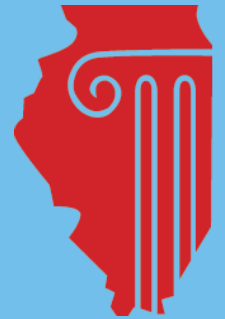


# Illinois Supreme Court Commission on Professionalism



2011  
Annual  
Report



# Contents

Commission	4
Lawyer Mentoring	7
Technology & Digital Media	12
Judicial Collaboration	16
Law Schools	18
Building Alliances	22
Education	24
Finance & Audit	27



## Message from Commission Chair

On behalf of the Commissioners and our staff, I am pleased to submit the 2011 Annual Report of the Illinois Supreme Court Commission on Professionalism to the Justices of the Court, to the members of the bar, and to the people of the state of Illinois. I want to thank each of the Commissioners for their dedicated service to the Commission. I wish to express my deep gratitude to Justice Robert Thomas, who is serving as our liaison with the Court and who continues to provide support and a guiding hand on the helm of the Commission.

The Commission met all of its duties as delineated in Illinois Supreme Court Rule 799. I wish to particularly highlight our mentoring initiative as a professional responsibility activity with the potential to positively influence our profession in terms of civility, inclusion, integrity and professionalism. The success of the mentoring program depends on the involvement of our many collaborators, including bar associations, law firms and law schools which have agreed to sponsor the mentoring program. We are grateful for their support.

*Gordon B. Nash*



## Executive Summary

2011 was a great year for the Commission. With the additional revenue, we were able to not only roll out a statewide mentoring program, but also to support that program and our other work by developing technology-based means of communicating. Tweeting, blogging and Facebooking became new activities. These diverse ways to connect lawyers, judges, and our collaborating organizational partners present an opportunity to leverage the efforts of the Commission across a large state with many unique practice communities and across several generational perspectives.

Each year technology becomes further embedded into the work we do at the Commission and within the way we practice law and administer justice. It is an exciting time. I feel grateful and privileged to be here at the Commission working on such interesting and transformational professionalism projects.

*Jayne R. Reardon*

# Commission

The Illinois Supreme Court Commission on Professionalism (ILSCCP) was established to promote among the lawyers and judges of Illinois principles of integrity, professionalism and civility; to foster commitment to the elimination of bias and divisiveness within the legal and judicial systems; and to ensure that those systems provide equitable, effective and efficient resolution of problems and disputes for the people of Illinois. (Rule 799(a))

## Duties

Rule 799(c) delineates the Commission's duties as including to:

- Promote awareness of professionalism; gather and maintain information from Illinois and other states
- Facilitate cooperation among practitioners, bar associations, law schools, courts, civic and lay organizations
- Collaborate with law schools, courts, civic and lay organizations
- Collaborate with law schools regarding professionalism programs
- Approve and assist in developing professional responsibility CLE

## Meetings

The Commission met four times in 2011: April 6, June 18, September 9 and December 8.

## Commissioners

The Illinois Supreme Court appoints the Chair and the members of the Commission. The membership of the Commission includes law school faculty, Illinois state court judges, a United States District Court judge, lawyers, non-lawyers, and ex-officio members from the Attorney Registration and Disciplinary Commission and the MCLE Board. The Commissioners oversee the work of the Commission through committees and official Commission meetings.

### Illinois Supreme Court Liaison to Commission

Justice Robert R. Thomas

## 2011 Commissioners

Gordon B. Nash, Drinker Biddle & Reath LLP, Chair  
John E. Corkery, The John Marshall Law School  
Hon. Kathryn E. Creswell, 18th Judicial Circuit Court  
C. Kristina Gunsalus, University of Illinois  
Patrick M. Kinnally, Kinnally, Flaherty, Krentz, & Loran  
Hon. Michael P. McCuskey, U.S. District Court, Central District  
Jane DiRenzo Pigott, R3Group LLC  
Vanessa Romeo, Joliet Junior College  
Gwen Y. Rowan, Cook County Juvenile Protection Division  
Hon. Stephen L. Spomer, Appellate Court for the 5th District  
Lawrence M. Templer, Jolivette & Templer  
Hon. Richard L. Tognarelli, 3rd Judicial Circuit Court  
Vincent F. Vitullo, DePaul University College of Law  
Hon. Debra B. Walker, Circuit Court of Cook County  
Edward J. Walsh, Walsh, Knippen, Knight & Pollock  
Sonni C. Williams, City of Peoria  
Jerome Larkin, ARDC, *ex officio*  
Karen Litscher Johnson, *ex officio*

## Staff & Consultants

Jayne Reardon, the Executive Director of the Illinois Supreme Court Commission on Professionalism, has served as a staff member of the Commission since its inception in 2006. On August 1, 2011, David Argentar was hired to fill the position of Deputy Director of the Commission. The work of the Commission was guided and executed by the following staff during 2011:

