



Illinois Supreme Court Commission on Professionalism

ANNUAL REPORT 2013



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On behalf of the Commissioners and our staff, I am pleased to submit the 2013 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.

Sincere thanks to all of the Commissioners for their dedicated service to the Commission. Special thanks to the Justices for their

support, especially our liaison from the Supreme Court, Justice Robert Thomas.

The Commission met all of its duties as delineated in Illinois Supreme Court Rule 799.

This year I enjoyed facilitating several educational programs and working more closely with my friend, Pat Kinnally, the chair of the Minimum Continuing Legal Education Board, to harmonize the efforts of our two organizations as we work to improve the profession.

I am proud to be Chair of this organization that has been dear to my heart since I was appointed to the predecessor Committee on Civility by the late Justice Mary Ann McMorrow in 2001. I look forward to another great year.

Hon. Debra B. Walker, Commission Chair



In 2013, we focused on technology as a way to connect lawyers and spread our message. We expanded the digital community on our social media sites: blog, LinkedIn, Facebook and Twitter channels.

As our digital following grew, we recognized that neither the lengthy name of our organization, nor the acronym ILSCCP, was well-suited as a social media identity or URL. On

the internet, we needed a name that was short, memorable, searchable, and connected to our purpose.

As 2013 drew to a close, we decided on a name: *2Civility*.

Why 2Civility? We chose “2” because we are fostering both dialogue and change, change within attorneys and within our profession. We chose “Civility” because civility remains the moral code that binds us together. For the first time, we adopted a tag line that captures what we do: *Connecting Lawyers. Inspiring Change.*

We have embarked on a journey, in person and online, to increase civility and professionalism among lawyers everywhere. This is our journey *2Civility*. We are glad you are joining us.

Jayne R. Reardon, Executive Director

Commission

In the early 2000s, the Illinois Supreme Court noted a troubling rise in instances of incivility among Illinois attorneys. The Court viewed that incivility as not only an issue in and of itself, but also as a manifestation of a deep and multi-faceted problem undermining the effectiveness and reputation of the legal profession and the justice system. In 2006, after several years of study by the Court's Committee on Civility, the Illinois Supreme Court established the Commission on Professionalism to:

- * Promote awareness of professionalism -- including generating, gathering and maintaining professionalism resources
- * Facilitate cooperation among and collaborate with practitioners, bar associations, law schools, courts, and civic organizations
- * Collaborate with law schools regarding professionalism programs
- * Monitor, approve and assist with professional responsibility CLE

Commissioners

The Illinois Supreme Court appoints the chair and the members of the Commission to three-year terms. The 2013 membership of the Commission included 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 Minimum Continuing Legal Education (MCLE) Board. The Commissioners oversee the work

of the Commission through committees and official Commission meetings.

Illinois Supreme Court Liaison to Commission

The Honorable Robert Thomas

Commissioners

Hon. Debra Walker, Circuit Court of Cook County, *Chair*

Hon. Richard Tognarelli, 3rd Judicial Circuit Court, *Vice Chair*

John Corkery, The John Marshall Law School

Hon. Kathryn Creswell, 18th Judicial Circuit Court

Hon. Michael McCuskey, U.S. District Court, Central District of Illinois

William Moran III, Stratton, Giganti, Stone, Moran & Radkey

Gordon Nash, Drinker Biddle & Reath LLP

Jane DiRenzo Pigott, R3 Group LLC

Vanessa Romeo, Joliet Junior College

Gwendolyn Rowan, Cook County Juvenile Child Protection Division

Lawrence Templer, Jolivette & Templer

Vincent Vitullo, DePaul University College of Law

Edward Walsh, Walsh, Knippen, Pollock, Cetina, Chtd.

