

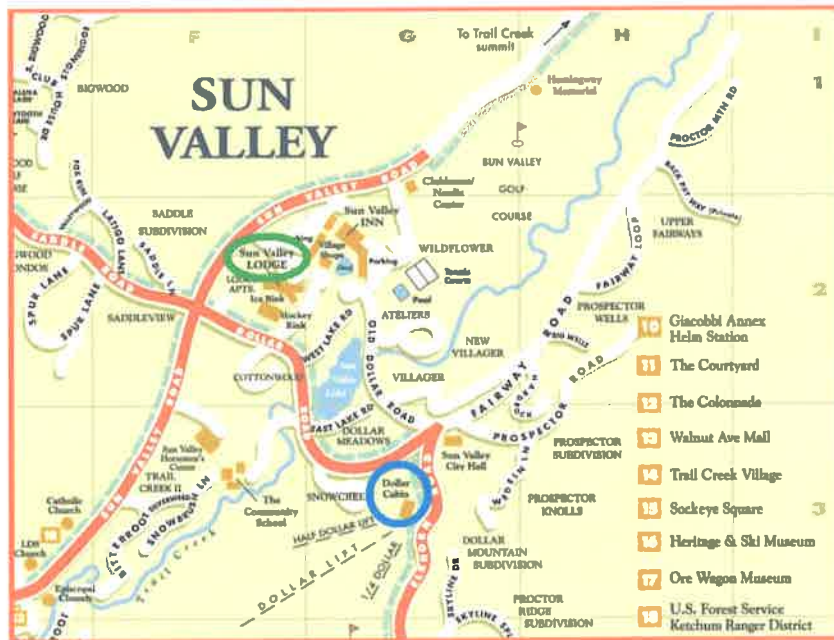
EVENT: **Dinner** at Summer Convention with Co-chairs, U.S. District Court Judge Robert Shelby and Amy Sorenson; Utah Lieutenant Governor Spencer Cox; Bryan Stevenson, Executive Director of the Equal Justice Initiative; members of the Utah Supreme Court; and our special guest, U.S. Supreme Court Justice Ruth Bader Ginsburg

DATE: **Friday, July 28**

LOCATION: **Dollar Cabin, Sun Valley, Idaho**

TIME: **Social at 6:30 p.m.**

Dinner at 7:00 p.m.



VISION OF THE UTAH STATE BAR

A just legal system that is understood, valued, and accessible to all.

MISSION OF THE UTAH STATE BAR

Lawyers serving the public and legal profession with excellence,
civility, and integrity.

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.*

Excerpt from Utah State Bar Commission Policies and Procedures

(g) Diversity Requirements

Providers of continuing education programs sponsored or co-sponsored by the Bar are asked to ensure that program presenters reasonably reflect the diversity of firms, geography and gender within the Bar membership. CLE program proposals may not inappropriately promote individual law firms. If the CLE Administrator is of the opinion that a program violates this prohibition, the matter shall be referred to the Executive Director for decision and any appropriate recommendation to the program provider.

BAR AWARDS

<u>AWARD</u>	<u>DUE</u>	<u>CHOSEN</u>	<u>PRESENTED</u>
1. Dorothy Merrill Brothers Award Advancement of Women in the Law	Mid-January	January	Spring Convention
2. Ray Uno Award Advancement of Minorities in the Law	Mid-January	January	Spring Convention
3. Judge of the Year	Mid-April	June	Annual Convention
4. Distinguished Lawyer of the Year	Mid-April	June	Annual Convention
5. Distinguished Section of the Year	Mid-April	June	Annual Convention
6. Distinguished Committee of the Year	Mid-April	June	Annual Convention
7. Outstanding Pro Bono Service (Selected by the Pro Bono Commission)	Mid-March	September	Fall Forum
8. Distinguished Community Member	Mid-September	September	Fall Forum
9. Pro Bono Lawyer of the Year	Mid-September	September	Fall Forum
10. Professionalism Award	Mid-September	September	Fall Forum
11. Outstanding Mentor Award	Mid-September	September	Fall Forum
12. Heart and Hands Award	Mid-September	November	Utah Philanthropy Day
13. Distinguished Service Award			As Needed
14. Special Service Award			As Needed

(Distinguished Young Lawyer of the Year)
Law Day

(ABOTA)
Fall Forum

Key Points from Charlotte Miller's Bar Commission Leadership Workshop - August 23, 2014

1. Remember why you joined the Bar Commission - What are your goals?
2. Remember – your goals are probably the same and/or similar to your colleagues on the Bar Commission , even if you think you come from a different perspective than everybody else.
3. Being the Bar Commission is a privilege, not a chore. Develop a mindset of “I *get* to do X” instead of “I *have* to do X.”
4. Attend all Bar Commission meetings; study the materials beforehand. Focus 100% of your attention while you are in the meeting. Do not text, or do other work during the Bar Commission meetings. Be engaged. Listen carefully. Offer thoughtful comments that are in the best interest of the Bar. Follow through and make a difference.
5. Your time on the Bar Commission is short, especially for an ex-officio member. Make the most of it.
6. Remember your role: Bar staff can handle the day-to-day operations of the Bar. Your job is the big picture and oversight.
7. Think about what consensus means to you. Do not undermine the decision once it is made.
8. If you do not like someone with whom you must work, use strategies to get to know the person that will enable you to better work with the person or even begin to like her/him.
9. Encourage and mentor others along in Bar leadership. Remember your “Bar story,” which probably included an invitation from a Bar leader to help.
10. Talk often about the Bar's Vision and Mission Statements to focus your work in a way that is consistent with those statements.
11. Think about the decision-making process. Consider the following factors:
 - a. What facts do you need? Data is very important to good decision-making.
 - b. What should the process be?
 - c. What unwritten Bar traditions impact the final decision?
 - d. How does the culture of the Bar impact the decision?
 - e. What items in Bar governance materials are relevant to the process?

Important responsibilities of a Bar Commissioner:

Represent the interests of the attorneys for whom we act. Be a voice for your division.

Ensure Bar activities and initiatives be consistent with the Bar's Vision and Mission.

Help fulfill Vision by devoting time and intellect.

Contribute ideas and work.

Serve lawyers in Utah.

Help accomplish goals of the Bar Commission.

Represent my division and my liaison groups.

Make the Bar meaningful to lawyers.

Speak honestly.

Contribute with ideas and feedback.

Fiduciary.

Forward-thinking visionary.

Communicate with Bar members.

Have programs that assist all attorneys and advance the profession.

Protect core functions.

Promote access to justice and diversity.

Know concerns of Bar membership.

Take action on members' needs.

Be conservative with Bar dues.

Attend the meetings.

Use sound judgement.

Serve the community.

Represent the unrepresented.

Access to justice.

Work together to assist sections of the Bar.

Support Rule of Law and integrity of the legal system.

Listen and participate.

Utah State Bar Commission

Wednesday, July 26, 2017

**Limelight A, Sun Valley Inn
Sun Valley, Idaho**

Agenda

1. 1:00 p.m. Lunch and President's Report: Rob Rice

- | | | |
|----------|-----|---|
| 10 Mins. | 1.1 | Welcome and Review Schedule |
| 10 Mins. | 1.2 | Review 2017-2018 Meeting Schedule: John Lund (Tab 1; Page 9) |
| 10 Mins. | 1.3 | Retreat Information: John Lund |
| 10 Mins. | 1.4 | Report on Jackrabbit Bar Conference |
| 20 Mins. | 1.5 | Review New Website |
| 20 Mins. | 1.6 | Review New Practice Portal |

2. 2:40 p.m. Action Items

- | | | |
|----------|-----|---|
| 10 Mins. | 2.1 | Appoint Rep. to Exec. & Judicial Compensation Comm. |
| 10 Mins. | 2.2 | Approve Futures Commission Report on Actions (Tab 2; Page 11) |
| 05 Mins. | 2.3 | Reappoint Bryan Pattison to Utah Legal Services Board |
| 10 Mins. | 2.4 | Approve Convention Review Committee Report (Tab 3; Page 20) |
| | | <div style="display: flex; justify-content: space-around; font-size: small;"> Appendix 1 Appendix 3 Appendix 5 Appendix 7 </div> <div style="display: flex; justify-content: space-around; font-size: small;"> Appendix 2 Appendix 4 Appendix 6 </div> |
| 05 Mins. | 2.5 | Approve Convention Reimbursement Policies [REDACTED] |

4. 3:25 p.m. Commission Reorganization

- | | | |
|----------|-----|---|
| 05 mins. | 3.1 | Welcome New Bar Commissioner |
| 05 mins. | 3.2 | Appoint <i>Ex Officio</i> Members For Action (Tab 4; Page 153) |
| 05 mins. | 3.3 | Approve Executive Committee For Action |
| 05 mins. | 3.4 | Adopt Resolution on Bank Signatures For Action |
| 05 mins. | 3.5 | Sign Conflict of Interest Disclosures (Tab 5; Page 155) |

5. 3:50 p.m. Recognize Retiring Commissioners

6. 4:15 p.m. Executive Session

4:30 p.m. Adjourn

(Over)

Consent Agenda (Tab 6; Page 158)

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

1. Approve Minutes of May 12, 2017 Commission Meeting
2. Approve Online Content and Social Media Policy

Attachments (Tab 7; Page 166)

1. Description of Commissioner Duties & Responsibilities
2. Commission Reimbursement Policies

Calendar**August 25-26**

Commission Meeting and Retreat 12:00 Noon

Hyatt Centric, Park City

TAB
1

Executive Committee Meeting and Bar Commission Meeting

2017 - 2018 Schedule

Executive Committee Meeting	Bar Commission Meeting
Friday, August 18, 2017 12:00 p.m. <i>Location: Law & Justice Center and via Videoconference</i>	Friday, August 25, 2017 12:00 p.m. Commission Retreat Saturday, August 26, 2017 9:00 a.m. Commission Meeting <i>Location: Hyatt Centric Park City</i>
Friday, September 29, 2017 12:00 p.m. <i>Location: Law & Justice Center and via Videoconference</i>	Friday, October 6, 2017 9:00 a.m. <i>Location: Law & Justice Center</i>
Tuesday, November 7, 2017 12:00 p.m. <i>Location: Law & Justice Center and via Videoconference</i>	Friday, November 10 or 17, 2017 <i>(Fall Forum – either 11/10 or 11/17)</i> 9:00 a.m. <i>Location: Weber County Courthouse, Ogden</i>
Friday, December 1, 2017 12:00 p.m. <i>Location: Law & Justice Center and via Videoconference</i>	Friday, December 8, 2017 9:00 a.m. <i>Location: Law & Justice Center</i>
Friday, January 5, 2018 12:00 p.m. <i>Location: Law & Justice Center and via Videoconference</i>	Friday, January 12, 2018 9:00 a.m. <i>Location: Law & Justice Center</i>
Friday, March 2, 2018 12:00 p.m. <i>Location: Law & Justice Center and via Videoconference</i>	Thursday, March 8, 2018 1:00 p.m. <i>Location: Spring Convention - St. George, Utah</i>
Friday, April 6, 2018 12:00 p.m. <i>Location: Law & Justice Center and via Videoconference</i>	Friday, April 13, 2018 9:00 a.m. <i>Location: Law & Justice Center</i>
Friday, May 4, 2018 12:00 p.m. <i>Location: Law & Justice Center and via Videoconference</i>	Friday, May 11, 2018 9:00 a.m. <i>Location: Law & Justice Center</i>
Tuesday, July 17, 2018 12:00 p.m. <i>Location: Law & Justice Center and via Videoconference</i>	Wednesday, July 25, 2018 1:00 p.m. <i>Location: Sun Valley, Idaho</i>

TAB
2

Name
Firm
Address
City, State, Zip

July 26, 2017

Dear _____,

I am writing on behalf of the Utah State Bar to report to you on our progress in implementing the recommendations of the July 29, 2015 Final Report of the Bar's Futures Commission. The report concluded that quality affordable legal services for all could be assured only by a "transformational change in the legal profession" and it outlined how that change could begin. It then charged the Utah State Bar to implement those recommendations. Your efforts were instrumental in developing the work of the Commission and in determining the nature and scope of the recommendations and we acknowledge your stake in the actions taken.

This has been an important priority for us. We are grateful for our partnerships with the BYU Law School, the S.J. Quinney School of Law at the University of Utah, the Utah Supreme Court, the Utah Administrative Office of the Courts, the Utah Legislature, and various state agencies. I am pleased to say that most of the Commission's recommendations have now been accomplished and we have made substantial progress on the balance.

Our most important action was to create a new Affordable Attorneys for All (AAA) Task Force to take the lead in implementing the recommendations. That task force was made up of a broad spectrum of lawyers, judges and court administrators. Their efforts have been critical in moving this work forward and the group continues to drive these priorities along.

We also prioritized the development of an interactive online lawyer referral directory called *Licensed Lawyer* which lists lawyers who are willing to take clients by their geography, practice areas, billing preferences and language ability. It is presented in a search format that is easy to read and simple to navigate. It is found at www.LicensedLawyer.org.

Our Progress Report is attached. I have also included a copy of the Commission's report to refresh your memory on this great task. Please let me know if you want to discuss our efforts and the progress made so far. Thank you again for your devotion in helping us begin our work.

Sincerely,

Robert O. Rice
President

Progress Report on Implementation of the Recommendations of Utah State Bar's Futures Commission

May 14, 2017

Section 1. Make Lawyers More Available and Much More Accessible

Recommendation 1A. The Bar should develop and maintain a robust online lawyer referral directory that is easily available to the public.

Action. The Bar and the AAA Task Force have developed and are aggressively marketing a fully-functioning online directory called *Licensed Lawyer* which lists lawyers who are willing to take clients by their geography, practice areas, billing preferences and language ability. It is presented in a search format that is easy to read and simple to navigate. It is found at www.LicensedLawyer.org.

Recommendation 1B. The Bar should build and promote a consumer-focused website which, building on the online directory of lawyers, will become the key clearinghouse for clients in need of legal assistance.

Action. The Bar's development of *Licensed Lawyer* has exceeded expectations as a useful, interactive website where consumers can search for lawyers in the private sector and from non-profit legal service providers. As such, there is no doubt that the Futures Commission's objective of creating a viable lawyer directory has been accomplished. *Licensed Lawyer* has also provided a strong foundation on which the Bar intends to further develop a consumer-focused website that will serve as a key clearinghouse, not only for clients interested in legal services but for lawyers offering their services in new and innovative ways. The Bar intends to monitor the success of *Licensed Lawyer* and look for future opportunities to expand *Licensed Lawyer* so that may create even more avenues for providing access to justice.

Recommendation 1C. The Bar should increase the use of discrete task representation and fixed fee pricing by: marketing the availability of "unbundling," educating lawyers and courts on best practices for implementing these approaches, and establishing an "unbundled" section for the Bar with lawyers who are willing to help clients on a fee-per-task, limited scope basis.

Action. The Bar created a Limited Scope Section with interested lawyers who are excited about promoting the value and effectiveness of discrete task representation to more readily help clients on specific, identifiable, legal tasks. They are vigorously working to educate lawyers on the efficiencies of performing fixed fee-per-task services and marketing the availability of these helpful legal services to the public and the courts. We have found that this is increasing in usage as it becomes more prominent and is finding greater acceptance in the profession and the courts.

Recommendation 1D. The Bar should promote fee-per-task (unbundled service) delivery models in locations where lawyers can meet with clients for advice in public access points like courthouses, public libraries, and community centers. The Bar should address, internally and with the courts, adjustments to the rules of practice, administration, and professional responsibility to facilitate such models.

Action. The AAA Task Force developed a pilot program entitled “Courthouse Steps” where lawyers were available to meet with clients at both the Utah State Bar and at the Matheson Courthouse for immediate assistance at reduced rates. Lawyers were available on-site to assist potential clients who needed immediate help and we set up schedules where clients could make appointments to drop in and get quick assistance as needed. However, the program never successfully matched enough lawyers with clients and was put in hiatus pending further study.

Recommendation 1E. The Bar should better promote, with both lawyers and those needing lawyers, the numerous *pro bono* and modest means offerings and programs already in place throughout Utah. It should strengthen and expand the Bar’s Modest Means Lawyer Referral Program, the statewide program already in place to serve middle class clientele.

Action. The AAA Task Force has been working with the Bar’s Communications Director, the Bar’s *Pro Bono* Commission and the Bar’s Modest Means Committee to more aggressively market the Bar’s Access to Justice programs through social and print media, information at courthouses, meetings with judges and presentations to local civic groups. We are focusing attention to our *Licensed Lawyer* website where access is quickly available to these services for appropriate low-income clients.

Recommendation 1F. The Bar should investigate and promote providing incubators or other support for new lawyers who wish to establish practices, especially in the rural areas of Utah, to provide basic legal services to underserved clients. This should include seeking grants and other private funding, as well as exploring federal and state funding, for the specific purpose of helping lawyers establish viable practices.

Action. The University of Utah law school provided funding to pay two new lawyers to establish practices by working for the non-profit law firm, Open Legal Services. Open Legal Services actively solicited new graduates, but were unable to find any who were interested in starting on their own due to improving economic conditions in the state. The AAA Task Force will continue to encourage the creation of incubators and to work with the law schools to evaluate the success of this type of funded placement for new lawyers. They are also committed to work with the Utah Legislature to find funding and find local lawyers in rural areas who are willing to mentor new lawyers and introduce them to remote practice.

Recommendation 1G. The Bar should investigate and promote changes to licensing requirements to reflect the economic realities of multistate practices and to accommodate lawyers who live in Utah but do legal work for clients outside of Utah.

Action. The Bar is petitioning the Utah Supreme Court to modify its Admissions Rules and permit lawyers to practice in the state for one year pending approval of their Bar application. This rule change will allow greater mobility for lawyers who wish to practice law in Utah for in-state and out-of-state clients as they work to become licensed.

Recommendation 1H. The Bar should investigate and consider the impact of changes to Rule 5.4 of the Rules of Professional Conduct to allow non-lawyers to share fees and partner with lawyers in order to increase innovation and encourage lawyers to be more client focused.

Action. The Bar has actively supported the Supreme Court's Limited Paralegal Practitioner licensing steering committee, which has approved rules to allow non-lawyer legal practitioners to share fees with lawyers. The Bar has also appointed a committee to review the benefits and ethical concerns of permitting others to share fees. This is a significant departure from traditional rules of professional conduct across the country and continues to be a point of study and evaluation.

Section 2. Better Educate and Train Lawyers and Law Students about Their Business

Recommendation 2A. The Bar and the two law schools in the state should provide more business and entrepreneurial training.

Action. Bar leaders are working with the law schools in their development of practice management classes. The Bar has also found success through the work of the Innovation and Technology Committee in providing regular continuing legal education classes which focus on business models and trends in practice technology. *Apple* is now providing a series of continuing legal education seminars to train on incorporating new technology and developing entrepreneurial skills. The Bar leaders and the committee are working to develop an on-line "*Practice Portal*," which will provide a one-stop site for lawyers to quickly access a wide range of important practice, business and legal aids.

Recommendation 2B. The "Third-Year Practice" Rule (which enables students in their third year of law school to engage in a very limited practice of law in specific circumstances under the supervision of a lawyer) should be expanded and enhanced. This is to permit more law students to provide limited advice and counsel in specific and innovative ways like issue spotting at legal clinics or courthouse consultations.

Action. The "Third-Year Practice" Rule has been expanded by the Utah Supreme Court to permit a greater variety of services by students in both their second and third years of school.

Section 3. Keep Improving Judicial Case Management

Recommendation 3A. The Bar Commission should endorse and promote increased judicial case management oversight of dockets, especially in family law and debt collection cases.

Action. The Utah Administrative Office of the Courts has created a Standing Committee on Children and Family Law, which is reviewing ways to improve case management. The Bar Commission has a representative on the committee who is committed to improving case management. The Bar is encouraged by the committee's efforts.

Recommendation 3B. The Bar Commission should endorse and promote simplification of court processes and redesign of court rules and procedures to better enable attorneys and clients to use limited scope representation. The bulk of the need is in family, housing, and debt collection matters so that is where such efforts should focus.

Action. The Bar Commission has charged the new Limited Scope Section with the task of working with the Administrative Office of the Courts on developing the rules and procedures necessary to incorporate greater access to limited scope representation by lawyers. The section is actively working to accomplish those charges.

Recommendation 3C. There should be legislation to increase the jurisdictional limit for Small Claims Court and promote additional resources and volunteers to provide mediation services.

Action. The Small Claims Court jurisdictional limit was increased to \$11,000 from \$10,000 in the 2017 legislative session. The Bar and its lobbyists, along with the AAA Task Force, supported Senator Todd Weiler in his efforts. We will continue to work with him and other interested legislators on encouraging access to alternative dispute resolution.

Recommendation 3D. The Bar Commission should support the Supreme Court's Task Force on limited legal licensed technicians to facilitate the provision of affordable legal services to the people of Utah.

Action. The Supreme Court's Task Force recommended the creation of Licensed Paralegal Practitioners to perform limited legal services in family law, landlord-tenant and collection areas of the law. The Bar Commission has several representatives on the steering committee and is actively involved in creating the rules and developing the processes to administer this new limited practice.

Section 4. Take Control of Technology

Recommendation 4A. The Bar should promote and maintain online CLE sessions on the business of practicing of law, best uses of technology, unbundling legal services, effectively promoting services to prospective middle class and small business clients, and managing a virtual law practice.

Action. The Bar has charged the Innovation and Technology Committee and the Limited Scope Section with developing more on-line education. They are actively working on those goals.

Recommendation 4B. The Bar should encourage lawyers to participate in established *pro bono* efforts that utilize remote services delivery systems to help clients in geographically isolated areas.

Action. The Bar and the AAA Task Force are working to increase information about the need and ease of remote representation and are working with rural court administrators and rural judges to educate them on the value and simple ways in which *pro bono* representation may be incorporated through video access in remote areas and to encourage them to permit web-based remote video appearances, particularly in *pro bono* matters. Current court rules permit this type of on-line remote representation and greater use will be possible as judges become more comfortable with conditions and the technology.

Recommendation 4C. The Bar should work to make all of its CLE offerings available for remote attendance and participation.

Action. The Bar is now web-casting regular interactive CLE seminars from central locations to courthouses throughout the state for live CLE credit. We are not able to make all of our CLE seminars available for remote attendance and participation because of limitations on technology and CLE rules which require in-person attendance for at least one-half of the CLE hours required by the Utah Supreme Court.

Recommendation 4D. The Bar should promote Utah's "one-stop" shop for small business registration; link to and promote this website on its own website; partner with the Utah Division of Corporations to determine other ways to promote the use of this website and whether there are additional services to promote; and study ways to refer the site's users to potential lawyers if they need additional assistance.

Action. Bar staff has worked with the Utah Division of Corporations to simplify and highlight the link to the Bar's website and access to lawyers. The Bar supported legislation which will enhance the Division's efforts to develop their one-stop web site and will continue to partner with the Division in sharing information and highlighting the availability of legal help.

Recommendation 4E. Clarify who with the Bar, among both staff and lawyers, has the charge of leading and training Utah lawyers in the area of law practice technologies.

Action. The Bar has accepted the responsibility of taking the lead by forming the Innovation and Technology Committee and appointing imaginative, interested, technologically progressive lawyers in creating regular continuing education seminars which introduce developments in technology and practice management. And, as previously noted, the development of the new "*Practice Portal*" website will provide a foundation for training lawyers and providing them with more creative tools to help them in their practices.

Section 5. Support Reestablishment of the Court's Access to Justice Commission

Recommendation 5. For a time, the Utah Supreme Court led an impressive and active stakeholders' roundtable organization and could again engage in that effort, as many state supreme courts choose to do.

Action. The Bar has formed an Access to Justice Council which consists of thirty-seven different access to justice stakeholders in the state. The Council met in the fall of 2016 in a roundtable setting to re-invigorate efforts, increase communications, reduce duplication of services and combine resources. We anticipate the group will meet regularly and provide the leadership needed to better address the needs of our citizens. Currently, the Bar and the Courts are also successfully operating a number of different innovative access to justice programs.

For the time being, the Bar believes that the work of an Access to Justice Commission is being performed by the Access to Justice Council and that the Council as now organized is well suited to coordinate Utah's many access to justice programs.

TAB
3

REPORT OF THE CONVENTION REVIEW COMMITTEE

May 11, 2017

Charge to the 2017 Convention Review Committee from Utah Bar President, Rob Rice:

To address the following questions:

- 1) How should the Bar define success of the Summer Convention (and other two major conventions) (finances, attendance, other?)
- 2) What should the Bar's approach to the three major Bar conventions (Summer, Fall Forum and Spring) be for the next five years?

==

To address and respond to the charge stated above, the Committee met multiple times from October 2016 through April 2017 and worked by assignment to gather information and resources to consider the stated questions in the charge above. Specifically, the Committee considered the following information which is also attached hereto as part of the Appendices to this Report:

- 1) Financial reports from past Summer Conventions, Spring Conventions and Fall Forum meetings including attendance and costs to the Bar (Appendix 1)
- 2) Survey results of Bar membership (Appendix 2)
- 3) Survey results of Section and Bar affinity group leadership (Appendix 3)
- 4) Report as to convention practices of other State Bars (Appendix 4)
- 5) Report of law firm and other employer reimbursement policies (not attached)
- 6) Comparative hotel costs for Park City, Sun Valley and San Diego (Appendix 5)
- 7) The Report of the Bar's Summer Convention Review Committee from October 2015 (Appendix 6)
- 8) Bar's "Complimentary Convention Registrations" Policy (Appendix 7)

In addition, the Committee met with leaders of Utah Bar sections and affinity groups, addressing the value of the various conventions held by the Bar and their value to their section and group membership.

CONCLUSIONS

1. Success of the Summer Convention and the other conventions can be defined by:

- a. Maintaining relatively stable attendance, defined as no significant declines from recent averages.
 - b. Maintaining financial independence, meaning that each convention, standing on its own, should be self-sustaining (not subsidized by the Bar); and,
 - c. Meeting subjective goals (which may vary slightly with each convention as further discussed in the summary below) such as providing high quality CLE and networking opportunities for members of the Bar. For example, the October 2015 Report of the Summer Convention Committee set forth proposed goals of the Summer Convention,¹ and Fall Forum has emphasized inexpensive CLE for small firm and solo practitioners.
2. The Bar's approach to the three major Bar conventions for the next five years should continue with the current schedule, with the exception of holding the Summer Convention in Park City in 2019, and probably 2020, to determine the viability of a local Summer Convention. The three conventions appear to satisfy needs of slightly different demographics in the Bar and should be continued.

As to the Summer Convention, this Committee supports the Bar Commission's decision, made in October 2015, to hold a Summer Convention in Park City in 2019. Depending on its results, the Park City location could become part of a regular rotation involving Sun Valley and Southern California, or even a primary location for the Summer Convention. The Committee also offers for consideration in the future, should the attendance and financial goals of the conventions not be consistently met, the "Possible Alternatives" proposed in the 2015 Committee's Report.²

¹ The goals of the Summer Convention were identified by the 2015 Committee as follows:

- Serving as the annual business meeting of the Bar
- Providing unique and generally high quality CLE and speakers
- Providing social and networking opportunities for Bar members and their families
- Grooming and mentoring of future Bar leaders
- Fostering and preserving a tradition of Bar membership, Bar leadership and Judges socializing with and learning from each other, while promoting collegiality, professional respect and common purpose among the members of the Bar
- Remaining, along with the other major conventions of the Bar, financially self-sustaining so that the Convention is not supported by the Bar membership at large, most of whom do not attend the Convention

² The 2015 Committee suggested alternatives such as eliminating the Summer Convention entirely, moving the Fall Forum to summer and making it the "annual business meeting" for the Bar, and possibly replacing the Fall Forum

SUMMARY OF FINDINGS

As the 2015 Committee concluded, over time attendance at the Summer Convention in particular has dropped, particularly in relation to the increasing number of Bar members. This trend is likely the result of multiple factors including reductions in reimbursements from law firms, particularly to young lawyers,³ increased numbers of young lawyers practicing in solo or small firms, increased local and specialized CLE offerings, including from third-party CLE providers and specialized bar groups and sections, and increased expenses at out-of-state locations such as Sun Valley. On the other hand, it has been noted that attempts to relocate the Summer Convention to less expensive venues, such as Snowmass, Colorado, resulted in even further reduced attendance due to factors such as unfamiliarity to Bar members and increased travel distance.

It is also noted each of the three conventions appeals to slightly different audiences. The Summer Convention, while being the Bar's "Annual" Convention, is perceived by many Bar members as a convention for older attorneys and the larger Salt Lake City law firms. On the other hand, many Summer Convention attendees enjoy the tradition and have been coming with their families to socialize with other attorneys and judges. While the quality of CLE gets some mixed reviews, particularly from attorneys looking for specialized CLE, there is some enthusiasm for prominent speakers, including occasional Supreme Court justices.

The Spring Convention in St. George remains well-attended and financially viable, with the Spring 2017 Convention reaching its highest attendance since 2008. The attendance group at this convention is perceived to be a wider cross-section of Bar members including younger lawyers and more solo and small firm practitioners than attend the Summer Convention.

The Fall Forum has been successful in terms of attendance and profitability when it was limited to a one-day CLE event. The two-year experiment in 2015 and 2016 of taking it to a two-day event had substantial losses. Further, the Fall Forum, when operated as a one-day event, has had a focus on helping solo and small firm attorneys gain inexpensive CLE hours in a short period of time.

The survey of Bar members conducted by this Committee, as well as the discussion with Section and Affinity group leaders, confirmed various important assumptions that are important to the conclusions of this Committee, including:

with a convention away from the Wasatch Front as a replacement for the those who prefer the social aspects of an out-of-state convention.

³ This is confirmed by survey completed of Utah law firms and other employers, where there is usually a limited budget for CLE reimbursement, particularly for younger attorneys. And solo and small firm attorneys typically have no reimbursement at all.

- 1) The vast majority of Bar members do not attend the Summer Convention, citing primarily reasons of cost and relevant CLE;
- 2) A significant number of Bar members would like to see the Summer Convention held in Utah, in either Park City or Salt Lake City;
- 3) A smaller but still sizeable number of Bar members would like the Summer Convention to continue in Sun Valley (likely those who have been regular attenders); and,
- 4) Notably, a majority of Bar members who responded to the survey believe it is important that the Bar should continue holding the Summer Convention, even though a majority do not attend.⁴

In view of the survey results and feedback from Section and affinity group leaders, particularly that 1) the majority of Bar members do not attend the conventions; 2) the demographics of each convention is slightly different; and 3) there is at least a perception (which almost certainly reflects some reality) that the Summer Convention attendees are somewhat older and from generally larger firms, and because the overall cost of the Summer Convention is higher than the other two conventions, we recommend that each of the three conventions stand on its own financially so that the entire Bar membership is not subsidizing the Summer (or any other) Convention. As an example, if there are three, or even two years in a row that a particular convention loses money, or is not over time averaging a break-even financial scenario, the Bar Commission should seriously consider either discontinuing the convention in question or making some other significant changes, such as changing venues or merging it with another convention.

The Committee also noted that older attorneys attend both the Summer Convention and Spring Convention, at least in part, because it has become a tradition for them over many years of attendance. For that reason, the Committee believes involvement of the Young Lawyers Division of the Bar is critical to the success of all three conventions. For any of them to continue to succeed over time, young lawyers need to develop their own tradition of attendance at the conventions. Thus, formal involvement of the Young Lawyers' Division in the planning and presentation of each convention should be encouraged to the extent possible. That involvement should include, at least, participation on convention planning committees and we recommend convention chairs take steps to encourage active participation. For similar reasons, The Small Firm and Solo Practitioner section, and other affinity groups that may be underrepresented at the conventions, should be involved in the same way as well.

The Committee also recommends that convention committees, particularly for the Summer Convention, increase networking and social opportunities for solo and small firm attorneys who do not typically have the built-in network of a larger firm or office.

⁴ See responses to Survey Questions 18 and 19 (Appendix 2).

Additionally, during the course of the Committee's review, it was asked to comment on the Bar's "Complimentary Convention Registrations" policy, which addresses who should be provided complimentary registrations. A copy of the policy is attached hereto at Appendix 7. After due consideration, including in light of the survey of Bar members and feedback from Section and affinity group leaders, the Bar Commission should take care to provide complimentary registration only to those whose attendance contribute to the mission of the Bar generally or the goals of the convention in question. It is the view of the Committee that the complimentary registrations set forth in the policy, both those listed specifically in the Bar's Policies and Procedures Manual and "By Policy" as indicated, meet that criterion. The only issue the Committee has with the policy is that presently Fall Forum committee members and speakers receive a full complimentary registration, but committee members and speakers for the other two conventions only get a 50% discount. We recommend that this policy be harmonized so that committee members and speakers get a 50% discount at all three conventions.

The Committee also recommends that the cost of complimentary registrations for those whose attendance contribute to the mission of the Bar generally, as opposed to primarily for the benefit of the convention itself, should not be included or counted against the budget for the Convention. In the Committee's view, most of those on the list are "comped" for reasons of promoting the general mission of the Bar, including encouraging the attendance of Commissioners, Bar President and President-Elect, visiting bar presidents, award recipients, and attorney legislators. Others, including convention chairs, committee members, speakers, panel members and judges are attending more for the immediate benefit of planning, presenting or enhancing the convention itself.⁵

Finally, the Committee recommends that convention chairs should be well briefed and educated regarding budget and other Bar policies, including these recommendations, as they begin planning the conventions.

Respectfully submitted,

Summer Convention Review Committee, May 2017

H. Dickson Burton, Chair
 Rob Rice
 John Lund
 Heather Farnsworth
 Jonathan O. Hafen
 Doug Short
 Kristen Olsen

⁵ The Committee is not addressing here any ethical issues surrounding complimentary convention registrations to any of the identified groups.

