we have such a "marketplace?"
- Services that encourage collaboration when there isn't a conflict of interest. Greater appreciation for how we reflect the profession even after hours.
- Referral service for paying clients in business law area
- I have no additional services to suggest.
- Legislative summary. See below.
- Optional group insurance program
- I would like the Annual Meeting to be a la carte, allowing us to pay a reduced rate if all we want to attend are a seminar or two. That would increase the likelihood I would attend, at least a portion of the Annual Meeting.
- Health insurance lobby. The cost of health insurance in Wyoming is killing small businesses, including law firms. Because of Wyo's low population base, few insurance companies (other than BCBS of Wyo) will come to Wyoming. It's not profitable for them. The WSB should

lobby Wyo's senators and representative (and Washington DC) that insurance companies must be required to do business in all 50 states, including Wyoming. Such will level insurance premiums for all states.

- N/A
- Resources for lawyer volunteers and serving on non-profit boards
- Group health care coverage. If we are trying to make the law more accessible for Wyoming residents, and a big part of that is encouraging solo and small firm practice, adding some health care plan would make that realistic.
- New admittee - I'm looking forward to experiencing the services mentioned.
- NA
- Internet provider discounts/deals
- WYLAP program that is actually confidential and doesn't result in a bar censure/suspension. If I ever needed help in this area, I certainly wouldn't seek out help from an entity that is tied to the bar that will take your license. Also an ethics hotline with an attorney other than the person that will be threatening your license. Clearly a conflict of interest.
- None I can think of
- Continue providing CLE opportunities
- I think the Wyoming State Bar is doing a great job! I plan to look into these benefits more with time.
- Easier access to Wyo. Supreme Court opinions as they are released
- Lower fees
- Promotion of the legal field as a career choice
- None
- Lower bar fees.
- na
- group health insurance; demographic and economic statistical data of law practice in Wyoming
- Group health insurance that is actually affordable
- I think the Wyoming State Bar currently provides a lot of great services.
- N/A
- N/A
- Happy with the current services
- N/A
- I would love to see more CLEs offered virtually.
- trusts and estates guidance and chancery court.
- I would send out something that explains the benefits above on an annual basis with the Wyoming Lawyer.
- na
- Out of state members should have a rep on the commission
- I do not like FastCase, it is not very user friendly and I would much rather have Westlaw.
- More virtual (live) CLE.

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)	29.24% (174)	35.97% (214)	25.38% (151)	5.55% (33)	3.87% (23)	595
From the President	18.96% (113)	27.85% (166)	37.92% (226)	13.09% (78)	2.18% (17)	596
Office of Bar Counsel	32.89% (197)	33.72% (202)	24.87% (149)	5.68% (34)	2.84% (17)	599
Young Lawyer Spotlight	15.11% (89)	16.81% (99)	43.63% (257)	20.71% (122)	3.74% (22)	589
From the Sections	15% (87)	26.21% (152)	44.66% (259)	9.66% (56)	4.48% (26)	580
Feature Articles	24.33% (146)	39.83% (239)	30.33% (182)	3.17% (19)	2.33% (14)	600
Court Summaries	42.72% (258)	31.29% (189)	18.87% (114)	4.8% (29)	2.32% (14)	604
Write On!	16.09% (93)	18.69% (108)	37.72% (218)	16.96% (98)	10.55% (61)	578
Law Practice Management	13.58% (80)	20.71% (122)	40.75% (240)	18.34% (108)	6.62% (39)	589
Tech Tips	14.46% (85)	22.79% (134)	42.52% (250)	14.29% (84)	5.95% (35)	588
Be Well	14.78% (85)	19.3% (111)	41.22% (237)	18.26% (105)	6.43% (37)	575
Memorials	31.8% (187)	28.4% (167)	26.7% (97)	9.35% (55)	3.74% (22)	588
Attorney Discipline	50.41% (304)	28.03% (169)	16.09% (97)	3.32% (20)	2.16% (13)	603
Classified Advertising	14.73% (86)	20.89% (122)	36.47% (213)	22.95% (134)	4.97% (29)	584
Friends of the Bar	15.44% (90)	17.5% (102)	39.97% (233)	17.84% (104)	9.26% (54)	583
Answered Question						612
Skipped Question						142

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

- I like the stories about other lawyers and their career paths.
- n/a
- regular sections for book reviews and member-contributed art (fiction, poetry, photography/artwork)
- N/A
- None
- N/A
- No comments at this time
- Educational (how to) articles
- I haven't had time to read the *Wyoming Lawyer* lately.
- Humor Cartoon
- Nothing comes to mind.
- Unknown
- N/A
- N/A
- Unknown at this time.
- Nothing
- Folks outside of Laramie and Cheyenne being featured. Also, Blake Klinkner lives in North Dakota, why does he have an article in almost every issue?
- I care very little about lawyers who want their faces in a magazine. I care very much about mediators, case outcomes, changes in law, ethical concerns, and tools I can use in my practice.
- N/A
- N/A
- Perhaps summaries of all Supreme Court opinions, rather than a selection.
- I would like the digital versions to be able to zoom in. The print is super small and there is no way to enhance it, making it unusable in that format.
- I don't like the cheesy stock pictures.
- More balanced approaches to topics that tread into the political. Overall there needs to be more discussion on the judiciary's role of staying out of politics. Presenting information through a political view does not help the *Wyoming Lawyer* navigate everyday practice.
- The *Wyoming Lawyer* is an excellent publication. I would like to continue to see more local/*Wyoming* based conduct written by *Wyoming* lawyers.
- N/A
- More contributors or information on how to become a contributor.
- None come to mind.
- More articles discussing substantive aspects of law and current cases.

- A specific section about DEI to help us better understand our colleagues and interact with our clients
- more fun stuff, more firm spotlights, more local news
- It's fine as is
- Maybe an article about attorneys' careers in Wyoming similar to the faces in the news in the business report--for example, X attorney was promoted to partner. Or Y attorney recently started at Z office.
- A supreme court section - interviews or editorials to frame and shape the Wyoming Bar.
- Volunteer opportunities
- I would like to see more about Wyoming legal history and some regular, thoughtful analysis about the Wyoming Constitution.
- Nothing
- Wyoming Lawyer articles have been excellent. I am selective re what I read, but I do read this.
Would like to see resources to connect with other areas/lawyers of adjacent states. I am from rural farm in Panhandle of Nebraska (Redington NE), and there are similar issues and history.
- Nothing specific
- It is Good!
- USSCT Updates
- NA
- I very much enjoy reading the WL. When I read it, I don't usually think, "Gosh, I wish they included [x] in here." The material is great, always informative, and often interesting. Thanks for a great product!
- I have nothing to add here.
- More emphasis on transactional matters because much of the content relates to litigation.
- More articles to promote a good relationship between the bench and bar so each understands the others perspective and how to do better by all.
- As much legal discussion as possible
- NA
- .I am satisfied as is.
- There is little informative material in the magazine.
- Less of the Young Lawyers spotlight honestly.
- More expert commentary.
- Read it every month. I really like it and find case summaries VERY helpful.
- I have no additional suggestions.
- Legislative summary geared toward general practice, since specialists will get such summaries other places.
- More focus on juvenile law. More information about recent or upcoming legislation, legislative interim topics.
- I like the WY Lawyer and you do a great job, but sometimes you miss things. You've had several feature stories on Women judges and the one's that were the first in their field and you didn't mention Judge Parker, the federal bankruptcy judge. She's the first female bankruptcy judge and only the 3rd bankruptcy judge in the history of Wyoming.
- N/A

- More from judges and law clerks - preferences and observations
- Summarized Calendar of Events
- New admittee - I'm looking forward to experiencing the articles mentioned.
- Articles that pertain to what our profession can do to uphold the rule of law and fact based decision making even if it is perceived as being "political." We should be doing more as an organization as the the guardians of the rule of law and our democracy.
- Articles from others besides the same close-knit people every edition.
- No suggestions
- The bar magazine is essentially magazine for civil practitioners - public defenders, criminal law and lawyers are not really represented.
- n/a
- Keep up the good work.
- More of a focus on pro-bono and reduced fee legal service topics.
- Great publication.
- We really do not need this magazine.
- publication of court statistics eg. how long it takes for a case to be heard from filing to trial setting
- na
- Currently seems well rounded.
- Excellent publication. Keep as is.
- N/A
- trusts and estates matters. Chancery court updates and traction on trust matters. digital assets as well.
- na
- Na
- More information related to small firms and small communities.
- More litigation/trial tips and advice

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

	Rating Percent	Total Responses
Print version	73%	465
Digital issue on Bar website	20.25%	129
App for mobile device or tablet	4.08%	26
I don't read the <i>Wyoming Lawyer</i>	2.67%	17
Answered Question		637
Skipped Question		117

14. What could be done to improve the Bar's website?

- n/a
- N/A
- Get a better caselaw search engine
- Nothing. It's just fine the way it is.
- I am satisfied with the website. I am sure it can and will be tweaked, but it functions well.
- None
- I think it is one of the better websites
- More intuitive navigation/organization.
- Don't know
- I think it's good!
- Can't think of anything
- Bilingual (English/Spanish)
- Nothing comes to mind.
- Digital library. Especially for past publications of Wyoming attorneys. Wyo Bar used to publish, but does not seem to these days. There are resources that I only learn of via seasoned attorneys, such as Dave Ditto. But the handbook he wrote is not on his site, just a TOC. <https://www.davedittolaw.com/wyoming-handbook> Things like this would be a good resource and use of the website.
- Unknown
- N/A
- N/A
- It could be a better resource with hot links, such as links to the courts and efilng. Those links may be there, but I generally cannot find them. But, maybe that us just me.
- Please make it easier to find Fastcase from the home page.
- It is very good, no suggested improvements
- Nothing. I ama member of 5 bars and Wyoming's is the most comprehensive.
- N/A
- N/A
- N/A
- there should be a more aggressive effort made to make the rental car discounts meaningful, and trying to get some pooled insurance coverage would be great.
- It is busy, and could use a bit of a graphic overhaul.
- Make the tab for submitting CLE more visible/prominent
- No opinion.
- Make all the benefits I was asked about above more prominent and obvious
- The CLE hours calculator still doesn't make any sense to me.

- I search the bar directory daily. I have noticed that is sometimes slow to load or crashes. I use Internet Explorer, which may be the culprit.
- Having an app to access all our information would be lovely.
- N/A
- Nothing, thanks!
- Modernize its look and functionality. The website looks like it was designed in the 1990s. Better organization. Lots of information is never accessed because of poor layout and organization.
- it's fine as is
- Remove the calendar of the old free/low cost CLE programs. When I've searched in the past it has brought up results from years ago.
- It's excellent
- Nothing
- Longer login-times before being automatically logged off.
- I have a hard time finding the ethics hotline phone number. It's easy to find grievance forms but not as easy to find the ethics hotline number.
- Nothing
- Make certain functions/pages easier to find and navigate to. It isn't always easy to know or very intuitive how to find a certain page. For instance, the Lawyer Directory is under "For the Public" and then "Need Help Finding a Lawyer." It should be an easier step to get to the lawyer directory when we are looking up other practitioners.
- Make the directory easier to find. For some reason I can only seem to find it when I google 'Wyoming Bar Directory' and I can't find it when I look through the menus on the website.
- interactions - generally done well
- There's a website?
- Workable.
- Nothing at this time
- finding prior CLE programs easier
- Website is great - easy to navigate, not too cluttered, and always seems to function well. No complaints!
- N/A
- I think it has become much more user friendly. There is a lot of information available, but it is still fairly accessible.
- Easier and more obvious navigation to CLE transcripts.
- Tell me how to see just one (whole) page at a time when reading the Wyoming Lawyer.
- Jury instructions are difficult to access.
- I'm not sure
- NA
- Make finding the approved CLE credit easier to find when applying for credit. Sometimes search does not find keyword.
- It is excellent as is.
- Not much.
- Make it easier to find specific CLE classes.

