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## ENDNOTES

1. U.S. Const. Amend. VI; Kansas Const., Bill of Rights, § 10.
2. [Lawyer Demographics, Profile of the Legal Profession, American Bar Association \(2023\)](#) (“Nationwide, there are nearly 4 lawyers (actually 3.9) for every 1,000 residents.”).
3. Data on file at the Deason Center and the University of Kansas Institute for Policy and Social Research; see *also* Methods Summary, p. 21.
4. Kansas Rural Justice Initiative, [Fact Sheet](#), Office of Judicial Administration (Nov. 30, 2022).
5. See note 3, *supra*.
6. The Kansas State Board of Indigents’ Defense Services, [FY 2025 Budget Proposal Narrative \(328-00\)](#) at 46.
7. The Kansas State Board of Indigents’ Defense Services, [Kansas Public Defense Workloads Report](#) at 33 (Dec. 2023).
8. See note 3, *supra*.
9. Mesa, B., [This 72-year-old lawyer thinks about retirement, but rural Kansas can’t find enough attorneys](#) *KCUR* (Sept. 1, 2022); Doering, G., [Kansas Farm Bureau Helps Bridge the Gap in Shortage of Rural Lawyers](#), *Kansas Living Magazine* (Nov. 8, 2023).
10. If all Kansas attorneys over the age of 60 retired without anyone new beginning to practice, there would be no attorneys in: Comanche County; Gove County; Hodgeman County; Ness County; Sheridan County; Stafford County; Trego County; Wallace County; Wichita County. See note 3, *supra*.
11. See note 3, *supra*.
12. See note 3, *supra*.
13. See note 7, *supra*, at 1 & fn. 3.
14. Davies, A. & Clark, A., [Gideon in the Desert: An Empirical Study of Providing Counsel to Criminal Defendants in Rural Places](#), 71 *Maine L. Rev.* 245, at 247 (2019); Pishko, J., [The Shocking Lack of Lawyers in Rural America](#), *The Atlantic* (July 18, 2019).
15. Kansas County and District Attorneys Association, [Observations, Insights, and Lessons Learned Through County Attorney Visits](#), *The Kansas Prosecutor* Volume 20, No. 3 at 19 (Fall/Winter 2023).
16. American Prosecutors Research Institute, [Rural Victim Assistance: A Victim/Witness Guide for Rural Prosecutors](#) (2007).
17. *Barker v. Wingo*, 407 U.S. 514 (1972) (noting that the court having only three terms per year contributed to the length of delays and that delays impact evidence).
18. See, e.g., *David v. Missouri*, 20AC-CC00093, [Judgment](#) (Cir. Ct. Mo. Feb. 8, 2023)
19. See, e.g., *Davis v. Nevada*, 170C002271B, [Stipulated Consent Judgment](#) (U.S.D.C., D. Nev. Aug 11, 2020).
20. The Kansas State Board of Indigents’ Defense Services, [A Report on the Status of Public Defense in Kansas](#) at 22 (Sept. 2020) (“In FY 2020, our public defender offices had to shut down to new cases a total of 26 times. Although these shutdowns involved most of our offices at one point during the year or another, our offices in Topeka, Salina, and Wichita had the most frequent refusals to take new cases primarily due to turnover issues and overwhelming caseloads.”)