Jayne R. Reardon, Executive Director  
David S. Argentar, Deputy Director  
Donna K. Crawford, Education Director  
Hon. Thomas R. Sumner (Ret.), Program Coordinator  
Irma I. Heineman, Administrative Assistant  
Robert E. Walker, IT Consultant  
Marilynn Crossman, Finance Consultant



## Strategic Planning & Long Range Funding

As reported last year, the Commission embarked on a multi-faceted process to clarify objectives and activities as guided by the Strategic Planning Committee. The work of this committee was foundationally completed when the three year Strategic Plan was approved in 2010. However, as many items in the Strategic Plan could not be accomplished without additional funding, a Long Range Funding Committee was formed and worked from late 2010 through early 2011 to develop a proposal for increased resources needed to accomplish the goals set out in the Strategic Plan.

In April 2011, the Commissioners unanimously approved a funding letter and accompanying exhibits to be sent to the Court. The Court granted the Commission's request, in part, by amending Rule 756 to increase the funding to the Commission by an additional \$5.00 per fee-paying attorney.<sup>1</sup> Once the Commission became assured of additional revenue, we were able to hire a Deputy Director, a position that had remained vacant since 2009.

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<sup>1</sup> This additional revenue comprised approximately one-half of the Commission's funding request. The suggested source of the other funds, the fees collected by the MCLE Board related to professional responsibility courses, was not actualized in 2011. The Commission intends to renew its request for necessary funding to accomplish its strategic goals by preparing a fee-increase request in the future.

The increased funding allowed us to begin implementing some of the strategic objectives that had been held in abeyance a number of years due to lack of resources. Most notably, Objective 2.4, the promotion of mentoring programs, became an initiative which absorbed much staff time and resources in 2011. In addition, we were able to begin developing the Commission's technology and digital media capabilities.



# Lawyer Mentoring

**In October 2010, based on the Commission's recommendation, the Court adopted Rule 795(d)(12) allowing non-traditional professional responsibility CLE credit to be earned by participating in and completing a Commission-approved mentoring program in order to: promote integrity, professionalism, and civility; advance the commitment to eliminate bias and divisiveness within the legal system; raise awareness of professional responsibility issues; and spread best practices and the highest ideals in the practice of law.**

## **Program Development**

Upon adoption of the new Rule, Commission staff convened a statewide Mentoring Advisory Committee to develop implementation protocols for the Lawyer-to-Lawyer Mentoring Program. Considering the size and diversity of the state and the large number of new attorneys, we developed a decentralized approach to the daily administration of the mentoring program, reserving to ILSCCP the pre-approval of programs and support and oversight functions. Accordingly, recruiting law firms, bar associations, law schools and other organizations to match mentors and mentees and to administer the program as sponsoring organizations became a key activity for the Commission.

Commission staff and the Mentoring Advisory Committee members prepared the Program Guide, the Mentoring Plan template, Mentoring Resources, and materials for mentoring orientations, worked to develop technological strategies to support the mentoring program and met with various organizations to encourage their participation as sponsoring organizations. ILSCCP began to receive and approve applications from sponsoring organizations in June and continued to do so throughout the remainder of the year.



## Mentoring Press Conferences and Special Events





## Mentoring Advisory Committee

Hon. Judith M. Brawka, 16th Judicial Circuit Court & Kane County Bench & Bar Committee  
John T. Phipps, John T. Phipps Law Offices, PC  
Carol Casey, Office of the Public Guardian  
Peter Rotskoff, ARDC & ISBA Mentoring Committee  
Mary Beth Cyze, CBA Board of Managers  
Todd A. Smith, Power Rogers & Smith, PC  
Kathryn Gallanis, Bruce Farrel Dorn & Associates & WBAI President  
Joshua Vincent, Hinshaw & Culbertson LLP  
Hon. Patricia Brown Holmes (Ret.), Schiff Hardin LLP  
Thomas R. Jakeway, 17th Judicial Circuit Court  
Sandra S. Yamate, Institute for Inclusion in the Legal Profession

## Program Rollout

The Commission worked with the Press Secretary to the Court to develop publicity and media plans for the rollout of the mentoring program. These efforts resulted in summer press conferences held in Springfield and Peoria which included keynote speeches from Chief Justice Kilbride and Justice Garman, and remarks by Commissioners, bar leaders and other supporters.

In order to enhance its collaborative relationship with the program administrators responsible for the implementation and management of approved programs, the Commission held two mentoring “Special Events” in October. These events were designed to thank program administrators and their organizations for participating in the program, to develop and encourage interaction and cooperation between the various sponsoring organizations, and to generate additional positive publicity for the mentoring program.

