

WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Committee

Small Town and Rural Committee Meeting I Virtual Only

Wednesday, November 8, 2023, | 12:10 p.m. – 1:10 p.m.

Via [Zoom](#) | Meeting ID: **819 5842 8763** | Passcode: **859993** | Call-in: **888-788-0099**

AGENDA

1. Introductions, October Meeting Recap, and Approval of October Meeting Minutes (Gov. Kari Petrusek)
2. WSBA Updates (Gov. Petrusek and Julianne Unite)
3. Career Center Updates (Julianne Unite)
4. Subcommittee Report Updates, if any (Subcommittee chairs Laurie Powers, Gov. Petrusek, Betsy Penoyar)
5. Project Team Updates
 - a. Summit Project Team (Laurie Powers)
6. Rural Practice Unit (Kathryn Burke, Kari Petrusek)
7. Phased Approaches
8. Proposed Meeting Schedule for FY24 (Kari Petrusek)
9. Announcements
10. Next Steps/Conclusion
11. Next Meeting: TBD
12. Adjournment

WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Committee Charter

Effective: July 16, 2021
as approved by the
WSBA Board of
Governors

Purpose

The WSBA Small Town and Rural (STAR) Committee is committed to strengthen and support the practice of law in the rural communities throughout Washington state. Members of the STAR Committee will work to ensure that the practice of law in rural communities is present, growing, and thriving.

Practitioners in rural communities are few and far between. Additionally, many of these practitioners are nearing retirement without a clear plan of succession for their clients, leaving a void of access to legal representation and counsel. The STAR Committee will guide policy & program development, serves as ambassadors between the WSBA and these communities, explore and advocate for creative and innovative solutions, and regularly assess the legal landscape in rural communities to determine if WSBA policy, advocacy and program development require further resource for sustainability and improvements.

The STAR Committee aligns with the authorized activities outlined in General Rule 12. More specifically, GR 12.1 (a) articulates the Washington Supreme Court’s regulatory objective to provide, in part, “meaningful access to justice. . .” while GR 12.1(d) strives for “affordable and accessible legal services.” In addition, the STAR Committee aligns with the authorized activities outlined in GR 12.2, in particular by providing “services to members and the public,” and “fostering collegiality among its members and goodwill between the legal profession and the public.”

Further, the STAR Committee furthers the WSBA mission to serve the public and the members of the Bar by providing focused attention on the unique needs of residents and members in rural areas both by improving access to legal practitioners in rural communities and outreach and development of a pipeline of younger rural residents to pursue a legal career and serve their communities.

Definition of “Rural”

For the purpose of the STAR Committee and reflective of Washington’s unique geographic and socio-geographic landscape, the definition of “rural” is as follows:

Based on the definitions produced by the U.S. Department of Agriculture Economic Research Service (ERS) and an overview of Washington county population, we focused on counties with populations of less than 50,000 and more than 2,500. These areas are considered ‘urban non-metro areas not part of larger labor markets’ by ERS. As part of the working definition, and for ease, we have termed these counties as ‘rural.’ Based upon WA county population data, we’ve pursued a hypothesis that counties with 30,000 or more as rural, but likely more

adjacent to a labor market and perhaps have a varying set of circumstances that may differ from counties that are less than 30,000.

Composition

Members of the STAR Committee should have demonstrated experience and/or interest in a thriving legal practice in Washington's rural communities. The STAR Committee will consist of 13 members and are outlined as:

- Chair (voting member)
- 2 Current or Former WSBA Board of Governors Members (voting members)
- 1 Active WSBA Member At Large (voting member)
- 4 Active WSBA Members from rural communities - see above for definition of "rural" (voting members)
- 1 Active WSBA Young Lawyer Member, as defined in WSBA Bylaws (voting member)
- 3 Law School Representatives (voting members, must be currently employed with a WA Law School which is not currently represented on the Committee.)
- 1 Active WSBA Lawyer Member currently employed with a Qualified Legal Service Provider (QLSP)(voting member).