21. See note 6, *supra*, at p. vii. According to BIDS, due to staffing shortages, the public defender office in Shawnee limited case intake for all 365 days of FY 2023 (100% of the year), although it continued to accept some cases. The public defender office in Johnson County refused cases for 205 days (56% of the year). The Salina Regional Public Defender Office limited case intake for all 365 days (100% of the year). In FY 2020, two offices partially or totally refused cases for more than half of the year. The Northeast Kansas Conflicts Office in Shawnee County refused cases for 51% of the year. The Salina Regional Public Defender Office refused cases for 55% of the year.
22. See note 6, *supra*. According to BIDS, five offices partially or totally refused cases for more than half of 2024: Johnson County Public Defender (54% of the year); Shawnee County Public Defender (77% of the year); Northeast Kansas Conflicts Public Defender Office (77% of the year); North Central Regional Public Defender Office in Junction City (66% of the year); and Salina Regional Public Defender Office (92% of the year).
23. See *generally*, Kansas Rural Justice Initiative, Committee Final Report to the Kansas Supreme Court (Dec. 2024).
24. National Association for Public Defense, Policy Statement on Public Defense Staffing at 10 (May 2020).
25. Mesa, B., Kansas public defenders got raises. But their dissatisfaction with pay almost doubled, *The Beacon* (Jan 30, 2024).
26. *Id.*
27. AG’s Honors Program – Entry Level Attorneys, Careers, Office of the Kansas Attorney General (last visited Jan. 30, 2025) (expected hiring range \$81,000 - \$83,000/year).
28. See note 24, *supra*.
29. *Id.*
30. See note 22, *supra*, at 60 (reporting student quote).
31. See note 6, *supra*, at 10.
32. *Id.*
33. The Kansas State Board of Indigents’ Defense Services, Well-Being Survey Report 2023 at 13 (Aug 2023).
34. *Id.* at 14.
35. LawHub, Law School Tuition in the United States, 1985–2023. Tuition alone was, on average \$5,934 per year (in 2023 dollars) in 1985, roughly when lawyers retiring now would have attended law school. A lawyer starting in 2023 paid \$30,554 per year in tuition alone.
36. Washburn Law School, Costs of Attendance; University of Kansas Law School, Tuition, Fees & Residency; University of Missouri Kansas City, Affordability (last visited January 24, 2025).
37. Hanson, M., Average Law School Debt (Oct 1, 2024) (“\$119,292 is the average amount students borrow just to attend law school”).
38. ABA Young Lawyer Division, Student Debt, COVID-19 Relief, and Loan Forgiveness: Perspectives from Today’s Young Lawyers at 12 (2024) (“This year, 75% of respondents indicated that they altered their initial legal career plans because of their student loan debt load.”).
39. See note 6, *supra*, at 24.
40. *Id.*
41. *Id.* at 24-26.
42. *Id.* at 26-29.
43. TX HB 4487 (2023); TX SB 1906 (2023).

44. North Dakota Rural Attorney Recruitment Program; South Dakota United Judicial System, Rural Attorney Recruitment Program Annual Report 2023 at 2. These programs mirror the National Health Service Corps, which administers the Rural Community Loan Repayment Program and provides up to \$105,000 in loan repayment assistance over three years to healthcare providers working in designated shortage areas.
45. Chumley, H., et. al., The Kansas Medical Student Loan Program: A Successful Tuition-Service Exchange Model, *Academic Medicine* (Nov. 2010).
46. Veterinary Training Program for Rural Kansas, Kansas State University College of Veterinary Medicine (last visited Jan 30, 2025).
47. See note 22, *supra*, at 29.
48. U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Lawyers (2024).
49. Examples of engagement efforts include judging or assisting with mock trial programs, and attending career days.
50. Washburn University School of Law, Law early admissions program; Kansas State University, Rural Legal Practice Initiative.
51. Bolden-Barrett, V., Study: Turnover costs employers \$15,000 per worker, HR Dive (Aug. 11, 2017) (estimated cost is 25% of worker salary); Kennedy, E., Public offices battling attorney turnover issues, *Pensacola News* (Jan 5, 2017) (“[U]sing the lowest business estimate for cost of staff turnover, it can equate to as much as \$25,000 cost to the state every time an attorney resigns.”).
52. Calculating estimated turnover costs for BIDS public defenders for FY 2022 and 2023 at \$12,500 per attorney. In FY 2022, BIDS lost about 29 attorneys costing it approximately \$362,500. In FY 2023, BIDS lost about 12 attorneys costing it approximately \$150,000.
53. See, e.g., Texas Indigent Defense Commission, Public Defender Primer at 10-11 (2019).
54. *Id.*