- Job Bank should be easier to locate
- Fix the network problem that will not save your user name and password on your home office computer.
- I sometimes have difficulty finding where to log CLE credit from the home page. I have also heard from clients that it can be hard to navigate so maybe make the directory/referral links more prominent.
- I have no suggestions for improvement.
- It seems pretty functional now, so no specific suggestions.
- More ways to search for a lawyer/Judge and staff on the front page
- N/A
- easier navigation and locating key resources e.g. model jury instructions -- also why aren't those listed as a benefit?
- New admittee - just starting to familiarize myself with things.
- NA
- No Suggestions
- n/a
- I think it is fairly intuitive. Maybe more details about pending CLE events (speakers, agenda) could be displayed as available.
- Actually, I think it's quite good. The only thing is it is often hard to find downloadable paper forms.
- Nothing comes to mind
- Nothing
- Website is fine.
- na
- link to other bar related organization and committees
- Nothing!
- Nothing at this time, it's easy to navigate and has a lot of information. I appreciate the easy access to CLE compliance.
- (1) Some attention to the most important aspect of legal practice: the clients. Many possible alternatives could be considered, though each one would have obvious pros and cons. It is a difficult topic and would have no value whatever if it were nothing more than an opportunity for lawyer self-promotion.
- Fine as is
- N/A
- The website is pretty easy to navigate.
- Na
- N/A

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

- 1. Providing good CLE courses throughout year. 2.A good lawyer referral service. 3. Maintaining the good lawyer discipline in place.
- Licensing, CLE, small/solo and new attorney support
- Maintaining and excelling at the forefront of technology
- Attorney well-being and support for attorneys
- N/A
- Member benefits, CLEs that are more diverse and representative of common practice areas, like business, real estate, land use, ethics in modern times, evidence handling, rural practice and support in WY, relationship between bench and bar
- This is pushing against the tide, but the ever growing presence of out of state lawyers, makes the practice harder and changes the complexion of cases.
- Empowering attorneys to report and hold judges accountable for abusive, improper, and self-serving behaviors and ensuring that candidates for judicial office are properly qualified and trustworthy to hold the position.
- Continued work on recognizing diversity in the bar, and promoting work by lawyers that traditionally goes unrecognized.
- Enforcing ethics.
- Education, discipline
- Improving the practice of law in Wyoming.
- Disciplining bad attorneys
- Admission, CLE, and annual convention CLE, discipline, directory, place for the public to find a lawyer
- In order of priority: Protection of the public; continuing education of lawyers" all annual course requirements should be offered free or very very low cost; education of the public about the importance of the rule of law, the role of the judicial branch as a co-equal branch of government, the Constitution, and the justice system (civil and criminal) in general; support of pro bono/modest means/rural programs.
- Continuing to have the best programs and lawyers in the country.
- Attorney regulation and CLE
- Ethics is most important to me, so anything involving ethics/professional responsibility.
- As they currently are.
- Keeping Members and Public informed and updated on any issues that may effect the legal practice.
- Efiling
- The pipeline of lawyers into Wyoming's Bar, from the law school to seeing them succeed as lawyers. We need more practical Wyoming-based how-to CLE programs to help them get started in their practice.
- recruiting capable judges.
- Make it easier to get CLE approved.
- Regulating the practice of law, facilitating the provision of quality legal services to the public, and assisting attorneys in the professional practice of law.
- Provide more Wyoming based law practice handbooks and information. I really feel the Bar is too focused on publishing Lawyer disciplinary reports and not substantive practice guides. If it does publish, then make a best effort to notify members of the publications

on a regular and reoccurring basis.

- Better preparing lawyers for the practice of law
- N/A
- N/A
- Education, discipline, attorney wellbeing, providing opportunities to attorneys to connect (sections and the annual meeting are very good at this)
- Support for members
- Lawyer discipline; ethics consultation; membership oversight.
- Provide annual meeting/conference, CLE
Continue to provide current services particularly access to legal services
- Diversity and Inclusion
- Supporting lawyers across the state.
- Keep lawyers informed
- CLE & Quality of Life
- Getting young lawyers paid an amount that will actually keep them here, publishing district court opinions, and lawyer mental/physical health (we have an odd amount of unhealthy, substance addicted folks running around WY practicing law).
- Ethics guidance / education. Avoiding problems through guidance is much easier than fixing the damage after errors and disciplining the lawyers who err. Mark Gifford and the Ethics Hotline do great work; I consider this the bar's most important function.

Low cost continuing education. The bar requires CLE, but many / most attorneys end up choosing the cheapest available programs, even if they are irrelevant to their practice, because the cost of credits can be tough even for lawyers. The "rich lawyer" is less common than people think.

Lawyer rehabilitation. The bar should be about making attorneys better, not destroying them. When lawyers err, the bar should help them find a road back to productive life as an attorney rather than dumping them on the road to bankruptcy.

- Wyoming Lawyer, CLE, Annual Meeting, Judicial Polling, Public outreach/education
- N/A
- N/A
- N/A
- not trips to Florida
- Pushing the Wyoming Courts to adopt technological solutions, and e-filing across the board. Adding skilled ADR practitioners; the level of civil mediation services in Wyoming is sub-par.
- The Bar should continue its existing efforts to remind the public that the rule of law and America's judicial system are precious gifts that have been passed down through the generations.
- Continue to expand access through use of technology in courtrooms- encourage districts to continue to use Teams and other video

conferencing tools to allow remote appearances by parties and attorneys which will open up the attorney pool for litigants

- NOT expanding, probably reducing. It is not our responsibility, through forced dues, to provide counseling, wellness, multiple research sites and programs, grants, financial assistance and more. Do we even know how many use all of that? Is there a cost/benefit analysis - or do we just keep adding more?
- Admission
CLE
Discipline
- Better mental health access for not only lawyers but legal professionals. Also, the Bar should expand on providing student loan assistance for those in the public sphere beyond pro bono and government work.
- Helping foster an environment where legal services are more available to the citizens of Wyoming by continuing to promote a common sense and user-friendly-ness in the practice of law . . . in the midst of inexorable trends towards greater complexity in everything . . . which tends to have the effect of making helping clients increasingly time intensive . . . and therefore expensive for the clients . . . and therefore unaffordable for both lawyers and clients.
- Assisting the growth of the Wyoming legal community in all areas of the law so that as lawyers we can help Wyomingites participate in the larger social and economic activities of the Rocky Mountain region.
- Inclusivity of younger lawyers and especially those who are out of state.
- To support its members who live and practice in the State of Wyoming.
- I don't know how to accomplish it but help for more people who need family attorneys, people are having to travel all over the state to find someone who can help them.
- Helping attorneys navigate today's expectations and rules. Sometimes I feel you are just there to play gotcha.
- CLE, Communicating Open Meetings and Topics
- maintaining the dignity and respect of the practice of law and the judiciary; excellence in the practice of law; collegiality
- Right now I see a serious lack of mentorship between older members of the bar and new attorneys, so maybe some kind of incentive to mentor.
- Continuing education, managing members, providing guidance
- Protecting the public by insuring that Wyoming lawyers know something about Wyoming law - but we don't do that anymore.
Providing quality CLE.
- Member engagement.
- ethics
CLEs
professional longevity support (health, mental, emotional, otherwise)
- Firing Mark Gifford and Sharon Wilkinson.
- CLE should be eliminated as a requirement such as in Michigan
- Attorney training
Attorney discipline
- Access to justice for low income people - the pro se documents should be in a "Turbo Tax" format; WY should also have pro se probate documents and forms.

- Attorney well-being, including continued support for WyLAP, the WyLAP foundation, Lawyers Helping Lawyers, CLEs/conference events, and eHome counseling (or similar counseling resources). Continuing to encourage the law school to generate practice-ready attorneys (please teach students the Bluebook!). Continue partnering with access to justice initiatives, including thinking about some of the innovations happening around the country like court navigators and limited license professionals. Add to the annual conference programming a breakout session each year on new trends in pro bono or access to justice.
 - Attorney admission, professionalism and discipline.
-
- You're doing a great job already
 - continued service to every member of legal community in Wyoming
 - Support practicing attorneys
 - Promoting informal judicial-bar members interactions.
Continued CLE programs via ZOOM.
-
- Competency of the Bar, CLE, attorney discipline,
 - Development of rural legal services, involvement with law school, community outreach
 - Trying to improve the perception of attorneys overall.
 - Continue providing helpful services for all members of the bar.
 - Right now, attorney ethics and professionalism. There has always been an element of those that don't meet appropriate standards, but it seems to be running rampant these days.
 - building relationships
 - Providing free and very-low-cost CLEs to Wyoming practitioners. As a government lawyer, I rely heavily on those to meet my annual CLE requirements. Continuing the Ethics Hotline is also important and a valuable and vital service to Wyoming lawyers.
 - Curtailing Bar Counsel
 - To clearly communicate your top priorities -- and show that actions are in-line with those priorities. It is unclear what the Bar is attempting to do in disciplinary cases and in the offering of CLE opportunities - what is the Bar's charted course and how are we getting "there?" Why are we going "there?" What exactly is "there?"
 - Monitoring attorneys and ensuring they have the resources they need to be successful in the practice of law.
 - To make CLE compliance less restrictive, not more restrictive (e.g., allowing, as in other states, compliance on a triennial basis rather than yearly); to support the judiciary in whatever way possible to convert to electronic filing everywhere as soon as practicable; to lobby and work with the Supreme Court make it easier for law students to act as legal interns; to promote the concept of permitting nonlawyer legal technicians to take on easier lower level legal matters so as to increase access to justice in the State; to promote a statewide URDC rule regarding and favoring zoom/teams/video remote hearings for nondispositive matters
 - Enhance collegiality of the bar.
 - Better representing Attorneys, focus more on attorneys less on the judiciary.
 - Diversity, equity and inclusion in law practice and the courts.
 - 1. Making sure the right people are admitted
2. Grievances and ensuring the public is protected especially when a lawyer is facing addiction issues.

3. Continuing the support you provide to current members (I love the ethics hotline!)

- The licensing and discipline of attorneys practices law in the state of Wyoming.
- Same as currently provided.
- CLE, Ethics, Lawyer Licensing, Referrals, Disciplinary Actions
- Making better lawyers. The UBE was a step backward. The law school has become somewhat ineffective, notwithstanding that they are awash in money. The law school trashed the best program they had -- the Summer Trial Institute. Maybe the Bar should start communicating with the law school.
- service & assistance to its members
- self-regulation of attorney professionalism; continuing education for attorneys.
- Keep focusing on the basics: bar admission, CLE, bar counsel investigation and enforcement, Wyoming Lawyer, Convention, Legal research service, and keeping the bar informed as to substantive and procedural changes and developments that affect us all
- Law Practice for attorneys
- Making it easier for lawyers to profitably practice law.
- Advancing the Legal Profession in Wyoming, Providing CLE opportunities, the Annual Meeting
- not sure
- Upgrade information about the value of legal services and then have the courts and gov't agencies walk the walk. It is not only embarrassing but also demeaning and probably unethical for courts and gov't agencies to pay the paltry rates they do. I have never seen doctor fees treated similarly. I advise new lawyers to refuse to waste their time.
- Me!
- new lawyer training; forms database
- Semi-annual member services outlined in the Wyoming Lawyer: member updates on the annual meeting program.

- Helping attorneys in their practice, less legal oversight, get better legal research modalities in place that are more up to date. Work with the law school on turning out better attorneys with more knowledge of Wyoming Law, and more experience in drafting and filing complaints, motions, etc., at the local level and not the appellate level.
- Continuing Education; Discipline & Discipline Prevention; Attorney Recognition
- Continued ease of access and ensuring courts are updated and keeping up with other jurisdictions.
- CLE
Ethics Hotline

- member benefits and connecting members
- Continue supporting Wyoming attorneys well!
- Attorney wellness and ethical lawyering.
- Providing oversight and self-policing of attorneys. Providing useful CLE opportunities. Improving attorney/court interactions.
- Help WY attorneys to be best-in-class when it comes to skill sets, facilitate networking or referring clients and mental health/wellness so you can practice for a long time.
- Protecting the practice, discipline, and keep doing what you're doing!

- Making CLEs, especially Ethics, easy to access and affordable.
- Make sure young attorneys have better training. Help to prevent burn-out of all attorneys.
- I'm about to retire so I don't think my opinion should matter.
- Bar admissions, discipline, CLE, practical training
- Review of the discipline process
- More public information/programs about the importance of the Rule of Law in the United States
- Return to core tasks like admission and discipline. Everyone must pay dues to support unrelated activities like wellness.
- It is difficult to prioritize member magazine publications. The current focus is totally functional as is.
- unauthorized practice, lawyer discipline, raising salaries of all staff at the State Bar offices and Bar Counsel's office and more interaction with judges and lawyers at the Annual Meeting.
- Recruitment and retainment of young attorneys. The ethics board would also significantly benefit from a fresh perspective or at least having an influx of new members.
- Not anything in particular.
- I am not sure, but between regulation and providing member services, your plate seems pretty full.
- Expanding the expertise from the section leaders through more cle offerings and monthly articles.
- Encouraging younger lawyers. There is a lot of "old boys club" mentality in this state and it can be disheartening for younger lawyers and female lawyers to navigate.
- Education updates of lawyers
- In no particular order, attorney discipline, ethics hotline, educating public about the legal profession.
- Wellness.
Mentoring.
Education
- Doing very well
- Maintaining the civility and camaraderie of the practice in Wyoming. Effective and reasonable attorney discipline. Giving Wyoming lawyers more chances to be together in social and CLE settings around the state.
- CLE at State Bar Meeting
- You're doing a great job. I think attorney ethics should be a focus for the bar, and second services for attorneys (which you already have an impressive list).
- It's seems like we spend a lot of money on outside counsel for the big cases. Shouldn't those cases be prosecuted by our inhouse counsel?
- Evolve to make the practice of law more open and free (updating rules that limit marketing, referral fees, etc.)
- lawyer wellness; helping foster connections among lawyers statewide; positive feedback and promotion of profession; assisting lawyers esp. women to continue with their practices and achieve partnership
- First and foremost, making sure that attorney discipline is effective and consistent. "Seasoned" practitioners get away with near-murder because they know there's no consequence. It's an embarrassment to the Bar as a whole. Then, lots more of the mentorship programming. New attorneys leave the state because the firms are out to extract maximum value from associates that they feel free to discard when they're used up. We ought to be really encouraging solo and small firm practice, and if we do, this problem will correct.

