



2014

ANNUAL REPORT

Illinois Supreme Court Commission on Professionalism



TABLE OF CONTENTS

04

**LETTERS FROM
LEADERSHIP**

06

COMMISSION

10

LAW SCHOOLS

16

**MENTORING
PROGRAM**

20

EDUCATION

24

**DIGITAL
COMMUNICATIONS**

30

**ADVANCING
PROFESSIONALISM**

34

**FINANCE &
AUDIT**

LET LEA

On behalf of the Commissioners and our staff, I am pleased to submit the 2014 Annual Report of the Illinois Supreme Court Commission on Professionalism to the Justices of the Supreme Court, the members of the Illinois bar, and the people of the State of Illinois.

Special thanks to the Supreme Court Justices for their continued support, especially Justice Robert Thomas, our liaison with the Court.

Sincere appreciation and best wishes to the Commissioners and Commission staff for their continued dedication. Also, I extend our gratitude to our many collaborators, including other Supreme Court commissions, members of the judiciary, government entities, law schools, and bar associations.

2014 was a year of remarkable change and growth for the Commission on Professionalism. We expanded our collaboration with all nine law schools in Illinois through the formation of the Law School Liaison program. Law School Liaisons attended Commission meetings and provided helpful advice on our programs. Our conversations and their insightful suggestions have helped us increase our programming with law schools around the state.

We also developed a new Strategic Plan to guide the priorities of the Commission as we advance professionalism. In addition to deepening our current educational programming to lawyers, law students and judges, our 2015-2017 Strategic Plan calls for expanded outreach to members of the public, a constituency we have not yet had an opportunity to engage.

Take a moment to review this report; it shows the Commission's history, programs, and accomplishments. I look forward to another great year of growth and collaboration.

Hon. Debra B. Walker
Commission Chair



LETTERS FROM LEADERSHIP

The wide-ranging and rapid changes affecting the practice of law mean that civility and professionalism are becoming ever more important. Reinforcing long-standing professionalism principles is the core of what we do at the Commission on Professionalism. I am pleased to work for and with such forward-looking individuals.

Our digital communications about professionalism issues took a huge leap forward in 2014 as we re-branded our website and online moniker to 2Civility. Although the rebranding caused an expected drop in the number of visitors to our website and blog, our social media channels experienced consistent growth. We expect the numbers of both visitors and engagement to continue to rise as we provide quality content through all avenues of communication.

Mentoring and educational programs continued at a robust pace. Thanks to our many sponsoring organizations across the state, over 3,500 attorneys had participated

in our lawyer-to-lawyer mentoring program as of the end of 2014. Commissioners and staff facilitated continuing legal education programs that served both as outreach for the Commission and as a catalyst for changed behavior.

I feel privileged to work for a cause and in an environment that is so richly rewarding. Here's to continued success in 2015.

Jayne R. Reardon
Executive Director



ABOUT

CO

The Illinois Supreme Court Commission on Professionalism advances the highest standards of conduct among lawyers and judges to better serve clients and society. Connecting lawyers to one another and to the core values of our legal profession is increasingly important amidst the rapid changes of the 21st century. In the process, we are seeing, thinking, and acting in ways that provide a greater sense of purpose and reward in the profession.

We are charged by Supreme Court Rule 799 to:

**promote among both lawyers and judges in Illinois greater integrity, professionalism and civility*

**foster commitment to the elimination of bias and divisiveness within the legal and judicial systems*

**ensure those systems provide equitable, efficient and effective service to the citizens of Illinois*

Rule 799 also defines duties that include: promoting an awareness of professionalism; working with practitioners, bar associations, law schools, courts, and civic organizations to address professionalism matters and public understanding of the legal profession; collaborating with law schools regarding professionalism programs; and monitoring, approving, and assisting with professional responsibility continuing legal education.

The remainder of this Report details how we spent 2014 working with our many collaborators to fulfill our mandate and carry out our specific duties. Much of our work centered on building our digital strategy to engage lawyers, judges, law students and the public at large in our mission.

With the adoption of our new Strategic Plan, we pursue innovative ways to advance professionalism, including interactive online courses and diversity and inclusion initiatives. 2014 was a watershed year in our efforts at increasing awareness of professionalism. We look to continue that work in 2015.

COMMISSIONERS

The Illinois Supreme Court appoints the Chair, Vice-Chair, and the members of the Commission. The 2014 membership of the Commission included law school faculty, state court judges, a United States District Court judge, lawyers, non-lawyers, and ex-officio members from the Attorney Registration and Disciplinary Commission (ARDC) and the Minimum Continuing Legal Education (MCLE) Board. The Commissioners oversee the work of the Commission through committees and during official Commission meetings.

