



Quality of Life Survey Results

**20-Year Comparison
2001 – 2011 - 2021**

Wyoming State Bar Quality of Life Survey Results 20-Year Comparison

2001 Response Rate = 212

2011 Response Rate = 485 (31%)

2021 Response Rate = 505 (30%)

(Percentages may not always total 100% due to questions with non-responses.)

CAREER / JOB SATISFACTION

1. More often than not, I would describe my practice as: (check all that apply)

	2001	2011	2021
Personally fulfilling	68.4%	69.7%	62.1%
Personally unfulfilling	23.1%	17.4%	25.6%
Professionally challenging	84.9%	83.1%	75.1%
Professionally unchallenging	3.3%	4.0%	8.8%
Financially rewarding	52.4%	54.0%	50.1%
Financially unrewarding	27.8%	23.2%	24.6%

2. I am a productive member of my community due in great part to the fact that I am an attorney.

	2001	2011	2021
True	66.5%	86.5%	64.6%
False	31.1%	13.5%	35.3%

3. I believe that because I am an attorney, I should hold myself to a higher standard than other members of the public.

	2001	2011	2021
True	84.0%	86.5%	89.4%
False	15.6%	13.5%	10.6%

4. I am personally proud to be a Wyoming attorney.

	2001	2011	2021
True	91%	94.2%	89.5%
False	8%	5.8%	10.4%

5. Overall, what is the public's image of attorneys?

	2001	2011	2021
Positive	N/A	15.9%	13.5%
Neutral	N/A	30.2%	40.9%
Negative	N/A	53.8%	45.5%

This question was not asked in 2001.

6. The negative image of attorneys affects me personally and/or professionally. *(In 2011, only those who responded "negative" to question #5 were given an opportunity to respond.)*

	2001	2011	2021
True	67%	61.5%	50.4%
False	31.6%	38.5%	49.5%

7. The negative image of attorneys is well-deserved. *(In 2011, only those who responded "negative" to question #5 were given an opportunity to respond.)*

	2001	2011	2021
True	33.5%	36.7%	37.4%
False	63.7%	63.3%	62.5%

8. The negative image of attorneys is well-deserved in Wyoming. *(In 2011, only those who responded "negative" to question #5 were given an opportunity to respond.)*

	2001	2011	2021
True	17.5%	18.5%	27.1%
False	79.7%	81.5%	72.8%

9. Based on my practice experiences, the following percentage of Wyoming attorneys are deserving of a positive public image.

	2001	2011	2021
Less than 10%	N/A	0.6%	1.6%
10 – 25%	N/A	4.7%	5.5%
26 – 50%	N/A	7.7%	11.9%
51 – 75%	N/A	44.3%	41.5%
76 – 99%	N/A	42.3%	39%
100%	N/A	0.4%	0.2%

This question was not asked in 2001.

10. I am concerned about the following issues and how they affect the practice of law in Wyoming. Please rate the following issues from 1 – 10 (1= most important; 10 = least important):

	2001	2011	2021
Job stress	#1	#1	#1
Low salaries	#2	#5	#3
Decreased civility among attorneys	#3	#2	#2
The practice of law is becoming less of a profession and more of a business.	#4	#6	#5
Escalating costs of maintaining practice	#5	#3	#4
Negative public perception of the legal profession	#6	#4	#7
Unauthorized practice of law	#7	#7	#8
Increased competition from out-of-state firms	#8	#8	#6
Pro se litigants	#9	#9	#9
Other	#10	#10	#10

2021 "Other" comments:

- ... A general lackj of caring about the law and focus of judges on efficiency and not the rules or the law
- ... Increased aggressiveness of clients threatening bar action rather than pay bills
- ... email and the "24/7" mentality
- ... loss of attys in small towns in WY
- ... Associate salaries are legitimately a joke. I would never have even thought about law school if I knew for the first five years of being a lawyer I'd make teacher money. It's an absolute joke.

- ... Balancing providing quality, well prepared legal service with my time and the cost to the client
- ... Lack of work-life balance / demands of deadlines in practice

- ... I think it would be beneficial in the family law setting to not allow pro se litigants. It is impossible to get a family law case to go anywhere when either party is pro se.
- ... Lack of job options
- ... The practice of law is becoming less of a profession without regard to the biased question "and more of a business." The problem is it is becoming less of a well respected business and more like a sporting goods store or a pizza shop
- ... On-line legal services are problematic
- ... lawyer advertising
- ... Failure of Judges to enforce Rules of ethics and discovery and civil procedure
- ... Decline in judicial professionalism.
- ... Substance abuse by attorneys
- ... Ability to find a job that's a good fit
- ... billable hours; unpreparedness coming out of law school
- ... Increased complexity of laws & regulations-practice impact
- ... Failure of the bar to take appropriate disciplinary action such as disbarment or long term suspensions against lawyers involved in criminal conduct.
- ... Lack of civility by judges, the cost of obtaining counsel
- ... Judiciary becoming less in touch with private practice/cost of litigation
- ... Cost of legal representation to clients.
- ... CLE rules requiring live programs. Wyoming is way behind the times with this. It adds needless stress and cost to practicing in Wyoming, and doesn't make the learning experience any better. It's time to join the 21st Century.
- ... For attorneys in non-practice jobs (ie government, non-profits), the pay is VERY low compared to even other employees in these sectors, and the work demand is as high as any other attorney. Ie, state employee who works 60+ hours a week salaried, and whose legal knowledge is used, but is ranked in the regular pay scale with other employees who are not required to work that much.
- ... Attorneys who fail to do the work required of the case(s) they have.
- ... Younger lawyers do not want to practice in the rural parts of the state.
- ... These questions are all aimed at lawyers. The judicial branch has become more and more about efficiency and less about the correct application of the law. Expediency over expertise. This impacts the consistency of the law and the ability to inform clients about the actual results they can expect.
- ... Other professions do not put as much focus on finding ways to suppress fees as the Wyoming Bar and the Wyoming Supreme Court
- ... Political decisions making the meaning and effect of the law meaningless.
- ... I think trial judges are too tolerant of civil defense motion practice which is designed to harass, delay and confuse trial practice. I am specifically referring to motions in limine which, of late number in the 20's and 30's in even the simplest negligence cases.
- ... Legal services are generally unaffordable to most of the public to the point where most people cannot even consider seeking legal advice when they have a problem. The result is a legal system where the person with the attorney almost certainly wins over a pro se party, and that reality preemptively intimidates people from participating in, or feeling represented by, the legal system. The legal system is seen as a hammer that is used against you, not a tool that you, as a citizen, have access to to help improve your life and obtain justice and fairness. This hurts the profession

because it leaves attorneys to be generally viewed as paid thugs working to protect companies and the rich and impose their law on ordinary people.

- ... The lack of ethical practice and civility is the reason why I do not enjoy my job for the most part.
- ... Lack of consistency of judicial rulings (by judge and within a district).
- ... More and more rules making the practice more and more difficult
- ... The standard of practice, both trial and appellate, demonstrated by some attorneys, specifically not understanding or correctly applying the proper law and repeatedly violating the Rules of Civil Procedure, particularly in the representation of parents..
- ... Consistently unethical Colorado counsel
- ... Real Estate Agents and Oil and Gas Landmen
- ... inadequate Law school preparation
- ... People with axes to grind can go after attorneys online. They brigade those they don't like. Those that are the target are handcuffed by attorney-client confidentiality or ethical restraints.
- ... I have observed a growing lack of integrity among attorneys over time, doing and saying things I haven't previously seem (or at least not with this frequency).
- ... Low salaries of Wyoming citizens, affects our salaries.
- ... Less focus on attorneys settling cases between themselves rather than through ADR processes.
- ... Lack of support for those who can't afford an attorney
- ... Work life balance and the treatment of young female attorneys by older male attorneys.
- ... Ability of more seasoned lawyers to adapt to technology.
- ... Low salary of public attorneys and poor view of prosecutors.
- ... Failure to meet the need for advocacy of marginalized people, the poor, the disabled, the mentally ill, ethnic & racial minorities, young offenders

11. I do/would encourage a child of mine to become an attorney.

	2001	2011	2021
True	50.5%	54.5%	45.2%
False	45.3%	36.6%	44.6%
N/A	N/A	8.8%	10%

12. If I could turn back time, I would still choose to attend law school and enter the practice of law.

	2001	2011	2021
True	64.2%	69.9%	69.5%
False	31.6%	30.1%	30.4%

PROFESSIONALISM / PRACTICE MANAGEMENT

13. The relationships among attorneys have become more adversarial, and civility, courtesy and collegiality are declining in Wyoming.

	2001	2011	2021
True	68.4%	57.3%	62.9%
False	30.2%	42.7%	37%

14. I have experienced/observed discrimination against some attorneys in Wyoming because of their:

	2001		2011		2021	
	True	False	True	False	True	False
Gender	37.3%	60.4%	32.2%	67.8%	49.7%	50.2%
Race or Religion	9.0%	86.8%	9.6%	90.4%	16.1%	83.8%
Age/lack of experience	42.5%	53.8%	45.1%	54.9%	56.4%	43.5%

15. What entity should be primarily responsible for improving common courtesy, professionalism and civility among attorneys?

	2001	2011	2021
Wyoming State Bar	#3	#2	#3
Wyoming courts	#2	#3	#2
The law schools	#4	#4	#4
Individual attorneys	#1	#1	#1

16. There have been occasions when I have refrained or considered refraining from reporting unethical conduct to the Wyoming State Bar because I believe that no action would be taken to correct the conduct?

	2001	2011	2021
True	34.0%	24.5%	29.6%
False	64.2%	75.5%	70.4%

17. There have been occasions when I have refrained or considered refraining from utilizing the provisions of Rule 11 because I believe the judiciary will not enforce it.

