

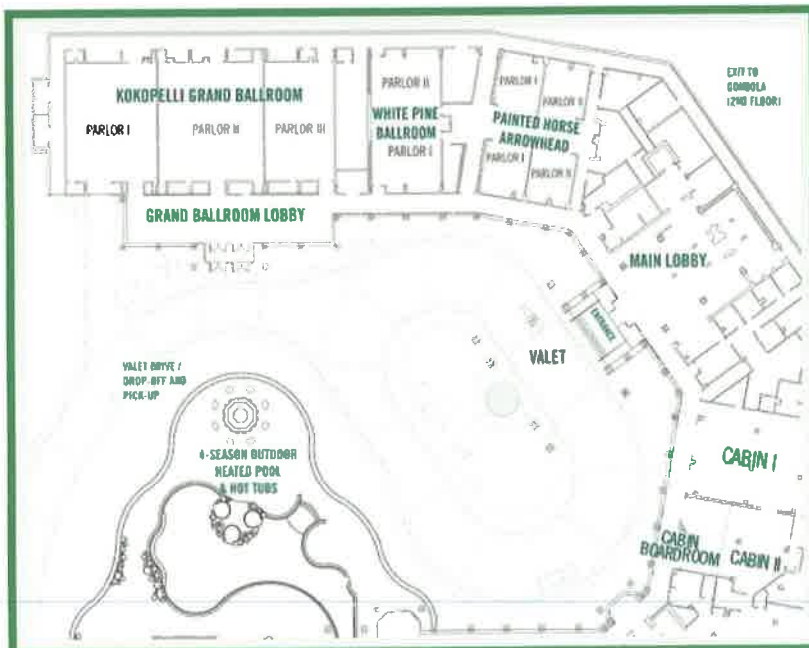
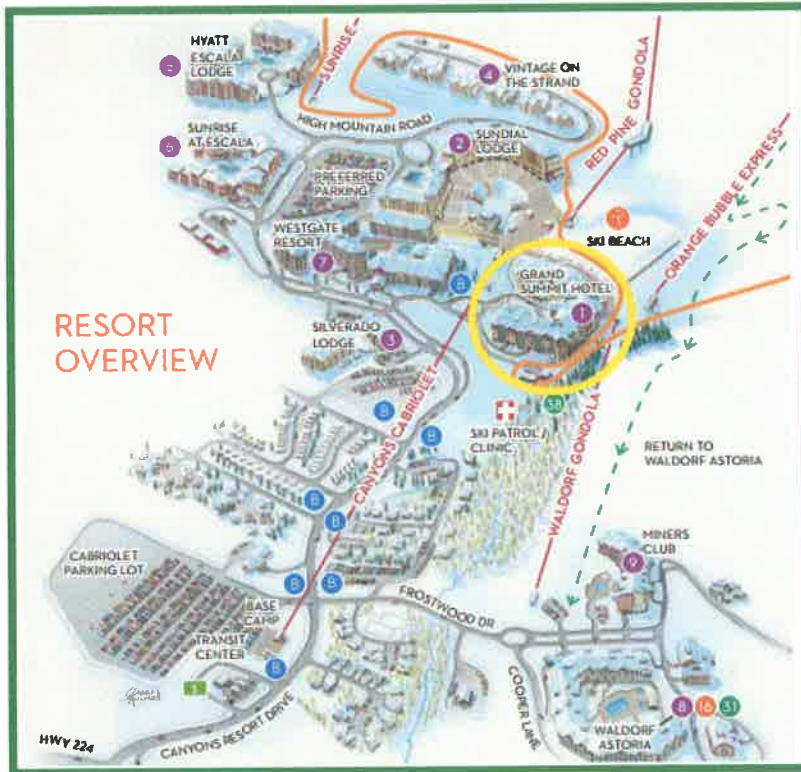
Canyons Resort

Grand Summit Hotel

4000 Canyons Resort Dr. Park City, Utah 84098

Phone: (888) CANYONS

Please park in the Grand Summit underground parking.
Parking expense is paid by the Utah State Bar.



VISION OF THE UTAH STATE BAR

Lawyers creating a justice system that is understood, valued, respected, and accessible to all.

MISSION OF THE UTAH STATE BAR

To lead Utah lawyers in serving the public and the legal profession by promoting justice, professional excellence, civility, ethics, and respect for and understanding of the law.

2013 – 2014 COMMISSION PRIORITIES

1. Promoting public and lawyer education;
2. Promoting a fair and impartial judiciary;
3. Promoting access to justice and affordable legal services;
4. Studying the future of the practice of law in Utah and how it will be affected in the coming years by technology, market conditions, age, diversity, law school policies, etc., and how the Bar can provide additional technology training and career development for our membership;
5. Providing greater group benefits to members.

(over)

UTAH STATE BAR STATEMENT ON DIVERSITY AND INCLUSION

The Bar values engaging all persons fully, including persons of different ages, disabilities, economic status, ethnicities, genders, geographic regions, national origins, sexual orientations, practice settings and areas, and races and religions. Inclusion is critical to the success of the Bar, the legal profession and the judicial system.

The Bar shall strive to:

- 1. Increase members' awareness of implicit and explicit biases and their impact on people, the workplace, and the profession;*
- 2. Make Bar services and activities open, available, and accessible to all members;*
- 3. Support the efforts of all members in reaching their highest professional potential;*
- 4. Reach out to all members to welcome them to Bar activities, committees, and sections; and*
- 5. Promote a culture that values all members of the legal profession and the judicial system.*

UTAH STATE BAR AWARDS

<u>AWARD</u>	<u>CHOSEN</u>	<u>PRESENTED</u>
1. Dorathy Merrill Brothers Award Advancement of Women in the Law	January/February	Spring Convention
2. Raymond S. Uno Award Advancement of Minorities in the Law	January/February	Spring Convention
3. Pro Bono Lawyer of the Year	April	Law Day
4. Distinguished Judge of the Year	June	Summer Convention
5. Distinguished Lawyer of the Year	June	Summer Convention
6. Distinguished Section of the Year	June	Summer Convention
7. Distinguished Committee of the Year	June	Summer Convention
8. Outstanding Pro Bono Service	September	Fall Forum
9. Distinguished Community Member	September	Fall Forum
10. Professionalism Award	September	Fall Forum
11. Outstanding Mentor	September	Fall Forum
12. Heart & Hands Award	October	Utah Philanthropy Day
13. Distinguished Service Award		As Needed
14. Special Service Award		As Needed
15. Lifetime Service Award		On Occasion

**Utah State Bar Commission
Meeting and Retreat**

**Friday, August 22, 2014
Arrowhead Room, Canyons Resort
Park City**

12:00 n. Lunch Buffet Available (Room: Painted Horse)

Agenda

- 1. 1:00 p.m. President's Report: Jim Gilson**
 - 10 mins.* 1.1 Report on National Conference of Bar Presidents Meetings **(Tab 1)**
 - 10 mins.* 1.2 Magna Carta Program **(Tab 2)**
 - 05 mins.* 1.3 Executive & Judicial Compensation Committee Report **(Tab 3)**
 - 15 mins.* 1.4 Lifetime Service to the Bar Award **(Tab 4)**
 - 05 mins.* 1.5 Professionalism Award Solicitation **(Tab 5)**
 - 10 mins.* 1.6 Blomquist Hale **(Tab 6)**
- 2. 2:00 p.m. Program Discussion**
 1. Access to Justice Programs
 2. Program Performance Reviews/Liaison Assignments
 3. NLTP
 4. Public & Governmental Relations/Education
 5. Civics Education Report/Constitution Day
 6. CLE on Implicit Bias
 7. Annual Conventions

4:00 p.m. Break
- 3. 4:10 p.m. Information Items**
 - 05 mins.* 3.1 Judicial Council Report: John Lund
 - 10 mins.* 3.2 ABA Delegates' Report: Margaret and Nate
- 4. 4:25 p.m. Open Mic Time**

30 mins. Comments from Commissioners Identifying Issues of Concern
- 5. 4:55 p.m. Introduction to Retreat Discussion: Charlotte Miller**

5:00 p.m. Adjourn

6:30 p.m. Social (Room: The Cabin)

7:00 p.m. Dinner (Room: The Cabin)

(Over)

Consent Agenda (Tab 8)

(Approved without discussion by policy if no objection is raised)

1. Approve Minutes of July 16, 2014 Commission Meeting
2. Reappointment of Nate Alder as ABA Delegate 2014-2016

Calendar

2014

September 25	UMBA Awards Banquet		Natural History Museum
October 3	Executive Committee	12:00 Noon	Law & Justice Center
October 10	Commission Meeting	9:00 a.m.	S.J. Quinney College of Law
October 16	Admissions Ceremony	12:00 Noon	Abravanel Hall
October 20-24	Pro Bono Celebration Week		
	October 10 th (tentatively)	Reception for the public and Bar	Logan, Utah
	October 20 th at noon	Kick-off Celebration	University of Utah College of Law
	October 21 st 5pm – 9pm	Recognition Dinner and Tuesday Night Bar Clinic	Utah Valley University Library
	October 21 st 5:30pm – 8pm	Tuesday Night Bar	Utah Law and Justice Center
	October 21 st 5pm – 7pm	Street Law Legal Clinic	Horizonte Center
November 20-21	Fall Forum		Little America
November 25	Executive Committee	12:00 Noon	Law & Justice Center
December 5	Commission Meeting	9:00 a.m.	Law & Justice Center

2015

January 2	Election Notices Due
------------------	----------------------

**Utah State Bar Commission
Meeting and Retreat**

**Saturday, August 23, 2014
Arrowhead Room, Canyons Resort
Park City**

- 8:00 a.m. Breakfast (**Room: Painted Horse**)
- 8:45 a.m. Commission Photograph (**Room: Main Lobby**)
(Attire: Business Casual)
- 9:15 a.m. Board Governance and Strategic Thinking: Charlotte Miller (**Tab 7**)
- 11:30 a.m. 2014-2015 Commission Priorities
- 12:00 p.m. Break for Lunch/Continued Discussion/Other Business & Planning
- 1:00 p.m. Adjourn

Retreat Meeting Materials (Tab R)

1. History of Bar Commission Priorities
2. 2015 – 2015 Commission Liaisons to Committees, Local/Specialty Bars, and Sections
3. 2014 Summer Convention Survey
4. Article: *Benefits of the Annual Meeting*; Hans Q. Chamberlain - May 1990
5. Chart: Convention Registration Totals by Year
6. 2013 – 2014 Western States Bar Survey

Tab 1

NABE 2014 ANNUAL MEETING

Tuesday, August 5, 2014

8:30 A.M. - 3:00 P.M.

NABE Board of Directors Meeting

Regis, 3rd Floor

3:00 P.M. - 6:00 P.M.

NABE/NCBP/NCBF Joint Registration

Registration Desk A, 4th Floor

3:30 P.M. - 5:00 P.M.

NABE Communications Section Executive Council Meeting

Boston University, 3rd Floor

4:30 P.M. - 5:30 P.M.

Orientation for NABE First-time Attendees

Wellesley, 3rd Floor

6:00 P.M. - 7:00 P.M.

NABE Welcome Reception

Atrium Lounge, 3rd Floor

Come meet your colleagues, speakers and sponsors to jump-start your evening with networking, fun, light reception fare and even a special door prize courtesy of our event sponsor, ABA Retirement Funds Program. It'll be just what you need after a long day of travel and to get you in gear for the meeting. Welcome to Boston!

Sponsored by ABA Retirement Funds Program

7:30 P.M. - 10:00 P.M.

NABE First-time Attendees' Event

Kings Lanes, 50 Dalton Street, Boston, MA, (617) 266-2695

If you are attending the NABE Annual Meeting for the first time, this event is for you! First-time attendees are invited for a night of collegiality and networking during dinner and bowling at Kings Lanes, an upscale bowling venue with retro-inspired décor, classic American comfort food and great music. This event is complimentary for first-time attendees of the NABE Annual Meeting, but advanced registration is required. Please gather at the main entrance in the lobby of the Marriott Copley Place to meet groups walking to the event.

Wednesday August 6, 2014

6:45 A.M. - 4:30 P.M.

NABE/NCBP/NCBF Joint Registration

Registration Desk A, 4th Floor

Registration will be closed for lunch from 12:00 p.m. - 1:00 p.m.

7:15 A.M. - 8:45 A.M.

NABE Welcome Breakfast and First-time Attendees and Sponsor Introductions

Grand Ballroom, Salons A/B/C/D, 4th Floor

Rise and shine with a continental breakfast and an opportunity to visit with your colleagues. First-time meeting attendees and our meeting sponsors will be introduced, and our host city/state bar association executives will welcome us to Boston before we head off to the opening plenary session. Program begins at 7:45 a.m.

SPEAKERS

David A. Blaner, Pittsburgh, PA, NABE Immediate Past President and Executive Director, Allegheny County Bar Association

George C. Brown, Madison, WI, NABE President and Executive Director, State Bar of Wisconsin

Richard Page, Boston, MA, Executive Director, Boston Bar Association

Chris Albrektson, Dayton, OH, NABE Membership Committee Chair and Assistant Executive Director, Dayton Bar Association

Rick Bannister, Columbus, OH, NABE Sponsorship Committee Chair and Assistant Executive Director, Ohio State Bar Association

8:45 A.M. - 9:00 A.M.

Transfer Break

9:00 A.M. - 10:30 A.M.

Plenary Session: Bar as a Business

Grand Ballroom, Salon E, 4th Floor

What lessons can we learn about running our bar associations as a business? Turns out, a lot! Peter Dolan, whose business background includes multiple board chair roles and experiences in both the "for profit" and "non-profit" worlds (former Chairman and CEO of Bristol-Myers Squibb and current chairman of the Board of Trustees of Tufts University), kicks off the discussion with his lessons from the front.

INTRODUCTION

Marc R. Staenberg, Beverly Hills, CA, CEO, Beverly Hills Bar Association, and 2013-2014 Chair, NABE Program Committee

SPEAKER

Peter R. Dolan, Little Compton, RI, Chairman, Board of Trustees, Tufts University and Past Chair and CEO, Bristol-Myers Squibb

10:30 A.M. - 11:00 A.M.

Sponsor Networking Refreshment Break

Grand Ballroom Foyer, 4th Floor

Take a quick break to grab some refreshments, learn about sponsor services and enter to win some great raffle prizes. You just may find the resources and services your bar association needs!

11:00 A.M. - 12:00 P.M.

First Session of NABE Concurrent Track Programs

Track Program 1A: Working with Volunteers to Deliver Results

Suffolk, 3rd Floor

Volunteers are an essential part of every bar association and knowing how to successfully manage them is the key to getting results. During this session, find out what best practices and recent research findings tell us about the roles, characteristics and processes that are associated with highly effective committees, boards and councils.

SPEAKER

Arlene A. Pietranton, PhD, CAE, FASAE, Rockville, MD, CEO, American Speech-Language-Hearing Association and Chair, American Society of Association Executives

Track Program 1B: Conquering the Green Monster: Grand Slam Marketing Campaigns

Simmons, 3rd Floor

Everyone wants to hit a home run with their marketing campaign. During this workshop, you will hear from a cross section of bar communicators about how they've designed and executed recent successful campaigns. Panelists will share the who, what, why and how of a winning campaign and whether they've gotten the return on investment they've hoped for.

MODERATOR

Sharon Nolan, Chicago, IL, Director of Marketing, Chicago Bar Association

SPEAKERS

Meredith Z. Avakian-Hardaway, Philadelphia, PA, Director of Communications and Marketing, Philadelphia Bar Association

Heather Clark, Denver, CO, Director of Communications and Marketing, Colorado Bar Association

Kat Hinson, Austin, TX, Director of Communications, Austin Bar Association

Barry Kolar, Nashville, TN, Assistant Executive Director, Tennessee Bar Association

Russell Rawlings, Cary, NC, Director of Communications, North Carolina Bar Association

Track Program 1C: Create Non-Dues Revenue Without Raising Dues

Wellesley, 3rd Floor

Learn how to successfully partner with targeted businesses to add value for members and revenue for your association! The panelists of this session will examine different sponsorship models and explain how to create attractive programs that will entice benefactors to fund your events.

MODERATOR

Julie Armstrong, Indianapolis, IN, Executive Director, Indianapolis Bar Association

SPEAKERS

Brant Bittner, Orlando, FL, Executive Director, Orange County Bar Association

Ellen Miller-Sharp, San Diego, CA, Executive Director, San Diego County Bar Association

Angela P. Weston, Augusta, ME, Executive Director, Maine State Bar Association

12:00 P.M. - 1:00 P.M.

General Lunch

Grand Ballroom, Salons A/B/C/D, 4th Floor

Sponsored by Peach New Media

12:00 P.M. - 1:00 P.M.

Lunch and Discussion for Associate, Assistant and Deputy Executive Directors

Orleans, 4th Floor

Share the rewards and challenges of serving as the second in command at your association over lunch with colleagues that wear the same hat.

1:00 P.M. - 2:00 P.M.

Second Session of NABE Concurrent Track Programs

Track Program 2A: One If By Land, Two If By Sea: The Types of Plans Every Bar Association Needs

Suffolk, 3rd Floor

Planning is a cost-effective way to ensure your bar's business is rooted in best practices during even the toughest of times. Plans build confidence and consensus in how you do your job, prevent problems, and give you clarity in crisis. They also help ensure there is a realistic path for accomplishing your goals in human resources, finances, legal matters, succession, disaster response and technology, among other places. This session will provide an overview of the planning "toolkit" every bar should consider having on hand, and it will feature an open

discussion. Attendees are encouraged to bring their questions, stories, and ideas in this bar-to-bar program!

SPEAKER

Bob Harris, CAE, Tallahassee, FL, Chairman, Harris Management Group Inc., www.nonprofitcenter.com

Track Program 2B: Measuring the Value of a "Like" or a "Follow"

Simmons, 3rd Floor

As social media has evolved over the better part of the last decade, questions still remain around how to successfully demonstrate, well... success. Get a grip on whether or not your social media efforts are delivering by hearing from your colleagues who have answered the value proposition question successfully. Plus, learn the latest social media trends to ensure networking that works.

SPEAKERS

Christopher Bonjean, Chicago, IL, Director of Member Communications, Illinois State Bar Association, Chicago Office

Sayre Happich Ribera, San Francisco, CA, Assistant Director of Communications and Public Relations, The Bar Association of San Francisco

Carissa Long, Indianapolis, IN, Director of Public Relations and Social Media, Indiana State Bar Association

Track Program 2C: Bar Associations and Their Foundations: Toward a Successful Working Relationship

Wellesley, 3rd Floor

In the world of philanthropy, bar association foundations are unique. Not corporate, independent, or community foundations (but having elements of each), bar foundations vary widely in structure, governing board composition, the role of executive director, and grant making processes. In this interactive session, we will consider a range of models, policies, and practices for building common goals and expectations among bar association and foundation decision makers. Session leader Jeff Hurwit, recipient of the ABA Outstanding Nonprofit Lawyer award for 2005, will present a brief overview of each of these areas and focus primarily on the specific concerns that you bring to the table. Come prepared with questions or email them to us beforehand.

SPEAKER

Jeff Hurwit, Newton, MA, Managing Partner, Hurwit & Associates

2:00 P.M. - 2:30 P.M.

Sponsor Networking Refreshment Break

Grand Ballroom Foyer, 4th Floor

Don't miss your second chance to visit with our sponsors and learn about the services and resources that you may find are of great benefit to your bar association. While visiting sponsors, enjoy an afternoon beverage and enter the drawing for the opportunity to win sponsor prizes.

2:30 P.M. - 3:30 P.M.

Third Session of NABE Concurrent Track Programs

Track Program 3A: Resourcing the Humans

Suffolk, 3rd Floor

Bring your issues, and join this discussion about basic Human Resource labor and employment standards and how they apply in smaller non-profit bar association settings. This session will include: how to hire and fire legally; disability accommodations under the law; leaves of absence and the law; how to maintain morale and reward performance; performance evaluations; the problem employee; working remotely, law and reality; overtime requirements; the next generation: social media, iPhones, Androids, excessive web browsing, tattoos, piercings, dress codes; how to keep your board out of it all and more.

MODERATOR

Joseph L. Dunn, San Francisco, CA, Executive Director, The State Bar of California

SPEAKERS

Robert A. Hawley, San Francisco, CA, Deputy CEO, The State Bar of California

Katherine Michon, Boston, MA, Partner, Shilepsky Hartley Robb Casey Michon LLP

Lorrie P. Trogden, Little Rock, AR, Associate Director, Arkansas Bar Association

Track Program 3B: Thinking Beyond the "L" in CLE and Other Approaches to Satisfying Members and Regulators While Increasing Revenue

Simmons, 3rd Floor

Join us for an engaging discussion on maximizing CLE revenue in an increasingly competitive CLE environment. We will discuss CLE trends, best practices, curriculum design, delivery methods, marketing and pricing.

MODERATOR

Kalpana Yalamanchili, Columbus, OH, Director of Bar Services, Ohio State Bar Association

SPEAKERS

Bradley Lagusch, Columbus, OH, Director of Marketing, Ohio State Bar Association

Sal Ricciardone, Boston, MA, Staff Attorney and Director of Philanthropy, Massachusetts Continuing Legal Education, Inc.

Track Program 3C: Strategies for Increasing Membership Recruitment and Retention

Wellesley, 3rd Floor

Do you think members ever feel excluded from the inner workings of an organization? The answers may surprise you. During this session, you'll learn how you may be inadvertently silencing your rising bar leaders and eroding their confidence. You'll also learn how not knowing the difference between diversity and inclusion can damage your association's reputation and ability to recruit new members and retain current members. Lastly, you'll move from theory to practice as you learn strategies that you can implement today for overcoming barriers such as a lack of informal mentoring and isolation that will help your members feel self-actualized and engaged tomorrow.

SPEAKER

Natalie Holder-Winfield, Greenwich, CT, Employment Lawyer and President/Founder of Compliance and Talent Management Training, QUEST Diversity

3:30 P.M. - 4:15 P.M.

Plenary Session: Ouch! The Uncomfortable Intersection of Social Media, Workplace Policies, Labor Laws, Legal Ethics, and Outreach to Bar Members

Grand Ballroom, Salon E, 4th Floor

Every bar association wants to be at the cutting edge of social media for member outreach and involvement. But using social media can raise a host of issues, including: investigating potential employees; social media policies for existing employees and labor law implications; First Amendment rights vs. limitations on what lawyers can say or do; and special social media concerns for lawyer/judge/bar interactions. Nationally-known speaker Mike Rubin, with his unique blend of scholarship and humor, and with one of the most unusual multi-media presentations you'll ever see, will challenge your thinking, raise issues to ponder, and give you something to smile about.

SPEAKER

Michael H. Rubin, Baton Rouge, LA, Partner, McGlinchey Stafford, PLLC and Past President, Louisiana State Bar Association

6:00 P.M. - 8:00 P.M.

NABE Wednesday Night Reception

Top of the Hub and Skywalk SW, 50th Floor, 800 Boylston Street - Prudential Tower, Boston, MA, (617) 536-1775

Join your NABE colleagues 52 floors above the Back Bay for a sophisticated, one-of-a-kind experience at Top of the Hub and Skywalk. Reception attendees will enjoy some of the best skyline views of Boston, while sampling a delectable blend of contemporary cuisine, in addition to a unique selection of beverages. Walking directions from the Marriott Copley Place will be available.

Sponsored by LawPay

Thursday, August 7, 2014

7:00 A.M. - 6:15 P.M.

NABE/NCBP/NCBF Joint Registration

Registration Desk A, 4th Floor

Registration will be closed for lunch from 12:50 p.m. - 1:50 p.m.

8:00 A.M. - 9:00 A.M.

General & Section Breakfasts

8:00 A.M. - 9:00 A.M.

General Breakfast

Grand Ballroom, Salon E, 4th Floor

Sponsored by InReach

8:00 A.M. - 9:00 A.M.

Administration & Finance Section Breakfast

Regis, 3rd Floor

8:00 A.M. - 9:00 A.M.

Communications Section Breakfast

Yarmouth, 4th Floor

9:00 A.M. - 9:15 A.M.

Transfer Break

9:15 A.M. - 10:30 A.M.

Plenary Session: Innovation and Engagement for the Bar as a Business - Timeless Briefs Focusing on Dollars and Sense

Grand Ballroom, Salon F, 4th Floor

Innovation, changing expectations, the challenge of a new job market and the constant drive to build the bar's resources have an impact on bar leaders across the country. Gaining an understanding of the newest members of the profession, today's legal education and non-traditional licensing structures are

essential to providing premier resources for your members. Presented in the popular “TED Talk” format, this high-energy plenary will provide the latest updates on factors changing and affecting the business of the bar.

MODERATOR

Whitney von Haam, Cary, NC, Executive Director, Wake County Bar Association

SPEAKERS

Brant Bittner, Orlando, FL, Executive Director, Orange County Bar Association

Diane Darling, Boston, MA, CEO and Founder, Effective Networking, Inc.

Paula Littlewood, Seattle, WA, Executive Director, Washington State Bar Association, and Chair, NABE Task Force on Legal Education and Bar Associations

Jeff Hurwit, Newton, MA, Managing Partner, Hurwit & Associates

Mark Weber, Cambridge, MA, Assistant Dean for Career Services, Harvard Law School

Elizabeth G. Simcox, Harrisburg, PA, Executive Director, Dauphin County Bar Association, and Committee Member, NABE Task Force on Legal Education and Bar Associations

10:30 A.M. - 11:00 A.M.

Sponsor Networking Refreshment Break

Grand Ballroom Foyer, 4th Floor

This is your last chance to visit with the Annual Meeting sponsors before the meeting comes to a close. Don't forget to enter the final prize drawing.

11:00 A.M. - 12:15 P.M.