Sonni Williams, City of Peoria

Jerome Larkin, ARDC, *ex officio*

Karen Litscher Johnson, MCLE Board, *ex officio*

Staff & Consultants

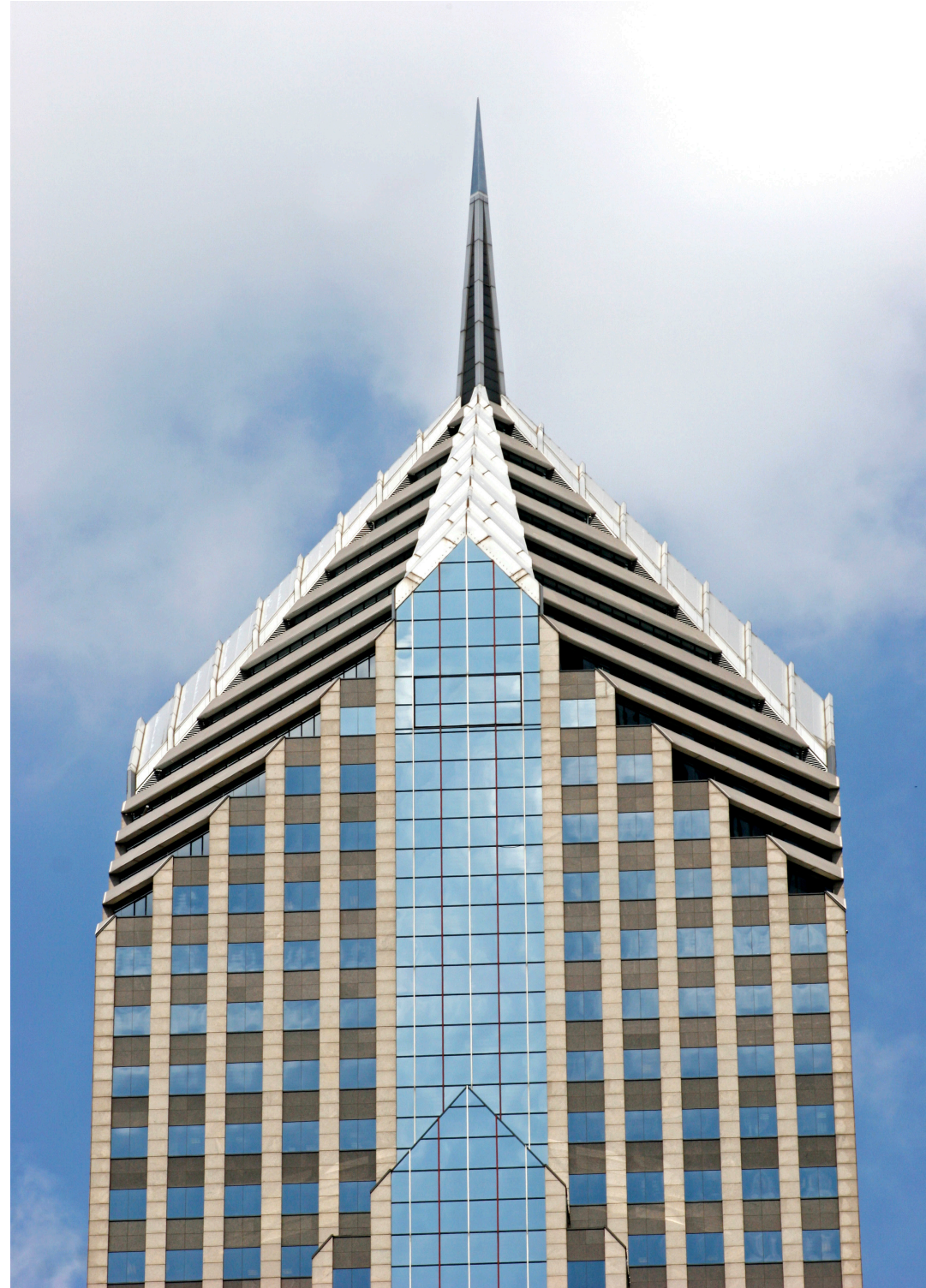
The work of the Commission was guided and executed by the following staff and consultants during 2013:

Jayne Reardon, Executive Director
Katherine Erwin, Special Projects Director
Donna Crawford, Digital Media Director
Michelle Silverthorn, Education Associate
Rhiannon Falzone, Office Manager
Julia Brook, Social Media Intern
Marilynn Crossman, Finance Consultant
Yaz Shehab, Social Media Consultant
Robert Walker, IT Consultant

Meetings

The Commission met four times in 2013, on March 8, June 14, September 26, and December 12. During these meetings, Commissioners discussed various professionalism initiatives, including our mentoring program, our education mandate, and our digital communications strategy.

The September meeting included a joint meeting between Commissioners and members of the MCLE Board at the University of Illinois College of Law in Champaign. The meeting provided an opportunity for productive discussion about collaboration and harmonized efforts to effectuate the goals of continuing legal education in the area of professional responsibility.



Digital Communication

We had two primary objectives for 2013 – growing our online presence and developing our *2Civility* website and social media channels. We continued our strategy to inform, educate and engage lawyers in our professionalism movement via the expanded publication of highly relevant content and focused online interaction with constituents. We have realized steady growth in content, constituents and engagement.