COMMISSION



Supreme Court Liaison to the Commission

Hon. Robert R. Thomas

Commissioners

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

Hon. Richard Tognarelli, Third Judicial Circuit, Vice-Chair

John Corkery, The John Marshall Law School

Hon. Kathryn Creswell, 18th Judicial Circuit

Cynthia Fountaine, Southern Illinois University School of Law

Hon. Michael McCuskey, U.S. District Court of Northern Illinois/10th Judicial Circuit

William F. Moran III, Stratton, Moran, Sronce, Reichert & Nardulli

Gordon B. Nash, Drinker Biddle & Reath LLP

Jane DiRenzo Pigott, R3 Group LLC

Leslie Richards-Yellen, Hinshaw & Culbertson LLP

Vanessa Romeo, Joliet Junior College

Lawrence Templer, Law Office of Lawrence M. Templer

Vincent Vitullo, DePaul University College of Law, *Professor Emeritus*

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

Sonni C. Williams, City of Peoria

Jerome Larkin, Attorney Registration and Disciplinary Commission, *ex officio*

Karen Litscher Johnson, Mandatory Continuing Legal Education Board, *ex officio*

STAFF/CONSULTANTS

The work of the Commission was executed by the following staff during 2014:

Jayne Reardon, Executive Director
Katherine Erwin, Special Projects Director
Donna Crawford, Digital Media Director
Michelle Silverthorn, Education Associate
Rhiannon Buehne, 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 2014: March 14, June 13, September 30, and December 11. During these meetings, Commissioners discussed policy issues and professionalism initiatives. The September meeting culminated in the Commission's 2015-2017 Strategic Plan approved in November.





STRATEGIC PLAN

The Commission's Strategic Planning Committee presented a draft of a new 2015-2017 Strategic Plan in a special Commission meeting in September 2014. After thorough review and discussion by the Commissioners and Supreme Court Liaison Justice Thomas, in November 2014, the Commission unanimously approved the 2015-2017 Strategic Plan. The Strategic Plan focuses on three primary areas:

Goal 1: Developing Internal Protocols

The Commission has grown at a rapid pace over the past decade. Our internal protocols have not kept up with that pace of growth. As such, Goal 1 for 2015-2017 is to formalize the many regulations, procedures, and protocols that govern the Commission on Professionalism, ensuring that current and subsequent leadership and staff are all on the same page when working with the Commission and its constituents. Additionally, Goal 1 includes training of Commission staff, allowing them to remain up-to-date on issues germane to the Commission's programming and operations.

Goal 2: Increasing Professionalism Outreach

As laid out in the mandate for the Commission on Professionalism, the Commission serves as a professionalism outreach arm of the Supreme Court. The 2015-2017 Strategic Plan enables us to focus more on statewide engagement of the bench and bar. We will increase our travel around the state, expand our traditional and digital communications, and encourage more judges and lawyers to become actively involved with our mission.

Goal 3: Transforming CLE

The Commission will become an accredited CLE provider in 2015. We will provide no-cost CLE to Illinois lawyers with one of our major programs being a fully online, interactive course focused on inter-generational communication in the legal workplace. We will launch this course on our 2Civility website in the fourth quarter of 2015.

Objectives to achieve these three overarching goals are specified in our 2015-2017 Strategic Plan. We encourage you to follow the Commission, participate in our programming, join our mentoring program, sign up for our newsletter, and read our next several Annual Reports to learn how we have successfully carried out the mission set before us.

LAW

ABOUT

A person's journey into the legal profession begins as a law student. The Commission realizes that these three years of law school are crucial to learning the importance of professionalism. The Commission is dedicated to strengthening our collaborative efforts with law schools to produce innovative programming that shows students the significance of professionalism as they embark on their legal careers.

LAW STUDENT ORIENTATION

The new law student orientation program grew out of a belief among the Supreme Court Justices that one of the most effective ways of improving professionalism among attorneys is to begin with new law students. For the past three years, all nine Illinois law schools have collaborated with the Commission in variations of our professionalism orientation program.

This program consists of two parts: first, a Supreme Court Justice, an Appellate Court Justice, or a U.S. District Judge welcomes the law students to the profession and administers a Pledge of Professionalism to mark the beginning of the students' careers in law. Following the Pledge of Professionalism, students at DePaul University College of Law, The John Marshall Law School, Northern Illinois University College of Law, and University of Illinois College of Law participate in small group discussions using hypothetical scenarios that incorporate a number of challenging professionalism issues. Practicing attorneys and sitting judges facilitate the small group sessions.