The Wheaton event, hosted and co-sponsored by the DuPage County Bar Association, included as speakers the inaugural Chair of ILSCCP, David F. Rolewick, the Chief Judge of the 17th Judicial Circuit Hon. Janet Holmgren, Jayne Reardon, Colleen McLaughlin, NIU Law School Dean Jennifer Rosato, Brad Pollack, and Mike Baima. A letter from Commission liaison Hon. Robert R. Thomas was provided to participants.

The Chicago event, held at the offices of Winston & Strawn, included as speakers Hon. Mary Jane Theis, Anita Alvarez, Robert A. Clifford, Paula Holderman, Gordon Nash, Jayne Reardon, Mike Baima and Dean John Corkery. The Chicago event resulted in the Chicago Daily Law Bulletin publishing on its front page a large photograph of the Commission Chair and Executive Director as well as a lengthy article about the program.



## Sponsoring Organizations

By the end of 2011, the following organizations had either implemented ILSCCP-approved mentoring programs or were engaged in efforts to begin their programs in early 2012:

17th Judicial Circuit Court

Cook County Bar Association

Cook County State's Attorney's Office

Cox Law Firm

Decalogue Society of Lawyers

DePaul University College of Law

DuPage County Bar Association

DuPage Inns of Court

Dykema Gossett, PLLC

Federal Bar Association, Chicago Chapter

Goldenberg, Heller, Antognoli & Rowland, PC

Greenberg Traurig, LLP

Heller & Holmes

Hinshaw & Culbertson, LLP

Illinois Attorney General's Office

Illinois State Bar Association

Johnston Greene, LLC

Jones Day

Justinian Society of Lawyers

Kane County Bar Association

Kane County State's Attorney's Office

Lake County Public Defender's Office

Latham & Watkins, LLP

Madison County Bar Association

McLean County Bar Association

Neal, Gerber & Eisenberg, LLP

Northern Illinois University College of Law

Peoria County Bar Association

Richard Linn American Inn of Court

Sangamon County Bar Association

Schiff Hardin, LLP

Southern Illinois University School of Law

Swanson, Martin & Bell, LLP

The Chicago Bar Association

The John Marshall Law School

Vedder Price, PC

Winston & Strawn, LLP



# Technology & Digital Media

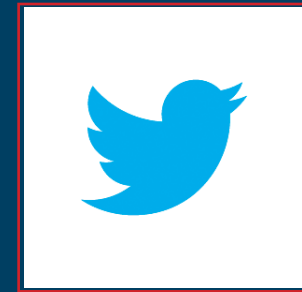
**In Supreme Court Rule 799, the Court charged the Commission with promoting an increased professional culture for the attorneys in the state of Illinois by creating and promoting an awareness of professionalism, sharing information on professionalism issues and developing presentations on principles of ethical and professional responsibility for purposes of encouraging, guiding and assisting the legal community on the ethical and professional tenets of the profession.**

To this end, several objectives of the Strategic Plan called for promotion, communication and outreach that can be leveraged through digital media. In addition, the Strategic Plan called for implementing a digital networking strategy to engage lawyers in professionalism discussions and to develop thought leadership to address the issues of civility, inclusion, ethics and wellness.

Early in 2011, the Commission began with upgrading the ILSCCP website to achieve a more interactive, dynamic publishing platform for content delivery that would facilitate our ability to implement programs, to educate, and to communicate.

In the summer, we began to develop a digital communication strategy focused on broadening the legal community's participation in our mission and built an infrastructure for ILSCCP's digital media plan. In September, the Commission was able to launch our new mentoring initiative and digital media presence via Twitter, Facebook, LinkedIn and the ILSCCP Blog.

In the short period of time that the Commission's online properties were live, we saw exponential growth in the number of visitors and frequency of visits. A brief summary of the Commission's digital media efforts as of the end of 2011 follows.



## Lawyer Mentor Portals

In developing the Lawyer-to-Lawyer Mentoring Program, we realized there was a significant opportunity to use technology to promote and support professionalism via mentoring and to build community among those organizations sponsoring mentoring programs. To achieve this engagement, we designed microsites for mentoring program organizations that feature: the new lawyer and mentor application and data system; news posts for mentoring program events; announcements and reminders; and a forum to foster dialog between lawyers, mentors and program administrators. The microsites allow ILSCCP to track, capture and analyze data and provide insights into program performance.

- **21 microsites**
- **Forum for 41 program administrations**

## LinkedIn

LinkedIn is our channel for daily engagement with law professionals. Since the ABA survey reported that 83% of lawyers surveyed use LinkedIn, we have been actively building our connections with other professionals and their networks. The posts on the ILSCCP's Pro Say blog and Twitter are automatically posted on LinkedIn. Untapped potential for influence on LinkedIn comes from participating in LinkedIn groups.