Blog

Our blog activity has grown from 103,562 visitors and 388,220 post views at 2012 year-end to 260,558 visitors and 475,684 post views at 2013 year-end. We average 31,144 visitors per month.

*260,558 Visitors

*475,684 Post Views



LinkedIn

Our LinkedIn professional network grew from 2,547 connections and 695,719 in-network at 2012 year-end to 4,137 connections and 1,394,008 in-network at 2013 year-end.

*4,137 Connections

*1,394,008 Network



Facebook

Our Facebook community grew from 1,325 followers and 1,091,893 post views at 2012 year-end to 1,906 followers and 1,482,501 post views at 2013 year-end.

*1,906 Followers

*1,482,501 Post Views



Twitter

Our Twitter microblogging grew from 769 tweets at 2012 year-end to 2,104 tweets at 2013 year-end. Our Twitter network grew from 437 followers at 2012 year-end to 731 followers at 2013 year-end.

*731 Followers

*2,104 Tweets



YouTube

Our Lawyer History Project videos, mentoring press conference video, interactive professional responsibility CLE video, and law school orientation video are posted on YouTube. Total views of



these videos grew from 489 at 2012 year-end to 1,897 views at 2013 year-end.

Email Campaign

We delivered two email campaigns in 2013. Both campaigns were to welcome new lawyers admitted to the Illinois bar and to invite them to become involved in



the mentoring program. Our email sign-up list grew to 85,342 constituents.

Lawyer Mentor Portals

Microsites to support organizations implementing mentoring programs feature the new lawyer and mentor application, the application data system, and news posts for the mentoring program. Training on how to utilize and update the microsite is provided by Commission staff. There were 32 mentoring organization microsites at 2012 year-end and 39 microsites at 2013 year-end. Government organizations and law firms do not have microsites because their mentoring programs are designed to serve employees within their organizations.

2Civility Platform

Capping years of study, in 2013 the Commission adopted a new URL and began website development designed to engage more lawyers in the professionalism dialogue and movement. We replaced ILSCCP with *2Civility* as a URL, www.2civility.org. We then worked with consultants and focus groups to refine a logo and a tagline reflecting both the roots and the breadth of the organization and sharpening the social media identity of the Illinois Supreme Court Commission on Professionalism.



The *2Civility* website development began in the summer of 2013 and continued throughout the year. In addition, all social media communication channels were redesigned in preparation for the new website and brand strategy rollout in early 2014.

We gratefully acknowledge Eric R. Waltmire of Erickson Law Group who volunteered invaluable advice and expertise regarding intellectual property law as we developed the *2Civility* logo.

Lawyer Mentoring

The lawyer-to-lawyer statewide mentoring program continued to thrive and serve as a model for other jurisdictions around the country. The goal of instilling professionalism via mentoring is critical, as the effects of the recession continue and new lawyers have fewer opportunities for professional guidance.

Program Evolution

In 2013, Katherine Erwin joined our team as Special Projects Director and became the primary staff person responsible for supporting the mentoring program. In this second full year of mentoring program operations, we streamlined our CLE application process and increased the number of sponsoring organizations.

The decentralized structure, in which sponsoring organizations across the state match participants in a mentoring relationship and provide opportunities for mentoring activities and completion oversight, has allowed the Commission to deepen relationships with individuals and organizations promoting professionalism.

Additional law firms, bar associations and a law school became sponsoring organizations in 2013, bringing our total to 73. As of December 2013, nearly 1,100 attorneys had either completed the program or were participating as mentors or mentees.

Participants continue to express appreciation for the suggested activities and resources set forth in the template program documents available on our website. The vast majority of the sponsoring

organizations adopt the template documents, although several have developed their own mentoring plan and submitted it to the Commission for approval.

Program Support

To support the program administrators of each sponsoring organization and to increase communication among them, we launched a quarterly newsletter, *Mentoring Matters*. The newsletter provides an opportunity for administrators to share good ideas and for the Commission to provide mentoring resources that administrators may distribute to program participants.

In addition, we held a series of working luncheons for program administrators in May to obtain feedback and to foster community and collaboration.

As always, the mentoring program was well-supported by the members of the Court. On behalf of the Court, the Chief Justice sent letters expressing gratitude to new program administrators upon completion of their organizations' first year of program sponsorship. Members of the Court recommended the mentoring program

in remarks delivered at law school orientations, bar admission ceremonies, and in other settings. This support from the Court is very much appreciated by the program administrators and the Commission.