- Stress ethics and civility in the practice of law.
- Mental health, burn out, and attracting new talent to the state.
- Assisting lawyers with the difficulties involved in practicing law.
- Creating, promoting, encouraging, and facilitating an environment with high standards for the practice of law re: knowledge of law, ethical rules, practice management, and challenges of rapidly changing technology as well as civility and camaraderie. For young lawyers opening shop without much experience maybe more resources on practical aspects of practicing law (and I'm not a young lawyer). Management skills - especially in context of law firm if available but articles, CLE, or other training resources might be helpful because too many in oversight roles have zero management skills - even if nice people and good lawyers - they are not effective leaders or bosses.
- See 12 above. Perhaps not top priority but an important one.
- Assisting attorneys rather than looking for reasons to censure and disbar them.
- 1) Ethics enforcement; 2) young and sole practitioner support; 3) education and CLE
- Information for practicing attorneys via emails.
- Supporting lawyers without making legal practice more complicated
- Keep up the great work!
- Financial responsibility and transparency. Please do not waste my dues.
- Promoting and protecting practice of law.
- CLE availability
- Affordable legal services options
Rural lawyers-especially those not involved in big firms
- Bolster section groups
- Help organizations with recruiting/retention: articles, seminars, etc. on how to market your workplace
- Continuing education administration, discipline, ethics hotline
- CLE programs and member benefits
- Lower bar fees, a more fair OBC that prosecutes PR violations appropriately. Instilling more respect for attorneys in the public and staying out of politics, especially in the realm of criminal justice. The Bar seems to be very left leaning.
- na
- minimizing bar dues
- Attorney discipline and admissions; legislative advocacy; encourage and support attorneys to run for office; public service programming and advertising
- Try to stress importance of the rule of law at this time when contemporary politics seems to be grating against that important basic concept. Maybe more info ads and articles and speakers about how rule of law protects everyone.
- There seems to be a reduction in cordiality in our society, and the legal profession hasn't been immune to this. Programs to increase cordiality would be beneficial to the Bar, its Members, and Wyoming.
- Bar admissions
- N/A
- Attorney contacts, e.g. bringing us together. Mentoring.

- trust industry and digital assets IN ADDITION TO core business entities and corporate transactions.
- Docket congestion. Getting to trial
- Providing services to the members. To me, a lot of money was wasted on Gay Woodhouse's case (meaning costs weren't reimbursed), which could have went to sending materials out to the members.
- Continuing Legal Education, Advocacy for the Law Profession, Enhancing the Law Profession
- Na
- Retention and support of attorneys, with the amount of judges and attorneys leaving the profession it is necessary to support those who have dedicated themselves to the practice of law in Wyoming.
- Finding a better platform for legal research than Fastcase - it's horrible!
- More training on criminal justice reform, bias, police misconduct

ATTORNEY DISCIPLINE

16. 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.	16.03% (100)	53.85% (336)	9.29% (58)	2.4% (15)	18.43% (115)	624
The disciplinary process is fair to lawyers.	15.54% (97)	49.36% (308)	9.94% (62)	2.88% (18)	22.28% (139)	624
The disciplinary process is fair to the public.	15.09% (94)	53.61% (334)	5.3% (33)	1.77% (11)	24.24% (151)	623
The disciplinary process is transparent while preserving confidentiality during the investigative process.	14.35% (89)	47.9% (297)	9.39% (52)	3.87% (24)	25.48% (158)	620
Answered Question						624
Skipped Question						130

Comments:

- I answered unaware to all above because I haven't really thought about it and the view that's available to me as someone not involved in any matters, is very lacking in context. I do read the orders and the findings, and think generally the punishment appears to fit the crime. One thing I'm not sure about is that the public hearing aspect of disciplinary matters is comfortable or appropriate. I may be unaware of the circumstances that lead to a public hearing, but I thought the Manlove hearing became unnecessarily sensationalized largely by being held in public and with such an "oh my god we have to prepare for this huge thing" approach by the disciplinary committee. I'm unaware of any other

hearings that rented hotel space (or actually any lawyers who have had a public hearing, including others recommended for disbarment, but again it's possible I am just not following.

- The complaint processes should include a sworn affidavit that subjects the person making the complaint to criminal penalties if they are lying.
- Bar counsel and the discipline process are developing a reputation among practitioners that I have spoke to of being overly punishment focused. If there are efforts by the bar to reach out and provide assistance or education when ethics issues don't amount to violations, we aren't seeing them.
- The system is effective for its size, but undersized to be implemented to an extent that thoroughly encourages adherence to ethics. There is also a sense among some lawyers that they should not be the ones to report lawyers who have ethical issues, especially if the issues do not impact the outcome of a case. There needs to be a push to make ethics a more basic part of having the privilege to practice law.
- Lawyers who contest disciplinary claims should not be required to pay for their disciplinary hearing. This is unfair in that it coerces admissions in cases where the lawyer would otherwise contest the allegations. Feels like a due process violation.
- Reading the disciplinary actions in the Wyoming Lawyer are deterrence enough for me and a palpable reminder of my duties. This, thankfully, has been my only exposure to the disciplinary process.
- As non-parties to these issues, we only know what is public information. There are times when it seems that judges and attorneys are not being sanctioned in a way that is proportional to their misconduct.
- You needed a neutral choice. Poor survey construction.
- I always struggle with the self-regulating component. While I think it is important to be self-regulating, I think Wyoming is a very small community and it is extremely intimidating to think of filing a disciplinary complaint against a colleague, knowing that it may be career-ending for you in terms of referrals and working well with peers in the future. I wish there was a way to file a complaint without the accused attorney knowing who filed the complaint until and unless the investigation advanced to a conclusion that discipline was necessary and appropriate.
- N/A
- Disciplinary process is too random. Not evenly applied. No real precedents.
- I found this to be especially important in the recent case involving the Laramie County District Attorney.
- N/A
- When I was practicing in courts in Wyoming, the behavior of lawyers that was tolerated by judges and the Bar was highly personal, and sometimes shocking. There is a lot of value in the small, collegial, Bar in Wyoming, but it also protects lawyers who would have been disbarred in other jurisdictions. That said, I have not had first-hand experience either in Courts, or with Bar Counsel in some time. This comment is really directed at Wyoming being aware that, post-COVID, the interconnectivity of the country is increasing, and the level of scrutiny is only going to increase and more and more out-of-state lawyers are practicing in Wyoming.
- Generally, I agree. Looking from the outside, it appeared that the Leigh Anne Manlove situation was a Cheyenne witch hunt that included some of the judges and bar counsel involved in group think.
- Making bar discipline proceedings public before final adjudication is a bad idea.
- I don't think the general public is aware of the disciplinary process and I think it can be difficult for the average person to determine whether their attorney has committed a wrongful act.
- I'm just learning and do not want to weigh in on such an important issue without all facts.
- I would prefer that the disciplinary hearings not be public, but I understand why they are.
- Public censures have always been an unsettling thing to me because I generally disagree with the effectiveness of public shaming. It is only my

opinion, but from my perspective it seems there is inconsistency about how severe an ethical violation must be to amount to a public censure.

- While, I do generally think the system is fair, from what I've heard, the recommendation of disbarment of Ms. Manlove seems harsh and potentially politically motivated.
- I think the Bar should use their own facilities for hearings, not run up costs by holding them at expensive hotels. And if the Bar facilities are inadequate, borrow a courtroom from a circuit or district court. It's appropriate to penalize lawyers for their acts, not to tag a huge costs bill onto their penalty because the Bar doesn't want to use their own facilities or borrow facilities from the State.
- I never heard back on a really egregious complaint I put in against a lawyer who went against his own clients' interests to be able to represent their son against them. Since then, I've had very little faith that complaints are taken seriously.
- seems to depend who you are
- This is tricky. There are a handful of lawyers who are not competent, and who therefore hurt clients as a result of their representation. And that lack of competence goes unreported, perhaps because it's just one case or it's a small thing and the attorney to report doesn't want to risk the disclosure of their name associated with such a small grievance, or the case resolved in some way. But cumulatively, it is apparent that those lawyers have some difficulty with competence. When those lawyers are subject to disciplinary action, the outcome is dependent on the facts of that grievance. I'm not sure how the disciplinary bodies could learn about and then consider unreported misconduct in order to get the big picture of the truly less-than-competent attorneys.
- I have not compared WY disciplinary process to other states nor have I been involved in the process myself. I know there have been concerns among bar members that I have talked to that the process is too aggressive among our small bar association and that it is not transparent enough. Since I have no real experience with it myself I don't whether these concerns hold any merit.
- The disciplinary process is not effective or fair. It is astounding to see some of the attorneys and their antics and then to read what attorneys are being disciplined for. It seems bar counsel's focus is not on what are the true problems within our profession. Also, the entire process seem very bully-ish. For a profession with the goal of providing due process and fairness under the law, it seems we do not afford that in anyway to the members of our profession. Our disciplinary rules do not allow for attorneys to stick up for themselves without running the risk of going bankrupt due to the costs and fees associated with the disciplinary process.
- I think there was a lack of disciplining attorneys years ago and am happy to see a more active process. I do wish there was more happening on the minor infraction level. There are those attorneys that act inappropriately and skate the ethics lines often crossing it, but the rest of the Bar seems to excuse it because "that is how they are."
- needs to be some basic hurdle that claimants needs to meet - e.g. a sworn statement. Just allowing anyone to file a complaint diminishes the complaints that are legitimate
- If the Bar is going to hold a disciplinary hearing, it must take all possible steps to limit costs to the lawyer facing discipline. The Bar should utilize government buildings (where the cost would be zero or very little) for hearings. This may be an important enough matter to codify in the rules concerning discipline. The Bar should also consider streaming or recording disciplinary hearings. I for one would find it quite a valuable look into the disciplinary process to see a hearing. If confidentiality is an issue, the hearing wouldn't necessarily have to be streamed live--it could be recorded and posted after the Supreme Court renders a disciplinary decision so the public and the bar could watch the hearing and see how it operates.
- Far from transparent. The costs of the Manlove prosecution was abhorrent. \$59k for catering? On a case that the voters would've taken care of. Will this same prosecution apply to private firms and other government lawyer offices? Furthermore, how debated was Gifford's raise. Why did he have to travel to California for the Spence article?
- Take the last half-dozen public reprimands and as attorneys what was communicated and what was accomplished (how did their behaviors

change) as a result. I wonder if any coherent communication was made to our Bar -- or if any consistent changes were effected -- with the possible exception of engendering fear in the membership. If making Bar Counsel fearsome, and the members fearful is the goal, then likely accomplished. If defining excellence and leading the members toward that goal is the objective - then I cannot see how that has been accomplished over the last few years.

- The disciplinary system appears to be too punitive with respect to certain forms of misconduct, but this opinion may be naive based on a lack of insight into confidential resolutions.
- the open hearing should be changed. It should not be public.
- Look, I very much agree that folks who steal clients' money should be penalized, but far too many folks who commit other serious ethical violations get little to no punishment while someone who merely makes a mistake with their trust account and then self-reports gets censured or worse. It's a little silly.
- The bar should not blast an email out to all bar members about the sins committed by an attorney. I'm a member of three state bars, and the other two bars to not engage in this degrading practice. Personally, I've never had an issue with bar counsel and I agree with most of the outcomes that I've seen. However, I think the bar could simply make a note in the attorney file and if people have questions about an attorney's past then they can contact the bar. If nothing else, the bar should conduct a quick survey of other states to see if they send an email to proclaim attorney misconduct to the whole bar.
- none
- Not enough action is taken against attorneys with drug and alcohol issues. Some feel that OBC and the disciplinary process has become politicized as well.
- Given recent decisions, no one is safe from losing their license.
- I have no experience with the disciplinary system (thankfully), so I do not feel qualified to opine on its fairness or effectiveness.
- Hard to have a valid opinion when we don't see what happens unless it's reported, i.e., we don't know how the unreported alleged offenses are resolved. As for the reported decisions, I'm usually happy with the resolution, especially over the past few years.
- I think it is difficult to communicate the full picture to the public and I'm not sure how to resolve that.
- Just joined and moving to Wyoming in next 12 months. So I don't have much perspective.
- Complainants should not be allowed to release information about Complaints they filed to the press for political reasons as happened in the Harriet Hageman Congressional race.
- Bar emphasis should be on more stringent character-based admissions requirements and procedures so as to avert entry into the profession by persons amenable to unethical conduct. While we are all human, widespread proliferation in the culture generally over the past 50 years of both laissez-faire attitudes toward righteous behavior and emotional weakness have yielded a tsunami of misconduct, almost all of it perpetrated by persons too unprincipled or too weak to endure the ordinary rigors of legal practice. The Bar's irrational response to this reality has been the current administrative edifice with its unintelligent 'one-size-fits-all' discipline approach: admit virtually everyone who graduates law school; micromanage legal practice by all, especially the vast majority needing no oversight whatever (ethical or otherwise); and respond reactively to the fully predictable failings of those admitted in error (by the Bar).

A superior approach would be to cast a small net and deny admission to those too unprincipled or too weak or to suffer effectively the harsh environment which is the reality of our business. Prioritization of such denials would reduce dramatically the need for disciplinary rules, process and personnel; augment the quality and reputation of the Bar; and, most importantly, avoid victimization of clients whose only 'failing' was the happenstance of retaining a person of poor character as their counsel (the opportunity for which derived entirely and

exclusively from the Bar's refusal to deny that person admission). And unlike the current system, the aforementioned benefits would obtain at no cost to the public, or to admitted attorneys who are today forced to operate under a 'Sword of Damocles' disciplinary apparatus which, despite its self-congratulatory claims to the contrary, affords virtually no benefit to either the profession or the public.

A full-scale re-examination of the Bar's disciplinary philosophy is in order.