Fourth Session of NABE Concurrent Track Programs

Track Program 4A: The New Business of Legal Referral

Grand Ballroom, Salons B/C, 4th Floor

The “Newly Created Bar Association” has determined as part of its operation that it will provide a mechanism for the moderate income public to access systems to resolve perceived legal problems. You, as executive director, have been charged to develop a referral system. There are three global objectives for the legal referral component of the system: it must be a profit center with a public service focus; it must provide a “benefit” to the participating attorneys; and it must truly be a benefit to the public. Buzz words that you must include are: value proposition, entrepreneurial spirit, metrics, brand identity, customer service, and money-making proposition. Colleagues with slightly differing viewpoints on the business model all agree that they can provide you with the tools to outline a

plan that can meet the three global objectives. Eavesdrop on this meeting to learn how to systematically construct and evaluate such a service center from the ground up.

SPEAKERS

Jane Nosbisch, Chicago, IL, Staff Counsel, Standing Committee on Lawyer Referral and Information Services, American Bar Association

Jeannie Rollo, Austin, TX, Executive Director, Lawyer Referral Service of Central Texas

Marion Smithberger, Columbus, OH, Lawyer Referral Services Director, Columbus Bar Foundation

George D. Wolff, New York, NY, Executive Director, Legal Referral Services, New York City Bar Association

Track Program 4B: A Law Practice Management and Technology Program Can Be a Grand Slam for Your Bar (No Matter What Size)

Grand Ballroom, Salons H/I, 4th Floor

Help your members future-proof their law practice with a law practice management and technology program (LPMT) at your bar. Bars are in the business of helping lawyers grow and manage their law practices and an LPMT program can help your members keep current on legal technology, run their practice more efficiently and provide outstanding client service. LPMT programs can act as a tangible member benefit and as a profit center for the bar. At this session, law practice management professionals from around the country will share their secrets to starting and growing a law practice management program. Topics will include staffing, budgeting, programming and seminar ideas, and more.

SPEAKERS

Jim Calloway, Oklahoma City, OK, Director, Management Assistance Program, Oklahoma Bar Association

Danielle M. Hall, Topeka, KS, Law Practice Services Director, Kansas Bar Association

Catherine Sanders Reach, Chicago, IL, Director of Law Practice Management and Technology, Chicago Bar Association

Track Program 4C: Structural Issues Facing Bars

Grand Ballroom, Salons J/K, 4th Floor

Continuing the dialogue started in Chicago, this session will provide updates on the various court actions in North Carolina, Illinois, and Nebraska as well as various other structural issues many bars are confronting. The session will also involve a discussion regarding rethinking our membership/licensee models: Do we need to create new categories? Simplify our categories? Other ideas? Come

participate in this ongoing dynamic and important conversation!

FACILITATORS

Joseph L. Dunn, San Francisco, CA, Executive Director, State Bar of California

Paula Littlewood, Seattle, WA, Executive Director, Washington State Bar Association

Kalpana Yalamanchili, Columbus, OH, Director of Bar Services, Ohio State Bar Association

12:15 P.M. - 12:25 P.M.

Transfer Break

12:25 P.M. - 1:55 P.M.

NABE Luncheon and Business Meeting

Grand Ballroom, Salon E, 4th Floor

At this final gathering of the membership in 2014, NABE will hear a report of the organization's financial status, a report from NABE's representative to the ABA House of Delegates, and vote on proposed changes to the NABE Bylaws. In addition, contributions of volunteers for 2013-14 will be recognized and the Peer Excellence Award, the LexisNexis Community and Educational Outreach Awards, and the President's Award will be presented. As the 2014 Annual Meeting comes to an end, the ceremonial gavel will be passed from Immediate Past President David Blaner to George Brown, NABE President for 2014-15.

Sponsored by LexisNexis

2:00 P.M. - 3:15 P.M.

NABE Program Committee Meeting

MIT, 3rd Floor

4:00 P.M. - 5:00 P.M.

NABE President's Reception

Grand Ballroom, Salon E, 4th Floor

Let's raise a glass to George C. Brown, Executive Director of the State Bar of Wisconsin, and congratulate him as he begins his year as 2014-2015 NABE President.

Special thanks to the State Bar of Wisconsin

NCBP 2014 ANNUAL MEETING

Thursday, August 7, 2014

7:00 A.M. - 6:15 P.M.

NABE/NCBP/NCBF Joint Registration

Registration Desk A, 4th Floor

Registration will be closed for lunch from 12:50 p.m. - 1:50 p.m.

7:15 A.M. - 8:45 A.M.

NCBP Diversity Committee Breakfast

New Hampshire, 5th Floor

The NCBP Diversity Committee, in collaboration with the Massachusetts Bar Association leadership, will host a breakfast and discussion with leaders of local diversity bar associations. This event is sponsored by the Massachusetts Bar Association; attendance is by invitation only.

7:30 A.M. - 9:00 A.M.

NCBP Finance and Investment Committees Meeting

Falmouth, 4th Floor

8:00 A.M. - 9:00 A.M.

NCBP Sponsorship Committee Meeting

Hyannis, 4th Floor

9:00 A.M. - 10:00 A.M.

NCBP Membership Committee Meeting

Falmouth, 4th Floor

9:00 A.M. - 10:00 A.M.

NCBP Diversity Committee Meeting

Hyannis, 4th Floor

10:00 A.M. - 11:30 A.M.

NCBP Communications Committee Meeting

Hyannis, 4th Floor

10:00 A.M. - 1:00 P.M.

NCBP Program Committee Meeting

Falmouth, 4th Floor

1:00 P.M. - 4:30 P.M.

NCBP Executive Council Meeting

Regis, 3rd Floor

2:00 P.M. - 4:00 P.M.

Metropolitan Bar Caucus Executive Committee Meeting

Orleans, 4th Floor

5:00 P.M. - 6:30 P.M.

NEW! NCBP/MBC Welcome Reception

Grand Ballroom, Salon F, 4th Floor

Because of the changes in the ABA annual meeting schedule, NCBP and the Metropolitan Bar Caucus (MBC) have joined together for a welcome reception for all NCBP, NABE Joint Meeting, and NCBF registrants. Come greet your bar leader colleagues and enjoy some refreshments before your evening plans in Boston. All NCBP registrants and NABE Joint Meeting registrants will receive two drink tickets. A cash bar is available for all additional beverages, guests and NCBF registrants.

Sponsored by LexisNexis

7:00 P.M. - 10:00 P.M.

NCBP Executive Council, Council Alumni and Past Presidents of the NCBP Dinner

Smith & Wollensky, 101 Arlington Street, Boston, MA, (617) 423-1112

Advance reservations are required to attend the NCBP Executive Council Dinner.

Sponsored by LexisNexis

7:00 P.M. - 10:00 P.M.

Metropolitan Bar Caucus Executive Committee Dinner

Abe & Louie's, Board Room, 793 Boylston Street, Boston, MA, (617) 536-6300

Advance reservations are required to attend the MBC Dinner.

Sponsored by USI Affinity and the Birmingham Bar Association

Friday, August 8, 2014

6:45 A.M. - 4:30 P.M.

NABE/NCBP/NCBF Joint Registration

Registration Desk A, 4th Floor

Registration will be closed for lunch from 12:30 p.m. - 1:30 p.m.

7:30 A.M. - 8:30 A.M.

NCBP First-timers Breakfast

Grand Ballroom, Salon E, 4th Floor

If this is your first NCBP meeting, then this is the breakfast

you will want to attend. Meet with NCBP leaders to learn about the organization and opportunities for active involvement. Get to know your colleagues in leadership positions at their respective bar associations. Breakfast is available at 7:30 a.m. and the program begins at 7:45 a.m.

7:30 A.M. - 8:30 A.M.

NCBP/NABE/NCBF General Continental Breakfast

Grand Ballroom, Salon F, 4th Floor

For all NCBP registrants (except NCBP first-timers and their buddies, who should attend the First-timers Breakfast), NCBF registrants, and NABE Joint Meeting registrants. Enjoy coffee and continental breakfast with your bar leader colleagues from around the country. The opening plenary program will follow.

8:00 A.M. - 4:00 P.M.

NCBP Nominating Committee Meeting

Orleans, 4th Floor

Individuals with appointments will be notified by the NCBP Nominating Committee.

8:40 A.M. - 9:00 A.M.

Welcome and Introductions

Grand Ballroom, Salon F, 4th Floor

NCBP President Carl D. Smallwood will welcome attendees along with his fellow organization presidents and our host city/state bar representatives.

SPEAKERS

Carl D. Smallwood, Columbus, OH, President, National Conference of Bar Presidents

George C. Brown, Madison, WI, President, National Association of Bar Executives

Courtney Ward-Reichard, Minneapolis, MN, President, National Conference of Bar Foundations

Douglas K. Sheff, Boston, MA, President, Massachusetts Bar Association

Paul T. Dacier, Hopkinton, MA, President, Boston Bar Association

9:00 A.M. - 10:00 A.M.

Plenary Session: To Speak Out or Not to Speak Out: That is the Question

Grand Ballroom, Salon F, 4th Floor

Regardless of type or size of bar, are there issues on which the bar should take a position? What are the hurdles to weighing in, or deciding to weigh in? Are there different considerations for a mandatory versus a voluntary bar? To what degree do you balance member interests with "it's the right thing to do?" A panel of experienced bar leaders will discuss the considerations and process that led to their decisions.

MODERATOR

Scott Chinn, Indianapolis, IN, Past President, Indianapolis Bar Association

SPEAKERS

W. Perry Brandt, Kansas City, MO, President, Kansas City Metropolitan Bar Association

Salvador Mungia, Tacoma, WA, Past President, Washington State Bar Association

Alice F. Paylor, Charleston, SC, Immediate Past President, South Carolina Bar

Cindy Wyrick, Sevierville, TN, Immediate Past President, Tennessee Bar Association

10:00 A.M. - 10:10 A.M.

Transfer Break

10:10 A.M. - 11:10 A.M.

First Session of Joint Concurrent Workshops

Joint Workshop 1A: Legal Education - Next Steps? The Bar's Role in Creating Change

Grand Ballroom, Salons A/B, 4th Floor

The ABA Task Force on the Future of Legal Education provided recommendations for moving forward, as have other bars. This session features "next steps" that some bars have taken, who they've involved and how. It also will include a law school perspective on future lawyers and what they need, from both law schools and the bar.

MODERATOR

John E. Thies, Urbana, IL, Past President, Illinois State Bar Association and Member, NCBP Executive Council

SPEAKERS

Guy R. Cook, Des Moines, IA, Immediate Past President, Iowa State Bar Association

David M. Schrauer, Rochester, NY, Immediate Past President, New York State Bar Association

Ilene Seidman, Boston, MA, Associate Dean for Academic Affairs and Clinical Professor Law, Suffolk University Law School

Joint Workshop 2A: How to Create a Forum for a Discussion on Gun Violence

Grand Ballroom, Salons C/D, 4th Floor

From its experience in conducting a series of programs that explore current Second Amendment law, the ABA Standing Committee on Gun Violence offers a "toolbox" approach for bar associations on how to have a discussion on gun violence tailored to your community. This "how to" discussion also will deal with the controversial topic of whether and how to include responsible spokespeople from different perspectives.

MODERATOR

Barry C. Hawkins, Stamford, CT, Past President, Connecticut Bar Association and Member, NCBP Executive Council
SPEAKERS

David Clark, Jackson, MS, Chair, ABA Standing Committee on Gun Violence

Monte Frank, Danbury, CT, Vice President, Connecticut Bar Association

Joint Workshop 3A: Targeting the New Generations of Lawyers - How to Create and Communicate Value

Grand Ballroom, Salons H/I, 4th Floor

If your bar association is like most, your membership is aging and you are struggling to communicate the value of membership to a younger generation. Bar associations that will succeed in this new legal era must be creative, flexible, and also understand the importance of reinvention in order to adapt to an ever-changing legal landscape. The panelists of this session will focus on membership efforts aimed at law students and new lawyers and discuss what works, what is new, and what is tried and true.

MODERATOR

Christine H. Hickey, Indianapolis, IN, Past President, Indianapolis Bar Association and Bar Foundation, and Member, NCBP Executive Council

SPEAKERS

Ellen Miller-Sharp, San Diego, CA, Executive Director, San Diego County Bar Association

Laura Smith, Boston, MA, Membership Marketing Manager, Massachusetts Bar Association

Damian J. Turco, Boston, MA, Member, Membership Committee, Massachusetts Bar Association

Joint Workshop 4A: Making Your Bar More Strategic: Ensuring Effective, Well-Prepared Bar Leaders

Grand Ballroom, Salons J/K, 4th Floor

Are effective bar leaders born or made? Does your bar's process for identifying and promoting leaders impact the pipeline? Does it conflict with other goals such as diversity (defined broadly)? Does the length of the leadership ladder deter younger lawyers? Does your bar prepare leaders by the "sink or swim" method or do you groom them? How do you respond to a weak or renegade leader? What if someone in the pipeline drops out? Share experiences and creative ideas for ensuring a diverse, robust leadership pipeline and getting your leaders ready to hit the ground running.

Produced by the Metropolitan Bar Caucus

CO-MODERATORS

Heather J. Hays, St. Louis, MO, Past President, Bar As-

sociation of Metropolitan St. Louis and Women Lawyers' Association of Greater St. Louis, and Member, MBC Executive Committee

Rita A. Sheffey, Atlanta, GA, Past President, Atlanta Bar Association, Treasurer, State Bar of Georgia, and Member, MBC Executive Committee

SPEAKERS

Christina Miller, Boston, MA, Diversity and Inclusion Section Co-Chair, Boston Bar Association and Ex Officio Co-Chair, Massachusetts LGBTQ Bar Association

Andrew M. Schpak, Portland, OR, Chair-elect, ABA Young Lawyers Division and Past President, Multnomah Bar Association -Young Lawyers Section

David R. Watson, Albany, NY, Executive Director, New York State Bar Association and former Executive Director, Cleveland Metropolitan Bar Association

Joint Workshop 5A: The Amazing Do-It-Yourself Audit: Your Donor Communications, Bless Their Hearts: Are They Any Good?

Arlington, 3rd Floor

Effective donor communications all have a dozen or so things in common. These secrets to success derive from many fields: marketing, psychology, eye-motion studies, journalism, and, of course, fundraising's own vast body of knowledge. Today, you'll learn what the world's top communicators know about the subtle science of persuading people to give and stay loyal -- AND you'll learn to judge your own materials against these very same standards. This session equips you to return to your desk and ruthlessly (but profitably) assess the competence of your donor and prospect communications materials.

Produced by the National Conference of Bar Foundations

SPEAKER

Tom Ahern, Foster, RI, Author and Consultant, Ahern Communications, Ink. (aherncomm.com)

11:10 A.M. - 11:30 A.M.

Sponsor Networking and Appreciation Break

Grand Ballroom Foyer, 4th Floor

Take a refreshment break and learn about the products and services offered by our generous sponsors.

11:30 A.M. - 12:30 P.M.

Second Session of Joint Concurrent Workshops

Joint Workshop 1B: Transitioning Lawyers Out of Practice with Grace and Dignity

Grand Ballroom, Salons A/B, 4th Floor

In 2007, the National Organization of Bar Counsel (NOBC)

and Association of Professional Responsibility Lawyers (APRL) reported that the legal profession was facing a “senior (as in senior citizen) tsunami.” Seven years later, NOBC and APRL, now in conjunction with the ABA Commission on Lawyer Assistance Programs, have issued a new report on aging lawyers. This program will discuss the report’s findings as well as highlight the innovative efforts of the North Carolina Bar Association to recognize cognitive impairment and to create protocols for addressing the issues of aging.

MODERATOR

Frederic S. Ury, Fairfield, CT, Chair, ABA Standing Committee on Professionalism and Past President, Connecticut Bar Association and NCBP

SPEAKERS

Allan B. Head, Cary, NC, Executive Director, North Carolina Bar Association

Sarah Diane McShea, New York, NY, Member, Editorial Board of the ABA/BNA Lawyers’ Manual on Professional Conduct, and Founding Member and Past President of the Association of Professional Responsibility Lawyers

William D. Slease, Albuquerque, NM, Chief Disciplinary Counsel, Disciplinary Board of the Supreme Court of New Mexico, and Secretary, National Organization of Bar Counsel

Joint Workshop 2B: Legal Access Job Corps/Models for Helping New Lawyers

Grand Ballroom, Salons C/D, 4th Floor

What are the responsibilities of the organized bar, law firms, courts and law schools to build, advance and support models that enable newly admitted lawyers to better represent underserved populations? What do these models look like, and how can they be scaled to meet the demands and sustained in affordable ways? This program will focus on the issues faced by stakeholders, addressing the challenges to better allocate the talents of recently-admitted lawyers and sets out various models that create opportunities to apply their skills in ways that expand access to legal services.

MODERATOR

Allan J. Tanenbaum, Atlanta, GA, Co-chair, ABA Legal Access Job Corps Task Force

SPEAKERS

Luz E. Herrera, Los Angeles, CA, Assistant Dean for Clinical Education Experiential Learning and Public Service, UCLA Law School

Marc Lauritsen, Harvard, MA, Co-chair, e-Lawyering Committee, ABA Law Practice Division

Mark C. Morril, New York, NY, Chair, Task Force on New Lawyers in a Changing Profession, New York City Bar Association

Chris Newbold, Missoula, MT, ALPS Property & Casualty Insurance Company

Joint Workshop 3B: 20 in 60: Creating Energy in Your Bar

Grand Ballroom, Salons H/I, 4th Floor

Are you running out of ideas for attracting “new blood” into your association and volunteer efforts? Looking for ways to generate excitement around the activities of your bar? This “quick takes” session will feature a selection of bar association tips, tactics and great ideas gathered from bar associations around the country that resonated with members.

SPEAKERS

Lisa M. Tatum, San Antonio, TX, Immediate Past President, State Bar of Texas

Lynn Ann Vogel, St. Louis, MO, Past President, The Missouri Bar and Bar Association of Metropolitan St. Louis, and Member, NCBP Executive Council

Joint Workshop 4B: Making Your Bar More Strategic: Broader Options, Better Mistakes, Bigger Impact

Grand Ballroom, Salons J/K, 4th Floor

When was the last time you did something for the first time? Are your programs and events designed for “one size fits all?” Do the locations, times, and other logistics meet the needs and desires of a diverse and changing demographic? Do you communicate the same old way with all your members? Are you using social media effectively? If you tried something new and it failed, what did you learn for the next time? Share experiences and creative ideas for re-evaluating longstanding programs and events to maximize service to your members.

Produced by the Metropolitan Bar Caucus

CO-MODERATORS

Heather J. Hays, St. Louis, MO, Past President, Bar Association of Metropolitan St. Louis and Women Lawyers’ Association of Greater St. Louis, and Member, MBC Executive Committee

Rita A. Sheffey, Atlanta, GA, Past President, Atlanta Bar Association, Treasurer, State Bar of Georgia, and Member, MBC Executive Committee

SPEAKERS

Robert C. Hinton, Hartford, CT, President, New Haven County Bar Association

Jason Sengheiser, St. Louis, MO, Member-at-Large, Board of Governors, Bar Association of Metropolitan St. Louis

Mary-Margaret Zindrin, Minneapolis, MN, Executive Director, Hennepin County Bar Association

Joint Workshop 5B: “Loverizing”: The Lucrative Difference a Few Well-Chosen Words will Make in Your Donor Communications and Case for Support

Arlington, 3rd Floor

You’ve heard the news: donor-centricity -- an approach psy-

chologist Jen Shang has dubbed “loverizing” -- is a street paved with gold. It raises lots more money and retains donors longer. But you’re in the trenches. You need practical advice, not concepts. What -- exactly -- makes a direct mail appeal irresistibly “donor-centered”? How do you “loverize” your website or newsletter? Learn the nuts and bolts in this heavily illustrated new workshop from copywriting master, Tom Ahern.

Produced by the National Conference of Bar Foundations
SPEAKER

Tom Ahern, Foster, RI, Author and Consultant, Ahern Communications, Ink. (aherncomm.com)

12:30 P.M. - 1:55 P.M.

NCBP/NABE/NCBF Joint Awards Luncheon

Grand Ballroom, Salon E, 4th Floor

Our joint luncheon will celebrate the outstanding efforts of individuals, bar associations, foundations and other law-related institutions as we honor their work on behalf of the profession and the organized bar with the following awards:

- 2014 ABA Rosner and Rosner Young Lawyers Professionalism Award
- 2014 ABA E. Smythe Gambrell Professionalism Awards
- 2014 ABA Harrison Tweed Awards
- 2014 ABA Partnership Program Awards
- 2014 NCBF/LexisNexis Partnerships for Success Award
- 2014 NABE Bolton Award for Professional Excellence

1:55 P.M. - 2:20 P.M.

NCBP Sponsor Networking and Appreciation Dessert Break

Grand Ballroom Foyer, 4th Floor

Enjoy dessert and this final opportunity to visit with our generous sponsors. Besides helping to reduce your meeting costs, our sponsor services may also benefit your practice and your members. All luncheon guests are invited to participate.

2:20 P.M. - 3:20 P.M.

NCBP Breakout Discussion for State Bar Leaders

Grand Ballroom, Salon F, 4th Floor

Join your state bar colleagues in roundtable discussions of key areas of interest, with a special focus on technology and cybersecurity issues.

MODERATOR

Joseph M. Sullivan, Great Falls, MT, Past President, State Bar of Montana and Member, NCBP Executive Council

2:20 P.M. - 3:20 P.M.

Metropolitan Bar Caucus In Vino Veritas and More

Grand Ballroom, Salons A/B, 4th Floor

Please join the Metropolitan Bar Caucus for its annual busi-

ness meeting and elections followed by an interactive roundtable discussion of the current issues and proposed solutions to concerns of local bar associations, their leaders and members. All this will take place in an atmosphere of collegiality punctuated by complimentary wine, soft drinks and snacks for a proper end to a long day of sessions.

SPEAKERS

Jane Leslie Dalton, Philadelphia, PA, MBC President and Past Chancellor, Philadelphia Bar Association

John W. (Bo) Landrum, Birmingham, AL, MBC President-elect and Executive Director, Birmingham Bar Association

John F. Kautzman, Indianapolis, IN, MBC Secretary/Treasurer and Past President, Indianapolis Bar Association

Allen W. Kimbrough, Phoenix, AZ, MBC Immediate Past President and Executive Director, Maricopa County Bar Association

3:20 P.M. - 3:30 P.M.

Transfer Break

3:30 P.M. - 4:30 P.M.

NCBP Forum on Diversity

Grand Ballroom, Salons J/K, 4th Floor

This session offers bar leaders interested in issues related to diversity an opportunity to network and discuss matters of common concern. Representatives from the Indianapolis Bar Association's IndyBar Diversity Job Fair and the San Diego County Bar Association's Diversity Fellowship Program, winners of the 2014 ABA Partnership Program Awards, have been invited to speak about their award-winning efforts.

MODERATOR

Steven G. Toole, Bellevue, WA, Past President, Washington State Bar Association, Member, NCBP Executive Council and Chair, NCBP Diversity Committee

5:00 P.M. - 7:00 P.M.

ABA EXPO Opening Reception

EXPO Floor, Exhibit Hall D, Level 2, Hynes Convention Center

A complimentary ticket to this event has been added to your registration package (i.e. NABE/NCBP/NCBF). Guests may purchase a ticket for \$75 onsite. The Friday evening Welcome Reception will include:

- Sam Adams Beer Lounge and Live Entertainment
- Beer and Wine Reception
- Hors D'oeuvres
- 100+ Exhibitors including Mercedes Benz, Sprint NASCAR Simulator and Hertz Virtual Golf

Saturday, August 9, 2014

7:00 A.M. - 11:30 A.M.

NABE/NCBP/NCBF Joint Registration

Registration Desk A, 4th Floor

7:45 A.M. - 8:45 A.M.

NCBP Breakfast

Grand Ballroom, Salon F, 4th Floor

Start your Saturday morning with a hot breakfast buffet, some time to visit with colleagues, and a few words from our sponsors, before the morning programming gets underway.

Sponsored by Rimkus Consulting Group, Inc.

8:00 A.M. - 9:00 A.M.

Metropolitan Bar Caucus Executive Committee Meeting

Regis, 3rd Floor

8:45 A.M. - 11:30 A.M.

NCBP Business Meeting

Grand Ballroom, Salon F, 4th Floor

8:45 A.M. - 9:45 A.M.

Plenary Session: Threats to Self-Regulation of the Profession

Grand Ballroom, Salon F, 4th Floor

Recent court decisions and legislative actions challenge our view of the bar's purpose, its governance structure, and its regulatory role. Mandatory or voluntary, state or local, this is a discussion in which you will want to participate.

MODERATOR

Carl D. Smallwood, Columbus, OH, NCBP President and Past President, Metropolitan Bar Caucus and Columbus Bar Association

SPEAKERS

Amie C. Martinez, Lincoln, NE, President-elect, Nebraska State Bar Association

John W. Nields Jr., Washington, DC, Past President, The District of Columbia Bar

Allan F. Ramsaur, Nashville, TN, Executive Director, Tennessee Bar Association

Janet K. Welch, Lansing, MI, Executive Director, State Bar of Michigan

9:45 A.M. - 10:00 A.M.

ABA President-elect Speaks

Grand Ballroom, Salon F, 4th Floor

SPEAKER

William C. Hubbard, Columbia, SC, President-elect, American Bar Association

10:00 A.M. - 10:10 A.M.

NCBP Nominating Committee Report

Grand Ballroom, Salon F, 4th Floor

SPEAKER

Karol Corbin Walker, Newark, NJ, NCBP Immediate Past President, Chair, NCBP Nominating Committee, and Past President, New Jersey State Bar Association

10:10 A.M. - 11:00 A.M.

Bar Situation Room: The Sequel

Grand Ballroom, Salon F, 4th Floor

Back by popular demand, this session will again look at some "real life" scenarios you may have encountered yourself. Get practical advice and feedback as you consider how bar association leaders responded, or should have, according to your expert colleagues in the room.

CO-MODERATORS

Jonathan Cole, Nashville, TN, Past President, Nashville Bar Association and NCBP Secretary

Marcia M. Eason, Chattanooga, TN, Past President, Tennessee Bar Association

SPEAKERS

Nate Alder, Salt Lake City, UT, Past President, Utah State Bar and Member, NCBP Executive Council

John G. Locallo, Chicago, IL, Past President, Illinois State Bar Association and Member, NCBP Executive Council

Darrell G. Mottley, Washington, DC, Past President, District of Columbia Bar and Member, NCBP Executive Council

Lynn Ann Vogel, St. Louis, MO, Past President, The Missouri Bar and Bar Association of Metropolitan St. Louis, and Member, NCBP Executive Council

11:00 A.M. - 11:30 A.M.