In July 2014, several of these attorney-facilitators met as a working group to update the hypothetical scenarios used during orientation. The working group also offered ideas and suggestions to improve facilitator training tips. The updated materials were utilized during law school orientation in 2014 and stimulated more robust discussion around issues of professionalism.

V SCHOOLS

“Professionalism is the touchstone of our legal community. It is essential to be introduced to the ideals of our profession early on for incoming law students so they can begin to incorporate and develop these ideals.”

– Illinois Supreme Court Justice Robert R. Thomas



GRATITUDE & THANKS

The Commission gratefully acknowledges the following law schools, judges, and attorneys who joined with Commissioners and staff to participate in law school orientation programming:

Northern Illinois University College of Law

Justice Ann Jorgensen, Second Judicial District Appellate Court

Facilitators:

Sonni C. Williams, Commissioner

John Palmer

Paula Bouldon

Divya Sarang

Brad Pollock

Paul Glaser

The John Marshall Law School

Justice Maureen Connors, First Judicial District Appellate Court

Facilitators:

John Bailey

Michael Belleau

Peter Bilanzic

Mara Block

Brad Costello

Jeffrey Facklam

Christina Faklis

Gerald Goldberg

Kevin Hull

Joseph Kearney

Ashley Lyles

Sharmila Manak

Julie Marder

Jonathan McKay

Krusha Patel

Melissa Smart

Carolyn Sorock

Rene Torrado

Emily Wood

University of Illinois College of Law

Chief Justice Rita B. Garman, Illinois Supreme Court

Facilitators:

Bianca Green

Janet Grove

Judge Jonathan Hawley

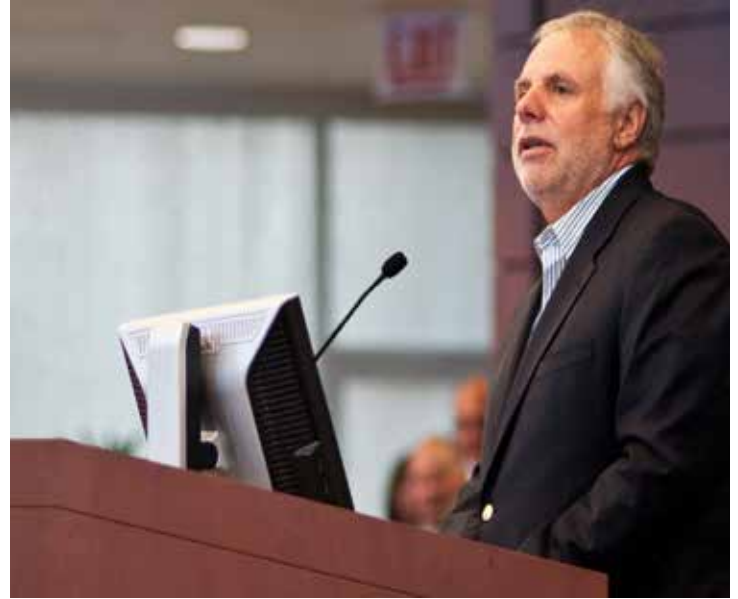
James Kearns

Traci Nally

Sam Rosenberg

University of Chicago Law School

Hon. James F. Holderman, U.S. District Court for the Northern District of Illinois



DePaul University College of Law

Hon. Thomas L. Kilbride, Illinois Supreme Court

Facilitators:

Ann Hopkins Avery

Ricard Caifano

Regina Gaebel

John Sciacotta

Larry Stein

Rene Torrado

Emily Wood

IIT Chicago-Kent College of Law

Hon. Thomas L. Kilbride, Illinois Supreme Court

Loyola University Chicago School of Law

Hon. Robert R. Thomas, Illinois Supreme Court

Northwestern University School of Law

Hon. Mary Jane Theis, Illinois Supreme Court

Southern Illinois University School of Law

Hon. Lloyd A. Karmeier, Illinois Supreme Court



OTHER LAW SCHOOL COLLABORATIONS

The Commission also collaborated with law schools throughout the academic year to help instill an abiding sense of professionalism within all of the state's law school students.

Law School Liaison Program

In 2014, the Commissioners of the Illinois Supreme Court Commission on Professionalism approved the Law School Liaison program. To deepen collaboration between the law schools and the Commission, students are selected by each law school to represent their classmates at Commission meetings and appropriate events. They also assist the Commission in developing cutting-edge programming to address many of the issues law students face both in law school and the workplace. The first Liaisons were introduced to Commissioners during the March Commission meeting. Since that time, Commission staff have worked closely with the Liaisons, incorporating into Commission programming the Liaisons' novel ideas and unique perspectives.