- **1887 connections**
- **368,600 in network**

## Twitter

ILSCCP delivers up to the minute engaging content, news, and resources on professionalism via Twitter. Tweets are posted on a daily basis and sometimes multiple times a day. The number of ILSCCP Twitter followers increased at a steady and rapid rate during the latter part of 2011. Tweets are automatically posted on ILSCCP's Pro Say blog and Facebook and thus add user engagement in those channels.

- **80 tweets**
- **126 followers**



## Facebook

ILSCCP's Facebook page provides lawyers with resources on professionalism, civility, legal ethics, wellness, inclusion and continuing legal education. We continue to grow our followers and active users by posting engaging content. Facebook followers are those who "Liked" our page (hit the "Like" button). Active users are the people who have interacted with or viewed our Facebook page or its posts. Post views are the number of times followers and active users have viewed a post on ILSCCP's Facebook page.

- **15,535 post views**
- **190 "Like" / followers**
- **254 active users**



## Pro Say Blog

Launched in September, the blog has provided an opportunity to expand outreach and engagement through posts on a variety of substantive professionalism issues, often written in an irreverent and humorous tone designed to engage readers in the legal community. In December 2011, the blog received a glowing review from Legal Blog Watch on the Law.com website, contributing to one post “going viral.” The blog is also now listed on the ABA Journal’s Blawgroll. Though the Deputy Director has authored most blog posts, the Commission intends to engage many guest bloggers to author posts in 2012 and beyond.

- **20,226 post views**
- **5,761 unique visitors**
- **18 blog posts**



## YouTube

Two videos are posted on ILSCCP’s YouTube channel. The first video posted is of the press conference held in June 2011 announcing the Mentoring Program. The second video is a demonstration of an interactive professional responsibility CLE program. This 32-minute video shows presenters of CLE how to design and deliver an interactive professional responsibility CLE program.

- **38 press conference views**
- **110 CLE video views**



## Email Campaign

ILSCCP delivered three email campaigns in the last quarter of 2011 to announce the new MCLE Rules and mentoring program, to distribute the annual report and introduce the blog, and to welcome new lawyers admitted to the Illinois bar.

- **164,525 emails sent to lawyers**

# Judicial Collaboration

**The Commission assists judicial circuits in the design and development of local professionalism programs. The goal of a judicial circuit professionalism program is to engage the members of a judicial circuit—both judges and lawyers—in an attempt to articulate the ideal professional standards for lawyers and judges to strive for, and, eventually, to adopt plans to implement those standards. The initiative is focused on the ideals of behavior well above the Rules of Professional Conduct, the Canons of Judicial Ethics or any other basis for discipline.**

The most fully developed professionalism program is in the 17th Judicial Circuit in the Rockford, Illinois area. This is the fourth year that the Commission has supported the professionalism initiative in the 17th Judicial Circuit. We have found that sharing successful strategies from one circuit to the next serves a valuable inspirational and productive purpose.

ILSCCP's role is to support program development by facilitating discussions and by providing and sharing resources to and among circuits. To be successful, the momentum of a professionalism program must come from legal community stakeholders in the circuit. The process is more important than the product. We have seen that the process of widespread dialogue and discussion is the predicate to agreement upon a standard of conduct above the floor of the disciplinary rules.

## Outreach with Judges

The Commission staff had individual meetings and collaborated with judges in developing CLE programs for bar associations and divisions of court. The Commission also engaged Supreme Court Justices as well as different Appellate Court Justices in the Law School Orientation program as speakers and administrators of the "Pledge of Professionalism". Additionally, we attended the January 6, 2011 Conference of Chief Judges, gave a presentation about the mission and work of the Commission, and led a discussion about the then-developing Lawyer-to-Lawyer Mentoring Program. We also made a presentation to the Chief Judges in one of their monthly meetings and had in-person meetings with numerous additional judges.



In response to conversations with members of the judiciary, including members of the Court, in 2011, we began to research and gather information about intermediary or “ombudsman” programs for the purpose of developing a recommendation to the Court for the implementation of a state wide intermediary program. This program would be designed to assist the Court in the ongoing mission to improve the perception as well as the performance of lawyers and judges throughout the state. Such a program, if implemented, would provide an informal, discreet, voluntary and non-punitive means by which complaints could be addressed regarding professionalism and civility issues of members of the bench and bar. At the end of 2011, the Commission was poised to convene an Advisory Committee to further this effort.

Excluding contacts related to the Law School Orientation program, CLE or court programs, ILSCCP staff have had outreach meetings with the following judges:

Hon. Anne Burke, Illinois Supreme Court  
Hon. Mary Jane Theis, Illinois Supreme Court  
Hon. Michael Jordan, Illinois Appellate Court, 1st District  
Hon. Joy Cunningham, Illinois Appellate Court, 1st District  
Hon. Timothy Evans, Chief Judge, Circuit Court of Cook County  
Hon. Michael Hyman, Circuit Court of Cook County  
Hon. Heidi Ladd, 6th Judicial Circuit  
Hon. Diane Shelley, Circuit Court of Cook County  
Hon. Thomas Donnelly, Circuit Court of Cook County  
Hon. Michael Powers, 12th Judicial Circuit  
Hon. Dom Rizzi (Ret.)

