2020 Utah State Bar Member Survey

Final Results
April 8, 2020
Overview

• Survey conducted between February 19 – March 12, 2020
  • Includes test groups between February 6 – 13, 2020
  • Anonymous

• Approximately 30% (3,000) of members participated
  • Emailed to members
  • Reminders via email and social media

• Cross promotion Women Lawyers of Utah survey
Goals

• Understand legal trends in Utah from membership perspective

• Compile member feedback about demographics, economics, job satisfaction, advertising
  • Specific interest from committee on work/life balance, diversity and inclusion
  • Improve service offerings for Utah State Bar members

• Compare results to 2011 to identify trends
Demographics
Female makeup in the membership has increased 18% from 2011 to 2020.

Male is still the dominating gender with 70% of the gender makeup in 2020. Females were up to 29% and 1% were undisclosed.
One-third of survey respondents said they face challenges as a lawyer due to ethnicity, gender, age, religion, nationality, disabilities, or sexual orientation.

71% of these respondents say their gender is the most common challenge, followed by age at 35% and religion at 32%.
What is your age?
How do you identify your gender?

- **Male**: 76% (2011) to 70% (2020)
- **Female**: 24% (2011) to 29% (2020)
- **Non-binary**: 0% (2011) to 0% (2020)
- **Prefer not to disclose**: 1% (2020)
What is your ethnic or racial background?

Please select all that apply.
Have you experienced challenges as a lawyer due to your ethnicity, gender, age, religion, nationality, disabilities, or sexual orientation?

- Yes: 34%
- No: 66%
In which of the following areas have you experienced challenges as a lawyer?
Please select all that apply.

- Ethnicity: 18%
- Gender: 71%
- Age: 35%
- Religion: 32%
- Nationality: 3%
- Disability: 6%
- Sexual Orientation: 4%
- Other: 3%
Please indicate your religious preference, if any:

- Agnostic: 12%
- Atheist: 6%
- Baptist: 0%
- Buddhist: 0%
- Catholic: 4%
- Presbyterian: 1%
- Church of Jesus Christ of Latter-Day Saints: 59%
- Evangelical Christian: 1%
- Hindu: 0%
- Jehovah's Witness: 0%
- Jewish: 1%
- Methodist: 1%
- Muslim: 9%
- Prefer not to say: 5%
- Other: 0%
How many years have you been practicing law?

- 0-3 years: 91% (2011), 9% (2020)
- 4-8 years: 2% (2011), 16% (2020)
- 9-15 years: 2% (2011), 22% (2020)
- 16-25 years: 1% (2011), 22% (2020)
- 26 years or more: 1% (2011), 31% (2020)
Please select the response that best describes your employment status.

- Working in legal work: 91% (2011), 90% (2020)
- Working, but not in legal work and wanting legal work: 2%, 1%
- Working, but not in legal work and not wanting legal work: 2%, 3%
- Retired: 1%, 4%
- Not working by choice: 1%, 1%
- Unemployed, looking for work: 1%

Utah State Bar
If you’re currently working as a lawyer, what best describes your current level of employment?

- Full-time lawyer: 80%
- Part-time lawyer due to lack of legal work by choice: 3%
- Part-time lawyer by choice: 11%
- Other: 6%
If you are working less than full time as a lawyer is it because of:

Please select all that apply.

- Lack of affordable, quality childcare: 4%
- Maintain work/life balance: 40%
- Other career interests: 30%
- Educational pursuits: 2%
- Other (please specify): 45%
What size / type is your office?

- Solo practitioner: 18% (2011), 18% (2020)
- 2-5 lawyers: 17% (2011), 18% (2020)
- 6-10 lawyers: 8% (2011), 9% (2020)
- 11-30 lawyers: 9% (2011), 8% (2020)
- 31-100 lawyers: 10% (2011), 9% (2020)
- 101 or more: 9% (2011), 6% (2020)
- In-House: 16% (2011), 15% (2020)
- Government: 3% (2011), 3% (2020)
- Judge or Judiciary: 4% (2011), 3% (2020)
- Other: 3% (2011), 3% (2020)
What position do you currently hold?
How often do you go to court?

- More than once a week: 20%
- Once a week: 10%
- Once a month: 17%
- Once a quarter: 14%
- Once a year: 6%
- Less than once a year: 10%
- Never: 23%
How much of your practice is civil or criminal legal work?