Illinois Supreme Court Oral Advocacy Program

Due to the restoration of the Illinois Supreme Court Building in Springfield, the Supreme Court heard oral arguments during its January, March, and May 2014 Terms in Chicago. The Commission worked with the Supreme Court Clerk and staff to make the proceedings accessible to students at law schools, universities, and high schools in Illinois and Indiana. Students were given access to the parties' briefs before observing oral arguments in the Ceremonial Courtroom in the Michael A. Bilandic Building. The Commission thanks Supreme Court Clerk Carolyn Grosboll, staff members of the Supreme Court Justices and Clerk, and numerous school administrators for their hard work at making this program a resounding success.

“My experience as a Law School Liaison for the Commission on Professionalism was both eye-opening and rewarding. Most law students are unaware of the Commission and its varied work throughout the state. By working with the Commission, I was able to share with my classmates insight on the Commission's mission and resources for young attorneys. Serving as a Law School Liaison also afforded me the opportunity to meet professionals and fellow students from diverse backgrounds and career paths, providing interesting perspectives on the Commission's work.”

– Jacqui Giannini, 3L – University of Chicago Law School

JumpStart 2014

In 2014, the Commission on Professionalism partnered with all six Chicago-area law schools, the federal judiciary and Just the Beginning Foundation, to put on JumpStart, a pre-orientation program for new law students. Now in its fourth year, JumpStart introduces incoming law students of all backgrounds to the legal profession and provides them with advice on how to get a “jumpstart” on their legal education. This year, the students participated in lectures and workshops with law professors, met with members of the federal judiciary, and learned about career development and networking from legal professionals. Commission Education Associate Michelle Silverthorn was involved in the planning and execution of the program, and Commission Special Projects Director Katherine Erwin facilitated the networking program.

The John Marshall Law School

For the fifth consecutive year, The John Marshall Law School presented the Justice Anne M. Burke Professionalism series. With the assistance of the Associate Dean for Professionalism and Career Strategy, Justice Burke launched the 2014 lunchtime series with a speech on professionalism, followed by a panel discussion of professionalism issues in the profession. The other programs involved panels of practicing lawyers and sitting judges giving advice and providing perspectives to students (and mentoring pairs) about various professionalism issues that arise in the practice of law. Commissioners and staff moderated and attended several programs in the series.

Northern Illinois University College of Law

In February, Commission Executive Director, Jayne Reardon facilitated a program on professionalism titled, “Is This The Real Life? The Professional Reputation of Lawyers and the Legal Profession,” a joint venture with Northern Illinois University College of Law. The program included law students and practicing lawyers discussing various ethical and professionalism dilemmas the students could encounter as both law students and new attorneys.

University of Illinois College of Law

Commission Chair, Judge Debra Walker, presented a program for law students at the Chicago campus of the University of Illinois College of Law on ethics and professionalism and the differences between both areas for the young professional.

Loyola University Chicago School of Law

For the fourth year in a row, Loyola sponsored a mandatory civility program during the second semester of the 1L year, “Civility in the Profession, Building a Community of Legal Professionals.” The program involved a panel discussion of hypothetical scenarios moderated by the Commission’s Executive Director and discussions with students on a number of professionalism issues affecting the students during law school and in their eventual practice. Loyola also held a professional responsibility workshop for students in their internship and externship programs with opening remarks about the importance of civility given by Justice Robert Thomas. Commission Education Associate, Michelle Silverthorn, participated in an “Alternative Legal Careers” networking session and discussion with law students focused on alternatives to traditional legal practice.

ABOUT

M

The early years of legal practice are among the most challenging for new attorneys. The Commission's Lawyer-to-Lawyer Mentoring Program enables experienced lawyers to provide professional guidance and to share their judgment and skills with new lawyers.

Offered by 78 sponsoring organizations (law firms, law schools, bar associations and government agencies) across Illinois, the mentoring program provides a structured, yet flexible, program for practical learning within the context of the mentoring relationship.

“As a new attorney, I found the mentoring program invaluable. In fact, I think it should be mandatory for new attorneys to team up with a more seasoned attorney in order to help them avoid some of the common pitfalls and mistakes a new attorney can make early in their career. My mentor was amazingly generous with his time, and he helped me over and over throughout the year whenever I had questions or needed guidance. He also allowed me to sit in on depositions and trials. I will maintain my relationship with my mentor going forward and I'm extremely happy to have participated in the mentoring program.”

– Reflection from a 2014 Mentee



MENTORING



Mentoring pairs select from various types of activities that fall within the five categories of the continuing legal education professional responsibility requirement: professionalism, legal ethics, civility, diversity, and health/wellness. They must meet at least eight times throughout the year. Pairs who complete the program qualify to receive six hours of professional responsibility CLE credit.