- The disciplinary system appears to be slow to respond to disciplinary issues outside of Cheyenne and does not consistently appoint investigators with experience/knowledge of the area of law in question.
- The process is excellent in my opinion.
- why is mostly Cheyenne and Laramie attorneys who are disciplined? What about attorneys in other parts of the state?
- More needs to be done to help address public attorneys for the ethics violation, particularly when the public as a whole witnesses it. We aren't doing the public attorney favors turning a blind eye to very public ethical missteps and violations of law whether intentional or unintentional.
- It's too expensive to contest bar counsel. Excessive cost of prosecution should be limited.
- Fairness is in the eye of the beholder, but I think the system itself is reasonable and fair. We always need to guard against the appearance that the Bar has targeted people for more severe discipline, as some lawyers believe that. I think things are working well, even in the high profile cases.
- I have never been involved in the disciplinary process, so I really can't express any feelings about it.
- Much too lenient
- As outlined in previous answers, it takes a near act of God to get an attorney disciplined. Commingling should be a concern, yet it doesn't appear to be. Candor to third parties-same. Truthfulness in statements to others-ditto. Fairness to opposing party and counsel-as above. The Rules of Professional Conduct are at this point suggestions.
- Discipline system is FAR more proactive than when I first began practicing here decades ago - thank goodness bc the lunatics were running amok. A law degree and a law license is a weapon that can be used to destroy people and families - there are victims. And it seems to have gotten better enforcing rules against lawyers who went to UW in same manner as those who did not. On the other side of the coin, there also appears to be an effort to work with lawyers to address many problems and violations in a fair, compassionate, and constructive manner without destroying careers and reputations, which is good for the individual lawyer and the bar as whole. Sometimes even the best of us acting with good intentions make a mistake and might need a course correction - a catch before a bigger fall. Most of the time it won't reach bar counsel but the less that possibility is feared, construed as a personal attack, and something that only happens to "bad" lawyers but can be seen more as a part of the practice and potentially helpful and constructive (even when painful), the better for all of us and the profession.
- NA
- There seem to be a lot more problem lawyers that I run into in my practice. Lawyers that refuse to comply with basic court rules (like timely completing discovery), are unresponsive to opposing counsel and generally do not seem to either know what they are doing or care to resolve matters. The Bar seems to do what it can but it is much more prevalent than when I began practicing 20 plus years ago.
- The system though well meaning and good intentioned is rotten. They spent \$50,000+ on food, internet, and expenses for disciplining Manlove! The Supreme Court opinion was shocking and correct. That was a major expense to the bar and exceeded all norms and reasons for expense. I am not confident in the financial responsibility of the bar.
- I feel that once a complaint is made, the accused has to prove his or her innocence and has a higher burden to overcome than the person who makes the complaint.

- I can't stress enough how much I appreciate the strong disciplinary process that is now in effect.
- Particularly after the high-profile trial of Leigh Ann Manlove, I worry that bar counsel is too aggressive and is painting lawyers in a bad light and eroding the public's trust in the legal system.
- N/A
- I think the process went way over board on the Laramie County DA.
- There doesn't seem to be much deterrence for the issues that are arising because the underlying reasons for the bad acts aren't being addressed, the focus on rehabilitation is minimal. There is too much focus on monetary penalties and public shaming. This isn't a good system for retention of attorneys and getting the public necessary legal services. That being said, bar counsel does an excellent job given the parameters to which he is to do his job.

17. Have you utilized the Ethics Hotline?

	Rating Percent	Total Responses
Yes	38.73%	244
No	55.24%	348
Comments	6.03%	38
Answered Question		630
Skipped Question		124

Comments:

- years ago, Mark is helpful and welcoming to talk with
- Have been advised not to.
- always helpful the few times I have needed it and I suggest it to others as well
- Good experience
- Excellent
- I used to use it, but don't trust the process anymore.
- pretty good
- Mark is great
- Of all of the services that the Wyoming State Bar provides, this is the one that I value the most. Mark and Melinda are excellent and are often the calm, caring ear I need when I am dealing with a difficult situation. Please continue to provide this service.
- not yet - I was in the habit of calling Mark before it existed and have continued, but I will!
- Yes. Once. I found it to be very helpful.
- I've never used the ethics hotline. While I think it is a good idea in theory, it is concerning that the person who provides the advice is the same person who will prosecute you for an ethics violation.
- Not in a while

- I have in the past, but I will rely on my own read of the rules from here on out.
- I do not know how to access the line. Please let us know how. That would be valuable.
- Long time ago
- only briefly with satisfactory results
- not in last year
- I can't be sure I've actually called the Hotline; I usually email Mark when I need help.
- This is super helpful to have! I used it once when I really needed it and was so grateful for the service.
- The ethics hotline is fantastic!
- I have obtained good advice from Bar Counsel over the years.
- Great resource.
- Mark is always very helpful and responsive.
- This is possibly the best service afforded to me and I appreciate Bar Counsel Gifford for his timely and helpful responses.
- I have called both Mark and Melinda, I'm not sure if that means the "hotline." However, when I call I have always found them exceedingly professional and helpful.
- This service is indispensable and I am very grateful for it.
- Although I haven't used it, I really love that this is available.
- Very helpful advice and suggestions.
- Call bar office with questions
- Melinda McCorckle is the best resource the Bar has, in my opinion.
- I appreciate the ability to call the bar with questions rather than trying to work through a sticky issue on my own and potentially getting it wrong.
- This is a great asset and I am grateful the Bar provides it to help us make sure we are follow the rules and also provide general ethical advice when problems arise.
- I do not trust bar counsel and will not use the hotline.
- Called to discuss issue relating to withdrawal from a case. Extremely helpful and reassuring.
- I am not aware of the Ethics Hotline
- Mark is wonderful and always so helpful!
- But will in the future

18. If so, please rate your experience.

	Rating Percent	Total Responses
Excellent	38.16%	195
Good	12.33%	63
Average	1.57%	8
Fair	.98%	5
Poor	.59%	3
N/A	46.38%	237
Answered Question		511
Skipped Question		243

JUDICIARY

19. 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	59.6% (236)	11.36% (45)	11.36% (45)	3.28% (13)	3.28% (13)	3.03% (12)	8.08% (12)	396
Inadequate compensation	24.39% (80)	33.84% (111)	18.9% (62)	7.93% (26)	7.01% (23)	3.96% (13)	3.96% (13)	328
Workload	20.35% (70)	29.65% (102)	29.36% (101)	10.47% (36)	6.69% (23)	2.33% (8)	1.16% (4)	344
Isolation of the judiciary	13.84% (49)	27.97% (99)	27.97% (99)	14.97% (53)	9.89% (35)	3.39% (12)	1.98% (7)	354
Do not possess the appropriate experience	25.61% (84)	21.95% (72)	18.9% (62)	5.79% (19)	14.63% (48)	5.79% (19)	7.32% (24)	328
Transition to the bench	9.22% (27)	15.02% (44)	25.94% (76)	10.58% (31)	11.6% (34)	23.55% (69)	4.1% (12)	293
Judicial canons are too restrictive	1.9% (4)	6.19% (13)	3.81% (8)	5.24% (11)	6.67% (14)	24.76% (52)	51.43% (108)	
Answered Question								564
Skipped Question								190

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

- Election
- Public scrutiny
- having enough qualified staff
- The selection process seems too political, with preference made toward attorneys in Cheyenne.
- Criminal and family law matters are soul sucking.
- Many of the current judges seem to lack oversight and have too much power and individual discretion. I often am horrified, but there seems to be no way to bring this to the attention of the supreme court without risking my career.
- I'm happy where I am for now. I hope to look for opportunities on the bench in another 5 or so years.
- As is common in the legal field, the committee does not seem to value non-legal experience (i.e., experience gained before graduating from law school) for lawyers that went to law school when they were older than 22.
- Lack of training or consistency among the bench
- None
- I have no interest in being a state-court judge, but I am concerned about the apparent awfulness of being a district court judge given the rash of early retirements and lack of candidates. I am also concerned about the complete lack of racial diversity on the Wyoming bench, and the governor's apparent preference for judges who have no trial experience as long as they have worked for the State of Wyoming.
- Fairness and openness of appointment and system systems
- My only concern regards location -- Not willing to move out of my district so that obviously is a self-limiting factor on opportunity.
- The work load for trial judges in Wyoming is excessive. We need more judges and support staff.
- None
- During the last few years, it does not appear that judges were being selected based upon their merits, which is frustrating to those of us who practice in front of them. (E.g. not even knowing the basic WRCP.) Since I haven't worked at the AG's office, I know that I would not be selected for the bench, and I don't want to be another source of frustration to my fellow bar members.
- Too late - too old. poo
- The monotony of hearing too many domestic cases and having inexperienced and unethical attorneys present in front of me day after day.
- Really? You really think people are passing on being a judge because they can't be more corrupt?
- Difficulty of being given serious consideration. Seems open only to those who have practiced in Wyoming for entire career.
- It appears that the Governor's office is only interested in appointing politically connected folks or folks who have worked for the Attorney General's office, so it feels pointless to even apply.
- Putting a target on my back
- If out of state lawyers were allowed to be considered, I would apply to most openings.
- Apparently our current governor only wants AG employees or elected officials on the bench, so that disqualifies approximately 100% of the qualified candidates from the position.

- N/A
- The incredibly broad range of law you must rule on. You must rule in a personal injury case, then criminal, then juvenile, then oil and gas, then divorce, then contracts, etc.
- I don't think many lawyers realize how heavy a District Judge's workload is. Our idiot legislature should have created a family court to deal with domestic relations and custody matters rather than pander to Bitcoin moguls and speculators with the Chancery Court.
- None
- Don't have any for Wyoming
- Age qualification
- too old
- Three factors got me to stop applying.

Since Justice Kite changed the application form some years ago, I do not apply. The application does not encourage anyone, but full time trial lawyers to apply. It gives no credence to other areas of experience. Use to want to be a judge, applied and even make it to the Governor's interview once, but have not applied since those changes were instituted because I felt I would no longer be considered.

It also became clear that Governor Mead wanted younger, nearly all female judges. So there was no point in applying when there was a distinct preference for less experience and females for a more experienced male. Hmm. Discrimination?

Also, not all of us write briefs or documents for judges to consider. That is also a hindrance.

Perhaps my experience keeping clients out of court isn't valued and I was just not wanted as a judge.

- Lack of autonomy/freedom of schedule
- None. Becoming a judge has never been a career goal.
- The lack of free time or people to cover for a judge while away or on vacation.
- Skills. I would love to be a judge, but I believe a judge must be - at a minimum - the only person in the room that always knows the answer.
- I have thought about applying for a judicial position, but have the perception that these positions are only available to those with political connections. I have no such path to the bench.
- Selection process.
- There is a bias in nominating towards experience as a prosecutor, or governmental lawyer. Civil practice lawyers, and lawyers who have non-traditional career paths are rarely considered, even though the experience may be broad and relevant.
- Age: I'm 63
- N/A
- I think our system of one district court judge requires too much of district judges. It would be beneficial if there were additional judges or commissioners that only heard family law, criminal, civil matters to divide up the work.
- What are the qualifications? Academic awards seem to be stressed.

- I didn't work very hard in law school and my grades were not as good as they should have been. Despite having worked hard as a lawyer, I think that might preclude me.
- Most of it is in "workload." My sense is that Wyoming judges confront an enormous workload without a lot of support
- Bias depending on how well they know the counsel before them
- Too political.
- Long-term compassion fatigue.
- The increasing pressure to political with the law instead of applying the law as written.
- Live in Colorado
- The growing partisan radicalism of the state spilling into the judicial nomination process
- I am really nervous about going through the process, the reason for the decision by the organization within in the Bar that makes the decision and the public process with the Governor. I've been practicing for over 20 years, but am I really good enough to be a Judge?
- My biggest concern has to do with the JNC/application process. I think too much emphasis is placed on an applicant's amount of trial experience. I think there are a lot of applicant's who bring valuable knowledge and experience from other legal areas who are not given a fair shake simply because they have been involved in less jury trials. I do not think being a good trial attorney necessarily means you will be a good judge.
- Nomination process lacks transparency.
- Public approval is required (election retention), Political expectations
- Security. Doesn't pay enough for the risk it entails.
- Preference of male over female judges
- I do not engage in trial work and have no interest.
- The judges in Laramie County are all clearly miserable in their jobs.
- It is no longer a career goal of mine, as I clearly have been practicing for too many years and have far too much courtroom experience to be considered by the JNC.
- location
- The best lawyers do not become judges. You have to be a politician to get to the bench. You should seek out the intellectually honest; one strong enough to do the unpopular thing.
- none
- Will not move back to Wyoming.
- I have none of those concerns - I think it would be wonderful. I think the biggest concerns for me would be 1) having to move (potentially) and 2) experience enough to do it.
- Nature of cases - family law, criminal
- The application and interview process appear to be litigation-heavy and thus may be outdated from modern practice. The days of classic trial lawyers are in the past. Excellent civil attorneys now do not go to trial, solving problems instead by using the judicial process to get to a solution. The cost of a trial, much less a jury trial, is excessive and contrary to WRCP 1. The application and interview process deter or seem to discourage excellent non-litigators. Some other states, but not all, have updated the process to give the perception that non-litigators will get a fair shake. Also, extraordinary judicial employees often seem excluded, or at least

they are rarely shortlisted. That tide may be shifting with the appointment of Judges Eames, Collier, and McKay. But overall, the role of those "judicial apprenticeships" seems discounted. Advantages of shortlisting long-time staff attorneys includes: public servants comfortable with the low pay, already subject to judicial isolation, familiar with the workloads, and faster transitions to the bench.