- Mostly criminal: 11%
- Split between civil and criminal: 8%
- Mostly civil: 64%
- Neither: 17%
What area of practice represents 50% or more of your practice in the last year?
In what Utah judicial district is your main office located?

<table>
<thead>
<tr>
<th>District</th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>First</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>Second</td>
<td>8%</td>
<td>8%</td>
</tr>
<tr>
<td>Third</td>
<td>60%</td>
<td>61%</td>
</tr>
<tr>
<td>Fourth</td>
<td>11%</td>
<td>12%</td>
</tr>
<tr>
<td>Fifth</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Sixth</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>Seventh</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Eighth</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Outside Utah</td>
<td>13%</td>
<td>10%</td>
</tr>
</tbody>
</table>
What was your 2019 personal law-related income?

[Bar chart showing income distribution for 2011 and 2019]
How do you expect your 2020 personal law-related income to compare to what it was in 2019?

- I expect to make MORE in 2020 than in 2019: 48% (2011) - 47% (2020)
- I expect to make the SAME in 2020 as in 2019: 38% (2011) - 37% (2020)
- I expect to make LESS in 2020 than in 2019: 11% (2011) - 12% (2020)
- Not applicable: 4% (2011) - 5% (2020)
How does your 2019 personal law-related income compare to the previous two years?

- I made MORE in 2019 than in the previous two years: 52% (2020) vs. 47% (2011)
- I made the SAME in 2019 as in the previous two years: 25% (2020) vs. 16% (2011)
- I made LESS in 2019 than in the previous two years: 24% (2020) vs. 17% (2011)
- Not applicable: 7% (2020) vs. 13% (2011)
How do you expect your 2020 personal law-related income to compare to what it will be in the next two years?

- I expect to make MORE in 2020 than in the next two years: 14%
- I expect to make the SAME in 2020 as in the next two years: 40%
- I expect to make LESS in 2020 than in the next two years: 40%
- Not applicable: 6%
How do you expect your 2020 personal law-related income to compare to what it will be in the next five years?

- 17% expect to make MORE in 2020 than in the next five years.
- 22% expect to make the SAME in 2020 as in the next five years.
- 54% expect to make LESS in 2020 than in the next five years.
- 7% find the question not applicable.
Does your office plan to hire recent law school graduates in the next year?

- Yes: 21% (2011), 24% (2020)
- No: 49% (2011), 45% (2020)
- Undecided: 11% (2011), 12% (2020)
- Do not know: 19% (2011), 20% (2020)
Economics
On average, more than half of survey respondents worked over 160 hours a month but less than 200 hours a month.

52% of survey respondents worked between 160 and 200 hours per month on average in the past year.
The percentage of lawyers who work from home has increased 58% from 2011 to 2020.

12% of survey respondents work from home 76-99% of the time in 2020 as compared to 5% in 2011.
What billing methods have you used this year (by percentage of your practice)?

Please select all that apply.

- Hourly billing rates: 43% (2011) 61% (2020)
- Flat fee: 20% (2011) 39% (2020)
- Contingent standard (percentage of recovery): 8% (2011) 19% (2020)
- Contingent alternative (i.e., blended non-standard based on results): 1% (2011) 6% (2020)
- Sliding Scale: 2% (2011) 4% (2020)
- Other (please specify): 29% (2011) 28% (2020)
What billing methods have you used this year?

Please select all that apply.
If you charge on an hourly basis, what is your current standard hourly rate?
How has your standard hourly billing rate changed over the past two years?

- Increased: 43%
- Stayed the same: 54%
- Decreased: 3%
What is the current starting annual salary for lawyers in your law firm or office?

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$50,000 - $59,999</td>
<td>12%</td>
<td>5%</td>
</tr>
<tr>
<td>$60,000 - $69,999</td>
<td>11%</td>
<td>8%</td>
</tr>
<tr>
<td>$70,000 - $79,999</td>
<td>10%</td>
<td>5%</td>
</tr>
<tr>
<td>$80,000 - $89,999</td>
<td>6%</td>
<td>4%</td>
</tr>
<tr>
<td>$90,000 - $99,999</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>$100,000 - $109,999</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>$110,000 - $119,999</td>
<td>7%</td>
<td>3%</td>
</tr>
<tr>
<td>$120,000+</td>
<td>31%</td>
<td>30%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>17%</td>
<td>17%</td>
</tr>
<tr>
<td>Do not know</td>
<td>9%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Utah State Bar
What was the starting annual salary for lawyers in your law firm or office in 2010?
On average, how many hours per month did you work in the past year (including and non-billable hours)?