Reports and Resources You Want to Know About

Grand Ballroom, Salon F, 4th Floor

Get an update on key developments around the country, as well as resources you will want to access and add to your bar leader "must have" library.

MODERATOR

Rew R. Goodenow, Reno, NV, Past President, State Bar of Nevada and NCBP President-elect

11:30 A.M. - 11:45 A.M.

Final Remarks and Passing of the Gavel

Grand Ballroom, Salon F, 4th Floor

Following his closing remarks, President Carl Smallwood passes the gavel to incoming President Rew Goodenow, who will call the meeting to close.

SPEAKER

Carl D. Smallwood, Columbus, OH President, NCBP and Past President, Metropolitan Bar Caucus and Columbus Bar Association

Tab 2

President's Message

From Magna Carta and Beyond

by James D. Gilson

It's no exaggeration to say that as lawyers we are part of a critical – and very old – profession. Remembering our roots, and the importance of the rule of law in our society, will guide us as we face the challenges of the legal profession today.

This coming year marks the 800th anniversary of Magna Carta. On June 15, 1215, King John agreed to rebel barons in a grassy meadow at Runnymede, England, that the law was to be the real king. That Great Charter provides, in part:

No free man shall be seized or imprisoned, or stripped of his rights or possessions, or outlawed or exiled, or deprived of his standing in any other way, nor will we proceed with force against him, or send others to do so, except by the lawful judgment of his equals or by the law of the land.

Copies of Magna Carta were sent out to sheriffs, clergy, and other officials throughout England. Although Magna Carta failed to resolve the conflict between King John and his barons, it was a significant step in a process of guaranteeing individual rights that continues 800 years later. Four of the original copies of the Magna Carta documents have survived; the one from the Lincoln Cathedral will be on display at the U.S. Library of Congress between November 2014 and January 19, 2015.

American colonists embedded principals from Magna Carta into state laws and later into the Constitution. The Fifth Amendment

provision that “no person shall . . . be deprived of life, liberty, or property, without due process of law” descends from Magna Carta. Our independence was declared from England, and the Revolutionary War was fought, to sever ties with another

tyrannical king and government and to preserve inalienable rights of “life, liberty, and the pursuit of happiness.”

The American Bar Association and the Library of Congress have developed an exhibit about Magna Carta. The Utah State Bar has been fortunate to be selected to host this traveling exhibit for three weeks in April 2015. Although the exhibit will not include one of the original copies of Magna Carta, it will provide Utah lawyers with a great opportunity to learn more about, discuss, and celebrate the rule of law in society and to educate the public about how lawyers help preserve basic rights that many take for granted. The Magna Carta exhibit will provide a platform for us to discuss the positive things that lawyers do. Too often we only hear about the negative.

Lawyers drafted the Declaration of Independence and the Constitution. Lawyers are one of the most common

professions of our Presidents, of members of Congress, and of our state legislature. On a micro level, we know that lawyers are problem solvers. We help resolve disputes between family members, neighbors, business partners, and companies. We draft agreements for clients that “the law” will enforce. We



represent the parties to those contracts when there has been a breach or a perceived breach. Lawyers prosecute, defend, and judge those who have been accused of crimes. Lawyers are often board members of corporations, civic organizations, and charitable groups. We are the oil in the machine of society. Without us, our economy would seize up, and anarchy would ensue.

The Supreme Court has noted:

Over the course of centuries, our society has settled upon civil litigation as a means for redressing grievances, resolving disputes, and vindicating rights. . . . That our citizens have access to their civil courts is not an evil to be regretted; rather, it is an attribute of our system of justice in which we ought to take pride.¹

We stand on the shoulders of those who have gone before us. As members of the Utah State Bar, we have the opportunity to strengthen the legal profession, and in turn our society. It's in our DNA as lawyers to be involved in public service.

A mentor of mine, Judge Tom Greene, was a great example of what lawyers should be about. He was a zealous, ethical advocate, and he also shared much of his time in public service. He also had a good sense of humor. He wrote:

We look to lawyers to continue to champion the cause of justice, and in spite of often misplaced and unwarranted criticism, we look to lawyers to further the noble aspects of the legal profession. . . . When you encounter a grave marker in the cemetery which is inscribed: 'Here lies an honest man and lawyer,' you will know that there really is only one person in the grave.²

The license that we have to represent clients comes with a duty to also represent those who cannot afford to hire a lawyer. The rights to due process and to access the courts to redress grievances are hollow to those who cannot afford an attorney. Too many Utah residents are without adequate resources to hire counsel and are fumbling through the judicial system *pro se*, or worse, are avoiding the system altogether.

Being a mentor, handling a *pro bono* case, or serving on a civic board will improve our profession and, as a bonus, it will also increase your job satisfaction.

The Bar's *Pro Bono* Commission and Modest Means Lawyer Referral are core programs that help each of us fulfill our duty to use our legal training and law license to help the public good. The Board of Bar Commissioners is committed to strengthening these and other public service law-related programs in financially prudent ways. We are also committed to strengthening the New Lawyer Training Program and helping attorneys to practice law with civility and professionalism amidst a difficult economy. More will be said in the months ahead on these topics.

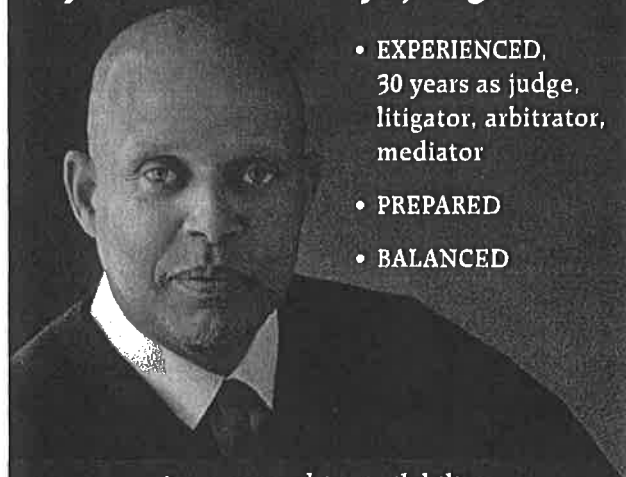
It's indeed a privilege to be a Utah lawyer, to be part of a time-honored profession whose mission is to preserve the rule of law and to safeguard fundamental rights. I'm looking forward to this next year. If you have any specific suggestions as to how you and the Bar can better serve the public and our profession, please feel free to share them with me or other Bar Commissioners.

1. *Zauderer v. Office of Disciplinary Counsel*, 471 U.S. 626, 642-43 (1985).

2. Judge J. Thomas Greene, *Humor and Zealous Advocacy in our Adversary System*, 184 F.R.D. 433, 440 (1998).

Arbitration & Mediation Services

Tyrone E. Medley, Judge (Ret.)



- EXPERIENCED,
30 years as judge,
litigator, arbitrator,
mediator
- PREPARED
- BALANCED

Announces his availability
to provide arbitration and mediation services,
tort, insurance, malpractice, business
and other complex civil cases.

Utah ADR Services | Miriam Strassberg
801-943-3730 | mbstrassberg@msn.com

MAGNA CARTA:

Enduring Legacy

1215-2015

A SPECIAL EXHIBIT
AT THE ABA ANNUAL
MEETING EXPO
AUGUST 8-10

Magna Carta: Enduring Legacy 1215-2015

The Standing Committee on the Law Library of Congress is pleased to announce a special traveling exhibit. Launching at this ABA Annual Meeting EXPO, the exhibit commemorates the 800th anniversary of Magna Carta and celebrates its impact on the rule of law throughout the centuries. Curated by the Law Library of Congress, the exhibit consists of sixteen banners, thirteen of which reflect spectacular images of Magna Carta and precious manuscripts, books, and other documents from the Library of Congress's rare book collections. The exhibit will appear at law schools, law libraries, courthouses and other venues throughout the United States and will make an international stop in June 2015 at the ABA's London sessions. A component of the ABA's overall celebration of the 800th anniversary of the sealing of Magna Carta, the exhibit and a companion video featuring the Law Librarian of Congress and the Rare Book Curator may be viewed at ABA EXPO.

- ◆ Meet David Mao, Law Librarian of Congress
- ◆ Attend a "pop up" speech by the Rare Book Curator, Nathan Dorn, on Saturday, August 9, from 9:30 - 10:00 pm and 3:00 - 3:30 pm.
- ◆ Discuss the exhibit and the Law Library's collections with the Law Librarian and Rare Book Curator.

ABA EXPO
Hynes Convention Center

Friday, August 8
5:00 pm to 7:00 pm

Saturday, August 9
9:00 am to 4:00 pm

Sunday, August 10
9:00 am to 2:00 pm



A TROUBLED REIGN

Henry has not been kind to King John of England. In 1215, Henry II died, leaving his son John as the King of England. John was a weak and selfish ruler. During his reign, his subjects were not happy.

When his people were angry, King John lost the support of his nobles. They forced him to sign the Magna Carta in 1215. This document limited the power of the king and gave the nobles more rights.

John's reign was troubled. He was often at war with his nobles. In 1215, he was forced to sign the Magna Carta. This document was a turning point in English history. It established the principle that the king was not above the law.



Standing Committee on the
Law Library of Congress



LIBRARY OF
CONGRESS

MAGNA CARTA: ENDURING LEGACY 1215-2015

*Is made possible in part by generous contributions
from the following major donors:*

ABA Section of Tort Trial and Insurance Practice

Nicholas W. Allard

Indiana State Bar Association

Utah State Bar

Wein Hirshon Charitable Foundation

ABA Section of International Law

In Memory of Walter H. Beckham, Jr., by His Family

ABA Magna Carta 2015 Celebration

In anticipation of the 800th Anniversary of Magna Carta, the American Bar Association is promoting the historical and contemporary relevance of this influential document through events and activities across the United States and in London.

The History

In a grassy meadow at Runnymede, England, barons compelled King John to accede to a number of rights and liberties by sealing the "Great Charter." In 1215, it represented freedom from tyranny and provided the basis for the idea that no one is above the law, not even the king. Over time, Magna Carta has transcended the circumstances of its birth, helping to establish one fundamental principle above all else: freedom under the law.

Despite being written nearly 800 years ago, Magna Carta is highly relevant today. As a cornerstone for the concepts of freedom and liberty, Magna Carta provided a fledgling country with the fundamental principles for drafting its inaugural governing document – the U.S. Constitution.

Beginning in 2014, the ABA will engage in events and activities across the country leading up to the ABA Magna Carta 800th Anniversary Celebration in London in 2015.



**For more information,
please contact:**

Katy Englehart
ABA Office of the President
(312) 988-5134

katy.englehart@americanbar.org

The Opportunities

The ABA is developing several opportunities for you to help celebrate the 800th Anniversary of Magna Carta and honor a document that helped define our nation's ideas of law and government.

ABA Magna Carta Traveling Exhibit

In collaboration with the Library of Congress, the ABA is developing an educational exhibit that will raise awareness about Magna Carta and celebrate its enduring legacy. Comprised of freestanding banners and an informational video, the exhibit will trace the path of Magna Carta's influence from medieval England to America's founding to the unfolding story of the rule of law throughout the world.

ABA Memorial to Magna Carta

In 1957, the ABA erected a memorial to Magna Carta at Runnymede, England, to honor this historic document. After more than 50 years of tribute, the ABA Memorial is in need of repair. As we build up to this milestone event in 2015, the ABA is working to refurbish the Memorial and set a precedent that today's freedoms are preserved by remembering our past.

ABA Celebration of Magna Carta

From the development of educational materials to the selection of Magna Carta as the 2015 Law Day theme to working with organizations across the country on essay and debate contests, the ABA will educate lawyers and the public about the contemporary legal issues influenced by the Great Charter.

Please note that once the fundraising goals have been met for the ABA Memorial to Magna Carta and the ABA Traveling Exhibit on Magna Carta, remaining contributions will benefit other ABA celebration activities.

Show Your Support

Your support of the ABA's efforts to pay tribute to Magna Carta will be recognized at the following levels:

PATRON'S CIRCLE

\$2,500 +

PRESIDENT'S CLUB

\$1,000 – \$2,499

GOVERNORS' SOCIETY
\$500 – \$999

LEADERSHIP COUNCIL
\$250 – \$499

FJE SPONSORS
\$100 – \$249

FRIENDS OF THE FJE
\$50 – \$99

<https://donate.americanbar.org/magnacarta>

ABA Magna Carta 2015 Celebration Contribution Form

I am pleased to support the ABA's celebration efforts
on behalf of the 800th Anniversary of Magna Carta.

Please designate my gift on behalf of:

- ☐ ABA Traveling Exhibit on Magna Carta
- ☐ ABA Memorial to Magna Carta
- ☐ ABA Magna Carta Celebration Activities

☐ Enclosed is my gift of \$_____.

Please make checks payable to the ABA Fund for Justice and Education.

☐ Please charge my gift of \$_____ to:

☐ Visa ☐ MasterCard ☐ American Express

Credit Card # _____ Exp. Date _____

Signature _____
(Required For Credit Card Payments)

Please send my gift acknowledgment to the following address:

Name _____

Law Firm _____
(Optional)

Street _____

City _____ State: ____ Zip: _____

Please return this form to: ABA Fund for Justice and Education,
American Bar Association, 321 North Clark Street, Chicago, IL 60654

Please feel free to donate online at: <https://donate.americanbar.org/magnacarta>



The public service and educational programs of the American Bar Association receive funding through the ABA Fund for Justice and Education (FJE). The FJE qualifies as an exempt fund under Section 501(c)(3) of the Internal Revenue Code, and all contributions to the FJE are tax deductible to the full extent allowed by law.

Magna Carta Turns 800 In 2015

Join The Celebration!



In anticipation of the 800th anniversary of Magna Carta in 2015, the American Bar Association is planning a number of events and activities to commemorate the historical and contemporary significance of this remarkable charter. This important anniversary presents an unprecedented opportunity to educate the public about the significance of Magna Carta and the rule of law, and to celebrate within the legal community a document that serves as the cornerstone of the concept of freedom secured by the rule of law and the belief that no one is above the law, not even kings or presidents.

Although we realize that many of you already have begun planning for this historic commemoration, we thought it would be helpful to provide an overview of activities the ABA is planning over the next couple of years. The chart below provides program highlights and significant dates. Whenever possible, we welcome your participation and/or use of resources. As your plans develop, we ask that you share them with us so that we can publicize your activities and share information with others who may be interested in replicating or adapting them for other communities. If you represent a bar association, please share your plans with Molly Kilmer Flood at molly.flood@americanbar.org. If you represent an ABA entity, please share your plans with Katy Englehart in the ABA Office of the President at katy.englehart@americanbar.org.

ABA MAGNA CARTA CELEBRATION ACTIVITIES

Conferences and Programs

2014 ABA Annual Meeting/Boston

August 7-12, 2014

The Honorable John G. Roberts, Chief Justice of the U.S. Supreme Court, will give the keynote address and officially launch the ABA's year-long celebration of Magna Carta.

ABA 2015 London Sessions

June 11-14, 2015

The ABA will present a series of stellar continuing legal education programs and plenary sessions featuring preeminent speakers in honor of the 800th Anniversary of Magna Carta. Registrants may also have opportunities to visit Runnymede, England, where the ABA has a Memorial to Magna Carta. Plans are underway to refurbish the Memorial in time for the 2015 celebrations.

Please visit ambar.org/ABALondon2015 to register your interest in receiving updates and to pay a \$500 refundable pre-registration deposit to secure your spot. Registration is limited so pre-registration is strongly recommended. Full registration will go live in July 2014.

Public Education Activities

ABA/Law Library of Congress Joint Traveling Exhibit on Magna Carta

In order to raise awareness about Magna Carta and its enduring legacy, the ABA Standing Committee on the Law Library of Congress is partnering with the Law Library on a high-quality exhibit that will travel the country over the next several years. For more information about the exhibit, please visit <http://ambar.org/lawlibrary>. For information on how to have the exhibit displayed in your community or at ABA Section meetings, please contact Elissa Lichtenstein at elissa.lichtenstein@americanbar.org.

Magna Carta Law Day Theme

May 1, 2015

The ABA will develop resources for bar associations, courts, civic groups and others conducting educational activities for Law Day, including development of a planning guide, a "Dialogue" discussion guide for use with community and school groups, K-12 classroom lesson plans, posters and promotional products. These will all be found at www.lawday.org in fall 2014.

Essay, Debate and Playwriting Competitions

If your entity or bar association has an essay or debate contest, consider selecting Magna Carta as the theme in 2014 and 2015.

The ABA is reaching out to organizations in the U.S. that run annual essay or oratorical competitions to encourage selection of Magna Carta as the theme. We are also partnering with National History Day on a special ABA Magna Carta Prize that will be presented in connection with their national essay contest in 2014. For information about these efforts, please contact Bill Hannay at whannay@schiffhardin.com. The ABA GPSolo Division will undertake a Magna Carta playwriting competition using YouTube for video submissions. For information, please contact kimberly.anderson@americanbar.org.

Various other ABA entities (e.g., the International Law Section and Section on Environment, Energy and Resources) are considering using Magna Carta, Charter of the Forest or rule of law as the basis for their writing competitions.

PBS Film on Magna Carta

The ABA is in discussions with PBS about partnering on a Magna Carta film. The plan is to tell the story of Magna Carta and its influence on the U.S. Constitution and Bill of Rights. Beginning August 2014, visit ambar.org/magnacarta for updates on this developing project and ways to connect with your local PBS affiliate.

Publications

Illustrated Commemorative Book on Magna Carta—Special ABA Edition

As part of the 800th Anniversary celebration, the ABA is partnering with Third Millennium Publishing and the Magna Carta Trust to produce a beautifully illustrated coffee-table style book that brings together leading international experts to tell the story of Magna Carta over time and explore its enduring legacy. A special ABA edition of this volume will be published exclusively for ABA members. The book must be pre-ordered by April 30, 2014. For details and to pre-order, please visit www.magna-carta-book.com.

Magna Carta and the Rule of Law

The ABA Section of International Law is producing a substantive book highlighting many of the important contributions Magna Carta has made to the rule of law and constitutionalism, both in the U.S. and in other legal systems. The book will provide a valuable discussion of how Magna Carta has influenced Supreme Court jurisprudence and contemporary legal issues such as protection of individual rights, constraints on arbitrary exercise of power, and sovereign immunity. Available Summer 2014. Visit ShopABA.org for more information.

To keep up-to-date on all the ABA Magna Carta celebration activities, please visit ambar.org/magnacarta or visit our Facebook page at www.facebook.com/ABAMagnaCarta. For information about Magna Carta activities taking place in the UK and other Commonwealth nations, please visit <http://magnacarta800th.com>.

ABA Traveling Exhibition on Magna Carta
An American Bar Association Exhibition Curated by the Library of Congress

In celebration of the 800th anniversary of the sealing of Magna Carta, the Library of Congress will open *Magna Carta: Muse and Mentor*. The exhibition will feature one of only four surviving original copies from 1215, the Lincoln Cathedral King John Magna Carta, and related treasures from the collections of the Library and the Law Library of Congress.

To raise awareness about Magna Carta and its enduring legacy, the American Bar Association has joined with the Law Library of Congress to tell the story of Magna Carta—and its role in promoting the rule of law—through some of the objects from the Library's exhibition.

Exhibit Specifications & Requirements

Contents:

- 16 free-standing one-sided banners with text, photographs, art and graphics
- Optional title banner spotlight
- Brochure stand

Supplemental:

- Video featuring David Mao, Law Librarian of Congress, and Nathan Dorn, Curator at the Law Library of Congress, discussing selected rare books and manuscripts featured in the exhibition
- Setup video
- Brochures
- Exhibition logo for promotions

Banner Dimensions:

- 33.5" wide x 89" high x 11" deep

Size:

- Approximately 48 running feet, plus video monitor (provided by venue)
- Smaller spaces may remove up to 4 of the specified optional banners, reducing the size to a minimum of 36 running feet, plus monitor (provided by venue)

Space:

- Viewing distance - 4 to 5 feet
- Exhibition to be displayed in a gallery, lobby, lounge area or wide hallway.
- Do not display in a narrow hallway, outdoors or in a temporary building.

Security:

- Supervision can be by guard, volunteer, student or receptionist. Someone must be in the room with the exhibition at all times and may be performing other duties as well as watching the exhibition.

- The exhibition is not to be left unguarded at any time while open to the public.
- Exhibition area must be locked and secure during closing hours.

Environmental Controls:

- Fire protection must be provided.
- Direct sunlight should be diffused or eliminated to prevent fading of banners.
- Smoking, eating and drinking are prohibited in the exhibition, staging and storage spaces.
- Empty shipping and carrying cases must be stored in secured, pest-free storage.

Points of Contact:

- The venue should provide a single point of contact for all communications related to the physical exhibition.
- ABA Exhibition Coordinator:
Kara Gillespie
202.662.1691; kara.gillespie@americanbar.org

Tour Dates:

- Tour dates: launching August 2014
- For inquiries or to book, contact Elissa Lichtenstein at 202-662-1695 or elissa.lichtenstein@americanbar.org.

Return Shipping:

Kara Gillespie
 American Bar Association
 1050 Connecticut Avenue, NW, Suite 400
 Washington, DC 20036
 202.662.1691

If special circumstances at your venue may prevent compliance with a Safety or Environmental Controls requirement, please contact Elissa Lichtenstein at 202-662-1695 or elissa.lichtenstein@americanbar.org.

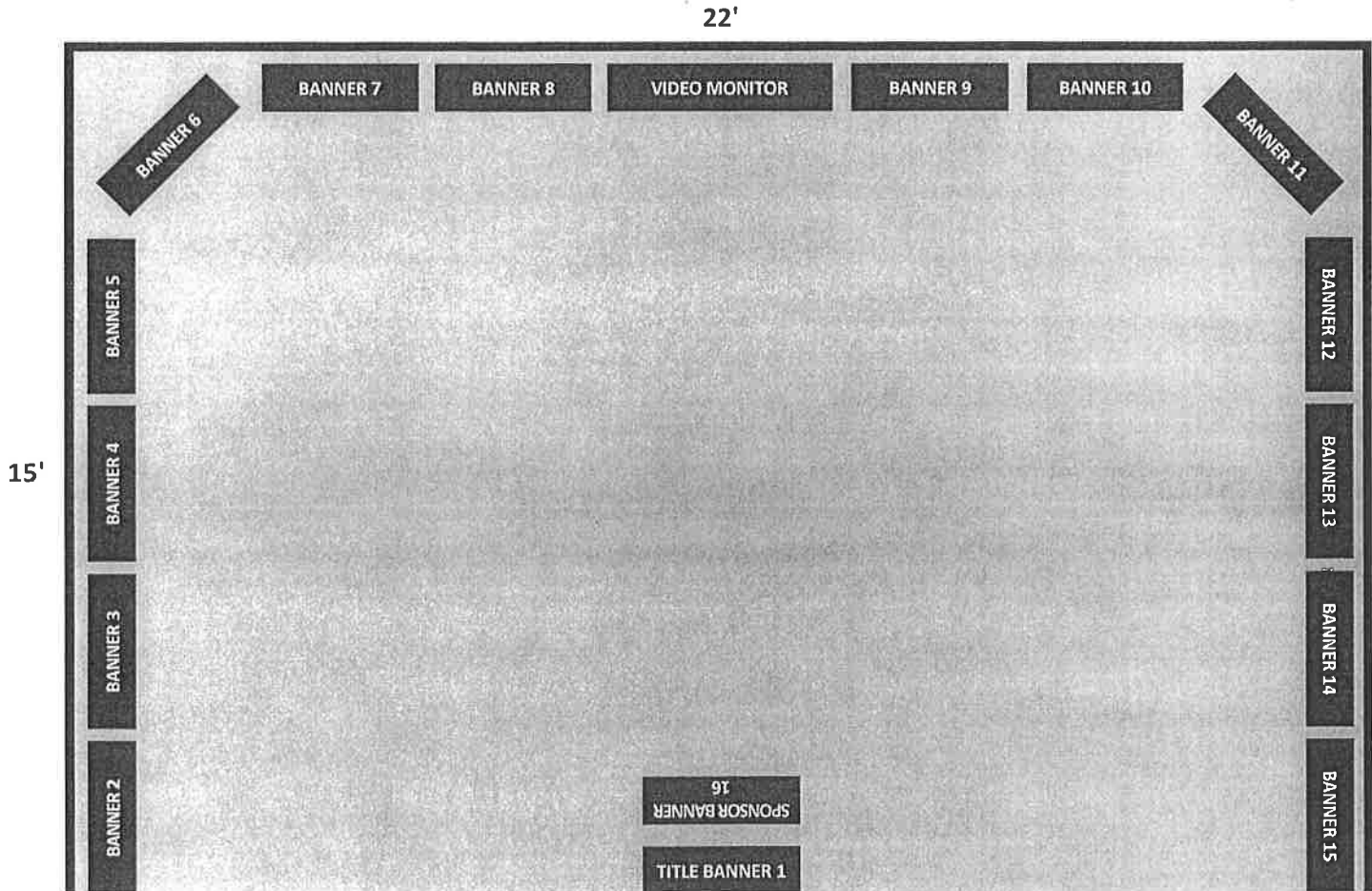
ABA LLOC Magna Carta Community Events

- Reading of Magna Carta and/or U.S. Constitution and/or Gettysburg address & discussion
- Movie and Magna Carta discussion - movie such as *12 Angry Men* that is relevant to rights found in the Great Charter
- Essay contest
- PechaKucha or Ignite talks (5-6 minutes visual-driven talks)
- Book displays
- Book club discussion topic
- Debate or panel with professors, judges, legal historians or lawyers
- PBS-organized discussion panels in communities where the Exhibit is displayed and a PBS documentary on Magna Carta airs
- Class field trips: Arrange for high school students, from schools close to venues where the Traveling Exhibit is being shown, to tour the exhibit
- Middle-school field trips to tour the exhibit, with a follow-up activity (*e.g.*, write an essay on why Magna Carta remains important today; put on a play about Magna Carta; organize a debate)
- School plays linking and depicting sealing of Magna Carta and signing of Declaration of Independence
- Show the video prepared for the Traveling Exhibit at opening sessions of midyear and annual meetings of bar associations in cities where the exhibit is appearing
- Work with schools in Connecticut to bring the Traveling Exhibit to urban high schools, and invite bar associations and young lawyers to speak
- Collaborate with Public Education Division, especially in re. schools
- Collaborate with Gavel Awards
- Libraries feature relevant books and/or offer discussion panels
- Bar associations name a "Magna Carta Day" and offer relevant programming
- Fundraising lunch or dinner to commemorate Magna Carta and devote donations to a relevant local civic priority
- Op-Ed to local newspapers when Traveling Exhibit is in town, explaining relevance of Magna Carta to today's legal system and rights (consider Op-Ed from ABA President and/or local/state bar president)

Discussion ideas for essay, debate, panels:

- Impact on practice of law today
- If the Barons were massed on the National Mall today, what would they demand of government? If the serfs were massed on the National Mall today, what would they demand of the Barons?
- What would the common man ask of the Barons today?