## Judicial Education Programs

ILSCCP has agreed to assist in the development of several ground-breaking programs that bear the promise of leveraging our mission by being delivered to judges, who are in positions of influence regarding changed behavior. Among these efforts is the Commission’s work with the Administrative Office of the Illinois Courts on a program for Ed Con 2012 entitled “Judicial Civility.” Executive Director Jayne Reardon spent considerable time in 2011 planning for this program with her co-panelists, Justice Thomas Lytton and Judge Diane Shelley.



# Law Schools

**The Commission is charged by Rule 799(c)(7) with the responsibility to collaborate with law schools in the development and presentation of professionalism programs for law student orientation and other events as coordinated with law school faculty.**

## **New Law Student Orientation**

The Commission's Law School Professionalism Orientation Program is provided every year at eight of the nine Illinois law schools during new student orientation sessions.<sup>2</sup> The purpose of the program is both to welcome law students to the profession and to introduce them to core concepts of professionalism inherent in the work of attorneys.

The law schools participating in the program are Chicago-Kent College of Law, DePaul University College of Law, Loyola University School of Law, Northern Illinois University College of Law, The John Marshall Law School, University of Chicago Law School, University of Illinois College of Law, and Southern Illinois University School of Law.

The Program has two components. The first, occurring at all of the participating law schools, involves students hearing remarks on professionalism by an Illinois Supreme Court or Appellate Court justice, and then taking the Pledge of Professionalism.

The second, which occurs at only some of the schools, has the students breaking out into small groups for a "facilitated session" to consider and discuss assigned practice scenarios involving situations that implicate a range of professionalism issues. The small groups are facilitated by attorneys and judges from the community, who spend time with the students examining the scenarios designed to raise questions about a lawyer's personal code of conduct and the choices students will face as they begin their legal education and their professional careers.

<sup>2</sup> In 2012, all nine law schools will participate.



Southern Illinois University School of Law students receive a similar orientation to professionalism under a separate program. The school has a one credit class in which the first-year class considers core values of professionalism and drafts its own Pledge of Professionalism. An Illinois Supreme Court justice then presides with the Dean and ILSCCP's Executive Director in a program inducting the students to the profession. The program is rich with ritual, including an invitation for family and friends. The Commission's program was modeled in part on the SIU program.

Work by Commission staff to prepare these sessions begins mid-June and is completed by the end of September. The Orientation Program is of great benefit to the students, and it reflects very positively upon the Commission. It is, however, a significant undertaking for ILSCCP staff, and it requires the investment of a substantial amount of time to ensure that all events run smoothly and successfully.

The Commission gratefully recognizes the following law schools, judges, and attorneys for their participation in the law school outreach:

### **Chicago-Kent College of Law**

Justice Mary K. Rochford, Illinois Appellate Court, First District  
Justice Kathryn E. Zenoff, Illinois Appellate Court, Second District

### **DePaul University College of Law**

Justice Mary Jane Theis, Illinois Supreme Court

#### *Facilitators:*

Peter Apostol, ARDC  
Lea Black, ARDC  
Sandra Crawford, TACP, Inc.  
Jon Gulden, Cook County Public Defenders' Office  
Tracy Kepler, ARDC  
Gary Krohn, Mayer Brown LLP  
Wendy Muchman, ARDC  
Roxanne Rochester, Circuit Court of Cook County  
Carl Rossi, Collaborative Practice Chicago  
Jonathan Young, Edwards Wildman Palmer LLP

### **Loyola University School of Law**

Justice Robert R. Thomas, Illinois Supreme Court

## Northern Illinois University College of Law

Justice Susan F. Hutchinson, Illinois Appellate Court, Second District

### *Facilitators:*

Dean Frieders, Mickey, Wilson, Weiler, Renzi & Andersson, P.C  
Lawrence Scanlon, Lawyers' Assistance Program  
Melissa Smart, ARDC  
Ed Walsh, Walsh Knippen Knight & Pollock  
Sonni Choi Williams, City of Peoria

## The John Marshall Law School

Justice Joy V. Cunningham, Illinois Appellate Court, First District  
Justice Thomas E. Hoffman, Illinois Appellate Court, First District

### *Facilitators:*

David Askew, Wildman, Harrold, Allen & Dixon, LLP  
Ann Hopkins Avery, Vedder Price  
Zoe Biel, Klise & Biel  
Carol Casey, Office of the Public Guardian  
Sandra Crawford, TACP, Inc.  
Alan Dolinko, Robinson, Curley & Clayton  
Kevin Hull, Hull Partners Ltd.  
Rick Hutt, Professional Development Division  
Sharon Legenza, Housing Action Illinois  
James Pranger, Peter J. Latz & Assoc.  
Carl Rossi, Collaborative Practice Chicago  
Alecia Wartowski, Chicago Volunteer Legal Services  
Robert Winter, Robbins, Salomon & Patt, Ltd.