- Less than 160 hours: 29%
- 161-200 hours: 52%
- 201-240 hours: 13%
- 241-320 hours: 4%
- More than 321 hours: 2%
Do you keep track of your hours worked (including billable and non-billable hours as well as non-billable time)?

- **Yes**
  - 2011: 70%
  - 2020: 52%

- **No**
  - 2011: 30%
  - 2020: 48%
Of your total average hours worked per month, what percentage of your time is spent working from home?

![Bar chart showing percentage of time spent working from home for 2011 and 2020.](chart)

- 0%: 12% (2011), 12% (2020)
- 1 - 10%: 45% (2011), 54% (2020)
- 11 - 25%: 17% (2011), 19% (2020)
- 26 - 50%: 3% (2011), 5% (2020)
- 51 - 75%: 3% (2011), 4% (2020)
- 76 - 99%: 5% (2011), 12% (2020)
- Not applicable: 4% (2011), 3% (2020)
Of your total average hours worked per month, how many hours were pro bono legal services?

- <10 hours: 56%
- 10-24 hours: 18%
- 25-39 hours: 3%
- 40-59 hours: 1%
- 60-79 hours: 0%
- 80+ hours: 1%
- Not applicable: 19%
Of your total average hours worked per month, how many hours were volunteer for charitable organizations, churches or other community services?

- <10 hours: 52%
- 10-24 hours: 17%
- 25-39 hours: 3%
- 40-59 hours: 2%
- 60-79 hours: 0%
- 80+ hours: 1%
- Not applicable: 24%
What are the biggest obstacles keeping you from doing more pro bono work? Please select all that apply.

- Cannot afford to do more pro bono work: 51% (2011), 37% (2020)
- Employer requirements or pressures to do billable work: 33% (2011), 19% (2020)
- Lack of experience or expertise required for pro bono cases: 29% (2011), 28% (2020)
- Employer resistance to pro bono work: 8% (2011), 6% (2020)
- Other (please specify): 19% (2011), 33% (2020)
In the last two years, have you made a donation to And Justice For All, or to another organization supporting legal representation to the underserved?
Other than for plaintiff personal injury work, have clients ASKED you in the past two years to handle a litigation matter on a fee arrangement other than straight hourly?
Other than for plaintiff personal injury work, have you OFFERED OR ACCEPTED litigation matters in the past two years on a fee arrangement other than straight hourly?
Identify the billing arrangements you have agreed to in the past two years.

Please select all that apply.

<table>
<thead>
<tr>
<th>Billing Arrangement</th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Straight contingency</td>
<td>43%</td>
<td>23%</td>
</tr>
<tr>
<td>Flat fee</td>
<td>71%</td>
<td>52%</td>
</tr>
<tr>
<td>Blended (or reduced) hourly / contingent fee</td>
<td>56%</td>
<td>24%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>9%</td>
<td>38%</td>
</tr>
</tbody>
</table>
If you are in private practice, do you have professional liability insurance?

- **Yes**: 50% (2011), 51% (2020)
- **No**: 14% (2011), 12% (2020)
- **Do not know**: 1% (2011), 1% (2020)
- **Not in private practice**: 35% (2011), 36% (2020)
What is the primary reason why you do not have professional liability insurance?

Please select all that apply.

- It is too expensive (2011: 61%, 2020: 50%)
- I'm willing to take the risk (2011: 12%, 2020: 23%)
- I don't want any active clients (2011: 12%, 2020: 15%)
- Other (please specify) (2011: 15%, 2020: 29%)
Job Satisfaction & Expectations
More than half of survey respondents say it’s very likely they will stay in the legal profession until retirement.

55% say it’s very likely while 27% say it’s likely.
Almost half of survey respondents believe lawyers are more likely to have work-related stress as compared to other highly educated or trained individuals who have responsibility for others’ safety, financial, medical, or legal welfare.

45% of survey respondents believe lawyers are more likely to have work-related stress as compared to other individuals who are responsible for others’ personal welfare, while 34% believe they are significantly more likely.
How has your income as a lawyer been when compared to your expectations upon beginning your career?