- I am 82 and have left my thoughts of becoming a judge far behind me. I was in high school in Casper with Judge Donald (Terry) Rogers and Justice Michael Golden, which gave me much insight into judging in Wyoming.
- None. I could see myself serving as a judge at some point in my career.
- I have come to realize the judicial selection system is the exact opposite of what it should be. It is in truth a highly political, non-transparent, and subjective exercise. I am not suggesting there are no judges in Wyoming deserving of their position on the bench, there are many excellent ones. However, the flawed selection process has resulted in some obtaining judicial office apparently due to political or other improper factors. The best candidates are being excluded from judicial office with unacceptable frequency and in some circumstances based upon unjustifiable considerations. My faith in the process is so shaken that I cannot imagine ever applying for judicial office in the future. I am more than happy to discuss this further. Mike Crosson.
- My age at this point
- privacy
- The JNC is not a fair or effective process. It nominates young lawyers with little real world experience who have good connections with the members of the JNC. The lack of experience of the nominees and the appointees is incredible and a huge disservice to the citizens of the state. Our courts are much less competent now than they were years ago where only vastly experienced attorneys were appointed. There is no point in even applying unless you are friends with Kate Fox or someone else on the JNC.
- No interest
- The District Court judges are overburdened and the docket is too heavily weighted with criminal and family law cases. A separate family law court system should be created. This would serve multiple goals. First, it would make family law cases the sole priority in those courts. No family should have to wait many months/years to be divorced or resolve custody issues. Second, it may encourage experienced family law attorneys to seek appointment to that bench. Third, it will lessen the docket of District Court judges significantly. This fact, combined with the omission of family law cases from the docket, will likely encourage more individuals to apply for District Court judges. A family law court would be more beneficial than the chancery court.
- Don't think I would pass the vetting
- My concerns about becoming a judge are the same concerns I have in being a practicing attorney right now - it is incredibly difficult to make decisions (judges) or advocate for clients (attorneys) when the law is always a moving target.
- No desire.
- The politics of selection. It appears from the outside that if you haven't been a law clerk to a high level judge, there's not much point in applying.
- None. I applied for a position with over 30 years experience and an LLM in Trial Advocacy and didnt even make the cut. Seems the committee is interested in things outside experience and qualifications. This unfortunately lessens are belief in the judiciary. Stop playing polictics.
- N/A
- I think more consideration in the judicial selection process should be given to lawyers who have more non-traditional (i.e., not litigation) careers. Just because a lawyer doesn't follow the traditional track or have certain experience doesn't mean that the lawyer wouldn't be a capable and effective judge.

- I would not want to be associated with the quality of judges that currently sit the bench.
- The docket takes good community minded servants and warps them to be cynical and bitter. The mental health trajectory of a judge is fairly predictable. What is being done to lift and inspire those serving to bear their burden well?
- None
- no political connections
- I am just not interested in that type of work. I have no interest in criminal, juvenile, probate or domestic law.
- Lack of effective backup so as to be able to take time away when needed. Certainly, the other judge(s) in a district are available, but I think having one judge per county per court creates a certain lack of redundancy that could be remedied by creating seats for more judges.
- Sometimes I wonder if the system is fair in terms of selecting the candidates.
- I think the current Governor wants younger Judges and I am too old.
- Adequate training and support.
- How one goes about becoming one in the first place.
- Relocation for myself and family.
- fear that I wouldn't be able to pay attention to some cases because they are too boring
- I personally prefer to pick a side. I just don't have the personality to sit in judgement.
- None
- I previously considered that, but isolation is a concern.
- Application process
- lack of experience in many areas
- If I were to apply and make the top three, it becomes very public and if not selected, that has ramifications.
- The load of criminal and domestic cases would be boring and discouraging.
- Judges are under a microscope all the time.
- No Comment.
- None
- 2: It seems like a stunningly boring job.
- None. I would be a good judge!
- The selection process.
- The judiciary can also be politicized.
- The process is expensive. You give up days of work to travel extensive distances to travel.
- Insufficient vacation time
- I would love to be a Wyoming judge, I just don't live in Wyoming.
- I live outside of Wyoming
- n/a
- Other that the prestige there is no incentive to be a judge.

- None
- As a transactional attorney I certainly would know issues relative to contractual disputes but it seems that most cases involve civil or criminal litigation
- The process of becoming a judge has nothing to do with merit and everything to do with how powerful your friends are. When we make a clerk who has never represented a client and only has nine years experience a district court judge, it is just disgusting.
- The scrutiny by attorneys and the public.
- Security outside the courthouse
- none
- The mandatory retirement age prevents many qualified applicants.
There is not enough support for judges experiencing medical or personal issues to keep dockets up to date.
- I would like to be a judge, but worry that I would need to be more "popular" amongst lawyers and the public.
- Selecting judicial candidates from a batter of attorneys practicing before those same courts is an obvious and serious conflict of interest. The Bar should seriously consider creating a career track for judges directly out of law school, which candidates would be trained, evaluated and mentored by current judges. It was not too long ago that judges were not required to be attorneys. Persons trained to be judges would from inception would be more competent while immunized from the aforementioned obvious conflict.
- I have no concerns and would gladly do the work if asked.
- As indicated, I hope, above, I have no such career goa.
- Not a fair process in my opinion.
- The judicial nominating committee does not appear to be basing their recommendations on the candidates qualification, experience or judicial aptitude. It appears to be a jaded process influenced more by who you know and what your name is.
- My ship has sailed. In the past it has been too political. The Governor already had his mind made up prior to the interviews. Once I saw it in person, I never applied again.
- I do not want to become a judge.
- Too old
- I do not have any concerns - it has never been an ambition of mine.
- None.
- I don't have a necessary quality (decisiveness) required to be a Judge.
My experience with new Judges, and their comments to me, make it sound like there's not enough training for new Judges taking the bench.
- Too much criminal and domestic relations work in district courts.
- It's very political. I may not have the right connections.
- Safety
- I've never applied, but from what friends and colleagues who have applied have told me, it seems a pretty miserable experience.
- Live outside WYO. Would love to be a judge in WYO but likely don't have the contacts needed/necessary.
- Safety
- Judges have to deal with the worst of the worst, from child abuse to kiddie porn. I don't know if I have the heart to deal with these

things.

- N/A
- Just not interested
- There's inadequate support allocated to judges beyond their individual compensation. The workload they carry in the busiest districts is enormous and they need more support in the form of law clerks and judicial staff to effectively manage it. In my opinion, being a state district court judge would be the worst job ever. Without changes to the system, to give judges adequate support to do the job thoughtfully and well, you could not pay me enough to take it on.
- The appropriate amount of experience prior to applying and being denied the position after everyone learns you applied.
- I live outside of Wyoming
- I am concerned about the growing low level of experience of the judges. It seems maybe politics are more at play than picking good candidates.
- Not having the right pedigree and connections
- Demon O' Connell is not confidential about the process and is biased toward friends
- Burnout and inability to take time off.
- Targeting by the bar counsel.
- Security with a more hostile public
- wouldnt want to handle domestic matters
- Too old and too democrat to be appointed. I had ambitions during my career to be appointed but realized that the selection process at the top was extremely politically influenced.
- Practice is based in Denver.
- My perception is that 90% of a district court's work load is criminal or domestic, which are areas of law that I am not very interested in. Otherwise I would very much consider applying to be a judge.
- Mandatory retirement at 70 precludes many of the most experienced attorneys from interest in judiciary in late 50s on through 60s. Just not worth it and many cannot vest retirement in 6-7 years.
- None
- Lack of opportunity to schedule vacations/sabaticals
- Selection process is political
- Age
- The Judicial Nomination Commission no longer appears to be working fairly.,
- N/A
- Concerns the process is more political than based on merit
- N/A
- Getting judges away from the "that's how we have always done it" mind set.
- The wrong kind of people, control freaks are becoming judges. Too young and inexperienced.
- 70 year old retirement requirement,
- I have tried in the past. The board has made it crystal clear that you have to have the right politics to be recommended. Need to

move away from the political system currently used and move to an election system for judges.

- Lack of ability to maintain home life due to case demands and scheduling.
Not enough Judges for the workloads.
- Na
- The politics of it are a bit ridiculous. It's better than electing judges, but the Supreme Court is blatantly political.
- Flexible work schedule

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

	Rating Percent	Total Responses
Effective	25.25%	154
Ineffective	20.66%	126
Unaware	54.10%	330
Answered Question		610
Skipped Question		144

22. Please rate communications between the Bench and the Bar?

	Excellent	Good	Average	Fair	Poor	Total Responses
	12.26% (69)	44.58% (251)	28.95% (163)	8.53% (48)	5.68% (32)	563
Answered Question						563
Skipped Question						191

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

	Rating Percent	Total Responses
Yes	40.76%	247
No	59.24%	359
Answered Question		606
Skipped Question		148

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	10.41%	59
Good	21.34%	121
Average	7.94%	45
Fair	2.82%	16
Poor	2.29%	13
N/A	55.2%	313
Answered Question		567
Skipped Question		187

ECONOMICS & OFFICE PRACTICE

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

	Rating Percent	Total Responses
Less than \$150	1.48%	9
\$150 - \$199	4.44%	27
\$200 - \$299	26.15%	159
\$300 - \$350	17.76%	108
More than \$350	17.76%	108
Not applicable	32.4%	197
Answered Question		608
Skipped Question		146

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

	Rating Percent	Total Responses
Less than \$50,000	2.66%	16
\$50,001 - \$75,000	24.58%	148
\$75,001 - \$100,000	16.61%	100
More than \$100,000	6.81%	41
I do not employ associates	49.34%	297
Answered Question		602
Skipped Question		152

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

	Rating Percent	Total Responses
Health Insurance	46.77%	210
Retirement/401K	47.22%	212
Paid Leave	43.88%	197
CLE Allowance	44.10%	198
License Fee Payment	45.88%	206
Bonuses	40.31%	181
Life Insurance	23.16%	104
I do not employ associates	39.87%	179
I do not offer benefits	2.67%	12
Other (see below)	7.35%	33
Answered Question		449
Skipped Question		305

Other:

- No longer in private practice
- N/A
- n/a
- Disability Insurance

- Gym membership
- Training, meals, gym membership
- I am an associate so did not answer although our firm does offer some of the benefits
- Group Disability Insurance
- n/a
- 7 of the Federal Holidays
- Health Club Membership, Association Memberships,
- paid vacation; paid parental leave
- Note: I am an associate responding to this question. This and other questions like it should probably be more clear as to who you are looking for a response from.
- n/a
- potentially - childcare and housing.
- Flexible schedule, work from home
- I work for the government.
- See above question
- I am an associate
- My firm determines the salaries, so I'm not sure what they are.
- n/a
- gym membership reimbursement, cell phone, computer
- i provide flexibility and work from home alternatives, mentoring, and support for women lawyers for whom the traditional model does not work.
- n/a
- phone plan
- Government firm
- No longer have associates. But when I did they had full medical and PTO and CLE
- Government Work
- Bar membership dues
- I
- Unused vacation buy-back
- Ski pass; and the health insurance is really a stipend;
- disability insurance

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

	Rating Percent	Total Responses
Less than \$25,000	1.41%	8
\$25,001 - \$35,000	12.17%	69
\$35,001 - \$45,000	16.75%	95
\$45,001 - \$55,000	14.29%	81
More than \$55,000	11.99%	68
I do not employ legal assistants/paralegals	43.39%	246
Answered Question		567
Skipped Question		187

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

	Rating Percent	Total Responses
Health Insurance	47.12%	229
Retirement/401K	47.53%	231
Paid Leave	52.67%	256
CLE Allowance	19.96%	97
Flexible Schedule	41.36%	201
Life Insurance	19.34%	94
Bonuses	39.92%	194
I do not employ legal assistants/paralegals	32.92%	160
I do not offer benefits	5.56%	27
Other (see below)	5.14%	25
Answered Question		486
Skipped Question		268

Other:

- Paralegals are State employees
- N/A
- n/a

- Disability Insurance
- I'm an associate so above my pay grade
- Group Disability Insurance
- n/a
- Same Federal Holidays
- I am an associate and unaware of our paralegals' salaries and benefits.
- n/a
- potentially - childcare and housing.
- I work for the government
- I only have two part time employees
- Can't find a legal assistant/paralegal
- My firm determines the salaries, so I'm not sure what they are.
- I work for a state agency
- Assistance with health insurance
- gym membership reimbursement, cell phone, computer
- I pay a relatively high hourly wage, and look for good talent and offer flexibility and support for people who cannot work traditional law firm structure.
- n/a
- Paid tuition and degree program
- Government employees
- No longer applicable but full benefits when I did have paralegals
- Government Work
- disability insurance

30. Of your total income (line 9 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	9.5%	53
\$25,001 - \$50,000	4.66%	26
\$50,001 - \$75,000	11.11%	62
\$75,001 - \$100,000	19.53%	109
\$100,001 - \$150,000	18.64%	104
\$150,001 - \$250,000	17.92%	100
More than \$250,000	18.64%	104
Answered Question		558
Skipped Question		196

31. Do you use engagement letters?

	Rating Percent	Total Responses
Always	41.07%	246
Usually	18.03%	108
Sometimes	5.68%	34
Rarely	4.67%	28
Not applicable	30.55%	183
Answered Question		599
Skipped Question		155

32. Do you use written fee agreements?

	Rating Percent	Total Responses
Always	43.5%	261
Usually	16.67%	100
Sometimes	5.67%	34
Rarely	3.5%	21
Not applicable	30.67%	184
Answered Question		600
Skipped Question		154

33. Do you carry malpractice insurance?

	Rating Percent	Total Responses
Yes	65.33%	390
No	8.54%	51
N/A	26.13%	156
Answered Question		597
Skipped Question		157

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

	Rating Percent	Total Responses
Yes	63.1%	371
No	36.9%	217
Answered Question		588
Skipped Question		166

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	58.75%	349
No	41.25%	245
Answered Question		594
Skipped Question		160

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	30.77%	184
Good	52.17%	312
Average	14.05%	84
Fair	2.34%	14
Poor	.67%	4
Answered Question		598
Skipped Question		156

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

	Rating Percent	Total Responses
Online	30.77%	188
Live	8.51%	52
Both	60.23%	368
Other (see below)	.49%	3
Answered Question		611
Skipped Question		143

Other:

- online but also live
- Annual bar conference should be live only. All other CLEs could be both or online.
- Both because the opportunities for helpful/useful cle is fair greater online than in person in Wyoming.