Jaelynn Jenkins
Richard Dibblee

APPENDIX

1

SPRING CONVENTION			
Year/Resort	profit/-loss	total registered	comp'd registrant
1988 (St. George)		215	
1989 (St. George)		244	36
1990 (St. George)		157	13
1991 (St. George))		421	40
1992 (St. George)		286	55
1993 (St. George)		468	48
1994 (St. George)		455	72
1995 (St. George)		429	63
1997 (St. George)		461	70
1997 (St. George)		501	76
1998 (St. George)		501	60
1999 (St. George)		472	65
2000 (St. George)		435	40
2001 (St. George)		499	39
2002 (St. George)		406	31
2003 (St. George)		434	32
2004 (St. George)		470	61
2005 (St. George)		420	55
2006 (St. George)	\$5,154.00	426	64
2007 (St. George)	(\$4,576.00)	443	63
2008 (St. George)	\$27,441.00	492	87
2009 (St. George)	\$19,025.00	431	66
2010 (St. George)	\$20,027.00	430	43
2011 (St. George)	\$20,124.00	449	80
2012 (St. George)	\$3,673.00	420	69
2013 (St. George)	\$27,606.00	430	87
2014 (St. George)	\$36,899.00	480	88
2015 (St. George)	\$21,728.00	432	79
2016 (St. George)	\$35,124.00	397	66
2017 (St. George)	\$45,000.00	492	47

SUMMER CONVENTION			
Year/Resort	profit/-loss	total registered	comp'd registrant
1985 (Sun Valley)		188	12
1986 (Sun Valley)		282	0
1987 (Utah)		226	25
1988 (Calif)		352	24
1989 (Sun Valley)		307	30
1990 (COLO)	32,728.00	408	45
1991 (Sun Valley)	20,392.00	534	66
1992 (Sun Valley)	15,711.00	488	87
1993 (Sun Valley)	17,480.00	605	73
1994 (Sun Valley)	-12,033.00	514	44
1995 (San Diego)Hotel Del Coronado	30,498.00	455	57
1997 (Sun Valley)	-10,346.00	526	71
1997 (Sun Valley)	21,612.00	527	53
1998 (Sun Valley)	18,932.00	541	42
1999 (Sun Valley)	-18,674.00	568	8
2000 (San Diego)Hotel Del Coronado	21,515.00	479	49
2001 (Sun Valley)	-10,202.00	542	18
2002 (Sun Valley)		327	39
2003 (Sun Valley)	-4,356.00	496	33
2004 (Sun Valley)	-2,262.00	350	57
2005 (Sun Valley))	3,210.00	438	29
2006 (Newport)Newport Beach Marriott	-32,250.00	367	3
2007 (Sun Valley)	3,707.00	450	53
2008 (Sun Valley)	10,097.00	419	67
2009 (Sun Valley)	18,236.00	424	38
2010 (Sun Valley)	12,086.00	359	34
2011 (San Diego) Manchester Grand Hyatt	-11,692.00	381	65
2012 (Sun Valley)	-31,196.00	385	79
2013 (Snowmass)	-101,418.00	329	90
2014 (Snowmass)	-118,693.00	281	103
2015 (Sun Valley)	-11,790.00	409	80
2016 (San Diego) Loews	-5,242.00	358	56
2017 (Sun Valley) projected	-125.00	459	35

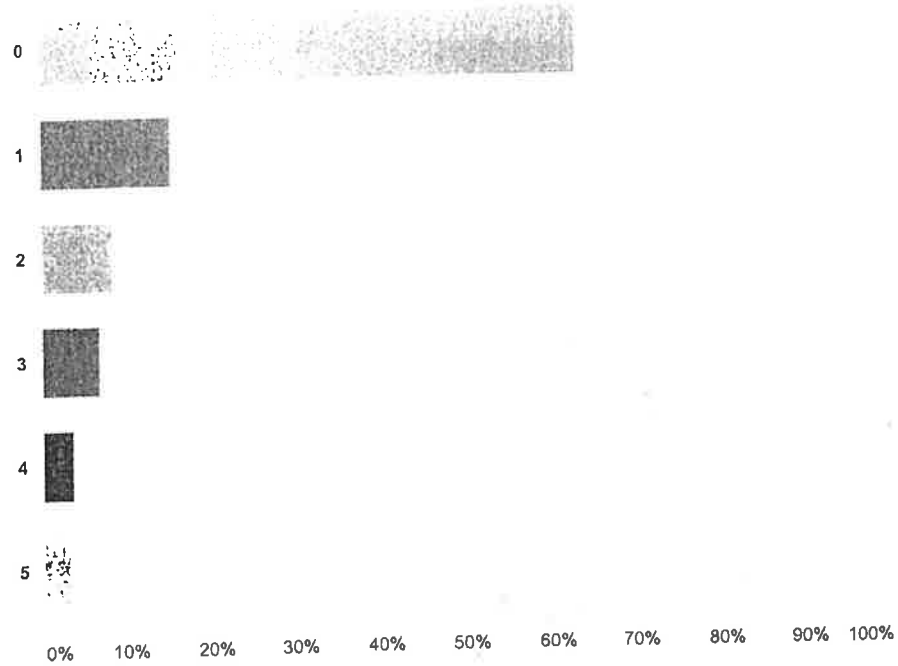
FALL FORUM			30
Year/Resort	profit/-loss	total registered	comp'd registrant
2003 (Salt Lake Univ. Park Marriott)		388	
2004 (Salt Lake Univ. Park Marriott)		242	84
2005 (Salt Lake Little America)	\$15,886.00	506	33
2006 (Salt Lake Little America)	\$7,697.00	525	70
2007 (Salt Lake Little America)	\$14,103.00	589	80
2008 (Salt Lake Little America)	\$15,829.00	540	60
2009 (Salt Lake Downtown Marriott)	\$26,154.00	726	46
2010 (Salt Lake Salt Palace)	(\$3,237.00)	514	48
2011 (Salt Lake Little America)	\$2,205.00	575	67
2012 (Salt Lake Little America)	\$4,708.00	479	120
2013 (Salt Lake Little America)	(\$12,299.00)	369	67
2014 (Salt Lake Little America)	\$13,750.00	473	84
2015 (Salt Lake Grand America)	(\$22,526.00)	318(30 lunch/recep only)	47
2016 (Salt Lake Little America)	(\$30,000.00)	384	15

APPENDIX

2

Q1 Please indicate the number of Summer Conventions you have attended personally in the last 5 years?

Answered: 906 Skipped: 0



Answer Choices

0
1
2
3
4
5

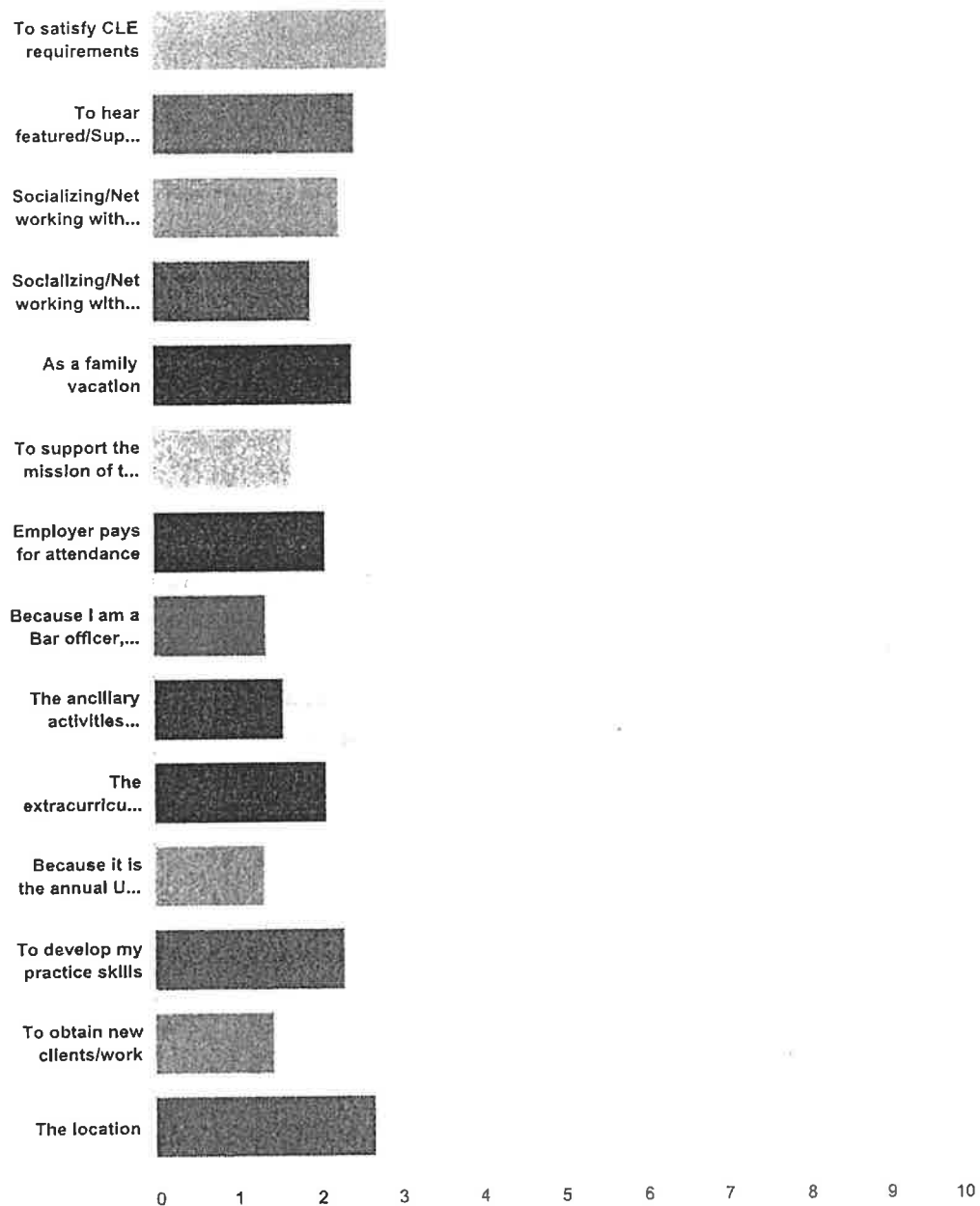
Total

Responses

62.80%	569
15.34%	139
8.39%	76
6.73%	61
3.53%	32
3.20%	29
	906

Q2 Please rank all of the motivators for you personally attending past Summer Conventions on a scale of 1-4 (1 being no motivation, 4 being highly motivating):

Answered: 690 Skipped: 219



	1	2	3	4	Total	Weighted Average
To satisfy CLE requirements	19.02%	16.64%	24.52%	39.82%	673	2.85
	128	112	165	268		

2017 Survey on Bar Conventions

34

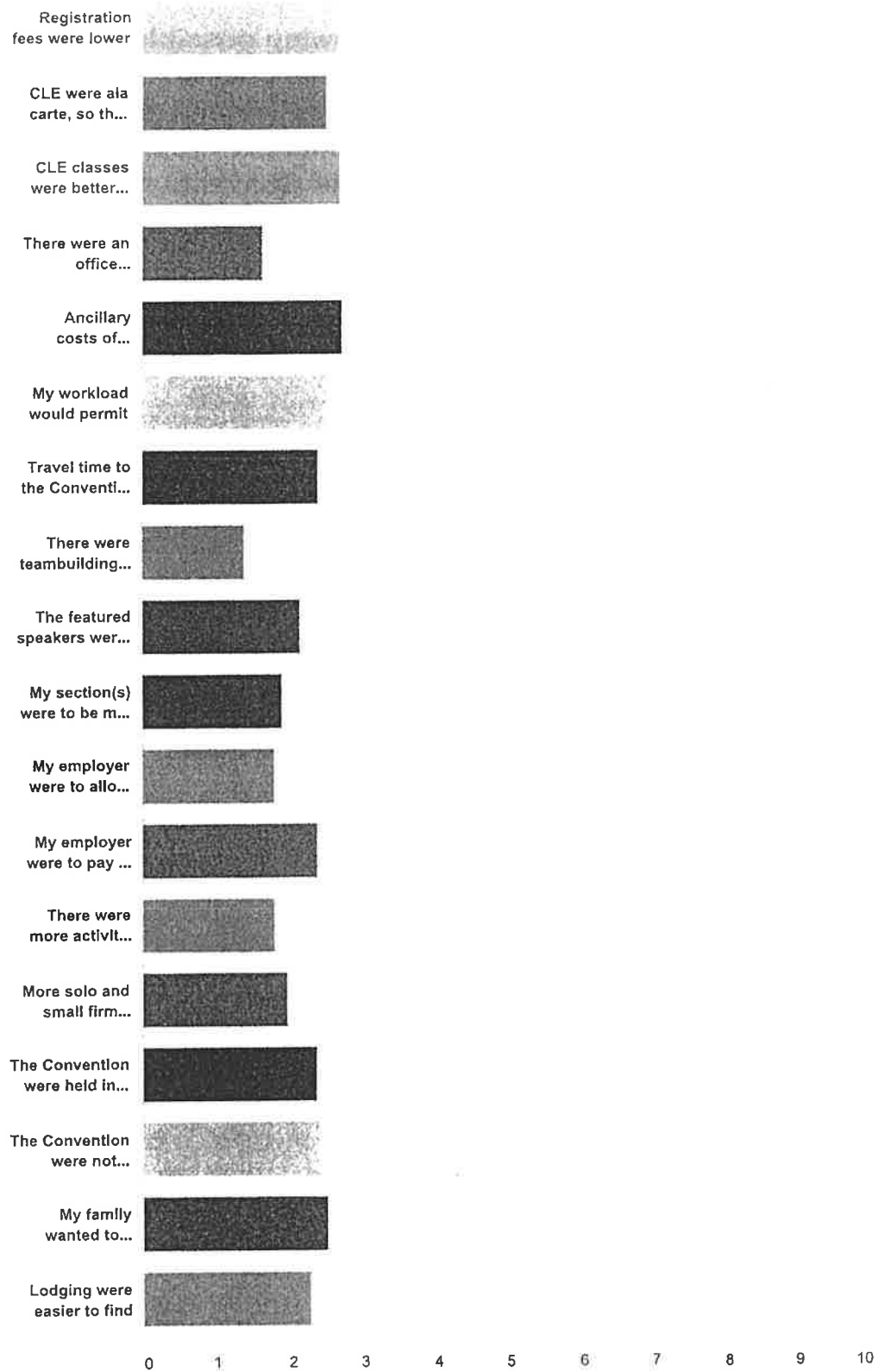
To hear featured/Supreme Court speakers	27.88%	22.58%	27.42%	22.12%	660	2.14
	184	149	181	146		
Socializing/Networking with fellow members of the Bar	30.23%	29.02%	25.26%	15.49%	665	2.26
	201	193	168	103		
Socializing/Networking with Judges	44.95%	28.59%	16.97%	9.48%	654	1.91
	294	187	111	62		
As a family vacation	34.03%	16.94%	23.39%	25.64%	667	2.41
	227	113	156	171		
To support the mission of the Bar	56.05%	24.35%	15.62%	3.98%	653	1.68
	366	159	102	26		
Employer pays for attendance	50.92%	11.08%	18.77%	19.23%	650	2.06
	331	72	122	125		
Because I am a Bar officer, section leader, committee member, etc.	83.10%	6.26%	4.23%	6.42%	639	1.34
	531	40	27	41		
The ancillary activities (golf tournament, socials, fun run, etc.)	64.42%	20.40%	11.35%	3.83%	652	1.55
	420	133	74	25		
The extracurricular activities (bike riding, restaurants, golf, fishing, hiking, etc.)	44.76%	17.00%	24.89%	13.35%	659	2.07
	295	112	164	88		
Because it is the annual Utah State Bar business meeting	78.24%	14.66%	4.63%	2.47%	648	1.31
	507	95	30	16		
To develop my practice skills	31.28%	24.04%	31.43%	13.25%	649	2.27
	203	156	204	86		
To obtain new clients/work	73.99%	14.49%	7.94%	3.58%	642	1.41
	475	93	51	23		
The location	26.63%	14.37%	25.11%	33.89%	661	2.66
	176	95	166	224		

Q3 If you have not attended a Summer Convention in the last 5 years, please explain why not:

Answered: 608 Skipped: 301

Q4 Please rank the following possible changes, on a scale of 1-4 (1 being no motivation, 4 being highly motivating) as to whether it would likely increase your attendance at the Summer Convention. I would attend more often if:

Answered: 366 Skipped: 43



1 2 3 4 Total Weighted Average

2017 Survey on Bar Conventions

38

Registration fees were lower	23.11%	19.80%	22.62%	34.47%	818	2.68
	189	162	185	282		
CLE were ala carte, so that I would only pay for the classes I actually attend	28.91%	19.07%	24.85%	27.18%	813	2.50
	235	155	202	221		
CLE classes were better quality or more relevant	19.31%	22.15%	28.09%	30.45%	808	2.70
	156	179	227	246		
There were an office management/technology symposium with presentations by vendors included	60.07%	22.26%	12.69%	4.98%	804	1.63
	483	179	102	40		
Ancillary costs of attending (accommodations, food, travel, etc.) were lower	20.51%	21.47%	24.25%	33.78%	829	2.71
	170	178	201	280		
My workload would permit	26.82%	21.26%	27.32%	24.60%	809	2.50
	217	172	221	199		
Travel time to the Convention were less	29.76%	25.12%	21.95%	23.17%	820	2.39
	244	206	180	190		
There were teambuilding or other organization presentations available	73.52%	17.53%	6.05%	2.90%	793	1.38
	583	139	48	23		
The featured speakers were better	34.17%	31.27%	23.20%	11.35%	793	2.12
	271	248	184	90		
My section(s) were to be more involved in CLE or social activities	48.10%	25.76%	16.75%	9.39%	788	1.87
	379	203	132	74		
My employer were to allow time to attend	61.55%	14.97%	7.49%	15.99%	788	1.78
	485	118	59	126		
My employer were to pay for me to attend	44.90%	9.70%	11.32%	34.08%	804	2.35
	361	78	91	274		
There were more activities designed to assist me in making new contacts	53.94%	22.77%	14.89%	8.40%	786	1.78
	424	179	117	66		
More solo and small firm attorneys attended	50.12%	19.15%	16.42%	14.30%	804	1.95
	403	154	132	115		
The Convention were held in a better location	36.33%	19.48%	19.10%	25.09%	801	2.33
	291	156	153	201		
The Convention were not oriented to larger firms	35.22%	18.47%	17.98%	28.33%	812	2.39
	286	150	146	230		
My family wanted to vacation at the location	33.54%	15.40%	19.13%	31.93%	805	2.49
	270	124	154	257		
Lodging were easier to find	32.45%	27.00%	23.32%	17.24%	789	2.25
	256	213	184	136		

**Q5 Is there any other change that would
motivate you to attend more often?**

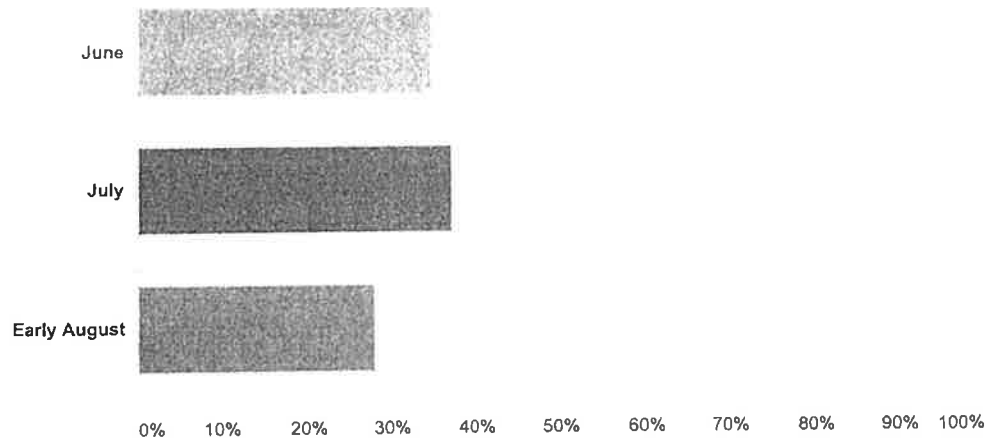
Answered: 319 Skipped: 590

Q6 What extracurricular activities are the most important to you?

Answered: 346 Skipped: 563

Q7 When would you prefer the Summer Convention be held?

Answered: 791 Skipped: 118



Answer Choices

June
July
Early August

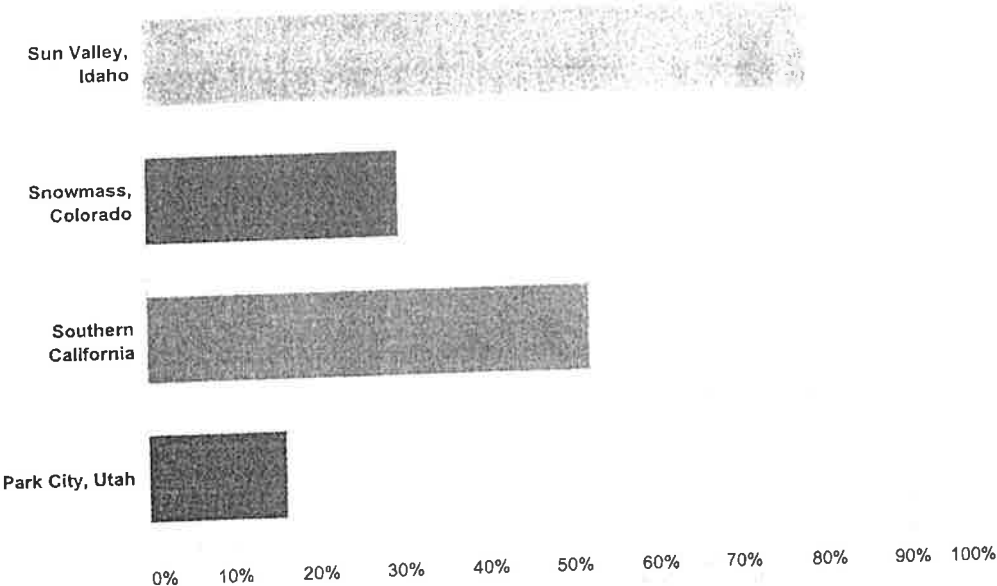
Total

Responses

34.77%	275
37.17%	294
28.07%	222
	75

Q8 Which of the following locations have you attended for a Summer Convention?

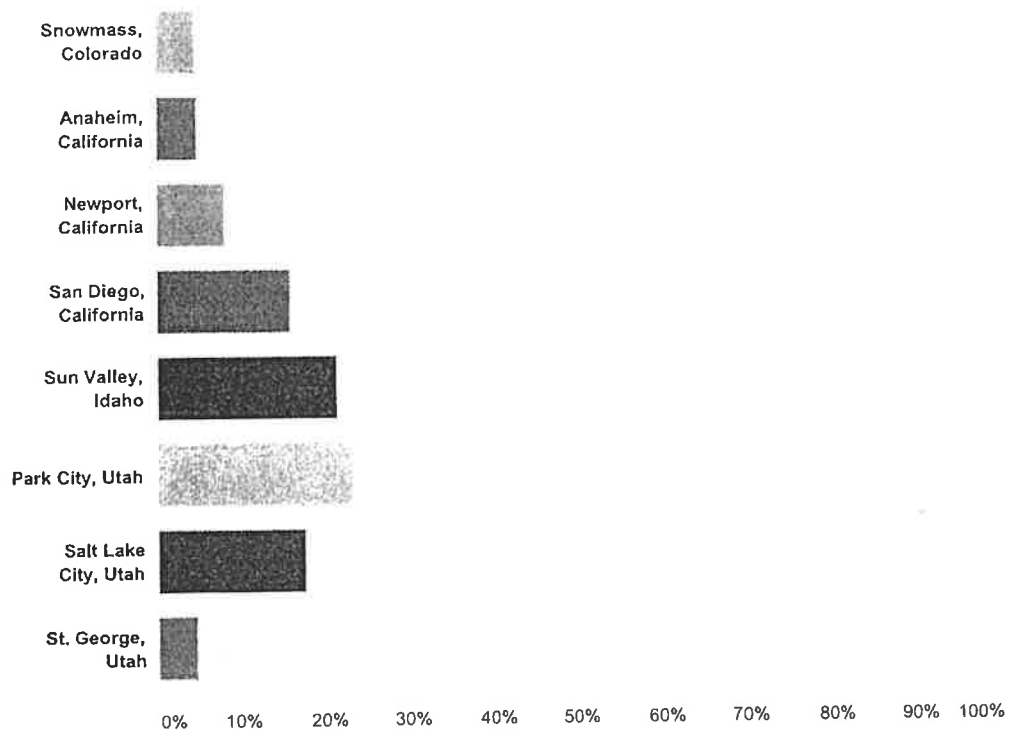
Answered: 473 Skipped: 436



Answer Choices	Responses	
	78.01%	369
Sun Valley, Idaho	29.81%	141
Snowmass, Colorado	52.22%	247
Southern California	16.28%	77
Park City, Utah		
Total Respondents: 473		

Q9 Please select where you would prefer to attend the Summer Convention (Choose one):

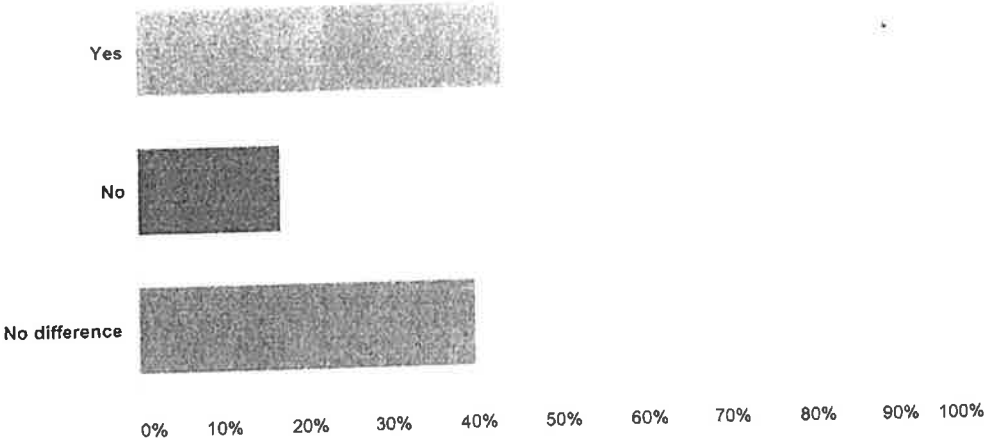
Answered: 837 Skipped: 72



Answer Choices	Responses	
Snowmass, Colorado	4.54%	38
Anaheim, California	4.78%	40
Newport, California	8.24%	69
San Diego, California	15.77%	132
Sun Valley, Idaho	21.27%	178
Park City, Utah	23.18%	194
Salt Lake City, Utah	17.56%	147
St. George, Utah	4.66%	39
Total		837

Q10 Would you be more likely to attend the Summer Convention if the location were rotated?

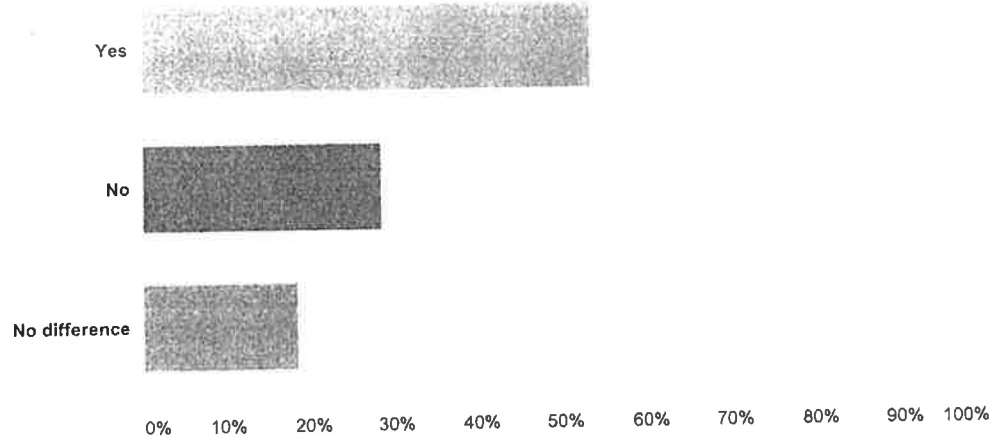
Answered: 847 Skipped: 62



Answer Choices		Responses	
Yes	43.21%	366	
No	16.88%	143	
No difference	39.91%	338	
Total		847	

Q11 Would you more likely attend the Summer Convention if it were held in Park City?

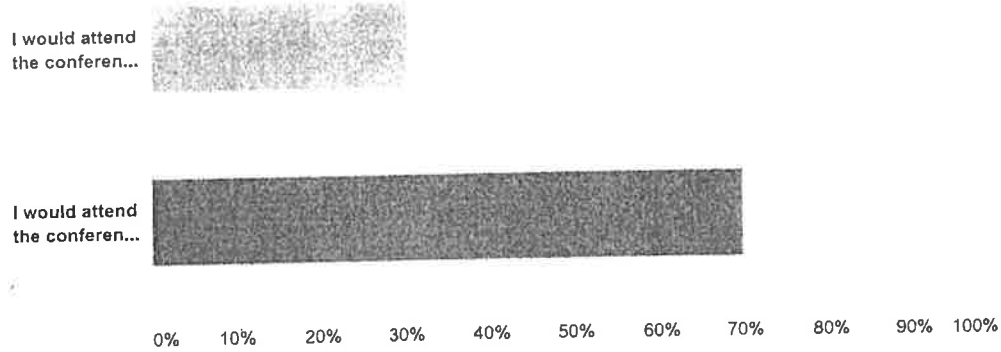
Answered: 866 Skipped: 43



Answer Choices	Responses	
Yes	53.23%	461
No	28.29%	245
No difference	18.48%	160
Total		866

Q12 If the Summer Convention were held in Park City, Utah, which of the following would most likely apply to you?

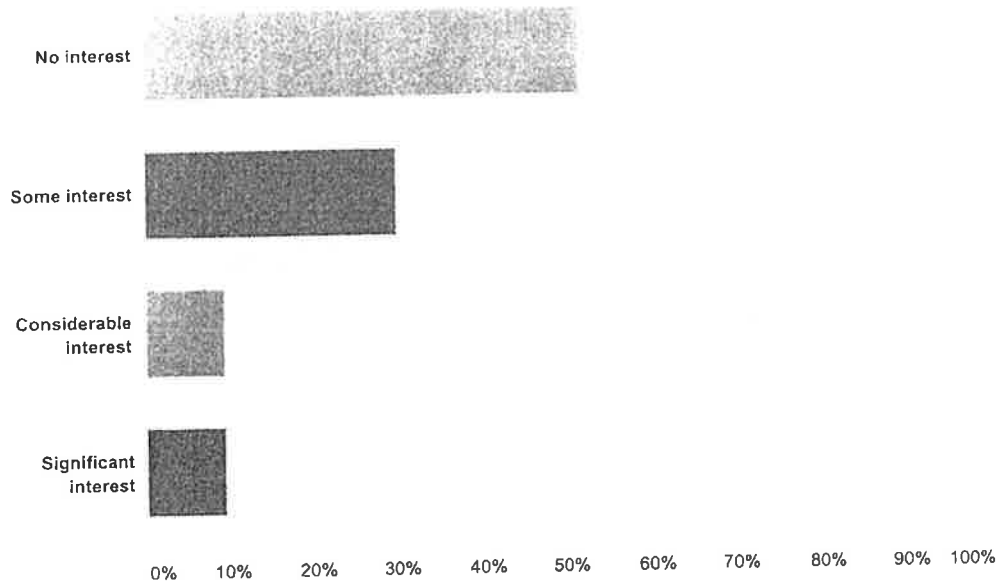
Answers: 830 Skipped: 79



Answer Choices	Responses	
I would attend the conference and stay in Park City overnight	30.24%	251
I would attend the conference but return home each evening	69.76%	579
Total		830

Q13 How interested would you be in a CLE cruise sponsored by the Bar?

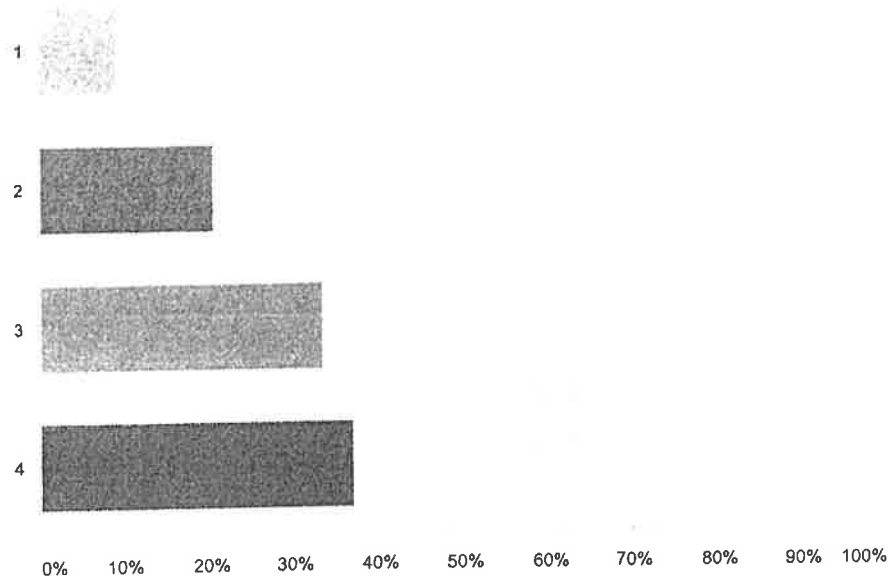
Answered: 880 Skipped: 29



Answer Choices	Responses	
No interest	51.48%	453
Some interest	29.89%	263
Considerable interest	9.32%	82
Significant interest	9.32%	82
Total		880

Q14 On a scale of 1-4, (1 being not important, 4 being most important) how important is the overall cost of attending a convention to your decision whether to attend?