<table>
<thead>
<tr>
<th>Category</th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greatly exceeded my expectations</td>
<td>4%</td>
<td>5%</td>
</tr>
<tr>
<td>Exceeded my expectations</td>
<td>13%</td>
<td>14%</td>
</tr>
<tr>
<td>Met my expectations</td>
<td>40%</td>
<td>44%</td>
</tr>
<tr>
<td>Did not meet my expectations</td>
<td>32%</td>
<td>29%</td>
</tr>
<tr>
<td>Were vastly different from my expectations</td>
<td>12%</td>
<td>7%</td>
</tr>
</tbody>
</table>
How has your work/life balance as a lawyer been when compared to your expectations upon beginning your career?

- Greatly exceeded my expectations: 2% (2011), 3% (2020)
- Exceeded my expectations: 15% (2011), 13% (2020)
- Met my expectations: 48% (2011), 52% (2020)
- Did not meet my expectations: 29% (2011), 24% (2020)
- Were vastly different from my expectations: 7% (2011), 7% (2020)
How have the career opportunities as a lawyer been when compared to your expectations upon beginning your career?
How has helping others / Public Service as a lawyer been when compared to your expectations upon beginning your career?

- Greatly exceeded my expectations: 6% (2011), 7% (2020)
- Exceeded my expectations: 19% (2011), 19% (2020)
- Met my expectations: 54% (2011), 52% (2020)
- Did not meet my expectations: 17% (2011), 18% (2020)
- Were vastly different from my expectations: 4% (2011), 3% (2020)
How has the opportunities for learning as a lawyer been when compared to your expectations upon beginning your career?

- Greatly exceeded my expectations: 6% (2011), 9% (2020)
- Exceeded my expectations: 28% (2011), 28% (2020)
- Met my expectations: 54% (2011), 49% (2020)
- Did not meet my expectations: 10% (2011), 11% (2020)
- Were vastly different from my expectations: 3% (2011), 1% (2020)
How have your professional relationships as a lawyer been when compared to your expectations upon beginning your career?

- Greatly exceeded my expectations: 2011 - 4%, 2020 - 7%
- Exceeded my expectations: 2011 - 22%, 2020 - 25%
- Met my expectations: 2011 - 49%, 2020 - 47%
- Did not meet my expectations: 2011 - 19%, 2020 - 15%
- Were vastly different from my expectations: 2011 - 5%, 2020 - 4%
How have your professional relationships as a lawyer been when compared to your expectations upon beginning your career?

- Greatly exceeded my expectations: 7%
- Exceeded my expectations: 25%
- Met my expectations: 46%
- Did not meet my expectations: 17%
- Were vastly different from my expectations: 3%
During the next five years are you planning on any of the following? Please select all that apply.

- Planning or contemplating retirement: 22%
- Planning to leave the profession, but not retire: 10%
- Planning to leave a law firm and go in-house/government/judicial: 7%
- Planning to reduce your practice: 13%
- Planning to increase your practice: 18%
- None of the above: 43%
- Other (please specify): 4%
Have you left or considered leaving a law firm in the past five years?

- Yes: 42%
- No: 38%
- Not applicable: 20%
If you have considered a different type of practice, was it due to:

Please select all that apply.

- Lack of affordable, quality childcare: 6%
- Maintain work/life balance: 59%
- Other career interests: 48%
- Challenge of billable hour requirements: 30%
- Difficulty of acquiring and/or maintaining clients: 29%
- Lack of flexible schedule / part-time options: 18%
- Offered more money: 31%
How likely is it that you will stay in the legal profession until your retirement?

<table>
<thead>
<tr>
<th>Category</th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Likely</td>
<td>45%</td>
<td>55%</td>
</tr>
<tr>
<td>Likely</td>
<td>36%</td>
<td>27%</td>
</tr>
<tr>
<td>Not Likely nor Unlikely</td>
<td>10%</td>
<td>12%</td>
</tr>
<tr>
<td>Unlikely</td>
<td>6%</td>
<td>4%</td>
</tr>
<tr>
<td>Very Unlikely</td>
<td>3%</td>
<td>3%</td>
</tr>
</tbody>
</table>
At what age do you plan to retire?

- 65-69: 35% (2011) vs. 35% (2020)
- 70-75: 16% (2011) vs. 21% (2020)
- 75+: 12% (2011) vs. 12% (2020)
In what role would you choose to end your career?

- Practicing lawyers: 41% (2011), 35% (2020)
- Teaching: 11% (2011), 10% (2020)
- Judge: 18% (2011), 14% (2020)
- Pro bono, non-profit or other public service: 7% (2011), 8% (2020)
- Corporate / executive position: 16% (2011), 12% (2020)
- Other: 7% (2011), 6% (2020)
- Do not know: 15% (2011)
As compared to other highly educated or trained individuals who have responsibility for others’ safety, financial, medical, or legal welfare, do you believe lawyers are more or less likely to have work-related stress?
In the past two years have you sought out services for work-related stress?