38. Please rate the online CLE submission system.

	Rating Percent	Total Responses
Excellent	63.67%	389
Good	27.99%	171
Average	4.09%	25
Fair	1.47%	9
Poor	.65%	4
Answered Question		611
Skipped Question		143

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

- Allow more self-study credits. For those of us practicing in complex areas, it can be difficult/expensive to find live CLE that's relevant and I've taken enough basic topic classes just to get enough credit for the year.
- CLE submission is easy. Very much appreciate this.
- No recommendations. The system is easy to use, and decisions are made quickly. Thanks!
- None
- Shouldn't have to email for out of state credits, that's extremely old school.
- An online application form for all CLE credits. ABA programs, for example, still require submission of a CLE application, speaker bios, and course materials. Seems like overkill for American Bar Association sponsored CLE.
- Love the online system!
- Hard to find approved seminars after the fact
- N/A
- Every CLE regarding how to run a law practice is from vendors who are trying to get our business, which means the CLE is basically fluff and then they offer a "free" deep dive analysis of our practice in order to rope us into their services. It'd be nice to have substantive CLEs on how to: 1. Increase net profits; 2. Best practices; 3. Marketing; 4. Staffing; 5. Training; etc.
- Not always clear what needs to be included.

- No. It works really well.
- I am a member of several bars. Wyoming handles this by far the best. Please do not screw up your system.
- Penalties for untimely completion and/or submission should be waived if it's a one time issue.
- More offerings about utility regulations
- Drop the requirement for in-person or live participation to a specific amount of CLE hours, it's out of touch with how the majority of practitioners choose to participate in the CLE process.
- When submitting credit for a conference/program that includes more than one session, it would be helpful to have them all show up as a list on the application along with the credit hours/ethics for each. Having to dig up the program and report one block can be quite inconvenient.
- N/A
- Sometimes I have trouble finding the program I am looking for, but I am not sure what could be done to make that easier since there are so many programs...which is a good thing.
- could be smoother for out of state attys.
- None, it works very well.
- Make the submit CLE icon more prominent.
- Previously answered.
- Wyoming permits people to attend on-line classes at places like NBI, which are taught by people who have never had a case in Wyoming and do not teach Wyoming law. That's ridiculous.
- I like it just fine, probably because I can call and talk to Sharon and double-check that it worked.
- The CLE submission system works perfectly; anyone who has issues with it is likely experiencing user error.
- It's easy, but I forget to do it.
- I appreciate that the submission system is very reasonable in looking at courses attended for credit.
- Counting the out of state hours is really confusing and I also don't understand why there is even a need for a 50 minute hour vs a 60 minute hours. It should be consistent across all states.
- I would mimic Arizona's online system. It's the most seamless process I've experienced.
- Wonderful system - I've used Florida as well and Wyoming is much easier.
- none
- it's great - easy.
- None. Excellent and easy to use.
- It is a great system. Thanks Marie!
- works great as is
- The CLE submission system is seamless and efficient. I'm not sure if there will be an opportunity to comment on this later, but I think more consideration should be given to free CLEs beyond those provided by companies partnering with the Bar. The solo/small forum is an excellent example of an effective and excellent free CLE.
- A phone app would be nice. Scan a QR code at the end of a presentation to receive credit?
- The number of hours should be divided as such into three parts (rather than two) for maximum clarity

Total, General, Ethics, where

Total = General + Ethics

- I sometimes have a problem finding the program to submit the CLE for .
- It is a good system.
- It could not be any easier.
- Online submission is so easy!
- Works great
- Marie Ellis is all-around excellent!
- N/A
- KEEP IT THIS EASY.
- I love how easy it is to submit credit following attendance at accredited events.
- No recommendations but I wanted to write that the Wyo Bar shines with its CLE programs.
- Marie makes this the most painless process, and I am deeply grateful when I hear stories of other jurisdictions requiring video footage, blood samples and sworn, apostilled witness statements to get credit for CLE.
- More transactional offerings.
- I don't have any suggestions-just wanted to say thanks! It is so easy and Marie is super quick and efficient. I'm also licensed in CO and CO is a lot more cumbersome and takes longer. I appreciate the personal touch with Marie-she is great!
- None
- Marie Ellis is excellent, responsive. CLE offerings are the biggest benefit to WY Bar membership for me.
- It is very personal and excellent. Do not change anything.
- It is excellent in my opinion.
- She is very responsive to submissions and requests.
- It's been very nice to get notices of shorter and less expensive classes that we can take on areas of law that we need or are interested in over the last couple of years. They're easy to listen to, easy to schedule to attend, and relatively inexpensive. I don't recall this being the case prior to 2020, but am thankful that it is on going since that time. I attend far more since there is flexibility in not always having to drive to get credits.
- I sometimes have difficulty finding the page to submit credit and check CLE progress, once there, there have been several times when I could not find the program I was looking for. I think it would be easier if the options were not split into accredited/non-accredited/live/etc.
- I have no recommendations.
- The only issue is that sometimes CLE programs don't really have handouts, but that has been dealt with very well in my experience.
- WY has one of the most efficient CLE submission systems. The staff is amazing to work with!!
- Marie Ellis is so, so, so good at her job, she makes it much easier than other bars of which I am a member, I'm convinced ID and MT could learn some lessons from her. Prompt and organized!
- I take a lot of esoteric CLEs that require submission of materials (sometimes in excess of 500 pages - of which we know are never read);

this seems like a needless requirement that could be eliminated.

- NA
- I wish other states would adopt Wyoming's online CLE submissions process/portal. I'd love for Utah to adopt it...please reach out to them about what Wyoming does for this.
- It works great!
- The CLE calendar/list is poorly organized and not easy to use.
- Love this!
- Don't change a thing! I have been licensed in several states, and WY is by far the easiest CLE submission to navigate. Thank you!
- Marie Ellis is a gem!
- Easier to locate on website
- Good as is
- N/A
- It is excellent.
- Marie is excellent
- Marie Ellis is super helpful and quick to respond.
- The submission system is great, and much better than other states' submission systems, at least the ones I've used.

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	86%	525
The <i>Wyoming Lawyer</i> magazine	9.18%	56
Website	2.79%	17
Social networking sites (Facebook, LinkedIn, Twitter)	.66%	4
Other (see below)	1.31%	8
Answered Question		610
Skipped Question		144

Other:

- Email, Website AND Magazine

- Bar meeting
- an app would be great so my e-mail is not being overrun with Bar emails
- all of the above
- A website, but the Wyo Bar website needs substantial improvement.
- A combo of e-mail and Wyo Lawyer, but it wouldn't let me check 2 boxes
- combination of emails, the Wyo Lawyer magazine & Bar Website
- Email updates with links to programs info on website would be effective; followup in Wyoming lawyer mag with section devoted to listings what is available

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	20.51%	121
1 – 5 hours	37.63%	222
6 – 10 hours	16.78%	99
11 – 20 hours	6.78%	40
21 – 30 hours	1.02%	6
More than 30 hours	1.53%	9
I make monetary donations to legal service providers in lieu of pro bono work.	4.24%	25
I do not accept pro bono cases and do not donate money in lieu of pro bono work.	11.53%	68
Answered Question		590
Skipped Question		164

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)	12.17%	69
Direct contact from the public	41.80%	237
N/A	44.62%	253
Other (see below)	9.7%	55
Answered Question		567
Skipped Question		187

Other:

- Judicial appts to be guardian ad litem for child settlements
- firm pro bono program
- County Domestic Abuse Program contacted me
- referrals or requests to help from third parties
- Judge asked if someone in the hall would take the case.
- Friends, family, direct referrals, non-profit boards.
- Referral
- Rocky Mountain immigrant Advocacy Network
- Lay person referral
- Referrals or representation via a state contract for indigent representation
- from nonprofit organizations I work with
- personal referral
- Through our firm's pro bono program
- there is a constant stream of people that contact our office seeking legal services that they cannot afford. We end up representing some of them on a quasi-pro bono basis.
- other attorney referrals
- various different ways
- People learn I am a lawyer, and I end up helping them. Sometimes the arrangement is more formal than that, but often it's just sheparding someone through the legal system.
- Other attorneys
- Through my home state's programs.

- FFA
- Deserving persons who have no ability to pay.
- prior representation in neglect case
- Denver Bar Association Family Law Program.
- Requested directly
- Partner referred
- I'm licensed in Utah also--Salt Lake Legal Aid Society
- Friends
- Referral
- family, friends, clients, church
- I get many calls directly asking me for legal assistance, and spend a lot of time assisting clients who cannot pay, or for whose services I do not bill. I get those calls from word of mouth.
- Judges
- Federal Criminal Justice Act Panel
- I work for public defenders, everything is pro bono
- Personal relationships
- Through the Idaho Court's CASA program
- Referrals from fellow attorneys in other jurisdictions
- Court appointed client needing additional services
- Longtime client
- Ecclesiastical referrals
- Request from judge
- Through word of mouth
- Referrals
- Referral
- referral from another lawyer
- from my firm
- I work in the public defenders office, I work with a lot of low income individuals
- Nonprofit entities I work with regularly
- Neighborhood contact and / or referral
- Requests from organizations for help with a particular matter.
- Court
- Client's request
- Court appointment
- firm

- My pro bono work is usually for friends or people referred by friends
- Other partners and referral sources.

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	16.96%	96
Solo practitioners unable to afford doing pro bono work	47%	266
Distance	5.83%	33
Lack of time	62.01%	351
New attorney not having enough experience	15.19%	86
Needing training in unfamiliar areas of law	36.22%	205
Other (please specify)	10.78%	61
Answered Question		566
Skipped Question		188

Other:

- I do not know. I am retired. I imagine not enough time.
- Pro bono clients often have unrealistic expectations and unreasonable demands I don't see from paying clients.
- the position I am in county government would have conflicts
- No
- none of these excuses should apply
- It probably depends on the person
- If a client receives something for free, it can be difficult to manage their expectations and the time they consume.
- Often the best help I can provide is to help a "client" to find the right lawyer to help them.
- Government lawyers who do not have independent malpractice insurance
- Even in a small firm (3 attorneys), it can be unaffordable when paying our overhead.
- lack of interest; unwillingness to forego compensation
- I don't practice in the areas that the majority of pro bono work is needed.
- The rules prohibit me from taking pro bono cases in my current position.

- Its not that employers don't "allow" but the minimum billable hours don't change or consider pro bono
- Pro Bono cases can be very stressful and publicly unpopular
- aware of pro bono need or how to take on cases
- Lack of desire to actually help people who need help.
- It always seem same attorneys volunteer their time and others have no apparent interest
- Attorneys that reside in Wyoming tend to shun attorneys that don't live in Wyoming.
- An unpredictable judiciary
- Ethical concerns, especially with equal justice program - what can and can't I say to someone who is not a "client"? Lawyers in my area don't feel like they can actually give advice to people who come to those sessions seeking free legal advice
- There are no challenges. Attorneys should just do it.
- Having the time and energy.
- No skin in the game tends to create unreasonable, demanding clients likely to grieve the "free" attorney.
- Some attorneys not wanting to give us billable time.
- Government employment
- When a client does not pay/pays less - there is a balance that is lost. The expectation becomes that the attorney/COUNSELOR becomes their vent and refuge when they are troubled. Effective representation is important, but billing curbs unnecessary interaction.
- I would absolutely love to take on more pro bono work; what prevents me on a regular basis from doing so is the opportunity cost as a small practitioner. Firm growth is what really makes pro bono possible because a smoother revenue stream means less concern about covering basic expenses and obligations. But the desire is there. E.g., my incoming associate has already asked to take on one matter pro bono after the bar exam and admission and I have approved.
- Demonstration of need
- Most attorneys work for the State, County, City, non-profits, corporations, or large firms that don't take or discourage either new clients or their attorneys from retaining an attorney if the client is pro bono
- Weirdness with my government employer
- malpractice insurance and associated risk (even if insured through State Bar)
- Complicated question, but many attorneys are emotionally drained and under financial pressure.
- Conflicts
- Taking on more stress
- An employer may let an associate do pro bono work but they don't encourage it and it negatively affects the associates income. So it is subtly and indirectly discouraged.
- Unaware who rewarding it can be.
- discomfort with clientele; need to pay high overhead
- The ingratitude and demanding personalities of those we provide pro bono work to.
- Liability.
- Inadequate attorney compensation on non-pro bono work keeps many of them from being able to donate their time to pro bono

work.