WSBA Staff Liaison: Member Services and Engagement Manager or staff member in the Advancement Department, non-voting

Board of Governor Liaison: as assigned annually, non-voting.

Terms

- Chair: two-year term
- Members: three-year term

Initial Committee Terms

The first appointments to the STAR Committee should effectuate a staggered rotation of STAR Committee members. Therefore, the following terms are in place for the first appointment cycle only. All subsequent terms should adhere to the term limits stated above. STAR Committee member serving an initial term less than three years, should be considered an incomplete term. Therefore, the member is eligible to serve two subsequent complete three-year terms in WSBA Bylaws.

- 2 Active WSBA Members
1 member with two-year term, 1 member with three-year term.
- 4 Active WSBA Members from rural communities (see above for definition)
1 member with one-year term, 1 member with two years term, 2 members with three-years term.
- 3 Law School Representatives (voting, must be currently employed with a WA Law School)
- *1 member with one-year term, 1 member with two-years term, 1 member with three-years term.*

The following positions will begin as a standard term as set forth in this charter.

- Chair
- 1 Active WSBA Young Lawyer Member

- 1 Active WSBA Lawyer Member currently employed with a Qualified Legal Service Provider (QLSP).

Scope of Work

The scope of the STAR Committee’s work will focus on what the WSBA is uniquely positioned to do in supporting a sustaining and thriving environment for the practice of law in Washington’s rural communities. The STAR Committee will work with all relevant and interested stakeholders to collaborate where needed. The provision of direct legal services and civil legal aid to the public is outside the scope of the STAR Committee.

Measures of Success

- Increased awareness of the issues and possible solutions to address any gap in practicing members in rural communities.
- A sustainable pipeline of legal practitioners in rural communities.
- Increased numbers of legal practitioners in rural communities.
- The establishment of funding for programs and initiatives for the practice of law in rural communities.

STAR Committee Roles

1. Community Education and Outreach

Coordinated efforts to educate members and potential members about the unique needs, opportunities and benefits of a rural practice. This can include, but should not be limited to, comprehensive information on WSBA’s website, features in WSBA publications, presentations at high schools, law schools and community colleges. Meetings and events, such as a summit or symposium, to highlight the issue, convene interested stakeholders to share their concerns and strategize on possible solutions.

2. Pipeline and Placement Program(s)

Develop WSBA programming, or WSBA supported/partnered programming designed to build a pipeline of practitioners in rural areas as well as an incentive program to encourage members to explore a rural practice on a time-limited or multi-year timeframe. This role should explore a possible collaboration or strategic overlap with WSBA existing and future mentorship program(s). In particular, this role will require extensive strategic planning and identification of external stakeholder support and additional funding sources. Coordinate with law schools and other stakeholders regarding economic incentives to practice in rural areas.

3. Job Opportunities and Clearinghouse

Utilize existing and future WSBA resources to support and highlight job opportunities in rural communities. This role should include making it easier, and perhaps more cost-effective, to add job postings to WSBA’s service. Develop a clearing house to assist retiring members with succession planning and the buying/selling of a practice.

Committee Evaluation

The STAR Committee should conduct an assessment within five years from the date of Board of Governors' approval by 1) conducting a survey of rural practitioners to provide stakeholder feedback regarding the impact of this Committee to effectuate change in these areas, 2) assessing the scope of work to reflect impact and progress in this area and align with trends in the greater legal community, and 3) earnestly examining if the Committee is necessary to continue the scope of work.

WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Committee

Small Town and Rural Committee Meeting Minutes

Wednesday, October 18, 2023 | 12:17 p.m. – 1:15 p.m.