U-SHAPED OPEN CONFIGURATION / VIDEO AT BACK



Example floor plans show minimum room size for the configuration. Larger room sizes will often be desirable to avoid crowding of exhibition and viewers. Example floor plans are suggestions, not requirements. Assumes a 48"-wide monitor and stand. Scale is approximate.



ABA MAGNA CARTA VIDEO COMPETITION

“Magna Carta: What’s So Great about the ‘Great Charter’?”

COMPETITION BASICS

Age Groups:

High school students within the United States and in grades 9–12 or the equivalent.

Prize:

The winning team will receive a trip to Washington D.C. for three days, two nights: Monday, April 13, through Wednesday, April 15, 2015. Double occupancy travel, hotel, meals and transportation will be provided for Participants (not to exceed 6 students, the team teacher/coach/parent and one additional adult). Participants are responsible for any taxes associated with receiving the prize and participating in the trip.

Submission Deadlines:

Competition entries will be accepted from October 1, 2014 to January 15, 2015. Entries failing to meet the submission schedule will be disqualified.

CO-SPONSORS

ABA Solo, Small Firm and General Practice Division; Law Student Division; Young Lawyers Division; Division for Public Education; and Standing Committee on Public Education

The Center for the Teaching of the Rule of Law

LEARN MORE

Contact Dee Lee at Dee.Lee@americanbar.org or (312) 988-5659

COMPETITION THEME

Considered the foundation of such Anglo-America concepts as the of rule of law, due process, trial by peers, and constitutionalism, Magna Carta’s origins and legacy have influenced the growth of representative constitutional democracy not only in England and America, but the world over.

The American Bar Association in partnership with The Center for the Teaching of the Rule of Law is conducting a video competition for high school students. Students are invited to create a video of not more than 15 minutes celebrating the 800th anniversary of the sealing of Magna Carta in June of 1215. Participants should use their videos to answer the title question: “Magna Carta: What’s So Great about the ‘Great Charter’?”

For competition rules and entry form visit www.ambar.org/abavideocompetition.



Tab 3



STATE OF UTAH

ELECTED OFFICIAL AND JUDICIAL COMPENSATION COMMISSION

W310 STATE CAPITOL COMPLEX • P.O. BOX 145310 • SALT LAKE CITY, UTAH 84114-5310
PHONE: (801) 538-1034 • FAX: (801) 538-1692

AGENDA

UTAH ELECTED OFFICIAL AND JUDICIAL COMPENSATION COMMISSION

The Commission Chair has scheduled the following meeting:

DATE: Monday August 11, 2014
TIME: 12:00 PM
PLACE: State Capitol Complex, Room W325 House Building
(Teleconference Room)

1. Approval of Minutes/Welcome
2. Judicial Compensation
 - a. Utah State Bar Association
 - b. Department of Human Resource Management
 - c. Administrative Office of Courts
3. Executive Compensation
 - a. Discussion of Commission options
4. Review of Future Meetings
5. Adjourn

EJCC Members

Roger Tew	Karen Hale
David Broadbent	David Bird
Beth Holbrook	

Staff:

Ex Officio, Non-voting Secretary: Jonathan Ball, Legislative Fiscal Analyst
Gary Syphus, Analyst

In compliance with the Americans with Disabilities Act, persons needing auxiliary communicative aids and services for these meetings should call the Office of Legislative Research and General Counsel at 801-538-1032 or use Relay Utah (toll free in-state 7-1-1 or Spanish language 888-346-3162), giving them at least 48 hours notice or the best notice practicable.

Minutes of the Utah Elected Official and Judicial Compensation Commission Meeting
Wednesday, July 7, 2014
State Capitol Complex, House Building, Room W325

Members Present: Roger Tew, Chair
 David Bird, Vice–Chair
 David Broadbent
 Karen Hale

Staff Present: Gary Syphus, Fiscal Analyst
 Mary Andrus, Secretary

Visitors Present Ron Gordon (CCJJ)

A copy of handouts is filed with the Commission minutes.

Call to Order – Welcome

Chair Tew called the meeting to order at 12:40 p.m.

The Commission members and visitors were welcomed.

1. Membership Issues

Chair Tew announced that Jill Carter has resigned from the Commission after taking a position with Questar and there might be a possibility of a conflict of interest. The Commission members were asked to consider providing the group with possible replacement names.

2. 2014 Study Agenda

Ron Gordon (CCJJ) discussed the handout “Summary of Judicial Applicants by District” with the commission. A larger percentage of government lawyers apply for judgeships compared to private practice lawyers. Therefore, they have less experience with complex civil litigation, which makes up a larger percentage of the case load in recent years. Even though qualified lawyers are applying, the number of years of experience the applicants have is lower than in years past. The appointment ratio of private sector versus government sector is more even.

David Broadbent asked if there are any other drawbacks that might limit the application process. Mr Gordon suggested that the process is extremely grueling and lengthy and public. The Senate confirmation process is very thorough. There is a tremendous work load associated with the appointment.

The commission asked Mr. Gordon if he would follow up for the next meeting on the number of attorneys in each of the state’s judicial districts and the comparison of salaries that other states are paying.

MOTION:

David Bird made a motion to have staff help prepare a bill that provides that the Legislature will act on the commission’s recommendations the same way they act on their salary recommendations and that the commission actively seek a legislative sponsor for the bill who will bring it before an interim committee. The motion passed on a unanimous vote.

The commission discussed raising the judicial salaries at increments of 6% a year from \$136,000 to \$150,000 over a 3 year period.

Gary Syphus was asked to supply the commission with a comparison of surrounding state’s judicial salaries

3. Future Meeting Schedule

The commission was asked to fill out a schedule when they will be available for monthly meetings between now and November and to update their contact information.

5. Adjourn

The meeting adjourned at 1:55 p.m.

Summary of Judicial Applicants by District

	Number of Vacancies	Number of Applicants	Number of Unique Applicants within the District	Average Number of Applicants	Gender	Average Years of Experience	Practice History					
					Female	Male	Government	Primarily Government	Total Government	Private	Primarily Private	Total Private
1st District Total	3	67	45	22.3	6.0%	94.0%	18.8					
1st District	3	67	45	22.3	6.0%	94.0%	18.8					
1st Juvenile	0	0	0	0.0	0.0%	0.0%	0.0					
2nd District Total	4	107	75	26.8	23.4%	76.6%	18.7	16.8%	29.0%	45.8%	17.8%	54.2%
2nd District	2	62	46	31.0	12.9%	87.1%	19.8	14.5%	19.4%	33.9%	45.2%	66.1%
2nd Juvenile	2	45	37	22.5	37.8%	62.2%	17.1	20.0%	42.2%	62.2%	24.4%	37.8%
3rd District Total	11	361	149	32.8	24.7%	75.3%	18.7	21.3%	21.9%	43.2%	19.7%	49.0%
3rd District	8	280	108	35	21.8%	78.2%	18.9	17.9%	20.0%	37.9%	32.1%	52.1%
3rd Juvenile	3	81	41	27.0	34.6%	65.4%	18.3	33.3%	28.4%	61.7%	19.8%	38.3%
4th District Total	3	84	65	28.0	13.1%	86.9%	15.1	10.7%	25.0%	35.7%	20.2%	64.3%
4th District	1	24	19	24.0	8.3%	91.7%	16.1	8.3%	20.8%	29.2%	12.5%	70.8%
4th Juvenile	2	60	46	30.0	15.0%	85.0%	14.6	11.7%	26.7%	38.3%	23.3%	61.7%
5th District Total	3	94	60	31.3	10.6%	87.2%	18.0	11.7%	29.8%	41.5%	21.3%	58.5%
5th District	2	52	37	26.0	5.8%	94.2%	18.0	9.6%	26.9%	36.5%	26.9%	63.5%
5th Juvenile	1	42	23	42.0	16.7%	83.3%	18.0	14.3%	33.3%	47.6%	14.3%	52.4%
8th District Total	3	81	34	27.0	9.9%	90.1%	19.0	11.1%	28.4%	39.5%	35.8%	60.5%
8th District	1	24	24	24.0	4.2%	95.8%	19.4	8.3%	33.3%	41.7%	33.3%	58.3%
8th Juvenile	2	57	31	28.5	12.3%	87.7%	18.8	12.3%	26.3%	38.6%	36.8%	61.4%
Court of Appeals	2	51	46	25.5	35.3%	64.7%	21.2	7.8%	33.3%	41.2%	27.5%	58.8%
Overall	29	845	348	29.1	19.5%	80.5%	18.5	16.6%	25.8%	42.4%	24.5%	57.6%
District	17	509	219	29.9	15.5%	84.5%	18.8	15.7%	22.4%	38.1%	24.2%	61.9%
Juvenile	10	285	161	28.5	23.9%	76.1%	17.4	19.6%	30.5%	50.2%	23.9%	49.8%

Note: This table summarizes the applications for 25 judicial vacancies by district and, if applicable, by vacancy type within each District--juvenile or district court. Tables displaying the breakdown of individual Districts and the average years experience by practice type can be found on the next two worksheets. In this table, the number of unique applicants within each District does not take into consideration any duplicate applicants who may have applied to other District vacancies. Similarly, the number of unique applicants in the district and juvenile subcategories does not consider as duplicates those applicants who have applied to both juvenile and district court vacancies, only the applicants within each vacancy type. Therefore, the district and juvenile subcategory will not add up to the District total, which considers both together. The total

1st District 3 Vacancies (2 District)							
	Number of Applicants	Female	Male	Average Experience	Government	Primarily Government	Primarily Private
1st Judkins Vacancy January 2013	22	1 4.5%	21 95.5%	20.0	3 13.6%	5 22.7%	6 27.3%
2nd Judkins Vacancy June 2013	28	2 7.1%	26 92.9%	17.8	2 7.1%	5 17.9%	7 25.0%
Hadfield Vacancy April 2014	17	1 5.9%	16 94.1%	18.8	2 11.8%	4 23.5%	2 11.8%

2nd District 4 Vacancies (2 District, 2 Juvenile)							
	Number of Applicants	Female	Male	Average Experience	Government	Primarily Government	Primarily Private
Nelson Juvenile Vacancy December 2010	21	7 33.3%	14 66.7%	15.6	3 14.3%	9 42.9%	3 14.3%
Iwasaki Juvenile Vacancy June 2012	24	10 41.7%	14 58.3%	18.5	6 25.0%	10 41.7%	4 16.7%
1st Lyon Vacancy May 2013	34	6 17.6%	28 82.4%	20.3	5 14.7%	7 20.6%	7 20.6%
2nd Lyon Vacancy December 2013	28	2 7.1%	26 92.9%	19.0	4 14.3%	5 17.9%	6 21.4%

3rd District 12 Vacancies (9 District, 3 Juvenile)							
	Number of Applicants	Female	Male	Average Experience	Government	Primarily Government	Primarily Private
McCully Juvenile Vacancy October 2010	25	10 40.0%	15 60.0%	16.8	7 28.0%	7 28.0%	4 16.0%

Hilder Vacancy February 2011	31	5	26	19.2	4	6	13	8
		16.1%	83.9%		12.9%	19.4%	41.9%	25.8%
Iwasaki Vacancy May 2011	33	9	24	18.1	5	6	14	8
		27.3%	72.7%		15.2%	18.2%	42.4%	24.2%
Fratto Vacancy June 2011	34	11	23	17.8	5	6	15	8
		32.4%	67.6%		14.7%	17.6%	44.1%	23.5%
1st Peuler Vacancy September 2011	25	5	20	14.5	3	6	11	5
		20.0%	80.0%		12.0%	24.0%	44.0%	20.0%
2nd Peuler Vacancy March 2012	41	9	32	19.8	11	9	12	9
		22.0%	78.0%		26.8%	22.0%	29.3%	22.0%
Medley Vacancy March 2012	41	9	32	19.8	11	9	12	9
		22.0%	78.0%		26.8%	22.0%	29.3%	22.0%
Barrett Vacancy June 2012	26	5	21	18.5	5	10	6	5
		19.2%	80.8%		19.2%	38.5%	23.1%	19.2%
Atherton Vacancy April 2013	21	4	17	21.0	6	4	6	5
		19.0%	81.0%		28.6%	19.0%	28.6%	23.8%
Oddone Juvenile Vacany April 2013	28	8	20	19.5	12	7	3	6
		28.6%	71.4%		42.9%	25.0%	10.7%	21.4%
Valdez Juvenile Vacany November 2013	28	10	18	18.5	8	9	6	5
		35.7%	64.3%		28.6%	32.1%	21.4%	17.9%
Quinn Vacancy January 2014	28	4	24	20.4	5	5	8	10
		14.3%	85.7%		17.9%	17.9%	28.6%	35.7%

5th District 3 Vacancies (2 District, 1 Juvenile)							
	Number of Applicants	Female	Male	Average Experience	Government	Primarily Government	Primarily Private
Beacham Vacancy December 2012	26	1 3.8%	25 96.2%	18.5	3 11.5%	6 23.1%	6 23.1%
Shumate Vacancy December 2013	26	2 7.7%	24 92.3%	17.5	2 7.7%	8 30.8%	9 34.6%
C & S Juvenile Vacancy February 2014	42	7 16.7%	35 83.3%	18.0	6 14.3%	14 33.3%	7 16.7%

8th District 3 Vacancies (1 District, 2 Juvenile)							
	Number of Applicants	Female	Male	Average Experience	Government	Primarily Government	Primarily Private
District Vacancy June 2013	24	1 4.2%	23 95.8%	19.4	2 8.3%	8 33.3%	9 37.5%
Juvenile Vacancy June 2013	28	3 10.7%	25 89.3%	18.6	4 14.3%	8 28.6%	10 35.7%
Steele Juvenile Vacancy June 2013	29	4 13.8%	25 86.2%	18.9	3 10.3%	7 24.1%	13 44.8%

Court of Appeals 2 Vacancies							
	Number of Applicants	Female	Male	Average Experience	Government	Primarily Government	Primarily Private
Thorne Vacancy August 2013	30	7 23.3%	23 76.7%	21.5	2 6.7%	11 36.7%	9 26.7%

McHugh Vacancy May 2014	21	11	10	20.7	2	6	6	7
		52.4%	47.6%		9.5%	28.6%	28.6%	33.3%

	Average Years Experience by Practice					
	Government	Primarily Government	Total Government	Private	Primarily Private	Total Private
1st District Total	21.4	17.3	18.7	17.4	21.9	18.8
1st District	21.4	17.3	18.7	17.4	21.9	18.8
1st Juvenile	0.0	0.0	0.0	0.0	0.0	0.0
2nd District Total	19.3	21.7	20.8	17.7	15.4	16.9
2nd District	25.4	22.6	23.8	18.8	15.5	17.2
2nd Juvenile	13.2	21.2	18.6	14.4	15.1	14.7
3rd District Total	18.4	20.0	19.2	17.9	19.0	18.3
3rd District	18.5	20.2	19.4	18.2	18.9	18.6
3rd Juvenile	18.0	19.7	18.8	15.7	19.4	17.6
4th District Total	15.7	17.8	17.1	11.5	18.4	13.9
4th District	13.0	16.8	15.7	15.2	19.5	16.2
4th Juvenile	16.4	18.1	17.6	9.3	18.1	12.9
5th District Total	20.1	20.7	20.5	14.9	18.2	16.2
5th District	18.8	20.4	19.9	15.8	18.2	16.9
5th Juvenile	21.2	21.0	21.1	13.9	18.1	15.2
8th District Total	19.8	18.4	18.8	18.8	19.2	19.1
8th District	22.5	17.4	18.4	21.0	19.6	20.1
8th Juvenile	19.0	18.9	19.0	17.8	19.1	18.7
Court of Appeals	21.3	21.8	21.7	22.2	19.6	20.8
Overall	18.8	19.9	19.5	16.9	18.8	17.7
Overall District	19.6	19.7	19.7	17.8	18.9	18.2
Overall Juvenile	17.5	19.8	18.9	13.6	18.4	15.9

Tab 4

Lifetime Service to the Bar Award

2006-2012

In recognition of an esteemed career dedicated to significant involvement in the activities, programs and leadership of the Utah State Bar and devoted to enriching the legal profession and serving the public.

18 Total

74 ½ Average Age at Receipt

Notably:

12 Past Bar Presidents

3 Former Bar Commissioners/Bar Involvement (Nebeker, Jeffs, Wikstron)

2 Significant ABA Involvement (Greene and Durham)

1 Significant Bar Involvement (Carney)

Including:

4 Utah State Legislators (Jenkins, Faust, Jeffs, Snow)

2 Federal Court Judges (Jenkins, Greene)

1st Woman Utah Supreme Court Chief Justice (Durham)

1 Founding Member of the Utah Court of Appeals (Greenwood)

1st Woman Utah State Bar President (Greenwood)

2006	HAROLD G. CHRISTENSEN RAY R. CHRISTENSEN JAMES E. FAUST HON. BRUCE S. JENKINS JAMES B. LEE STEPHEN B. NEBEKER
2008	HON. J. THOMAS GREENE JOSEPH NOVAK REED L. MARTINEAU M. DAYLE JEFFS
2011	FRANCIS J. CARNEY BERT L. DART HON. PAMELA T. GREENWOOD W. EUGENE HANSEN V. LOWRY SNOW FRANCIS M. WIKSTROM
2012	BRIAN R. FLORENCE HON. CHRISTINE M. DURHAM

Tab 5

**IN RECOGNITION OF DEPORTMENT IN THE PRACTICE OF LAW WHICH
REPRESENTS THE HIGHEST STANDARDS OF FAIRNESS, INTEGRITY
AND CIVILITY**

2004	HON. GORDON J. LOW
2004	RICHARD W. CAMPBELL
2004	STEPHEN B. NEBEKER
2004	M. DAYLE JEFFS
2004	KEN CHAMBERLAIN
2005	HON. RICHARD C. HOWE
2006	BERT L. DART, JR.
2007	FRANCIS J. CARNEY
2008	ELLEN MAYCOCK
	DON WINDER
2009	CRAIG R. MARIGER
2010	TIMOTHY B. ANDERSON
2011	T. RICHARD DAVIS
2012	PAUL M. DURHAM
2013	WILLIAM S. BRITT

Tab 6

BLOMQUIST HALE

EMPLOYEE ASSISTANCE

September 17, 2013

Curtis Jensen
912 W. 1600 S. Suite B-200
St. George, Utah 84770

Utah State Bar Commissioners:

Since 2006 Blomquist Hale has partnered with the Utah State Bar in providing the Lawyers Assistance Program (LAP) to Utah Bar members and their dependents. We are honored to be recognized by the Bar as the organization who can help Bar members face and overcome stressful life challenges.

Lawyers are notorious for working extra-long hours as their day to day work is often stressful and demanding. Due to this lawyers often have a difficult time finding balance between their personal and professional lives. Stressed out lawyers become less effective both at work and at home, this can also have a negative impact on their families. At Blomquist Hale we take our role seriously in providing the LAP to help reduce these real life challenges. The LAP provides professionally licensed counselors free of charge. It provides face-to-face help to resolve life issues such as stress, anxiety, depression, marital issues, family problems, parenting challenges, elder care concerns, personal problems, and various addictions. In addition to being available for personal and family challenges, the LAP is also a resource to help law firms and their leadership with consultations on personnel and organizational issues. Blomquist Hale is available to consult, advise and provide trainings for firms and the Utah State Bar community. Key elements of the LAP include:

- Free of charge
- A short-term, solution-focused counseling resource with no set limit on the number of session
- A resource for recommendations when longer term care is appropriate
- Available 24/7 to help with crisis and emergency situations
- Available for critical incident and stress debriefings
- A resource for free multi week courses on relationship skills, parenting, personal growth, finances, and health and wellness
- Onsite trainings
- Consultation resource for firms and their leadership

BLOMQUIST HALE

EMPLOYEE ASSISTANCE

These valuable services can also be made available to non-bar staff members for a reduced per employee per month fee made available through the partnership that Blomquist Hale has with the Utah State Bar. Some firms have already made these wonderful benefits available to their non-bar members giving all their employees valuable help in overcoming stressful life challenges. If your firm or other firms would be interested in picking up this benefit for all employees, please have them give us a call.

Again we are honored to have this partnership with the Utah State Bar to provide these valuable resources to the legal community. Thank you for your ongoing support.

Sincerely,



Sean M. Morris, MS, LMFT
CEO

cell: 801-971-4401

sean@blomquisthale.com

Lawyer Assistance Program (LAP)

Assistance With Life's Challenges

The Blomquist Hale Lawyer Assistance Program provides direct, face-to-face guidance to address virtually any type of problem. Typical problem areas include marital difficulties, family problems, personal and emotional difficulties, financial problems, and overcoming addictions.



24/7 Crisis Service

No Set Session Limits

100% Confidential

Brief, Solution-Focused Therapy

Our licensed clinicians use a brief, solution-focused therapy model to resolve problems quickly. Using this approach, you learn to identify core issues and how to create and participate in a long-term solution.

Guaranteed Confidentiality

Blomquist Hale practices strict adherence to all professional, state and federal privacy guidelines. Confidentiality is guaranteed to all participants.

Direct Care – No Set Session Limits

There is no set limit on the number of sessions provided through our counselors. However, cases which require longer-term care are referred to appropriate community providers. Traditionally, over 80% of all problems are handled by Blomquist Hale.

Simple 24/7 Accessibility

LAP Counselors are available during extended hours, and Crisis Line support is available 24/7. Simply call the office nearest you to set up an appointment. No paperwork or approval needed.

Need help? Call us today
to set up an appointment.

801-262-9619

Lawyer Assistance Program Specifics

Convenient local offices • Professional, friendly team • Extended hours

Services Include:

- Stress, Anxiety or Depression
- Personal and Emotional Issues
- Marital, Relationship and Family Counseling
- Grief or Loss
- Financial Challenges
- Substance Abuse and Other Addictions
- Senior Care Assistance

Eligibility

Services are offered to all current employees and their dependents.

No Co-Pay Required

The entire cost of our service is covered in a monthly fee paid by your employer. The services provided by Blomquist Hale are FREE, with no co-payment, deductible or insurance approval required.