## University of Chicago Law School

Justice Shelvin Louise Mary Hall, Illinois Appellate Court, First District

## University of Illinois College of Law

Justice M. Carol Pope, Illinois Appellate Court, Fourth District

### *Facilitators:*

Tamara Hackmann, Heyl Royster Voelker & Allen, PC  
David Krchak, Thomas, Mamer & Haughey, LLP  
Matthew Kuenning, Kuenning Law Office, Ltd.  
Marley Nelson, Champaign County State's Attorney's Office  
Mark Palmer, Evans, Froehlich, Beth & Chamley

## Southern Illinois University School of Law

Justice Lloyd A. Karmeier, Illinois Supreme Court  
Jayne Reardon, ILSCCP Executive Director



## Justice Burke Professionalism Series

In the fall of 2010, The John Marshall Law School and the Commission on Professionalism co-sponsored a unique multi-part program pioneered by Illinois Supreme Court Justice Anne Burke entitled "The Justice Anne Burke Professionalism Series." The program featured leading members of the bench and bar that incorporated a "street level" view of how professionalism necessarily affects a lawyer's effectiveness and can become a catalyst for success.

ILSCCP continued its work with the John Marshall Law School in 2011, in particular with Hon. Margaret O'Mara Frossard (Ret.) who joined the faculty this year as Director of Professionalism and Engagement. The next sessions of The Justice Anne Burke Professionalism Series were scheduled to be held in the Spring 2012 semester.

## Loyola University School of Law Civility Program

In February 2011, Loyola instituted a course made mandatory for all first year law students, "Civility in the Profession; Building a Community of Legal Professionals." The program was moderated by Jayne Reardon and included a panel discussion by David Askew, Director of Pro Bono & Community Service, Wildman Harrold, Hon. Patricia Brown Holmes, (Ret.), Shiff Hardin LLP, Hon. Judge Young B. Kim, U.S. Magistrate Judge, N.D. Illinois and Melissa Smart, ARDC. A letter of support was provided by Justice Robert R. Thomas. The panelists offered views from their unique perspectives about civility and interactions and building a positive professional reputation. The student feedback to the program was positive and plans to make the event annual were discussed.



# Building Alliances

**As articulated in the Strategic Plan, the Commission's goals will be accomplished through collaboration with the organizations that serve lawyers and judges. Determinedly, ILSCCP continued to build relationships with organizations and groups that have interests in advancing professionalism. Alliances have grown during the year throughout the state and at the national level.**

## Organization Participation

In 2011, the Commission joined forces with representatives of more than thirty organizations from across the State. This included more than 100 meetings or programs outside the office in 14 cities across Illinois and participation in three national conferences, primarily by the Executive Director. A representative sampling of the organizations with which the Commission collaborated during 2011 includes:

American Bar Association  
Attorney Registration and Disciplinary Commission  
Chicago Bar Association  
Decalogue Society of Lawyers  
DuPage County Bar Association  
Government Bar Association  
Illinois Institute of Continuing Legal Education  
Illinois Judicial Council  
Illinois State Bar Association  
Jefferson County Bar Association  
Kane County Bar Association  
Land of Lincoln Legal Assistance Foundation

Lawyer's Assistance Program  
McHenry County Bar Association  
MCLE Board  
McLean County Bar Association  
Numerous law firms  
Peoria County Bar Association  
Phi Alpha Delta Legal Fraternity  
Prairie State Legal Services  
Public Defenders Association  
United States Arbitration & Mediation  
Will County Bar Association  
Women's Bar Association of Illinois

Thirteen of the alliances with these organizations consisted of educational program development and delivery by the Executive Director and a Commissioner. These programs took place in: Aurora, Carbondale, Chicago, Mt. Vernon, Springfield, and Woodstock, Illinois. One ISBA program was a webinar (“Sticky Situations” for Basic Skills participants) broadcast across the state three different times in March, May, and September.

Additionally, the launch of the Lawyer-to-Lawyer Mentoring Program and the enrollment of sponsoring organizations (as detailed above) has expanded and deepened our collaboration with bar associations, law firms, law schools and state agencies.

ILSCCP continued to recognize the outstanding commitment of organizations and individuals to diversity and pro bono work by co-sponsoring programs, highlighting their inspirational work on the website and in publications and by participation in events. Further, ILSCCP continues to promote the awareness of lawyers’ professional responsibility to use their training, experience, and skills to provide services in the public interest for which compensation may not be available.