	2001	2011	2021
True	50.0%	34.3%	37.9%
False	47.6%	30.9%	31.2%
N/A	N/A	34.8%	30.8%

18. There have been occasions when I have refrained or considered refraining from reporting unethical conduct or invoking Rule 11 because of the small size of the Wyoming State Bar.

	2001	2011	2021
True	35.4%	28.6%	32.1%
False	62.7%	51.0%	50.9%
N/A	N/A	20.4%	16.9%

19. Lawyers today are not sufficiently trained to go directly into private practice.

	2001	2011	2021
True	68.9%	70.7%	73.6%
False	27.8%	29.3%	26.3%

20. A required period of "mentorship" in the first year of being admitted to the Wyoming State Bar would assist in raising the competency of the legal profession.

	2001	2011	2021
True	69.8%	77.8%	77.3%
False	27.8%	22.2%	22.6%

21. Our society and/or the practice itself require attorneys to focus too much time and effort on minimizing their own professional liability.

	2001	2011	2021
True	48.1%	47.7%	51.4%
False	48.6%	52.3%	48.5%

22. Adequate training and/or education exists within our bar to assist attorneys with the business side of maintaining a healthy practice.

	2001	2011	2021
True	64.2%	38.7%	49.5%
False	31.6%	61.3%	50.4%

23. Before making a referral to another attorney, I always consider whether that attorney has malpractice insurance.

	2001	2011	2021
True	22.2%	21.0%	22.4%
False	73.1%	79.0%	77.5%

24. I would like to see the following made mandatory for all lawyers in Wyoming:

	2001		2011		2021	
	True	False	True	False	True	False
A specific number of pro bono hours	19.8%	79.3%	17.7%	82.3%	15.7%	84.2%
A minimum amount of malpractice insurance	54.3%	44.3%	44.5%	55.5%	51.6%	48.3%
More CLE hours on an annual basis	10.9%	87.3%	6.7%	93.3%	7.7%	92.2%

FINANCIAL SATISFACTION

25. I believe the financial compensation I receive as an attorney is satisfactory considering the:

	2001		2011		2021	
	True	False	True	False	True	False
Effort I expend to perform my work	57.1%	40.6%	58.2%	41.8%	53.1%	46.8%
Educational requirements for licensure	55.2%	42.5%	57.3%	42.7%	58.5%	41.4%
My years of experience	52.8%	45.3%	61.0%	39.0%	57.5%	42.4%

26. I believe that associates are treated fairly and are adequately compensated for the number of hours they work.

	2001	2011	2021
True	46.7%	27.5%	28.8%
False	37.7%	24.0%	27.9%
Don't know	N/A	48.5%	43.2%

27. If I had the opportunity to earn more money practicing in a state other than Wyoming for the same amount of work I perform now, I would relocate.

	2001	2011	2021
True	22.6%	23.5%	27.7%
False	72.6%	76.5%	72.2%

28. If I had the opportunity to get out of the practice of law and maintain my current financial situation, I would.

	2001	2011	2021
True	50.0%	57.2%	59%
False	44.3%	42.8%	40.9%

29. The financial rewards of practice in Wyoming are sufficient to counterbalance the personal impact of the practice of law.

	2001	2011	2021
True	42.5%	46.8%	42.5%
False	51.9%	53.2%	57.4%

30. I would be more satisfied with my practice if I was financially able to do more pro bono work.

	2001	2011	2021
True	34.0%	33.3%	29.2%
False	61.3%	66.7%	70.7%

STRESS MANAGEMENT / BALANCE OF LIFE

31. The amount of work-related stress in my life is unhealthy for me.

	2001	2011	2021
True	51.4%	61.0%	57.4%
False	46.2%	39.0%	42.5%

32. I have developed effective ways of dealing with the stress of my profession.

	2001	2011	2021
True	73.6%	71.5%	71.6%
False	24.1%	28.5%	28.3%

33. There have been times when my family has been adversely affected by my work-related stress.

	2001	2011	2021
True	82.1%	80.1%	82.4%
False	15.1%	19.9%	17.6%

34. The stress I feel from my profession has caused me to use alcohol or drugs.

	2001	2011	2021
True	N/A	23.7%	30.1%
False	N/A	76.3%	69.8%

This question was not asked in 2001.

35. The stress I feel from my profession has caused me to abuse alcohol or drugs.

	2001	2011	2021
True	5.7%	5.9%	10%
False	92.5%	94.1%	90%

36. I am able to balance my work life and personal life to my satisfaction.

	2001	2011	2021
True	62.3%	64.0%	58.7%
False	35.9%	36.0%	41.2%

37. The time demands of my practice negatively interfere with my family and/or personal life.

	2011	2011	2021
True	56.6%	54.6%	59.4%
False	41.5%	45.4%	40.5%

38. I have had to cancel a vacation with my family at least once in the last three years because of my work demands.

	2001	2011	2021
True	50.0%	43.1%	49.8%
False	48.6%	56.9%	50.1%

PANDEMIC (2021 only)

39. In which of the following ways have you been impacted by the pandemic? Choose all that apply.

	2021
Exhaustion and sleeplessness	52.7%
Disorientation and "Groundhog Day" effect	41.5%
Difficulty with virtual platforms and "24/7" technology	44.6%
Spending too much time working	38.7%
Workplace stressors	42.3%
Focusing issues	40.7%
Using alcohol, drugs, food and other forms of self-medicating	15.8%
Relationship and career issues	30.3%
Feeling overwhelmed by changes	36.6%

Comments:

- ... I did realize that I need a change of scenery occasionally and do not want to be forced to work from home all the time.
- ... A feeling of distrust created by others that do not take the risk seriously

... sad to see the changes that likely will remain

... As much or more work - little change compared with others.

... Isolation from family, clients and colleagues

... It's given everyone around me an excuse to do absolutely nothing... leading me to do absolutely nothing. Lawyers answering the phone and billing correctly were a problem pre-covid... it's outrageous now.

... Lack of uniformity between courts (and even judges) with adopting changes

... I haven't really been impacted by the pandemic. This is my first year as a practicing attorney. This all applied when I was in law school but that had nothing to do with the pandemic.

... Frustrated by inconsistent messages, unnecessary and unhelpful political spin, and the people around me not complying with CDC recommendations.

... Lack of clear guidance from courts

... N/A

... I am in the process of retiring, so the impact has been minimal.

... The pandemic is far from the worse things that have made an impact on my life.

... None

... None of these.

... Lack of personal interaction with clients and other attorneys

... General anxiety about the future

... The courts closed down. No trials. Income plummeted because cases are not moving.

... Sadness

... Pandemic was actually beneficial in reducing time in the office/court allowing me to be home more with the family, whilst actually completing more work in the process

... None

... on-going illness and subsequent illnesses which impact my work

... takes more effort to get job done

... As a new attorney and solo practitioner, I wasn't able to sit in on hearing to gain knowledge of how the process worked and obtain more experience.

... worried about the loss of freedom and liberties

... Telecommuting is less stressful and far more efficient than being forced to go into a brick and mortar office.

... Feeling forced to return to a workplace setting that does not yet feel safe in light of the virus. (We returned to work last July)

... none of the above

... more frustration from clients as meeting the virtual requirements for exhibits has been costly in the practice.

... none

... feeling isolated and missing personal interactions

... A general distrust of others

... No actual change

... very glad to see more virtual hearings/trials...makes rural representation much more manageable

... none

- ... Others refusing to adapt, learn new technology, etc. Stodgy and old are the main descriptors of Wyoming and the practice of law here.
- ... worked for an employer who did not take it seriously at the height of it. resulted in a full office of people who KNEW that they did not care about our health or families
- ... The pandemic, and specifically the use of internet conference tools has actually streamlined practice to some extent.
- ... None of the above
- ... Lack of direct personal contact with clients, co-counsel and the courts
- ... Requiring medication to deal with stress-caused illnesses
- ... none
- ... Not at all. It's been positive to be able to work at home. I get more done there.
- ... I miss the social interaction.
- ... Astonished by the anti-maskers and anti-vaxxers. Who knew so many assholes lived among us?
- ... Pandemic only accelerated negative trends.
- ... An increase in workload without commensurate increase in pay or assistance.
- ... Other than not having in person hearing originally and now being so back logged to get an in person hearing, my practice has proceeded as normal with the same office hours and staffing. The Wyoming Supreme Court and the lower level courts need to drop all restrictions and immediately move back to in person hearings as before.
- ... Losing connection with partners and staff
- ... None
- ... Lack of personal contact with other lawyers, the Court and clients.
- ... I felt a dislike for people in general and didn't want to be around them. The pandemic seemed to bring out the worst of humankind
- ... childcare issues
- ... The pandemic never really affected me but the lockdowns, restrictions on court access, and other restrictions on liberty did.
- ... Loss of energy and motivation
- ... none
- ... Lost job
- ... None.
- ... I had a baby...
- ... None. Virtual hearings are an asset and save travel time which allows more productivity. In criminal law practice it also creates more safety for detention staff who no longer physically transport inmates for hearings. Virtual platforms for hearings should be maintained as cost-effective, time saving avenues for appearances that don't require personal appearances by the Constitution.
- ... loss of focus and loss of career path
- ... Tremendous concern over being able to keep the doors open.