- Greed and lack of empathy
- "I can't do that" - transactional lawyers, of which I am one
- Some sort of statutory immunity from legal mal would be encouraging because all my pro bono work is family law
- not applicable
- not wanting the legal liability
- Lack of civic duty, most do not want to lower themselves. Self centeredness.
- Satisfying firm expectations on billable hours and dollars in the door
- Communication
- apathy or lack of knowledge
- Even multi-attorney law firms cannot afford to take pro bono work.
- limiting scope of representation (I think rules may have changed though)
- Younger lawyers are not willing to give the time and effort to serve their profession and community.
- Difficult/ungrateful clients
- greed
- government attorneys are frequently prohibited from taking such cases
- The cost, whether a solo practitioner or not.
- Need more cle for doing so. We have so little time already and time is commodity.
- Lack of interest - I think plenty just refuse to do non-paying work.
- Lack of client appreciation for the work.
- I volunteer in other areas

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	31.27%	101
Malpractice Insurance	5.26%	17
Limited reimbursement of expenses incurred	11.76%	38
Access to Pro Bono Portal through Equal Justice Wyoming	4.02%	13
Free CLE through Equal Justice Wyoming	4.95%	16
I do not do pro bono work	58.82%	190
Answered Question		323
Skipped Question		431

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

	Rating Percent	Total Responses
None	22.18%	130
1-5 Hours	40.44%	237
6 – 10 Hours	19.8%	116
11 – 20 Hours	11.43%	67
21 – 30 Hours	3.75%	22
More than 30 Hours	2.39%	14
Answered Question		586
Skipped Question		168

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	29.43%	161
Corporate Boards	10.05%	55
Civic and Charitable Activities	54.3%	297
Youth Coaching	16.82%	92
Church	32.36%	177
None	17.37%	95
Other (see below)	7.86%	43
Answered Question		547
Skipped Question		207

Other:

- volunteer work
- Many public service and community organizations
- Serving as guardian for disabled adults
- Appointed Boards
- Alcoholics Anonymous
- Animal Rescue
- Answering legal questions for free and without charge
- none
- non profit counseling
- Diversity and inclusion training
- School volunteering
- law school
- Conservation Groups
- county board
- Habitat for Humanity (Florida)
- Set up non-profit corporation
- teach english
- Homeowner Associations
- Unelected (appointed) civic boards
- Young professionals mentoring; FOCCUS pre-marital facilitation

- ACC Board / Education Board
- Independent research and writing
- Elder care. Homelessness support. Drug addiction support and many others.
- non-profit advice
- Board of private school
- fundraising events
- Alumni Association environmental clean-up
- I am the sole provider in my family and my child is special needs. My time outside of the office is devoted primarily to him. Outside of that, I have many court appointed juvenile cases wherein the parents stay in contact with me as part of their safety networks. For example, I babysat for a previous client two weeks ago b/c her sitter was unable to help her and she would lose her job if she didn't go to work. She called me, and I watched her 15 month old while she worked.
- Recovery
- Non-Profit Boards
- Non-elected board "appointed by Mayor
- school volunteer
- Boy Scouts (Though Civic covers)
- N/A
- fostering dogs and cats, helping to transport shelter animals to foster homes and adoptive homes
- Law related organizations or efforts
- Utah Bar outreach program
- CJSB & SA Committee
- Pro bono work for various people who come into the office who need some help.
- Active in local synagogues - lead services, teach classes
- I work with people struggling with substance abuse disorder
- Performing arts

47. In response to limited scope services and the unbundling of legal services, pro bono now includes a spectrum of service opportunities. Which of the following are you aware of as pro bono or reduced fee opportunities in Wyoming. You do not need to have participated in these opportunities to report on your awareness of them. (Check all that apply)

	Rating Percent	Total Responses
Modest Means Program (low-bono, coordinated through the Wyoming State Bar)	72.02%	278
Wyoming Free Legal Answers (online legal clinic)	40.16%	155
Volunteer Lawyers, pledging to "I'll Do One" (filing the pledge with the Wyoming State Bar and Equal Justice Wyoming)	43.01%	166
Volunteer Reference Attorneys (volunteering at local courthouses and libraries, coordinated through Equal Justice Wyoming)	51.04%	197
Law Nights (legal clinics through a local bar or Equal Justice Wyoming)	53.89%	208
Using limited scope entries of appearance or limited scope engagements to provide pro bono services	55.7%	215
Answered Question		386
Skipped Question		368

48. What do you think would be an incentive for more attorneys to provide pro bono work in Wyoming? (Check all that apply)

	Rating Percent	Total Responses
More CLE credit for pro bono work	57.11%	261
More training in unfamiliar areas of law	48.36%	221
Encouragement from judges or other legal professionals	33.26%	152
More marketing of pro bono opportunities	29.32%	134
More recognition of pro bono achievements around the state	23.85%	109
Answered Question		457
Skipped Question		297

Comments:

- If a senior attorney could mentor a younger less experienced attorney, at onset and before any hearing.

- Require it!!!
- Pro bono is a difficult sell for me because the last thing I want to do with free time is more legal work. It's odd to me that it's even a part of the profession.
- Also, training on how to work this into our practice so that we're still able to earn the revenue needed to keep our doors open.
- I think it is none of your business how much time or money I contribute to others.
- I have signed up for "I'll Do One" for years but have never received a case referral from this.
- N/A
- The CLE credit for pro bono work is way too low for the amount of attorney time actually put into these pro bono cases.
- Judge's willingness to let you out of the case. Currently you can get trapped in the case regardless of your engagement agreement.
- Set up a program where the state will reimburse pro bono work in the form of a voucher to pay towards student loans.
- Publicize the amount of pro bono work Wyoming law firms provide relative to each other
- Better explanation of what malpractice coverage, if any, the Bar offers to those who volunteer.
- I don't know. I am at a point in my career and family life where I do not have the time. I will, but it is not now.
- General sincere recognition by the Bar of pro bono work that takes place outside of the programs monitored by the bar. General statements of recognition of the contributions by lawyers is sufficient; no need to give public awards. I would much rather provide legal services for hard working people at a discounted rate than take on people who are largely intent on scamming the system and expect everything for free. Everybody should have some skin in the game.
- For years, I've volunteered with EJW as a Volunteer Reference Attorney. I love helping people but not giving legal advice because for the most part I am not an expert with the questions people have. I don't think attorneys understand how easy it is and that providing legal advice is not involved at all. Maybe get some of the attorneys who have volunteered in each of the areas listed above provide a testimonial or quick sound bites with graphics on social media - make it a campaign. Now that I've typed all this - I would add this as a strategic goal for the bar
- More training on how exactly to do limited scope engagements
- Pro bono work is a vital service. All lawyers should participate in it. All lawyers can find time to do it. It is a dodge to find reasons not to. It is a moral and ethical obligation of lawyers and the legal community.
- More time and energy.
- The pro bono cases I have taken in the past did not fit within the structure of any pro bono programs. I imagine that will be the same for future pro bono cases. I took the pro bono cases without any incentives from the State Bar and I imagine that will be the case when I take pro bono cases in the future.
- Other lawyers may have different personal incentives, but for me, being recognized for pro bono work is not one of them. I'd prefer to do the pro bono work quietly/modestly. However, the idea of more CLE credit for pro bono work is a great incentive. I wonder if there's room for a referral service or system just for pro/low bono opportunities.
- Make it a requirement for all attorneys to have to do it (and not get paid like the single practice attorneys who do most of the pro bono).
- I don't know how one communicates to this demanding profession the obligation to help out those in need, but perhaps that is exactly how to do it.
- I think you have to be an established successful attorney to be able to afford the time and stress associated with taking on pro bono cases so I don't think any of the above will make a difference.
- I believe attorneys do more pro bono work than the bar knows, and I think it should stay that way.

- Reduced professional liability.
- I wish I knew.
- The person making a big salary at Equal Justice Wyoming should represent a client now and then instead of just trying to get other lawyers to do what she is unwilling to do.
- Some legal mal protection
- Perhaps a packet or link to all of these offerings. I was unaware. Perhaps that is my own negligence in reading emails and such, but I have not heard of really any of these programs to help lawyers who provide pro bono services.
- It is partially the lack of payment but it is mostly the quality of clients. Generally the clients are unreasonable and demanding to work with and it is not worth the stress and stomach ulcers.
- Pro Bono targeted to attorney's practice. For example, an estate planning attorney could help with probate, but may not take on a family law or criminal case because of the lack of knowledge, time it takes to learn new area of law, it's more practical for an attorney to help in areas he/she is familiar with.
- All state attorneys to do pro bono work. I have not done any because I cannot represent anyone other than my agency / the State.
- The more successful attorneys need a reason to justify this service to others such as being recognized or being encouraged by the bench. Others simply need more familiarity and training in other areas of law they do not commonly practice in. It honestly should be a requirement if annual bar membership.
- More education on the process possibly.
- I would absolutely volunteer my time for reference attorney work at a library or other public place. I have never been contacted to do so. I recently provided an hour as a speaker at a law enforcement training and also do an hour of training for the new Visitation and Advocacy Center for new advocates. If I'm asked to help or speak, I don't recall every saying no to teach or train.
- Since most lawyers choose not to focus their practices on the kinds of work most often comprising pro bono needs, there should be a way to make them more comfortable with pro bono types of work that they don't normally see. I think the Bar and pro bono organizations are doing a good job of generally publicizing the need, but most lawyers tune it out if it would be "hard" for them to learn an area of the law that they won't be paid for.
- Our firm focuses on state and federal criminal defense. While our standard hourly rate for retained work is \$300, the CJA (appointed federal) rate is \$164 and state appointed work similarly is at a compensation level well below our retained rate. Our occasional abuse and neglect appointments are at \$90 per hour (soon to be \$100). So, financially, it's difficult for our firm to commit to doing pro bono work. That's in addition to the fact that we specialize in criminal defense and most/all of the pro bono work is out of our comfort area.
- Pro bono work is only economically feasible for experienced lawyers with established income streams. We are well aware of the stress and resulting mental health issues suffered by lawyers. It is unrealistic to expect lawyers who are already overworked and overstressed to practice law in their precious free time. The State Bar only adds to this stress by layering more and more guilt on lawyers for not accepting pro bono cases.
- personal stories about how a pro bono case drastically changed someones life for the better (clients and/or lawyers)
- A judge called me up and asked me to be a GAL, and it was a great experience. Judges have a front-row seat to cases with these opportunities, but I sense (could be wrong) that they are hesitant to make the ask. Early in my career I regularly heard stories from more senior attorneys about judges calling them up to take criminal cases (before the days of the public defender system), and those stories usually included a recognition of the value of those experiences. Perhaps they should revisit the practice for pro bono matters...
- We just don't have time. With work and family responsibilities, lawyers are burnt out. Adding pressures of pro bono services only makes

things worse.

- Personally, I don't need outside incentives. When presented with a situation where legal assistance is not readily available, I offer my help, not because I seek recognition or CLE credit, but because it is the right thing to do. Most all of my pro bono work is unknown to anyone other than the person in need of representation.
- Too often, when judges know that I appear before them on a pro bono matter, the judges end up requiring more than what I appeared to do on the case.

I understand that judges prefer to deal with those who know what the rules require - but helping someone file an answer, assert a counterclaim, or get their matter to where it can settle should not require the attorney stay in the case until it is done.

- I do a lot of pro-bono work simply because of people's need. I have never needed help finding pro-bono work and I see no need to report what I do.
- Make it a requirement and enforce it.
- Employer authorizes/more hours in the day
- Everything above MIGHT help, but I'm not sure how to address the issue of not having enough time. I believe that's the most important factor that hinders us from providing more pro bono services.

49. If you live outside of Wyoming or if you practice in multiple states, how much of your pro bono legal work (donations or hours spent) occurs in Wyoming?

	Rating Percent	Total Responses
Less than 25% in Wyoming	17.04%	92
About 50% in Wyoming	2.41%	13
The majority in Wyoming	11.3%	61
N/A	69.26%	374
Answered Question		540
Skipped Question		214

CHALLENGES/CONCERNS

50. 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	43.44% (169)	30.33% (118)	15.68% (61)	3.08% (12)	2.31% (9)	1.29% (5)	.51% (2)	.51% (2)	.51% (2)	.51% (2)	.26% (1)	.77% (3)	.77% (3)	0%	0%	389
High stress	38.83% (160)	34.95% (144)	16.99% (70)	2.43% (10)	1.94% (8)	1.21% (5)	.49% (2)	1.21% (5)	.97% (4)	.49% (2)	0%	.49% (2)	0%	0%	0%	412
Net revenue	17.39% (40)	14.35% (33)	30% (69)	10.87% (25)	10% (23)	3.48% (8)	2.17% (5)	1.74% (4)	1.74% (4)	2.17% (5)	0%	1.74% (4)	1.74% (4)	.87% (2)	1.74% (4)	230
Time Management	17.21% (53)	23.38% (72)	27.92% (86)	13.96% (43)	8.44% (26)	3.25% (10)	1.62% (5)	1.62% (5)	0%	1.3% (4)	.32% (1)	.32% (1)	.32% (1)	.32% (1)	0%	308
Lack of ethics/professionalism	8.96% (18)	8.46% (17)	18.91% (38)	4.98% (10)	13.93% (28)	14.43% (29)	5.97% (12)	3.48% (7)	3.98% (8)	4.48% (9)	1.99% (4)	3.98% (8)	1.49% (3)	2.49% (5)	2.49% (5)	201
Keeping up with new technology	10.19% (21)	11.65% (24)	15.53% (32)	4.37% (9)	3.88% (8)	17.96% (37)	11.65% (24)	5.83% (12)	2.43% (5)	3.88% (8)	4.37% (9)	.49% (1)	4.37% (9)	1.94% (4)	1.46% (3)	206
Cyber Attack/Fraud	2.6% (4)	3.9% (6)	1.95% (3)	2.6% (4)	.65% (1)	4.55% (7)	23.9% (38)	16.35% (26)	8.44% (13)	7.14% (11)	7.14% (11)	4.55% (7)	5.84% (9)	1.95% (3)	5.84% (9)	154
Lack of business	3.14% (5)	5.03% (8)	3.77% (6)	2.52% (4)	2.52% (4)	3.14% (5)	4.4% (7)	23.9% (38)	16.35% (26)	7.55% (12)	6.92% (11)	9.43% (15)	1.26% (2)	5.03% (8)	5.03% (8)	159
Keeping up with new developments in the law	9.31% (19)	10.29% (21)	13.24% (27)	1.96% (4)	4.41% (9)	5.39% (11)	6.37% (13)	6.86% (14)	22.06% (45)	11.76% (24)	3.43% (7)	2.94% (6)	1.47% (3)	.49% (1)	0%	204
Client expectations	9.25% (21)	14.54% (33)	19.38% (44)	5.29% (12)	6.17% (14)	4.41% (10)	4.41% (10)	1.76% (4)	6.17% (14)	16.3% (37)	7.49% (17)	3.52% (8)	.88% (2)	.44% (1)	0%	227
Lack of available employment opportunities	3.73% (6)	6.21% (10)	4.35% (7)	2.48% (4)	1.24% (2)	1.86% (3)	1.86% (3)	3.11% (5)	4.97% (8)	8.07% (13)	33.54% (54)	9.32% (15)	5.59% (9)	8.7% (14)	4.97% (8)	161
Succession Planning	4.97% (8)	1.24% (2)	8.07% (13)	.62% (1)	0%	0%	2.48% (4)	4.35% (7)	1.24% (2)	4.97% (8)	8.7% (14)	36.02% (58)	11.18% (18)	8.07% (13)	8.07% (13)	161