Virtual meeting via Zoom

Committee Members Present: Allison Foreman, Ashley Cummins, Elizabeth Penoyar, Erin Lloyd, Jesse Lamp, Governor Kari Petrasek, Kathryn (Katie) Burke, Laurie Powers, Merf Ehman, Rusty McGuire, Zachary Bryant

Committee Members Absent: Erin Fullner, Governor Hunter Abell, Sarah Cuellar, Sunitha Anjilvel

WSBA Staff Present: Julianne Unite – Member Services and Engagement Manager, Chelle Gegax – Member Services and Engagement Administrative Assistant, WSBA Advancement Director – Kevin Plachy

WSBA Board of Governors Liaisons: Matthew Dresden

Public Attendees Present: Kimberly Bellamy-Thompson, Dean Tony Varona, Francis Adwale

Introductions, July Meeting Recap, and Approval of September Meeting Minutes (Gov. Kari Petrasek)

Governor Kari Petrasek called the meeting to order at 12:17 p.m. Kari invited first time attendees to provide a brief introduction. Ashley Cummins introduced herself as the Associate Director, Access to Justice Institute and Center for Professional Development at Seattle University Law. Ashley has worked in rural practice previously and feels very aware of issues at hand. Ashley is the new Seattle University Representative for the Small Town and Rural (STAR) Committee. Matthew Dresden introduced himself as a WSBA Board of Governors member and the new BOG Liaison for the STAR Committee for FY24. Francis Adewale introduced himself as the Fifth District BOG member and feels that it is important to attend as his district is in the middle of this very issue. Kimberly Bellamy-Thompson is attending from Heritage University to hear from Dean Varona. Margeaux Green introduced herself as the Practice Management Advisor at the WSBA. She wants to attend more STAR meetings to learn about the work the STAR Committee is doing and to provide aid, if possible, through the PMA program at the WSBA. Jesse Lamp introduced himself from the Ferry County Prosecutors office and is joining the committee as a rural member. On motion by Committee Member Rusty McGuire, seconded by Committee Member Kathryn (Katie) Burke, by unanimous vote (11-0-0) the committee approved the September meeting minutes.

Seattle University's Hybrid Hubs (Ashley Cummins, Seattle University School of Law Dean Anthony Verona)

Seattle University Dean Tony Varona provided background on his position as Dean at Seattle University. He feels that the work done in rural areas is very important and serves some of the most vulnerable people in our communities. Dean Varona posed the question "If I am going to practice law in a hybrid format, why can't we be educated in a hybrid format as well"? In this most recent admissions cycle, the Flex-Juris Doctorate (JD) program exceeded application expectations by 20%. The Flex-JD program is on par with the in-person 3-year program. Stakeholders have been commenting that there needs to be a new law school in Central Washington to address the legal desert issue and assist in making law school

accessible to rural areas. Financially, it would not work to build a brick-and-mortar law school in Central Washington due to costs, faculty, etc. Dean Varona is in the process of hiring adjunct professors to teach from hybrid hubs, through the flex program, in person but also can be virtual for any Seattle U law students who would like to take the course. Yakima Valley, Anchorage, and South Sound students will all have access to the in-person programs. This would also include establishing partnerships with local institutions for library access for students, and will be offering alumni chapters, externships, employer networks, and more opportunities in the hybrid hub locations. The aim is to employ active hybrid students in those areas, with the hope that they are then hired into the legal community and stay to serve the areas they are studying in. Dean Varona has met with each president of the five partner institutions and is nearly finished finalizing a template memorandum of understanding (MOU). Once complete and approved by university general counsel, it will be available to all partner institutions. The MOU will reflect the conversations with university leaderships and they will be the inaugural hybrid partners. Dean Varona would like to grow the program in an intelligent and strategic manner that doesn't compromise the integrity of the program or staff involvement. Committee member Merf Ehman commented via chat – "any thoughts or plans for a clinical aspect to the hubs?" Dean Varona responded that they will have clinical opportunities for hybrid hub students in the flex JD program, with partner institutions at the hub. Katie asked "how long has this been in the works? This was a topic of conversation at the May meeting in Yakima WA for STAR Committee". Kari responded that she was unaware of this program until recently. Dean Varona commented that this program started in July of 2022, and in the Fall of 2022 was when he started discussing a potential for launching this concept. Dean Varona offered his availability for questions, concerns, more details to the committee members and those in attendance.

Commented [MG1]: Would you like there to be a recap/discussion of this as an agenda item for November?