Answered: 878 Skipped: 31



Answer Choices

1
2
3
4

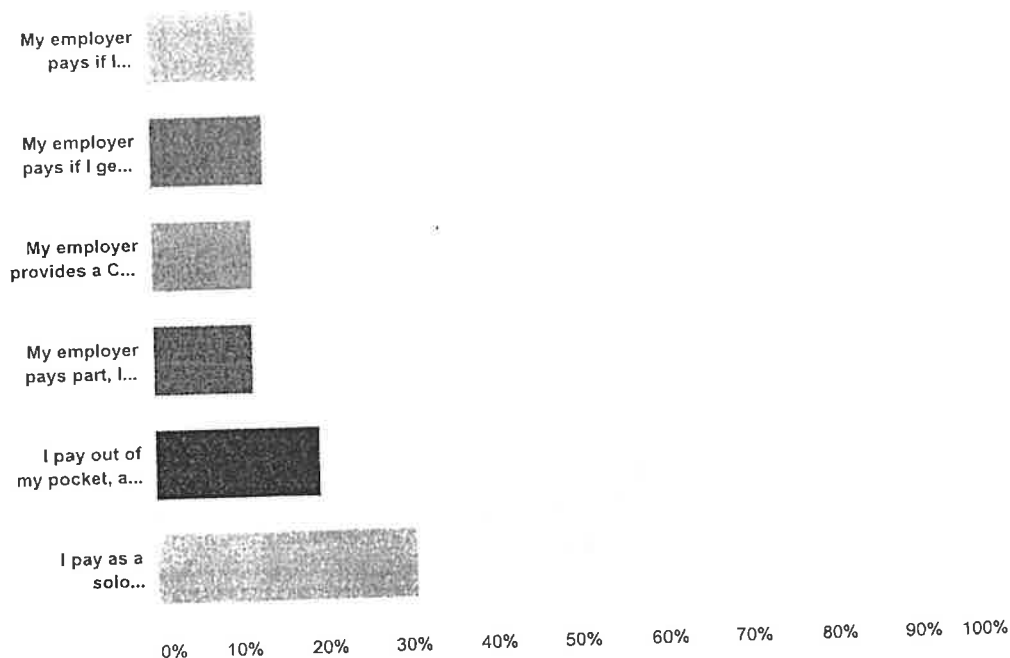
Total

Responses

9.23%	81
20.39%	179
33.37%	293
37.02%	325
	878

Q15 Who would most likely pay for you to attend the next Summer Convention if you decided to attend? (Select the answer that most closely fits your situation)

Answered: 884 Skipped: 25



Answer Choices

My employer pays if I request it.

My employer pays if I get approval.

My employer provides a CLE budget which I may use at my discretion to attend.

My employer pays part, I pay the rest.

I pay out of my pocket, as an employee.

I pay as a solo practitioner or small firm owner.

Responses

12.78% 113

13.46% 119

11.99% 106

11.65% 103

19.34% 171

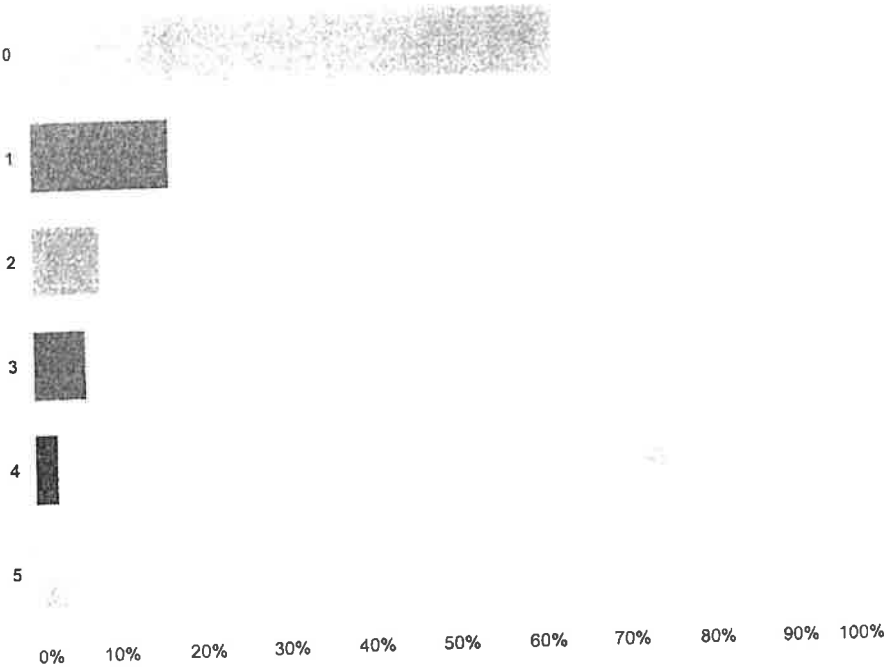
30.77% 272

Total

884

Q16 How often have you attended the Spring Convention in the last 5 years?

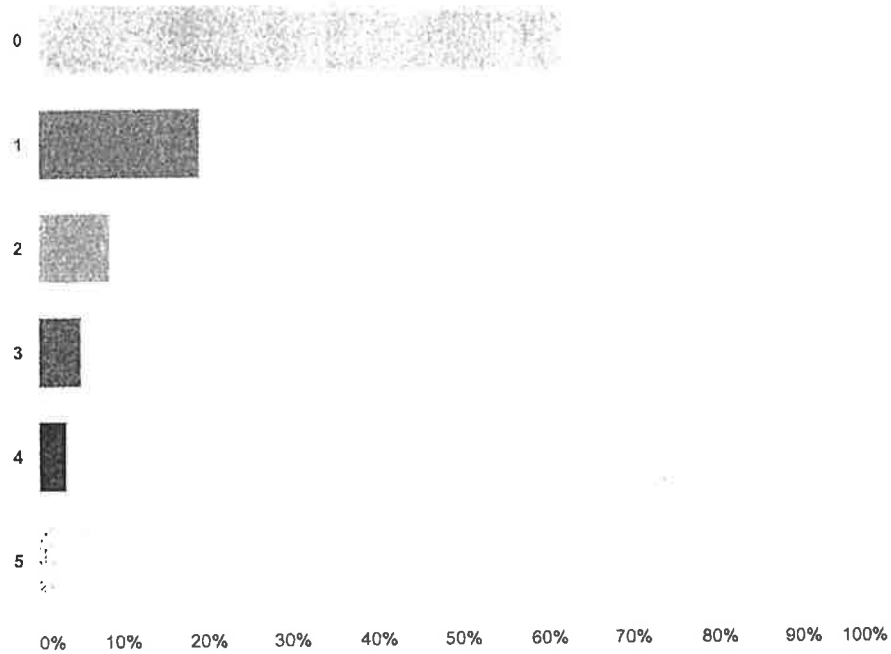
Answered: 883 Skipped: 26



Answer Choices	Responses	
0	61.83%	546
1	16.53%	146
2	8.15%	72
3	6.34%	56
4	2.83%	25
5	4.30%	38
Total		883

Q17 How often have you attended the Fall Forum in the last 5 years?

Answered: 891 Skipped: 18



Answer Choices

0
1
2
3
4
5

Responses

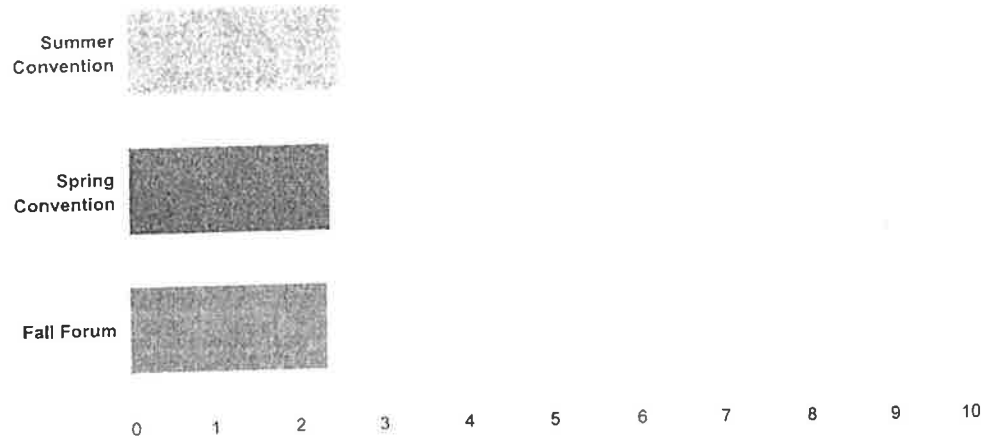
61.95% 552
19.30% 172
8.64% 77
5.05% 45
3.25% 29
1.80% 16

Total

891

Q18 Please rank the following on a scale of 1-4 (1 being not important, 4 being very important) as to how important it is that the Bar continues to hold the following:

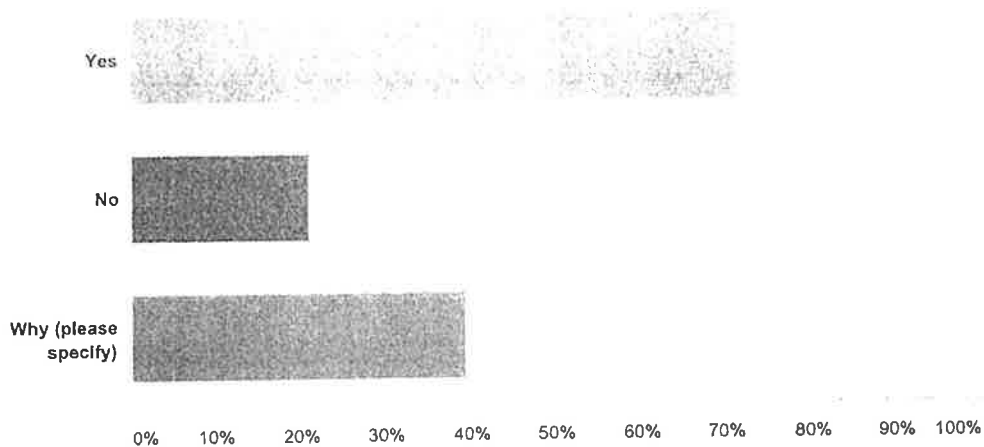
Answered: 848 Skipped: 61



	1	2	3	4	Total	Weighted Average
Summer Convention	29.02% 242	20.26% 169	19.18% 160	31.53% 263	834	2.53
Spring Convention	30.82% 257	22.90% 191	24.70% 206	21.58% 180	834	2.37
Fall Forum	32.65% 270	25.15% 208	18.62% 154	23.58% 195	827	2.33

Q19 Do you believe the Summer Convention should continue?

Answered: 784 Skipped: 125

**Answer Choices**

Yes

No

Why (please specify)

Total Respondents: 784**Responses**

71.43%

560

21.17%

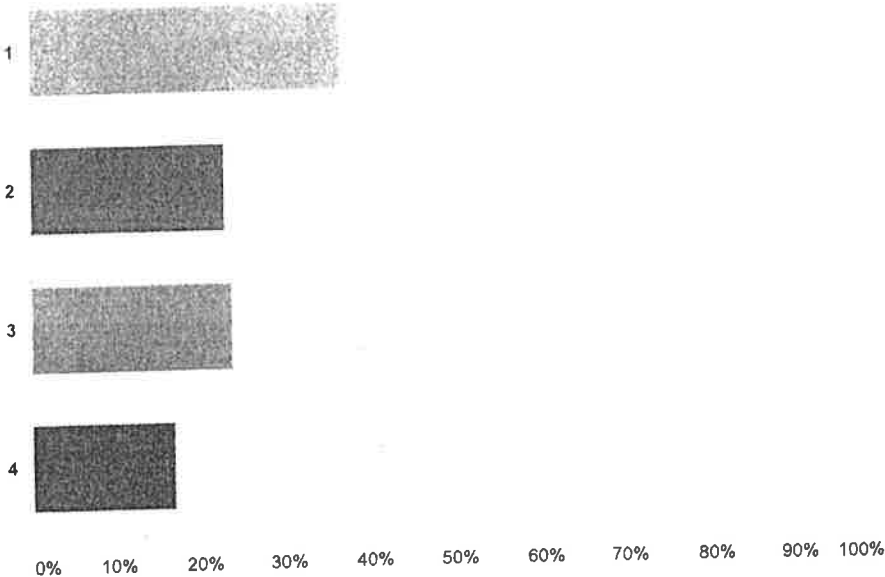
166

39.54%

310

Q20 If the judges were having their annual convention in concert with the Summer Convention, and would be in attendance at many of the events, on a scale of 1-4 (1 being not important, 4 being very important) how important would that fact be in your decision whether to attend?

Answered: 862 Skipped: 47



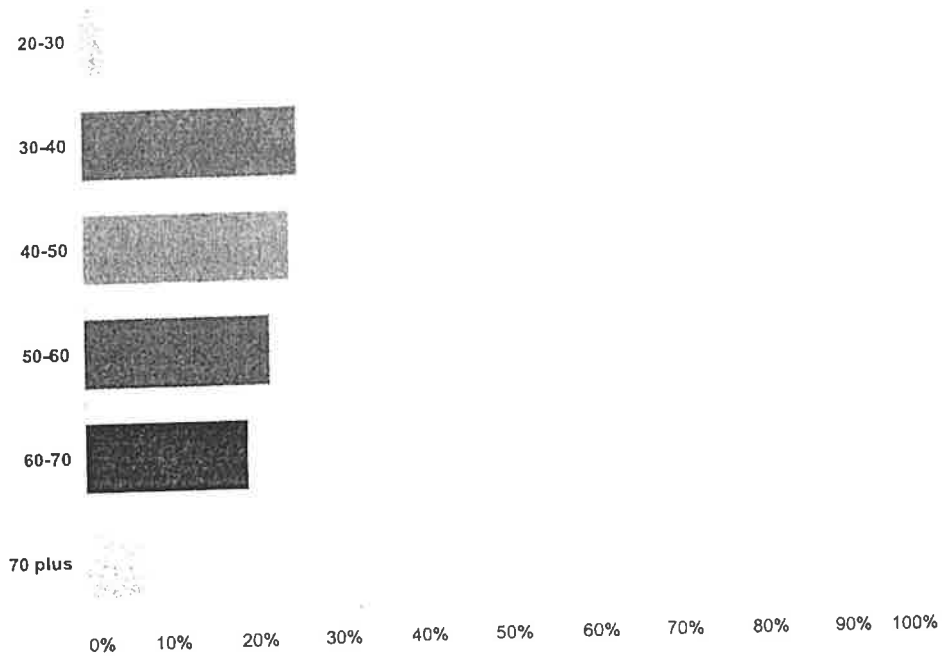
Answer Choices	Responses	
1	36.77%	317
2	22.85%	197
3	23.67%	204
4	16.71%	144
Total		862

Q21 Please provide any additional comments you would like to make about the Summer Convention, Spring Convention, or Fall Forum that we have not addressed:

Answered: 193 Skipped: 716

Q22 What is your age?

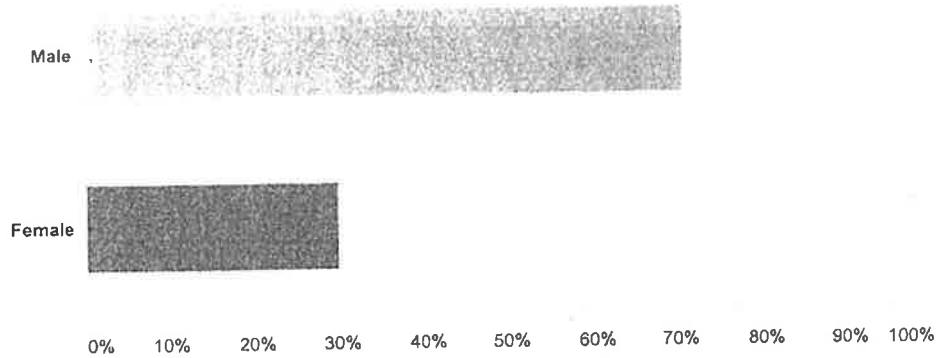
Answers: 881 Skipped: 45



Answer Choices	Responses	
20-30	2.84%	25
30-40	25.31%	223
40-50	24.18%	213
50-60	21.68%	191
60-70	18.96%	167
70 plus	7.04%	62
Total		881

Q23 What is your gender?

Answered: 878 Skipped: 31



Answer Choices

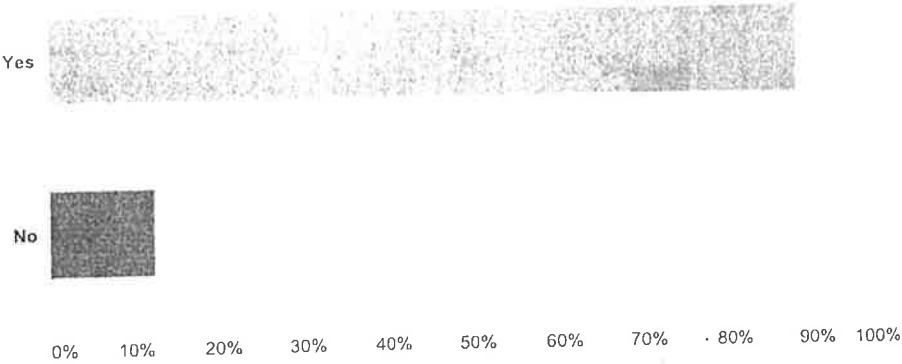
Male
Female
Total

Responses

70.27%	617
29.73%	261
	878

Q24 Are you currently actively practicing law?

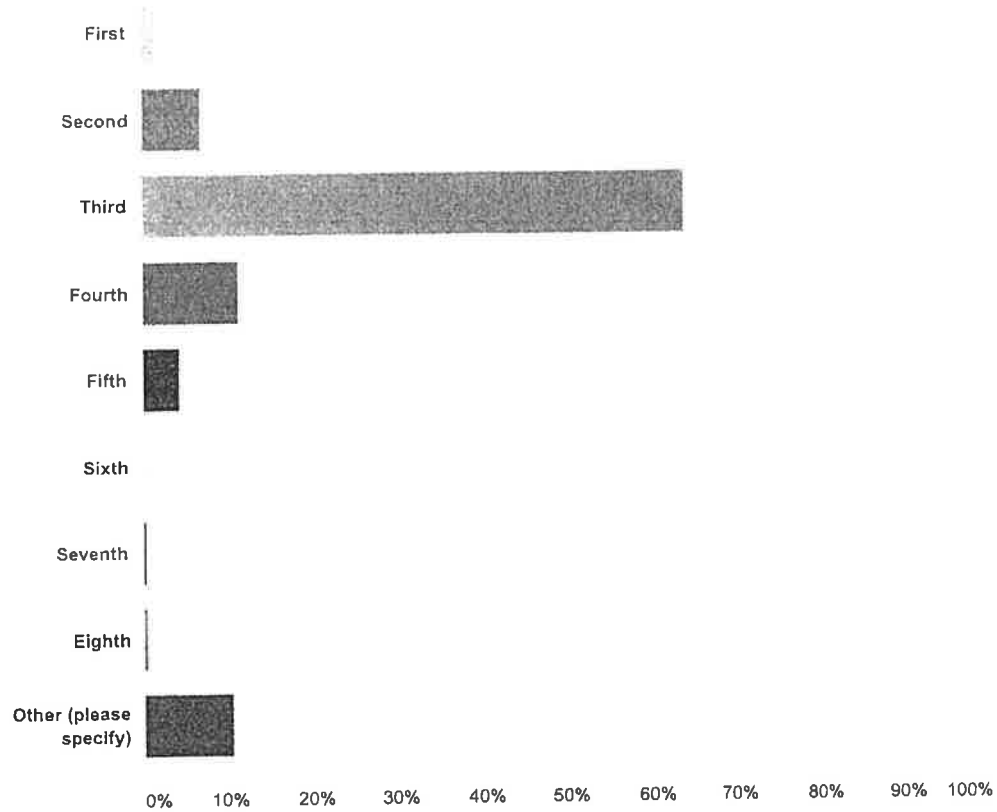
Answered: 889 (87.74%)



Answer Choices		Responses	
Yes		87.74%	780
No		12.26%	109
Total			889

Q25 In which Judicial District is your practice primarily located?

Answered: 860 Skipped: 49



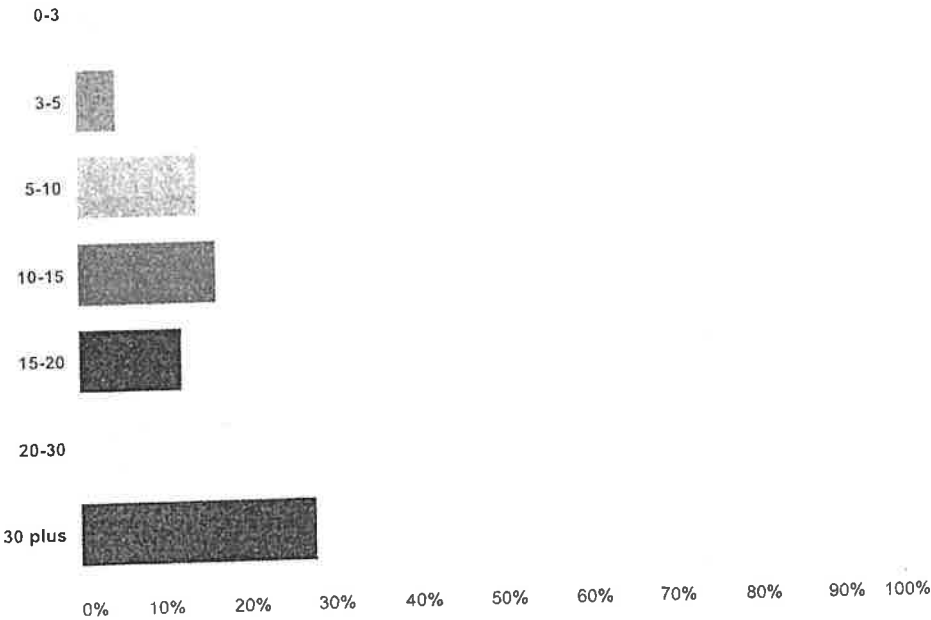
Answer Choices

Responses

First	1.63%	14
Second	6.98%	60
Third	63.72%	548
Fourth	11.28%	97
Fifth	4.42%	38
Sixth	0.58%	5
Seventh	0.47%	4
Eighth	0.58%	5
Other (please specify)	10.35%	89
Total		860

Q26 How many years have you been in practice?

Answered: 873 Skipped: 35



Answer Choices

0-3

3-5

5-10

10-15

15-20

20-30

30 plus

Total

Responses

6.64%

4.81%

14.20%

16.27%

12.14%

18.10%

27.84%

58

42

124

142

106

158

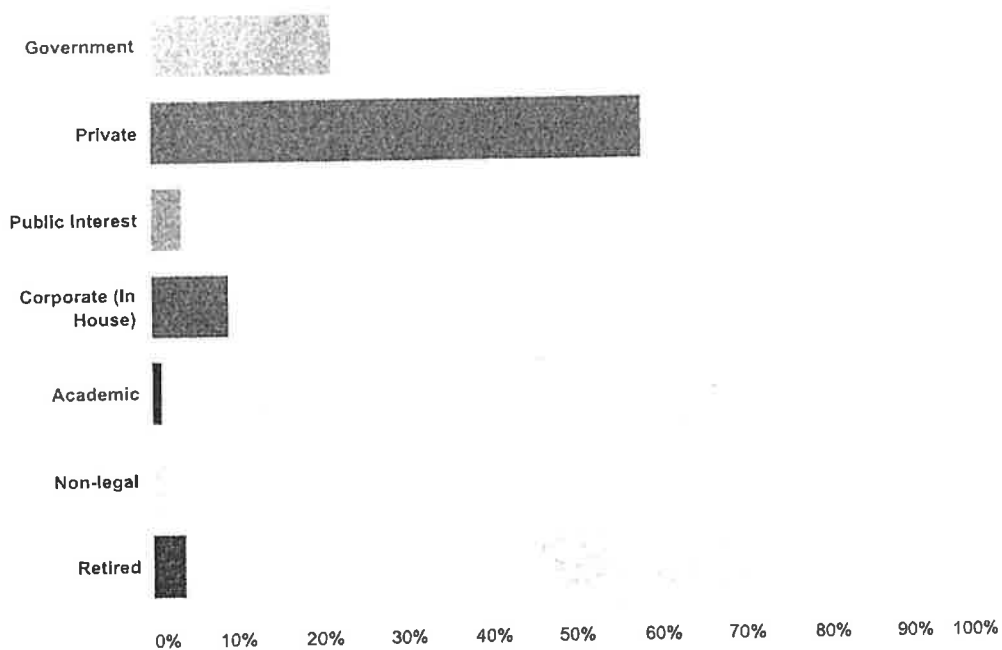
243

873

2017 Survey on Bar Conventions

Q27 What is the primary nature of your practice?

Answered: 573 Skipped: 35



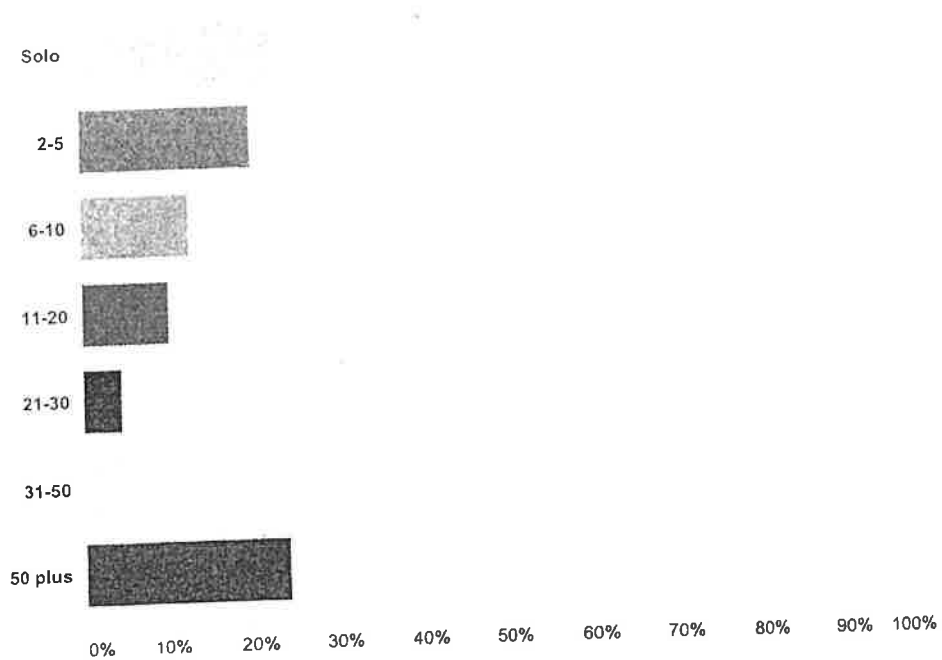
Answer Choices

Responses

Government	21.53%	188
Private	58.08%	507
Public Interest	3.67%	32
Corporate (In House)	9.16%	80
Academic	1.26%	11
Non-legal	2.29%	20
Retired	4.01%	35
Total		873

Q28 How many attorneys are employed at your firm/entity?

Answered: 843 Skipped: 06



Answer Choices

Solo

2-5

6-10

11-20

21-30

31-50

50 plus

Total

Responses

24.56%

20.05%

12.81%

10.20%

4.51%

4.03%

23.84%

207

169

108

86

38

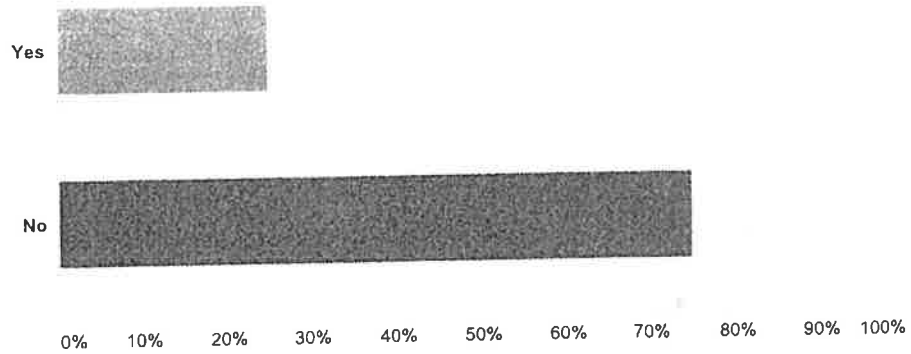
34

201

843

Q29 Do you currently serve on any Utah Bar related committees, commissions, sections, groups, Advisory Committees, etc.

Answered: 889 Skipped: 20



Answer Choices

Yes

No

Total

Responses

25.08%

74.92%

223

666

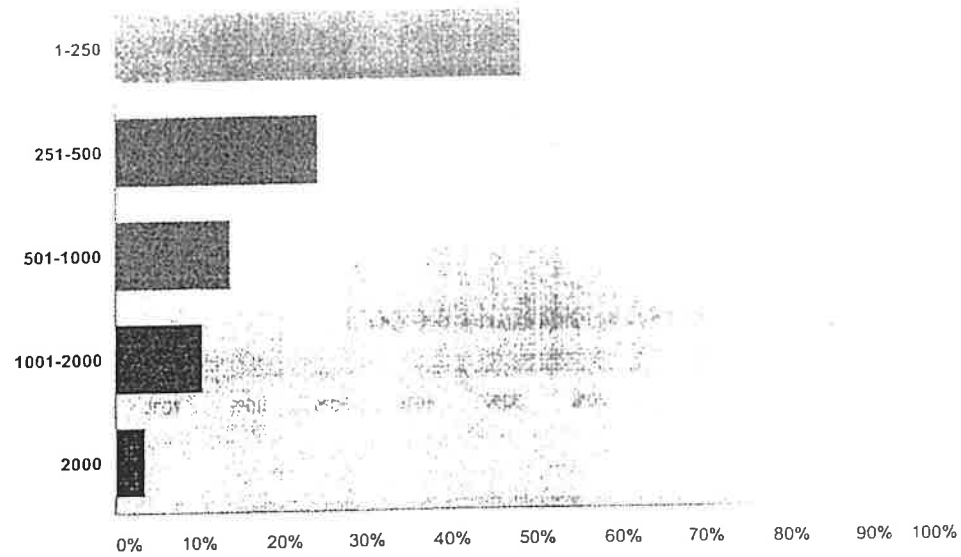
889

APPENDIX

3

Q1 How large is your section/group membership?

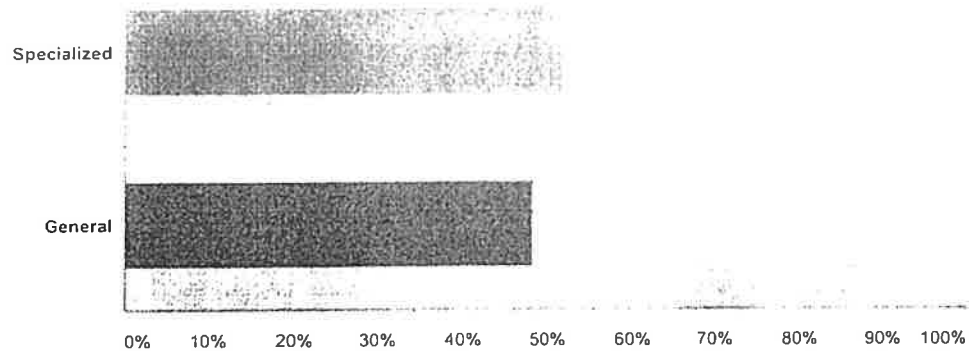
Answered: 29 Skipped: 0



Answer Choices	Responses
1-250	48.28% 14
251-500	24.14% 7
501-1000	13.79% 4
1001-2000	10.34% 3
2000	3.45% 1
Total	29

Q2 Would you consider your section/group members' practices to be more "specialized" or "general"?

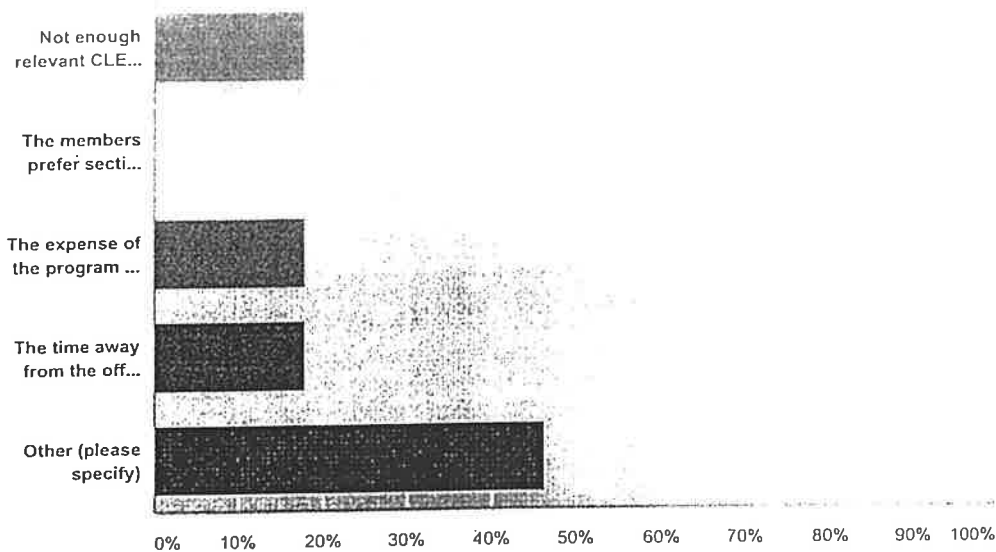
Answered: 29 Skipped: 0



Answer Choices	Responses
Specialized	51.72% 15
General	48.28% 14
Total	29

Q3 Are there any reasons you are aware of as to why any of your section/group members might not be attending Summer Conventions?