- Yes: 19%
- No: 79%
- Prefer not to disclose: 2%
What type of services have you tried?
Please select all that apply.

- Psychiatrist: 20%
- Psychologist: 29%
- Individual Counseling: 64%
- Family Counseling: 17%
- Meditation: 43%
- Wellness or other incentive through employee health plan: 48%
- Joined a gym: 69%
- Vacation or took time off work: 4%
- Prefer not to disclose: 12%
- Other (please specify):
Utah State Bar
More than half of survey respondents read the Utah Bar Journal monthly.

52% of survey respondents read the Utah Bar Journal each month.
96% of survey respondents receive the printed version of the Utah Bar Journal.

Only 4% receive the Utah Bar Journal digitally.
Which of the following best describes how often you have visited the Bar’s website (UtahBar.org) in the last year?

- A few times per week
- Weekly
- A few times per month
- Monthly
- A few times per year
- Once per year
- Never

**2011**
- A few times per week: 7%
- Weekly: 10%
- A few times per month: 25%
- Monthly: 18%
- A few times per year: 34%
- Once per year: 4%
- Never: 3%

**2020**
- A few times per week: 5%
- Weekly: 6%
- A few times per month: 22%
- Monthly: 14%
- A few times per year: 44%
- Once per year: 7%
- Never: 2%
What are the primary reasons you visit the Bar’s website (UtahBar.org)?

Please select all that apply.

- 66% Find contact information for another lawyer
- 60% Search for or register for Continuing Legal Education
- 56% Use the Fastcase legal research tools
- 70% Find Bar news and announcements
- 24% Obtain information regarding Bar sections and committees
- 19% Search for rules or Bar regulatory procedures
- 19% Research or review Ethics Opinions

Comparison:

<table>
<thead>
<tr>
<th>Reason</th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Find contact information for another lawyer</td>
<td>66%</td>
<td>59%</td>
</tr>
<tr>
<td>Search for or register for Continuing Legal Education</td>
<td>60%</td>
<td>56%</td>
</tr>
<tr>
<td>Use the Fastcase legal research tools</td>
<td>56%</td>
<td>70%</td>
</tr>
<tr>
<td>Find Bar news and announcements</td>
<td>24%</td>
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</tr>
<tr>
<td>Obtain information regarding Bar sections and committees</td>
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<td>13%</td>
</tr>
<tr>
<td>Search for rules or Bar regulatory procedures</td>
<td>19%</td>
<td>13%</td>
</tr>
<tr>
<td>Research or review Ethics Opinions</td>
<td>19%</td>
<td>12%</td>
</tr>
</tbody>
</table>

Utah State Bar
What improvements or services would you like to see added to the Bar’s website?

Please select all that apply.

- Improve ease of navigate/Better organization
- Great the way it is - None
- Better information sharing and resources (case outcomes, job postings, blog)
- More tutorials/Research tools
- Improve search function
- Other (please specify)

2011: 38% Improve ease of navigate/Better organization, 26% Better information sharing and resources, 16% Other (please specify)

2020: 39% Improve ease of navigate/Better organization, 32% Better information sharing and resources, 24% Other (please specify)
Which of the following best describes how often you read at least a portion of the Utah Bar Journal?

- A few times per week: 0% (2011), 1% (2020)
- Weekly: 1% (2011), 1% (2020)
- A few times per month: 11% (2011), 8% (2020)
- Monthly: 63% (2011), 52% (2020)
- A few times per year: 18% (2011), 28% (2020)
- Once per year: 2% (2011), 4% (2020)
- Never: 4% (2011), 7% (2020)
What sections of the Utah Bar Journal do you read most often?
Please select all that apply.

- Substantive articles: 75% 2011, 70% 2020
- Bar Discipline section: 66% 2011, 72% 2020
- Views from the Bench: 36% 2011, 35% 2020
- State Bar News: 31% 2011, 27% 2020
- Focus on Ethics and Civility: 25% 2011, 23% 2020
- Bar President’s Message: 24% 2011, 23% 2020
- Classified Ads: 22% 2011, 14% 2020
- Letters to the Editor: 19% 2011, 12% 2020
- None: 3% 2011, 3% 2020
- Other (please specify): 3% 2011, 3% 2020
What sections of the Bar Journal do you find most useful?
Please select all that apply.