Since its statewide launch in 2011, over 3,500 participants have either completed, or are in the process of completing, the year-long program as a mentor or mentee.

In 2014, to allow more flexibility for mentoring pairs who do not live or work near each other or are otherwise unable to meet in person, the Commission launched a distance mentoring pilot project. The mentoring pair must demonstrate a need to conduct meetings virtually. In that case, only three of the eight required meetings must be in person; the remaining meetings may be held by a video assisted device, such as videoconferencing, Skype or FaceTime.

We welcome other organizations to join in the mentoring movement; they may adopt the Commission's template plan or develop their own mentoring plan, subject to Commission approval. Going forward, we will continue to expand our program to accommodate lawyers across the entire state.

GRATITUDE & THANKS

We are grateful for the continued support of the mentoring program by the Justices of the Illinois Supreme Court. We are honored to be affiliated with numerous sponsoring organizations who match mentoring pairs and administer the mentoring programs for lawyers in their legal communities. Thank you for your dedication.

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
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
Foley & Lardner LLP
Greenberg Traurig LLP
Hellenic Bar Association of Illinois
Heller & Holmes
Hinshaw & Culbertson LLP
Holland & Knight
Ice Miller LLP
IIT Chicago-Kent College of Law (alumni)
IIT Chicago-Kent College of Law (small firm and solo incubator)
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
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

AFTER COMPLETING THE MENTORING PROGRAM

99% of mentors and **91%** of new lawyer participants either *agreed or strongly agreed* that the mentoring plan had helped to focus the learning experience.

97% of mentors and **98%** of new lawyer participants reported they plan to *maintain a relationship* with their mentoring partner after completing the program.

ABOUT

Attorneys in Illinois practicing for two years or more are required to take 30 hours of mandatory continuing legal education biennially. Of the 30 required hours, six hours must be professional responsibility CLE. To fulfill that requirement, attorneys may participate in “traditional” courses dealing with the topics of ethics, wellness, mental health, diversity, civility, and/or professionalism. Attorneys also may pursue “non-traditional” avenues of professional responsibility CLE, including authoring articles, teaching courses and participating in our mentoring program. The Commission substantively reviews and approves all professional responsibility CLE courses offered for credit in Illinois. The Commission also collaborates with CLE providers to aid in developing programming that may be delivered through digital media channels. Our goal is to build a community of civil, diverse, professional attorneys.



PROFESSIONAL RESPONSIBILITY PRESENTATIONS

In 2014, the Commission developed a new CLE program titled “Inclusive Leadership”. Participants learned how to achieve career satisfaction as an attorney, how to grow as a leader in one’s business and community, and how the changes happening in our profession will transform many aspects of a lawyer’s demanding practice. In addition to the leadership program, Commissioners and staff continued to present variations of programs on civility. Throughout the year, Commissioners and staff facilitated presentations for professional responsibility CLE credit at various law firms, legal groups, bar associations, and other legal entities throughout the state.