Attorney Feedback

We continued to survey attorney participants applying for CLE credits upon completion of the program. Both mentors and mentees reported that they would recommend the program to others.

- * Nearly 97% of mentors and over 95% of mentees either agreed or strongly agreed that the mentoring plan had helped to focus the learning experience.
- * More than 97% of mentors and exactly 99% of mentees reported that they planned to maintain a relationship with their mentoring partner after completing the program.

Sponsoring Organizations

We are proud to be affiliated with numerous collaborating partners who are bringing mentoring to lawyers across the state, and we gratefully acknowledge the following sponsoring organizations for their dedication in ensuring the continued success of the program:

17th Judicial Circuit Court
American Academy of Matrimonial Lawyers of Illinois
Black Women Lawyers' Association
Brinks Gilson & Lione
Bryan Cave LLP

Central Illinois Women's Bar Association
The Chicago Bar Association
Chicago-Lincoln American Inn of Court
Cook County Bar Association
Cook County State's Attorney's Office
Decalogue Society of Lawyers
DePaul University College of Law
Drinker, Biddle & Reath LLP
DuPage County Bar Association
DuPage Inns of Court
Dykema Gossett PLLC
Edwards Wildman Palmer LLP
Federal Bar Association, Chicago Chapter
Greenberg Traurig LLP
Hellenic Bar Association of Illinois
Heller & Holmes
Hinshaw & Culbertson LLP
Holland & Knight
Ice Miller LLP
IIT Chicago-Kent College of Law
Illinois Association of Defense Trial Counsel
Illinois Attorney General's Office
Illinois State Bar Association
Indian-American Bar Association of Chicago
Jefferson County Bar Association
Jenner & Block
The John Marshall Law School
Johnson & Johnson PC
Johnston Greene LLC
Jones Day
Justinian Society of Lawyers
Kane County Bar Association
Kane County State's Attorney's Office
Katten & Temple LLP
Kirkland & Ellis LLP

Sponsoring Organizations continued...

Lake County Bar Association
Lake County Public Defender's Office
Latham & Watkins LLP
Law Office of the Cook County Public Defender
Loyola University Chicago School of Law
Madison County Bar Association
McHenry County Bar Association
McLean County Bar Association
Michelle M. Schafer, Attorney at Law LLC
Morse, Bolduc & Dinos
Much Shelist PC
Neal, Gerber & Eisenberg LLP
Northern Illinois University College of Law
Office of the State Appellate Defender
Peoria County Bar Association
Phi Alpha Delta Law Fraternity Chicago
Phi Alpha Delta Law Fraternity West Suburban
Polsinelli
Quarles & Brady LLP
Richard Linn American Inn of Court
Sangamon County Bar Association
Schiff Hardin LLP
Sidley Austin LLP
Southern Illinois University School of Law
St. Clair County Bar Association
State's Attorneys Appellate Prosecutor 2nd District
Swanson, Martin & Bell LLP
Thompson Coburn LLP
University of Illinois College of Law
Vedder Price PC
Women's Bar Association of Illinois
Will County Bar Association
Winston & Strawn LLP

Education

Professional Responsibility Presentations

Throughout 2013, the Commission collaborated with CLE providers to develop and facilitate professional responsibility CLE courses. Our presentations primarily focused on 1) historical and modern approaches to civility and 2) integrating social media into legal practice. The Commission thanks the many CLE providers who allowed us to collaborate with them. We look forward to continued success in 2014.

In mid-2013, our executive director moderated an American Bar Association Speaker Series webinar, *Ethical Tools to Defuse Incivility*, that was developed consistent with principles of distance learning and interactivity. Hypothetical situations were included, and the audience was polled regarding possible approaches to the situations presented. Over 4,400 people participated from across the country and internationally. We modified that webinar so the course could be delivered in a variety of settings. Then, commissioners and staff presented it to various organizations in Illinois during the last quarter of the year. The presentation was also made available to numerous presenters for use in their educational programming.

Ongoing efforts include those of a working group of our CLE Advisory Group to produce a model diversity course that may be used by many of our constituents. In addition, we continued our efforts to develop hypothetical scenarios and discussion guides for providers and attorneys to use in their programs.

2013 was a banner year for the Commission’s education work. We developed a civility course that was very well-received by numerous organizations. We drafted guidelines to encourage providers to incorporate new topics of professional responsibility applicable to twenty-first century lawyering. In collaboration with the American Bar Association, we reached several thousand attorneys using a new webinar format.