- Substantive articles: 73% (2011), 70% (2020)
- Bar Discipline section: 32% (2011), 41% (2020)
- Views from the Bench: 25% (2011), 28% (2020)
- State Bar News: 18% (2011), 16% (2020)
- Focus on Ethics and Civility: 16% (2011), 17% (2020)
- Classified Ads: 7% (2011), 6% (2020)
- Bar President's Message: 7% (2011), 8% (2020)
- Letters to the Editor: 4% (2011), 4% (2020)
- None: 1% (2011), 8% (2020)
- Other (please specify): 7% (2011), 2% (2020)
How do you most often read the Utah Bar Journal?

- Printed edition: 96% (2011), 96% (2020)
- Electronic edition: 4% (2011), 4% (2020)
How would you prefer to receive the Utah Bar Journal?

- **Printed edition**: 57% (2011), 64% (2020)
- **Electronic edition**: 22% (2011), 21% (2020)
- **Both**: 19% (2011), 13% (2020)
- **I do not want to receive the Utah Bar Journal**: 2% (2011), 2% (2020)
Is there anything you would like to see added or changed with respect to the Utah Bar Journal?

Please select all that apply.

<table>
<thead>
<tr>
<th>Option</th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electronic only/Infrequent Print to reduce Bar dues</td>
<td>13%</td>
<td>11%</td>
</tr>
<tr>
<td>Increase quality of articles and broader content</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>More current case outcomes-issues-renews and Lit Review</td>
<td>9%</td>
<td>8%</td>
</tr>
<tr>
<td>Nothing – Good the way it is</td>
<td>23%</td>
<td>22%</td>
</tr>
<tr>
<td>Make it available for Smart Technologies</td>
<td>9%</td>
<td>7%</td>
</tr>
<tr>
<td>Better features/design</td>
<td>1%</td>
<td>3%</td>
</tr>
<tr>
<td>Engage more experienced lawyer to submit articles</td>
<td>14%</td>
<td>3%</td>
</tr>
<tr>
<td>Tips/Advice Section</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>15%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Utah State Bar
Please rate your satisfaction with the Bar’s communications to its members concerning Bar Activities.

<table>
<thead>
<tr>
<th>Satisfaction Level</th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Satisfied</td>
<td>20%</td>
<td>12%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>50%</td>
<td>44%</td>
</tr>
<tr>
<td>Neutral</td>
<td>23%</td>
<td>37%</td>
</tr>
<tr>
<td>Unsatisfied</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>Very Unsatisfied</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Unaware of Any Communications</td>
<td>1%</td>
<td>2%</td>
</tr>
</tbody>
</table>
Please rate your satisfaction with the Bar’s communications to its members concerning continuing legal education.

![Bar's communications satisfaction chart]

- **Very Satisfied**: 26% (2011), 14% (2020)
- **Satisfied**: 51% (2011), 50% (2020)
- **Neutral**: 14% (2011), 14% (2020)
- **Unsatisfied**: 5% (2011), 7% (2020)
- **Very Unsatisfied**: 3% (2011), 2% (2020)
- **Unaware of Any Communications**: 0% (2011), 0% (2020)
Which of the following Utah State Bar events do you attend when you are able?

Please select all that apply.

- Fall Forum (November at the Little America Hotel – Salt Lake City) 22% 18%
- Summer Convention (July in Park City/Sun Valley/California) 15% 17%
- Spring Convention (March in St. George) 15% 16%
- None of the above 62% 63%
If you do not attend the Summer Convention in July, Fall Forum in November, or Spring Convention in March, please select the reasons:

Please select all that apply.

<table>
<thead>
<tr>
<th>Reason</th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>The event is too expensive</td>
<td>41%</td>
<td>33%</td>
</tr>
<tr>
<td>Program not relevant to my practice</td>
<td>39%</td>
<td>33%</td>
</tr>
<tr>
<td>No time to attend an all/multi-day event</td>
<td>31%</td>
<td>31%</td>
</tr>
<tr>
<td>Inconvenient locations</td>
<td>27%</td>
<td>17%</td>
</tr>
<tr>
<td>Currently work outside Utah</td>
<td>8%</td>
<td>8%</td>
</tr>
<tr>
<td>I obtain CLE elsewhere</td>
<td>54%</td>
<td></td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>15%</td>
<td>8%</td>
</tr>
</tbody>
</table>
Which of the following would increase the likelihood that you will attend one or more of the above-mentioned major Utah Bar events in the next year?