*The Lawyer
Assistance Program
(LAP) at Blomquist
Hale is your resource
for resolving stressful
life issues.*

Setting an Appointment

Meeting with our team is simple. Call us today to set up an appointment.

blomquisthale.com

BLOMQUIST HALE

Affiliate providers nationwide • Toll Free 1-800-926-9619

Salt Lake City
801-262-9619

Ogden
801-392-6833

Orem
801-225-9222

Brigham City
435-723-1610

Logan
435-752-3241

BLOMQUIST HALE EMPLOYEE ASSISTANCE

Utah State Bar 10294
645 South 200 East
Salt Lake City, UT 84111

Quarterly Report 01/01/2014 to 08/13/2014
Year to Date 01/01/2014 to 08/13/2014

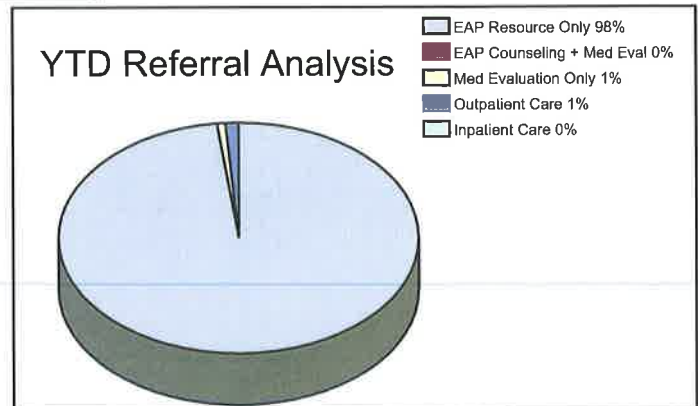
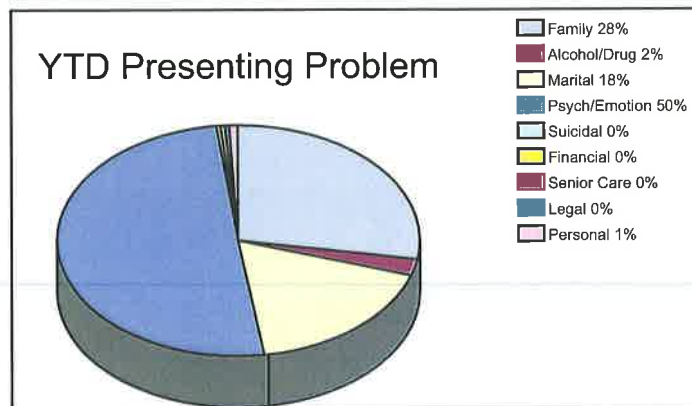
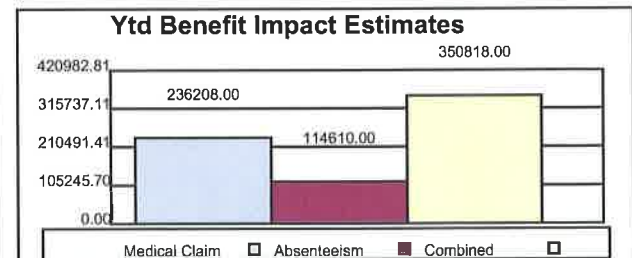
Presenting Problems	Current		YTD	
	Emp	Dep	Emp	Dep
Family	25	38	25	38
Alcohol/Drug	3	2	3	2
Marital	21	19	21	19
Psychological/Emotional	88	27	88	27
Suicidal	0	1	0	1
Financial	0	1	0	1
Senior Care	0	0	0	0
Legal	1	0	1	0
Personal	0	2	0	2
Wellness	0	0	0	0
Totals	138	90	138	90
Total Individuals	228		228	
Total Cases	157		157	

New Cases	Current	YTD
Referral Type	157	157
Self	156	156
Supervisor	1	1
Totals	157	157
Case Status		
Active	53	53
Inactive	104	104
Totals	157	157
Number of Employees	7672	
Annualized Utilization		
By Cases	3.32	
By Individuals	4.82	

Referral Actions	Current		YTD	
	Emp	Dep	Emp	Dep
In house EAP counseling	143	98	143	98
In house Group	1	2	1	2
Rx for Psych Meds - pcip	0	1	0	1
Rx for Psych Meds - psy	1	0	1	0
Outpatient Psychiatric	3	0	3	0
Outpatient A & D	0	0	0	0
Inpatient Psychiatric	0	0	0	0
Financial	0	0	0	0
Attorney	0	0	0	0
Self Help Group	0	0	0	0
Totals	148	101	148	101

Clinical Hours	Current	YTD
Therapy Time	465.25	465.25
Group Time	4.00	4.00
Follow-up Time	32.00	32.00
Total Clinical	501.25	501.25
Service Time		
Company Contacts	Current	YTD
Customer Service	65.00	65.00
Emp/Sup Training	0.00	0.00
Seminars/Training	1.50	1.50
Total Service	66.50	66.50
# Critical Events	5	

Referral Analysis Individual Status	Current		YTD	
	Count	%	Count	%
EAP Resource Only	223	97.81	223	97.81
EAP Counseling + Med Eval	0	0.00	0	0.00
Med Evaluation Only	2	0.88	2	0.88
Outpatient Care	3	1.32	3	1.32
Inpatient Care	0	0.00	0	0.00
Totals	228		228	



Tab 7

POSITION DESCRIPTION

TITLE: Bar Commissioner
REPORTS TO: Bar President and Constituents
EFFECTIVE DATE: August 27, 2004

Basic Functions:

1. Serves as member of Board of Bar Commissioners in establishing policies to fulfill obligations of the Bar as indicated under the Utah Supreme Court's Rules for Integration and Management and under the Bar's Bylaws and Commission's Policies and Procedures.
2. With Bar Commission, adopts yearly budget for operations and capital.
3. Works towards fulfilling vision of the Bar, which is: "*...for lawyers to create a justice system that is understood, valued, respected, and accessible to all.*"
4. Strives to uphold mission of the Bar, which is: "*...to lead Utah lawyers in serving the public and the legal profession by promoting justice, professional excellence, civility, ethics, and respect for and understanding of the law.*"
5. Attends regularly scheduled Commission meetings, including those associated with Annual and Spring Bar Conventions.
6. Serves on various Commission committees, which may include admissions related reviews, *ad hoc* study or governance committees, long range planning, budget and finance, executive committee, program review committees, or others as assigned.
7. Serves as liaison with sections, committees, and local bars as assigned by Bar President. In this capacity, each commissioner should: (a) call his or her assigned sections, committees and local bars at least once a month; (b) attend at least one meeting for each of his or her assigned sections, committees and local bars per quarter; and (c) provide a status report to the Commission as requested by the President.
8. Attends, if possible, admissions ceremonies and Bar socials.
9. Communicates with lawyers in division and reports on Bar activities and receives input for communication to the Commission.
10. Contacts local state senators and representatives on issues of Bar interests within legislative policies.

Board Responsibilities

Serving on the Board is a rewarding and important responsibility. This guide informs volunteer leaders of the unique aspects associated with governing a not-for-profit organization.

*"The Board governs . . .
... the staff manages."*

Leadership: Volunteer leaders are responsible for the direction of the organization. The board governs, develops policy and sets a course for the future. Maintain focus on the mission and strategic goals - avoid micro-managing the organization and staff. Functions (4):

- Governance
- Policy and Position Development
- Visionary - Future Focus
- Fiduciary

Management: Paid staff and sub-contractors are responsible for the administration of the organization. Staff act as partners to the board, advancing the goals and strategies, while taking care of the daily administrative needs unique to non-profit organizations.

Unique Terminology

Not-for-Profit refers to the legal corporate status of the organization. (It does not imply an exemption from paying or collecting *state sales tax*.)

Nonprofit is the casual reference to Not-for-Profit.

Exempt Organization is a reference to the IRS designation exempting the organization from paying most federal income tax (with the exception of UBIT - Unrelated Business Income Tax).

IRS 501(c)(3) tax-exempt designation most refers to organizations with a religious, charitable, scientific, or educational purpose.

IRS 501(c)(6) tax-exempt designation refers to trade associations, business leagues, and professional societies.

Board Responsibilities

1. Determine and advance the organization's mission and purposes.
2. Select the executive director (*not staff*) as well as the CPA and General Counsel.
3. Support the executive director and assess performance periodically - usually measured against the strategic plan.
4. Ensure effective organizational planning.
5. Ensure adequate resources (funds, time, volunteers, staff, technology, etc.)
6. Resource and financial oversight.
7. Determine, monitor, and enhance programs and services.
8. Promote the organization's image.
9. Ensure legal and ethical integrity and maintain accountability.
10. Recruit and orient new board members, and assess board performance.

Issues Facing Boards

1. Member Value, Participation
 2. Diverse Technology Usage
 3. Scrutiny on Governance
 4. Revenue
 5. Competition
 6. Generational Differences
 7. Workforce - Staffing
 8. Diversity, Inclusivity
 9. Leadership Identification, Roles
 10. Societal Benefit
 11. Member Service Standards
 12. Image, Branding, Positioning
 13. Visionary vs. Tactical
 14. Accountability, Transparency
- Prioritize the issues as they apply*

Insurance and Volunteer Immunity

State and federal governments have afforded certain protection to volunteer leaders. While the volunteer may have some protection, the organization is still open for legal suits. Insurance coverage adds further protection for volunteers and organizations.

Insurance Coverage

Directors and Officers Liability may cover legal defense for employment, copyright, and antitrust claims.

General Liability insurance covers property damages and injuries relating to the organization.

Fidelity Bond covers losses resulting from fraudulent or dishonest acts committed by an employee.

Meeting Cancellation covers the loss of revenue due to a cancellation, curtailment, postponement because of weather, strikes, etc.

Legal Principles

Duty of Care requires leaders to use reasonable care and good judgment in making their decisions on behalf of the interests of the organization.

Duty of Loyalty requires leaders to be faithful to the organization, avoiding conflicts of interest.

Duty of Obedience requires leaders to comply with governing documents (i.e., bylaws, articles of incorporation, policies, etc.)



#1 Lie - "You won't have to do anything when you get on the board!"

Strategic Planning

A strategic plan focuses the board on the mission and goals for 3 to 5 years. It serves as a roadmap. [A board member should "plan beyond their term of office and outside their area of expertise."]

Environmental Scan - review of external and internal influences on the organization as well as strengths, weaknesses, opportunities, and threats (SWOT).

Mission - statement about what the organization is; whom it serves; and the services it provides; short with PR value.

Vision - long-term desired outcome; what the organization will be in the distant future.

Goals - broad competencies of the organization to advance the mission. Usually just 3 to 7 so as to not tax resources, volunteers, and staff.

Strategies - advance the goals; creative efforts to achieve the mission and serve stakeholders/members.

Action Steps - fit within the strategies; identifying the actions, assignments, deadlines, etc. (May be delegated to the "operating plan" or "business plan" that supports the board's strategic plan.

Plan Champion - the person (staff and/or volunteer) who keeps focus on the plan.

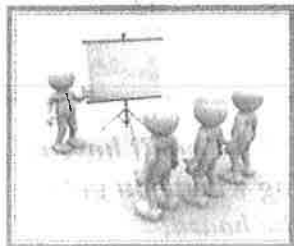
Committees

"Committees recommend ⇒ board approves ⇒ staff and volunteers implement."

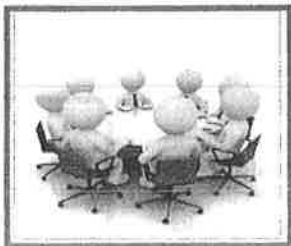
Organizations are streamlining - eliminating all but essential committees and aligning committee work with the goals.

Standing - identified in the bylaws, appointed annually, on-going committee work.

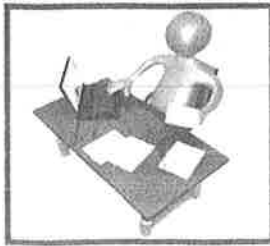
Ad Hoc - formed for specific or immediate needs and disbanded upon completion of the work (a.k.a. Task Force).



Committees
Recommend



Board
Approves



Staff/Volunteers
Implement

Board Tools

The operating documents of the organization are available to leaders.

- Statement of Purpose (Mission)
- Articles of Incorporation
- Bylaws
- Policy Manual
- Strategic Plan
- Financial Statement
- Minutes
- Organizational Charts

Treat information with confidentiality.

Board Risks

Protect the organization. The board should be aware of fiduciary responsibility, contracts, audit results, insurance, IRS requirements, values and ethics, apparent authority, anti-trust, etc.

Public Records requests for the organization's annual federal tax return (Form 990, 990 EZ) must be made available for the last 3 years. Significant fines occur for noncompliance.

Antitrust Violations occur when two or more persons from the same industry or profession discuss suppliers, processes, prices, or operations. Remove yourself from any conversation that would change how business is conducted because of a joint agreement among competitors.

Apparent Authority arises when a board chair, through not granting actual authority, permits a committee or chapter to behave as if it had authority. Authority rests with the chairman and may not be assumed by others.

Financial Audits annually to protect board and staff; relying on an audit committee to select, oversee, and report on the process.

Conflicts of Interest disclosed at the start of the term and throughout the year. Adopt a policy to affirmatively answer IRS Form 990.

Rules of Order

Agenda ensures that important business is covered and discussions are on topic.

Motions are proposals for action, beginning with, "I move we ..."

A **Second** is required for the motion to be discussed.

Amendments may be made to most motions if they improve the intent of clarify the original motion.

Tabling lays to motion aside.

Voting is the official action after the discussion to adopt, amend, kill, or table the motion.

Minutes protect the organization by recording the time and location of the meeting, participants, and the outcome of the motions. They are not a place to record conversations, assignments, reports, etc. (Including reports and discussions can incriminate.)

Quorum is the number of board members required to conduct business.

Common Sense

- It's a team; no individual has an agenda more important than the group.
- Respect the chairperson.
- Bring a calculator to meetings.
- Wear a watch; arrive on time.
- Prepare for meetings; read, read, read!
- Stick to the agenda; no side bars.
- Listen more than you speak.
- Speak when you have an essential, clear point.
- Respect the rules of order.
- Leave personal and political agendas at the door.
- Respect confidentiality.
- Don't speak for the organization without authority.
- Support the actions of the board; don't bad-mouth any action or person. Dissenting votes may be noted in the minutes - not outside the meeting.

STRATEGIC PLANNING

Organizations with a good strategic plan are more successful. The plan provides a roadmap for leadership and staff. They work as a team to achieve consistent goals over several years. The *Strategic Planning* guide describes the preparations for planning, developing the plan, and implementation.

Why Have a Strategic Plan

1. **Roadmap** – The plan identifies the “destination” and guides the board of directors, committees and staff.
2. **Continuity/Sustainability** – Without a plan the organization is susceptible to mission drift and simply being reactionary.
3. **Prioritization** – Planning allows leaders to identify the important issues and programs; and to drop programs that are ineffective or irrelevant.
4. **Allocation of Resources** - Planning is the disciplined allocation of resources (time and money).
5. **Assignment and Timelines** – Good plans include performance measures and assignments indicating how and when projects will be done.
6. **Awareness** – The plan should be compelling to members and stakeholders.

Terminology of Planning

Understanding of and consistent use of terminology is important to guide discussions.

Mission – The purpose for existence; crisp sentence or two – easy to articulate.

Vision – Statement of aspiration; the organization will affect the future of the organization, community or stakeholders (members.)

Values – Guiding principles of the leadership and staff.

Goals – The core competencies to which resources will be allocated. In setting goals, consider the acronym SMART - Specific, Measurable, Attainable, Relevant and Timely.

Strategies – Approaches and programs for achieving the mission and goals.

Tactics – Assignments, accountability and deadlines.

Performance Measures – Methods to measure progress.

Business Plan – An annual detailed program of work linked to the strategic plan.



Trends in Planning

- Set just 3 to 7 goals; allowing the organization to focus efforts on its core competencies.
- A mission statement that is visionary can replace the need for separate mission and vision statements.

- Promote the plan to members and prospects by converting it to a brochure or posting on the website.
- Report on the plan’s progress by reviewing at board meetings and at least annually.

Span of the Plan 3- 5 Years

Most plans span three years. Planning annually tends to cause short-term thinking. Plans exceeding 5 years may be unrealistic in rapidly evolving environments.

Planning Retreat

With preparation, focus and the right set up a strategic plan can be developed in a day or two. Because discussions will be intense, it is best to do the plan over two consecutive days --- giving everyone a relaxing break after the first day.

The room should be set up in an open-U, with a flip chart at the front. Ensure that seating is comfortable, and food and amenities are nearby. Natural light is preferred to a room without windows.

Brand Statements

The mission, as well as vision and values, serve as a “promise” to the community. The statements help to distinguish the organization. While the vision

and values are optional, the mission or purpose statement is required.

50,000 Foot Perspective

Encourage discussions to remain at the 50,000 foot level. There is tendency for discussions to drop to 25,000' (committee work) or lower, say 10,000' (staff work and tactics.) Leave the tactics to committees and staff. Stay out of the "weeds" at the planning retreat.

Facilitation

An experienced facilitator involves everybody in discussions, while focusing on completing the planning in the time allotted. There are *disadvantages* to having the staff or a board member facilitate. A plan's success may be linked to the right facilitator. Provide the facilitator with all the information they need to understand the organization.

Environmental Scan

Planning is not done in a vacuum; there are environmental influences. Directors should be qualified to recognize trends and community needs. Often the discussion is built around the acronym SWOT – Strengths, Weaknesses, Opportunities and Threats.

Surveys and focus groups may be conducted to gain valuable stakeholder input.

Strategy or Tactic

What's the Difference?

Strategies are innovative approaches to achieving the goals. They often identified as

programs, issues, priorities, benefits, events and services.

Tactics are a lower level discussion – how will it occur, who will do it? Tactics are the responsibility of committees, staff and consultants. Tactics are usually set *after* strategic planning.

Precautions

Plans fail for many reasons:

- Too many people at the planning retreat; 15 to 20 are ideal for meaningful discussions.
- Too many goals – simply a list of what the board wants to see finished. Successful organizations focus on just 3 to 7 goals.
- Short term thinking; it's not a strategic discussion if leaders cannot think beyond their terms of office.
- An inexperienced facilitator or one with a personal agenda.
- No final report formatted as a strategic plan.
- Meetings over several months rather than completing the plan in one sitting.
- Distractions during the planning meeting.
- The wrong people at the planning table; it is a responsibility of the board of directors who should be visionary leaders.
- Failure to include performance measures and timelines.
- Leaders and staff ignore the plan and go back to doing things as before

Implementation after the Retreat

There will be a temptation to pass aside the new plan and return to daily tasks. Focus on implementation and integration into the culture of the organization.

- Appoint a "Plan Champion" to monitor and report on progress.
- Align every committee under the goal areas.
- Add performance measures and deadlines.
- Promote the plan to members and stakeholders.
- Create a yearly program of work for committees aligned with the strategic plan.
- Promote the plan at meetings and on the website.
- Include the plan on the board agenda.
- Conduct an annual review of progress.
- Share with the staff to get their buy-in of the board's strategic direction.

Board Responsibilities© LAMINATED
Committee Responsibilities© LAMINATED
Strategic Planning© LAMINATED

\$12 or \$10 ea. for 2 or more + s/h
Payable: Harris Mgmt Group, Inc.
335 Beard St., Tallahassee, FL 32303.
Or email quantity and street address
to bob@rchcae.com and request to be billed.

Seminars and Consulting

- Strategic Planning
- Board Development, Orientation
- Operational Audits; Systems
- Best Practices, Mgmt. Seminars

Bob Harris, CAE 2014 © RCH
850/570-6000 FAX 850 297-2800

www.nonprofitcenter.com

RCH CAE
Robert Harris, CAE

Tab 8

**UTAH STATE BAR
BOARD OF BAR COMMISSIONERS
MINUTES**

FRIDAY, JUNE 13, 2014

UTAH LAW & JUSTICE CENTER

In Attendance: President Curtis M Jensen and Commissioners: Kenyon Dove, Steven Burt, H. Dickson Burton, Hon. Evelyn Furse, James D. Gilson, Mary Kay Griffin, Susanne Gustin, Janise Macanas, Herm Olsen, Rob Rice, Tom Seiler, and Angelina Tsu.

Ex-Officio Members: Robert Adler, Nate Alder, Danielle Davis, Heather Farnsworth, James Rasband, Lori Nelson, Jesse Nix, Margaret Plane, Lawrence Stevens, and Gabe White. Executive Director John C. Baldwin, Assistant Executive Director Richard Dibblee and General Counsel Katherine A. Fox. Supreme Court Liaison Tim Shea.

Not in Attendance: Commissioners: Mike Leavitt and John Lund.

Also in Attendance: Sean Toomey, Utah State Bar Communications Director

Minutes:

1. President's Report: Curtis Jensen

1.1 Welcome and Review Calendars

Curtis reviewed the Snowmass events including the all-day Section Leadership Meeting schedule for Wednesday, July 16th. Jim Gilson reminded Commissioners that the Commission Meeting was scheduled for 1 p.m. on that day as well. Both encouraged Commissioners to spread the word about the details of the upcoming Summer Convention to promote attendance.

1.2 Report on Northwest States Bar Meeting

Curtis, Jim and John Baldwin reported on the recent Northwest States Bar Meeting held in Seattle this year. Typically, representatives from the states of Washington, Oregon, Utah, Montana, Nevada, and Idaho attend this meeting which began with the development of a reciprocity arrangement for admission. Each state Bar's President and President-elect along with their Executive Directors attend. This year's one-day meeting included discussions on limited licensing, aging lawyers, and dealing with ongoing organizational challenges.

1.3 Report of Meeting with Chief Justice Durrant

Curtis began his report by noting that our relationship with the Utah Supreme Court is an exceptionally good one. Feedback from the recent meeting included positive reaction to the Bar's and courts' efforts to enable CLE attendance at courtrooms throughout the state. Tim Shea interjected that this project will be possible because the legislature gave the courts funds to enable remote hearings which has been of great value. Eve Furse inquired about obtaining Tim's list of over 100 volunteers for nine openings on court committees.

NEW: Dean Robert Adler reported that the new S.J. Quinney College of Law was under budget and on schedule. He invited Commissioners to attend a tour mid-progress of the new building. Dean James Rasband added that there is a great deal of renovation and construction occurring on the BYU campus as well. He enjoyed hosting a recent Commission meeting at the J. Reuben Clark Law School and invited us to come back.

1.4 Model Utah Jury Instructions Committee

Curtis announced that there is a possibility that the courts may transfer work on the Model Utah Jury Instructions Committee to the Bar to oversee. This is still a work in progress.

1.5 Report on Status of Database Implementation

John reported on the status of switching over from the Bar Alliance database to the new Euclid/Clear Vantage database. The 2014-15 licensing renewal cycle has been launched under the new system.

NEW: Rob Rice inquired about the progress with obtaining RFP's for the proposed Pro Bono Commission database. His understanding was that proposals were due at the end of June. John responded that he will check with Lincoln Mead and let Rob know where we are.

1.6 Report on Billboard Campaigns

Sean Toomey reported on the Bar's billboard campaign. We currently have 25 billboards in the Salt Lake Valley. A new one is larger and located on the 6th South exit ramp. An electronic format billboard will be installed soon on southbound I-15. Tim Shea inquired as to any measures to assess effectiveness. Sean said those measures are prohibitively expensive but we can presume that the billboards have influence under the circumstances. Tom Seiler interjected that "branding" is a valuable advertising tool and anytime we use something over and over, it will have an effect. Lori Nelson opined that one bad lawyer has a disproportionate negative effect and it's important to counteract that influence.

John opined that we are essentially competing against lawyers who advertise because those advertisements become the face of lawyers. Lawyers who do similar advertising have committed bigger budgets to their public relations than we are able to commit. Curtis observed that emphasis on civility and professionalism should start earlier in the legal education process beginning with law school. Sean closed the discussion by noting that our target is really our members and they should be happy that we are promoting a positive image of them.

1.7 Report on Judiciary Committee Meeting

Curtis reported that we received an invitation from the Legislature to visit with their Judiciary Committee recently. That committee is examining resources and anticipating future needs related to law in general for a long range plan. The courts also were invited to meet with the committee and reported on the number of cases being filed, their needs and the like. Jim Gilson added that we had a good and positive interaction. During the meeting, we pitched the need for funding for unmet legal needs throughout the state.

1.8 Report on Change in Insurance Underwriter

John explained that Marsh, our former insurance underwriter for the member benefits professional malpractice insurance, has been acquired by its parent company, Mercer. He distributed a handout which outlined that Mercer is promoting Berkley malpractice insurance to replace Liberty insurance. Marsh has donated \$20,000 to the Bar annually, \$10,000 of which has been a designated donation to Lawyers Helping Lawyers. Mercer will continue the annual payment. A brochure report from Mercer was distributed during the meeting.

2. Action Items

2.1 Select Lawyer of the Year Award Recipient

One lawyer was nominated for the Lawyer of the Year Award. The Commission would have liked more nominations in order to make the award more fair and meaningful. **Curtis suggested that we postpone this award for a week or so in order to gather more names.**

2.2 Select Judge of the Year Award Recipient

One judge was nominated for the Judge of the Year Award. Again, the Commission wanted more nominees to consider. **After discussion, Jim moved to table the discussion over the selection of both the Judge and the Lawyer of**

the Year Awards until next Friday (or several days thereafter) and conduct a voice vote via telephonic conference. Dickson seconded the motion which passed unopposed. John Baldwin will designate a day and time for the discussion and subsequent voting and Commissioners should email their additional nominations and supporting materials to him before the designated deadline.

2.3 Select Committee of the Year Award Recipient

Only one Bar Committee was nominated for the Committee of the Year Award. Again, although worthy of the award, the Commission felt as though they should have more than one nominee from which to choose. In response to a suggestion, John will send out a list of committees, sections and their charges to aid Commissioners in their deliberations and soliciting nominations. **The Commission decided to postpone this award in conjunction with the upcoming telephonic conference call.**

2.4 Select Section of the Year Award Recipient

Several nominations for the Section of the Year Award were distributed. Those entities included the Intellectual Property Section, the Real Property Section and the Young Lawyers Division (YLD). Discussion ensued, much of which focused on whether the YLD was truly a section and should be competing with other Bar sections for this award since their goals, resources and charges are so different. **By written ballot, Commissioners chose the Intellectual Property Section for the Section of the Year Award.**

NEW: After considerable additional discussion, Dickson moved to give the YLD a special Distinguished Service Award. Tom Seiler seconded the motion which passed. Janise Macanas and Angelina Tsu opposed because they did not think it should be a separate award.

NEW: James Rasband suggested that the Bar ask for award nominations on the post-convention surveys. This suggestion was met with great approval.

2.5 Approve 2014-2015 Budget

Curtis introduced the Bar budget discussion by complimenting Jim for his thoughtfulness in thinking one word a head. As we adopt more and more programs and projects, more cost is involved and we need to be mindful of what we are spending. The last Bar fee increase occurred for the 2008-9 fiscal year. Although it was the first increase in 20 years, dues jumped from \$350 to \$425 and our membership wasn't happy. At that time, we predicted that unless costs were

cut, we would need another increase in 5-6 years time. In January, that line will be crossed unless we take measures to curb expenses. John distributed an outline for discussion purposes.

There are four factors to consider when evaluating the proposed budget: (1) the Bar mission and values of existing programs, services and activities; (2) the proposed budget figures; (3) the existing cash reserves and their purposes along with estimated future reserves; and (4) the funds needed to perform programs, services and activities are not limitless. John also distributed several Bar graphs which help to explain the direction of the budget in light of pertinent factors. The graphs estimate that if an additional \$200,000 were saved in the proposed budget, at current trends, the revenue and expense lines would probably not cross until 2017-2018.

Extensive discussion ensued over the proposed budget. Jim noted that we need to tighten our belts. We need to cut \$200,000 in expenses and postpone a licensing fee increase for at least two years. We have \$2,000,000 in reserves (which is four months income) but the Budget & Finance Committee has recommended six months of reserve. We've had extraordinary expenses lately with the HVAC system and new computer database software. A prudent course of action is to look now for ways to save money through efficiency and cuts. These are hard decisions to make, but the Bar can't continue its current direction without increasing fees which is not something we want to do at this point.

John explained that the HVAC and new database expenses were a cash outlay, not part of the operations budget. He reviewed the highlights of the budget outline document he distributed and also explained Tab 8 materials in the packet. In renewing our health insurance for employees this year, we saved \$80,000. There were a number of inquiries from the Commission about the budget. John said that we are saving \$10,000 by hiring a paralegal for the New Lawyer Mentoring Program position and if we don't replace the employee in the Pro Bono program, we'll save another \$10,000. In addition, the new auditors will cost approximately \$35,000 less than we have spent in the past with Deloitte.