40. Overall, I am satisfied with my firm's/organization's response to the COVID-19 situation.

	2021
N/A	6.6%
Strongly agree	37.6%
Agree	36.6%
Neither agree or disagree	10.2%
Disagree	6.6%
Strongly disagree	2.1%

41. The Wyoming State Bar delivered effective communication regarding COVID-19-related impacts on the legal profession.

	2021
Unknown	20.3%
True	70.3%
False	9.2%

42. Do you believe the pandemic will have a lasting impact on the practice of law?

	2021
Yes	81.3%
No	18.6%

Comments:

- ... will likely move to more remote practice of law and using more technology in the courtroom.
- ... Working/practicing remotely will become more acceptable
- ... Will make it more likely to allow virtual appearances
- ... I am a civil defense lawyer. We did a lot of Zoom depositions. Those are convenient sometimes, but my fear is that insurance companies will demand remote depositions, and that is not always best, although it is significantly cheaper than traveling for depositions. More Teams meetings for scheduling conferences, etc, is very effective.
- ... More remote hearings
- ... Less in-person meetings.
- ... The virtual platforms will continue to provide a useful resource for lawyers and litigants. Money saving, time saving, and work in a variety of locales has been beneficially achieved by those who have adopted the use of virtual technology.
- ... More zoom type hearings
- ... Some judges are afraid to open their courtrooms and hold in person hearings

... Much more virtual programs and work

... I believe the lack of contact with others and virtual appearances in Court have changed professional relationships

... more courts will be virtual

... Less travel, more video appearances. More work from remote locations.

... Hearings and client meetings via video vs in person

... I think the use of remote hearings (via phone or VTC) has become more accepted by the courts.

... The cost of legal services should decrease as a result of video hearings, video meetings and video depositions.

... Increased remote work

... Remote litigation

... Default to more Zoom calls.

... More electronic communications are flooding my day. I cannot keep up.

... remote proceeding, depositions, mediations will continue

... more remote work, court proceedings - both good things

... I might have continued practicing but COVID made it difficult and with only a few years left, it is not viable to gear up again

... Things likely will never go back. Some are positive, but virtual hearings/depositions are not the same. Period.

... The risk of online law school being implemented post-pandemic is very concerning.

... I believe that the pandemic has cause several attorneys to significantly limit their willingness to meet in person. Meeting in person allows attorneys to build more personal relationships and the pandemic as hindered the ability to develop the personal relationships.

... less personal contact and travel, use of more technology

... Some video court will continue

... I have already seen the District Court implement virtual hearings where before they would not be entertained.

... I believe the pandemic has changed the work-at-home landscape, making it more of an option than ever before. It also has I believe forever changed our thinking on needing in-person meetings. They are nice, but we now have seen how much we can get done by videoconference.

... More virtual.

... Remote hearings and depositions here to stay, electronic filing

... I hope the courts will allow more virtual and telephone hearings and that lawyers could more effectively practice by gathering information from clients before meeting with them.

... The pandemic forced Wyoming Courts to update filing and court procedures, and firms/individuals/everybody was forced to figure out working remotely

... More reliance on technology.

... Remote hearings, deadline extensions and mediations will never be the same

... more remote work

... More emphasis on virtual hearings for less "important" hearings before the court.

... I hope it does. It is way easier to assist those in rural communities when hearings are done on the phone or through zoom.

- ... negative aspects, Zoom, etc. can offer convenience and flexibility. Since the systems are now in place, it seems likely that lawyers, judges, and other professionals will want to continue using Zoom, etc. at least in part. s
- ... Virtual hearings, in home or remote offices, meeting with clients remotely
- ... More telework / remote hearings
- ... More remote appearances
- ... Virtual hearings will continue.
- ... I believe much more work will and can be done virtually. I believe many court-related things like hearings, especially preliminary hearings and the like, may be done virtually. For large litigation firms, many young associates can do the vast majority of their work from home without ever coming into the office.
- ... Remote hearings and depositions will become the norm in many instances.
- ... Many clients now have unrealistic expectations of the potential and favorable resolution of their criminal matters.
- ... Less travel for litigation, more remote access.
- ... Encourage more remote options, which I believe is healthier technology use
- ... More attorneys will practice remotely.
- ... More technology/video hearings
- ... More virtual depositions and court hearings than pre-pandemic.
- ... I believe much more will be done virtually. Clients are realizing how much money they can save.
- ... The advancement of remote courts, remote deposition and mediations are good for all of us hearings are scheduled faster. No travel for me or my clients. Saves money for clients and I have more time for my family since I travel less.
- ... I think the pandemic created a new environment that we can't go back from virtual.
- ... It will move the profession to more virtual platforms on a permanent basis.
- ... Virtual hearings will become more accepted/standard
- ... Remote filings and communication are helpful in Wyoming.
- ... more technology, less in-office work/meetings
- ... We have learned that remote hearings and depositions can be done, less travel.
- ... Much more "work from home" and more virtual hearings, depositions and mediations.
- ... More virtual hearings and mediations.
- ... More digital and less personal overall, ultimately making strong attorney/client relationships more difficult to develop and maintain
- ... I expect more remote hearings and meetings that will truly facilitate state-wide practice.
- ... Video appearances will be common allowing for more non-local and out-of-state practitioners. Common refrain was before and since increased is 'traveling to that jurisdiction' is an unnecessary expense to my client.
- ... Zoom court and deposition yay!!
- ... more working from home, people expecting service round the clock
- ... More video conferencing
- ... It seems many courts/attorneys will continue to utilize virtual hearings/meetings to cut costs

- ... More Zoom meetings and depositions. Insurers and corporate clients are already mandating travel cuts
- ... I suspect that more activities will be held in a virtual format than was previously the case and some clients will demand the same due to the cost savings
- ... More virtual everything.
- ... Continued use of microsoft teams platform and Jury selection difficulties.
- ... It will be difficult to return to an office and collegial setting after all of us have learned to work alone, independent of an office environment.
- ... I can already see changes in the way we deal with court proceedings due to the pandemic.
- ... Lots more technology, less in person depositions and hearings will continue
- ... More courts will be open to video appearance and e-filing.
- ... Virtual meetings are the norm now - and there is an increased expectation to work all hours of the day.
- ... Will use more technology in the future
- ... More virtual court
- ... More work from home.
- ... I don't see an end to virtual court anytime soon.
- ... I hope not. I feel the response of the courts, the bar and the community was way out of proportion to the real danger, which is minimal.
- ... I think it will permanently increase the use of videos in depositions and hearings at a much faster rate than if the pandemic had not occurred.
- ... I think the use of technology and video hearings will and should continue.
- ... More prevalent use of technology
- ... More virtual court appearances
- ... Online filing and remote hearings will become the norm.
- ... Hopefully the Courts will continue to utilize the virtual courtroom, cutting way down on the need to travel long distances in the State
- ... More video courts going forward... then more out of area attorneys
- ... I think there will be more virtual hearings and mediations to save clients' money, which is a good thing.
- ... More of a shift to virtual meetings/proceedings. Less ability to connect meaningfully in person.
- ... reliance on tech and personal remoteness have been de rigueur and seem to be our (unfortunate) future
- ... It will be hard to go back to court full time in person because people are comfortable appearing by video.
- ... Virtual aspects of practice will not go away.
- ... Hopefully, people have learned that it's possible, and sometimes preferable, to work from home.
- ... Courts will be able to utilize more technology for hearings & appearances - ultimately saving clients money and time.
- ... Remote work and virtual conferences will be used more broadly.
- ... More court hearing will be via video
- ... The practice of law will likely become more digital/electronic.
- ... We will do more and more virtually

- ... I would think that many of the remote options for attending hearings or meeting with clients will continue to be in place moving forward, at least to some extent.
- ... It will reduce the level of in person meetings & appearances.
- ... I hope Courts will continue to allow tele/video appearances esp for short hearings. The travel time necessary in Wy for appearances on minor or short matters is ridiculous. Trends towards e-filing will continue and may accelerate. More hybrid work environments that allow more flexibility would be good if continues - remote work etc.
- ... The practice will retain a lot of the virtual practices adopted; hopefully the efficient ones!
- ... Electronic/email filing has proven to be effective and there will be a stronger push to implement these procedures going forward. Also, telephonic/video hearings are necessary and less burdensome on clients/attorneys.
- ... more remote/Zoom meetings/hearings.
- ... Use of more technology to overcome distance where appropriate
- ... More can be done via video.
- ... More attorneys and courts working virtually
- ... More use of virtual technology to conduct hearings
- ... Perhaps video trials and hearings are here to stay.
- ... yes in terms of technology, but I hope not in terms of the other measures.
- ... More remote work, hearings, depositions etc.
- ... Things will be done via Zoom more often than not.
- ... More and better remote access to courts.
- ... Sooo many lawsuits yet to be filed...and less business's willing to grow because of fear of lawsuits
- ... I think the old guard will be more open to remote work and more people will take advantage of not needing "butts in the chair" from 8-5, whether specifically approved by their firms or not.
- ... courts will be harder to get into for years to come
- ... I would not be surprised if remote appearances and work continues to play a large role in the future of the practice of law.
- ... Brick and mortar offices are goners. Virtual offices are permanent, and better environments.
- ... Fewer In-person depositions, meetings and hearings. This will negatively impact the practice.
- ... Courts' willingness to use video or telephone conferencing.
- ... I imagine these asinine restrictions will continue as long as certain people can.
- ... The necessity to hold zoom and team meetings, as well as online court appearances will likely have a lasting impact on the way we practice law. Electronic fillings are already becoming common place and because of the pandemic are moving this process forward more quickly.
- ... More remote working from home.
- ... I believe that Courts will be more careful in the way that they handle disease, and social contacts.
- ... Use of video hearings will continue, especially when parties are located in other communities or in jail.
- ... Likely to increase the proportion of remote work permanently, and tie lawyers and courts less to offices and physical appearances.
- ... There will be more virtual hearings, which can be a good thing. The state courts need e-filing that works. Federal court is generally much easier in this regard.
- ... More virtual hearings