Answered: 28 Skipped: 1



Answer Choices	Responses	
Not enough relevant CLE topics for section members	17.86%	5
The members prefer section provided CLEs	0.00%	0
The expense of the program is too high	17.86%	5
The time away from the office it too long.	17.86%	5
Other (please specify)	46.43%	13
Total		28

#	Other (please specify)	Date
1	in my experience, all of these are reasons for lack of attendance.	1/25/2017 4:23 PM
2	The travel distance and related expense has been mentioned.	1/25/2017 10:07 AM
3	Distance to Travel to Sun Valley	1/24/2017 5:38 PM
4	I do not know the answer here. Those that specialize in franchising have national conferences that are very important to attend.	1/24/2017 11:01 AM
5	Many of the section members allocate CLE budget towards Rocky Mountain Mineral Law Foundation and/or ABA Environmental conferences that are more directed to their individual practice areas.	1/24/2017 11:00 AM
6	Not really sure about others, but for me it's been the first and fourth reasons.	1/23/2017 2:56 PM
7	I don't know the answer to this for our Section members; we haven't polled them to get feedback about this.	1/20/2017 4:23 PM

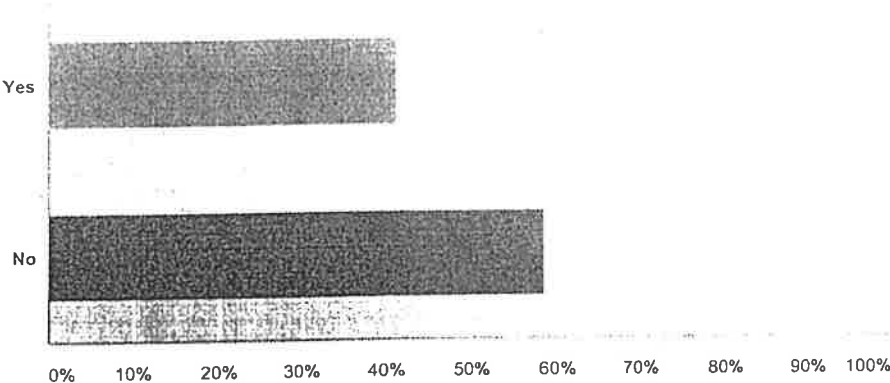
2017 Section Chair Survey on Conventions

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8	It's a combination of cost, time away from the office, and the particular demographics of my section. Specifically, Utah County attorneys are, for the most part, family and Church-focused which means their summer time off is dedicated to family vacations and Church-related trips (i.e., girl's camp, scout camp, etc.)	1/19/2017 8:59 AM
9	I think for the younger attorneys, the expense of the meeting is too high. I think many young lawyers are hesitant to ask for firm money to pay for generalized training rather than specific to their practice. Many don't realize the value of the networking that can occur at the meeting.	1/17/2017 10:51 AM
10	Many/most of our members work for gov't agencies/small firms that won't pay for travel and attendance costs	1/17/2017 8:59 AM
11	Cost too high, CLEs too general, time away from the office is too long. Would rather use vacation days for other purposes and would rather attend CLEs on specific areas of law relevant to their practice.	1/16/2017 10:21 AM
12	travel	1/13/2017 5:36 PM
13	Our national trade group provides an annual two and half day law conference that many of our members attend. I think many of us get our CLE's from that conference.	1/13/2017 5:14 PM

Q4 Does your section or group provide an annual conference designed more specifically for your membership?

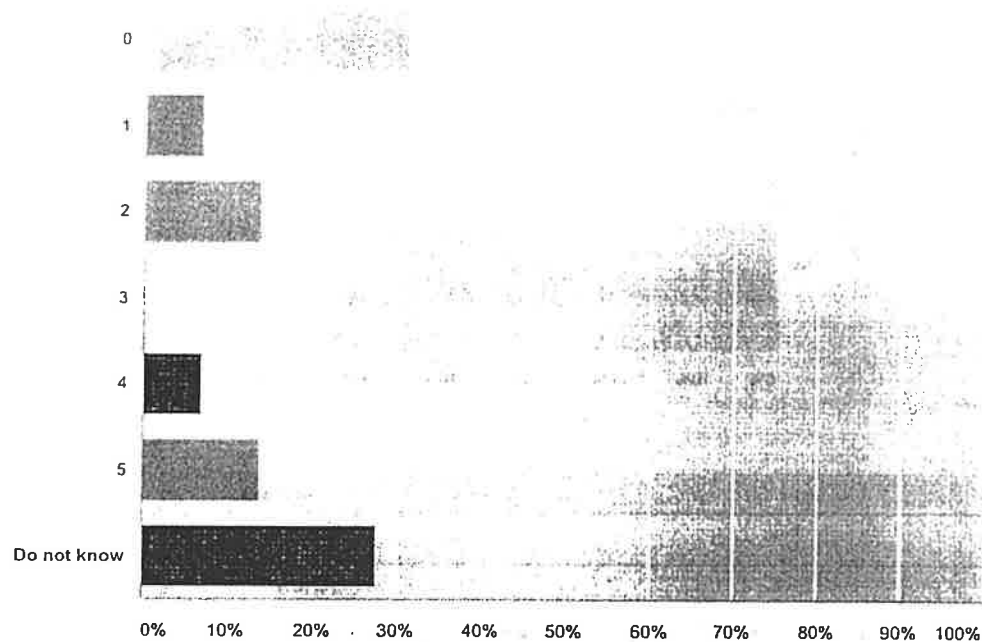
Answered: 29 Skipped: 0



Answer Choices	Responses	
Yes	41.38%	12
No	58.62%	17
Total		29

Q5 How often has your section/group hosted a CLE breakout session at the Summer Convention in the last 5 years?

Answered: 29 Skipped: 0

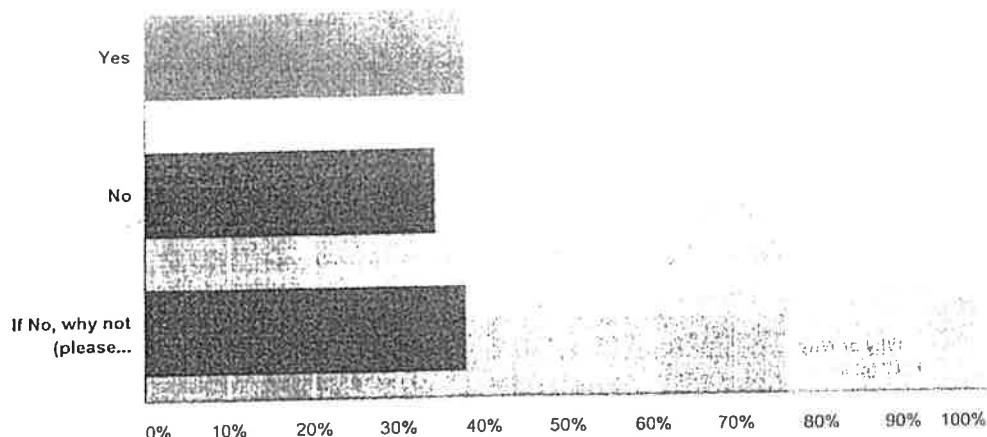


Answer Choices	Responses	
0	31.03%	9
1	6.90%	2
2	13.79%	4
3	0.00%	0
4	6.90%	2
5	13.79%	4
Do not know	27.59%	8
Total		29

2017 Section Chair Survey on Conventions

Q6 Has your section/group been regularly represented on the Summer Convention Committee?

Answered: 29 Skipped: 0

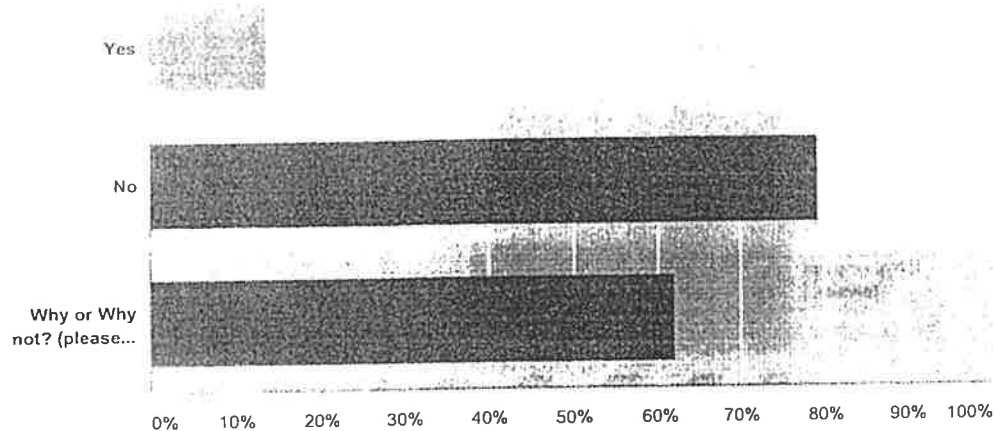


Answer Choices	Responses	
Yes	37.93%	11
No	34.48%	10
If No, why not (please specify)	37.93%	11
Total Respondents: 29		

#	If No, why not (please specify)	Date
1	With annual turnover, sometimes current ENREL leadership is not contacted. Also, the summer convention often conflicts with the annual RMMLF conference.	1/24/2017 11:00 AM
2	Because we are the new kids in town.	1/23/2017 2:56 PM
3	Don't know	1/23/2017 11:09 AM
4	Not really applicable because of how large we are as the SL County Bar.	1/20/2017 2:13 PM
5	I'm guessing, as the federal bar association, we never really thought about participating. We plan a number of our own multi-day events as well.	1/19/2017 2:52 PM
6	We sponsor the judge's reception, but it doesn't seem to have any benefit for our members	1/19/2017 1:23 PM
7	Small section	1/19/2017 12:46 PM
8	CUBA considers its role to be very simple - monthly CLEs for Utah County attorneys. We do not think the Summer Convention germane to our purpose.	1/19/2017 8:59 AM
9	The section has only been sporadically active.	1/17/2017 11:36 AM
10	Not sure	1/16/2017 2:12 PM
11	Section just formed.	1/13/2017 5:14 PM

Q7 Would you as a Section/Group leader be interested in having your Section/Group hold a formal section/group meeting at the Summer Convention?

Answered: 29 Skipped: 0



Answer Choices	Responses
Yes	13.79% 4
No	79.31% 23
Why or Why not? (please specify)	62.07% 18
Total Respondents: 29	

#	Why or Why not? (please specify)	Date
1	The bankruptcy section is not big enough to merit it	1/27/2017 11:50 AM
2	may prove an inticement for section members to come to the convention; perhaps a social event with the meeting itself	1/25/2017 4:23 PM
3	Again the distance to travel and time away results in few members attending.	1/24/2017 5:38 PM
4	Small group and not enough attendance	1/24/2017 11:01 AM
5	We typically seek to participate in the Spring Convention as there are fewer conflicts with our membership.	1/24/2017 11:00 AM
6	I would have to check with the section members, but it may be too far to go and too expensive; especially when we could hold that meeting here in SLC.	1/23/2017 2:56 PM
7	Don't see a need	1/23/2017 10:00 AM
8	It may be a good way to gather members from other parts of the state that we don't see as often.	1/20/2017 4:23 PM
9	See response to number 6 I also have no idea what FBA member attendance is like at the Bar Convention	1/19/2017 2:52 PM
10	Maybe	1/19/2017 1:23 PM
11	See above. I'd be open to talking to you, however, if you'd like to discuss otherwise.	1/19/2017 8:59 AM
12	We meet in April already.	1/19/2017 8:57 AM
13	Until the section is more active it wouldn't be a good use of time.	1/17/2017 11:36 AM
14	I think the value of the summer convention is networking with those outside our practice areas.	1/17/2017 10:51 AM

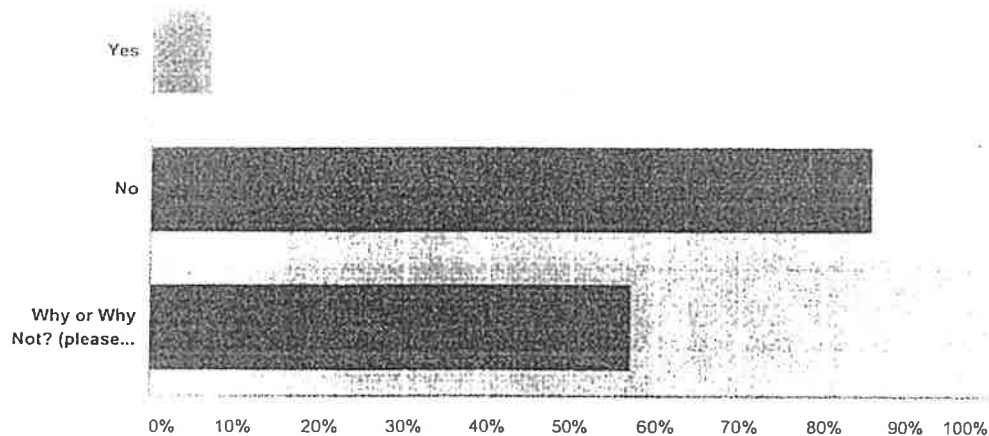
2017 Section Chair Survey on Conventions

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15	Not sure enough members will be attending	1/17/2017 8:59 AM
16	Likely Not enough attendance	1/16/2017 2:12 PM
17	Summer convention is during the "break" for our section. In addition, please see the response to Question 3 which suggest a meeting at the summer convention would not draw enough participants.	1/16/2017 10:21 AM
18	I don't think enough of our members attend	1/13/2017 5:14 PM

Q8 Would you as a Section/Group leader be interested in your Section/Group holding its annual organizational meeting at the Summer Convention?

Answered: 28 Skipped: 1



Answer Choices	Responses
Yes	7.14% 2
No	85.71% 24
Why or Why Not? (please specify)	57.14% 16
Total Respondents: 28	

#	Why or Why Not? (please specify)	Date
1	Not enough people there to make it work	1/27/2017 11:50 AM
2	more participants at a regular meeting	1/25/2017 4:23 PM
3	We are a small group not located close to the convention.	1/24/2017 3:01 PM
4	See above	1/24/2017 11:01 AM
5	Our annual business meeting and, consequently, leadership transition occurs in October. Further, many ENREL members are at the RMMLF meeting during the summer convention.	1/24/2017 11:00 AM
6	same	1/23/2017 2:56 PM
7	We hold the IP Summit in February and holding a second meeting at the Summer Convention would (a) not be useful, (b) could detract from the Summit and (c) would likely not be well attended.	1/23/2017 11:09 AM
8	Probably not; we get more of our Executive Committee in local, regular meetings than at a remote convention.	1/20/2017 4:23 PM
9	Not if it is out of state. That would limit the number of people who would attend.	1/20/2017 12:17 PM
10	See answers to 6-7	1/19/2017 2:52 PM
11	See above, but I'm happy to talk to Rob about this.	1/19/2017 8:59 AM
12	We meet in April. Concerned attendance would be less at convention.	1/19/2017 8:57 AM
13	Low attendance.	1/17/2017 11:36 AM

2017 Section Chair Survey on Conventions

14	Not enough attendance; difficult enough to get to annual meeting in town	1/16/2017 2:12 PM
15	I'm not confident we'd get a strong turn-out	1/13/2017 5:36 PM
16	I don't think enough of our members attend	1/13/2017 5:14 PM

2017 Section Chair Survey on Conventions

Q9 Please identify any way your Section/Group could better benefit from the Summer Convention:

Answered: 17 Skipped: 12

#	Responses	Date
1	I think it is good for our section	1/27/2017 11:50 AM
2	get to know other members of the Bar beyond our specific section	1/25/2017 4:23 PM
3	As we are generally located in St. George, the Summer Convention is difficult to attend due to the distance required to travel.	1/24/2017 5:38 PM
4	When our section has presented in the past, we have been slotted for the last session where many attendees, including section members, are no longer participating. A different time slot could attract better attendance from ENREL membership.	1/24/2017 11:00 AM
5	Not sure	1/23/2017 11:09 AM
6	Promoting benefits of joining the Section. Recognition of the Section for its sponsorship of breakout sessions and speakers.	1/20/2017 4:23 PM
7	Many members attend but we don't separately participate as the SL County Bar	1/20/2017 2:13 PM
8	I think holding it in state would be better and would draw a larger group of attorneys.	1/20/2017 12:17 PM
9	I'm not sure we can; we put on a lot of programming during the course of the year, which includes the 2-day Southern Utah Law Symposium in May and the Tri-State Seminar in September/October that rotates between Jackson Hole, Sun Valley, and Park City.	1/19/2017 2:52 PM
10	CLE topics of greatest interest to my section are family and criminal law (defense) topics.	1/19/2017 8:59 AM
11	We will have a breakout session this year for the first time since 2010. If we can do that each summer, I think we can start to get more of a draw.	1/17/2017 11:36 AM
12	Perhaps having some type of social event for the various groups.	1/17/2017 10:51 AM
13	Hold it somewhere close enough (Park City?) so that people could afford to attend	1/17/2017 8:59 AM
14	More affordable more/better general cle	1/16/2017 2:12 PM
15	More targeted CLE	1/16/2017 10:21 AM
16	I think the Conventions are great. I just don't think its a Section / Group event.	1/13/2017 5:36 PM
17	We recently formed so I don't have a good baseline.	1/13/2017 5:14 PM

Q10 Please identify any way your section/group could better contribute to the Summer Convention:

Answered: 10 Skipped: 19

#	Responses	Date
1	Our section has restarted and we have tried to have a session each year, but with fewer bankruptcy needs, we don't want to do a lot at the meeting.	1/27/2017 11:50 AM
2	Perhaps taking an additional break out session, depending on the need	1/25/2017 4:23 PM
3	There are certain committees within ENREL that are not as active in RMMLF. If an ENREL representative were more regularly part of the planning committee, we could attempt to focus on these areas in planning speakers, etc.	1/24/2017 11:00 AM
4	We could provide more presentations, but the truth is that most people who attend the summer convention are not that interested in IP.	1/23/2017 11:09 AM
5	The Litigation Section contributes more than any other, I understand, up to a third of the content. We could host socials or a larger meeting, however.	1/20/2017 4:23 PM
6	See above	1/19/2017 2:52 PM
7	Antitrust is complimentary to many practice areas. I think we could combine with other sections for useful breakout sessions.	1/17/2017 11:36 AM
8	?	1/16/2017 2:12 PM
9	We could sponsor speakers.	1/13/2017 5:36 PM
10	We should present a solid breakout session.	1/13/2017 5:14 PM

Q11 Please provide any other input that you think would be helpful in relation to your Section/Group:

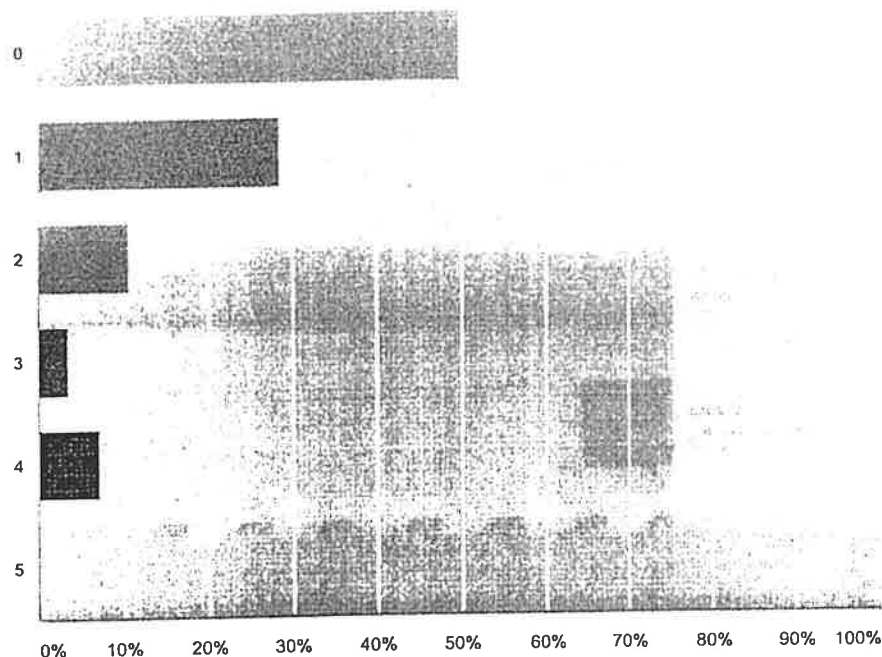
Answered: 4 Skipped: 25

#	Responses	Date
1	Franchising is a specialized practice but those who do franchise work also do work in other areas (litigation, general business or commercial work, etc.). The convention may be beneficial for these areas but the national conferences for franchising are important to attend because of the focus on the specialized area of law	1/24/2017 11:01 AM
2	See above; question 5 is not letting me select 0	1/19/2017 2:52 PM
3	I think it would be nice if the presenters stayed for the remainder of the meeting. I don't know how to accomplish that as we even have difficulty with that at our section meetings.	1/17/2017 10:51 AM
4	When asked about conference attendance, members routinely mention the following reasons for not attending: expense, desire to use vacation days else where, and if they are going to attend a conference for credit they will choose a conference on a specific area of law. These responses come from a variety of members spanning big law to solo.	1/16/2017 10:21 AM

2017 Section Chair Survey on Conventions

Q12 Please indicate the number of Summer Conventions you have attended personally in the last 5 years?

Answered: 28 Skipped: 1

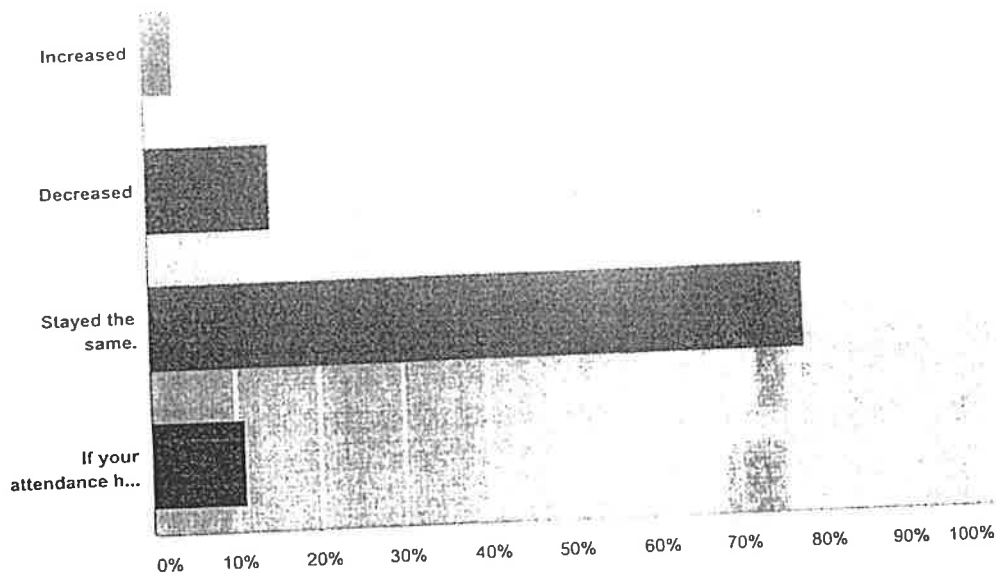


Answer Choices	Responses
0	50.00% 14
1	28.57% 8
2	10.71% 3
3	3.57% 1
4	7.14% 2
5	0.00% 0
Total Respondents: 28	

2017 Section Chair Survey on Conventions

Q13 Over the past 10 years, has your attendance at Summer Conventions:

Answered: 27 Skipped: 2

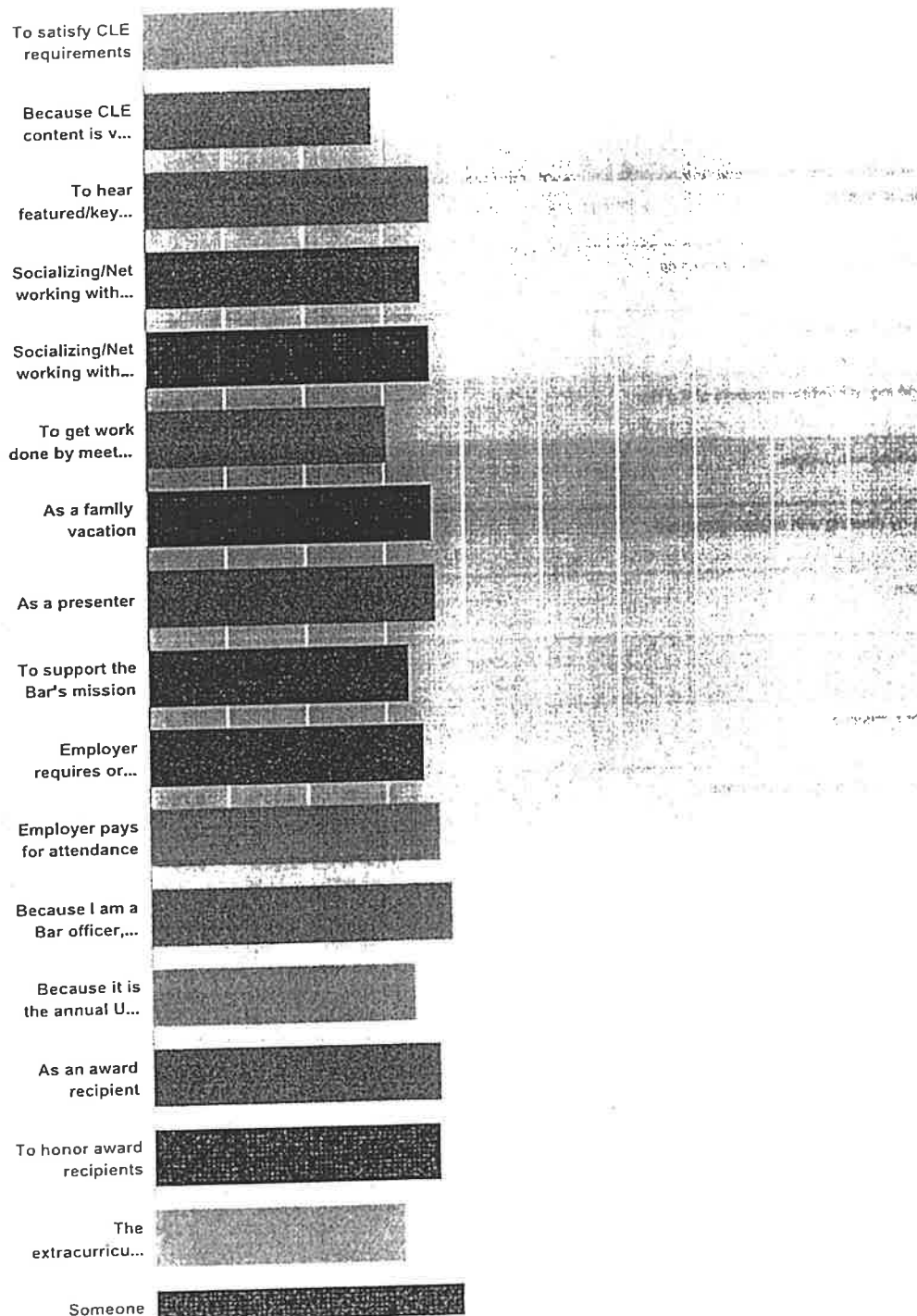


Answer Choices	Responses
Increased	3.70%
Decreased	14.81% 4
Stayed the same.	77.78% 21
If your attendance has decreased, Please tell us why:	11.11% 3
Total Respondents: 27	

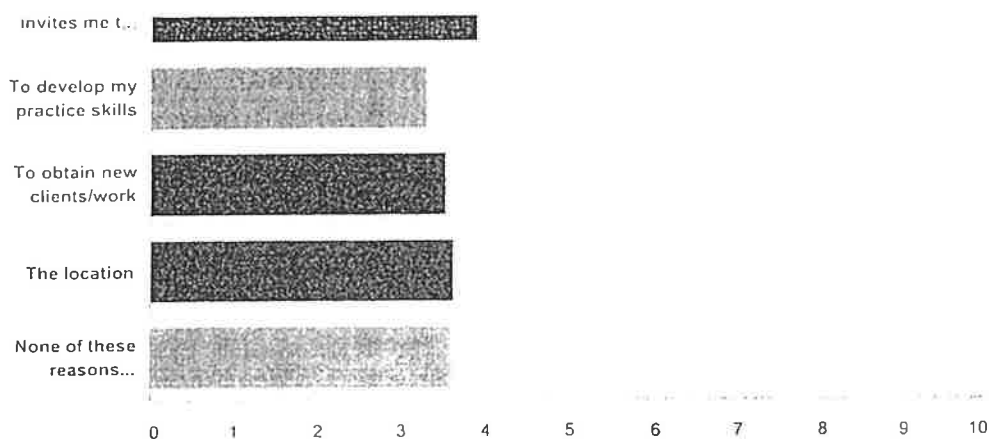
#	If your attendance has decreased, Please tell us why:	Date
1	I attended in maybe 2007 or 08 and it was a long drive, my firm was stingy on reimbursement, and for the amount of time I was up there, I didn't get very much CLE. It also felt like an old boy's network to which I didn't belong.	1/19/2017 2:56 PM
2	Cost, not enough time to go	1/16/2017 2:27 PM
3	Wanted to use vacation days elsewhere, did not want to spend the money, needed to work, was not intrigued by the key note speakers.	1/16/2017 10:27 AM

Q14 Please rank all of the motivators for you personally attending past Summer Conventions on a scale of 1-4 (1 being the lowest motivators, but still a motivation, and 4 being the highest motivators): Rank all of those that apply to you personally.