Reviewing & Approving CLE Courses

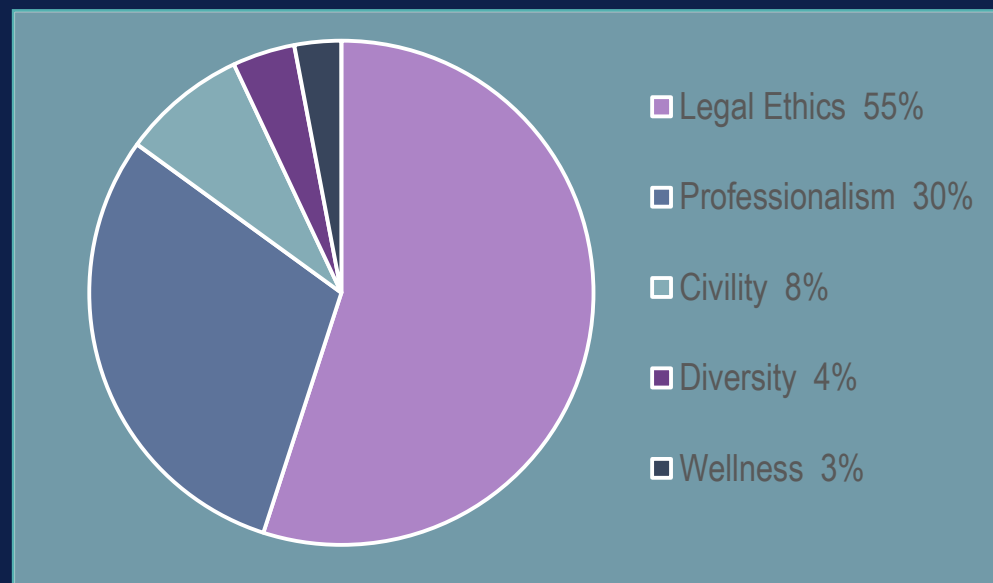
The Commission continued its key role of reviewing and approving the substantive content of all courses in Illinois presented for professional responsibility CLE credit. During 2013, we approved 8,529 professional responsibility course applications. This number includes 8,232 CLE provider courses and segments, 247 out-of-state course attorney applications, and 50 non-traditional course attorney applications. The organizations represented CLE providers from 40 states.

Approved CLE Provider Sessions

2007	2008	2009	2010	2011	2012	2013
1,747	2,508	3,190	5,754	6,774	8,109	8,232

The applications submitted to the Commission for professional responsibility approval asked providers to describe the content of their courses with reference to each of the five substantive areas of the professional responsibility requirements as defined in Rule 794(d). Providers could select multiple areas of professional responsibility when submitting their applications. As shown in the course content distribution graph, the 2013 courses were again dominated by legal ethics and professionalism.

Course Content Distribution



In a continued effort to encourage professional responsibility courses that inspire professional behavior beyond mere compliance with the ethical rules, the Commission worked with providers to develop courses that were not solely focused on the Rules of Professional Conduct.

Out-of-State Credit & Non-Traditional

Out-of-state courses that the MCLE Board has approved as complying with the general credit standards also require Commission approval for any professional responsibility content. We approved 247 individual out-of-state applications for attorneys who wished to claim professional responsibility credit for courses taken in another state.

Non-traditional courses and activities under Rules 795(d) include law school courses, bar association meetings, part-time teaching of law courses, and legal scholarship. In 2013, we approved 50 non-traditional applications for professional responsibility credit. This number does not include bar association meeting applications.

Assisting CLE Providers

In addition to answering general questions and assisting with course development, the Commission continued to hold semi-annual CLE Advisory Group meetings involving representatives from various types of CLE providers. The feedback and advice of our CLE Advisory Group has led to significant changes in the types of courses that qualify for professional responsibility CLE credit, including marketing, business development and networking courses.

The Group also offered its input on our *2Civility* digital communications project, formed a working group to develop a model diversity course, facilitated a course on generational diversity in the workplace, and offered ongoing advice on our mentoring program.

We are grateful to our CLE partners who continue to collaborate with the Commission to enhance professionalism through CLE programming.