- ... Virtual meetings have become standard.
- ... Virtual platforms will allow us to do more work in less time. Which may or may not be a good thing.
- ... I am afraid video court will be here to stay.
- ... I think many lawyers will continue working remotely and will continue to spend less time in the office compared to pre-COVID times.
- ... the basic hearings (not evidentiary hearings/trials) will likely stay in place
- ... virtual hearings and practice
- ... More willing to provide virtual options for hearings.
- ... More remote appearances.
- ... More practice remotely; less reliance on a central office from which to conduct business.
- ... Many courts will begin relying on virtual hearings, which although they have had to work, I do not believe evidentiary hearings should be held virtually.
- ... I believe/hope it will have a positive effect by creating more flexibility in the practice of law, thereby allowing a more diverse group of people (including those with primary caregiving responsibilities) to find long-term success in the profession.
- ... More attorneys will practice at home and away from social interaction with other attorneys.
- ... I believe the implementation of virtual hearings will be difficult to fully walkback.
- ... I think remote work will increase permanently.
- ... Remote work by attorneys located outside of Wyoming will continue to increase.
- ... Remote working and court appearances will become normalized
- ... More people will work remotely.
- ... Hopefully the courts continue to use the technology that has been put in place
- ... I think Zoom and Teams video conferencing for court appearances are here to stay, as they should be. They facilitate an efficient working environment for many rural areas, etc., and reduce dangerous travel situations in the winter months.
- ... More use of nonpersonal appearance meetings.
- ... I am very hopeful that virtual appearances and use of technology will continue to help avoid the need for significant travel for short hearings
- ... I suspect the use of video for hearings, meetings, depositions, etc., which has become commonplace over the past year, will continue even when there is not pandemic.
- ... It should make tribunals and firms more amenable to remote work and appearances
- ... More people will continue to work remotely. Organizations will not bring employees back on site after seeing the impact of working remotely. Less personal contact and conversations.
- ... Let's hope we finally get a full e-filing system! And maybe more remote/telephone hearings for motions and smaller items where travel is not necessary.
- ... I hope so. "That's the way we've always done it" is the absolute worst excuse for maintaining a system or idea.
- ... While I think a lot will go back to "normal" because you can bill more by travelling, I think these adaptations will still get more done now that even the old guys have had to learn the new ways. It is my hope that the court continues with some of the streamlined processes. I see no reason to return to in person status conferences and the like but full trials/evidentiary hearings by virtual platform are awful.

... It may be the only way to finally get e-filing! I personally am very tired of the constant excuses of why we don't have it (despite spending thousands of dollars for it and not suing for breach of contract when those companies didn't deliver), and I think the pandemic has revealed the significant cost of both money and time that the lack of e-filing has had on our practice. The mail delays have further shown this. If we are to practice in this century we need to catch up and allow attorneys to file in courts across the state without having to Fedex everything.

... the way courts operate and not going back to in person hearings even after the pandemic is over

... I think some of the virtual platforms should stay around in the practice of law to give more access to courts.

... Virtual time is not as expensive to a client as travel time.

... I do not believe in person court will be likely to occur ever again.

... See above. I will travel to depositions, hearings and meetings far less than i used ot.

... Much more digital/distance work and interaction. Zoom meetings are permanent.

... Many more people will be willing to conduct legal matters virtually. Less direct personal contact.

... Less travel for depositions will result in less billable hours and either longer days to make up for it or less pay. Also most firms have ceased issuing raises based on merit and experience.

... I think the Courthouse as a focus of the profession will be diminished.

... Hopefully we will be able to do more hearings via video which make it possible for me to practice in more areas of the State as well as cuts down on my travel time which is drastically more efficient.

... I think we will see more openness to remote work and activities without requiring travel.

... More remote work, options for hearings etc.

... As hard as it was, virtual court should be an option going forward to provide more access to rural clients.

... Greater mobility of practices, generally, for transactional attorneys; more virtual meetings

... More business and interactions will be conducted remotely. This will result in greater geographic complications for the legal issues that come before attorneys and efforts required to resolve them.

... I think videoconference will be utilized more because it does make the judicial system more accessible in some regards.

... I believe courts, firms, and payors may request that more work continue in a virtual/telephonic format.

... Lots of virtual meetings/hearings/Court

... utilization of more remote attendance at meetings and court

... I'm hoping we'll do more court proceedings, etc., but video.

... much more virtual hearing time

... I suspect we will use Zoom or Teams more.

... Judges will continue to have phone hearings, which are not in the best interest of the public. You cannot see everyone (litigants, etc.) Exhibits are a problem

... Hopefully maintain phone/video hearings for some routine hearings such as status/scheduling and minor motions hearings

... I think it will be easier for lawyers and their staff to work remotely which will allow for more flexibility in the practice.

... I am hopeful that it has shown the Bar what a tremendous burden and weakness it is that we have not implemented electronic filing statewide.

- ... Many more lawyers will be working from home
- ... I've solidified my belief that brick and mortar is of little importance and I can practice remotely and virtually just the same, if not better. I also believe that the incivility of attorneys has increased during the pandemic, and am not sure whether to attribute that to the stressors caused by the pandemic, but I find people have been far more unprofessional and unreasonable within the last year.
- ... I hope we continue to utilize remote technology more regularly.
- ... In my criminal defense practice, I think the resorting to video appearances during the pandemic will carry over going forward, lessening in some judges' minds the seriousness of the proceedings for the individual defendant(s)
- ... Remote working, hearings, practice is here to stay
- ... I believe that technology will be used more often to permit appearances in lieu of travel.
- ... Due process erosion, more involvement by out of area artsy.
- ... I hope that the Courts will be more open to virtual/video requests in the future.
- ... I think that courts will continue to utilize technology for everything less than full bench or jury trials. While this may be helpful in terms of saving cost and time of travel, it is a detriment to younger/newer attorneys who will not be able to make personal connections with practitioners and judges around the state. It has (hopefully) sped up the adoption of e-filing at the district court levels which is sorely needed. I also think it has made it clear to firms and government that workers can be productive when working from home/remotely and being allowed more flexible hours.
- ... There will be more work done remotely, which is good and bad
- ... I think virtual interactions will continue between lawyers/clients, lawyers/lawyers, and courts/lawyers
- ... Virtual options have proven to be effective, and those options will need to remain to provide adequate opportunities for all. Greater access to justice.
- ... Lawyers will move toward home offices and do more via technology.
- ... WFH
- ... More virtual (video) meetings for court and other proceedings
- ... I think utilizing zoom and other technologies will continue to be part of the practice of law in and out of court
- ... More use of technology
- ... I think Teams/Zoom/whatever is going to play a larger role going forward, at least for civil matters.
- ... More things will be done virtually even when it is safe to resume doing those things in person.
- ... use of video conferencing for hearings, depositions, etc
- ... People are not tied to location. There will be pressure for national licensure.
- ... Virtual Courtrooms
- ... More emphasis on teleworking and video conferences.
- ... Remote work will become a norm.
- ... I believe working remotely has been tested and is an effective option.
- ... It will allow more attorneys to chose their workplace environment and utilize online tools.
- ... We have learned that video appearances are as good as live. Unfortunately, this is true in some situations, but not in all. I fear it will be applied across the board.

- ... Too many will believe that the video forum is an acceptable replacement for in-person court appearances.
- ... I think business related travel is going to decrease now that clients see it's not necessary to pay for attorneys to fly to do in person depositions etc.
- ... Virtual court appearances and client meetings
- ... Remote meetings, depositions, and even hearings will become much more common. This is good in terms of minimizing expense for clients, but there is an intangible benefit to in-person proceedings that will be lost.
- ... Video court appearances for criminal defendants
- ... I think there will be fewer in-person hearings.
- ... Video Court is here to stay.
- ... I hope this will lead to more flexibility with where and how we work and how we appear at certain hearings.
- ... More remote work
- ... Don't think there's any going back from this "New Normal"
- ... I think work from home methods may be implemented more than previously.
- ... I sincerely hope more courts use Microsoft Teams meetings or Zoom meetings as the standard practice. Considering our courthouse has no security, I feel more secure appearing from my office.
- ... More remote meetings, hearings and education will become the norm, which will reduce practice costs and facilitate state-wide practice.
- ... I believe more things will continue to be done virtually.
- ... Zoom meetings
- ... Courts will be open to technology in ways they previously believed to be impossible.
- ... I'm worried i may never take a deposition in person again
- ... Fewer In person activities
- ... It has introduced reluctant courts to electronic appearances.
- ... Virtual appearances, mediations and depositions will be used more.
- ... More remote work arrangements; less client interaction; less in-person court time
- ... At a minimum, I think some stuff will stay remote and more meetings will happen online. Beyond that, it's anyone's guess.
- ... more virtual practice
- ... The ability and willingness of the court to hold hearing via telephone and video.
- ... More remote work, more Teams hearings and depositions.
- ... I hope so. The video and phone appearances are very practical at times. For example, status conferences are better managed by video or phone. I do not like charging my clients for sitting in a courtroom for an hour or longer for a five minute appearance.
- ... Less in person proceedings and greater reliance on virtual interactions.
- ... My hope is that it allowed people to move to a paperless practice and normalized working remotely.
- ... Moving permanently to a combined virtual/in person work world. Ubiquitous use of electronic communications.
- ... Breakthrough on remote hearings.