Answered: 28 Skipped: 1



2017 Section Chair Survey on Conventions



	1	2	3	4	N/A	Total	Weighted Average
To satisfy CLE requirements	25.00% 6	12.50% 3	8.33% 2	25.00% 6	29.17% 7	24	3.21
Because CLE content is very helpful to my practice	26.09% 6	26.09% 6	8.70% 2	8.70% 2	30.43% 7	23	2.91
To hear featured/key note speakers	16.67% 4	8.33% 2	12.50% 3	20.83% 5	41.67% 10	24	3.63
Socializing/Networking with fellow members of the Bar	8.33% 2	20.83% 5	12.50% 3	29.17% 7	29.17% 7	24	3.50
Socializing/Networking with Judges	13.04% 3	13.04% 3	13.04% 3	21.74% 5	39.13% 9	23	3.6
To get work done by meeting with opposing counsel	39.13% 9	13.04% 3	0.00% 0	0.00% 0	47.83% 11	23	3.04
As a family vacation	13.04% 3	17.39% 4	4.35% 1	26.09% 6	39.13% 9	23	3.61
As a presenter	17.39% 4	4.35% 1	17.39% 4	17.39% 4	43.48% 10	23	3.65
To support the Bar's mission	17.39% 4	13.04% 3	30.43% 7	0.00% 0	39.13% 9	23	3.30
Employer requires or encourages attendance	30.43% 7	4.35% 1	8.70% 2	0.00% 0	56.52% 13	23	3.48
Employer pays for attendance	16.67% 4	12.50% 3	0.00% 0	29.17% 7	41.67% 10	24	3.67
Because I am a Bar officer, section leader, committee member, etc.	8.70% 2	4.35% 1	21.74% 5	26.09% 6	39.13% 9	23	3.83
Because it is the annual Utah State Bar business meeting	29.17% 7	12.50% 3	4.17% 1	4.17% 1	50.00% 12	24	3.33
As an award recipient	30.43% 7	4.35% 1	0.00% 0	0.00% 0	65.22% 15	23	3.65
To honor award recipients	22.73% 5	9.09% 2	9.09% 2	0.00% 0	59.09% 13	22	3.64
The extracurricular activities (bike riding, restaurants, golf, fishing, hiking, etc.)	30.43% 7	4.35% 1	21.74% 5	4.35% 1	39.13% 9	23	3.1

2017 Section Chair Survey on Conventions

Someone invites me to go along	8.70% 2	17.39% 4	8.70% 2	4.35% 1	60.87% 14	23	3.51
To develop my practice skills	14.29% 3	28.57% 6	14.29% 3	0.00% 0	42.86% 9	21	3.29
To obtain new clients/work	17.39% 4	21.74% 5	0.00% 0	13.04% 3	47.83% 11	23	3.52
The location	21.74% 5	0.00% 0	13.04% 3	26.09% 6	39.13% 9	23	3.61
None of these reasons motivate me to attend because I do not attend, and do not intend to attend	23.08% 3	15.38% 2	0.00% 0	0.00% 0	61.54% 8	13	3.62

Q15 If you have not attended a Summer Convention in the last 5 years, please explain why not:

Answered: 13 Skipped: 16

#	Responses	Date
1	I'm just busy	1/27/2017 11:58 AM
2	I cannot afford to attend one and my work does not pay for it. Additionally, the CLEs offered are not applicable to my practice as thought the family law section members in general have broad general practices, I do not.	1/26/2017 9:27 AM
3	The travel distance to Sun Valley is difficult from St. George.	1/24/2017 5:43 PM
4	I am relatively new to the bar and unaware	1/24/2017 3:04 PM
5	The convention typically conflicts with more area-specific conferences applicable to my practice.	1/24/2017 11:06 AM
6	Limited CLE budget, time and national franchise conventions are necessary for a franchise practice.	1/24/2017 11:05 AM
7	Cost and time away!	1/23/2017 3:06 PM
8	Content not relevant to my practice	1/23/2017 11:11 AM
9	I have been unavailable to attend due to military commitments	1/23/2017 10:06 AM
10	Time out of office	1/20/2017 1:32 PM
11	See response to number 13	1/19/2017 2:56 PM
12	I attended previous to five year ago, but I've had conflicts on each date in the last five years.	1/13/2017 5:40 PM
13	I have only been a member of the Utah Bar for 3.5 years, and I obtain my CLE credits from our national trade groups annual law conference.	1/13/2017 5:18 PM

2017 Section Chair Survey on Conventions

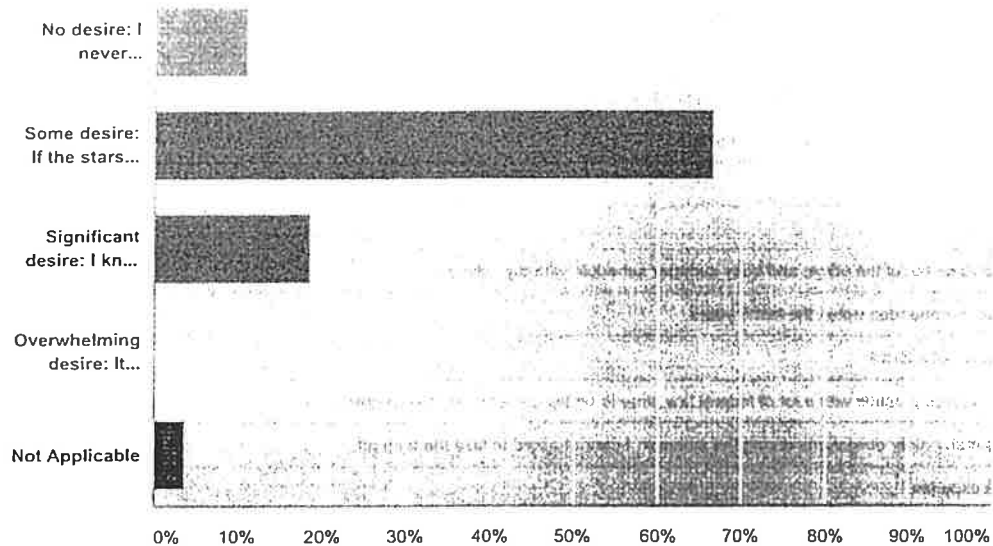
Q16 If you have only attended a Summer Convention once or twice in the last 5 years, please explain why you did not attend more often:

Answers: 1 Skipped: 12

#	Responses	Date
1	N/A	1/26/2017 9:27 AM
2	conflicts in schedule with other personal/family events	1/25/2017 4:27 PM
3	I am relatively new to the bar and unaware	1/24/2017 3:04 PM
4	N/A	1/24/2017 11:06 AM
5	See above	1/23/2017 10:06 AM
6	Cost, time out of the office, and busy summer schedule with my children.	1/20/2017 12:21 PM
7	Have not attended within the last 5 years	1/19/2017 2:56 PM
8	Have not attended within the last 5 years	1/19/2017 1:25 PM
9	I could not afford it	1/19/2017 12:51 PM
10	Specialized practice with a lot of federal law, time is better spent at a national conference	1/19/2017 9:03 AM
11	Too many other obligations during the summer; I cannot afford to take the time off.	1/19/2017 9:03 AM
12	The expense.	1/17/2017 11:40 AM
13	Practice and family conflicts.	1/17/2017 10:59 AM
14	Cost, time and practicality of the value of spending that many days of non-billable hours to learn stuff only tangentially related to my practice.	1/17/2017 9:03 AM
15	Too expensive; sessions are largely irrelevant and useless	1/16/2017 2:27 PM
16	cost, too much work	1/16/2017 10:27 AM
17	Time away from work and nothing that interested me enough on the schedule to decide to take the time. Cost.	1/13/2017 5:40 PM
17	See, above.	

Q17 If you do not regularly attend Summer Conventions, (2 times or less in the last 5 years), how much desire do you currently have to attend Summer Conventions in the future?

Answered: 27 Skipped: 2



Answer Choices	Responses	
No desire: I never anticipate going	11.11%	3
Some desire: If the stars align, I might go	66.67%	18
Significant desire: I know I'm missing out if I don't go, so I typically plan on attending	18.52%	5
Overwhelming desire: It pains me whenever I miss a Summer Convention, so I will be there	0.00%	0
Not Applicable	3.70%	1
Total		27

2017 Section Chair Survey on Conventions

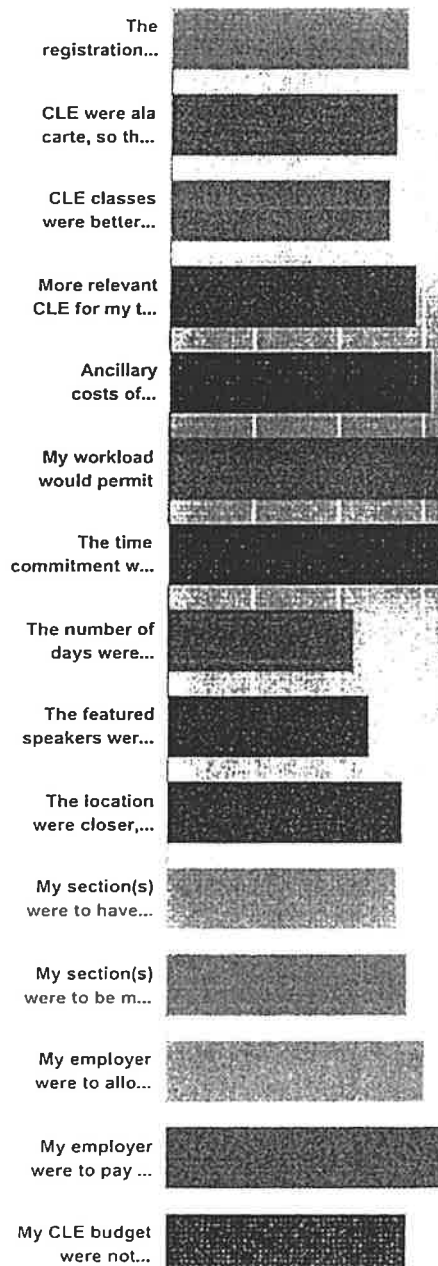
Q18 If you currently have "No desire" to attend more often, why is that?

Answered: 4 Skipped: 25

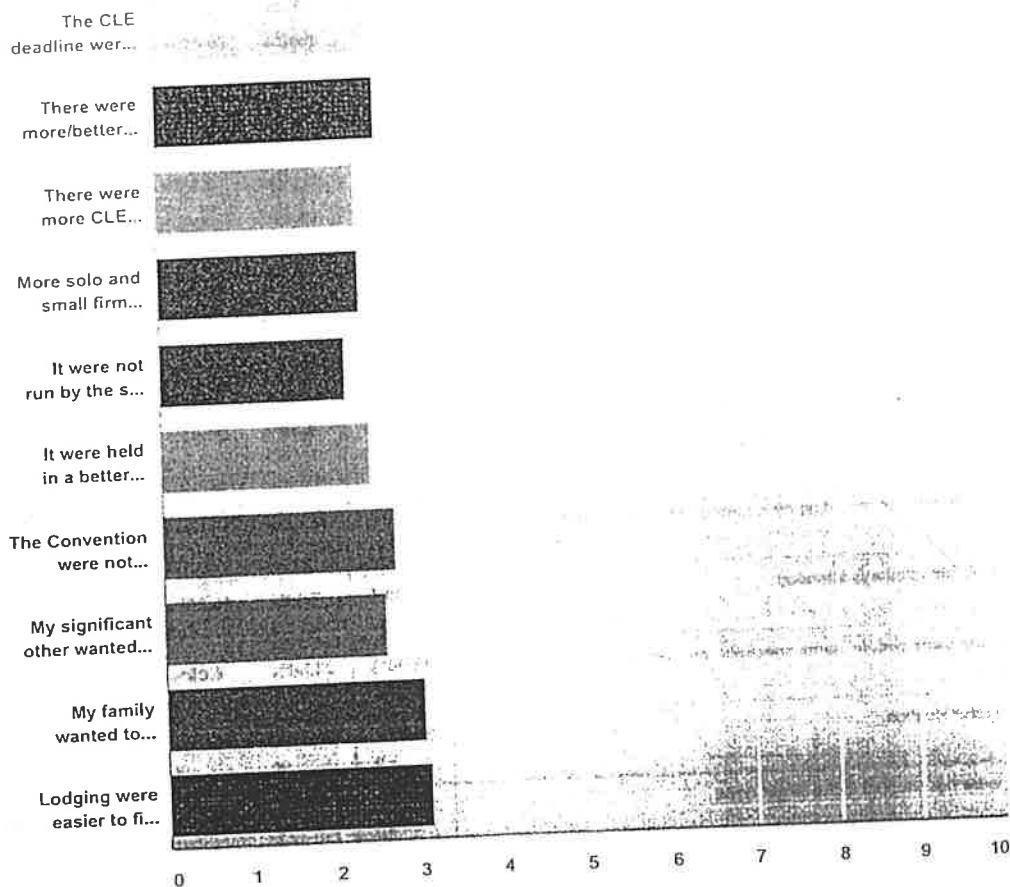
#	Responses	Date
1	Same as above.	1/26/2017 9:27 AM
2	See response to number 13	1/19/2017 2:56 PM
3	Specialized practice with a lot of federal law, time is better spent at a national conference.	1/19/2017 12:51 PM
4	Too far to travel, too much time commitment. Why is this not held in Salt Lake City?	1/13/2017 5:18 PM

Q19 Please rank the following reasons as to why you personally do not attend Summer Convention more often, which if changed would increase the likelihood that you would attend more often, on a scale of 1-4 (4 being the most likely to increase your attendance)(Rank all that would motivate you to attend more often – the rest mark as N/A).I would attend more often if:

Answered: 28 Skipped: 1



2017 Section Chair Survey on Conventions



	1	2	3	4	N/A	Total	Weighted Average
The registration fees were lower	25.93% 7	18.52% 5	18.52% 5	22.22% 6	14.81% 4	27	2.81
CLE were ala carte, so that I would only pay for the classes I actually attend	25.93% 7	25.93% 7	18.52% 5	11.11% 3	18.52% 5	27	2.70
CLE classes were better quality	34.62% 9	19.23% 5	15.38% 4	11.54% 3	19.23% 5	26	2.62
More relevant CLE for my type of practice were provided	18.52% 5	11.11% 3	37.04% 10	25.93% 7	7.41% 2	27	2.93
Ancillary costs of attending (accommodations, food, travel, etc.) were lower	14.81% 4	18.52% 5	18.52% 5	37.04% 10	11.11% 3	27	3.11
My workload would permit	3.85% 1	15.38% 4	19.23% 5	57.69% 15	3.85% 1	26	3.42
The time commitment were less (i.e., less time away from practice, family, etc.)	11.54% 3	19.23% 5	15.38% 4	42.31% 11	11.54% 3	26	3.23
The number of days were increased, (more CLE, activities, etc.) so as to make the time commitment more worth it	48.00% 12	24.00% 6	4.00% 1	8.00% 2	16.00% 4	25	2.20
The featured speakers were better	37.50% 9	25.00% 6	12.50% 3	12.50% 3	12.50% 3	24	2.38
The location were closer, so I would not lose so much time traveling	19.23% 5	23.08% 6	23.08% 6	30.77% 8	3.85% 1	26	2.77

2017 Section Chair Survey on Conventions

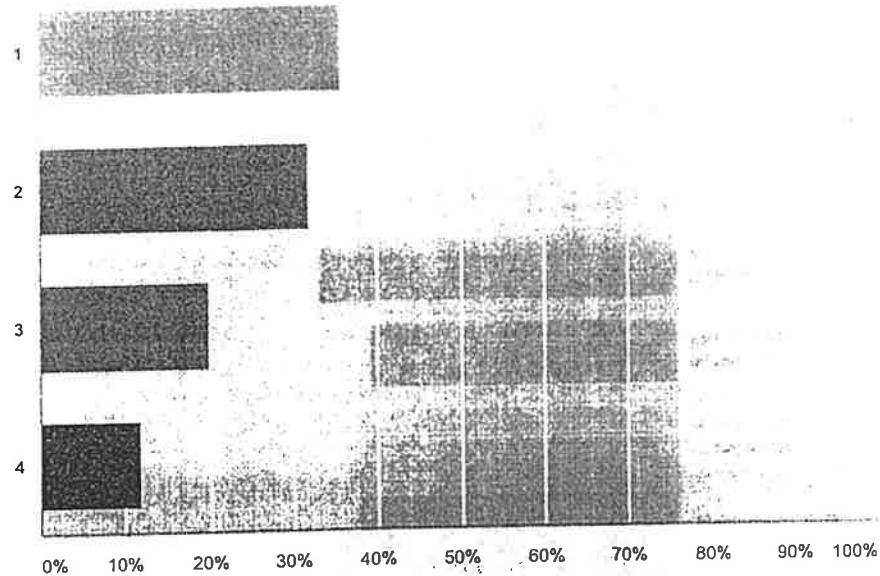
90

My section(s) were to have its/their annual meeting(s) there	40.00%	4.00%	20.00%	16.00%	20.00%	25	2.72
	10	1	5	4	5		
My section(s) were to be more involved in CLE or social activities	36.00%	0.00%	28.00%	16.00%	20.00%	25	2.84
	9	0	7	4	5		
My employer were to allow time to attend	36.00%	4.00%	8.00%	24.00%	28.00%	25	3.04
	9	1	2	6	7		
My employer were to pay for me to attend	20.00%	12.00%	8.00%	36.00%	24.00%	25	3.32
	5	3	2	9	6		
My CLE budget were not consumed by more specialized CLE	24.00%	16.00%	28.00%	16.00%	16.00%	25	2.84
	6	4	7	4	4		
The CLE deadline were after the Convention so that I could get the rest of the hours I	48.00%	8.00%	12.00%	12.00%	20.00%	25	2.48
	12	2	3	3	5		
There were more/better activities designed to assist me in making new contacts (i.e., there were more social activities designed specifically for attorneys not already well connected)	40.00%	8.00%	20.00%	16.00%	16.00%	25	2.60
	10	2	5	4	4		
There were more CLE courses regarding ethics and professionalism/civility	42.31%	15.38%	23.08%	3.85%	15.38%	26	2.35
	11	4	6	1	4		
More solo and small firm attorneys attended	50.00%	7.69%	15.38%	7.69%	19.23%	26	2.38
	13	2	4	2	5		
It were not run by the same people, same speakers, etc. year after year	48.00%	24.00%	8.00%	0.00%	20.00%	25	2.20
	12	6	2	0	5		
It were held in a better location.	34.62%	23.08%	11.54%	23.08%	7.69%	26	2.46
	9	6	3	6	2		
The Convention were not oriented to the larger firms	37.04%	7.41%	18.52%	18.52%	18.52%	27	2.74
	10	2	5	5	5		
My significant other wanted to attend, or could attend (including getting time off)	36.00%	8.00%	28.00%	16.00%	12.00%	25	2.6
	9	2	7	4	3		
My family wanted to vacation at the location	20.00%	8.00%	28.00%	36.00%	8.00%	25	3.04
	5	2	7	9	2		
Lodging were easier to find, or cheaper	11.54%	23.08%	26.92%	19.23%	19.23%	26	3.12
	3	6	7	5	5		

#	Is there any other change that would motivate you to attend more often?	Date
1	Yes--having it in Utah!	1/23/2017 3:06 PM
2	If my Section paid for it.	1/19/2017 9:03 AM
3	Move it to Salt Lake.	1/13/2017 5:18 PM

Q20 On a scale of 1-4 (4 being most important) how important are the ancillary activities organized by the Bar during the conventions?

Answered: 25 Skipped: 4

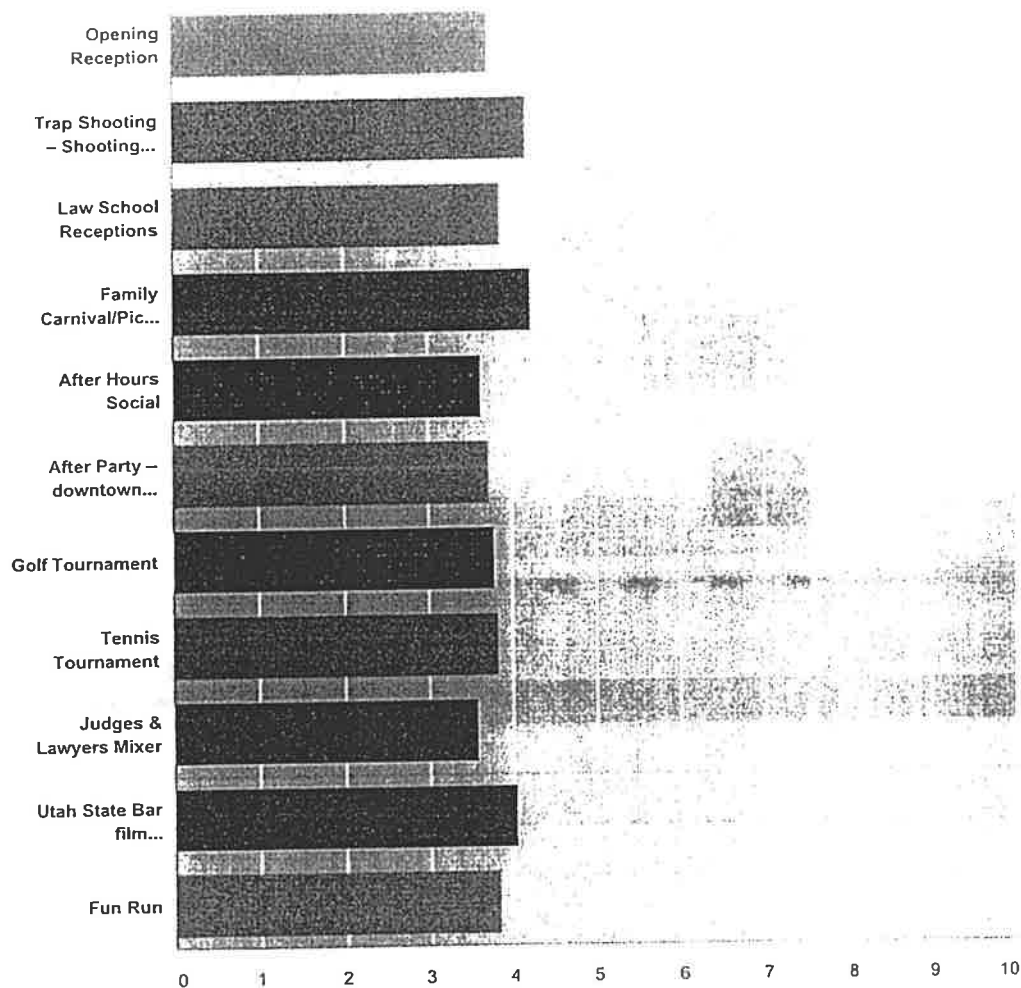


Answer Choices	Responses	
1	36.00%	9
2	32.00%	8
3	20.00%	5
4	12.00%	3
Total		25

2017 Section Chair Survey on Conventions

Q21 If you have attended a Summer Convention, please rank the following activities that you have participated in on a scale of 1-4 (4 being the highest benefit):

Answered: 21 Skipped: 0



	1	2	3	4	N/A	Total	Weighted Average
Opening Reception	10.00%	15.00%	10.00%	20.00%	45.00%	20	3.75
	2	3	2	4	9		
Trap Shooting – Shooting Instruction/Beginners Luck Shooting Tournament	15.79%	5.26%	0.00%	0.00%	78.95%	19	4.21
	3	1	0	0	15		
Law School Receptions	10.00%	10.00%	15.00%	10.00%	55.00%	20	3.90
	2	2	3	2	11		
Family Carnival/Picnic/Movie	5.26%	5.26%	15.79%	5.26%	68.42%	19	4.26
	1	1	3	1	13		
After Hours Social	15.00%	5.00%	25.00%	10.00%	45.00%	20	3.65
	3	1	5	2	9		

2017 Section Chair Survey on Conventions

After Party – downtown Ketchum	10.53%	21.05%	10.53%	0.00%	57.89%	19	3.74
	2	4	2	0	11		
Golf Tournament	15.79%	15.79%	5.26%	0.00%	63.16%	19	3.79
	3	3	1	0	12		
Tennis Tournament	21.05%	10.53%	0.00%	0.00%	68.42%	19	3.84
	4	2	0	0	13		
Judges & Lawyers Mixer	10.00%	15.00%	20.00%	15.00%	40.00%	20	3.60
	2	3	4	3	8		
Utah State Bar film presentation/panel discussion	10.53%	0.00%	21.05%	10.53%	57.89%	19	4.05
	2	0	4	2	11		
Fun Run	15.79%	10.53%	5.26%	10.53%	57.89%	19	3.84
	3	2	1	2	11		

#	If you have not participated in any of the forgoing activities, why not?	Date
1	I have not been to a Summer Convention	1/24/2017 11:07 AM
2	I have not attended a summer convention	1/23/2017 11:12 AM
3	Not regular participant in them at home.	1/20/2017 4:31 PM
4	Spend time with my family instead.	1/20/2017 12:22 PM
5	I frankly don't remember if I attended any of them	1/19/2017 2:57 PM
6	Travel time and family activities.	1/17/2017 11:41 AM

**Q22 Are there any ancillary activities/events
you wish occurred at the Summer
Convention which would cause you to be
more likely to attend?**

Answered: 6 Skip question

#	Responses	Date
1	No	1/23/2017 11:12 AM
2	Coordinated socializing, team-building,	1/20/2017 4:31 PM
3	Opportunities geared towards networking	1/20/2017 2:05 PM
4	No.	1/20/2017 12:22 PM
5	More outdoor activities	1/19/2017 2:57 PM
6	More activities to get to know judges If rule committees held their meetings there and we could attend	1/16/2017 2:30 PM

2017 Section Chair Survey on Conventions

Q23 What extracurricular activities are the most important to you?

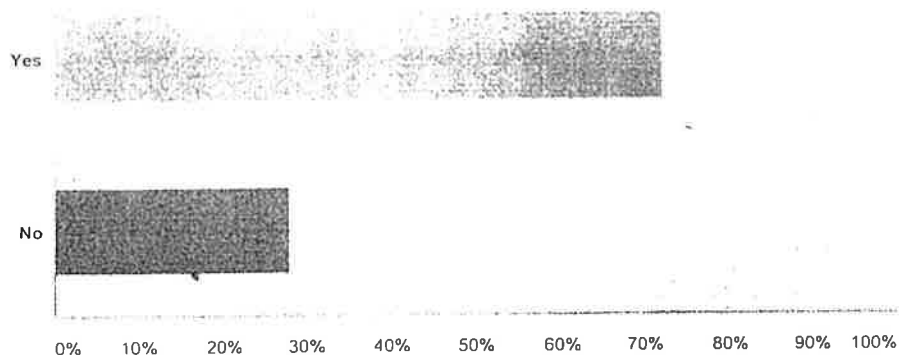
Answered: 6 Skipped: 23

#	Responses	Date
1	NO	1/23/2017 11:12 AM
2	Picnics and others that involve family.	1/20/2017 4:31 PM
3	Love the golf tournament!!	1/20/2017 2:17 PM
4	Outdoor activities - hiking, etc.	1/19/2017 2:57 PM
5	Family activities	1/17/2017 11:00 AM
6	judge socials, golf	1/16/2017 2:30 PM

2017 Section Chair Survey on Conventions

Q24 Do you have a significant other with whom you consult when deciding whether to attend the Summer Convention?

Answered: 25 Skipped: 4

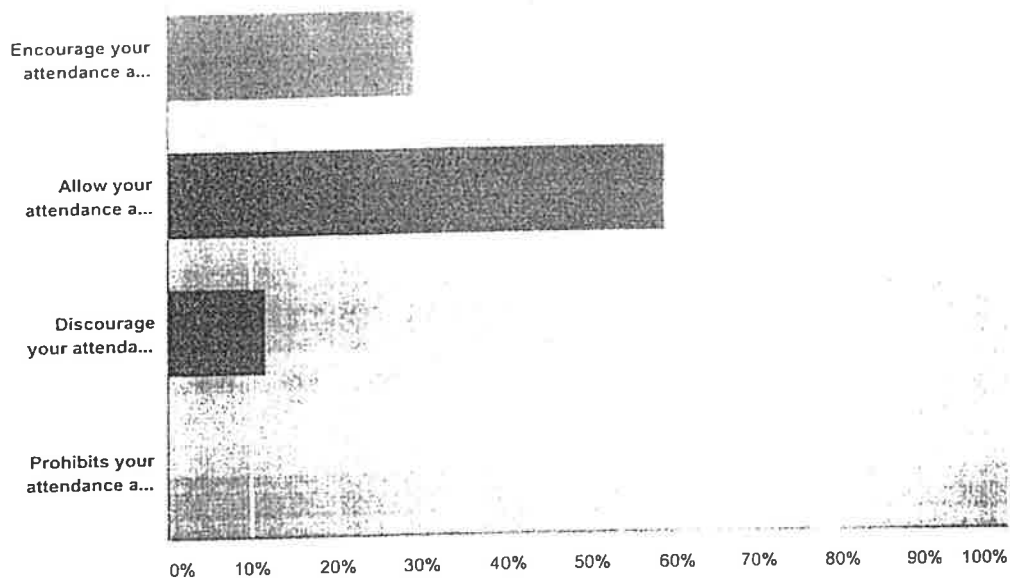


Answer Choices	Responses	
Yes	72.00%	18
No	28.00%	7
Total		25

2017 Section Chair Survey on Conventions

Q25 If Yes, does your significant other:
(pick the answer which most closely
applies)

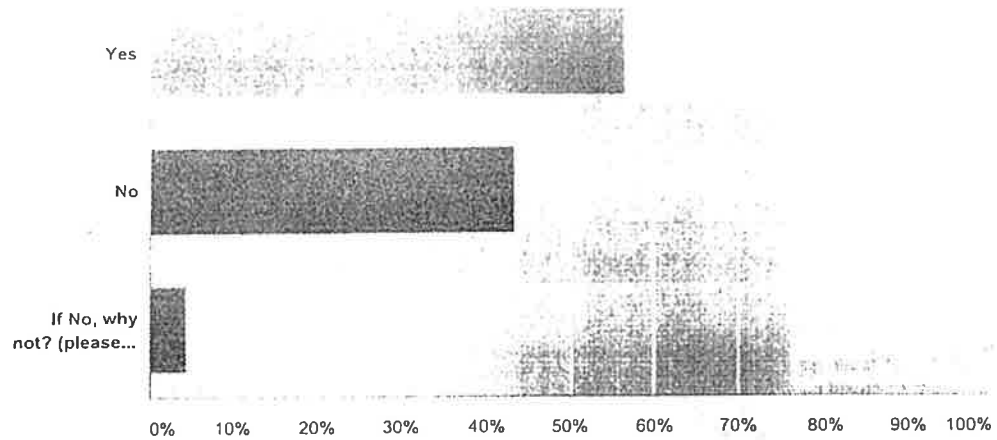
Answered: 17 Skipped: 12



Answer Choices	Responses	
Encourage your attendance at the Summer Convention?	29.41%	5
Allow your attendance at the Summer Convention?	58.82%	10
Discourage your attendance at the Summer Convention?	11.76%	2
Prohibits your attendance at the Summer Convention?	0.00%	0
Total		17

Q26 Have you ever taken your significant other with you to a Summer Convention?

Answers: 23 Skipped: 6



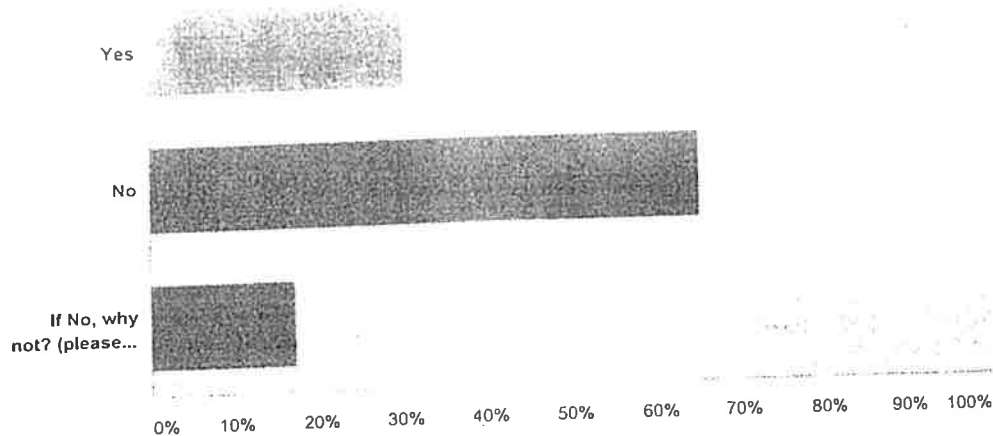
Answer Choices	Responses
Yes	56.52% 13
No	43.48% 10
If No, why not? (please specify)	4.35% 1
Total Respondents: 23	

#	If No, why not? (please specify)	Date
1	I have never went	1/26/2017 9:29 AM

2017 Section Chair Survey on Conventions

Q27 Have you ever taken your significant other with you to the Spring Convention?

Answered: 23 (100%)

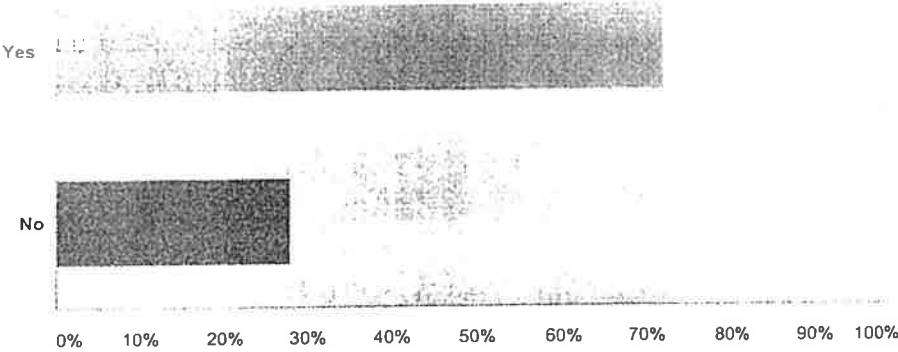


Answer Choices	Responses
Yes	30.43% 7
No	65.22% 15
If No, why not? (please specify)	17.39% 4
Total Respondents: 23	

#	If No, why not? (please specify)	Date
1	I have never went	1/26/2017 9:29 AM
2	I live in St. George.	1/24/2017 8:09 PM
3	I don't attend the Spring Convention	1/20/2017 2:18 PM
4	I have never been	1/19/2017 9:05 AM

Q28 Do you have children living in your home?

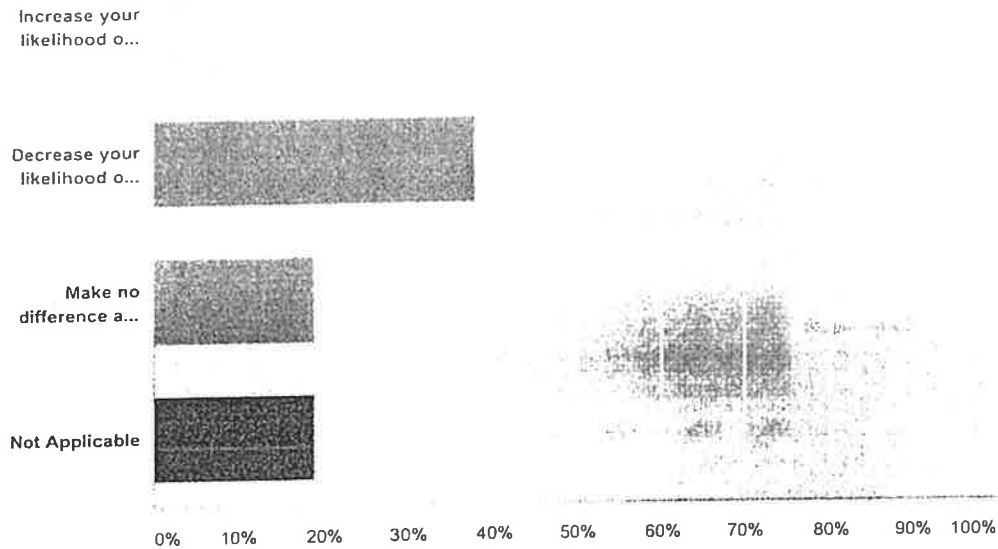
Answered: 25 Skipped: 4



Answer Choices	Responses
Yes	72.00%18
No	28.00%7
Total	25

Q29 If Yes, does/do your child(ren):

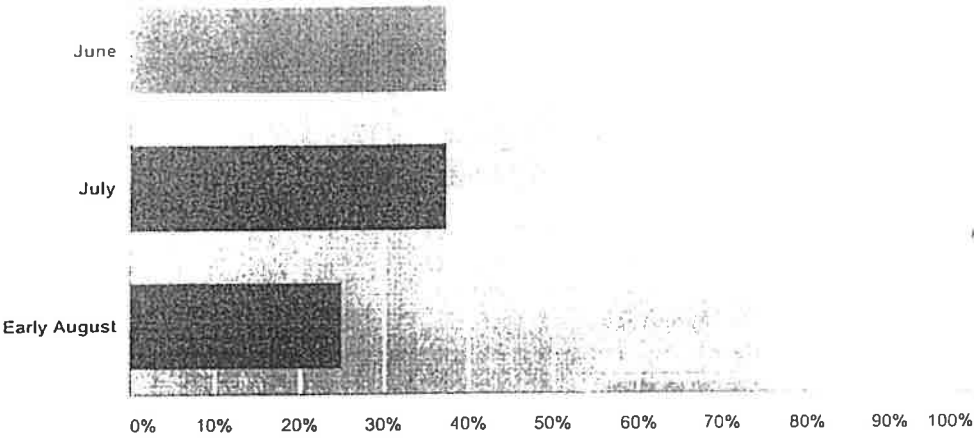
Answers: 21 Skipped: 0



Answer Choices	Responses	
Increase your likelihood of attending Summer Convention?	23.81%	5
Decrease your likelihood of attending Summer Convention?	38.10%	8
Make no difference as to your likelihood of attending Summer Convention?	19.05%	4
Not Applicable	19.05%	4
Total		21

Q30 When would you prefer the Summer Convention be held?