## National Support

Illinois joined Alabama, Florida, Georgia, Hawaii, Maryland, New Jersey, New Mexico, New York, North Carolina, Ohio, Oregon, South Carolina and Texas as the fourteenth state with an established Commission on Professionalism. Leaders from these 14 commissions shared information about professionalism activities, initiatives, and resources via email and phone networking throughout the year.

Under the auspices of the American Bar Association Center for Professional Responsibility, the state professionalism commissions and law school ethics centers convene as members of the National Consortium on Professionalism Initiatives. The Consortium, through its regular meetings and its listserv, provides a venue for the exchange of ideas among members. Our participation in the meetings and networking opportunities of the National Consortium has enhanced our ability to monitor professionalism activities outside the state of Illinois and to access professionalism resources and best practices. For example, we have been able to utilize, in developing the Lawyer-to-Lawyer Mentoring Program, information about mentoring from other states. A national mentoring conference has been spawned from these meetings, and feedback as well as new research and resources are regularly shared.

Commission staff also participated in the ABA Center for Professional Responsibility National Conference and other professional meetings at which national experts in the field of professional responsibility distribute and discuss current resources and publications.

# Education

Throughout 2011, the Commission provided guidance on raising the quality of professional responsibility programming, considered policy issues that emerged in the implementation of CLE, and studied the need and efficacy of rule changes.

## Rule Changes

In order to allow attorneys to fulfill CLE requirements through mentoring, the Commission made recommendations for amendments to Supreme Court Rules 793 and 794 that were adopted by the Court in 2011. The amendments allow new attorneys to fulfill a portion of their CLE requirement through mentoring and allow all attorneys to carry over professional responsibility CLE from one reporting period to the next.

### Professional Responsibility CLE Applications

2007	2008	2009	2010	2011
1,747	2,508	3,190	5,754	6,774

## CLE Courses

The number of professional responsibility continuing legal education courses and activities has continued to grow each year. During 2011, ILSCCP approved 6,774 professional

responsibility course<sup>3</sup> applications, including traditional course applications from organizations and non-traditional and out-of-state course applications from attorneys.

Organizations provided 6,526 professional responsibility CLE courses during 2011. The organizations represent CLE providers from 38 states. Of the total number of professional responsibility CLE sessions, 58% came from organizations outside of Illinois.

The applications submitted to ILSCCP for professional responsibility approval ask providers to describe the content of their courses with reference to each of the five substantive areas referenced in Rule 794(d). Courses on legal ethics and professionalism dominated. Courses on civility, diversity and inclusion, and mental health issues were offered infrequently. This distribution of course content has not varied significantly since data has been collected.

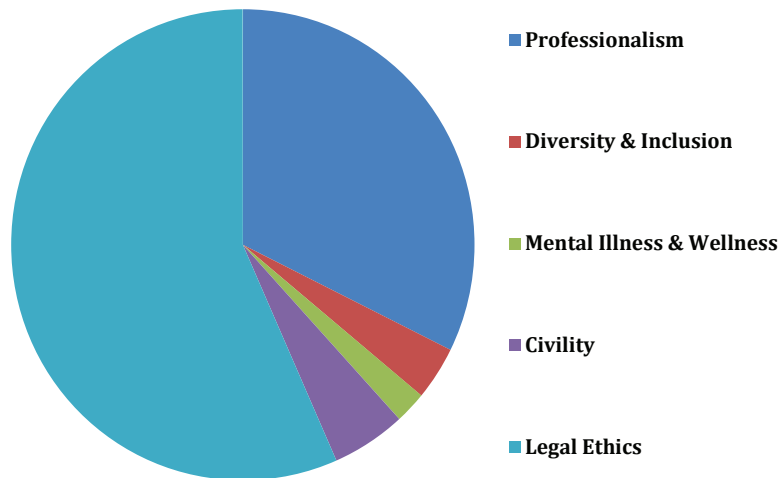
<sup>3</sup> Under the Rules, the Commission must review the professional responsibility content whether it comprises the whole course or a portion of the course. Therefore, the number of "courses" refers to the total number of professional responsibility courses, segments of courses, or sessions at conferences.



Our working hypothesis is that the vast majority of professional responsibility CLE is in the area of legal ethics largely because most CLE providers submit their courses to multiple states for credit approval. All states that mandate CLE have an “ethics” requirement and no state has as broad a definition of professional responsibility CLE as Illinois. The tendency to market courses to fit the more nationally accepted “ethics” category prevails. The result is that most professional responsibility course content focuses on compliance with the minimal standards contained in the ethics rules.

To encourage greater topical breadth in professional responsibility CLE, the Commission created a Course Development Checklist and posted it on our website. The Checklist not only delineates the minimum requirements, but it also encourages the development of coursework in the five different areas of professional responsibility CLE with principles of quality learning at the forefront.