The Executive Committee has been discussing the budget concerns carefully. Some ideas are: (1) Cut Blomquist Hale (\$75,000); (2) Summer Convention (cut Commissioners' attendance from three days to two days (\$75,000)) (3) stipend to President reduced from \$1,000 to \$500 a month; (4) stipend to President-elect reduced from \$500 to \$250 a month; (5) eliminating Past Presidents' dinner (\$4,500); (6) eliminating the LHL annual contribution (\$20,000); and (7) eliminating UDR annual contribution (\$20,000). We also need to examine how credit card fees could be reduced from current level of \$73,000. Eve observed that the Bar's staff benefit package is extremely generous and could be reduced. More discussion occurred.

Angelina wanted to know why the Bar's postage costs were so high and wanted more detail. Nate said that he was shocked that the CLE revenues were so low but Jim responded that there is more competition for CLE dollars and that Bar conventions are losing money. Angelina also wanted to know how CLE revenue could be increased. Steve Burt opined that the "sky wasn't falling" and we should not overreact, but Jim said we don't want to wait to address budget issues until panic sets in. Rob Rice wanted to know if the budget includes \$80,000 for the pro bono database (it doesn't). Lori said that we should not cut benefits for our members and we seem to be a bit alarmist about the situation. Eve wants more accountability for budgeting in the CLE department and said that we need a line item. Curtis closed the discussion by noting that the Executive Committee will continue to examine expenditures and revenues over the next year. **Approval for the budget was postponed until the Commission meeting in July.**

A. Utah Dispute Resolution Funding Request

Utah Dispute Resolution (UDR) has requested \$20,000 from the Bar in order to help support community mediation for the 2014-5 fiscal year. Typically, mediation services are provided to low income individuals for cases that lawyers aren't drawn to accept. Curtis noted that we denied their request last year and that we do approximately \$10,000 in kind each year for their office space. Rob inquired if we can shift this request to the Utah Bar Foundation (UBF). Jim responded, however, that UDR already receives \$20,000 a year from UBF. Nate Alder explained that UDR provides a huge benefit to the judicial system by the work they provide. They also provide cost effective mediation training. Nate questioned the need for UDR to file funding requests every year while Law Related Education is a \$40,000 plus line item in the Bar's budget. Steve Burt opined that we should "wean them off [their reliance on] the Bar." More discussion ensued. **Jim moved to deny UDR's request and Kenyon Dove seconded the motion which passed with none opposed.**

B. Young Lawyers Division Funding Request

Katherine Judd, the Young Lawyers Division (YLD) new incoming president, appeared to present YLD's request for \$59,000 for the 2014-5 fiscal year. She gave an informative and detailed report on all the good things YLD does for the legal profession and the public as outline in the packet materials. They plan on two new programs for the upcoming year with school aged children: "Bully-Proof" and "Arrive Alive" which deals with texting and driving. They also would like to fund two attendees at the upcoming Summer Convention.

A comprehensive discussion took place. Lori said that the Commission is making this decision in light of a previous discussion to trim the Bar's budget. Curtis

wondered if more local bars could be solicited for contributions. For instance, SUBA could be asked to help fund the new St. George VA Legal Clinic. Commissioners observed that we gave YLD an \$11,000 increase last year and they are asking for a \$10,500 increase this year. We have essentially raised our contribution of \$40,000 to \$60,000 if this request is granted. Nevertheless, Commissioners also recognized the tremendous work that YLD accomplishes. Rob observed that the two new programs “Bully Proof” and “Arrive Alive” aren’t core to the Bar’s mission unlike Wills for Heroes. Countering those observations, both Steve and Heather Farnsworth opined that we get a lot more bang for our buck from YLD than we get with a \$60,000 budget for billboards.

Jim noted that we are grateful for YLD’s efforts but suggested that we maintain last year’s level of funding as we need to tighten our financial belt. **Herm Olsen moved to add \$7,500 to last year’s contribution which would total \$56,000 for 2014-5. Dickson seconded the motion. The motion passed.**

2.6 Appoint Commission Liaisons

Jim announced that while Commission Liaison assignments for Sections and Committees were included in the packet, the list has been finalized. He asked for any Commissioner feedback and requested them to send letters to their chairs so that those individuals know who their Commissioners are. John will circulate up-to-date chair contact information at a later date.

2.7 Advertising Rule Petition Amendment

Katherine Fox reported on the proposed changes to the Bar’s Advertising Rule which consist of amendments from the Court’s Advisory Committee on the Rules of Professional Conduct. The most significant change is that submitting advertising for review will no longer be mandatory. Another change is that it substitutes a procedure similar to a request for an ethics opinion for those lawyers who seek more guidance than is provided in the rule. Katherine directed the Commission’s attention to the materials in the packet which outline exactly what is being amended. **Jim moved to adopt the proposed changes and Susanne Gustin seconded the motion which passed unanimously.**

2.8 Approve *Magna Carta* Exhibit Project

Jim, Dickson Burton and Larry Stevens reported on a new ABA program (in conjunction with the Law Library of Congress) which is a traveling exhibit to raise awareness about the *Magna Carta* and celebrate its enduring legacy. The exhibit will be comprised of 12-16 free-standing banners with images that tell the story of the *Magna Carta* and its catalyst role in promoting the rule of law. The centerpiece will be one of four original copies made in 1215 of the document,

building up to the *Magna Carta's* 800th anniversary in 2015. The Matheson Courthouse or the Capital are strong possibilities as a suitable venue and no Bar funds are being solicited. **Tom Seiler made a motion to approve the program and the motion was seconded by Steve Burt. The motion passed.**

2.9 Select Auditors

Jim explained that our long-term Bar auditors have significantly increased their fees. Comparable service can be obtained at a more reasonable cost and the materials contain information in response to RFP's that were sent. **After discussion, Rob Rice moved to appoint Tanner & Company and Susanne Gustin seconded the motion which then passed without opposition.**

2.10 Judicial Council's Technology Committee

The Judicial Council's Technology Committee is in need of a Bar recommended member. John said that Lincoln Mead recommended Blake Miller to fill this appointment. **Tom Seiler made a motion to approve Blake Miller and Dickson seconded the motion. The motion passed with none opposed.**

3. Information Items

3.1 Disaster Relief Committee Report

Andrea Valenti Arthur and Brooke Ashton, co-chairs, appeared at this portion of the meeting to report on the work of the Disaster Relief Committee. They provided a handout which outlined the accomplishments of the committee to date. The committee's charge is to develop a plan for providing pro bono legal assistance to low-income individuals and businesses as needed after a disaster. The group has 11 members but only five regular participants, unfortunately, which is a problem. As such, the group is seeking suggestions as how to recruit volunteers. The work has developed into two prongs: (1) establish a referral service for legal assistance; and (2) establish a clinic-like format. They have presented CLE's and are working on a basic law manual (which includes such things as construction law, fraud, FEMA law, etc.) for attorneys who want to help in the event of a disaster. They also are working with the state emergency office and on establishing a St. George office to help with rural area's legal needs.

Nate suggested that the Bar's Military Law Section and the National Guard be contacted for potential volunteers. More discussion ensued. Another idea was to contact the sections to have a member help with updating the manual in different areas of law. Curtis said that SUBA should be able to help the Disaster

Committee as well. He said that he would help pave the way to SUBA and contact them.

NEW: The Commission Retreat is scheduled for August 22-23 and will be held at The Canyons. Commissioners should schedule this meeting accordingly.

HANDOUTS DISTRIBUTED AT MEETING:

1. 2014-2015 Budget Discussion Outline.
2. Disaster Legal Response Committee Request for Bar Support.
3. Tanner and Company Auditors Proposal.
4. Mercer (f/k/a Marsh) Report.
5. Dickson Burton's nomination for IP Section for Section of the Year Award.
6. Curtis Jensen's nomination for Judge James L. Shumate for Judge of the Year Award.
7. Michelle Harvey's nomination for the Disaster Legal Response Committee for Committee of the Year Award.
8. Scott Sabey's nomination for the Real Property Section for Section of the Year Award.
9. Copy of Intermountain Commercial Record for May 1, 2014.
10. Graph "Projected Revenue & Expense - \$200,000 Reduction in Expenses for 2014-5 year with Revenue Increase of 3% and Expense Increase of 5%.

ADJOURNED: 1:20 P.M. Noon

CONSENT AGENDA (Tab 3):

1. Approved April 25, 2014 Commission Meeting Minutes.
2. Renew Casemaker Contract
3. Appointments to Utah Legal Services Board

Tab R

Bar Commission Priorities

2013 - 2014

1. Promoting Public and Lawyer Education;
2. Promoting a Fair and Impartial Judiciary;
3. Promoting Access to Justice and Affordable Legal Services;
4. Studying the future of the practice of law in Utah and how it will be affected in the coming years by technology, market conditions, age, diversity, law school policies, etc., and how the Bar can provide additional technology training and career development for our membership;
5. Providing greater group benefits to members.

2012 - 2013

1. Public and Lawyer Education;
2. Fair and Impartial Judiciary;
3. Delivery of Affordable Legal Services;
4. Bar Building Review;
5. Implementation of Inclusion Policy;
6. Group Benefits.

2011 - 2012

1. Public Education;
2. Judicial Independence;
3. Delivery of Affordable Legal Services.

2010 - 2011

1. Public Education;
2. Judicial Independence;
3. Delivery of Affordable Legal Services.

2009 - 2010

1. Budget and Finance;
2. Government Relations;
3. Advocacy for the Courts;
4. New Lawyer Training Program;
5. Implementation of Operations Reviews.

2008 - 2009

1. New Lawyer Training Program
2. Operations Reviews
3. Public Relations and Lawyer Communications

2007 - 2008

1. Long Range Plan & Operations Review
 - (a) The management and technology operations of the Utah State Bar;
 - (b) The Admissions Department;
 - (c) The Access to Justice/*Pro Bono* Program;
 - (d) Public and member communications; and
 - (e) The Group Benefits Program.
2. Mentoring Program Development
3. Public Education, Public Relations, Surveys
4. Lawyer Referral Service Improvement
5. Access to Justice / *Pro Bono* / "Low" *Bono*
6. Professionalism

2006 - 2007

1. Bar Performance Review;
2. Relations with the Legislature, the Judiciary and the Governor's Office;
 - Action with Legislature
 - Action with the Judiciary
3. Communications;
4. Mandatory Insurance Disclosure;
5. Access to Justice;
6. Diversion Program.

**2014 - 2015 Commission Liaisons
to Committees, Local/Specialty Bars, and Sections**

Jim Gilson

Committee - Budget & Finance Committee
Committee - 2014 Fall Forum Committee
Committee - 2015 Summer Convention Committee
Special - Futures Commission

Steven Burt

Committee - Disaster Legal Resource Committee
Section - Construction Law Section

H. Dickson Burton

Committee - Admissions Committee
Section - Bankruptcy Law Section
Section - Business Law Section
Section - Intellectual Property Section
Section - International Law Section

Kenyon Dove

Committee - New Lawyer Training Committee
Bar - Davis County Bar Association
L/S Bar - Weber County Bar Association
L/S Bar - Collection Law Section
Section - Real Property Law Section

Heather Farnsworth

Committee - Character & Fitness Committee
Committee - Test Accommodations Committee
Section - Cyber Law Section
Section - Family Law Section
Section - Securities Law Section

Mary Kay Griffin

Committee - Budget & Finance Committee
Section - Non-profit / Charitable Law Section
Section - Tax Law Section

Susanne Gustin

Committee - Bar Examiner Committee
Committee - *Bar Journal* Committee
L/S Bar - UACDL
Section - Criminal Law Section

Mike Leavitt

L/S Bar - Eastern Utah Bar Association
L/S Bar - Garfield County Bar Association
L/S Bar - Sixth District Bar Association
L/S Bar - Southern Utah Bar Association
L/S Bar - Uintah Basin Bar Association

John Lund

Committee - Unauthorized Practice of Law Committee
Committee - Modest Means Committee
Section - Administrative Law Section
Section - Litigation Section
Special - Futures Commission
Special - Judicial Council

Janise Macanas

Committee - Budget & Finance Committee
Section - Communications Law Section
Section - Education Law Section
Section - Estate Planning Law Section
Section - Juvenile Law Section
Section - Senior Lawyers Section

Herm Olsen

Committee - Fee Dispute Resolution Committee
L/S Bar - Box Elder Bar Association
L/S Bar - Cache County Bar Association
Section - Elder Law Section
Section - Solo, Small Firm & Rural Practice Section

Rob Rice

Committee - Pro Bono Commission
L/S Bar - Hellenic Bar Association
L/S Bar - LGBT Bar Association
L/S Bar - Salt Lake County Bar Association
Section - Labor & Employment Law Section

Tom Seiler

Committee - Ethics Advisory Opinion Committee
L/S Bar - Central Utah Bar Association
L/S Bar - Inns of Court
L/S Bar - Utah Association for Justice
L/S Bar - Wasatch County Bar Association

Angelina Tsu

Committee - Budget & Finance Committee
Committee - Governmental Relations Committee
Committee - 2015 Spring Convention Committee
Section - Corporate Counsel Section
Section - Banking & Finance Section
Special - Futures Commission

Curtis Jensen

Committee - CLE Advisory Committee
Committee - Member Resources Committee
L/S Bar - Federal Bar Association
Special - Futures Commission

Nate Alder

L/S Bar - Tooele County Bar Association
Section - Antitrust and Unfair Competition Section
Section - Dispute Resolution Section
Section - Appellate Practice Section
Special - Futures Commission

Margaret Plane

L/S Bar - Park City Bar Association
Section - Constitutional Law Section
Section - Government Law Section
Section - Military Law Section

Larry Stevens

Committee - Fund for Client Protection Committee
Section - Energy, Natural Resources Law Section
Section - Franchise Law Section
Section - Health Law Section

Not Assigned:

Utah Prosecution Council
Utah Employment Lawyers

Summer Convention 2008 Operations Review

1. Summary Description of the Program Activity and History.

The Rules for Integration and Management of the Utah State Bar and the Bylaws mandate that the Bar should hold an annual business meeting. Thus, the Summer Convention was established. The Summer Convention offers a maximum of 16 hours of MCLE credit as well as various receptions and the opportunity to foster collegiality in the profession. It also provides a social and recreational environment for lawyers and their families.

The Summer Convention for the last 20 years has been held during the months of June or July: Sun Valley, Idaho (1985, 1986, 1989, 1991, 1992, 1993, 1994, 1996, 1997, 1998, 1999, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008); Park City (1987); San Diego, California (1988, 1995, 2000); Beaver Creek Colorado (1990); Newport Beach, California (2006).

The Summer Convention is contracted with Sun Valley, Idaho through 2016, which requires a one-year cancellation policy.

2. Program Goal Statement.

The Summer Convention provides lawyers with the opportunity to comply with MCLE requirements, a forum to foster collegiality in an otherwise increasingly adversarial and confrontational profession, and a source of networking with judges, legislators and other public policy makers.

3. Resources and Volunteers.

The Summer Convention Committee is composed of a chair / co-chairs and a representative from each of the 34 sections of the Bar. The Committee, with the approval of the President, selects the program content, speakers and presenters. Richard Dibblee and Connie Howard coordinate the Convention and organize all communications, activities, logistics, CLE programming and scheduling. They are assisted by four or five staff members who are assigned various responsibilities throughout the year and assist at the Convention site.

4. Description and Outcomes.

Attendance at the Summer Convention is approximately 8% of the Bar membership (500-525). While this figure is impressive when compared to other western states bars, there are a number of issues that must be addressed. The chief concern involves attendance by the members. Some members maintain that it is inappropriate to hold the Convention outside the state. Based on such complaints, the Commission, in 1995, instructed the staff to explore in-state sites for the Summer Convention. The staff concluded that there

was not an in-state site that could accommodate a group the Bar's size and maintain the interest of and entertain the lawyers and their families. Furthermore, the Commission held an additional business meeting in Salt Lake City prior to the regularly scheduled Summer Convention in San Diego (2000). The additional business meeting was attended by a total of 10 people, the majority of whom were members of the Commission. Meetings which are close the members' offices held in-state, other than the Spring Convention in St. George, are generally poorly attended. However, it is the desire of the Commission to schedule an annual convention in-state, preferably in Park City, following the 2002 Winter Olympics.

Another concern is that the Summer Convention should present more topics that are of interest to and representative of the Bar's current make-up, i.e., minority bar, women lawyers, young lawyers, government, solo, small firm, rural practitioners, etc. Furthermore, to encourage attendance by such groups at the Summer Convention the Bar should continue to offer a discount on the registration fee.

An additional concern is the ability or the lack thereof, to obtain entertaining and informative speakers. The present arrangement is to pay only expenses and no honorarium. Traditionally, the Summer Convention Committee has found it difficult to find interesting speakers willing to participate under such a fee arrangement. On occasion, the Committee has been able to accommodate an honorarium request by soliciting for sponsors to assist with the expense. Accordingly, it is recommended that the speaker's budget be increased.

Summer Convention

The Utah State Bar puts on thousands of hours of continuing legal education in the state each year. The primary focus of the annual convention is different. It is to provide lawyers with an environment in which they can become more familiar with each other in informal and non-confrontational settings and become better educated about current legal developments, issues facing the Bar, and trends in the profession and the judiciary. We believe that the administration of the justice system will more appropriately function when its participants deal with each other with civility and are able to communicate more effectively with one another. This familiarity is facilitated, not surprisingly, from lawyers taking the time to get away from the often-confrontational relationships festering in today's practice settings.

We have found the greatest success at locations which provide the greatest variety of recreational and social events, where costs might be kept reasonable for lawyers, and at locations which are familiar to lawyers and their families. We break even on the event through sponsorships, vendors and registration fees. No general dues are used.

We regularly discuss how we might bring the event to Utah. It is our experience that the type of education and networking in a family-friendly recreational location can not be accommodated within the state just yet because no single property can appropriately house the numbers we attract and because conventions held in Salt Lake historically are poorly attended and cannot provide the get-away needed. Even if we were to hold a convention in Salt Lake, the economic impact would be minimal because lawyers would not stay overnight downtown.

We hold two conventions in the state each year. The Fall Forum is held every year on one day in November in Salt Lake and the Spring Convention is held over three days every March in St. George. Each provides some unique form of networking. The Spring Convention includes overnight accommodations, recreational activities and social events. It is becoming almost as large an event as the Summer Convention. As a practical matter we are almost outgrowing St. George.

We have regularly reviewed hotel availability closer to the Wasatch Front which might satisfy our needs, but none is large enough for the regular number of attendees we get annually at the Summer Convention. Park City needs additional space and its proximity to Salt Lake makes it problematic. Cedar City has enough hotel rooms throughout the city and it is far enough away with great recreational opportunities, but the hotel rooms are not close to each other and it might be difficult to completely book all that are available right now.




The primary location for the Summer Convention has recently been Sun Valley. We occasionally plan the event for southern California. Sun Valley has provided a wonderful blend of comfort, proximity, and recreational variety. The Sinclair Oil management team is aware of our concerns and constantly reminds us about their contacts to the state and the Utah-based resources which are used in operating that property.

It would be our desire to hold the Summer Convention in state. While it is a small part of the activities of the Bar and constitutes a miniscule number of the CLE hours we provide in the





state, we realize there is economic and emotional impact. We regularly review Utah-based properties and are open to the idea that they could become sufficient to satisfy our goals. We have simply concluded that there are no properties of the size or type or relative distance which could provide us with the type of experience we hope to create.

(cabq) J:\CONVENTIONS\2008 Summer Convention Summary.doc





1. How was your overall Convention experience

		Response Percent	Response Count
Excellent		58.8%	60
Good		36.3%	37
Fair		4.9%	5
Poor		0.0%	0
answered question			102
skipped question			1



2. Please rate Thursday's keynote program: Laughing Your Way through Life David Dugan

		Response Percent	Response Count
Excellent		2.0%	2
Good		29.6%	29
Fair		34.7%	34
Poor		33.7%	33
Comments			42
answered question			98
skipped question			5




3. Please rate Thursdays Lunch Program: Same-Sex Marriage Litigation after United States v. Windsor Prof. Clifford J. Rosky

		Response Percent	Response Count
Excellent		58.8%	47
Good		32.5%	26
Fair		7.5%	6
Poor		1.3%	1
answered question			80
skipped question			23

4. Was the addition of an extra hour of CLE at lunch beneficial?

		Response Percent	Response Count
Yes		92.0%	81
No		8.0%	7
Comments			7
answered question			88
skipped question			15





5. Please rate Friday's keynote program: Law and Neuroscience: Surveying the Territory
Prof. Hank Greely

		Response Percent	Response Count
Excellent		67.0%	59
Good		23.9%	21
Fair		9.1%	8
Poor		0.0%	0

Comments 12

answered question	88
skipped question	15





6. Please rate the Friday Lunch Program: 100th Anniversary of the Joe Hill Trial Kenneth D. Lougee

		Response Percent	Response Count
Excellent		31.0%	22
Good		46.5%	33
Fail		15.5%	11
Poor		7.0%	5

Comments 15

answered question	71
skipped question	32

7. Please rate Saturday's keynote program: The Lawyer as Actor – The Courtroom/Boardroom as my Stage Dr. Jerry Gardner

		Response Percent	Response Count
Excellent		13.9%	11
Good		46.8%	37
Fair		31.6%	25
Poor		7.6%	6
Comments			20
answered question			79
skipped question			24

8. Please rate or comment on the keynote speakers and breakouts that either were useful or interesting to you.

	Excellent	Good	Fair	Poor	Rating Count
Marshaling the Evidence on Appeal	78.6% (22)	21.4% (6)	0.0% (0)	0.0% (0)	28
The Impact of the New LLC Act on Closely-Held Member Litigation	57.1% (12)	42.9% (9)	0.0% (0)	0.0% (0)	21
The Practicalities of the Utah Attorney Work-Product Doctrine	42.1% (8)	42.1% (8)	15.8% (3)	0.0% (0)	19
Immanentizing the Eschaton (On proposed Rules of Professional Conduct 1.19, 407, and Planning the end from the Beginning)	7.7% (1)	76.9% (10)	7.7% (1)	7.7% (1)	13
Competency Required: Courtroom Presentation Technology	32.3% (10)	58.1% (18)	9.7% (3)	0.0% (0)	31
What Goes on Behind Closed Doors in Mediation	23.3% (7)	56.7% (17)	16.7% (5)	3.3% (1)	30
Contracting and Litigation Issues that Arise from Termination for Convenience Provisions in Standard Construction Contracts	40.0% (4)	60.0% (6)	0.0% (0)	0.0% (0)	10
Corporate Compliance Programs	37.5% (3)	62.5% (5)	0.0% (0)	0.0% (0)	8
Guantanamo and the Rule of Law: The Strange Mix of Military Commissions, Lawyers, and Terrorists	63.2% (12)	31.6% (6)	5.3% (1)	0.0% (0)	19
Defending / Prosecuting Crimes Using Social Media, Surveillance & Background Investigation	42.9% (6)	50.0% (7)	7.1% (1)	0.0% (0)	14
Law and Neuroscience: Surveying the Territory, Cont.	61.1% (22)	30.6% (11)	8.3% (3)	0.0% (0)	36
Trade Secrets and Trade Dress: A Practical Guide to Protecting Your Clients' Intellectual Property	37.5% (6)	37.5% (6)	25.0% (4)	0.0% (0)	16
State and Local Initiative and Referendum Law	44.4% (4)	33.3% (3)	11.1% (1)	11.1% (1)	9

Trying Family Law Cases Around Utah: Tips from a Panel of District Court Judges	56.3% (9)	37.5% (6)	6.3% (1)	0.0% (0)	16
Advanced Online Legal Research	72.7% (8)	18.2% (2)	9.1% (1)	0.0% (0)	11
Jury Behavior	53.8% (14)	42.3% (11)	3.8% (1)	0.0% (0)	26
Payment for and Extinguishment of Easements: Special Issues	23.1% (3)	46.2% (6)	15.4% (2)	15.4% (2)	13
What the American Taxpayer Relief Act of 2012 Means to Utah Estate Planners	40.0% (2)	60.0% (3)	0.0% (0)	0.0% (0)	5
How to Build a Firm Culture that Handles Conflict Constructively	50.0% (7)	28.6% (4)	0.0% (0)	21.4% (3)	14
Inviting Scrutiny: How Digital Age Innovations are Eroding the Attorney – Client Privilege	30.0% (6)	55.0% (11)	15.0% (3)	0.0% (0)	20
Economic Loss Doctrine	66.7% (28)	28.6% (12)	4.8% (2)	0.0% (0)	42
A Business Startup That Wants to Raise Outside Capital	27.3% (3)	54.5% (6)	18.2% (2)	0.0% (0)	11
The Lawyer as Actor – The Courtroom / Boardroom as My Stage, Cont.	13.3% (2)	53.3% (8)	26.7% (4)	6.7% (1)	15
An Overview of the Tax Parameters of Retirement Plans	20.0% (1)	40.0% (2)	40.0% (2)	0.0% (0)	5
What's in Your Pocket? Mobile Technology	62.5% (5)	37.5% (3)	0.0% (0)	0.0% (0)	8
Best Practices of Oral Advocacy: A Judicial Perspective	51.9% (14)	48.1% (13)	0.0% (0)	0.0% (0)	27
Lender Liability Claims Before, During and After Bankruptcy	58.3% (7)	41.7% (5)	0.0% (0)	0.0% (0)	12
Taking Control of Health Care Reform	33.3% (1)	66.7% (2)	0.0% (0)	0.0% (0)	3
Trauma is Tearing Our Families Apart: Viewing Our Children & Families Through a Trauma Lens	12.5% (1)	87.5% (7)	0.0% (0)	0.0% (0)	8









White Collar Fraud / Crime	58.3% (7)	33.3% (4)	8.3% (1)	0.0% (0)	12
Comments					11
answered question					97
skipped question					6

9. Please list session topics you would like to see at future Utah State Bar Conventions					
					Response Count
					26
answered question					26
skipped question					77

10. Please list any keynote speakers you would be interested in seeing at future Utah Bar events.					
					Response Count
					17
answered question					17
skipped question					86

11. What type of subject matter would you like at a keynote presentation?					
					Response Count
					15
answered question					15
skipped question					88





12. Did you take advantage of any of the following activities available in Snowmass:

		Response Percent	Response Count
Rafting		15.2%	12
Hiking		75.9%	60
Biking		19.0%	15
Golfing		12.7%	10
Tennis		3.8%	3
Day care (Treehouse of other)		5.1%	4
Concert(s)		60.8%	48
Aspen/Snowmass free shuttle		38.0%	30
Other (please specify)			12

answered question 79

skipped question 24

13. How did you hear about these activities?

		Response Percent	Response Count
Email		23.6%	17
Letter		5.6%	4
Website		61.1%	44
At Convention		63.9%	46
Other (please specify)			9

answered question 72

skipped question 31

14. Are there other ways we can keep you informed on available activities?

Response
Count

9

answered question

9

skipped question

94

15. Where did you stay?

Response
Percent Response
Count

Condo



44.1%

41

Viceroy



14.0%

13

Westin



41.9%

39

Other (please specify)

7





answered question

93

skipped question




10

16. How would you rate your accommodations?

		Response Percent	Response Count
Excellent		65.7%	65
Good		28.3%	28
Fair		4.0%	4
Poor		2.0%	2
Comments			8

answered question	99
skipped question	4

17. The overall cost of lodging, food, and activities

		Response Percent	Response Count
was lower than expected.		23.5%	23
was as expected.		66.3%	65
was higher than expected.		10.2%	10
answered question			98
skipped question			5

18. What was your most memorable experience from this year's convention?

	Response Count
	36
answered question	36
skipped question	67

19. Would you return to Snowmass if the Summer Convention were to be held there again?

		Response Percent	Response Count
Yes		62.7%	64
No		8.8%	9
Maybe		28.4%	29
	Comments		34

answered question	102
skipped question	1

20. The 2015 Utah State Bar Summer Convention will be held in Sun Valley, Idaho from July 29th through August 1st. What is the likelihood of your attendance?