Answered: 24 Skipped: 5

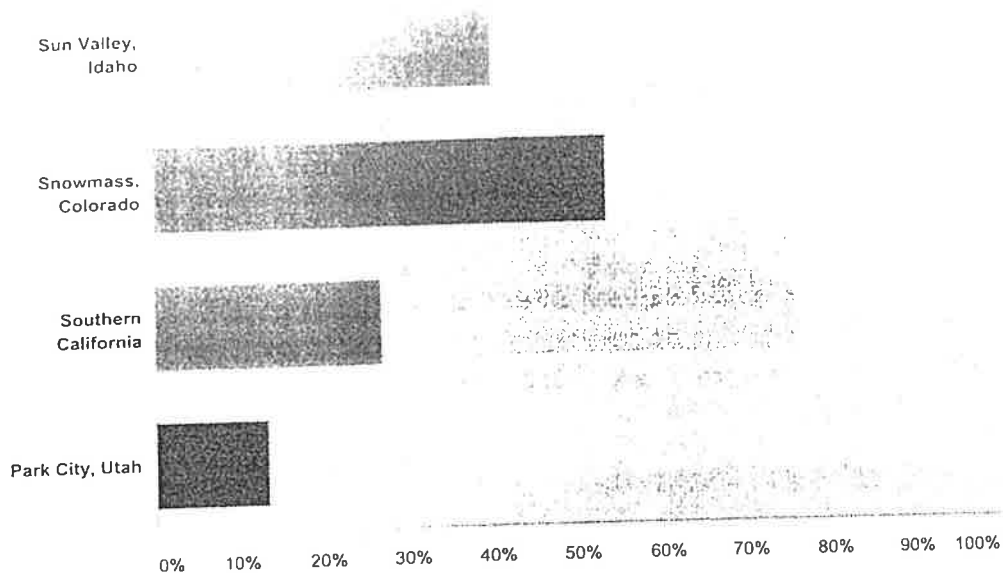


Answer Choices	Responses
June	37.50%9
July	37.50%9
Early August	25.00%
Total	24

2017 Section Chair Survey on Conventions

Which of the following locations have you attended for a Summer Convention?

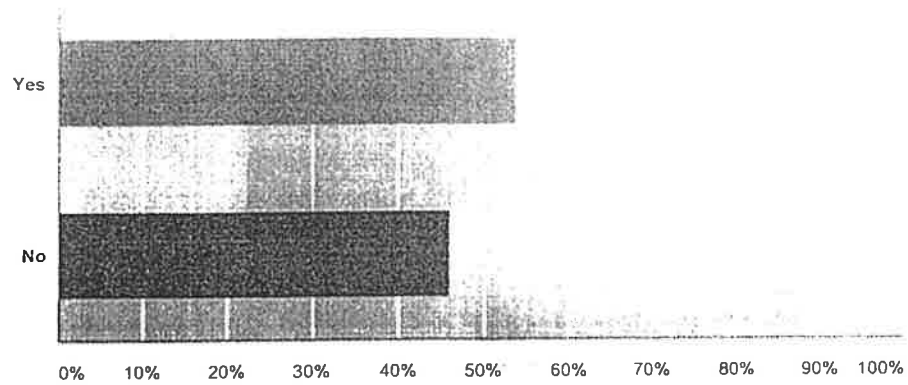
Answered: 15 Skipped: 14



Answer Choices	Responses	
Sun Valley, Idaho	40.00%	6
Snowmass, Colorado	53.33%	8
Southern California	26.67%	4
Park City, Utah	13.33%	2
Total Respondents: 15		

Q32 Have you attended a Spring Convention in St. George Utah in the last 5 years?

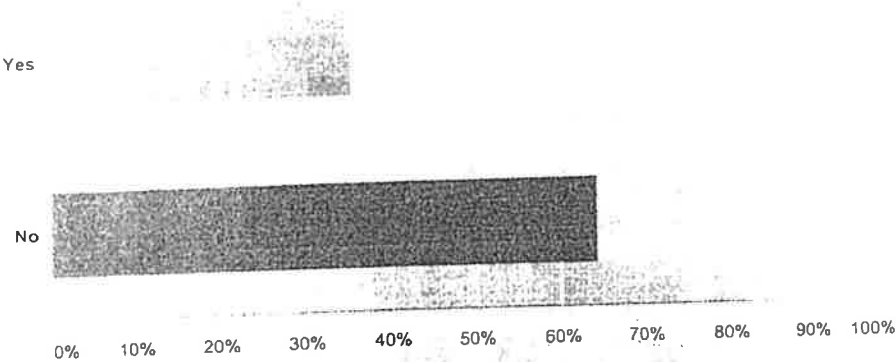
Answered: 26 Skipped: 3



Answer Choices	Responses	
Yes	53.85%	14
No	46.15%	12
Total		26

Have you attended a Fall Forum in Salt Lake City in the last 5 years?

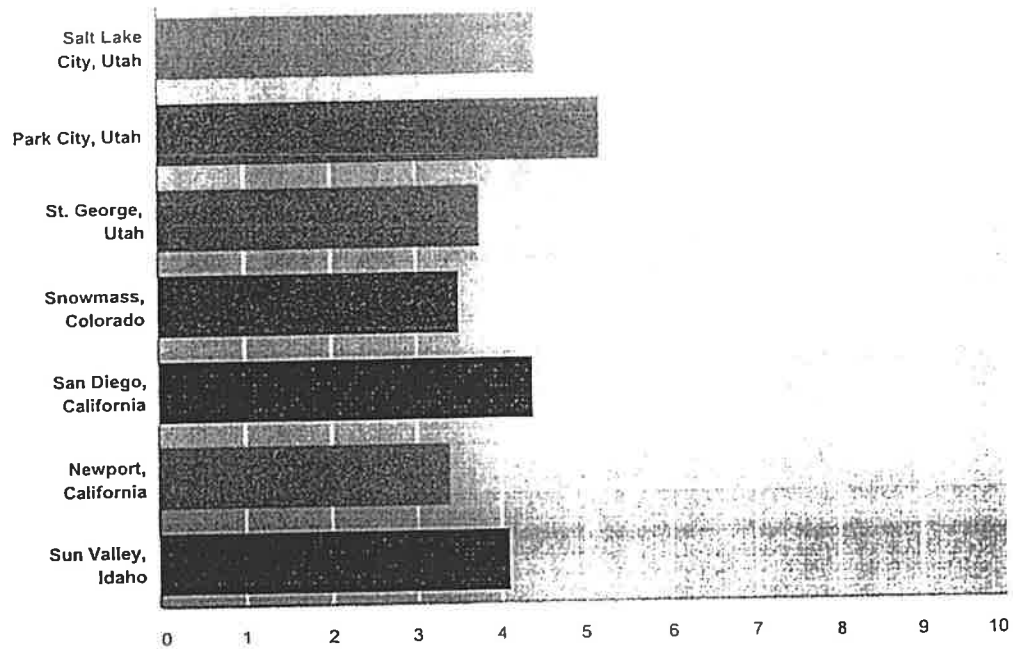
Answered: 28 Skipped: 1



Answer Choices	Responses	
Yes	35.71%	10
No	64.29%	18
Total		28

Q34 With 1 having greatest appeal as a convention location and 7 the least appealing, please rank each of the following past locations as to its appeal for a convention.

Answered: 26 Skipped: 1

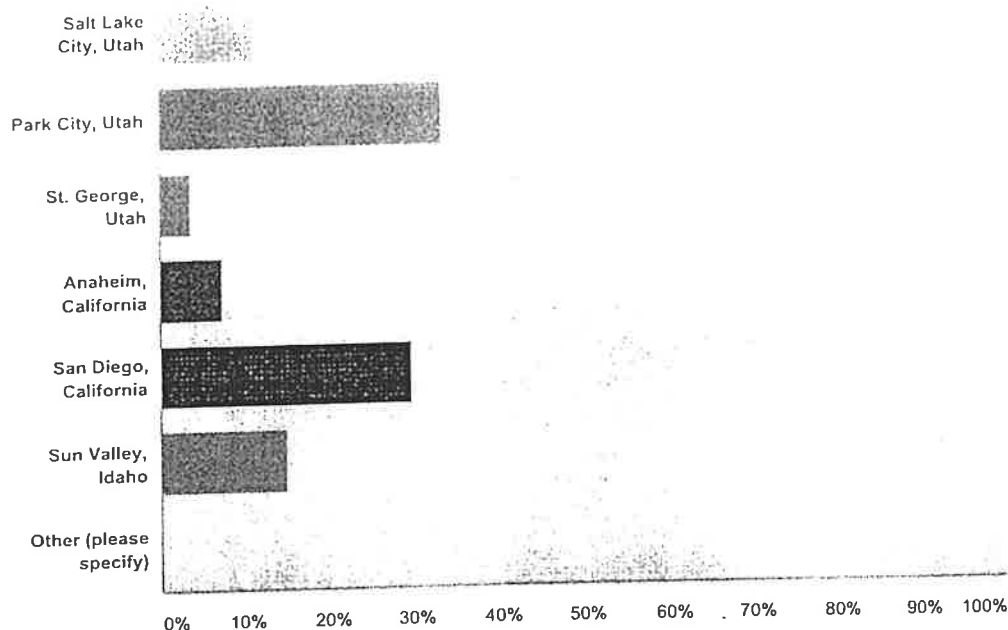


	1	2	3	4	5	6	7	Total	Score
Salt Lake City, Utah	19.23% 5	26.92% 7	15.38% 4	7.69% 2	0.00% 0	11.54% 3	19.23% 5	26	4.46
Park City, Utah	25.00% 6	29.17% 7	20.83% 5	4.17% 1	8.33% 2	12.50% 3	0.00% 0	24	5.21
St. George, Utah	13.04% 3	4.35% 1	26.09% 6	13.04% 3	13.04% 3	8.70% 2	21.74% 5	23	3.78
Snowmass, Colorado	4.00% 1	12.00% 3	12.00% 3	24.00% 6	12.00% 3	24.00% 6	12.00% 3	25	3.52
San Diego, California	28.00% 7	8.00% 2	8.00% 2	16.00% 4	24.00% 6	4.00% 1	12.00% 3	25	4.40
Newport, California	4.55% 1	13.64% 3	9.09% 2	13.64% 3	22.73% 5	22.73% 5	13.64% 3	22	3.41
Sun Valley, Idaho	16.00% 4	16.00% 4	8.00% 2	20.00% 5	16.00% 4	12.00% 3	12.00% 3	25	4.12

2017 Section Chair Survey on Conventions

Q35 Where would you personally prefer the Summer Convention be regularly located?

Answered: 27 Skipped: 2



Answer Choices	Responses	
Salt Lake City, Utah	11.11%	3
Park City, Utah	33.33%	9
St. George, Utah	3.70%	1
Anaheim, California	7.41%	2
San Diego, California	29.63%	8
Sun Valley, Idaho	14.81%	4
Other (please specify)	0.00%	0
Total		27
#	Other (please specify)	Date
	There are no responses.	

**Q36 Rotated between the following
locations at the following intervals:**

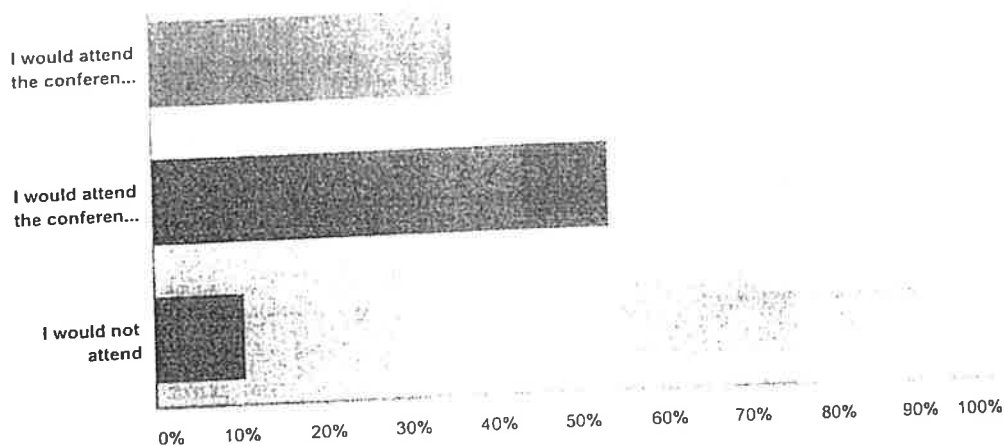
Answered: 6 Skipped: 23

#	Responses	Date
1	every 3-4 years	1/25/2017 4:31 PM
2	??	1/24/2017 11:12 AM
3	Park City, San Diego	1/20/2017 12:26 PM
4	Park City/Sun Valley every other year	1/17/2017 11:02 AM
5	Park City then Southern Cal	1/16/2017 2:34 PM
6	Park City	1/13/2017 5:20 PM

2017 Section Chair Survey on Conventions

Q37 If the Summer Convention were held in Park City, Utah, which of the following would likely apply to you?

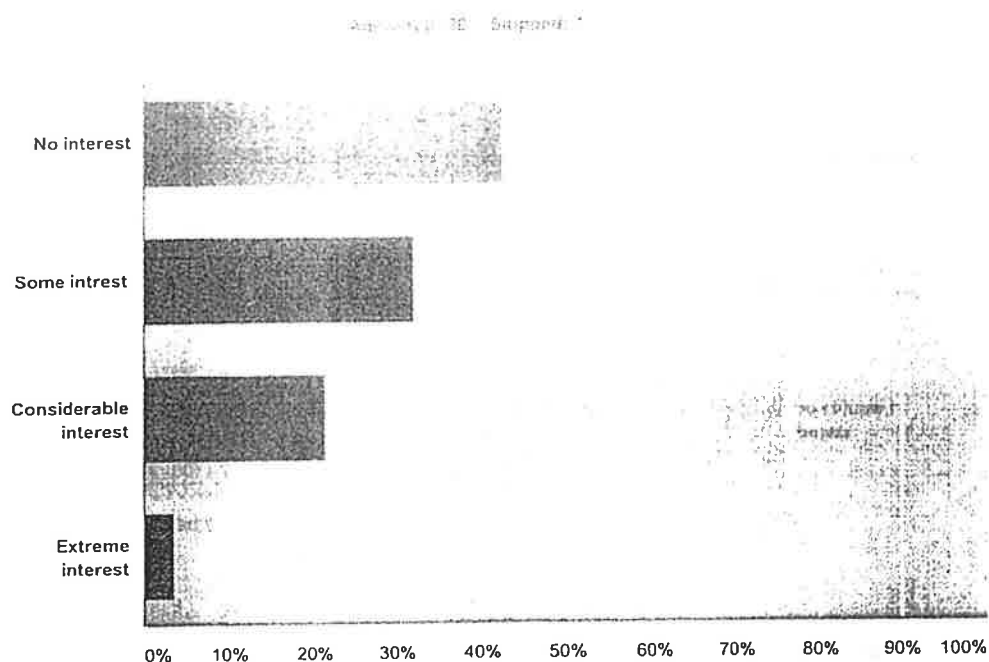
Answered: 23 Skipped: 0



Answer Choices	Responses	
I would attend the conference and stay in Park City overnight	53.57%	15
I would attend the conference but return home each evening	35.71%	10
I would not attend	10.71%	3
Total		28

2017 Section Chair Survey on Conventions

Q38 On a scale of 1-4, how interested would you be in a CLE cruise sponsored by the Bar?

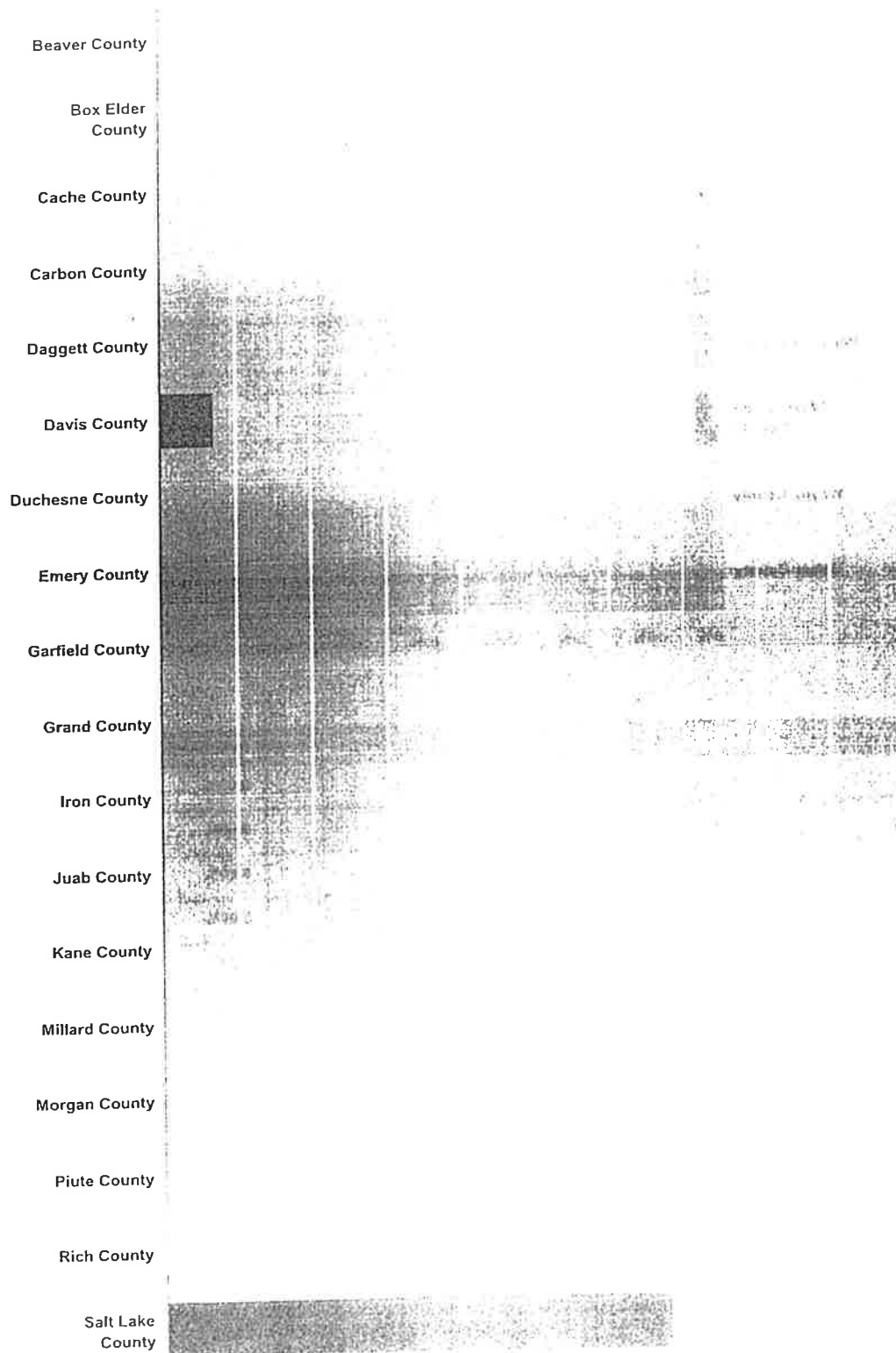


Answer Choices	Responses	
No interest	42.86%	12
Some interest	32.14%	9
Considerable interest	21.43%	6
Extreme interest	3.57%	1
Total		28

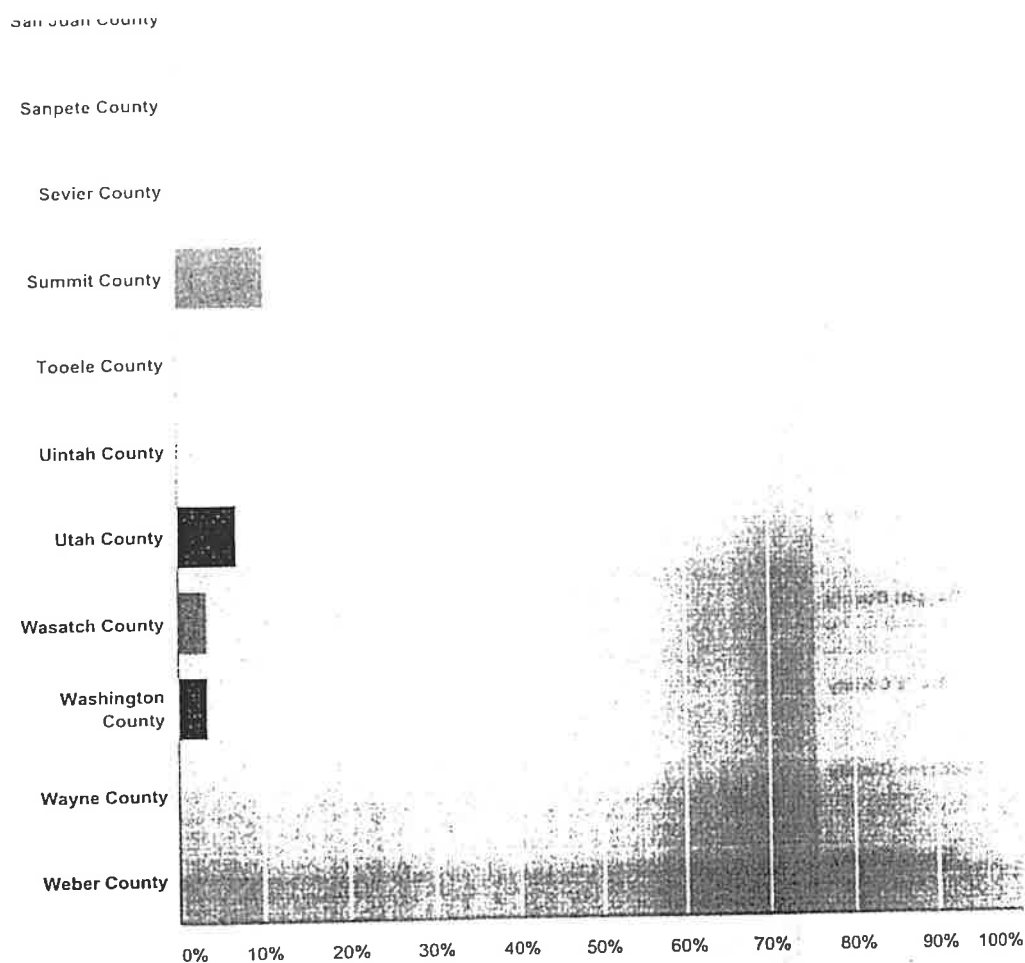
2017 Section Chair Survey on Conventions

Q39 In which county is your practice located?

Answered: 26 / 26



2017 Section Chair Survey on Conventions



Answer Choices	Responses
Beaver County	0.00% 0
Box Elder County	0.00% 0
Cache County	0.00% 0
Carbon County	0.00% 0
Daggett County	0.00% 0
Davis County	7.14% 2
Duchesne County	0.00% 0
Emery County	0.00% 0
Garfield County	0.00% 0
Grand County	0.00% 0
Iron County	0.00% 0
Juab County	0.00% 0
Kane County	0.00% 0

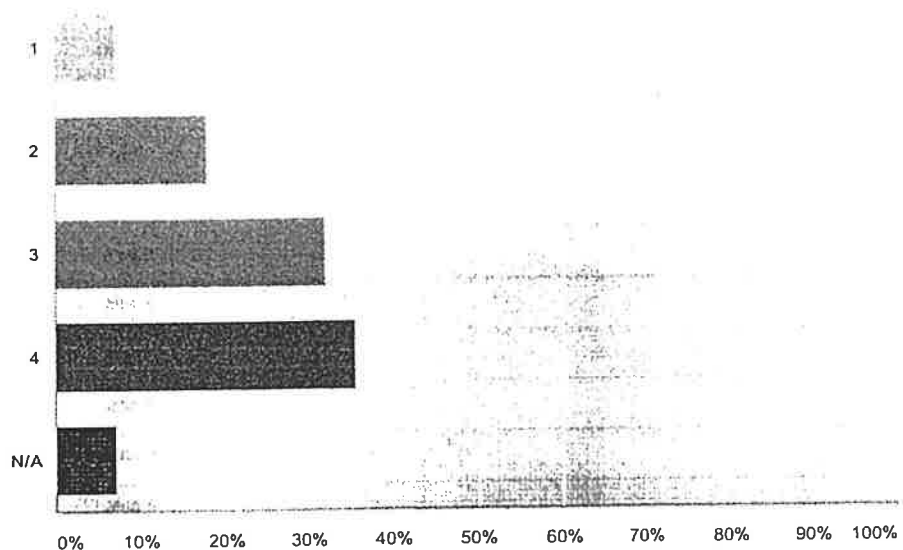
2017 Section Chair Survey on Conventions

	0.00%	0
Millard County	0.00%	0
Morgan County	0.00%	0
Piute County	0.00%	0
Rich County	0.00%	0
Salt Lake County	67.86%	19
San Juan County	0.00%	0
Sanpete County	0.00%	0
Sevier County	0.00%	0
Summit County	10.71%	3
Tooele County	0.00%	0
Uintah County	0.00%	0
Utah County	7.14%	2
Wasatch County	3.57%	1
Washington County	3.57%	1
Wayne County	0.00%	0
Weber County	0.00%	0
Total		28

2017 Section Chair Survey on Conventions

Q40 On a scale of 1-4, (4 being most important) how important is the overall cost of attending a convention to your decision whether to attend?

Answered: 28 Skipped: 1

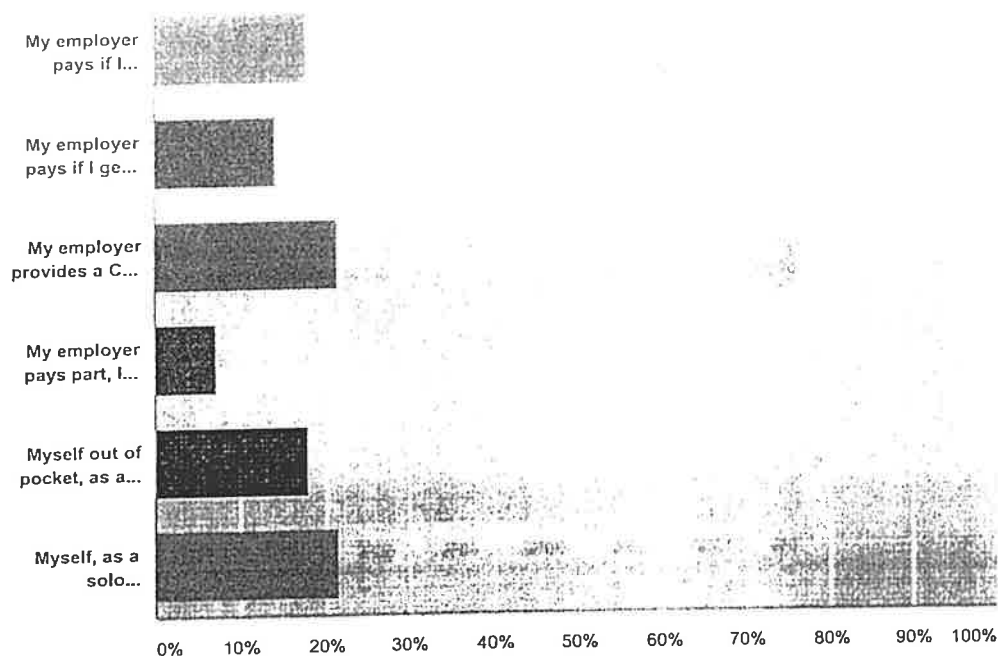


Answer Choices	Responses	
1	7.14%	2
2	17.86%	5
3	32.14%	9
4	35.71%	10
N/A	7.14%	2
Total		28

2017 Section Chair Survey on Conventions

Q41 Who would most likely pay for you to attend the next Summer Convention if you decided to attend?(Select the answer that most closely fits your situation)

Answered: 28 Skipped: 1

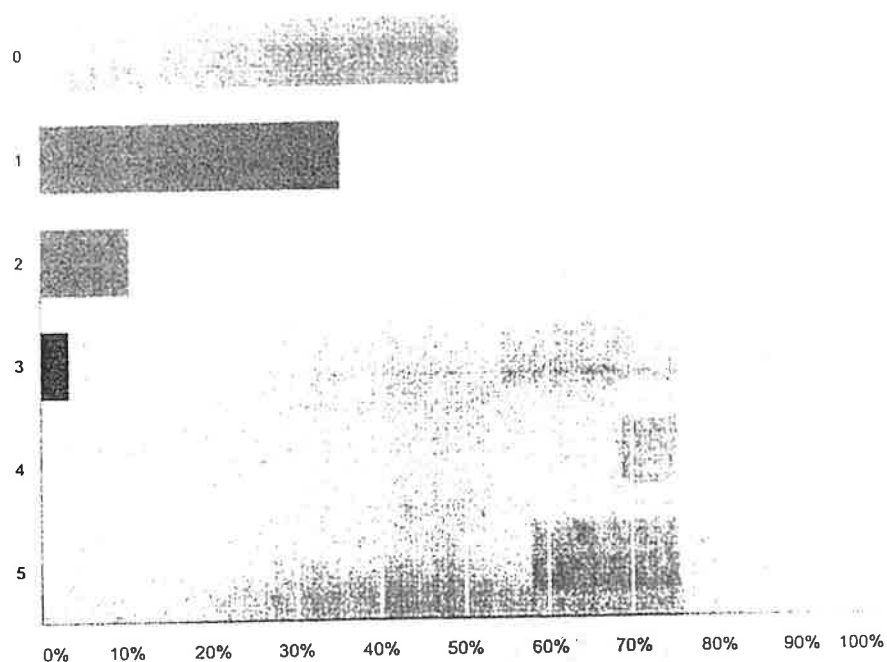


Answer Choices	Percentage	Count
My employer pays if I request it.	17.86%	5
My employer pays if I get approval.	14.29%	4
My employer provides a CLE budget which I may use at my discretion to attend.	21.43%	6
My employer pays part, I pay the rest.	7.14%	2
Myself out of pocket, as an employee.	17.86%	5
Myself, as a solo practitioner or small firm owner.	21.43%	6
Total		28

2017 Section Chair Survey on Conventions

Q42 How often have you attended the Spring Convention in the last 5 years?

Answered: 28 Skipped: 1

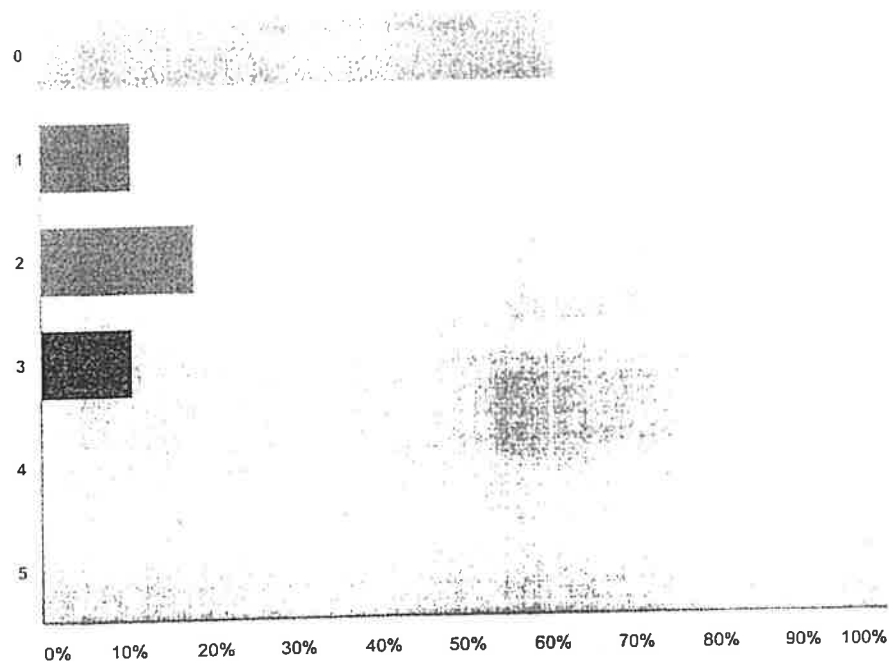


Answer Choices	Responses	
0	50.00%	14
1	35.71%	10
2	10.71%	3
3	3.57%	1
4	0.00%	0
5	0.00%	0
Total		28

2017 Section Chair Survey on Conventions

Q43 How often have you attended the Fall Forum in the last 5 years?