### Areas of Professional Responsibility of CLE Courses



## Attorney Non-Traditional and Out-of-State Credit

The Commission approved 248 professional responsibility courses and activities submitted by attorneys for non-traditional and out-of-state continuing legal education credit.

The applications for professional responsibility credit for non-traditional courses or activities under Rule 795(d) included law school courses, bar association meetings, part-time teaching of law courses, and legal scholarship. In 2011, ILSCCP approved 52 non-traditional applications for professional responsibility credit.

The Commission approved 196 individual out-of-state applications for attorneys who wish to claim professional responsibility credit. After the MCLE Board has approved the course as complying with the general credit standards, applicants completed and submitted a form to the Commission describing the professional responsibility aspects of the course for which they wish to receive credit.

In addition, professional responsibility CLE credit was awarded to 56 volunteer attorneys who facilitated small group discussions in connection with the Illinois Supreme Court Law School Professionalism Orientation at Illinois law schools and to 19 attorneys who participated in the Justice Anne E. Burke Professionalism Series at the John Marshall Law School.

## CLE Provider Collaboration

Strategic to the advancement of the Commission's professional responsibility education agenda is our collaboration with CLE providers. The CLE Advisory Group has 16 members representing law firms, bar associations, government and CLE organizations (both for- and not-for-profit) as well as other legal organizations.

Our periodic Advisory Group meetings provide a forum for the exchange of ideas to explore potential means of improving professional responsibility CLE. The primary topics of discussion during 2011 included mentoring program development, CLE rules changes and implementation, course development and development of the presenter training video.

### CLE Advisory Group

Mary Andreoni, ARDC  
Beth McMeen, Chicago Bar Association  
Venu Gupta, Chicago Committee on Minorities in Large Law Firms  
Carol Casey, Cook County Office of Public Guardian  
Mark Shlifka, Cook County State's Attorney's Office  
Megan Knox Moore, IICLE  
Janet Piper-Voss, Illinois Lawyers' Assistance Program  
Robin M. Belleau, Illinois Lawyers' Assistance Program  
Jeanne Heaton, Illinois State Bar Association  
Joshua Vincent, Hinshaw & Culbertson LLP  
Charlene Foss, LexisNexis  
Ruta Stropus, Office of the Illinois Attorney General  
Jaime Rivera, Office of the Illinois Attorney General  
Paula Holderman, Winston & Strawn LLP  
Kurt Plocher, Winston & Strawn LLP  
Gina Roers, West LegalEdcenter

## Assisting Providers

Commission staff continued to assist providers through telephone counseling, meetings, and by providing resources. We were comprehensively involved in developing and helping to deliver 13 courses, including a three part advanced civility skills course with the Chicago Bar Foundation and Legal Aid Academy.

Arising out of a recommendation from our CLE Advisory Group, we developed a "train the trainer" videotaped program on developing an interactive CLE in order to educate CLE providers about adult learning theory and the effectiveness of interactive delivery methods over the traditional lecture format. This major project was undertaken in collaboration with the ISBA and replaced the Facilitation Workshops delivered to small groups of providers in 2009 and 2010. In November, the Commission released the video via YouTube, Facebook and the ILSCCP website. Entitled "Professional Responsibility CLE - Creating an Interactive Learning Experience," the 32-minute video shows content providers how to design and deliver an interactive professional responsibility CLE program.

### E-News

In 2011, the Commission's E-news was sent to the database of CLE providers via email. The E-news topics were designed to support providers in delivering professional responsibility education, to generate an exchange of ideas regarding course possibilities, and to engage providers in the effort to improve the quality of the professional responsibility learning experience. E-News blasts were sent in 2011 on the following topics: Professional Responsibility Guidelines, Professional Responsibility Course Development & Interactive Learning Video, CLE Credit for Lawyer-to-Lawyer Mentoring.

# Finance & Audit

**Rule 756 provides that the Attorney Registration and Disciplinary Commission of the Illinois Supreme Court remit 10 dollars from the annual registration fee collected from each attorney to the Illinois Supreme Court Commission on Professionalism to fund its operations and programs. (Rule 756 was amended effective September 1, 2011 to provide that \$15 of that registration fee be remitted to the Commission.) This annual assessment is the Commission's only source of funding.**

In 2011, the Commission's Finance and Audit Committee reviewed the independent audit of the Commission funds. Selden Fox LTD, Certified Public Accountants, in accordance with auditing standards generally accepted in the United States of America, conducted an annual independent audit of the Commission. Selden Fox LTD reported the financial position of the Commission on Professionalism as of December 31, 2011 was in conformity with accounting principles and reported no material deficiencies. The full Audit Report for the year is separately provided to the Court.



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