		Response Percent	Response Count
Very likely		56.9%	58
Somewhat likely		24.5%	25
Somewhat unlikely		13.7%	14
Very unlikely		4.9%	5
	Comment		17

answered question	102
skipped question	1

Page 2, Q2. Please rate Thursday's keynote program: Laughing Your Way through Life
David Dugan

1	Perhaps it was the wrong time of the day for this presenter. Early morning with a crowd like this would be difficult at best.	Aug 4, 2014 11:22 AM
2	He was not prepared and not funny. His idea of comedy is to talk to audience members. Get a routine already, dude! He could at least recycle something from his Arsenio Hall days from 20 years ago. He made some sexist jokes, too, that were not cool.	Aug 1, 2014 11:42 AM
3	I'm not sure why this qualified for CLE	Jul 30, 2014 5:06 PM
4	Totally useless.	Jul 28, 2014 2:34 PM
5	Funny but generated a feeling of awkwardness for some reason	Jul 25, 2014 10:52 PM
6	A comedian doing his routine at 9:00 a.m. in front of a bunch of lawyers - Really?	Jul 25, 2014 4:19 PM
7	Comedian's nightmare 1. Lawyers, 2. 8:00 am, 3. sober.	Jul 25, 2014 3:43 PM
8	His comments were neither tailored to the audience nor particularly funny	Jul 25, 2014 9:03 AM
9	Poor guy had an impossible task--doing comedy at 9 in the morning for lawyers!!!	Jul 24, 2014 7:20 PM
10	He was terrible.	Jul 24, 2014 9:58 AM
11	Didn't seem to apply to a bar convention. If there was more substance to the presentation (i.e. how does having a sense of humor help in like or legal practice?).	Jul 23, 2014 12:09 PM
12	Unfair to schedule a comic so early in the morning. I would not bother in the future.	Jul 23, 2014 9:29 AM
13	Seemed a pretty painful experience for Mr. Dugan, who did his best with an early-morning slot, a big room and a breakfasting audience. Impressive effort, but not very useful.	Jul 23, 2014 9:09 AM
14	a train wreck	Jul 23, 2014 8:51 AM
15	funny, but too early	Jul 23, 2014 8:36 AM
16	It seemed more entertainment than substantive CLE, so maybe more appropriate for lunch than keynote.	Jul 23, 2014 8:33 AM
17	I think it was a bit too early for a Comedian.	Jul 23, 2014 8:24 AM
18	Really?	Jul 23, 2014 8:15 AM
19	I general would have preferred a law related speaker instead, although I really like David Dugan's jokes.	Jul 23, 2014 1:12 AM
20	It was the wrong time of day; perhaps even the wrong audience	Jul 22, 2014 8:13 PM
21	While I appreciate what appeared to be an attempt to start off the convention	Jul 22, 2014 6:08 PM

Page 2, Q2. Please rate Thursday's keynote program: Laughing Your Way through Life
David Dugan

	with a laugh, Mr. Dugan's stand-up is best received when coupled with drinks of an alcoholic nature, not caffeine.	
22	Not funny or useful.	Jul 22, 2014 5:48 PM
23	Really? A comedian? For CLE?	Jul 22, 2014 5:47 PM
24	Need better opening speakers	Jul 22, 2014 5:38 PM
25	Mistake to have the comedian come to the Leadership lunch the day before. Tough audience dynamic for him.	Jul 22, 2014 5:20 PM
26	tough crowd he had to address l a tough time of day. However it was enjoyable.	Jul 22, 2014 5:13 PM
27	I liked the concept, but asked myself if an interesting speaker addressing a current legal issue wouldn't have been more beneficial.	Jul 22, 2014 5:12 PM
28	Bad Idea at 9 a.m. - I really felt bad for this guy; like watching a fish flop around on the bank of a river.	Jul 22, 2014 5:08 PM
29	He did a pretty good job.	Jul 22, 2014 5:03 PM
30	I appreciate the Effort to open the convention on a humorous note; however, given the prior day's news of the arrest of Shurtleff and Swallow, it was difficult to focus on much else. Our Bar and all it represents was under scrutiny. Perhaps a chance to air the issue would have been a better, albeit extemporaneous, choice. In fact, any law related subject, even if humorously presented would have been better.	Jul 22, 2014 4:59 PM
31	Total and absolute waste of time.	Jul 22, 2014 4:49 PM
32	Having a comedian didn't seem like a good use of time. I would rather do something to earn CLE given the cost of the convention.	Jul 22, 2014 4:49 PM
33	This was the main thing that was just a waste of time, both because it had nothing to do with the law and because Dugan was not funny and lacked delivery skills.	Jul 22, 2014 4:46 PM
34	Please no more.	Jul 22, 2014 4:42 PM
35	Irrelevant and painful to wait through.	Jul 22, 2014 4:35 PM
36	Entertainment is fine, but it ought to bear some arguable connection to law practice.	Jul 22, 2014 4:32 PM
37	Very funny, but I would have liked more than just a stand up routine.	Jul 22, 2014 4:30 PM
38	It had little if anything to do with the law. It was just a stand-up routine.	Jul 22, 2014 4:29 PM
39	Awful, boring, and irrelevant. And not funny.	Jul 22, 2014 4:28 PM
40	he was ok, but I think a comedian first thing was awkward. everyone was tired, everyone was confused as to why we were having a comedian, and his jokes	Jul 22, 2014 4:24 PM

**Page 2, Q2. Please rate Thursday's keynote program: Laughing Your Way through Life
David Dugan**

were moderate.

- | | | |
|----|-----------------------------------------------------------------------------------------|----------------------|
| 41 | I don't think I can get CLE credit for this in other jurisdictions where I am licensed. | Jul 22, 2014 4:23 PM |
| 42 | Very sad about this one. | Jul 22, 2014 4:21 PM |

Page 2, Q4. Was the addition of an extra hour of CLE at lunch beneficial?

- | | | |
|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 1 | Loved it! Very informative and engaging. | Aug 1, 2014 11:42 AM |
| 2 | Any addition of CLE time is a good thing. I was not personally able to attend the lunch presentation. | Jul 24, 2014 7:20 PM |
| 3 | This was the best presentation on this difficult issue I've seen. Very balanced and informative about the issues and the arguments by two people showing a great deal of civility. | Jul 23, 2014 9:09 AM |
| 4 | Both presenters were excellent and well-informed on the topic. Extremely timely. | Jul 22, 2014 10:14 PM |
| 5 | The Bar should NOT require separate registration for the lunch and should be able to accommodate those who paid for the entire event and wished to attend. | Jul 22, 2014 5:13 PM |
| 6 | It was beneficial to get CLE for this and the topic was interesting. It was not good in the sense that I did not hear anything that would be applicable to my practice. | Jul 22, 2014 4:46 PM |
| 7 | I really enjoyed the lunch CLEs. They are a nice addition to the conference. | Jul 22, 2014 4:29 PM |

Page 2, Q5. Please rate Friday's keynote program: Law and Neuroscience: Surveying the Territory
Prof. Hank Greely

1	Very insightful, very alarming.	Aug 4, 2014 11:22 AM
2	The best overall presenter I have seen in 30 years of Bar Conventions.	Jul 28, 2014 2:34 PM
3	Very interesting. Gave inspiration that we lawyers maybe need to think outside the box from time to time.	Jul 23, 2014 12:09 PM
4	Though kinda touchy-feely.	Jul 22, 2014 10:14 PM
5	Best hour of the convention. Thought provoking and entertaining.	Jul 22, 2014 6:08 PM
6	Somewhat interesting, but way too theoretical to be of any help to any practicing attorney.	Jul 22, 2014 5:47 PM
7	He was fascinating. This was probably my favorite lecture/presentation.	Jul 22, 2014 5:20 PM
8	Very interesting.	Jul 22, 2014 5:13 PM
9	It was really interesting and gave a good perspective.	Jul 22, 2014 5:03 PM
10	I have already used Prof. Greely's information in my practice.	Jul 22, 2014 4:46 PM
11	Amazing. Interesting.	Jul 22, 2014 4:42 PM
12	He was fantastic.	Jul 22, 2014 4:30 PM

**Page 2, Q6. Please rate the Friday Lunch Program: 100th Anniversary of the Joe Hill Trial
Kenneth D. Lougee**

1	I could not attend that lunch.	Aug 1, 2014 11:42 AM
2	Very good presentation of court decision history	Jul 28, 2014 4:43 PM
3	A less than engaging lecturer.	Jul 28, 2014 2:34 PM
4	Did not attend	Jul 25, 2014 2:47 PM
5	Sorry, couldn't attend.	Jul 24, 2014 7:20 PM
6	I did not go.	Jul 23, 2014 12:09 PM
7	I was honestly bored throughout this entire presentation.	Jul 23, 2014 8:24 AM
8	Knew about Joe Hill, but really zero about the case, and it's shocking.	Jul 22, 2014 10:14 PM
9	Quirky and interesting. I had never heard of Joe Hill. The story and the analysis were interesting.	Jul 22, 2014 5:20 PM
10	Interesting topic although the presenter was not very engaging.	Jul 22, 2014 5:13 PM
11	It was a little boring, the speaker was monotone, which makes for difficulty with attention.	Jul 22, 2014 5:03 PM
12	Great presentation – a bit long on the minutiae.	Jul 22, 2014 4:59 PM
13	Good in the sense the subject matter is interesting and well presented. Bad in the sense I will likely never use this information in my practice.	Jul 22, 2014 4:46 PM
14	The material was really interesting, but I would have loved a broader view of the story.	Jul 22, 2014 4:30 PM
15	I did not attend this lunch program.	Jul 22, 2014 4:23 PM

Page 2, Q7. Please rate Saturday's keynote program: The Lawyer as Actor – The Courtroom/Boardroom as my Stage
Dr. Jerry Gardner

1	Total waste of time	Jul 28, 2014 4:43 PM
2	So many things he could have taught us about stagecraft in the court room, and he spent the time on breathing and "being in the room."	Jul 28, 2014 2:34 PM
3	Sorry, couldn't attend.	Jul 24, 2014 7:20 PM
4	I am an actor/performer so I did enjoy it. But, I'm not sure many of the lawyers in the room could identify with it.	Jul 24, 2014 9:58 AM
5	Not particularly helpful.	Jul 23, 2014 9:29 AM
6	a double train wreck	Jul 23, 2014 8:51 AM
7	Again, I general would have preferred a law related speaker instead, although I really like Dr. Jerry Gardner's presentation.	Jul 23, 2014 1:12 AM
8	mildly interesting, but irrelevant.	Jul 22, 2014 8:13 PM
9	Dr. Gardner was engaging as a speaker and, hopefully, useful as an instructor.	Jul 22, 2014 6:08 PM
10	Wow--excellent presentation and very unique approach. I wish we had him earlier in the week.	Jul 22, 2014 5:13 PM
11	i am not sure we got to where the program title intended to take us.	Jul 22, 2014 5:13 PM
12	This had potential as well but was much less memorable than the Scalia and O'Connor presentations from past years.	Jul 22, 2014 5:12 PM
13	He was engaging	Jul 22, 2014 5:03 PM
14	With due respect, Dr. Gardner's presentation needed an introduction -- here's what I'm going to talk to you about and why. With that context, it would have been more helpful. But-- given the subject matter of his talk, the constant interruption of breakfast goers coming into the room was distracting and inappropriate. Please stop serving breakfast when the meetings convene.	Jul 22, 2014 4:59 PM
15	I really thought this was pretty boring. I have had this type of presentation before where the presenter understood how to make this information applicable to actual trial work. Dr. Gardner tried hard, but he did not understand what lawyers need enough to make the nexus between the layer and the layer's audience.	Jul 22, 2014 4:46 PM
16	Good principles. Just not sure that you can do much in the limited time available.	Jul 22, 2014 4:42 PM
17	A little too touchy-feely for my taste.	Jul 22, 2014 4:32 PM
18	It was a different type of presentation, and that was nice.	Jul 22, 2014 4:30 PM
19	Dr. Gardner had some interesting things to say, but I felt like he could have said a lot more if he had been better prepared.	Jul 22, 2014 4:29 PM
20	Interesting, but not particularly relevant.	Jul 22, 2014 4:28 PM

Page 2, Q8. Please rate or comment on the keynote speakers and breakouts that either were useful or interesting to you.

1	I thought the break sessions were very good this year. Heard a lot of positive feedback on the same.	Aug 4, 2014 11:22 AM
2	Good range of subjects.	Jul 24, 2014 11:14 PM
3	the Wen. night reception was very nice	Jul 23, 2014 3:43 PM
4	It would be helpful if the Saturday afternoon Securities section presentation materials were posted on the web page. Also, it would be helpful to have the 2013 Fall Forum still posted on the web	Jul 23, 2014 1:12 AM
5	Very good breakouts overall.	Jul 22, 2014 5:13 PM
6	So nice to have the judges in the conference presenting and attending. First time for me in Snowmass and we loved it. We didn't think anything could replace Sun Valley but this was great and better.	Jul 22, 2014 5:13 PM
7	I find the most beneficial CLE's to be those that provide timely, hands-on, practical advice. For example, the discussion of courtroom technology was helpful, but it would have been more beneficial to have some demonstrations of how to make use of the technology.	Jul 22, 2014 5:12 PM
8	I did not rate the programs I did not attend. I wasn't sure if Dr. Gardner's line was as a keynote speaker or as a breakout. I did not attend his breakout session.	Jul 22, 2014 4:46 PM
9	The moderator for the jury behavior panel needed to actually moderate. The intros were too long, and she needed to keep the speakers on time so that there was time for questions at the end. I also think it was unfortunate to cut Judge Christiansen off in the middle of a sentence and not allow her to at least finish her comment. Otherwise, the content from the judges was great.	Jul 22, 2014 4:41 PM
10	Too many of what I thought were the really good breakouts were all set at the same time right off the bat on Thursday	Jul 22, 2014 4:29 PM
11	I enjoyed all of my breakout sessions. I felt like the White Collar breakout would have been better if someone representing the defense bar had been included.	Jul 22, 2014 4:29 PM

Page 2, Q9. Please list session topics you would like to see at future Utah State Bar Conventions

1	I think subjects on Court room skill enhancement, training and current legal topics are always popular. I would like to see more breakouts about what the future of law is going to be and issues we should be prepared for in the coming decade.	Aug 4, 2014 11:22 AM
2	Tax litigation	Jul 28, 2014 4:43 PM
3	I practice in juvenile court. Virtually nothing for the juvenile court practitioner was available.	Jul 25, 2014 4:19 PM
4	Evidence Updates	Jul 25, 2014 10:21 AM
5	Collections Mechanic's Liens Commercial landlord/tenant issues	Jul 25, 2014 9:03 AM
6	Would like to see more on electronic evidence discovery and presentation.	Jul 24, 2014 11:14 PM
7	Reviews of Supreme Court Decisions.	Jul 24, 2014 1:47 PM
8	Cloud Technology and Ethics Law Firm Administration How-Tos	Jul 24, 2014 1:32 PM
9	I would like to see something more helpful for estate planning. They've basically had the same session 2 years in a row.	Jul 24, 2014 9:58 AM
10	Anything on the Rules of Evidence, including the state of the admission of expert testimony in Utah	Jul 23, 2014 12:09 PM
11	More insurance law issues	Jul 23, 2014 6:59 AM
12	This year's topics seemed to be a good mix. I thought the economic loss panel was exceptional, because it's a confusing topic.	Jul 22, 2014 10:14 PM
13	Practice Management Civil Rights / Privacy	Jul 22, 2014 8:17 PM
14	More sections on evidence.	Jul 22, 2014 7:37 PM
15	Courtroom conduct, conflict with other attorneys, Rule 26 and Rule 26.1.	Jul 22, 2014 6:08 PM
16	Topics related to representing small companies; more corporate-related sessions; topics related to firm management and time management.	Jul 22, 2014 5:47 PM
17	Economic Loss Rule, trial practice, discovery techniques.	Jul 22, 2014 5:13 PM
18	Evidence 4th Amendment issues	Jul 22, 2014 5:13 PM
19	More CLE on issues arising in the personal injury and general commercial litigation areas.	Jul 22, 2014 5:12 PM
20	Rule of Evidence, Rule 702; How to Teach the Bench without Burning Bridges with the Judge; How to Get Rid of the Amendments to Rule 26; How to Persuade the Bench to force Parties to Actually Answer Discovery without Being a Whiner;	Jul 22, 2014 4:46 PM
21	Panel discussion with Utah Supreme Court (whole court if possible) discussing new procedural rules where there is give and take and comments from audience	Jul 22, 2014 4:44 PM

Page 2, Q9. Please list session topics you would like to see at future Utah State Bar Conventions

	Ins and outs of taking out of state depositions for cases that are in state.	
22	It would be great to see more CLEs with a practical emphasis. The presentation on the economic loss doctrine was a great example. I loved the state and local initiative and referendum presentation, but the topics were more about legislative and judicial trends than about any practical knowledge that would help a practitioner in day-to-day legal work. Don't get me wrong—I enjoy going to the theoretical and interesting lectures too, but it's great to attend a presentation that is well researched and helpful in my day-to-day practice.	Jul 22, 2014 4:42 PM
23	More criminal or public law.	Jul 22, 2014 4:30 PM
24	Criminal law Evidence Appellate practice	Jul 22, 2014 4:29 PM
25	Ethics - civility	Jul 22, 2014 4:28 PM
26	Please continue to have panels with judges. It is interesting to hear their perspectives.	Jul 22, 2014 4:23 PM

Page 2, Q10. Please list any keynote speakers you would be interested in seeing at future Utah Bar events.

1	Any of the high court Justices. Chief Justice Roberts would be nice. Notable legal authors would also be fun.	Aug 4, 2014 11:22 AM
2	Sean Carter	Aug 1, 2014 11:42 AM
3	Maxwell Miller	Jul 28, 2014 4:43 PM
4	Legal writing-Bryan Garner	Jul 23, 2014 9:09 AM
5	Bryan Garner	Jul 23, 2014 8:33 AM
6	US Supreme Court review - Dean Chemerinsky	Jul 23, 2014 6:59 AM
7	Justice John Paul Stevens	Jul 22, 2014 10:14 PM
8	Presiding Judge from the 10th Circuit. The attorneys from both sides of Kitchen v. Herbert	Jul 22, 2014 8:17 PM
9	Any Supreme Court justice, any judge from a same sex marriage case.	Jul 22, 2014 6:08 PM
10	Regulatory agency people; law professors; judges	Jul 22, 2014 5:47 PM
11	Jerry Seinfeld	Jul 22, 2014 5:20 PM
12	Jerry Gardner	Jul 22, 2014 5:13 PM
13	Other Supreme Court justices	Jul 22, 2014 5:12 PM
14	Former US Supreme Court Justice Stevens	Jul 22, 2014 5:08 PM
15	Alina Fong, Ph.D (Neuropsychologist); Tom Vesper (attorney from New Jersey (I think)) on leveling the field in discovery disputes; Congressman Matt Cartwright (Penn.) on Making our Highways Saver	Jul 22, 2014 4:46 PM
16	Chief Justice Roberts. Brian Doyle Ronnell Anderson Jones (BYU)	Jul 22, 2014 4:42 PM
17	Hank Greely was excellent. I would like more presenters like him. I also enjoyed the speaker who spoke about German courts during WWII a year or two ago.	Jul 22, 2014 4:29 PM

Page 2, Q11. What type of subject matter would you like at a keynote presentation?

1	I enjoy hearing about break-throughs in law, science and etc.	Aug 4, 2014 11:22 AM
2	Current/controversial events on a state or national level	Aug 1, 2014 11:42 AM
3	U.S. Supreme Court decisions	Jul 28, 2014 4:43 PM
4	I really liked the update on the same sex marriage. If those cases are still progressing, I'd like to see an update again,	Jul 24, 2014 9:58 AM
5	I like speakers who can inspire me not just to try to be a better lawyer, but to appreciate the vital role that lawyers can play in making a more just society. More than any other profession, lawyers can expand a just society or destroy it. We should be about more than just John Doe v. Richard Roe.	Jul 22, 2014 10:14 PM
6	Hot button issues, current supreme court cases, local legal issues	Jul 22, 2014 6:08 PM
7	Current topics in legal affairs; legal issues receiving significant media attention.	Jul 22, 2014 5:47 PM
8	lighter fare	Jul 22, 2014 5:20 PM
9	Conflict resolution, advocacy, motivational speakers	Jul 22, 2014 5:13 PM
10	interesting contemporary topics	Jul 22, 2014 5:13 PM
11	How the US Constitution should be amended to improve our system of government	Jul 22, 2014 5:08 PM
12	I prefer keynotes that are substantive and deal with timely legal issues.	Jul 22, 2014 4:41 PM
13	More hot topics like same sex marriage, especially those related to Utah (i.e. Medicaid or immigration reform).	Jul 22, 2014 4:30 PM
14	Historical lectures. Lectures about innovations in science or other areas that impact the law.	Jul 22, 2014 4:29 PM
15	Something law related.	Jul 22, 2014 4:23 PM

Page 2, Q12. Did you take advantage of any of the following activities available in Snowmass:

1	The activities were fantastic's. The hiking was superb. Better than SunValley.	Aug 4, 2014 11:22 AM
2	Lakes & maroon Bell mountains. Visiting and eating in Aspen.	Jul 25, 2014 10:52 PM
3	Snowmass Club	Jul 23, 2014 8:24 AM
4	Fly fishing	Jul 23, 2014 8:20 AM
5	fishing	Jul 22, 2014 5:50 PM
6	Swimming	Jul 22, 2014 5:38 PM
7	Gondola Rides at Aspen, Maroon Bells.	Jul 22, 2014 5:13 PM
8	Ashcroft Ghost town visit, Maroon Bells hike, visit to Aspen and Aspen gondola, swimming	Jul 22, 2014 5:12 PM
9	Fly fishing	Jul 22, 2014 4:49 PM
10	horsebackriding	Jul 22, 2014 4:46 PM
11	swimming	Jul 22, 2014 4:44 PM
12	Amazing food	Jul 22, 2014 4:42 PM

Page 2, Q13. How did you hear about these activities?

1	We learned alot about these activities last year when we were there.	Aug 4, 2014 11:22 AM
2	Prior attendees	Aug 1, 2014 11:42 AM
3	knew from previous snowmass conventions	Jul 28, 2014 4:43 PM
4	Locals	Jul 25, 2014 10:52 PM
5	literature at snowmass	Jul 22, 2014 7:04 PM
6	Word of mouth	Jul 22, 2014 5:13 PM
7	And word of mouth	Jul 22, 2014 5:12 PM
8	Travel Literature	Jul 22, 2014 5:08 PM
9	Went last year.	Jul 22, 2014 4:27 PM

Page 2, Q14. Are there other ways we can keep you informed on available activities?

1	Mailings are my preferred media. If I miss it, then my family always sees it and reminds me.	Aug 4, 2014 11:22 AM
2	The website is good.	Aug 1, 2014 11:42 AM
3	I liked having the schedule emailed to me each morning.	Jul 24, 2014 1:32 PM
4	Thanks for the daily notices. Very helpful.	Jul 23, 2014 5:41 PM
5	Text messages	Jul 23, 2014 8:24 AM
6	The day to day emails were great.	Jul 22, 2014 8:17 PM
7	Text message	Jul 22, 2014 6:08 PM
8	I liked the email updates with links to information about the convention and Snowmass.	Jul 22, 2014 4:41 PM
9	Sending an email during the convention was helpful.	Jul 22, 2014 4:23 PM

Page 2, Q15. Where did you stay?

1	Excellent. Close to the convention, shops, and events. Great accomodations.	Aug 4, 2014 11:22 AM
2	I could not afford the \$100+ hotel night. I slept at a campground 2 nights. The third night could not find a place to sleep, so slept off the side of the road in back of my vehicle.	Jul 24, 2014 10:02 PM
3	Capital Peak	Jul 24, 2014 9:58 AM
4	Chalet	Jul 23, 2014 9:09 AM
5	Snowmass Mountain Chalet	Jul 22, 2014 5:50 PM
6	Woodrun condos--fantastic lodging. We stayed in the Aspenwood condos last year and were not pleased with the accomodations.	Jul 22, 2014 5:12 PM
7	VRBO type house.	Jul 22, 2014 4:21 PM

Page 2, Q16. How would you rate your accommodations?