EDUCATION

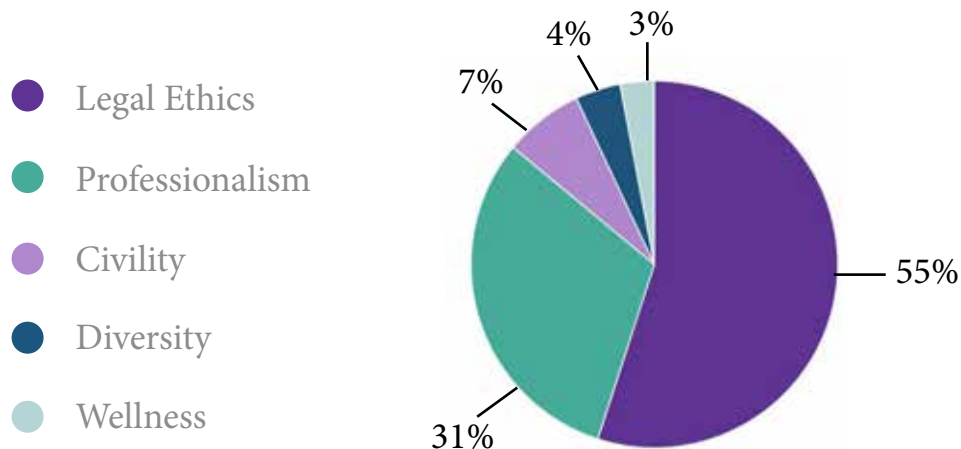
APPROVING CLE COURSES

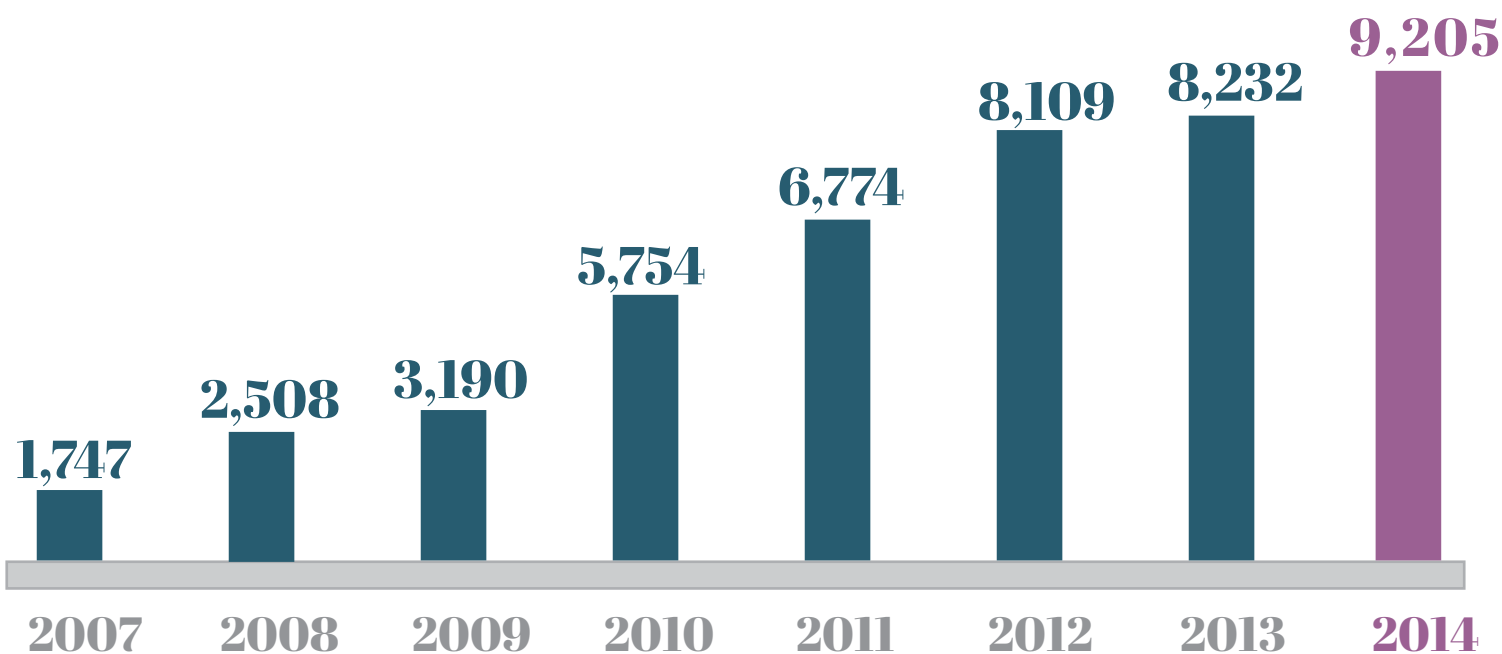
The Commission continued its key role of reviewing and approving the substantive content of all courses in Illinois presented for professional responsibility CLE credit. During 2014, we approved 9,205 professional responsibility course applications. Courses were offered by CLE providers in 41 different states. This number includes 8,812 CLE provider courses and segments, 342 out-of-state course attorney applications, and 51 non-traditional course attorney applications.

Approved CLE Provider Sessions

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 Supreme Court Rule 794(d). Providers could select multiple areas of professional responsibility when submitting their applications.

COURSE CONTENT DISTRIBUTION





Non-Traditional and Out-of-State Credit

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 342 individual out-of-state applications for attorneys who wished to claim professional responsibility credit.

Non-traditional courses and activities under Supreme Court Rule 795(d) include law school courses, bar association meetings, part-time teaching of law courses, and legal scholarship. In 2014, we approved 51 non-traditional applications for professional responsibility credit. This number does not include bar association meeting applications.



ASSISTING CLE PROVIDERS

We continued to assist CLE providers with their professional responsibility and general CLE questions. We also audited several CLE courses over the year to ensure that they met the high standards of professional responsibility.

In addition to answering general questions and assisting with course development, the Commission shared information and feedback with various CLE providers through semi-annual CLE Advisory Group meetings. The advice and guidance of our Advisory Group was instrumental in improving CLE programming across the state. Topics discussed in 2014 include developing guidelines on incorporating movies into CLE courses; ideas to increase the use of CLE diversity and professionalism programming; and development of streaming and on-demand CLE courses.