Commented [KP2R1]: No

WSBA Updates (Gov. Petrusek and Julianne Unite)

Kari advised there has not been a BOG meeting since most recent STAR meeting. There will be a BOG retreat in late October and a BOG meeting will be held November 2-3, 2023. Kari welcomed members to attend in person and will provide an update at the next meeting.

WSBA Member Services and Engagement Manager, Julianne Unite, deferred comments to the November meeting.

Career Center Updates (Julianne Unite)

Julianne referred to meeting materials on pages 9 and 10 and advised that there will be more detail provided during the November meeting. Julianne asked that committee members review materials prior to that meeting. The current [career center discount](#) is set to expire in November. Julianne requested that members be prepared to discuss whether this discount should continue. STAR Committee Member, Zach Bryan, asked if anyone was hired from the postings. Julianne commented that we do not know at this time but, the committee will want to discuss this topic in November, focusing on how to follow up with those who posted and discuss their results and experiences.

Subcommittee Report Updates, if any (Subcommittee chairs Laurie Powers, Gov. Petrusek, Betsy Penoyar)

Kari – no updates currently.

STAR Committee Member, Elizabeth (Betsy) Penoyar – no updates currently.

Laurie – will be holding a rural practice info session on November 15, 2023. Junior Cuevas will facilitate again. Laurie is seeking committee members to sit on the panel and looking for representation from different practice areas. The hope is that representatives from rural practice areas will break into practice area groups/rooms for informal chats. Laurie is actively recruiting for people to sit on the panel and/or the breakout rooms. Laurie also commented that we discussed having rural practice day submitted to the governor again this year, and Merf will complete that.

Project Team Updates

Summit Project Team (Laurie Powers)

There will be a Summit held on Friday, June 7th, 2023, at Gonzaga Law School. Laurie asked if there will be a fee associated with the Summit? WSBA Advancement Department Director, Kevin Plachy, commented that a subgroup discussed a small fee as an incentive for those to show up rather than a free program. Free programs tend to have a 20-25% drop off. Kevin advised that WSBA could host the registration page on the CLE store and collect payments. Laurie asked for a proposed amount to take back to Gonzaga. Kari suggested \$10. Merf suggested \$35-50 based on CLE credit and length of program. Laurie suggested a lesser amount for law students and asked if there would be scholarships available. Kevin commented that law students are typically able to attend CLE programs at WSBA for no cost, and that section members are familiar with the \$35 price point and might respond well to that. Laurie asked if there was an estimated participation rate for the Summit? Kevin proposed 100 attendees. Kari commented that there would be well known and prominent speakers for this event that might attract a higher attendance rate. Merf commented that it would be beneficial to have ethics CLE credit in the event.

Laurie advised that the subcommittee team is only a committee of three and asked for additional support from members. Ashley Cummins and Erin Lloyd both volunteered to join.

Financial Project Team (Michelle Lucas, Sophia Byrd McSherry)

Kari advised that materials can be found on Page 11. PSLF has been extended by changing the definition of employee to be more inclusive. WA State Office of Public Defense has asked for a full-time employee to help assist moving forward in recruiting in employment for legal organizations.

Rural Practice Unit (Kathryn Burke, Kari Petrasek)

Katie commented on the proposal for the rural practice unit discussed at the May 2023 meeting in Yakima, WA. Katie asked for some clarification on whether this would be an actual committee or if it was more exploratory. She asked for feedback from the committee on whether this was something the committee wanted to put more effort into. Katie has been exploring questions around whether or not this would be WSBA funded, or would the committee need to seek alternate funding sources; are there grants available for this type of project; where the committee would look to deploy a mobile unit; and what might be needed logistically to make this happen. Would the mobile unit look something a certain county/jurisdiction on this day/time/etc.? Kevin commented on whether it would be a WSBA program or housed elsewhere. Kevin also commented that there was previously a program within WSBA called “day of service” where staff from WSBA CLE and the Public Service Program would develop one day of public service aimed at veterans, including a CLE in the morning, and a volunteer clinic in the afternoon. There

was not a bus or van that traveled, but rather coordinated clinics in rural communities in local spaces. Kevin suggested to narrow down the target audience of those who need support, which would then narrow the target audience for volunteers. Katie commented that it seemed more manageable to determine a target number of jurisdictions or areas to serve, and then commit to organizing a day of service in those areas. Kari asked if Katie would be able to reach out to 2-3 counties to gauge their interest in a day of service. Katie commented that she feels Ferry County would be of interest. Kathryn asked for members to reach out to her with suggestions of counties that could benefit.