- ... Courts and clients will expect more virtual practice and less travel. It will be more difficult to connect with courts and clients.
- ... Enhanced use of technology
- ... I believe that it has enabled us to move into a new future and those technological advances have enabled us to be more efficient with our time. I hope that this persists.
- ... More remote work.
- ... Virtual forums
- ... Video court
- ... More remote and online opportunities
- ... Increased reliance on virtual/"always on" technology and associated expectations of instant availability.
- ... I think the use of/reliance upon virtual platforms is here to stay.
- ... Technology has forever changed the way we practice.
- ... I hope so inasmuch as Courts transitioned to using available technology to conduct hearings.
- ... More virtual everything, more remote working attorneys not living in Wyoming
- ... Virtual depositions, hearings, conferences, mediations etc. will be a more prominent part of my practice and, I expect, others' practices as well.
- ... I think, or at least hope, the pandemic's utilization of technology will continue into the future. Allowing attorney's to appear via video is much more convenient and time efficient.
- ... Positive impacts with respect to flexible work arrangements;
- ... There are currently a lot of inefficiencies in many small firm practices. Having to go remote, updating software, looking into online database resources and transitioning more of the practice to cloud base should have a lasting effect on cleaning up these "old school" inefficient way of doing things. COVID also showed how much could be done electronically and via video, so hopefully there will be a contined efficiency evaluation of some of those platforms in certain scenarios.
- ... I think pandemic will have lasting impact on everything

DEMOGRAPHICS

43. What is your gender?

	2001	2011	2021
Male	66.0%	60.4%	N/A
Female	30.2%	39.6%	N/A

44. I have been admitted to the practice of law for:

	2001	2011	2021
Less than 5 years	14.2%	18.0%	15.4%
5 – 10 years	14.2%	14.9%	18.4%
11 – 20 years	26.4%	23.7%	24.5%
21 – 30 years	32.1%	19.8%	15.9%
More than 30 years	9.4%	23.5%	25.5%

45. Are you engaged in:

	2001	2011	2021
Private practice as a generalist	42.9%	38.7%	35.3%
Private practice as a specialist	28.8%	30.7%	29.7%
Government practice as a generalist	8.0%	11.2%	14.9%
Government practice as a specialist	14.6%	16.9%	16.6%
Public interest as a generalist	0.9%	1.4%	1.6%
Public interest as a specialist	0.5%	1.1%	1.6%

Comments:

- ... County and Prosecuting Attorney
- ... Federal Judge
- ... Judiciary
- ... Academic.
- ... Limited areas of practice
- ... In house counsel
- ... Non-profit development
- ... Charitable
- ... Part time government also
- ... Both government contracts and private practice
- ... Primarily serving as a trustee
- ... Prosecutor until Jan. 2021, now in private practice due to burnout and low pay
- ... In house corporate
- ... Staff Attorney for a District Court Judge
- ... corporate
- ... Not currently practicing.
- ... Military spouse, currently not working as an attorney

- ... Also in house counsel
- ... nonprofit as a specialist
- ... Government relations
- ... Public Defender
- ... In-house counsel
- ... Corporate Counsel
- ... Corporate law - in house
- ... Financial Services
- ... Currently non-legal field.
- ... And State Employee
- ... I thought we weren't supposed to "specialize". I do not have a general practice as I define it.
- ... Pretty much retired
- ... I have a 75% contract with the Public Defender's Office and have my own general practice as well
- ... Former government lawyer who left practice of law a few months ago
- ... And progressing toward retirement
- ... Work for CPA firm utilizing my undergraduate degree
- ... part government contractor part private general practice
- ... in-house counsel
- ... Recently move to corporate position
- ... Government - in non-legal position
- ... Combination
- ... Corporate
- ... In house
- ... In-house
- ... Business leadership
- ... State Prosecutor

46. If you are in private practice, the size of your firm is:

	2001	2011	2021
Sole practitioner	23.6%	25.8%	22.6%
2 – 5 attorneys	33.5%	26.3%	18.9%
6 – 10 attorneys	9.0%	11.6%	9.6%
More than 10 attorneys	6.1%	10.2%	16.7%
I am not in private practice	25.0%	26.1%	32%

47. My earnings last year from the practice of law were:

	2001	2011	2021
Less than \$25,000	3.3%	N/A	N/A
Less than \$40,000	17.9%	9.8%	7.1%
\$40,001 - \$60,000	22.6%	15.8%	9.1%
\$60,001 - \$80,000	12.3%	23.2%	20.6%
\$80,001 - \$100,000	9.0%	15.6%	20.8%
\$100,001 - \$125,000	9.9%	12.9%	10.8%
\$125,001 - \$150,000	19.8%	6.9%	6.6%
\$150,001 - \$200,000	N/A	4.9%	8.4%
\$200,001 or more	N/A	10.7%	16.2%

48. I work approximately the following number of hours each week in my practice:

	2001	2011	2021
Less than 40 hours per week	16.5%	17.0%	20.1%
41 – 50 hours per week	52.8%	49.1%	48.6%
51 – 60 hours per week	21.7%	24.2%	22.3%
61 – 70 hours per week	5.2%	8.4%	6.8%
More than 70 hours per week	1.4%	1.3%	1.9%

49. I handled the following number of pro bono/reduced fee legal cases in the past year:

	2001	2011	2021
0	27.8%	38.2%	42.1%
1	5.2%	11.3%	12.4%
2 - 3	27.4%	26.4%	25.8%
4 – 7	14.6%	13.1%	11.7%
8 – 11	9.4%	4.4%	3.5%
12 - 19	4.7%	2.7%	1.5%
More than 20	9.0%	3.8%	3%

50. What are the three issues/activities in which the Wyoming State Bar is involved that you think are unimportant or inappropriate?

Comments in the #1 spot:

- ... most of the free offerings (Casemaker, texting with clients, business software) is not appealing or necessary for me. We have better services we pay for, but I realize that might not be the case for all.
- ... WYLAP
- ... CLE and Ed programs
- ... Issue print Wyo Lawyer magazine. Should just be digital for all.
- ... Too much time and money prosecuting attorneys. Too many lawyers in the office of Bar Counsel for a bar our size
- ... Revise rules allowing attorneys to withdraw for refusal of payment
- ... if you want to mandate 1-yr mentorship
- ... Political Activism
- ... Issues of race
- ... all activities are important and appropriate
- ... Basically all of them (short of discipline and lawyer health)
- ... the Wyoming newsstand email
- ... Trying to adopt a private loan consolidation provider
- ... Lobbying in general unless there is an option to opt out
- ... Personal relationships affecting the Bar's ability to fairly handle complaints
- ... General Wellness of attorneys
- ... I can't think of anything. I think the bar does great!
- ... Civility
- ... Giving admittance so easily to out of state attorneys
- ... Prosecutorial attitude of Bar
- ... E-mailing the full bar listing everyone getting admitted - this is unnecessary
- ... Emails regarding members benefits disguised as solicitation/sales pitches
- ... High school competitions
- ... Procurement (or, perhaps more specifically, advertisement) of certain benefits involving law-firm practice.
- ... Too much emphasis on our personal well-being and social welfare
- ... diversity, inclusion and other liberal garbage
- ... Diversity efforts
- ... Free CLE
- ... Pushing case management software
- ... Rebates and discounts at places like Office Depot and Enterprise.
- ... Diversity and inclusion, should be merit based profession
- ... The Lexology emails just clog my inbox
- ... The state bar convention is too expensive to attend IRL. It needs to go virtual on a permanent basis.
- ... I'm ok with what the Bar is involved with

- ... We really need to re-examine the need and especially the efficacy of continuing legal education; it isn't accomplishing what it's supposed to.
- ... How to run the law practice as a "business"
- ... Investigating complaints without merit
- ... Wasting time on D, I & E
- ... Involvement in political or political seeming issues
- ... Practice sections don't seem worth it when I have been a member
- ... talking about mandatory malpractice insurance
- ... mentoring only new lawyers
- ... Involvement in politics/perceived political issue
- ... eCounselor
- ... too many online vendors
- ... Touchy Feely Psych CLE
- ... None - all are appropriate and important
- ... Mandatory minimum CLE hours. The system is designed purely for image purposes and to generate money for CLE credit providers, which raises the costs of the legal system and further alienates the public from the system. In return, it also does not provide greater protection from the public. Attorneys are required to spend money and waste time just to rack up hours, but are not required to learn about critical issues that actually would better protect the public. Mandatory is a market created by government mandate that wastes money and time and pretends to protect the public while actually harming the public and the credibility of the legal system.
- ... I worry about equal access to justice initiatives. While I agree that efforts should be made to enable access to legal advice, and assistance with contracts, deeds, wills, etc., litigation is a different question. Funding free legal representation for plaintiffs has the obvious consequence of increasing costs for opposing parties. .
- ... None - very happy with the bar's efforts
- ... I haven't been the target of one, but in my opinion the Bar is too aggressive on investigating ethics complaints
- ... Endorsing 3rd party businesses' services
- ... Taking care of drunks
- ... The skewed questions on this survey and lack of appropriate multiple choice answers
- ... don't know any
- ... Pro Bono opportunities that don't offer incentives to attorneys.
- ... Wyoming Law Review
- ... I can think of none that are unimportant or inappropriate.
- ... Some of the vendor partnerships aren't very useful
- ... Posting Political Articles on Social Media
- ... I think the Bar has to spend too much time defending itself against cynical attorneys who only complain and don't meaningfully contribute.
- ... WSB involvement in general is important; too many lawyers with no foundation for cases they are taking on.
- ... Attempting to increase the number of attorneys
- ... I haven't paid much attention to the Bar

- ... Political issues (bar should stay out of politics)
- ... ocean cruises/exotic vacations for cle
- ... "Diversity" and "Inclusion"
- ... Educating Courts on E-Filing, bring them together on one solution
- ... Too involved in everything
- ... spend so much money
- ... Travel - especially with virtual options less of my dues should go for commissioner travel.
- ... Get rid of all the travel all over the state for the commissioners every month
- ... Diversity and inclusion
- ... The bar focuses too much time and money on attorney well-being.
- ... I think the modest means program isn't appropriate. It mostly takes attorney's who need work and uses them as low wage labor.
- ... Additional Member Benefits

Comments in the #2 spot:

- ... Equal Access to Justice
- ... Revise rules allowing attorneys to withdraw for refusal of payment
- ... if you want to mandate pro bono
- ... Critical Race Theory
- ... Issues of gender
- ... What is beginning to come across as enforcement by the bar of rules that is skewed toward shifting the ability of some attorney's to practice in the way the law allows.
- ... Attempting to make the practice of law stress free
- ... Discipline
- ... E-mailing the full bar for every act of discipline - this is annoying
- ... Fostering relationships with out of state firms
- ... Solo practice rules that differ from law firm rules
- ... Advertising regularly by email for vendors
- ... Print publications are a waste
- ... Verizon discount is for corporate lines only- what about the rest of us?
- ... CLEs that have nothing to do with daily practice
- ... Constant expansion, stay on core issues like dicipline/admission
- ... I have never read a full issue of the Wyoming Lawyer
- ... Trying to disipline many members of the bar
- ... Lawyer Assistance Program
- ... Focusing on diversity
- ... Social issues (race, gender, religion)
- ... Ethics and civility
- ... Lobbying - because membership in the bar is mandatory, fees and staff resources should not be used for lobbying.