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

2014 CLE Advisory Group Members

Mary Andreoni, Attorney Registration and Disciplinary Commission
Michael Belleau, Winston & Strawn LLP
Robin Belleau, Lawyers' Assistance Program
Elizabeth Cibula, Sidley Austin LLP
Jeanne Heaton, Illinois State Bar Association
Arielle Leopold, Sidley Austin LLP
Marie Levy, Northwestern University School of Law
Gina Roers-Liemandt, West LegalEd Center
Steven Lindee, Northwestern University School of Law
Jill Eckert McCall, American Bar Association
Beth McMeen, Chicago Bar Association
Megan Knox Moore, Illinois Institute for Continuing Legal Education
Margaret Naughton, American Bar Association
Kurt Plocher, Winston & Strawn LLP
Mark Shlifka, Cook County State's Attorney's Office
Ruta Stropus, Office of the Illinois Attorney General
Joshua Vincent, Hinshaw & Culbertson LLP
Devon Wojciechowski, Kirkland & Ellis LLP



DIGITAL COMMUNITY

ABOUT

Informing, educating and engaging lawyers and judges about professionalism serves as the foundation of our digital media strategy. Four years ago, the Commission implemented a digital strategic plan to exponentially increase our connection and interaction with the legal community.

In April 2014, the Commission launched the 2Civility website (www.2civility.org) and the rebranded social media channels using LinkedIn, Twitter, and Facebook. Throughout 2014, we used these outlets to inform, educate, and engage lawyers and others through expanded publication of highly relevant content and focused online interaction.

2014 also found Commission staff increasing their social media presence. Through additional training and strategic development, staff achieved broader engagement in their areas of subject matter expertise: civility, future law, leadership, legal job market, professional development, legal education, diversity & inclusion, and professionalism.

The following is a brief summary of the Commission's digital media progress as of year's end:

WEBSITE & BLOG

Our website serves as the anchor of our social media channels; it provides information about the Commission, our innovative mentoring program, our pivotal role in professional responsibility education, current pro bono opportunities, law school and judicial initiatives, along with our publications and resources.

The 2Civility Blog acts as a forum to delve deeply into important issues impacting all aspects of our profession, from ethics to wellness. The intent is to foster an open and ongoing dialogue, and as such we actively encourage feedback in order to ensure we truly cover each topic from all perspectives.

AL COMMUNICATION

Our website-blog data for 2014 indicates a total of 144,894 visitors and 320,357 page views. These figures include data from both the 2Civility website which launched on April 7, 2014 and ILSCCP/ProSay blog websites which terminated on April 7, 2014. With the shift from old to new website, the number of visitors and page views declined from 2013 levels. We expected this drop to occur because the website and blog addresses changed and we switched to new data collection methods.

FACEBOOK

We saw strong engagement with our content on Facebook. Our community grew from 1,904 followers and 1,501,374 post reaches in 2013 to 3,300 followers and 2,445,926 post reaches in 2014. As Facebook has evolved from the strictly personal realm into a mainstream outreach channel, more of our constituents and followers chose to interact with us through this social media channel. The result was more awareness of our content, of our brand, and of our mission by a wider Facebook audience.

TWITTER

In 2014, we significantly increased our presence on Twitter. We added 2 additional staff Twitter accounts, Katherine Erwin @2CivilityKE and Michelle Silverthorn @2CivilityMS, to our social media profile, gaining a wider recognition of our 2Civility brand. Our longstanding Twitter account, @2Civility, composed by Jayne Reardon, continued to show strong engagement and at the end of 2014 approached 1,100 followers. As a result, Twitter microblogging grew from 2,104 tweets in 2013 to 5,335 in 2014; followers nearly doubled from 731 in 2013 to 1,380 in 2014.

LINKEDIN

LinkedIn continued to be our strongest networking channel for engagement with law professionals. In mid-2014, we began publishing our blog content in the Pulse section of LinkedIn. The strength of our network was reflected by our 4,700 legal professional connections by the end of 2014, a 15% increase from 2013.

WEBSITE & BLOG

- * **145,030 Visitors**
- * **320,110 Page Views**

FACEBOOK

- * **2,445,926 Post Reaches**
- * **3,300 Followers**

TWITTER

- * **5,335 Tweets**
- * **1,380 Followers**

LINKEDIN

- * **4,700 Connections**
- * **1.9 Million Network**

LAWYER MENTOR PORTALS

At the request of mentoring sponsoring organizations, we support their program administration by hosting microsites on our website. Microsites allow organizations to personalize and post their new lawyer and mentor applications, the application data system, and news items particular to their mentoring program. Training on how to utilize and update the microsite is provided by Commission staff.

There were 40 sponsoring program microsites at 2014 year-end. Government organizations and law firms do not have microsites because their mentoring programs are designed to serve employees within their organizations.