2013 CLE Advisory Group Members

Devon Albert, Kirkland & Ellis LLP

Mary Andreoni, Attorney Registration and Disciplinary Commission

Michael Belleau & Kurt Plocher, Winston & Strawn LLP

Robin Belleau & Janet Piper-Voss, Lawyers' Assistance Program

Carol Casey, Office of the Cook County Public Guardian

Jeanne Heaton, Illinois State Bar Association

Marie Levy, Northwestern University School of Law

Jill Eckert McCall & Margaret Naughton, American Bar Association

Beth McMeen, Chicago Bar Association

Megan Knox Moore, Illinois Institute for Continuing Legal Education

Ruta Stropus & Jaime Rivera, Office of the Illinois Attorney General

Gina Roers-Liemandt, Thomson Reuters

Mark Shlifka, Cook County State's Attorney's Office

Joshua Vincent, Hinshaw & Culbertson LLP

Law Schools

Legal education is undergoing considerable change, and the Commission stands ready to assist law schools in preparing students to navigate the constantly shifting landscape. We encourage faculty and administrators to embrace the shifting legal market and challenge students to place professionalism at the center of their academic and professional lives.

Law School Orientation

One of the signature programs of the Commission is our law school professionalism orientation program. Every year, between August and October, law schools in Illinois host programs to welcome students to the practice of law and introduce them to core concepts of attorney professionalism.

The idea behind professionalism programs during orientation grew out of the Justices' view that one of the most effective ways of improving professionalism among attorneys is to begin at the earliest stages with students and new lawyers. The program has had tremendous success over the past few years, and 2013 was the second year in which all nine Illinois law schools participated in a professionalism program in collaboration with the Commission.

The program consisted of two parts: a *Pledge of Professionalism* and small group discussions. The first part of the program, held at each school, consisted of inspiring remarks on professionalism by Illinois Supreme Court or Appellate Court Justices. The justices then administered the *Pledge* in which the students committed to upholding the highest standards and ideals of the legal profession.

At DePaul University College of Law, The John Marshall Law School, Northern Illinois University College of Law, and University of Illinois College of Law, students also participated in small group discussions utilizing hypothetical scenarios that implicated a number of challenging professionalism issues. The scenarios raised questions about a lawyer's personal code of conduct and the ethical and professional choices students will face in their legal careers. The small group discussions were facilitated by attorneys and judges from the community who drew on their own experiences in similar situations. Southern Illinois University School of Law students enjoyed an expanded version of the orientation program. First-year students participated in a one-credit class on professionalism that included drafting their own unique *Pledge of Professionalism*. Then, in October, students participated in a formal induction ceremony with individual acknowledgement and congratulations from an Illinois Supreme Court Justice, the Dean, and a representative from the Commission.

The Commission thanks the Deans and administrators at each of these schools for their hard work in organizing this program every year. We also recognize the following individuals who volunteered their time to make the 2013 orientation program a success:

Northern Illinois University College of Law

Justice Joseph E. Birkett, Illinois Appellate Court 2nd District

Facilitators:

Ed Walsh, *Commissioner* Divya Sarang
John Palmer Larry Stein
Jayne Reardon Larry Scanlon

The John Marshall Law School

Justice Michael B. Hyman, Illinois Appellate Court 1st District

Justice Jesse G. Reyes, Illinois Appellate Court 1st District

Sonni C. Williams, *Commissioner*

Facilitators:

Sandy Blake Jerry Goldberg
Scott Blumenshine Kathy Gordon
Richard Caifano Erin Kelly
Jeff Facklam Sharmila Manak
Michael Favia Jonathan McKay
Regina Gaebel Krusha Patel
Kenneth Goetz Rene Torrado

University of Illinois College of Law

Justice Lisa Holder White, Illinois Appellate Court 4th District

Hon. Michael McCuskey, *Commissioner*

Facilitators:

John Bailey Jonathan Hawley
Randy Cox Jayne Reardon
Janet Grove

DePaul University College of Law

Justice Daniel J. Pierce, Illinois Appellate Court 1st District

Justice Mary K. Rochford, Illinois Appellate Court 1st District

Facilitators:

Ann Hopkins Avery Carolyn Sorock
Ashley Lyles Erin Wilson
Emily Masalski Edward Winkofsky
Kristen Prinz Emily Wood
John Sciacotta

IIT Chicago-Kent College of Law

Justice Maureen E. Connors, Illinois Appellate Court 1st District

Justice Terrence J. Lavin, Illinois Appellate Court 1st District

Loyola University Chicago School of Law

Justice Aurelia Pucinski, Illinois Appellate Court 1st District

Northwestern University School of Law

Justice Mary Jane Theis, Illinois Supreme Court

University of Chicago Law School

Justice Anne M. Burke, Illinois Supreme Court

Southern Illinois University School of Law

Justice Lloyd A. Karmeier, Illinois Supreme Court

Jayne Reardon, Illinois Supreme Court Commission on Professionalism

Other Law School Collaborations

In addition to our work with orientation, the Commission continues to collaborate with law schools throughout the year to instill within all law students an abiding sense of professionalism.