Answered: 28 Skipped: 1

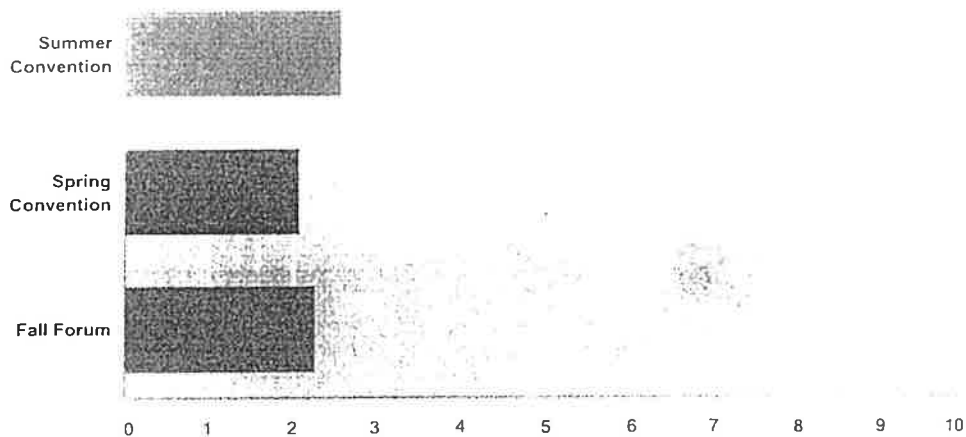


Answer Choices	Responses
0	60.71% 17
1	10.71% 3
2	17.86% 5
3	10.71% 3
4	0.00% 0
5	0.00% 0
Total	28

2017 Section Chair Survey on Conventions

Q44 Please rank the following on a scale of 1-4 (4 being highest) as to how beneficial it is to you personally that the Bar continues to hold the following:

Answered: 26 Skipped: 3

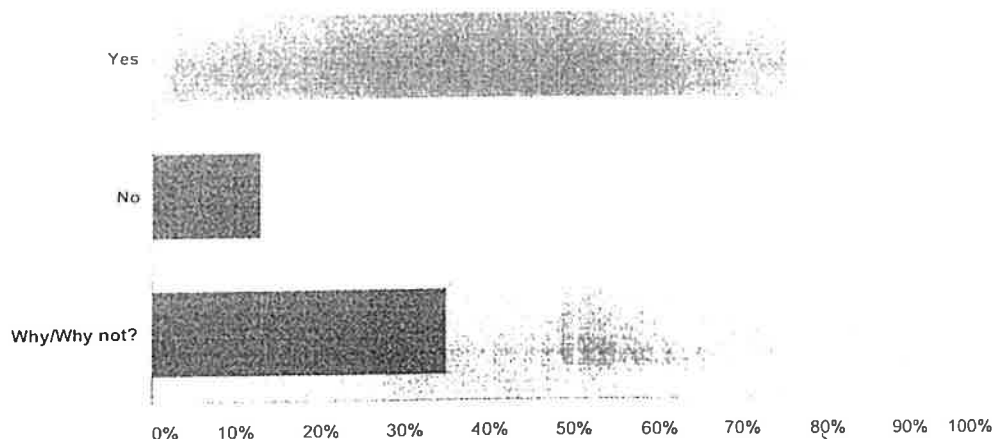


	1	2	3	4	(no label)	Total	Weighted Average
Summer Convention	26.92% 7	23.08% 6	23.08% 6	19.23% 5	7.69% 2	26	2.5
Spring Convention	38.46% 10	34.62% 9	15.38% 4	3.85% 1	7.69% 2	26	2.08
Fall Forum	42.31% 11	19.23% 5	15.38% 4	15.38% 4	7.69% 2	26	2.27

2017 Section Chair Survey on Conventions

Q45 Do you believe the Summer Convention should continue?

Answered: 23 Skipped: 6



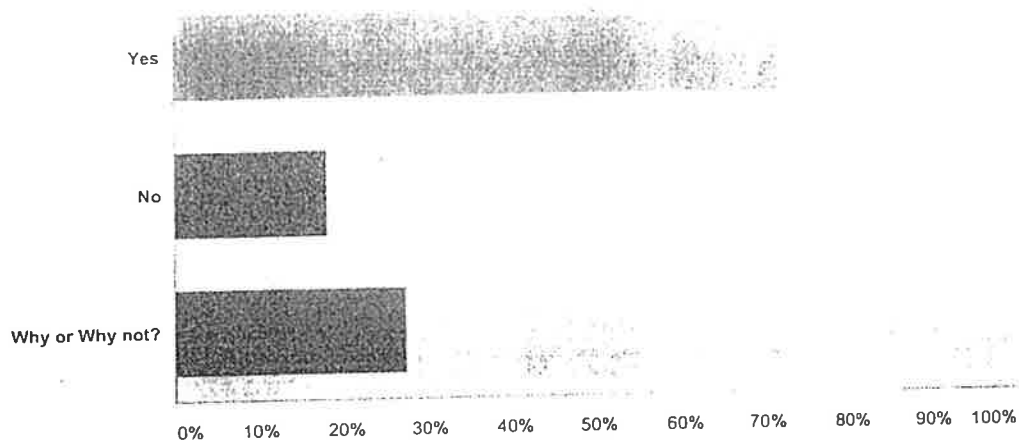
Answer Choices	Responses
Yes	78.26% 18
No	13.04% 3
Why/Why not?	34.78% 8
Total Respondents: 23	

#	Why/Why not?	Date
1	While I do not always attend, I appreciate the opportunity.	1/24/2017 8:13 PM
2	Many members of the bar seem to benefit from the convention	1/24/2017 11:13 AM
3	Don't care	1/23/2017 11:17 AM
4	Good socializing, family event, some good CLE.	1/20/2017 4:35 PM
5	see below	1/19/2017 3:00 PM
6	Increases interaction between attorneys so as to improve professionalism between attorneys, and good chance to meet judges	1/16/2017 2:38 PM
7	Costs vs benefits. Money could be better spent on the remaining conferences and elsewhere to benefit bar members.	1/16/2017 10:35 AM
8	We don't need three conventions	1/13/2017 5:22 PM

2017 Section Chair Survey on Conventions

Q46 Do you believe the Spring Convention should continue?

Answered: 22 Skipped: 7



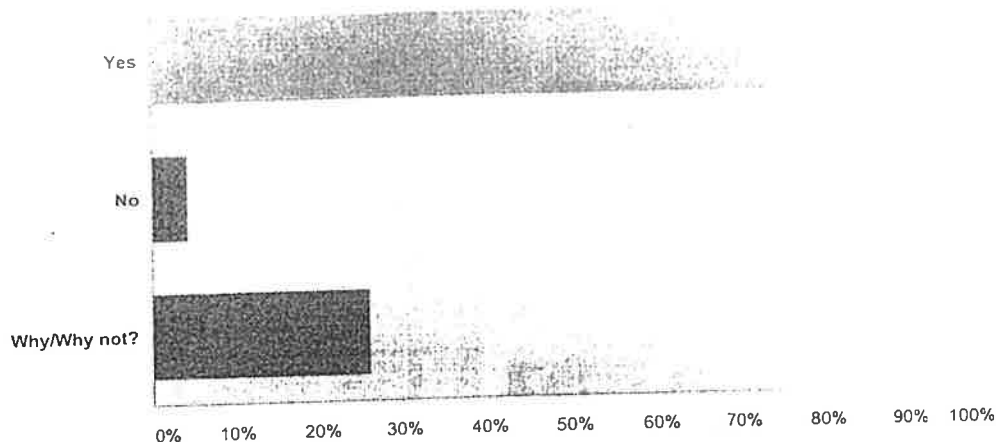
Answer Choices	Responses
Yes	72.73% 16
No	18.18% 4
Why or Why not?	27.27%
Total Respondents: 22	

#	Why or Why not?	Date
1	Don't care	1/23/2017 11:17 AM
2	Most likely, meets a different part of the Bar.	1/20/2017 4:35 PM
3	There is too much CLE programming already; I don't need a convention.	1/19/2017 3:00 PM
4	so long as in st george, more cost effective, fills a different need, I enjo	1/16/2017 2:38 PM
5	Important to have Southern Utah feel connected to the Utah Bar.	1/16/2017 10:35 AM
6	We don't need three conventions.	1/13/2017 5:22 PM

2017 Section Chair Survey on Conventions

Q47 Do you believe the Fall Forum should continue?

Answered: 23 Skipped: 0



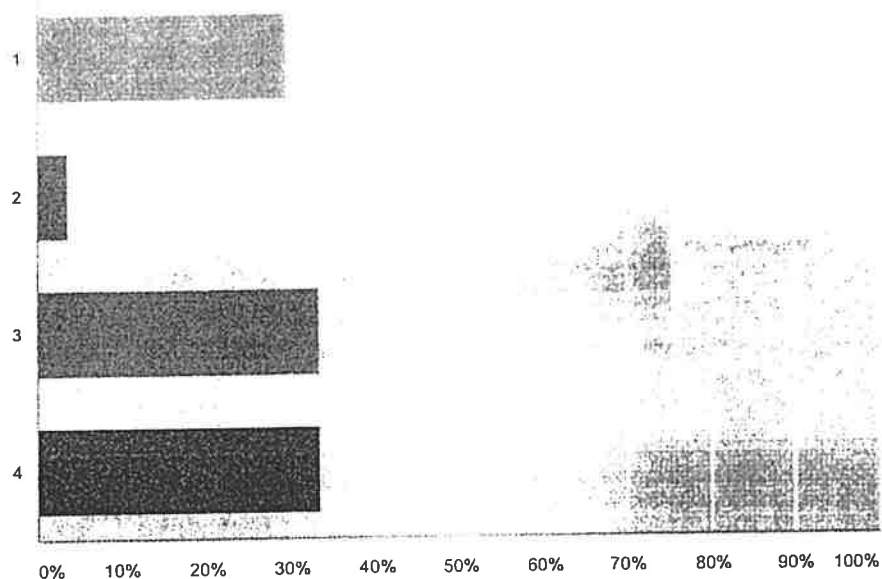
Answer Choices	Responses
Yes	86.96% 20
No	4.35% 1
Why/Why not?	26.09% 6
Total Respondents: 23	

#	Why/Why not?	Date
1	It's one day, local, and typically provides good material.	1/23/2017 3:10 PM
2	Don't care	1/23/2017 11:17 AM
3	Seems good for solo practitioners and small firms.	1/20/2017 4:35 PM
4	Fills a definite need for local CLE	1/16/2017 2:38 PM
5	A good conference for solo and small firms if some changes were made and perhaps some of the budget from summer was moved to fall (and spring).	1/16/2017 10:35 AM
6	We don't need three conventions.	1/13/2017 5:22 PM

2017 Section Chair Survey on Conventions

Q48 On a scale of 1-4 (4 being the highest), how much difference does it make to your attendance if a Supreme Court Justice is speaking at the Summer Convention?

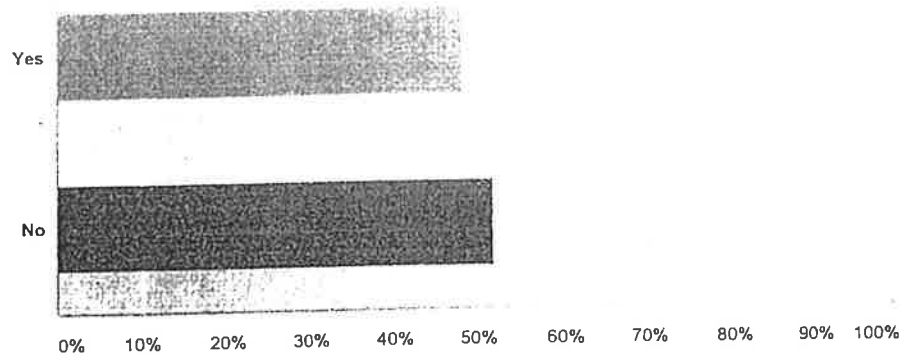
Answered: 27 Skip to 2



Answer Choices	Responses	
1	29.63%	8
2	3.70%	1
3	33.33%	9
4	33.33%	9
Total		27

Q49 If conventions were to have less-prominent keynote speakers, would it make any difference in whether you would be likely to attend?

Answered: 27 Skipped: 2

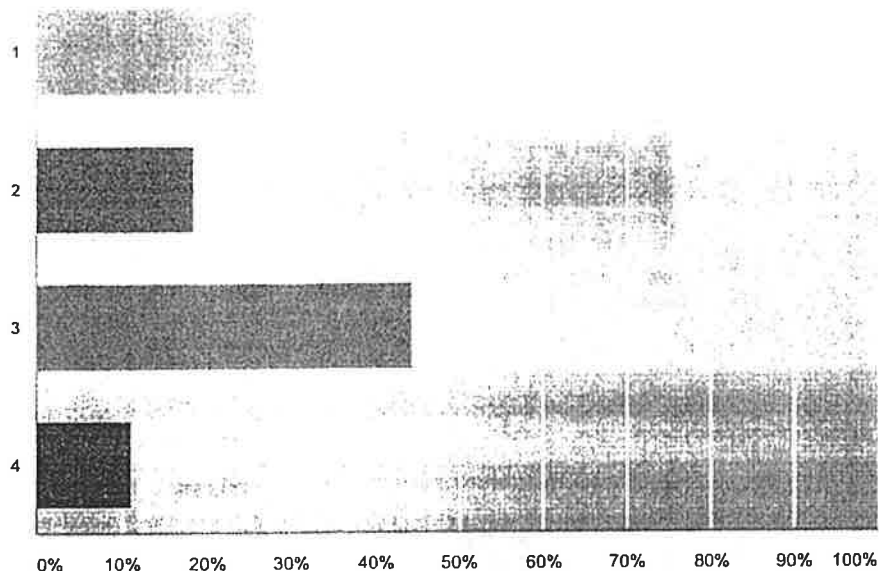


Answer Choices	Responses	
Yes	48.15%	13
No	51.85%	14
Total		27

2017 Section Chair Survey on Conventions

Q50 If the judges were having their annual convention in concert with the Summer Convention, and would be in attendance at many of the proceedings, on a scale of 1-4 (4 being highest) how much more likely would that fact make you want to attend?

Answered: 27 Skipped: 2



Answer Choices	Responses
1	25.93% 7
2	18.52% 5
3	44.44% 12
4	11.11% 3
Total	27

2017 Section Chair Survey on Conventions

Q51 Please provide any additional comments you would like to make about the Summer Convention, Spring Convention, or Fall Forum that we have not addressed:

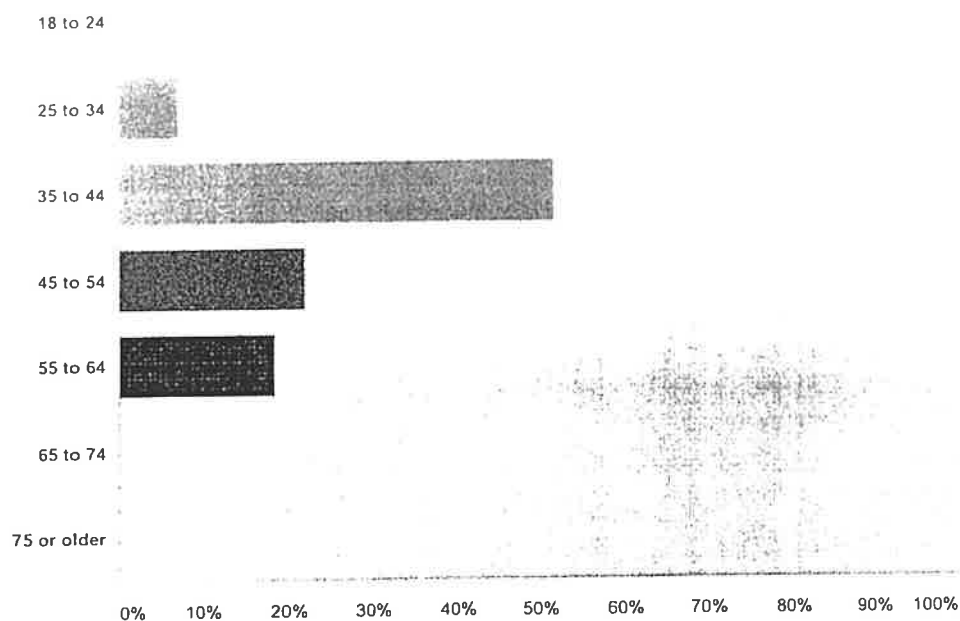
Answered: 1 Skipped: 1

#	Responses	Date
1	One convention, in either Salt Lake City or Park City, makes the most sense to me.	1/13/2017 5:22 PM

2017 Section Chair Survey on Conventions

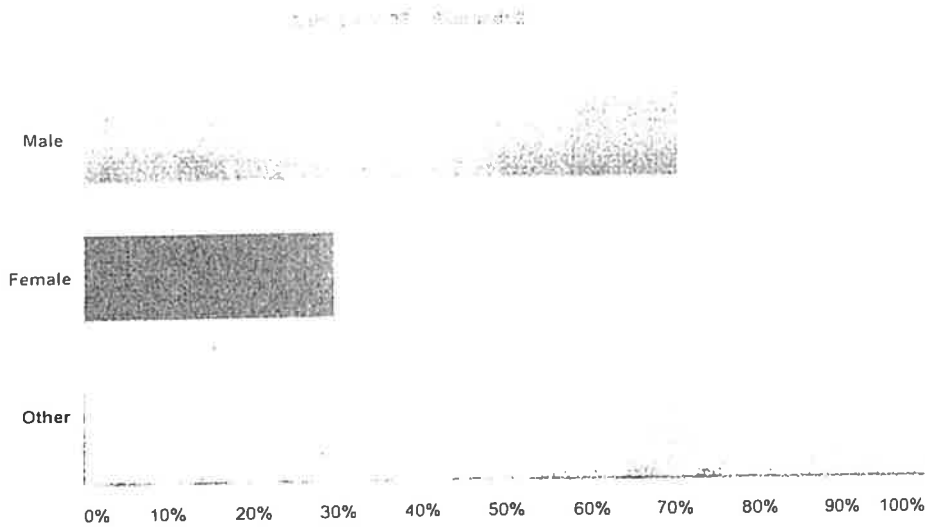
Q52 What is your age?

Answered: 27 Skipped: 2



Answer Choices	Responses
18 to 24	0.00% 0
25 to 34	7.41% 2
35 to 44	51.85% 14
45 to 54	22.22% 6
55 to 64	18.52% 5
65 to 74	0.00% 0
75 or older	0.00% 0
Total	27

Q53 What is your gender?

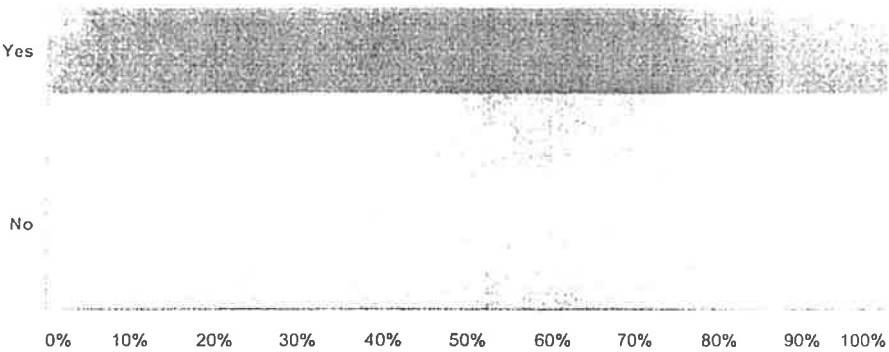


Answer Choices	Responses
Male	70.37% 19
Female	29.63% 8
Other	0.00% 0
Total	27

2017 Section Chair Survey on Conventions

Q54 Are you currently actively practicing law?

Answered: 27 Skipped: 2

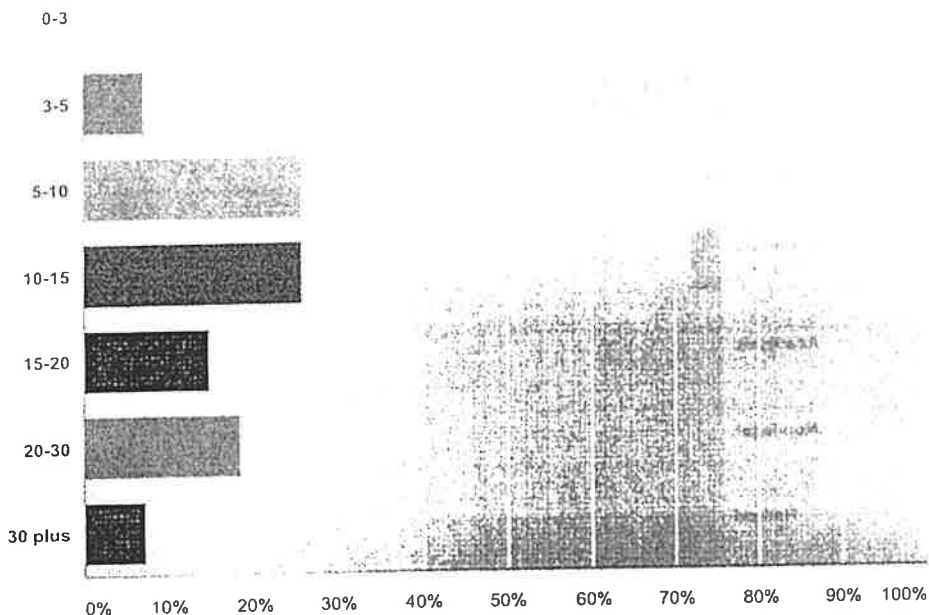


Answer Choices	Responses
Yes	100.00% 27
No	0.00% 0
Total	27

2017 Section Chair Survey on Conventions

Q55 How many years have you been in practice?

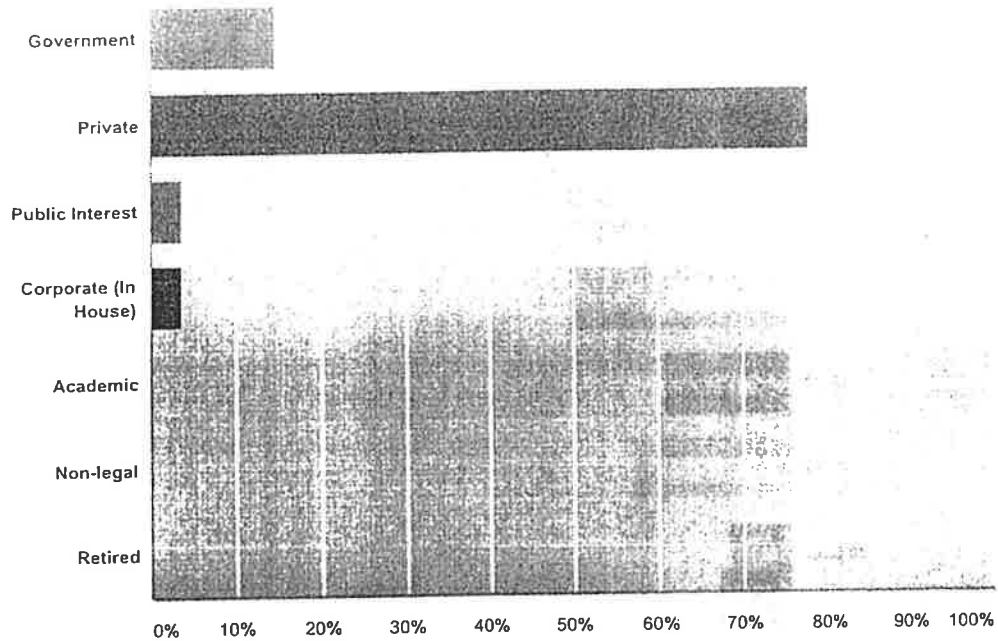
A = 27 / Skipped: 2



Answer Choices	Responses	
0-3	0.00%	0
3-5	7.41%	2
5-10	25.93%	7
10-15	25.93%	7
15-20	14.81%	4
20-30	18.52%	5
30 plus	7.41%	2
Total		27

Q56 What is the primary nature of your practice?

Answered: 27 Skipped: 2

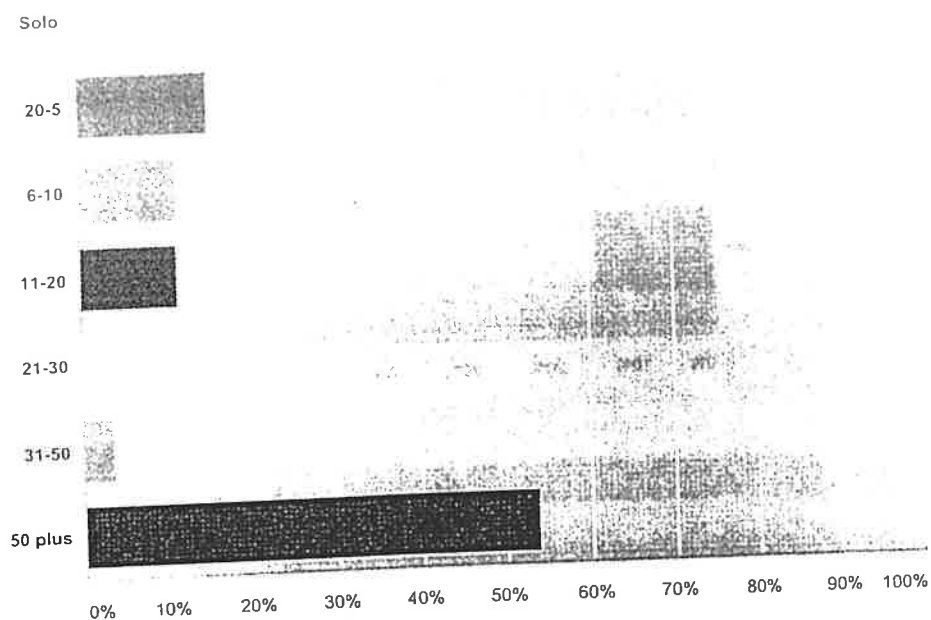


Answer Choices	Responses
Government	14.81% 4
Private	77.78% 21
Public Interest	3.70% 1
Corporate (In House)	3.70% 1
Academic	0.00% 0
Non-legal	0.00% 0
Retired	0.00% 0
Total	27

2017 Section Chair Survey on Conventions

Q37 How many attorneys are employed at your firm/entity?

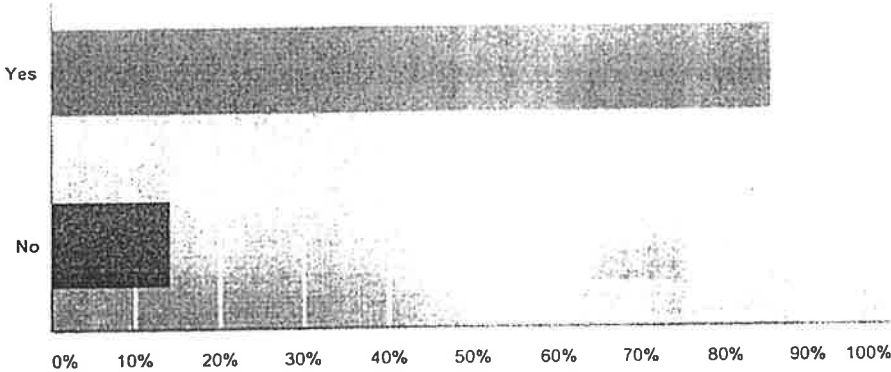
Answered: 26 Skipped: 3



Answer Choices	Responses	
Solo	3.85%	1
20-5	15.38%	4
6-10	11.54%	3
11-20	11.54%	3
21-30	0.00%	0
31-50	3.85%	1
50 plus	53.85%	14
Total		26

Q58 Do you currently serve on any Utah Bar related committees, commissions, sections, groups, etc.

Answered: 28 Skipped: 1



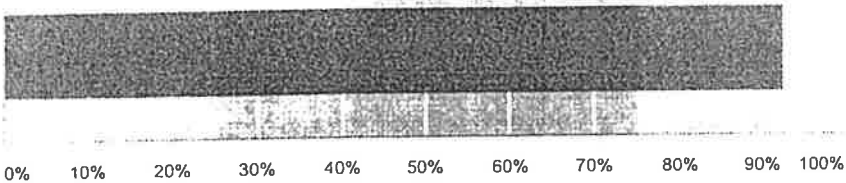
Answer Choices	Responses	
Yes	85.71%	24
No	14.29%	4
Total		28

Q59 Do you currently serve on a Supreme Court advisory committee?

Answered: 27 Skipped: 2

Yes

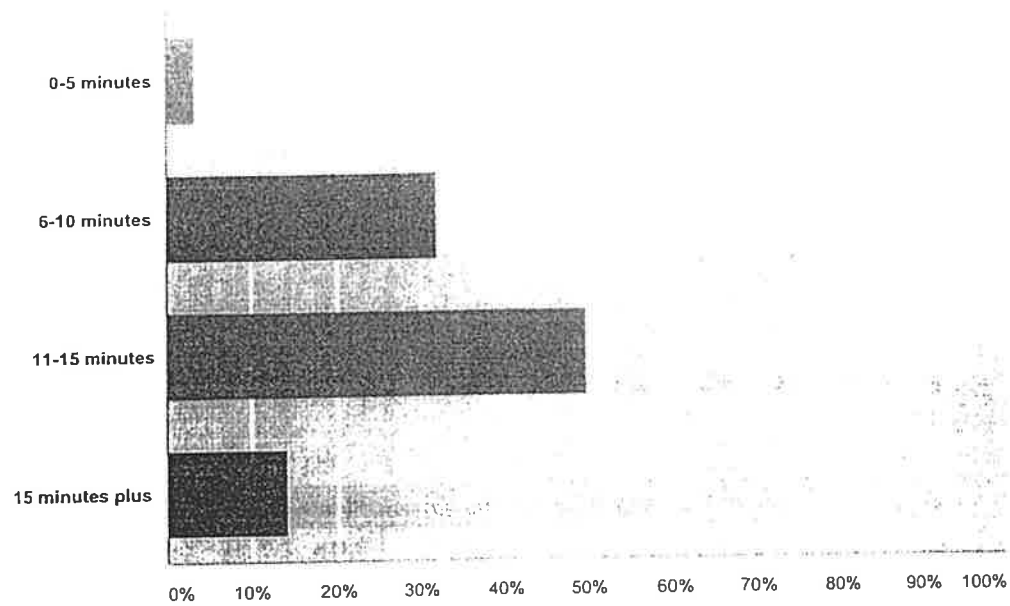
No



Answer Choices	Responses	
Yes	7.41%	2
No	92.59%	25
Total		27

Q60 How long did it take you to respond to this survey?

Answered: 28 Skipped: 0

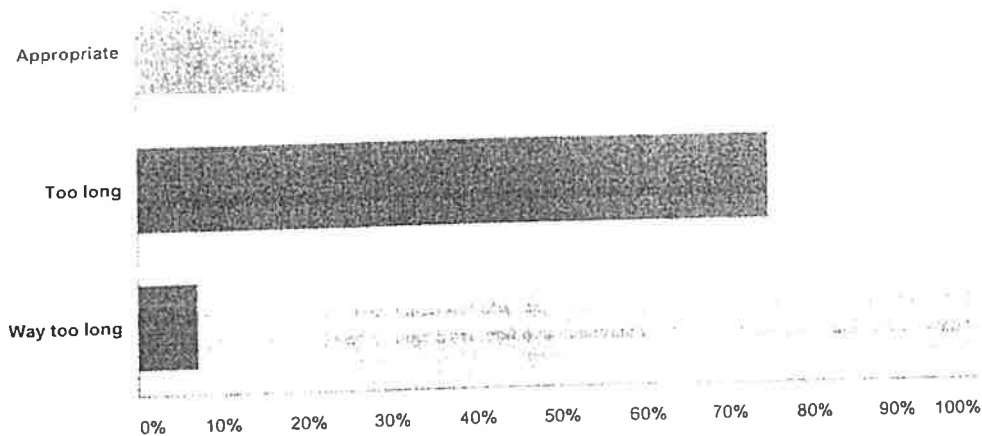


Answer Choices	Responses
0-5 minutes	3.57%
6-10 minutes	32.14% 9
11-15 minutes	50.00% 14
15 minutes plus	14.29% 4
Total	28

2017 Section Chair Survey on Conventions

Q61 The length of the Survey given the subject matter was:

Answered: 28 Skipped: 1



Answer Choices	Responses	
Appropriate	17.86%	5
Too long	75.00%	21
Way too long	7.14%	2
Total		28

Q62 Please identify any questions which were confusing:

Answered: 6 Skipped: 23

#	Responses	Date
1	I don't have the questions in front of me.	1/24/2017 11:15 AM
2	#57 -I think you meant "2 - 5" instead of "20 - 5" (at least I hope so).	1/23/2017 3:12 PM
3	The within 10 years and years 1-5 of attending the summer bar convention were confusing and seemed duplicative.	1/19/2017 3:02 PM
4	The number should have been high to low consistently instead of sometime 4 being good and sometimes 1 being good.	1/17/2017 11:07 AM
5	Rotation of location	1/16/2017 2:39 PM
6	Not confusing - but could use some tidying up. For example, add N/A option on the questions regarding spouse or significant other. Also, question on how many attorneys at a firm has a typo on first option ("20-5")	1/16/2017 10:37 AM

2017 Section Chair Survey on Conventions

Q63 Were there any questions you think we should not ask?

Answered: 4 Skipped: 25

#	Responses	Date
1	No.	1/24/2017 11:15 AM
2	It seems like all the questions related to why or why not you attend the bar convention could be simplified and reduced.	1/19/2017 3:02 PM
3	Some of the questions about cost and presenters seemed a little redundant.	1/17/2017 11:07 AM
4	Several of the questions seemed repetitive, but I did not take notes.	1/13/2017 5:22 PM

Q64 Are there any questions you think we should ask, that are not currently on the Survey?