1	They were well priced, very clean and pleasant to stay in.	Aug 4, 2014 11:22 AM
2	No air conditioning was a bummer but not too bad	Aug 1, 2014 11:42 AM
3	Walked long distances to room.	Jul 25, 2014 10:52 PM
4	No parking available at times.	Jul 25, 2014 4:19 PM
5	policy requiring use of bellmen was annoying and inconvenient.	Jul 22, 2014 8:13 PM
6	Westin is old and not laid out well; just OK rooms	Jul 22, 2014 5:20 PM
7	Westin was fine, but not the Westin the reputation expects. I would stay at a Condo next time.	Jul 22, 2014 5:13 PM
8	They were fantastic.	Jul 22, 2014 4:30 PM

Page 2, Q18. What was your most memorable experience from this year's convention?

1	I thought the entire experience was great. Thank you to those in charge and bar leadership for an excellent convention. I hope we can return again in the future. I enjoyed SunValley, but I think Snowmass is my new favorite. Much better and more enjoyable for my family and myself.	Aug 4, 2014 11:22 AM
2	The whole thing was really fun and enjoyable! The rafting was probably the most fun, and I liked the keynote speakers. The food and especially the variety and quality of hot and cold drinks available throughout the meetings was awesome! Please keep that on all future conventions.	Aug 1, 2014 11:42 AM
3	association with colleagues	Jul 28, 2014 4:43 PM
4	Hank Greely's presentations.	Jul 28, 2014 2:34 PM
5	Beauty and scenery. Program was valuable and timely as usual. Disappointed with the ice cream social but for the many children at movie it looked fine and they seemed to enjoy it.	Jul 25, 2014 10:52 PM
6	The great environment. The cooler temperatures. Wonderful food, music, and activities.	Jul 24, 2014 1:47 PM
7	Dinner with everyone there from my firm.	Jul 24, 2014 9:58 AM
8	Biking	Jul 23, 2014 3:43 PM
9	Great CLE.	Jul 23, 2014 9:18 AM
10	Hiking with family, receptions with judges and others	Jul 23, 2014 9:09 AM
11	I appreciated the bar and bench mixer.	Jul 23, 2014 8:33 AM
12	The BYU Law School Reception, being with a few of my classmates, and meeting new people.	Jul 23, 2014 8:24 AM
13	The opportunity to mingle at the various receptions was wonderful.	Jul 23, 2014 8:15 AM
14	Interaction with judges	Jul 22, 2014 10:14 PM
15	Hitting the conference in the morning, rafting after, then a short hike, then a great dinner in Aspen, and a concert back at Snowmass.	Jul 22, 2014 8:17 PM
16	Hearing that it was moving back to Sun Valley next year.	Jul 22, 2014 7:04 PM
17	The family bbq was great, once again.	Jul 22, 2014 6:08 PM
18	Associating with members of the bar.	Jul 22, 2014 5:48 PM
19	several bike rides through gorgeous territory	Jul 22, 2014 5:20 PM
20	The family carnival.	Jul 22, 2014 5:13 PM
21	interaction with lawyers and judges.	Jul 22, 2014 5:13 PM
22	Family picnic	Jul 22, 2014 5:12 PM

Page 2, Q18. What was your most memorable experience from this year's convention?

23	Networking and social activities	Jul 22, 2014 5:09 PM
24	Hike from Aspen to Crested Butte.	Jul 22, 2014 5:08 PM
25	The break out session on How to Build a Firm Culture that Handles Conflict Constructively was a great session. I walked away feeling like I could apply many things in our office.	Jul 22, 2014 5:03 PM
26	Kitchen v. Herbert presentation was excellent.	Jul 22, 2014 4:59 PM
27	Spending time with my husband enjoying Snowmass and the surrounding areas was the best part. I didn't expect a truly incredible vacation on top of the convention activities.	Jul 22, 2014 4:49 PM
28	Justice Lee's Breakout Session on Marshaling Evidence on Appeal	Jul 22, 2014 4:46 PM
29	The great music at the opening reception, the good lectures, the live music on the hill on Thursday, and hiking in the one of the most beautiful places in the world.	Jul 22, 2014 4:42 PM
30	Maroon Bells	Jul 22, 2014 4:39 PM
31	All of the family oriented activities were particularly memorable.	Jul 22, 2014 4:30 PM
32	Hank Greely's lecture.	Jul 22, 2014 4:29 PM
33	CLE on bankruptcy issues with Judge Thurman and company	Jul 22, 2014 4:28 PM
34	Getting ready to give the ***** Joe Hill Speech	Jul 22, 2014 4:24 PM
35	Rafting with friends.	Jul 22, 2014 4:23 PM
36	Beautiful setting.	Jul 22, 2014 4:21 PM

Page 2, Q19. Would you return to Snowmass if the Summer Convention were to be held there again?

1	I definitely would return. I don't think I will go to Sun Valley--Snowmass is better.	Aug 4, 2014 11:22 AM
2	Too far away.	Jul 25, 2014 4:19 PM
3	This is a great location. I like Sun Valley, but the accommodations are more expensive and the quality is less predictable. Snowmass/Aspen is great and should remain as a site. Perhaps alternating between Snowmass and Sun Valley would work.	Jul 25, 2014 2:06 PM
4	Great program. The overall costs were much lower than other out of state venues I have attended.	Jul 24, 2014 11:14 PM
5	The lodging was expensive and limited. There was no lower priced accommodations.	Jul 24, 2014 10:02 PM
6	I like Sun Valley better.	Jul 24, 2014 7:20 PM
7	It is a shame that we are running back to Sun Valley. The resort is boring, expensive, and lacks any entertainment value.	Jul 24, 2014 1:47 PM
8	I am sorry I did not go to the first one at Snowmass. I hope the bar will consider a return to this location. Despite some of the whining I heard, the drive out was beautiful.	Jul 24, 2014 1:32 PM
9	The accommodations are quite expensive.	Jul 24, 2014 9:58 AM
10	I don't think Snowmass works well as a site for the Bar Convention. Unlike Sun Valley, there is no common area where you run into other members. Perhaps the problem is also that Snowmass is too vertical.	Jul 23, 2014 9:29 AM
11	Very nice venue.	Jul 23, 2014 9:09 AM
12	I absolutely loved Snowmass! I had never been before but will hope to be going back there soon for a weekend vacation.	Jul 23, 2014 8:24 AM
13	The drive is WAY too long, and Sun Valley offers much more entertainment opportunity.	Jul 22, 2014 10:14 PM
14	Snowmass was a breath of fresh air. I hope to see the bar return there in the near future. Complaints or warnings about the 'longer' drive were overblown. Great job at a new location.	Jul 22, 2014 8:17 PM
15	Beautiful surroundings, but restaurants, and hotel amenities were unreasonably expensive.	Jul 22, 2014 8:13 PM
16	Absolutely. I enjoy Snowmass more than Sun Valley, not only because it costs much less than Sun Valley, but because Sun Valley seems so...old...and not in a good way. Colorado has better restaurants, golf courses, sights, activities and such.	Jul 22, 2014 6:08 PM
17	It's a nice place, but it's a very long drive.	Jul 22, 2014 5:47 PM
18	prefer Sun Valley	Jul 22, 2014 5:20 PM

Page 2, Q19. Would you return to Snowmass if the Summer Convention were to be held there again?

19	Very impressed with location and amenities. Liked being able to stay in one place and have good accommodations/activities without drive.	Jul 22, 2014 5:13 PM
20	Most definitely.	Jul 22, 2014 5:13 PM
21	In some ways, we prefer Snowmass to Sun Valley: cheaper accommodations, much larger inventory of lodging, cheaper food and activities, and wider variety of activities. We love Sun Valley too, but would return again to Snowmass, in spite of the longer drive.	Jul 22, 2014 5:12 PM
22	Very long drive that basically requires two extra days of travel to attend the conference; topography is difficult with the facilities located on a very steep hill. Not very conducive to pedestrian travel	Jul 22, 2014 5:08 PM
23	The weather was perfect, the activities were great. It was an overall great experience!	Jul 22, 2014 5:03 PM
24	Incredibly long drive	Jul 22, 2014 4:59 PM
25	I absolutely fell in love with Snowmass and would definitely attend in the future.	Jul 22, 2014 4:49 PM
26	I feel a duty to go to the Annual Convention to support the Utah State Bar. Snowmass in the least favorite for me and for my family, out of Sun Valley, San Diego and St. George.	Jul 22, 2014 4:46 PM
27	Please consider holding the conference in Snowmass again. Please! I will go to Sun Valley, since that is apparently what most attorneys prefer, but Snowmass is incredible. I hope we return.	Jul 22, 2014 4:42 PM
28	I think Snowmass is an outstanding venue, and hope that we return -- or at least continue to try venues other than Sun Valley.	Jul 22, 2014 4:41 PM
29	The drive is much further than Sun Valley and the train was extremely slow.	Jul 22, 2014 4:32 PM
30	I love Sun Valley and Snowmass, but I prefer Snowmass because it is less expensive and offers more to do.	Jul 22, 2014 4:29 PM
31	The drive is long, but I like the cheaper condo rentals compared to Sun Valley. Once every five years?	Jul 22, 2014 4:28 PM
32	Too far away and too expensive	Jul 22, 2014 4:28 PM
33	Only complaint, the long drive.	Jul 22, 2014 4:27 PM
34	It's a long drive to be in a place that feels like a green Park City.	Jul 22, 2014 4:23 PM

Page 2, Q20. The 2015 Utah State Bar Summer Convention will be held in Sun Valley, Idaho from July 29th through August 1st. What is the likelihood of your attendance?

1	Bad time of the year and once you have been there there is not much more to see or do. Snowmass has something new every year.	Aug 4, 2014 11:22 AM
2	It depends on what else is going on next summer and whether I have a role at the Convention and/or need the CLE	Aug 1, 2014 11:42 AM
3	Sun Valley is too expensive and the accomodations are hit and miss.	Jul 25, 2014 2:06 PM
4	Depends if there is affordable lodging, less than \$100.	Jul 24, 2014 10:02 PM
5	Sun Valley is my favorite venue for the annual convention.	Jul 24, 2014 7:20 PM
6	I will hold out for San Diego, Newport, or a return to Snowmass.	Jul 24, 2014 1:47 PM
7	Unless Sun Valley provides some competitive pricing I will not make the trip.	Jul 24, 2014 1:32 PM
8	Sun Valley is just a superior convention experience.	Jul 22, 2014 10:14 PM
9	Sun Valley is too expensive and offers too little for the price.	Jul 22, 2014 8:17 PM
10	Will seek accommodations away from resort.	Jul 22, 2014 8:13 PM
11	we LOVE Sun Valley. it is much better than Snowmass.	Jul 22, 2014 7:04 PM
12	I think Sun Valley is a better destination	Jul 22, 2014 5:20 PM
13	Please do it in Snowmass again.	Jul 22, 2014 5:13 PM
14	No comparison with Snowmass for quality and value	Jul 22, 2014 5:09 PM
15	But prefer Snowmass	Jul 22, 2014 4:44 PM
16	If my work will send me again, I'll be there.	Jul 22, 2014 4:30 PM
17	Not enough sessions on topics of interest to transactional lawyers	Jul 22, 2014 4:28 PM

PRESIDENT'S MESSAGE



Benefits of the Annual Meeting

By Hans Q. Chamberlain

In approximately 1974 or 1975 (long before I became very active in the Bar Association), mostly out of curiosity and the need to get away from the office grind with my family, my wife and I decided to pile our children in our yellow and white Suburban (that the neighborhood children commonly referred to as the "school bus"—referred to by me as my "BMW—Big Mormon Wagon"), and traveled from Cedar City to Sun Valley for our first Annual Meeting. Frankly, we did not know what to expect, knew very little about Sun Valley and the surrounding area, so in that sense, it was somewhat of an adventure for us.

Much to our surprise, everything went well, our lodging was more than satisfactory, and the CLE Program very worthwhile. Our children fell in love with Sun Valley and now look forward to each Annual Meeting as a new adventure.

At my first Annual Meeting, two or three of the older members put their arm around me, welcomed me to this annual affair, and I think the President back then even went out of his way to make me feel welcome, which I sincerely appreciated.

I am sure you realize by now that I became a believer in regular attendance at Annual Meetings of the Bar, and simply have no regrets from my fairly regular attendance at the Annual Meeting over the past 15 years. I sincerely believe that the CLE events I attended at each Annual Meeting have made me a better lawyer and, hopefully, a better person. I know my wife and children better understand what lawyering is all about by reason of their attendance

and participation at the Annual Meetings that we have always attended as a family.

Because the Annual Meeting this year is being held at Beaver Creek, Colorado, I see this as a chance for a new adventure, improving my skills as a lawyer, socializing with people I like and respect, and a chance to be with my family. I have never been to Beaver Creek, Colorado, but its alpine village setting, its reasonable room rates, a Robert Trent Jones Golf Course and summer sun sound rather enticing as I wind down my year.

By now, you will have received information on the Annual Meeting, and I simply want to encourage you to attend this annual event from June 27, 1990, through July 1, 1990. The Annual Meeting Committee, chaired by Carolyn Nichols, has gone to a great deal of work in planning this event, and CLE events have been scheduled to allow as much free time for relaxation as possible. I have very much appreciated Carolyn and her committee's efforts in undertaking this project. Every time we decide to hold our Annual Meeting at a different place, a substantial amount of effort is required, and I want to personally thank Carolyn and her committee members for going the extra mile.

By attending, you can obtain 13 hours of MCLE credit while enjoying the beautiful Colorado Rockies. You will be able to hear from speakers including New York City Comptroller and former U.S. Representative Elizabeth Holtzman, the Hon. Robert R. Merhige Jr., U.S. District Judge, Eastern

District of Virginia, and the Hon. Jim R. Carrigan, U.S. District Judge, Colorado.

When the Bar Commission selected Beaver Creek, we intentionally tried to select a site that was within driving distance for most Bar members to minimize expense and provide an opportunity for a family outing. From almost any point in Utah, you can drive to Beaver Creek in one day, and as I understand it, the drive is really quite beautiful.

Many lawyers ask why we hold our Annual Meetings and most of our Mid-Year Meetings out of the Wasatch Front area. The answer is simple. Lawyers don't attend them if they are within an hour's driving distance from their office. For example, our Mid-Year Meeting held in Salt Lake this past January drew approximately one-half of the number that attended the Mid-Year Meeting a year ago in St. George. The last time we held an Annual Meeting near Salt Lake in Park City, we had less than 100 lawyers sign up, about 50 percent of those attended the events, and the Bar lost money. When we held the Annual Meeting in San Diego a couple of years ago, we drew the largest number in the history of the Bar, even larger than the number in attendance at the Sun Valley meeting last summer.

If you haven't taken time to read the brochure on the Annual Meeting, please take time to do so. More importantly, take it home, review it with your spouse and family, and make a commitment early on to visit the Rockies this summer.

I hope to see you there.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
1	CONVENTION REGISTRATION TOTALS BY YEAR																			
2	YEAR	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
3	FALL FORUM																			
4	LOCATION									U. Park	U. Park	Little Am	Little Am	Salt Pal	Salt Pal	Marriott	Ed. Am	Ed. Am	Ed. Am	Ed. Am
5	TOTAL REG.									388	270	508	530	588	535	666	507	553	475	368
6																				
7	SPRING CNV																			
8	LOCATION	ST. G.																		
9	TOTAL REG.	429	461	501	501	519	471	513	454	434	487	419	420	436	460	424	426	438	379	362
10																				
11	SUMMER CNV																			
12	LOCATION	CALIF.	IDAHO	IDAHO	IDAHO	IDAHO	CALIF.	IDAHO	IDAHO	IDAHO	IDAHO	IDAHO	NWPRT	IDAHO	IDAHO	IDAHO	IDAHO	HYATT	IDAHO	COLO
13	TOTAL REG.	455	526	527	541	568	479	542	327	496	350	438	367	450	413	424	351	354	372	325

2013-2014 Western States Bar Survey

(cabed.J.GilsonWSBSurvey)

	Utah (unified bar)	Alaska (unified bar)	Arizona (unified bar)	California (unified bar)	Colorado (voluntary bar)	Hawaii (unified bar)	Idaho (unified bar)	Montana (unified bar)	Nevada (unified bar)	New Mexico (unified bar)	North Dakota (unified bar)	Oregon (unified bar)	South Dakota (unified bar)	Washington (unified bar)	Wyoming (unified bar)
Total Membership Annual Budget	11,118	4,066	16,208	227,941	17,500	7,500	5,806	4,749	10,538	7,900	2,420	18,000	3,097	33,969	2,894
Bar Governance	\$5.5 Million	\$2.8 Million	\$14.2 Million	\$137 Million	\$5 Million	\$1.9 Million	\$2.7 Million	\$1.4 Million	\$6.3 Million	\$3.5 Million	\$1 Million	\$18.2 Million	\$1.4 Million	\$20.3 Million	\$1.3 Million
	1. 15 Board members; 3-year terms. 2. Board meets 10 times per year. 3. Electronic ballot used for officer election by membership.	1. 12 Board members; 3-year terms. 2. Board meets 4 times per year. 2. Electronic ballot used for officer election by membership.	1. 30 Board members; 3-year terms. 2. Board meets 9-11 times per year. 3. Officers elected by governing body.	1. 17 Board members; 3-year terms. 2. Board meets 6 times per year. 3. Officers elected by governing body.	1. 149 Board members; varied terms. 2. Board meets 2 times per year. 3. Officers elected by governing body.	1. 21 Board members; 2-year terms. 2. Board meets 12 times per year. 3. Electronic and Mail-in ballot used for officer election by membership.	1. 5 Board members; 3-year terms. 2. Board meets 9 times per year. 3. Mail-in ballot used for officer election by membership.	1. 20 Board members; 2-year terms. 2. Board meets 4 times per year. 3. Mail-in ballot used for officer election by membership.	1. 15 Board members; 2-year terms. 2. Board meets 6 times per year. 3. Officers elected by governing body.	1. 22 Board members; 3-year terms. 2. Board meets 5 times per year. 3. Officers elected by governing body.	1. 14 Board members; 2-year terms. 2. Board meets 6 times per year. 3. Mail-in ballot used for officer election by membership.	1. 16 Board members; 4-year terms. 2. Board meets 5 times per year. 3. Officers elected by governing body.	1. 13 Board members; 3-year terms. 2. Board meets 4 times per year. 3. Mail-in ballot used for officer election by membership.	1. 17 Board members; 3-year terms. 2. Board meets 7 times per year. 3. Officers elected by governing body.	1. 13 Board members; 3-year terms. 2. Board meets 4 times per year. 3. Officers elected by governing body.
Highest Dues Level	\$445	\$660	\$460	\$410	\$225	\$504	\$445	\$385	\$450	\$400	\$380	\$522	\$415	\$355	\$305
Date of Last Dues Increase	2-4 years ago (21% incr.)	2-4 years ago (9% incr.)	Over 7 years ago	5-7 years ago	Last year (8% incr.)	5-7 years ago	Last year (12.5% incr.)	5-7 years ago	5-7 years ago	2-4 years ago (5% incr.)	Over 7 years ago	Over 7 years ago	5-7 years ago	2-4 years ago (8% incr.)	2-4 years ago (20% incr.)
Staff No.	38	20	104	576	35	13	20	15	46	30	6	90	4	145	7
Mental Health Coverage Program	1. Peer assistance program. 2. Professional counseling program paid by Bar.	1. Peer assistance program. 2. Referral to professional counseling paid by lawyer.	1. Peer assistance program. 2. Referral to professional counseling paid by lawyer.	1. Peer assistance program. 2. Professional counseling program paid by Bar.	1. Peer assistance program. 2. Referral to professional counseling paid by lawyer.	1. Peer assistance program. 2. Referral to professional counseling paid by lawyer.	1. Peer assistance program. 2. Limited counseling services paid by Bar. 3. Referral to professional counseling paid by lawyer.	1. Peer assistance program. 2. Referral to professional counseling paid by lawyer.	1. Peer assistance program. 2. Professional counseling program paid by Bar.	1. Peer assistance program. 2. Referral to professional counseling paid by lawyer.	1. Peer assistance program. 2. Referral to professional counseling paid by lawyer.	1. Peer assistance program. 2. Referral to professional counseling paid by lawyer.	1. Referral to professional counseling paid by Bar, if needed.	1. Referral to professional counseling paid by lawyer.	1. Peer assistance program. 2. Referral to professional counseling paid by lawyer.
Mandatory NLTP Program	Yes	Yes	Yes	No	No	Yes	No	No	No	No	No	No	No	No	Yes
Modest Means Program	Yes	No; referral to Legal Services.	Bar lists attorneys willing to work "moderate income" cases vetted by Legal Services.	Yes	No; A self study course is available to set up a "Moderate Income clientele."	Bar lists attorneys willing to work "moderate income" cases vetted by Legal Services.	No; referral to Legal Services.	No; referral to Legal Services.	Bar lists "Emeritus status" attorneys willing to work pro bono and "moderate income" cases vetted by Legal Services.	No; referral to Legal Services.	No; referral to Legal Services.	Yes	Yes	Yes	Bar lists "Emeritus status" attorneys willing to work pro bono and "moderate income" cases vetted by Legal Services.

	Utah (unified bar)	Alaska (unified bar)	Arizona (unified bar)	California (unified bar)	Colorado (voluntary bar)	Hawaii (unified bar)	Idaho (unified bar)	Montana (unified bar)	Nevada (unified bar)	New Mexico (unified bar)	North Dakota (unified bar)	Oregon (unified bar)	South Dakota (unified bar)	Washington (unified bar)	Wyoming (unified bar)
Pro Bono Program	1. Staff pro bono coordinator. 2. Bar provides in-kind services or indirectly assists a pro bono program. 3. Bar has developed aspirational goals for the number of pro bono hours attorneys should provide annually (50)	1. Staff pro bono coordinator but does not place cases. 2. Bar has developed aspirational goals for the number of pro bono hours attorneys should provide annually (50)	1. No formal pro bono program. 2. Bar has developed aspirational goals for the number of pro bono hours attorneys should provide annually (50)	1. No formal pro bono program. 2. Bar has developed aspirational goals for the number of pro bono hours attorneys should provide annually (50)	1. No formal pro bono program. 2. Bar has developed aspirational goals for the number of pro bono hours attorneys should provide annually (50)	1. Staff pro bono coordinator. 2. Bar provides in-kind services or indirectly assists a pro bono program. 3. Bar mandates the reporting of pro bono hours annually (50).	1. Bar sponsors a pro bono program that provides free direct legal representation in civil matters to people who cannot afford a lawyer. 2. Staff pro bono coordinator. 3. Bar has developed aspirational goals for the number of pro bono hours attorneys should provide annually (50) 4. Bar funds an Access to Justice Commission.	1. Staff pro bono coordinator. 2. Bar provides in-kind services or indirectly assists a pro bono program. 3. Bar has developed aspirational goals for the number of pro bono hours attorneys should provide annually (50)	1. Bar mandates the reporting of pro bono hours annually (50). 2. Bar funds an Access to Justice Commission.	1. Staff pro bono coordinator. 2. Bar provides in-kind services or indirectly assists a pro bono program. 3. Bar has developed aspirational goals for the number of pro bono hours attorneys should provide annually (50)	1. Staff pro bono coordinator. 2. Bar sponsors a pro bono program that provides free direct legal representation in civil matters to people who cannot afford a lawyer. 3. Bar foundation pro bono fund for lawyer donations.	1. Bar sponsors a pro bono program that provides free direct legal representation in civil matters to people who cannot afford a lawyer. 2. Staff pro bono coordinator. 3. Bar has developed aspirational goals for the number of pro bono hours attorneys should provide annually (40)	1. Staff pro bono coordinator. 2. Bar sponsors a pro bono program that provides free direct legal representation in civil matters to people who cannot afford a lawyer.	1. Staff pro bono coordinator. 2. Bar provides in-kind services or indirectly assists a pro bono program. 3. Bar has developed aspirational goals for the number of pro bono hours attorneys should provide annually (30) 4. Bar has an Emeritus status pro bono program. 5. Bar has an MCLE Rule awarding credit for Pro Bono work.	1. No formal pro bono program. 2. Bar has developed aspirational goals for the number of pro bono hours attorneys should provide annually (50)
Annual Meeting	Yes; out-of-state	Yes; in-state	Yes; in-state	Yes; in-state	No	Yes; in-state	Yes; in-state; out-of-state every 3 rd year	Yes; in-state	Yes; in-state; out-of-state every 3 rd year	Yes; in-state	Yes	No	Yes; in-state	No	Yes; in-state
Attendance at Annual Mtg.	4%	13%	9%	2%	n/a	7%	5.6%	8%	unknown	5%	12%	n/a	44%	n/a	20%
Mid-year Bar Meeting	Yes	No	No	No	No	Yes	No	No	No	No	No	No	No	No	No
Periodical	1. Yes 2. Printed and online. 3. 6 times per year.	1. Yes 2. Printed. Available online after 1 year. 3. 4 times per year.	1. Yes 2. Printed. Select articles available online. 3. 11 times per year.	1. Yes 2. Online 3. Monthly	1. Yes 2. Printed and online. 3. Monthly	1. Yes 2. Printed and online. 3. Monthly	1. Yes 2. Printed and online. 3. Monthly	1. Yes 2. Printed and online. 3. 6 times per year.	1. Yes 2. Printed and online. 3. Monthly	1. Yes 2. Printed and online. 3. 4 times per year.	1. Yes 2. Printed and online. 3. 4 times per year.	1. Yes 2. Printed and online. 3. 10 times per year.	1. Electronic monthly newsletter.	1. Yes 2. Printed and online. 3. 9 times per year.	1. Yes 2. Printed and online. 3. 6 times per year.

**Utah State Bar
Demographic Report
August 15, 2014**

Licensing Status

Attorney Active	7,693
Attorney Active Emeritus	158
Attorney Active, Under 3	974
House Counsel	50
Attorney Inactive Emerit	284
Inactive, Full Service	726
Inactive, No Service	1,750
Foreign Legal Consultant	1

Gender

Female	2,784
Male	8,852

Age

29 /Younger	336
30 – 39	3,233
40 – 49	2,838
50 – 59	2,340
60 – 69	2,030
70 - 79	574
80 - 89	217
90 & Older	68