Comments in the #3 spot:

- ... Bar Discipline and Professional Enforcement
- ... Revise rules allowing attorneys to withdraw for refusal of payment
- ... Judicial Activism
- ... Issues of "equity"
- ... Education
- ... E-mailing the full bar for obituaries - I don't know most of the people and wouldn't want this done if I passed
- ... Catering to UW College of Law
- ... The constant spamming after free CLEs is abusive. One contact is fine, but they need to take a hint.
- ... Annual conventions
- ... I think the Bar could do less and lower their overhead
- ... Worrying about free or reduced service
- ... Web/IT/Database programs are too expensive
- ... Societal issues
- ... Civil and Criminal procedure - scheduling deadlines, drafting pleadings
- ... Selling member information for marketing and sending marketing emails that attorneys cannot "unsubscribe" from.

51. Name the three most important things the Wyoming State Bar could or should do for Wyoming attorneys.

Comments in the #1 spot:

- ... CLE
- ... Provide mentorship opportunities
- ... Focus on ethics
- ... Provide a training/mentoring program in specific areas of law interest
- ... Go back to the Wyoming bar exam and do away with the multistate test and the hundreds of out of state attorneys doing work we should be doing instead.
- ... Improve attorney reputation with public
- ... Education using virtual means
- ... More programs for business law attorneys
- ... Create Certification of Specialty areas
- ... provide free counseling for substance abuse
- ... see about health insurance
- ... Continue WYLAP
- ... Provide CLE
- ... Educate Judges
- ... Free/reduced rate CLE and improved flexibility in CLE rules including no limit on web credits (as opposed to "live" credits)
- ... Revise rules allowing attorneys to withdraw for refusal of payment

- ... continue to make low cost and useful CLE available
- ... Technology
- ... Promote well-being and wellness
- ... More Mentoring
- ... attorney oversight/professionalism
- ... Develop forms for all areas of practice.
- ... Bring back a sense of community. I hear older attorney's talk as friends that used to socialize at local bar functions. The pandemic has exacerbated this, but it was lost long before.
- ... appreciate the efforts to provide links/discounts to services
- ... CLE -- you do incredible work with CLE
- ... Provide more resources for non-addiction mental health issues.
- ... Mentoring
- ... make professionalism courses mandatory for all lawyers as part of CLE requirementsart of CLE
- ... free CLE's
- ... Income transparency for young lawyers
- ... Provide affordable CLEs
- ... Bigger emphasis on County Bar meetings/events
- ... No pro se litigants in family law cases especially when there is an accusation of domestic violence.
- ... Free CLEs and continue the annual bar meeting
- ... Electronic filing
- ... Practice Management
- ... Continue to assist new/experienced attorneys with setting up their own practices
- ... CLE opportunities
- ... Training
- ... Recognize conflicts in proceeding on complaints and identify outside, independent counsel to handle those complaints
- ... Help assure competency
- ... Keep up the well being efforts! Thank you!
- ... young lawyer support and training
- ... Prioritize Support Over Discipline
- ... More lower cost CLEs
- ... Out of state attorneys are changing the culture.
- ... The ethics hotline and assistance are fantastic
- ... Quit letting out of state lawyers "waive in" for admission to the bar.
- ... Civility enforced by the Judges as guided by Bar
- ... provide CLE opportunity
- ... Disciplinary process
- ... Improve access to legal resources.
- ... Mentoring
- ... Campaign to stop salaried judges from slashing attorney fees when awardable in cases. Create a formula to avoid the current arbitrary decisions of the judges who are appear to be driving down fees in Wyoming.
- ... legislative lobbying

- ... No suggested changes
- ... Encourage more community involvement for attorneys and place less emphasis on pro bono.
- ... retirement advice
- ... Our State Bar does a nice, thorough job; none come to mind
- ... Advocate for attorneys (i.e. recommend that people in need of legal assistance would be well served by hiring an attorney to assist them)
- ... Improve education on professional responsibility
- ... CLE (so much has improved!)
- ... Applicable CLEs
- ... Help get the court system on-line
- ... I think you are doing it all right. Great programs/help available
- ... Continue to offer as many free CLEs as possible
- ... Better resources - i.e. list of experts, etc.
- ... continue providing valuable affordable CLEs
- ... Provide Free or Cost Effective CLE opportunities
- ... Promote cordiality
- ... Classes aimed to help young attorneys run an office
- ... Mental health
- ... Provide free and low-cost CLE options.
- ... More help/training (eg CLE) for the general practitioners
- ... Better support and stonger systems for in-state attys and WY lawfirms
- ... Provide ethical guidance
- ... CLE classes for reasonable price
- ... Offer the annual state bar convention through free webinars (as was done in 2020)
- ... CLE's and other educational materials
- ... reduce cronyism in the profession and the courts
- ... Address biased or incompetent judges
- ... Admission
- ... The WSB already does well at its critical functions.
- ... Encourage more civility and professionalism in the practice of law.
- ... Continued low cost or free CLE
- ... helping educate and resources for technology - for practice management/cost as well as ethics issues
- ... keep the profession clean of bad apples
- ... electronic/email filing in the court system
- ... Ethics CLEs
- ... Support Wyoming attorneys living and practicing in Wyoming to help provide legal services to average people in their communities through providing nuts and bolts CLE and regular reminders about best practices for small offices
- ... have more practical and useful CLE
- ... Practice management support
- ... Help the profession be more civil to one another

- ... The Wyoming Bar needs a real commitment to diversity and inclusion. It is unresponsive; refuses to collect data; and is unable to recognize discrimination against clients, attorneys and courts.
- ... more opportunities for free training
- ... Provide additional resources regarding social and cultural awareness.
- ... Continue to offer the nuts and bolts of practice CLE
- ... Mentorship for new attorneys with dedicated attorney
- ... Continue offering free or low cost CLE
- ... Offer support in non-CLE ways (e.g., mental health programs with true experts, not WY attorneys teaching yoga)
- ... Teach and promote health and wellness
- ... Eliminate the requirement for live CLE, and allow all hours to be satisfied by self study
- ... Work to make rules of practice less onerous and more forgiving
- ... Locate vendors for legal tools (research, accounting, etc..)
- ... The Bar is performing quite nicely.
- ... CLEs
- ... Wellness resources
- ... Continuing Legal Education
- ... Maintaining standards for the profession
- ... Low Cost Continuing Education
- ... Licensing
- ... address the unauthorized practice
- ... Improving mentorship
- ... Offer opportunities to meet/discuss (Annual Conference; sections)
- ... reduce the target on our backs for the malpractice "fear" from hostile attorneys
- ... Get E-filing system completed
- ... technology education
- ... Increase services to the real estate bar, not just the estates section.
- ... Complaint investigation and discipline
- ... Support attorneys running a "business"
- ... Deal with ethical issues
- ... Keep doing what you are doing.
- ... Encourage more attorneys to run for political office
- ... update court decisions
- ... Free or low-cost CLE offerings, including those about the business side of law
- ... Reduce number of attorneys practicing in Wyoming that are not located here
- ... Mentorship
- ... No UBE bar exam, bring back the old exam process
- ... Have more than a couple ethics board evaluators to handle ethics complaints
- ... Quality CLE
- ... Mentoring ALL lawyers
- ... Free substantive CLE relevant to the practice of law in WY
- ... providing plenty of CLE opportunities
- ... Encouraging attorneys to run for any office

- ... Permit more CLE credits on a self-study basis.
- ... CLEs
- ... Promote the value of personal legal services vs. DUI or online legal services
- ... Billing software and assistance
- ... CLE
- ... Expand access to attorneys through legislative initiatives.
- ... Stress the need to uphold the U.S. Constitution
- ... Look in to what some of these attorneys charge for small matters. a hand full of attorneys are hurting the rest of us by charging huge fees and dropping clients early in rep for not having any more money
- ... E-filing. It's embarrassing and incredibly detrimental to our legal system that the state doesn't have it.
- ... Provide better guidelines for cloud-based data storage.
- ... Mentorship for young attorneys.
- ... Substance abuse/mental health education
- ... Encourage Judges to enforce Rule 11 instead of the Bar having to do it.
- ... More free CLE
- ... Regulate misconduct
- ... Aggressively investigate and resolve cases of malpractice and harm to the public.
- ... Live CLE
- ... CLE improvements (much better now than a few years ago)
- ... Wyoming lawyers, like lawyers everywhere, should be ambassadors for the "rule of law." Many people do not understand that the "rule of law" means fundamentally that government, at all levels, must obey the law. Even though many people experience the "rule of law" in action through the due process and equal protection provisions of the U.S. Constitution, (i.e.--they are entitled to fair and impartial hearings before being deprived of life, liberty, or property), they often fail to connect the hearings they receive (from suspension of a driver's license to a first degree murder trial) to the rule of law.
- ... Ethics monitoring and discipline
- ... lobby for our interests
- ... None - very happy with the bar's efforts
- ... CLE
- ... CLE
- ... Virtual CLE programming
- ... Enforcement of ethic rules
- ... Let lawyers pracitce without being concerned about Gifford
- ... Mentorship
- ... discipline
- ... Help make mental health care available to members.
- ... BPR
- ... Push for electronic filing to be the highest administrative priority
- ... Support a first year mentorship program
- ... unauthorized practice of law