2CivilityNews

In September 2014, we distributed our first e-newsletter, 2CivilityNews, which included the distribution of our 2013 Annual Report. In order to strengthen our education and engagement outreach, our goal is to distribute the newsletter on a monthly basis on timely and relevant topics. At the end of 2014, our database contained 74,383 subscribers.



ADVANCED PROFESSIONAL



ING SIONALISM

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 2014 includes:

17th Judicial Circuit
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
The Chicago Committee (for Minorities in Large Firms)
Consortium of Professionalism Initiatives
Cook County Bar Association
Diversity Consortium of Chicago Law School Professionals
DuPage County Bar Association

Illinois Department of Employment Security
Illinois State Bar Association
Jefferson County Bar Association
Kane County Bar Association
Lake County Bar Association
Lawyer's Assistance Program
National Council of Bar Presidents
Northwest Suburban Bar Association
Peoria County Bar Association
Public Interest Law Initiative
Will County Bar Association
Winnebago County Bar Association
Women's Bar Association of Illinois
Young Lawyers Divisions (ABA, CBA, ISBA)

PROMOTING DIVERSITY

In August 2014, Commission Education Associate, Michelle Silverthorn, participated in a training session in Baltimore to become an intercultural competency facilitator. The training was offered by Intercultural Development Inventory LLC. The three day session qualified Michelle to administer a 50-question intercultural competency test to either an individual or a group, and facilitate follow-up sessions to increase intercultural competence.

At the December 2014 meeting, the Commission voted to form a Diversity Committee to develop and support diversity and inclusion efforts in the profession. The Commission will utilize the Intercultural Development program in their 2015-2017 diversity and inclusion initiatives.

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 and are re-purposed for posting on our blog. Conversations developed with Legal Management Magazine that resulted in a monthly column on professionalism topics especially pertinent to millennials. Staff also contributed articles on various professionalism topics throughout 2014 for bar association newsletters.

NATIONAL REPRESENTATION

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

- ABA Center for Professional Responsibility
- ABA National Consortium of Professionalism Initiatives
- ABA Standing Committee on Professionalism
- Alabama Leadership Forum
- National Association of Law Placement Diversity and Inclusion Summit
- National Legal Mentoring Consortium
- Wisdom 2.0 Conference

Executive Director Jayne Reardon represented the Commission and exchanged best practices and initiative ideas through her membership on the Standing Committee on Professionalism and the National Consortium of Professionalism Initiatives which both met twice in 2014. Jayne, along with Special Projects Director Kathy Erwin, also shared the unique curriculum and structure of the Illinois lawyer-to-lawyer mentoring program as part of the National Legal Mentoring Consortium Conference held in Columbus, Ohio.

PROFESSIONALISM SURVEY

In 2014, the Illinois Supreme Court Commission on Professionalism reached out to 15,000 randomly selected lawyers around the state, asking them to complete a short survey designed to measure perceptions of professionalism and civility in their practices. The survey, which updates a 2007 version, was conducted by the National Center for Professional and Research Ethics (NCPRE) at the University of Illinois at Urbana-Champaign. The survey data on whether, and in what settings, Illinois attorneys have experienced uncivil or unprofessional behavior will help shape the Commission's programs and initiatives over the next several years. The survey is currently available for viewing on our 2Civility website.



FINANC

2014 REVENUE & EXPENSE STATEMENT

Rule 756 provides that the Attorney Registration and Disciplinary Commission of the Illinois Supreme Court remit \$15 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.

In 2014, the Commission submitted a funding increase request to the Illinois Supreme Court. The Court granted the Commission's request by amending Supreme Court Rule 756 to increase the funding by an additional \$10.00 effective with the 2015 attorney registration year.



CE & AUDIT

The Commission's Audit & Finance Committee reviewed the independent audit of the Commission funds. Eck, Schafer & Punke, LLP, in accordance with auditing standards generally accepted in the United States of America, conducted an annual independent audit of the Commission. They reported that the financial position of the Commission on Professionalism as of December 31, 2014 was in conformity with generally accepted accounting principles and reported no material deficiencies. The Committee met with the auditor to discuss the 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 Supreme Court.

REVENUE

Registration fees	\$1,043,991
Interest income	\$1,962
<i>Total Revenue</i>	<i>\$1,045,953</i>

EXPENSE

Compensation/Benefits	\$653,830
General operations	\$326,857
Professional services	\$29,089
<i>Total Expense</i>	<i>\$1,009,776</i>

CHANGE IN NET ASSETS **\$36,117**

**NET ASSETS AT
BEGINNING OF YEAR** **\$226,867**

**NET ASSETS AT
END OF YEAR** **\$263,044**