Illinois Supreme Court Oral Advocacy Program

Because the Illinois Supreme Court building in Springfield was under renovation, the Court heard the 2013-2014 term of oral arguments in Chicago. Taking advantage of the Court's presence in Chicago, where many law students attend local schools, the Commission reached out to all nine Illinois law schools, as well as community schools and high schools in Illinois and Indiana, to invite students to read the appellate briefs and then watch oral arguments before the Court. The program started with the Court's November 2013 term. By its completion, over 200 students had taken part in the program. The Commission thanks the numerous school administrators, the Supreme Court Clerk Carolyn Grosboll, and other members of the Supreme Court Clerk's Office, who made this program a success.

Loyola University Chicago School of Law

In 2013, Loyola again sponsored a mandatory civility program during the second semester of the 1L year that involved panel discussion of hypotheticals and interaction with students on a number of professionalism issues affecting law school and their eventual practice. Loyola also rolled out a full day of programming devoted to professional responsibility for students in their internship and externship programs with a keynote address about the importance of civility by Justice Robert Thomas. The Commission's Executive Director also gave remarks at both of the programs.

The John Marshall Law School

The John Marshall Law School, in collaboration with the Commission, for the fourth consecutive year, presented the Justice Anne E. Burke Professionalism series. Under the auspices of the Associate Dean for Professionalism and Career Strategy, this lunchtime series was kicked off with a speech by Justice Burke. The other programs involved panels of practicing lawyers and sitting judges giving advice and providing perspectives to students (and mentoring pairs) about various "real world" professionalism issues.

IIT Chicago-Kent College of Law

Kent graciously hosted a career development program, which the Commission co-sponsored with the Association of Corporate Counsel, for all area law students and recent alumni. The program featured ACC Chicago Past Presidents David Susler and Daniel Harper speaking on the importance of emotional intelligence in career success. A networking reception followed featuring attorneys, Commissioners, Commission staff, and law students.

Northern Illinois University College of Law

NIU College of Law continued the Murer Lecture series on Professionalism for first-year students. The program integrates professionalism into the law school curriculum, in response to the growing recognition that law students need more guidance in professionalism to further the highest values of the profession. The series consists of lectures featuring nationally recognized legal practitioners and scholars discussing cutting-edge issues.

Advancing Professionalism

In addition to our mentoring, education and social media efforts, the Commission participated in other efforts to promote professionalism among members of the bench and bar.

Organization Participation

Commissioners and staff continued to advance professionalism among members of the bench and bar by making presentations and appearing at events. A representative sampling of the organizations with whom we collaborated during 2013 includes:

7th Circuit Court of Appeals
American Academy of Matrimonial Lawyers
American Bar Association
Association of Corporate Counsel
Attorney Registration and Disciplinary Commission
BarBri
Black Women's Lawyers Association of Greater Chicago, Inc.
Chicago Bar Association
Chicago Bar Foundation Justice Entrepreneurs Project
Chicago Committee (for Minorities in Large Firms)
Cook County Bar Association
DuPage County Bar Association
Federal Bar Association
Hellenic Bar Association
Illinois Center of Excellence for Behavioral Health and Justice
Illinois State Bar Association
Lake County Bar Association

Lawyer's Assistance Foundation
Madison County Bar Association
Northwest Suburban Bar Association
Peoria County Bar Association
Public Interest Law Initiative
Richard Linn Inn of Court
Will County Bar Association
Women's Bar Association of Illinois
Young Lawyers Divisions (CBA, ISBA, ABA)

Intermediary Program Advisory Committee

In 2013, the Commission considered the report of the state-wide Intermediary Program Advisory Committee. The Advisory Committee was formed to study and advise the Commission on the feasibility and efficacy of developing and promoting a state-wide intermediary program. Present already in some judicial circuits, an intermediary program is a formalized mechanism to encourage professional behavior above the minimal requirements of the ethical rules and separate from the disciplinary process.

The report contained proposed statements of professional behavior, called *Creeds of Professionalism*, for judges and lawyers. It also

included a preamble setting forth context, including the non-disciplinary effect of the creeds. The report also set forth a procedure for intermediaries, under the oversight of the Commission on Professionalism, to consider and act upon inquiries of any lawyer or judge concerning any conduct believed to be inconsistent with the judicial or attorney *Creed of Professionalism*.