Julianne commented that the committee should review the phased approaches that were created at the launch of the STAR committee and revise if needed. The phased approaches will be included in the November materials, and all others moving forward for ease of access for committee members.

Commented [MG3]: Should this topic be an agenda item?

Commented [KP4R3]: Yes

Proposed Meeting Schedule for FY24

Kari advised we'll discuss this during the November meeting, skipping December and will reconvene in January. Please be prepared to talk about preferred meeting dates and times. Current proposal is to keep the same schedule as previous.

Announcements

Next Steps/Conclusion

Next Meeting: November 8, 2023

Adjournment

Meeting adjourned at 1:15 p.m.

DRAFT



WSBACommunity

An online community engagement and collaboration tool* for WSBA volunteers and staff liaisons.

What Is WSBACommunity?

WSBACommunity is designed to support WSBA volunteer work by providing “communities” for volunteer groups such as boards, committees, and section executive committees. Each “community” is accessible online (also mobile friendly) and will provide document storage, event and meeting scheduling, conversation, and collaboration—all in one centralized location. This is a time-limited pilot project. Not all volunteers groups will be able to use the tool during the pilot.

What Problem Are We Trying to Solve?

Currently, volunteer work is heavily manual, decentralized and conducted through disparate and inconsistent use of tools. The burden is usually on the volunteer to self-manage communications and tools. Additionally, volunteer groups are meeting less often in person, which may lead to a lack of engagement, decreased discourse, and feelings of disconnection and ineffectiveness.

What Do We Hope to Accomplish?

The overall goal of the pilot project is to determine if WSBACommunity is a viable and valuable tool for WSBA volunteers and staff. Additionally, we hope to improve the overall volunteer experience, foster community amongst volunteers and effectively centralize communication and collaboration in one easy-to-use online location. Future/continued use of the tool will be determined based on a number of factors including staff and pilot-user input.

If the pilot is successful, WSBACommunity may be expanded to all groups and, possibly, all WSBA members for engagement with the entire WSBA membership.

* This tool is powered by Higher Logic, LLC.

What Is the Scope of this Pilot Project?

The pilot project allows for 10-12 groups to participate. Pilot project participants should be willing to shift over to and conduct their work primarily through the tool for an approx. 9-month time period (see Functionality below). Additionally, staff liaisons working with each group must attend a training to learn the functionality of the tool, establish each community based on a specific set of requirements, and populate the tool with predetermined content.

What Is the Overall Project Timeline?

Total: June 15, 2023 – June 15, 2024

Internal Integration Implementation: June 15 – September 30 (approx.)

Launch Pilot/Go Live: October 1, 2023 (new fiscal year)

MidPoint Survey: January 2024

Pilot Evaluation: May-June 2024

(Subject to change)

How Does the Tool Work?

After signing-in through myWSBA, users will have access to the groups of which they are a member. Each user will agree to a code of conduct and disclaimer describing the purpose and appropriate use of the *WSBACommunity*.

Once in the group “community,” the participants will have access to the following features:

- Community Home
- Discussion
- Library
- Events and Members

These features are explained in more detail below. Communication sent through the community can be sent to the participant’s email (if desired) and messages can be adjusted to daily digest (if desired). Volunteers can reply to the message from their inbox without having to log-in to Higher Logic.

Features:

Single Sign-On: a member can access the WSBA Community using their mywsba.org log-in credentials. A member will have access to the communities to which they belong.

Member Profile: information about the member including: name, employer, email address, address, position, and term dates will be pre-populated in the member profile. A member may add* and edit the profile information; such changes will not impact the member record in WSBA's database or the WSBA Legal Directory. Information in the Member Profile will be visible to other users of *WSBACommunity* unless hidden by the member. Additionally, members may send messages to other members or staff liaison(s).