Answered: 3 Skipped: 26

#	Responses	Date
1	No.	1/24/2017 11:15 AM
2	No	1/19/2017 3:02 PM
3	Maybe a question about what topics or presenters people would like to see, and a question about the usefulness of breakout sessions.	1/17/2017 11:07 AM

APPENDIX

4

State	Mandatory	No. members	Conventions?		Attendance
Colorado	No	21781	15 Years since they stop Conventions	Stop because of attendance levels	
Idaho		4904			
Nevada	Yes	7219	1 Annual, out of state	talking about holding Conference in state to increase numbers	200
New Mexico	Yes	5581	1 Annual		
Arizona	Yes	15925	1 Annual	larger number in Phoenix than in Tucson, Sections pay for their portion	1200-1400
Oregon	yes	12475	NO, stop in early 2000	dramatically shrinking attendance	
Washington	Yes	25577	No	Bar became too large, Now have large practice specific meetings	
Maine	No	3931	Yes, Just cut back to 1 from 2	Lack of attendance	175-225
Alaska		2439			
New Hampshire	Yes	3506	Annual and Mid-Year both 1 day long	pared down ea. to one day 9 years ago because of attendance and cost	100-125 Annual, 500 Mid-Year
Florida	Yes	75596	See brochure		?
Louisiana	Yes	19099	2 annually Jan & June	Annual in June, Destin FL., Jan. mid-Year New Orleans and is free	Annual 526, Mid-Year less
So. Carolina	Yes	10208	1 annually, 3 full days	http://discussions.scbar.org/public/convention17.index.html	600-800 +100 Judges
				judicial conference included, conference right before compliance	

				ITEMS THE STATES HAVE IN COMMON:	
				Sections have events for their sections within the convention	
				The judicial conference is held within the Convention	
				They hold the convention in close proximity to compliance time	

APPENDIX

5

APPENDIX

6

REPORT OF THE
SUMMER CONVENTION REVIEW COMMITTEE
OCTOBER 2015

Charge to the Summer Convention Review Committee from the Bar President:

“to evaluate the effectiveness of the [Summer] Convention and to consider what the Bar’s long term plans should be for the Summer Convention for the years 2018 and beyond, considering the Convention goals, attendance, cost, and other factors. Please recommend any improvements to Convention planning and execution.”

To address and respond to the charge stated above, starting in Fall 2014, the Committee conducted a review and investigation of the goals of the Convention, how they are being met, and past performance in terms of attendance and cost to the Bar. Specifically, the Committee considered the following information which is also attached hereto as part of the Appendices to this Report:

- 1) Results of past Summer Conventions, Spring Conventions and Fall Forum meetings in terms of attendance and costs to the Bar (Appendix 1)
- 2) Recent survey results of Convention attendees (Appendix 2)
- 3) 2011 Dan Jones survey results of all Bar membership relating to the Conventions (Appendix 3)
- 4) Information regarding potential Convention venues in Park City, Utah (Appendix 4)
- 5) Report as to Convention practices of other Western States [Richard – what should this be called] (Appendix 5).

Additionally, the Committee conducted a unique, focus group-type discussion with the Chairs and Presidents of all Utah Bar sections and affinity groups, addressing the value of Summer Convention and the reasons membership did or did not attend. The Committee also met on several occasions with the Utah Bar CLE Advisory Committee, which had a specific charge in 2014-15 of helping to increase attendance at the 2015 Summer Convention in Sun Valley. These meetings provided valuable information concerning the motivations, draws and purposes Bar members have or perceive in deciding whether to attend the Summer Conventions.

Finally, this Committee considered the results of the most recent Summer Convention in July 2015 which, after two years in Snowmass, Colorado (where the Convention was not successful in terms of attendance and cost to the Bar), returned to Sun Valley, Idaho. This Committee recently received the final accounting from that Convention as to attendance and costs, which results are included in this Report.¹

¹ This Report was initially intended to be presented to the Commission in July 2015, but during the course of the Review the Commission instructed this Committee to delay finalizing this Report until the attendance and costs of the 2015 Summer Convention were available. The 2015 Summer Convention attendance and costs are listed in Appendix 1.

Findings and Recommendations

FINDINGS:

1. The Summer Convention has a long tradition with the Utah State Bar and has succeeded in meeting several important needs. Those needs could be summarized as specific goals of the Summer Convention as follows:
 - Serving as the annual business meeting of the Bar²
 - Providing unique and generally high quality CLE
 - Providing social and networking opportunities for Bar members and their families
 - Grooming and mentoring of future Bar leaders
 - Fostering and preserving a tradition of Bar membership, Bar leadership and Judges socializing with and learning from each other, while promoting collegiality, professional respect and common purpose among the members of the Bar
 - Remaining, along with the other major conventions of the Bar, financially self-sustaining so that the Convention is not supported by the Bar membership at large, most of whom do not attend the Convention
2. Recent years have shown a trend of decreasing attendance at the Summer Convention, particularly in relation to the increasing number of Bar members, resulting from several factors including, at least:
 - Downturns in the economy
 - Reductions in reimbursements from law firms, particularly to young lawyers
 - Increased young lawyers practicing in solo or small firms
 - Cultural views and/or attitudes of various groups of lawyers, including younger lawyers, towards the practice of law and the role of the Bar, including the need or desirability of participating in Bar events
 - Increased local, web-based and specialized CLE offerings, including from third-party CLE providers, Fall Forum and Section-sponsored CLE events
 - Changes from traditional Summer Convention venues
3. The Sun Valley Resort has, over the years, increased its costs to the Bar and has demonstrated little flexibility in negotiating lower costs to the Bar and its members.
4. In spite of somewhat decreased attendance and difficulty in reaching profitability to the Bar, the Summer Convention has lost significant sums only during the two events in 2013

² Rule 14-103(j) of the Supreme Court's Rules Governing the Utah State Bar provides that "[t]here shall be an annual meeting of the Bar, presided over by the president of the Bar, open to all members in good standing, and held at such time and place as the Board may designate, for the discussion of the affairs of the Bar and the administration of justice."

and 2014 in Snowmass, Colorado, when losses exceeded \$100,000 each year. In other years, the costs to the Bar have ranged, in the past ten years, between losses of \$32,250 (Newport 2006) and profits of \$18,236 (Sun Valley 2009). These numbers are consistent with Conventions going back to 1990. Further, when looked at together, the three major conventions have consistently broken even or resulted in positive revenues for the Bar, with the notable exception of the two years the Summer Convention was held in Snowmass.

5. Each of the three conventions seems to address a distinct audience, summarized as follows:
 - The Summer Convention is recognized as the Bar's "Annual" Convention, as the business of the Bar takes place, including swearing in of the new President, President-Elect and Bar Commissioners, reports from the Bar, the Courts and the Law Schools, etc. Many attendees have been coming with their families for many years and include a large number of State and Federal Court Judges. However, because of the cost and the distance from the Wasatch Front, many attendees are from larger Salt Lake City law firms. Many are also older members of the Bar. Among some solo and small firm lawyers, the Summer Convention is perceived to be intended for an elite group of Bar members.
 - The Spring Convention in St. George remains well-attended and financially viable, and has its own attendance group that does not appear to be impacted by any changes to the Summer Convention. Attendees are perceived to be a wider cross-section of Bar members including younger lawyers and more solo and small firm practitioners than attend the Summer Convention.
 - The Fall Forum has become the most successful Convention in terms of attendance and profitability. It does not, however, have a focus on networking and sociability among Bar members as the goal of most attendees is to gain inexpensive CLE hours. As a result, it has historically and primarily met the CLE goal (among those identified above), but not the others. It is believed that the largest number of solo and small firm practitioners attend this Convention.³
6. The Utah Bar appears to be unique among state bar organizations in having three major convention-sized events, and for holding one of them out-of-state. Some states do not hold annual conventions at all. (See, Appendix 5).
7. Viable venues for a Summer Convention away from the Wasatch Front are limited. The 2013 and 2014 Conventions did not succeed financially, primarily because of low attendance (See, Appendix 1). There are probably multiple factors for that low

³ The Committee notes that Fall Forum 2015 is experimenting with a two-day format and increased networking opportunities. The results of this experiment might conceivably impact Summer Conventions in the future, or the interactions of the three conventions.

attendance but two frequently cited reasons are distance (it is 1.5 to 2 hours further away from the Wasatch Front than Sun Valley), and unfamiliarity. There is an established tradition of going to Sun Valley (with periodic exceptions to Southern California), and many of those regular attendees chose not to go to Colorado, in spite of lower lodging and other costs than Sun Valley. Thus, the Bar should be exceedingly cautious in scheduling future Summer Conventions at locations unfamiliar to the Bar membership. Investigation into Park City venues also revealed limited options with essentially no single venue that could provide sufficient rooms, and apparently only one (the Chateaux) with meeting space that could presently accommodate even 400 in a single room.

RECOMMENDATIONS:

1. Continue with Sun Valley/California Rotation.

So long as attendance levels support a near break-even model (consistent with the financial results of the past ten years of conventions – excluding the Snowmass conventions), the Committee recommends continuing to have the Summer Convention in Sun Valley, with a rotation every 4-5 years in California. This practice, which has been in place for most of the past twenty-five years (with the notable exception of the Snowmass conventions), has largely met the goals of the Convention as set forth above.

The Committee also makes the following additional recommendations regarding the Summer Convention:

Continue efforts to increase attendance of Young Lawyers such as those recently adopted, including use of technology (the Convention app, social media, sponsoring young lawyer-focused social events, and encouraging firms to send young lawyers

- Continue to encourage Judges' attendance at Summer Convention, including by providing complimentary registration
- Consider increased efforts to involve larger Sections in providing specialized CLE at Summer Convention

2. Plan for Possible Alternatives as Attendance and Financial Results Change.

Importantly, the Committee recognizes that factors such as changes in the practice of law, demographics and economics (as discussed in the Findings above) may eventually result in low enough attendance and high enough costs that the Sun Valley location will become less feasible. At such time, the Committee suggests other options be considered, including the following:

- a. Eliminate the Summer Convention entirely. The Bar could then hold its required "annual business meeting" during the Fall Forum, the Spring Convention or as a stand-alone business meeting of the Bar.
- b. Move Fall Forum to summer in Salt Lake City and make it the "annual business meeting" of the Bar. Optionally, the Fall Forum could be replaced with an annual

“Fall Convention” away from the Wasatch Front as a “replacement” for more social aspects of the Summer Convention. A few additional points were noted regarding a possible move of the Fall Forum:

- A Fall Forum-turned-Summer Convention, in Salt Lake City, could become the Bar’s annual business meeting, but also continue its successful focus on CLE.
- A new Salt Lake City-based Summer Convention could also be moved from July to late June to coincide with the Bar’s June 30 CLE reporting deadline, and the Bar could consider allowing some CLE to count for both reporting periods – or for either at the member’s election.
- A new “Fall Convention” away from the Wasatch Front (not to be confused with the present Fall Forum, which would move to the summer as indicated) could help replace some of the social and networking aspects of the present Summer Convention. By being a destination convention, attendees can mingle and socialize outside of meetings. It could be scheduled in connection with the annual UEA Convention to allow families to attend. It would likely be a smaller event, allowing for venues in Park City to be considered. A Fall Convention could also take advantage of “shoulder season” discounts. It should be noted that a new Fall Convention would likely attract many of the larger firm and senior lawyers, and fewer younger attorneys, solo and small firm lawyers, as it would necessarily be more expensive than the present Fall Forum.

Respectfully submitted,

Summer Convention Review Committee, October 2015

H. Dickson Burton, Chair
 James D. Gilson
 Angelina Tsu
 Heather Farnsworth
 Curtis M. Jensen
 Aida Neimarlija
 Jonathan O. Hafen

APPENDIX

7

Complimentary Convention Registrations

Specifically Listed in Bar's Policies and Procedures Manual

1. Commissioners
2. Visiting Bar Presidents (Annual and Spring)
3. Convention Chairs
4. Bar President and President-elect
5. Speakers and Panel Members (50%)
6. Award Recipients (Annual and Spring)
7. Judges (Annual and Spring)

By Policy

1. Attorney Legislators
2. Fall Forum complimentary for Award Recipients and Judges even though written policy says only Annual and Spring conventions.
3. Spring and Annual committee members receive a 50% discount.
4. Fall Forum only – All committee members and speakers who register and stay for the conference receive complimentary registration.

Page 31

C. Fall Forum, Annual and Spring Convention Expenses.

1. Visiting Bar Presidents.

Visiting bar presidents and their ~~spouse/guest (excluding other family members)~~ shall receive reimbursement for expenses in attending the Annual and Spring Conventions when those same expenses are reimbursed to the Bar when the Utah State Bar President visits that president's bar convention. These expenses may include a full registration package including all meal functions, ~~and sporting events~~; and room accommodations up to and including four nights. Each visiting bar president shall pay for his or her accommodations and request reimbursement in accordance with the provisions above.

2. Fall Forum, Annual and Spring Convention Chairs.

Complimentary convention registration will be provided for the Fall Forum, Annual and Spring Convention Chairs. ~~7M~~ Mileage reimbursement and lodging at the convention hotel shall be provided for the chairs of the Annual and Spring Conventions.

3. Convention Committee Members.

Annual, Fall and Spring Convention Committee members receive a 50% registration discount for those conventions. ~~Fall Forum committee members who register and stay for the convention receive complimentary registration.~~

34. Utah State Bar President and President-elect.

A full complimentary registration package, including lodging, all meal functions and ~~sporting events~~ shall be provided for the President and his or her ~~spouse/guest~~ for the Annual,

Fall and Spring Conventions. A full complimentary registration package, including lodging, all meal functions and ~~sporting~~ events, shall be provided for the President-elect and his or her ~~spouse~~/guest for the Spring Convention.

45. Speakers and Panel Members.

Speakers and panelists who are members of the Bar participating at the Fall Forum, Annual or Spring Conventions shall be provided with a 50% convention registration discount. ~~Fall Forum speakers who register and stay for the convention receive complimentary registration.~~

56. Awards Recipients.

Award recipients shall be provided with two complimentary tickets to an awards luncheon (if one is held), ~~and complimentary convention registration for the Fall Forum, Annual and Spring Conventions.~~ Award Recipients will be provided with one night lodging at the convention hotel and mileage reimbursement at the Annual and Spring Conventions. Fall Forum award recipients will be provided with one night lodging at the convention hotel and mileage reimbursement if they live more than 50 miles outside of Salt Lake City.

67. Judges.

Judges shall be provided with complimentary convention registration to the Fall Forum, Annual and Spring Conventions.

TAB
4

***Ex Officio* Appointments to the Bar Commission**

1. Immediate Past Bar President
2. Dean of J. Reuben Clark Law School
3. Dean of S.J. Quinney College of Law
4. Utah Minority Bar Association Representative
5. Women Lawyers of Utah Representative
6. Young Lawyers Division Representative
7. Paralegal Division Representative
8. LGBT & Allied Lawyers of Utah Representative
9. Utah ABA Members' Delegate to ABA House of Delegates (Margaret Plane)
10. Bar's Delegates to ABA House of Delegates (Nate Alder, Angelina Tsu)
11. Young Lawyers Delegate to ABA House of Delegates (Chris Wharton)

TAB
5

Utah State Bar Board of Bar Commissioners Conflict of Interest Policy

The Utah State Bar (the Bar) is a 501 (c) 6 Utah non-profit corporation to which the Utah Supreme Court has delegated certain regulatory, membership and public service responsibilities pursuant to its Rules for Integration and Management. The Bar has established its mission as: "To represent lawyers in the State of Utah and to serve the public and the legal profession by promoting justice, professional excellence, civility, ethics, respect for and understanding of the law."

The Board of Bar Commissioners (the Commission) is composed of from thirteen to fifteen Commissioners, including the President, the President-elect, eleven elected lawyers representing five designated divisions, two public members appointed by the Utah Supreme Court, and various *ex officio* members designated by the Commission on an annual basis.

This Policy is to assure that the affairs of the Bar and its Commission are managed in an ethical manner, free from the temptations for inappropriate personal gain which conflicting desires may provide. There are no exceptions to this Policy.

The Bar expects each member of the Commission to avoid any activity, agreement, business investment or interest, or other situation, which is in conflict with the Bar's interests or interferes with the performance of that person's duties to the Bar and to represent the Bar in a manner consistent with the goals, objectives and policies of the organization.

The following Policy has therefore been adopted:

1. Duty to the Bar. Members of the Commission have a clear fiduciary obligation to the Bar in connection with their service in such capacity. At all times Commissioners shall act in a manner consistent with this fiduciary obligation and shall exercise particular care that no detriment to the interests of the Bar (or appearance of such detriment) may result from a conflict between those interests and any personal interests which the individual Commissioner may have, or between the interests of the Bar and the Commissioner's interests as a voting member of the Commission.
2. Areas of Potential Conflict. Conflicts of interest could arise in situations in which Commissioners may have the opportunity to influence the Bar's or Commission's business decisions in ways that could lead to personal gain or give the Commissioner an improper advantage.
3. Disclosure. All actual and potential conflicts of interest shall be disclosed by Commissioners to the Bar President and Executive Director whenever a conflict arises.

4. Violations of Policy. Disinterested Commissioners shall make a determination as to whether a conflict exists and what subsequent action is appropriate (if any). The President shall inform the Commission of such determination and action. The Commission shall retain the right to modify or reverse such determination and action, and shall retain the ultimate enforcement authority with respect to the interpretation and application of this policy.

Acknowledgment and Disclosure Form

I have read the **Utah State Bar Board of Bar Commissioners Conflict of Interest Policy** set forth above and agree to comply fully with its terms and conditions at all times during my service as a member of the Board of Bar Commissioners. I agree to disclose below all actual and potential conflicts of interest. If at any time following the submission of this form I become aware of any actual or potential conflicts of interest, or if the information provided below becomes inaccurate or incomplete, I will promptly notify the Bar President and Executive Director in writing.

Disclosure of Actual or Potential Conflicts of Interest:

Board Member Signature:

Board Member Printed Name:

Date:

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

MAY 12, 2017

LOGAN, UTAH

In Attendance: President Rob Rice, President-elect John Lund, Commissioners: John Bradley, H. Dickson Burton, Kate Conyers, Mary Kay Griffin, Liisa Hancock, Herm Olsen, and Katie Woods. Cara Tangaro participated by phone.

Ex-Officio Members: Julie Emery.

Not in Attendance: Grace Acosta, Steven Burt, Heather Farnsworth; Michelle Mumford and Heather Thuet; Ex-Officio Members: Dean Robert Adler, Nate Alder, Amy Fowler, Jaelynn Jenkins, Michelle Kennedy, Margaret Plane, Dean Gordon Smith, Noella Sudbury, Angelina Tsu, Chris Wharton and Supreme Court Liaison James Ishida.

Also in Attendance: Executive Director John C. Baldwin, Assistant Executive Director Richard Dibblee and General Counsel Elizabeth A. Wright.

Minutes: 9:25 a.m. start

1. President's Report: Rob Rice

1.1 Futures Commission Report. Rob asked all Commissioners to read the draft report on the Bar's progress in implementing the recommendations of the July 29, 2015 Final Report of the Bar's Futures Commission. The report will be discussed at the Commission meeting in July. Rob noted that most of the recommended tasks have been completed.

1.2 Report on Meetings with Congressional Delegations. Rob reported that he, John Lund, Margaret Plane and Doug Foxley traveled to Washington D.C. to meet with Utah's Congressional Delegation as part of ABA Day on the Hill. They were able to meet with Senator Hach and Representatives Love and Chaffetz. Primary goal of meetings was to urge continued funding of the Legal Services Corporation (LSC). Sense from representatives was that, for the near future, our government will operate by resolutions to continue funding and stop government shutdown. As long as this is the process, funding for LSC will probably continue. Representative Stewart's Chief of Staff reported that Stewart is in favor of decreased spending for LSC, but not a reduction to zero as President Trump has proposed.

- 1.3 Report on Practice Portal.** A prototype of the practice portal was projected onto the screen. Design is in the final stretch.
- 1.4 Report on Website Redesign.** A prototype of the new website homepage was projected onto a screen. There will also be a mobile version for smartphones.
- 1.5 Report on 2017 Summer Convention.** There is a lot of interest in the Summer Convention and the keynote speaker Ruth Bader Ginsberg. The Bar's room block is full. Staff was asked to send an e-bulletin to members informing them of other room options in the Sun Valley area.

2. Action Items

- 2.1 Approve 2017-2018 Budget.** After reviewing and discussing the proposed 2017-2018 budget, **Herm Olsen moved to approve the Budget. Dickson Burton seconded the motion which passed unopposed.**
- 2.2 Limited Practice Admissions Rule.** In response to the discussion regarding the proposed limited practice rule at the April 14, 2017 Commission meeting, the Admission Committee proposed a revised rule that allows for remote supervision of a lawyer licensed in another jurisdiction who will be able to practice in Utah while awaiting Utah admission. **Dickson Burton moved to approve the revised proposed Rule 14-805. John Bradley seconded the motion which passed unopposed.**
- 2.3 Select Lawyer of the Year Award Recipient.** After discussing the nominees, **Kate Conyers moved to select Paul Simmons as Lawyer of the Year. Dickson Burton seconded the motion which passed unopposed.**
- 2.4 Select Judge of the Year Award Recipient.** After discussing the nominees, **Dickson Burton moved to select. Hon. Frederick Voros and Hon. Stephen Roth as Judge of the Year. Kate Conyers seconded the motion which passed unopposed.**
- 2.5 Select Committee of the Year Award Recipient.** After discussing the nominees, **Liisa Hancock moved to select The Governmental Relations Committee for the Committee of the Year award. Kate Conyers seconded the motion which passed unopposed.**
- 2.6 Select Section of the Year Award Recipient.** After discussing the nominees, **Dickson Burton moved to select the Limited Scope Section for the Section of the Year Award. John Bradley seconded the motion which passed unopposed.**
- 2.7 Approve Location of 2019 Convention in Park City.** After viewing Dickson's Burton's presentation and discussing conference location options, **Liisa Hancock moved to select Grand Summit at the Canyons for the hotel and conference center for the 2019 Summer Convention in Park City. Katie Woods seconded the motion**

which passed unopposed. The decision to hold the 2019 Summer Convention in Park City was made at the December 4, 2015 Commission meeting.

- 2.8 Nomination for Replacement of John Lund as Commission Representative on Utah Judicial Council.** John Lund is currently serving a three-year term as the Utah State Bar Commission representative on the Utah Judicial Council. John Lund is stepping down from the position because he will become Bar President in July 2017. **Herm Olsen nominated Rob Rice to fill the one-year remainder of John Lund's term as Commission Representative on the Utah Judicial Council. Dickson Burton seconded the motion which passed unopposed.** Rob Rice recused himself from the discussion and the vote.

3. Information Item

- 3.1 Convention Review Committee Report.** Dickson Burton presented the Convention Review Committee report. The Committee met several times from October 2016 through April 2017 and analyzed financial reports from past conventions, survey results from convention attendees, legal employer reimbursement policies, and other relevant information. The Committee concluded that the Bar's current approach to the three major Bar conventions should remain the same for the next five years, with the exception of holding the Summer Convention in Park City in 2019 and probably 2020 to determine the viability of a local Summer Convention.

Staff was instructed to make sure that the complimentary registration policy for each convention is consistent and, if necessary, to present a policy change for a Board vote at the July Meeting.

4. Executive Session

The meeting adjourned at 12:00 noon

Consent Agenda

1. Approved Minutes from the April 14, 2017 Commission Meeting.

Utah State Bar Online Content and Social Media Policy

Social Media Policy Introduction

The Utah State Bar recognizes that online services and social media platforms can be effective tools for sharing ideas, exchanging information and the promotion of Bar programs, services and goods. While implementing these technologies, the Utah State Bar seeks to ensure that use of online services meets the needs of the Bar to maintain its core values, mission statement, and unique identity. The Utah State Bar also strives to be aware of and work to minimize the actual or potential legal risks that can be caused by these services. The Utah State Bar therefore establishes the following rules and guidelines for communicating information via online platforms by Bar staff, sections, committees, Bar Commissioners, and designated agents. Violation of this policy may lead to disciplinary action up to and including termination of employment or in the case of section, committee, Bar Commissioners, and agents, removal of access privileges to Bar resources.

Utah State Bar Social Media Definition

The Utah State Bar defines “social media” broadly to include online platforms that facilitate activities such as professional or social networking, posting commentary or opinions, and sharing pictures, audio, video, or other content. “Social media” includes, but is not limited to, personal websites and all types of online communities and communications services (e.g., Facebook, Instagram, LinkedIn, Pinterest, SnapChat, Twitter, Vine, Yelp, YouTube, blogs, message boards, and chat rooms).

Utah State Bar Staff Use of Social Media

Utah State Bar Staff General Policy

Staff use of Bar social media services and platforms is covered by all Utah State Bar policies including, among others, the Utah State Bar’s Equal Employment Opportunity, No Harassment, Diversity, Confidentiality, internet, and technology use policies as found in the Utah State Bar Employee Handbook.

Bar staff shall not post content on social media that violates the Utah State Bar’s discrimination or harassment policies or that is threatening or obscene.

As a unified bar with mandatory membership, the Utah State Bar cannot take positions on political or social issues that do not relate to or affect the practice of law or the administration of justice. Social media platforms should not be used to endorse any candidates for political office or to advocate for a political point of view that is not consistent with the Bar’s mission or approved by the Board of Bar Commissioners.

Bar staff may not use social media for non-business purposes while at work. Bar staff that violate Bar social media policies may be disciplined or terminated. The Bar will delete or remove content employees post on Bar social media platforms that is not legally protected and violates Bar policies.

Utah State Bar Staff Representations and Protections of Trademarks in Social Media

Bar staff shall not represent that the Utah State Bar has authorized them to speak on behalf of the Utah State Bar or that the Utah State Bar has approved the message unless they have received prior written authorization to do so from the Executive Director of the Utah State Bar. Bar staff that have not received this authorization are required to state explicitly, clearly, and in a prominent place on the site or in the post that views expressed are the employee's own and not those of the Utah State Bar or of any person or organization affiliated or doing business with the Utah State Bar.

Bar staff shall not illegally disparage the Utah State Bar's products or services, or the Utah State Bar's members, vendors' or partners' products or services. Bar staff shall not intentionally make maliciously false statements that denigrate the Utah State Bar's products or services, or the Utah State Bar's vendors' or partners' products or services.

Bar staff are encouraged to use social media and online platforms to promote departmental activities, goods, or services that are sponsored by the Bar. Bar staff shall not advertise or sell third party products or services via social media or online platforms without the prior written approval from the Executive Director of the Utah State Bar.

The Utah State Bar protects its copyrights, trademarks, and logos. Bar staff shall respect the laws regarding copyrights, trademarks, rights of publicity, and other third-party rights. To minimize the risk of a copyright violation, Bar staff shall reference to the source(s) of information uses and accurately cite copyrighted works that are identified in any online communications.

Bar staff shall not infringe on Utah State Bar logos, brand names, taglines, slogans, or other trademarks. Bar staff may not use the Utah State Bar's (or any of its affiliated entities') logos, brand names, taglines, slogans, or other trademarks or other protected proprietary information or property for any business or commercial venture without the review of Utah State Bar's Office of General Counsel and the written permission of the Executive Director of the Utah State Bar.

Utah State Bar Protection and Use of Premises, and Processes in Social Media

The Utah State Bar protects its premises and processes. Bar staff shall not record audio or video or take pictures of non-public areas of the Utah State Bar's premises or of the Utah State Bar's processes and display such content through social media without prior written approval from the Executive Director of the Utah State Bar. Exceptions to this rule would be to engage in activity protected by the National Labor Relations Act including, for example, taking pictures or making recordings of health, safety, and/or working condition concerns, or work-related issues, or other protected concerted activities.

Bar staff shall not display or post video or other images of, or material about, the Utah State Bar's employees that are slanderous, proprietary, harassing, bullying, discriminatory, retaliatory, or that can create an unlawful hostile work environment. This conduct, which would not be permissible in the workplace is not permissible between or among employees online, even if done during non-work hours and away from the workplace on personal devices or home computers.

Bar staff shall not display or post video or other images of, or material about, the Utah State Bar's partners, vendors, or members without prior written approval from the Executive Director of the Utah State Bar. Under no circumstances may staff post the Utah State Bar's partners', vendors', or members personally identifying information, such as social security numbers, credit card numbers, or phone numbers. Exemptions to this rule will be to comply with Utah Court rules mandating that:

- (i) attorney public address be made available to the public; that
- (ii) formal attorney disciplinary actions be made public; and that
- (iii) attorney licenses status information be made public.

Utah State Bar Section, Committee, Bar Commissioner, or Agent Use of Social Media

Sections, committees, Utah State Bar Commissioners and designated agents are held to the same standards and policies as members of the Bar Staff.

Utah State Bar section, committee, Bar Commissioner and agent use of Bar social media services and platforms is covered by all Utah State Bar policies including, among others, the Utah State Bar's Equal Employment Opportunity, No Harassment, Diversity, Confidentiality, Internet, and technology use policies as found in the Utah State Bar Employee Handbook.

Utah State Bar section, committee, Bar Commissioner, and designated agents shall not post content on social media that violates the Utah State Bar's discrimination or harassment policies, or that is threatening or obscene.

Sections, committees, Utah State Bar Commissioners and designated agents must maintain transparency by declaring their name when using Bar social media platforms.

Individuals and organizations may not use Bar social media to link to private law firm websites.

Utah State Bar Section, Committee and Commissioner Use of Social Media for Legislative Activity

The Utah State Bar is tasked by Utah Court rule to engage in legislative activity through the administration of the Governmental Relations Committee. Sections and committees are forbidden to engage in legislative activity or legislative advocacy without the express written permission of the Utah State Bar Board of Bar Commissioners.

Members of sections and committees are free, and encouraged, as private citizens to participate in the political or legislative process but shall not represent that the Utah State Bar has provided any authorization to speak on behalf of the Utah State Bar or that the Utah State Bar has approved message

or position. Sections and committee members are strongly encouraged to state that they are speaking as private citizens and to avoid statements implying that the Utah State Bar endorses or opposes a legislative or political position.

Utah State Bar Monitoring of Social Media Platforms

The Utah State Bar reserves the right to (and does) use software and search tools to monitor comments or discussions about it, its representatives, its products, its vendors and its partners that are posted anywhere on the internet, including social media.

Content posted or transmitted via the Bar's social media platforms by Sections, committees, Utah State Bar Commissioners and designated agents that violates Bar policies will be removed. Sections, committees, Utah State Bar Commissioners and designated agents who violate Bar policies for the use of social media platforms will be denied access and rights to use the Bar's social media platforms.

Policy for Responding to Inappropriate, Unfair, Harmful or Inflammatory Statements About the Bar, its Members, Leadership, Services or Employees.

The Utah State Bar President (or his or her designee), the Executive Director and the Communications Director should be made aware of the inappropriate, unfair, harmful or inflammatory statements or communication about the Bar. The Executive Director should take steps immediately to gather all pertinent background and factual information, including a copy of the text (whether in live or print media) of the criticism.

If after reviewing all of the background and factual information, the Executive Director and the President determine that a response is warranted, the Communications Director should draft a response for approval to the President and the Executive Director of the Utah State Bar. The form and manner of the response should be such that it will receive the same exposure and publicity as the criticism.

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POSITION DESCRIPTION

TITLE: Bar Commissioner
REPORTS TO: Bar President and Constituents
EFFECTIVE DATE: July 2015

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: *"A just legal system that is understood, valued, and accessible to all."*
4. Strives to uphold mission of the Bar, which is: *"Lawyers serving the public and legal profession with excellence, civility, and integrity."*
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 to your organization.

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 Principals

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 ¹⁶⁹

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.

Summary of Bar Commission Reimbursement Policies

1. Commission Meetings.

- (a) **Mileage or airfare**, if necessary, for distant meetings – if they are held far enough from your office to make reimbursement appropriate (i.e., travel from Logan, St. George, or Provo to Salt Lake City, or *vice versa*), and:
- (b) **Lodging** for those who must travel some distance (i.e., travel from Logan, St. George to meetings in Salt Lake City, etc.).

2. Commission Meetings held at Spring Convention.

- (a) **Mileage** plus tolls and parking or, **reasonable airfare**;
- (b) **Standard per diem** for two day's meals, incidentals, and gratuities;
- (c) **Two night's lodging in a standard room** in the convention hotel, and;
- (d) **Rental car**, if necessary.

3. Commission Meetings held at Summer Convention.

- (a) **Mileage** plus tolls and parking or, **reasonable airfare**;
- (b) **Standard per diem** for three day's meals, incidentals, and gratuities;
- (c) **Three night's lodging in a standard room** in the convention hotel, and;
- (d) **Rental car**, if necessary.

4. Worthwhile Educational Opportunities.

At the discretion of the Bar President and pursuant to approved travel budgets:

- (a) **Mileage** plus tolls and parking or, **reasonable airfare**;
- (b) **Meals, incidentals, and gratuities** while traveling to and at the event;
- (c) **Lodging at the event hotel**, and;
- (d) **Rental car**, if necessary.

5. Other General Office Expenses.

With the advance approval of the Bar President:

- (a) **Telephone, postage, supplies, copying**, and other similar expenses, but *not* expenses for secretarial or clerical assistance.

6. Procedures for Receiving Reimbursement.

- (a) **Spring and Summer Convention.** Reimbursement for Commission Meetings held at the Spring and Summer Conventions will be solicited by the Bar's Executive Secretary via e-mail immediately after the conventions. Commissioners indicating a desire for reimbursement will be reimbursed for lodging, per diem, and mileage at standard rates.
- (b) **Reimbursement for other travel** will require supporting documentation.