- ... Continue to provide free CLE
- ... Provide and sponsor public defender education.
- ... Discipline when appropriate
- ... Mentorship Plan for new attorneys
- ... Provide more frequent opportunities for newer members to meet and connect with judges and practitioners.
- ... reach out to more experienced attorneys for mentorships with younger attorneys
- ... Casemaker
- ... Lawyer licensing/discipline.
- ... CLE/education
- ... Invest significantly more time (or require some WY practitioner time be spent) in the law school in a substantive/educational way.
- ... More free/low cost CLE
- ... Electronic Filing
- ... More mentoring opportunities and oversight of mentoring activities
- ... Health Insurance
- ... Useful vendor partnerships + discounts
- ... mentoring
- ... Reduce the unauthorized practice of law
- ... Encourage more social/professional interaction.
- ... Attorney discipline is the most important thing for the public and the integrity of the profession.
- ... Provide mental health care based on ability to pay.
- ... Mentorship program
- ... Counseling
- ... WSB involvement in general is important; too many lawyers with no foundation for cases they are taking on.
- ... Require malpractice insurance
- ... reduce CLE requirements
- ... The Wyoming State Bar goes out of its way to help its attorneys
- ... More real world examples of great lawyer work in communities
- ... Advocate for legal trained legislators
- ... Provide more free or at least cheaper CLE
- ... More in person networking events once it's safe
- ... Bar counsel or assistant bar counsel doing ethics audit for large organizations or government attorney offices.
- ... Promote wellness
- ... Provide CLE opportunities
- ... Advocate for higher salaries
- ... Offer mentorship if desired, not required
- ... Automatic enrollment in a platform to facilitate communication
- ... An ethics attorney who gives advice is so appreciated.
- ... CLE opportunities
- ... Increased advocacy for prosecutors and victims of crime

- ... support solo firms more
- ... Continue to provide the great service you always do
- ... Make e-filing a reality.
- ... cle
- ... regulate admission
- ... Mentorship program - especially for underrepresented minorities and women.
- ... Discipline
- ... Thank you for the free cles
- ... Regulatory functions
- ... Increasing mentorship opportunities
- ... Continue to Enforce the Wyoming Rules of Disciplinary Procedure
- ... Assist in obtaining CLE
- ... CLE
- ... Prepare handbooks on Wyoming practice in certain areas.
- ... Wellness programs
- ... Expedite licensing via UBE score in another jurisdiction
- ... Provide networking opportunities for members
- ... Ethics support
- ... CLE
- ... Advocate the use of technology
- ... Cost-effective group health insurance
- ... I think providing at least some free mental health services.
- ... Free Continuing Legal Education - Wyoming attorneys should have the option of getting all CLE options without paying.
- ... CLE
- ... Require Malpractice Insurance
- ... Better Mentorship opportunities for new attorneys.

Comments in the #2 spot:

- ... Pressure the law school to adopt a practice-oriented curriculum
- ... Specific training in all fields of law
- ... Reduce CLE requirements to 8 hours per year
- ... Advocate for an additional judge in the 9th judicial district
- ... Bar bulletins on Ethics
- ... Posting job applications by lawyers just out of law school or transferring
- ... provide scholarships to attend CLEs for lawyers struggling
- ... training staff
- ... More CLEs and activities around government legal practice
- ... Continue/increase offering remote CLE options
- ... Have an informal panel of attorneys for ethics issues/questions
- ... Promote the profession

- ... Revise rules allowing attorneys to withdraw for refusal of payment
- ... look for opportunities to help improve bench/bar communications
- ... CLE
- ... Promote an atmosphere of acceptance of well-being issues
- ... More Social events to build professional/personal relationships
- ... providing/monitoring CLE
- ... Continue to offer and assist in finding lower cost medical insurance.
- ... Mentorship for young attorneys. Due to the nature of our culture, the practice of law is saturated with an unhealthy fear and anxiety of making a mistake. A good mentorship program in Wyoming may alleviate some of that fear and keep more of our home grown kids in this state.
- ... CLE that compares/contrasts said services before we commit
- ... more opportunities for local, regional, and state-wide networking with other attorneys
- ... Find more ways for members to be active in their communities.
- ... Business training
- ... allow attorneys who are winding down their practices to reduce yearly CLE requirements
- ... Keep outside competition away
- ... Provide Bar news, updates, information, and activities that provide guidance to attorneys and/or helps connect us to bar members. In particular, continue the mental health, addiction, and otherwise impaired or no longer able to practice law assistance; also, the attorney referral lists available for the public
- ... Help establish better communication between court clerks and attorneys
- ... Attorney directory in writing and online
- ... Stress Management
- ... Focus on solo/rural practice
- ... Better counsel for ethical questions
- ... Health insurance
- ... Promote law as a profession
- ... Look to supporting tech advancements for pro Bono/lo Bono. Check out Utah's rule change and new services that launched as a result: <https://www.abajournal.com/web/article/utah-embraces-nonlawyer-ownership-of-law-firms-as-part-of-broad-reforms>
- ... WyoLAP
- ... Practice Guides
- ... CLE
- ... Quit letting lawyers make misleading statements on the web and in their advertising.
- ... Prioritize Honesty with other lawyers and Court
- ... oversee professional responsibility
- ... CLE
- ... Provide more contact with local bar association not just the I-25 community.
- ... assistance with substance abuse
- ... Office management and practice software. They require monthly fees that are many times greater than the old sunk costs of buying a program. Wyoming has a limited client pool and I believe the competition for those few clients is ever increasing. Our client load will only decrease with increased competition (higher ratios of attorneys) and so we are expected to use software to

- increase efficiency and reduce billable hours which reduces income, and increase expenses by paying monthly fees for the software. Operating costs are way too high.
- ... Stop worrying about fees and encourage attorneys to operate their practices as successful businesses
 - ... Place more scrutiny on attorneys not meeting the standards of the profession
 - ... young lawyer mentorship
 - ... Enforcement of Ethics Violations
 - ... Help get the court system on-line
 - ... Have no limit on home study videos for CLEs - a webinar is no more valuable just because you watch it live; it is the exact same content and should be credited without a limit whether the viewing is "live" or not
 - ... support the ethical hotline
 - ... Administer Bar Admissions and yearly fees
 - ... Promote hourly rate increases to increase lawyer salaries
 - ... CLE classes and products on running a business
 - ... Mentorship for young attorneys/better practical education through or in conjunction with the law school
 - ... Provide free or low-cost services relating to mental health.
 - ... Not become a bureaucracy
 - ... Require WY specific competency to have a WY license
 - ... Encourage more County specific CLE training from the Courts
 - ... Investigating and penalizing attorney and judicial misconduct.
 - ... Support for mental and physical health, help managing stress
 - ... provide meaningful relief against biased judges
 - ... Address the increased selection of judges based on politics
 - ... Conduct and ethics
 - ... Continued promotion of the various sections (estate planning, natural resources, etc.)
 - ... educate on legal issues - good CLE
 - ... build trust with our community and people we serve
 - ... CLE opportunities
 - ... Seriously discuss structuring a formal mentorship program
 - ... Technology in practice information/support
 - ... Specialty training
 - ... more opportunities for free training on trial practice
 - ... More regular CLE on practice mechanics - i.e. discovery issues, courtroom presentation, etc.
 - ... Continue to publish advice from Bar Counsel --very helpful
 - ... Access to various document that could be filed in cases so new attorneys have a template
 - ... Create reduced fees for government attorneys
 - ... Education v. Discipline (focus on why a disciplinary problem happened instead of reprimanding the offender and work on the underlying problem)
 - ... Monitor the bar for ethical compliance
 - ... Address the issue of serial pro se litigants who file frivolous cases
 - ... Work to draft rules of procedure that are more flexible and forgiving of attorney

- ... Referrals
- ... Legal Updates
- ... Access to CLE
- ... Professional Conduct Complaints
- ... CLEs
- ... Discipline
- ... Discipline
- ... Provide CLE opportunities
- ... support for the rate of pay -- educate the public on costs for a firm
- ... Active mentor program
- ... support efforts to enforce civility, professional conduct
- ... Requiring recorded documents to be signed off by the attorney who prepared them.
- ... Providing helpful Resources
- ... Hold attorney accountable for being ethical with their clients
- ... Provide support and advice as needed
- ... Provide information to the legislature regarding issues and appeals related to statutory interpretation
- ... business aspects procedures
- ... Encourage publishers to publish treatises on Wyoming-specific law
- ... Continue to prevent unauthorized practice of law
- ... Stress balance
- ... Bar health insurance plan- help people be able to practice privately
- ... Rotate the staff that handles ethics violations - to limit prejudice
- ... Continue to provide quality communication with lawyers
- ... Education of judges
- ... Work with the judiciary to identify and implement standards wherever possible to add efficiencies and uniformity to the practice of law
- ... investigation of reported bad acts of licensed attorneys
- ... CLE
- ... Continue legal representation to indigent clients.
- ... Provide notifications of important developments
- ... Push back on the commodification of legal services, i.e. cheapest isn't best
- ... Affordable health care
- ... Be on the leading edge of society, not behind.
- ... Provide sample engagement letters to be sent by attorneys to clients.
- ... Promote civility and professionalism more
- ... Make substantive free CLE available
- ... Focus on attorneys who really need discipline
- ... Provide support to its members
- ... Protect the public by ensuring practicing attorneys are educated about critical issues and best practices to maximize attorney's value to society while minimizing their cost.
- ... Comprehensive health insurance program
- ... Licensing