**Members may add additional information not listed above, including a photo—all of which is optional.*

Notifications: by default, members will receive notifications via email address regarding any activity in their group community. A member may alter/customize these notifications at any time. Members can respond to messages within the community via email.

WSBACommunity Home: a centralized location to view all site activity (if publicly available), news and information for volunteers, other meetings and events that may be of interest, and quick access to volunteer resources such as the WSBA Bylaws, Expense Report Form, professional development resources and the WSBA Policy Index.

Community Home: this is the “homepage” for the entity community and acts as the main feed for activity within that community and activities or information that may be “pushed” into the community by the staff liaison or administrator. The community home will feature the latest discussion posts, quick links to commonly used files, and a quick view of the current members.

Discussion: allows for conversation amongst community members and can be set to be visible to only those authenticated or visible to all. The discussion feature will retain all messages (unless customized differently) and discussions can be categorized based on topic.

Library: allows for the storage of documents relevant to the community. These can be organized by folders. The ability to view, download, delete and/or upload documents can be customized per community.

Events: create, view, RSVP and add an event or meeting to your preferred calendar. Events and meetings can be restricted to only those in the community or visible and available to others outside of the community.

Important Information to Note

Each participant/participating group will be asked to complete at least three surveys throughout the pilot process. Information gathered in these surveys will be vital to determining the future of *WSBACommunity* beyond the pilot.

Information and documents stored on *WSBACommunity* are considered WSBA records and as such are subject to WSBA's Record Retention Policy and may be subject to a [Public Records Request](#). This is no different than current volunteer work conducted through WSBA email, website, etc.

GR 12.4 applies to the WSBA and to different subgroups operated by the Bar including the Board of Governors, committees, task forces, commissions, boards, offices, councils, divisions, sections, and departments.

Under GR 12.4, there is a presumption of public access to Bar records (i.e., Bar records must be disclosed upon request unless they are specifically exempt from disclosure).

"Bar record" is defined broadly to mean "any writing containing information relating to the conduct of any Bar function prepared, owned, used, or retained by the Bar regardless of physical form or characteristics. Bar records include only those records in the possession of the WSBA and its staff or stored under Bar ownership and control in facilities or servers." "Writing" means "handwriting, typewriting, printing, photostating, photographing, and every other means of recording any form of communication or representation in paper, digital or other format."

Users should assume that all written communication on *WSBACommunity* may be considered a "Bar record" and be potentially subject to public disclosure. Keep this in mind when setting up your profile, sharing files, and engaging on the site—do not include any personal or confidential information in the platform that you want to keep private or must keep confidential.

Staff Liaisons will have access to their respective group(s). Site Administrators (1 primary, 1 back-up) will have access to all information contained in *WSBACommunity*.



Product Updates

Community Intel

- Job seekers can view top factors when it comes to relocation decisions
- Job seekers can also compare those factors to their current location
- Allows for more confidence to apply and more apply clicks
- Updated job view allows for highlights on the job details

468x60 AD

Musculoskeletal Radiologist- Remote Day Shift

Radiology Partners
Amsterdam, The Netherlands +4 • On Site

Spotlight Preferred Member Company Diversity Veterans Career Fair

Posted 2 days ago

The 2023 AAFP FMX Career Fair is on the horizon!
2023 AAFP FMX Career Fair
October 28, 2023 [Register Now](#)

Job Type	Full-Time	Job Duration	Indefinite	Job Salary	\$57k - \$75k	Job Category	Post-Training
Industry	Independent private practice	Specialties	Interventional Radiology	Minimum Experience	2 years	Minimum Education	B.Tech

[See more](#)

Description

The Allegheny Health Network (AHN) is building the future in their Imaging Institute by adding several services and locations to their network. We are recruiting full time Musculoskeletal Radiologist- Remote Day Shift to join our team located in Pittsburgh Pennsylvania.