Please select all that apply.
Share any suggestions for changes or improvements to the Summer Convention, Spring Convention or Fall Forum?

Please select all that apply.
Which of the following best describes how often you have visited and/or used the Utah Law and Justice Center in the last year?
What are the primary reasons you have visited or used the Utah Law and Justice Center in the past year?

Please select all that apply.
What are the primary reasons you have not visited or used the Utah Law and Justice Center in the past year?

Please select all that apply.

- Have not had any meetings to attend there: 60% in 2011, 49% in 2020
- I do not work in the state of Utah: 23% in 2011, 16% in 2020
- All services are provided on-line or via other options: 17% in 2011, 12% in 2020
- Location too remote from me: 16% in 2011, 19% in 2020
- Continuing Legal education offerings did not meet my needs: 14% in 2011, 17% in 2020
- Other (please specify): 9% in 2011, 6% in 2020
Diversity and Inclusion
Almost half of survey respondents say their firm/office implements a diversity/inclusion policy.

43% of survey respondents have a diversity/inclusion policy in their firm/office while 36% of respondents said they do not have a diversity/inclusion policy and 21% say they don’t know if their firm/office has a diversity/inclusion policy.
Almost half of survey respondents have attended a CLE or other event about diversity/inclusion in the last two years.

42% of respondents have attended a CLE or other event about diversity/inclusion in the last two years.
When you hear diversity/inclusion, what does it mean to you?

Please select all that apply.

- General demographic diversity (age, race, gender)
- Other types of diversity (sexual orientation, social, religious, disabled, etc.)
- Diverse workplace (Fair hiring, compensation, etc.)
- Respect for differences, tolerance, fair representation
- Forcing quotas, preferential treatment, reverse discrimination
- Political correctness
- Thought diversity
- Affirmative action
- Not Sure
- Other (please specify)
Do you have clients who emphasize diversity/inclusion within their own office?

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>25%</td>
<td>35%</td>
</tr>
<tr>
<td>No</td>
<td>75%</td>
<td>26%</td>
</tr>
<tr>
<td>Do not know</td>
<td>39%</td>
<td></td>
</tr>
</tbody>
</table>
Do you have clients who request that you establish and/or follow a diversity/inclusion policy?

- Yes: 19%
- No: 58%
- Do not know: 23%
Do you have a diversity/inclusion policy in your firm/office?

- Yes: 42% (2011) vs. 43% (2020)
- No: 58% (2020)
- Do not know: 21%
In the past two years have you attended a CLE or other event about diversity/inclusion? 

- Yes: 42%
- No: 48%
- Not Sure: 10%
- Other (please specify): 1%
How important to you is diversity/inclusion in the legal profession?
Courts, Professionalism and Civility, and Access to Justice
The percentage of survey respondents who believe the public views lawyers positively has increased 24% from 2011 to 2020.

The percentage of survey respondents who believe the public views lawyers negatively has decreased by 20% from 2011 to 2020.
The majority of survey respondents are not aware of the *Narrowing the Access-to-Justice Gap by Reimagining Regulation* report.

72% of respondents have are not aware of the *Narrowing the Access-to-Justice Gap by Reimagining Regulation* report. Of the 28% of respondents who are aware of the report, 44% have read it.
Is your practice primarily in criminal litigation or civil litigation?

- Criminal litigation: 13%
- Civil litigation: 50%
- Neither: 36%
With respect to the Utah State Courts, please rate your satisfaction with the ability to get a timely setting for hearings.

- Very Satisfied: 10%
- Satisfied: 39%
- Neutral: 21%
- Unsatisfied: 14%
- Very Unsatisfied: 4%
- Not applicable: 13%

Utah State Bar
With respect to the Utah State Courts, please rate your satisfaction with the ability to get a timely setting for trials.
With respect to the Utah State Courts, please rate your satisfaction with the ability to get timely decisions from the Court following a hearing or trial.
With respect to the Utah State Courts, please rate your satisfaction with the ability to reach clerks or court staff to make an inquiry.