Billable hours	6.25% (12)	11.46% (22)	13.02% (25)	4.69% (9)	6.25% (12)	1.56% (3)	3.13% (6)	2.08% (4)	2.08% (4)	1.04% (2)	2.6% (5)	4.17% (8)	31.25 % (60)	5.21% (10)	5.21% (10)	192
Interactions with other attorneys	5.12% (11)	13.02% (28)	14.88% (32)	3.72% (8)	5.58% (12)	3.72% (8)	2.79% (6)	3.72% (8)	3.72% (8)	2.79% (6)	.93% (2)	1.4% (3)	4.65% (10)	31.63 % (68)	2.33% (5)	215
Interactions with the judiciary	5.08% (9)	5.08% (9)	11.3% (20)	1.69% (3)	1.13% (2)	2.26% (4)	2.82% (5)	2.82% (5)	2.26% (4)	1.69% (3)	3.95% (7)	3.39% (6)	4.52% (8)	6.78% (12)	45.2 % (80)	177
Answered Question															571	
Skipped Question															183	

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

- Filling out the form. It kept renumbering the options
- Anxiety and depression from the work
- Lack of oversight of judges
- Lack of resources available through my office.
- Na
- Staffing and affordable office space
- Lack of competent local counsel, with trial experience. Experienced trial lawyers for civil cases are becoming very hard to find.
- N/A
- Receiving more emails than I could ever possibly read.
- #! Finding, retaining and training young lawyers who want to be involved in the general practice of law.
- Lack of Ethics in the United States Supreme Court.
- N/a
- N/A
- Management of cash flow and case expenses in contingency fee cases. Availability of credit.
- Hiring staff and associates that want to put down roots and maintain a long-term commitment to nurturing a law firm/legal institution that is durable across time
- recruiting / retaining associates and staff
- Money and stress. As always.
- Agency pay for attorneys dropping on recent "market studies"
- Difficulty in hiring and retaining staff.
- Collection of client bills
- setting healthy boundaries

- none
- Inability to find young associates willing to work.
- Sole practitioners need more support. Many are drowning. I don't know how the Bar can help, but I see many attorneys who are overwhelmed to the point of being utterly unable to practice effectively.
- NA
- Burnout.
- Finding and retaining quality legal staff within budget.
- Given the current climate of the federal bench it is getting harder and harder to support the legal system as a means to resolve disputes. People believe more and more that the system is corrupt and there is nothing they can do about it.
- Trying to locate staff.
- I have a non-attorney supervisor through the State and that has proven challenging in my position.
- Too many choices -- too hard to rate 15
- Chain of command concerns
- I have a long commute
- trying to get retired without dumping your client
- Please note your survey just put numbers in the above section and would not let me change any of them!!!!!!
- Artificial Intelligence. Older attorneys and Judges don't care, but anyone under 50 knows our jobs will go the way of the Rust Belt jobs in 15 years.
- The program for the question doesn't work
- N/A
- Low pay for public employees.
- n/a
- Lack of qualified associates looking to join firm
- As an older attorney, I am greatly concerned with the diminished discretion and flexibility afforded to attorneys today, and the lack of respect/prestige which it occasions. We should be more selective in whom we admit to the Bar, and we should restore to those deemed worthy of admission (i.e. granted admission) the greater latitude and discretion which attorneys at law once enjoyed. Having the respect of the public begins with having respect for ourselves (and, by extension, behaving respectably). Even matters such as proper courtroom attire, manners, decorum suffer. Judges should require attorneys appearing before them to look and act as though they belong there.
- Worrying about bar counsel/complaints over nearly everything.
- Balancing all other responsibilities then.
- High work load
- Lack of qualified associate attorney applicants
- The judiciary needs to take a firmer stand against lawyers who fail to follow the rules of procedure (whether they be civil, criminal, appellate, etc.). Those rules provide a predictable framework for lawyers to operate. When lawyers fail to comply with the rules, it only increases the stress felt by the opposing lawyers. This increased stress is unnecessary, because it could have been avoided by

following the rules.

- Lack of an active listserve with issue and form sharing among WSB members
- i've sold the practice (ie assets) but transition to retirement is challenging
- Building a practice from scratch.
- Not actively practicing law.
- Hiring associates willing to live and work in a small Wyoming town.
- Competent staff & staff training opportunities.
- Judges on average lack experience and knowledge with the areas of law they are having to interact with. The selection process needs to be more intelligent.
- Lack of job applicants
- Judges who never tried a case as a lawyer.
- Profitability of firm; understanding its capital requirements
- N/A
- Low competency level in the bar.

52. 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	33.58% (92)	29.56% (81)	21.53% (59)	6.57% (18)	2.92% (8)	3.28% (9)	2.55% (7)	274
Increase public perception efforts	21.95% (54)	24.8% (61)	28.86% (71)	8.54% (21)	8.94% (22)	5.28% (13)	1.63% (4)	246
Increase support and resources for small firm/solo practitioners	32.39% (92)	20.77% (59)	25% (71)	8.8% (25)	5.63% (16)	5.28% (15)	2.11% (6)	284
Enhancement of lawyer wellness initiatives	21.52% (48)	22.42% (50)	21.08% (47)	9.42% (21)	10.31% (23)	8.97% (20)	6.28% (14)	223
Continue efforts to preserve judicial independence	19.92% (52)	29.12% (76)	21.84% (57)	4.6% (12)	8.81% (23)	11.11% (29)	4.6% (12)	261
Strive for equal access and availability of legal services	23.37% (61)	24.9% (80)	23.7% (82)	2.6% (9)	2.89% (10)	2.31% (8)	11.85% (41)	
Promote adherence to the Rule of Law	33.53% (116)	23.12% (80)	23.7% (82)	2.6% (9)	2.89% (10)	2.31% (8)	11.85% (41)	
Answered Question								524
Skipped Question								230

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

- More oversight of judges.
- Seems like so many rule changes so often. Do we really need so much change? Just a question. Seems like several times a year we are called upon to learn new rules. Just questioning the necessity.
- Na
- The worst thing about the WY bar is the CLE. Making half of the requirement be live is outdated and punitive / expensive. And having an annual requirement is ridiculous and also punitive. I never understand why state bars go out of their way to make things more difficult on their memberships, and for no reason. Wyoming is fine compared to other bars overall, but the CLE is rock bottom for no discernible reason.
- Lack of racial diversity of the Wyoming judiciary
- Developing civil trial experience in the bar. Ensuring the judiciary is competent to hear civil jury trials.
- N/A
- Breaking down the 'good ol boy system,' which will take holding people's feet to the fire who are in power (or who are well connected).
- Work to increase the number of qualified new attorneys practicing in Wyoming, especially in rural areas.
- There should be more synchrony across Clerk of District Court practices. Rules for filing via email, providing judicial courtesy copies, providing proposed orders, delivering orders to attorneys via email or fax, etc. vary WIDELY across counties and cause headaches for lawyers and, therefore, increased costs for clients. Some of these issues will (hopefully) be resolved as e-filing is implemented, but many will not.
- Assist young attorneys with reducing their student debt. It can be crippling and prevents younger attorneys from being able to work in rural practice and start their own practices.
- N/a
- N/A
- We need really good judges and we need more uniformity in how judges are handling family law cases around the state.

- not going to Florida
- There needs to be an effort to address salaries for prosecution around the state.
- On going education and training for new judges should be a priority. Lawyers, as much as the public, need to feel that a newly appointed judge is an authority on a subject and knowledge of required training and instruction may help with that perception.
- Diversity, equity and inclusion efforts
- Firing Mark Gifford and Sharon Wilkinson. Increasing diversity in the Wyoming Bar.
- none
- Make diversity a priority for our judges and attorneys. It can be an overwhelming topic and also one where some become defensive. Offer low or free CLE about general topics like unconscious bias, communicating with clients of diverse backgrounds, ethics and DEI, using inclusive language, etc. Let's start somewhere.
- Support DEI in the mission of the Bar
- The above will not allow me to change the preferences. 1. Promote adherence to rule of law 2. Assure judicial appointments remain non-political 3. Preserve judicial independence
- Better relationship with the law school (not blaming the Bar, though)

- N/A
- Cultivating a diverse and inclusive judiciary, especially fair representation for women among judges.
- 1. The bar (or Supreme Court) used to send out summaries of Wyoming Supreme Court decisions. It stopped a few years ago and I really miss that.
- 2. After COVID, I have no clue who the new and other lawyers in my town (or state) are and what areas they practice in. Knowing what lawyers are available to assist clients in certain areas would be great.
- I would like to see a mentorship program where experienced lawyers are available to discuss pending issues with less experienced counsel. The kids should have somewhere to go. I would happily belong to a panel to field questions as long as there is no conflict.
- Obtaining affordable health insurance is critical to solo practitioners and small firms
- Artificial Intelligence. Older attorneys and Judges don't care, but anyone under 50 knows our jobs will go the way of the Rust Belt jobs in 15 years.
- N/A
- More support for victims of crime and law enforcement.
- It seems that the state bar has become more onerous, demanding, and top heavy.
- supporting and encouraging rural practice
- Increase view of WY attorneys as "best in class" and facilitate them making referrals to one another or subject area specialists.
- Self examination:
 1. Significantly increased restrictions on Bar admissions, regardless of whether candidates attended law school;
 2. Establishment and promulgation of guidelines (but not enforceable rules) for proper attorney conduct, both in the courtroom and in public, which guidelines should be required law school instruction;
 3. Simplification and replacement of the existing Code of Professional Responsibility with a compliance-based rather than an enforcement-based system (as the FAA accomplished with pilot regulation);
 4. Restoration of the Bar's former recognition of and respect for attorney independence and discretion, particularly with respect to confidential interactions between attorneys and clients. The Bar should offer guidance, but should not have or enforce rules, governing administrative interaction between attorneys with clients.
- Review of the discipline process
- Education about the organization possibly.
- Promote better Judicial ethics and better Judicial decisions.
- Putting teeth back into 12(b)(6) motions; raising the bar of pleading to reflect and filter real controversies. IMHO too many suits are allowed to proceed or be revised on matters that do not meet threshold pleading. Suits are too often used to investigate possible claims rather than to state investigated and at least minimally verified claims. This would reduce case load significantly.
- N/A
- The State Bar should avoid any and all political issues or issues that appear to be political or connected to political causes. Institutions in this country are losing credibility everyday as they weigh in on political matters unrelated to the actual practice of law (declining ABA membership is a perfect example). If the State Bar is maintain any legitimacy, it must remain a politically neutral body.

- I don't think the bar should "concentrate its efforts" on only one thing or on several things for a few years. The bar needs to shift its focus regularly because it is a mandatory bar trying to serve the interests of a very diverse group.
- Getting E-Filing up and running in all District and Circuit Courts in the State. This is my Number 1!
- reduce restrictions to the business and growth aspects of practicing law (marketing, fee sharing, etc.)
- Mental health, recruiting talented lawyers.
- Ethics hotline with attorneys other than bar counsel
- There need to be communication from the bar to the judiciary that attorney mental health is highly impacted by the judiciary's refusal to understand that truncated scheduling orders are impossible to adhere to, and forcing matters (criminal foremost) to go to trial and not granting continuances - that are allowed under the constitution - causes severe stress and mental deterioration among attorneys
- There has to be more of a way for issues with judges to be brought up without fear of retribution. Too often they are ignored or overlooked because people are scared to go back in those courtrooms if they report behavior that is reportable.
- Increase support and resources for small firm support staff.
- The Judges in Wyoming are frequently inexperienced and not knowledgeable in the law.
- Trial Court Judges that do what they want instead of what the law expects of them, the cost of an appeal to correct bad/wrong decisions & unlikelihood of success on appeal to correct wrong decisions.
- Judicial Accountability, Availability of High-Quality CLEs,
- Concentrate efforts on improving CLE offers for non-litigation attorneys. There are attorneys in the state who do corporate law, administrative law, transactional law, etc. who do not have as many CLE opportunities because of the focus on litigation practice in the CLE offerings.
- N/A
- Blatant "good old boy" network in the judiciary, especially the supreme court.
- Civility among attorneys.

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

	Rating Percent	Total Responses
Much more desirable	.7%	4
Somewhat more desirable	4.89%	28
Staying about the same	41.36%	237
Somewhat less desirable	35.43%	203
Much less desirable	17.63%	101
Answered Question		573
Skipped Question		181