Job Duties:

- Provide high quality interpretative skills for Musculoskeletal subspecialty cases including CT, MRI and plain film.
- The position is 100% Musculoskeletal subspecialty cases.
- 7 days on, 7 days off, 12-8PM EST.
- Equipment includes 14 CT scanners, including 64 slice dual source CT, 128 slice CT, multiple 64 slice CT scanners, dedicated procedure CT scanners, and 16 slice PET CT. Computed and digital radiography. Twelve 1.5 Tesla magnets. Up-to-date ultrasound equipment at all sites, mostly Philips EPIQ units.

Cost of Living and Utilities:

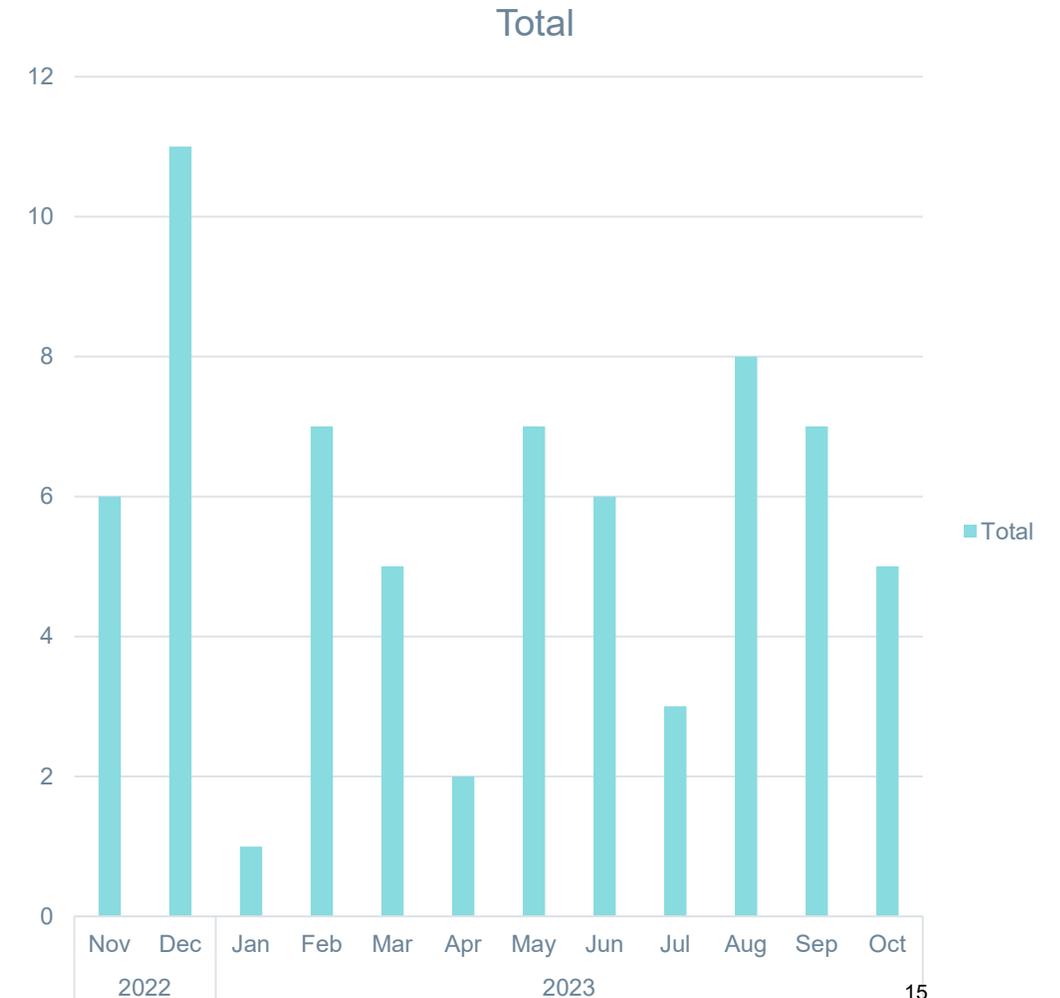
- Median Salary: \$ 2,792 (Net Salary per month)
- Cost of Living Index: 82/100
- Median Apartment Rent in City Center (1-3 bedroom): \$ 1,923 - \$ 2,340
- Safety Index: 67/100
- Utilities: Basic (\$ 100 - \$ 309), High-Speed Internet (\$ 25 - \$ 50)
- Transportation: Gasoline (\$ 1.27 per liter), Taxi 1 km Ride (\$ 2)