<table>
<thead>
<tr>
<th>Category</th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Satisfied</td>
<td>16%</td>
<td>19%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>19%</td>
<td>37%</td>
</tr>
<tr>
<td>Neutral</td>
<td>12%</td>
<td>17%</td>
</tr>
<tr>
<td>Unsatisfied</td>
<td>9%</td>
<td>12%</td>
</tr>
<tr>
<td>Very Unsatisfied</td>
<td>4%</td>
<td>5%</td>
</tr>
<tr>
<td>Not applicable</td>
<td>33%</td>
<td>11%</td>
</tr>
</tbody>
</table>
With respect to the Utah State Courts, please rate your satisfaction with the responsiveness of courts or staff to inquiries.
Please rate your satisfaction with the efforts of the Utah State Bar and Judiciary inside the courtroom to improve professionalism and civility among lawyers:

- Very Satisfied: 12% (2011), 10% (2020)
- Satisfied: 39% (2011), 41% (2020)
- Neutral: 30% (2011), 26% (2020)
- Unsatisfied: 8% (2011), 10% (2020)
- Very Unsatisfied: 4% (2011), 3% (2020)
- Do not know: 7% (2011), 11% (2020)
In your opinion, how has the level of professionalism and civility among lawyers changed over the last five years?

- **Increased**
  - 2011: 9%
  - 2020: 10%

- **Stayed the same**
  - 2011: 46%
  - 2020: 68%

- **Decreased**
  - 2011: 23%
  - 2020: 24%

- **Do not know**
  - 2011: 20%
  - 2020: 20%
How would you rate Utah lawyers as a group on the following attributes (honest):

<table>
<thead>
<tr>
<th>Frequency</th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost always</td>
<td>23%</td>
<td>16%</td>
</tr>
<tr>
<td>Usually</td>
<td>56%</td>
<td>62%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>11%</td>
<td>12%</td>
</tr>
<tr>
<td>Occasionally</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>Rarely</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>No opinion</td>
<td>7%</td>
<td>6%</td>
</tr>
</tbody>
</table>
How would you rate Utah lawyers as a group on the following attributes (ethical):

- Almost always: 15% (2011), 23% (2020)
- Usually: 58% (2011), 62% (2020)
- Sometimes: 10% (2011), 13% (2020)
- Occasionally: 3% (2011), 3% (2020)
- Rarely: 0% (2011), 1% (2020)
- No opinion: 6% (2011), 6% (2020)
How would you rate Utah lawyers as a group on the following attributes (courteous):

- Almost always: 23% (2011), 15% (2020)
- Usually: 58% (2011), 62% (2020)
- Sometimes: 10% (2011), 13% (2020)
- Occasionally: 3% (2011), 3% (2020)
- Rarely: 0% (2011), 1% (2020)
- No opinion: 6% (2011), 6% (2020)
In your opinion, how does the public view Utah lawyers?

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Positively</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>Positively</td>
<td>16%</td>
<td>21%</td>
</tr>
<tr>
<td>Neutrally</td>
<td>28%</td>
<td>31%</td>
</tr>
<tr>
<td>Negatively</td>
<td>44%</td>
<td>35%</td>
</tr>
<tr>
<td>Very Negatively</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>I don't know</td>
<td>8%</td>
<td>9%</td>
</tr>
</tbody>
</table>
The Utah Work Group on Regulatory Reform has recently released a report called Narrowing the Access-to-Justice Gap by Reimagining Regulation.

Are you aware of this report?
Have you read the Narrowing the Access-to-Justice Gap by Reimagining Regulation report?
Advertising
In 2011 the most common way to advertise services was in the Martindale-Hubbell Directory. In 2020, the most common way to advertise is through digital online advertising.

The majority of survey respondents said their firm/office advertised its legal services in the Martindale-Hubbell Directory in 2011. In 2020, online digital advertising is the most common way offices/firms advertise.
One-third of survey respondents say they allocated 0% of their office’s budget for advertising in 2020.

34% of survey respondents say 0% of their office’s budget is spent on any advertising.
How does your office advertise its legal services?
Please select all that apply.
Does your office maintain a firm or office presence (other than as individual lawyers) on the following web-based media?
What percentage of your office’s budget is spent on advertising?

- 34% spent 0%
- 21% spent 1-5%
- 6% spent 6-10%
- 5% spent 11-20%
- 2% spent More than 20%
- 2% Do not know

- 34% spent 0%
- 19% spent 1-5%
- 5% spent 6-10%
- 2% spent 11-20%
- 1% Do not know
In your opinion, how important is it that advertising of Utah lawyers is regulated in order to ensure compliance that such advertising complies with the requirements of Professional responsibility or is not misleading to the public?