Following a presentation at a Commission meeting, the Commissioners discussed the proposal. Doubt was expressed as to whether the program would be successful in impacting professionalism, particularly with the Commission's constraints on resources. The Commissioners determined not to adopt or implement the intermediary program.

The Commission thanks the representatives of the bench and bar from across the state who worked hard to study and develop this initiative:

William J. Brinkmann, Thomas, Mamer & Haughey LLP
Professor Freeman Farrow, DePaul University College of Law
Judge Janet Holmgren, Illinois 17th Judicial Circuit
Justice Michael B. Hyman, Illinois Appellate Court 1st District
Thomas Jakeway, Illinois 17th Judicial Circuit
Jerome Larkin, Illinois ARDC
Judge Marjorie C. Laws, Circuit Court of Cook County
Juanita Rodriguez, Velazquez Rodriguez LLC
Judge S. Gene Schwarm, Illinois 4th Judicial Circuit
John Sciacotta, Shesky & Froelich
Judge Thomas R. Sumner, ret.

Promoting Diversity

In addition to promoting diversity and inclusiveness within the content of professional responsibility CLE offerings, the Commission supported a diversity-focused initiative of the Chicago Committee. In August 2013, the Commission sent a letter to law firms in Illinois urging active and intentional policies supporting diversity. In particular, the letter advised firms that the Chicago Committee was willing to share the tools they developed to support best-talent development practices, the *Talent Development Initiative*. We are advised that the letter resulted in a few inquiries but no adoption of the tools by year end.

Pro Bono Work & Professional Responsibility CLE Credit

Discussion continued following the Commission's 2012 Pro Bono Stakeholder's Meeting, regarding the issue of awarding professional responsibility CLE credit for pro bono work. During 2013, a newly formed Pro Bono Committee of the Access to Justice Commission studied the issue and drafted a rule proposing that CLE credit be awarded for pro bono legal representation and sought the Commission on Professionalism's support. After further review and deliberation, the Education Committee recommended, and the full Commission agreed, that pro bono legal work should continue to be encouraged but that it should not receive CLE credit.

Publications

Commission staff continued to write a monthly column, *Professionalism on Point*, published in the *Chicago Daily Law Bulletin*. All published articles are available on our website. In addition, Jayne Reardon published a chapter, “Civility as the Core of Professionalism,” in the book *Essential Qualities of the Professional Lawyer*, published by the American Bar Association Standing Committee on Professionalism. Staff also contributed newsletter articles throughout 2013 for bar associations on various professionalism topics.

National Representation

The Commission participated in a variety of national committees and conferences focused on attorney professionalism. Among others, we attended:

ABA National Consortium of Professionalism Initiatives
ABA Standing Committee on Professionalism
National Association of Legal Professionals Diversity and Inclusion Summit
National Legal Mentoring Consortium Steering Committee

“
We don’t accomplish anything in this world alone... and whatever happens is the result of the whole tapestry of one’s life and all the weavings of individual threads form one to another that creates something.”

Justice Sandra Day O’Connor (ret.)

Finance & Audit

Rule 756 provides that the Attorney Registration and Disciplinary Commission of the Illinois Supreme Court remits fifteen dollars from the annual registration fee collected from each attorney to the Illinois Supreme Court Commission on Professionalism to fund its operations and programs. This annual assessment is the Commission's only source of funding.

Eck, Schafer & Punke, LLP, Certified Public Accountants, in accordance with auditing standards generally accepted in the United States of America, conducted the annual independent audit of the Commission for year 2013. This audit indicated the financial position of the Commission was in conformity with generally accepted accounting principles and there were no material deficiencies.

The Commission's Audit & Finance Committee reviewed the independent audit of the Commission funds, met with the auditor to discuss the audit report and, subsequently, recommended the report for adoption by the Commission. The Commission adopted the report by unanimous vote.

The independent audit report, including an accounting of the monies received and expended for Commission activities, was provided to the Court.

2013 Revenue & Expense Statement

REVENUE	
Registration fees	\$1,027,798
Interest income	\$ 1,131
Total revenue	\$ 1,028,929
EXPENSE	
Compensation and benefits	\$ 624,506
General operations	\$ 312,840
Professional services	\$ 30,555
Total expense	\$967,901
CHANGE IN NET ASSETS	\$61,028
NET ASSETS AT BEGINNING OF YEAR	\$165,839
NET ASSETS AT END OF YEAR	\$226,867



Illinois Supreme Court Commission on Professionalism Two Prudential Plaza Suite 1950 180 North Stetson Avenue Chicago IL 60601 312.363.6210 2Civility.org