Career Center Usage

Rural Campaign

- **Top Titles:**
 - Deputy Prosecuting Attorney/Prosecutors: 34
 - Associate Attorney: 15
- **Top Locations:**
 - Walla Walla: 9
 - Port Angeles: 9
 - Longview: 6
 - Ellensburg: 4
 - Port Orchard: 4
- **Top Employers**
 - Clallam County Prosecutors Office: 9
 - Walla Walla County: 6
 - Kittias County: 6
 - Pend Orielle County: 3
 - WA State Attorney Generals Office: 3



RURAL PRACTICE: Small Towns, Big Opportunities

Learn about the urgent need for rural attorneys and the incredible impact on their communities.

Presented in partnership with the Gonzaga University, Seattle University, and University of Washington law schools and the WSBA Small Town and Rural (STAR) Committee.

Event Description:

Attorneys from private law firms, prosecution, criminal defense, and civil legal aid will discuss the benefits and challenges of small town practice. Following the initial discussion, attendees can move among breakout rooms to talk with small town practitioners.

Wednesday, Nov. 15, 4–5:30 p.m.

▶ **Please RSVP** by November 8

Remote Participant Information:

Link to access the Zoom meeting: <https://wsba.zoom.us/j/81978451110?pwd=04UQv96wcLGoIS5OLpg0cta4HhLGuq.1>

Zoom Conference Call Lines: **LOCAL OPTION:** (253) 215-8782

TOLL-FREE OPTION: (888) 788-0099

Meeting ID: 819 7845 1110 || Passcode: 129594

WSBA Small Town and Rural Practice (STAR) Pipeline Subcommittee

Recommendations, May 2022

Subcommittee Members: Merf Ehman, Cindy Yeung, Kathryn Burke, Sophia Byrd McSherry, Kari Petrusek, Laurie Powers (chair)

1. Each member of the subcommittee reviewed 4-6 programs from other states or organizations that address rural practice issues. At our subcommittee meeting on May 17, 2022, we reported back on what we learned, what initiatives we particularly liked, and from there had a broader discussion of what proposals we wanted to recommend to the STAR committee.
2. As a matter of structure, **we recommend that the STAR committee develop a multi-phased plan that incorporates immediate, short-term, and longer-term initiatives.** While other initiatives may also be appropriate as part of any of the phases, the pipeline subcommittee focused on the following ideas.

Phase I:

- a. Work with the three law schools to host a rural career fair in February 2023, with a mix of private and public interest employers and summer/post-grad positions. Gonzaga could take the lead in coordinating this with the other schools.
- b. Invite students outside of the WA law schools to apply to positions via the career fair. This can be easily done via the NW Consortium of Law Schools and NALP, and perhaps the Alliance Summer Intern Orientation.
- c. Provide training to rural practitioners on how to effectively supervise law student interns and onboard/train new attorneys, including providing materials and checklists. The law schools and CLS have such resources readily available.
- d. Request BOG funding to assist with marketing these opportunities.
- e. In preparation for the career fair, offer rural practice presentations/info sessions at the law schools.

Phase II:

- a. Obtain WSBA funding to hire a .5 FTE coordinator, with a background in rural practice and who knows the players, to lead the phased efforts. Perhaps locate such a position in a rural location or Spokane.
- b. Create a Rural Practice Section of the WSBA.

Phase III:

- a. Develop a post-graduate rural practice fellowship program.
- b. Develop a summer rural practice internship program/cohort. Explore the use of state work study funding, grants, and externship credit to ensure all positions are either paid or students receive academic credit.
- c. Develop a rural loan forgiveness program and/or other financial incentives.
- d. Look at providing free law school tuition to a defined number of students who commit to being rural practitioners