- ... provide primers and materials regarding running a business
- ... Ethics hotline
- ... Maintaining/marketing the use of Wyoming Attorneys over out of state attorneys
- ... get the judges current on their docket or get us more judges
- ... Pool of attorneys who can advise on specific areas
- ... education
- ... Promote positive behavior in the profession
- ... CLE
- ... Enact a requirement for large firms to take on more pro bono/reduced rate work
- ... Give paralegals and legal assistants their own status through listserv articles and ways for them to meet each other
- ... Continue to provide access to Casemaker at no additional cost
- ... Support Office of State Public Defender.
- ... Resource for ethics questions that arise in our practice
- ... Free CLE Opportunities
- ... CLE Programs
- ... Lawyer referrals.
- ... advocating for rules and rule changes as needed to support the ethical practice of law
- ... Advocating for better pay for government and nonprofit attorneys
- ... Attorney Wellbeing
- ... Compilation of practice guides or resources for Wyoming practice
- ... Attorney Discipline
- ... networking
- ... Support of legal aid, access to justice, and attorney referrals. The Bar should continue to play a huge role in bridging the needs/services gap.
- ... Destroy the "win at all cost" mentality.
- ... Form bank
- ... Ethics hotline
- ... Mentorship
- ... I cannot think of anything the Bar could improve, already great!
- ... Help retiring lawyers pass their case loads and long-term clients on to other lawyers more easily
- ... continue to support the law school
- ... Volunteer events
- ... Encourage the Courts to use Teams or Zoom as the standard.
- ... Provide practical guides to practice issues
- ... Advocate for better communication between the courts and attorneys
- ... access to a collection of free digital educational resources on a variety of subjects including law but also tangential to the practice of the law (mental health, government, business, technology etc.)
- ... Finding free CLEs is also appreciated.
- ... Help with ethical questions
- ... Increased free CLE activities
- ... support pro bono work
- ... Help with ethical dilemmas

- ... Make e-filing a reality.
- ... Bar exam
- ... regulate ethical practice
- ... Train
- ... Ethical oversight
- ... Assist in providing platform for Legal Research
- ... Attorney complaints, investigation, and discipline
- ... Advocating for malpractice coverage
- ... Provide practice management support
- ... Work/life balance support
- ... Annual convention
- ... Provide CLE training on Teams/technology
- ... Continue with free CLE's
- ... Providing free or low cost CLE's
- ... Electronic Filing - The Bar needs to make the judiciary aware of our dissatisfaction with how long it is taking; especially since the Courts are now charging \$1.00 per page for email filing
- ... Keeping being the most friendly and accessible Bar in US! Thank you for always answering phone and email and making me feel important - other bars make you feel like a nuisance often.
- ... Provide more state specific CLE to help navigate Wyoming's unique way of doing things.

Comments in the #3 spot:

- ... Mentorship
- ... Require certification for practice areas. Too many attorneys practice in areas where they have no competence.
- ... Advocate for any other needed judges
- ... Greater outreach across the State
- ... provide social opportunities to meet other attorneys
- ... the handful of attorneys causing ethical issues, do something evening their client doesn't complain
- ... More of an emphasis on changing dynamics and business models in the legal profession.
- ... Continue Client Fee Arbitration Program
- ... Make it easy for lawyers to do and support pro bono work including through promotion of Equal Justice Wyoming/Equal Justice Wyoming Foundation
- ... Revise rules allowing attorneys to withdraw for refusal of payment
- ... Mentor
- ... Help destigmatize asking for help
- ... More events around work stress and work/life balance
- ... addressing attorneys in need assistance with professional impacts on life balance/quality (substance abuse)(
- ... Offer some form of life insurance.
- ... help in prioritizing services (for solos)
- ... occasional reminders by email of the benefits of membership, ie car rental discounts, etc

- ... Provide better mentorship.
- ... Reports on average feed
- ... Build relationships between defense lawyers, plaintiff lawyers and the government. For god sakes a cult-ish organization that meets in on remote ranch (that has ashes of former members spread in the floor by the way) is the largest gathering of respected attorneys in the state and they specifically forbid certain lawyers
- ... Clarify what unauthorized practice of law is/includes and zealously enforce the applicable rules.
- ... Focus on there being some sort of "vacation" component as part of the annual bar conference
- ... Wellness programs
- ... Education
- ... Foster mentorship between experienced attorneys and young lawyers
- ... Retirement information
- ... Get rid of internet advertising of legal services
- ... Thanks for offering so much free stuff, like the pattern jury instructions and important CLEs.
- ... mentoring though I see this as very difficult to do
- ... Be a gatekeeper for who can practice/enforce unauthorized practice
- ... Convention
- ... Appoint judges who have tried cases as lawyers.
- ... Stop all Abusive litigation tactics
- ... Public Relations about what lawyers do and why
- ... assistance with depression
- ... Business Management Training. With competition increasing and client pools stagnant success is no longer based on attorney skill but your ability to manage a profitable business. I have no formal business management training and I feel that such training could go a long way to keep fees low and retain a good income by decreasing expenses.
- ... Approve new admissions with passing UBE scores from different UBE states in less than 7-8 months.
- ... Address drug and alcohol abuse by attorneys
- ... bench/bar relationships
- ... Help get the court system on-line
- ... Set up a mentorship program to apply for at the time of paying dues - let mentors and mentees apply based on practice area and years of experience in that specific area
- ... Bar Counsel/Ethics Hotline
- ... More CLEs on operating small law firms
- ... Ethics issues
- ... Information distribution
- ... Subject matter section listservs and networking opportunities
- ... magazine
- ... Educating the public about legal issues when they are put on a ballot
- ... foster sense of community and pride and professionalism and civility
- ... keep ourselves healthy, wealthy and wise.

- ... We have a serious problem with attorneys licensed in Wyoming who live out of state coming to our courts and acting in an uncivil manner that is not accepted in Wyoming - not sure how to address this, but it hurts our profession
- ... Networking
- ... Protect the First Amendment's Freedom of Speech
- ... Promote decorum and civility
- ... Work to make virtual courts become permanent options and to help attorneys build better virtual practice offices
- ... create a statewide attorney health insurance pool/fund.
- ... Free or low-cost CLEs
- ... Bar punishments
- ... Licensing
- ... Access to justice
- ... Mentorship Program for new admits who did not have clinical experience
- ... Making CLE easy to get done
- ... Provide lawyer referral services
- ... Require deeds to be prepared by or under the supervision of a Wyoming lawyer.
- ... Keeping attorney's connected and engaged with each other
- ... Provide the access to trainings and materials associated with begin an attorney
- ... CLE
- ... ethics/honesty
- ... Legal ethics consultations (which it does well already!)
- ... Ensure impaired attorneys are getting help without putting targets on their backs
- ... CLE
- ... Bar retirement plan- help people be able to practice privately
- ... ethics hotline that lawyers can cite to as authority
- ... Investigate and secure discounts for recreational activities for bar members to encourage attorneys to get out of the dang office once in a while
- ... investigation of unlicensed praction of law
- ... Enforcing disciplinary standards on pro hac vice attorneys
- ... Continue to provide information on work / life / health balance.
- ... Provide COVID guidance
- ... Focus on expanding justice, not maintaining the status quo.
- ... Support continued virtual court to assist in representing litigants all over the state
- ... Encourage and promote civility
- ... Assistance with business aspects of running a practice
- ... CLEs
- ... help solo small firms thrive
- ... Online access to Wyo statutes
- ... Continue the State bar conference
- ... Appreciate the free CLEs
- ... admission
- ... JNC

- ... Explore options for pooled healthcare/insurance plans
- ... More interstate partnerships and alliances.
- ... Licensure of attorneys
- ... Coordinate with law school to ensure training/courses being offered align with what the skill development employers are needing in Wyoming
- ... Committees and Sections support
- ... CLE
- ... Keeping bar counsel from having to be "customer service"
- ... Staying on top of changes in the profession.
- ... More participation with county bar associations to provide CLEs and other activities to increase local engagement and networking
- ... Referral Programs
- ... education
- ... Judicial nomination, selection, and oversight. The Bar is a critical source of encouragement for good judges and should be an important source of feedback for those who need to improve.
- ... Encourage more minority attorneys.
- ... Keep free version of the annual conference
- ... Make CLE requirements more strict
- ... continue to support lawyers staying in Wyoming
- ... Provide mentorships for new attorneys
- ... Advocate against attorneys that file frivolous motions, write letters, file appeals, etc to pad bills because of #1 above
- ... automatic enrollment in think tank like groups on important subjects such as business development for Wyoming. (could switch group but must be a member of at least one. all three of these ideas could work in one platform.
- ... Help Wyoming lawyers connect and help each other
- ... Better bar cards!
- ... discipline attorneys
- ... Provide more opportunities for lawyers to meet, greet, and network
- ... Make e-filing a reality.
- ... Convention
- ... provide CLE
- ... Make life s a lawyer smoother/more efficient
- ... Provide resources for professional, mental, and physical well being
- ... Assist in information/obtaining malpractice insurance
- ... Admission to practice of law
- ... Continuing education (CLE and general education)
- ... Sponsor high-quality CLEs
- ... Continuing legal education
- ... Professionalism and Civility - The Bar should provide CLEs emphasizing that zealous advocacy does not mean making the other attorneys miserable.