



2015
Annual Report

Illinois Supreme Court Commission on Professionalism



Contents

Commission	01
Law Schools	05
Mentoring	09
Education	13
Diversity	19
Communication	21
Finance	31

On behalf of the Commissioners and our staff, I am pleased to submit the 2015 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. The Court's support is essential to our outreach, especially to our ability to increase professionalism efforts in the law schools and with the sponsoring organizations of our mentoring programs.

I also thank my fellow Commissioners for their dedication. Since our strategic planning process in 2014, the Commissioners have become even more involved in activities promoting professionalism throughout the state. This is truly a working commission, and I am grateful for their engagement and active involvement.

Several new initiatives were begun in 2015, but I wish to highlight one that is close to my heart. Building on a program first developed when I was a judge in Parentage Court, this year the Commission developed a courthouse professionalism training and presented it in Rock Island and in Quincy. The program brings together everyone who works in the courthouse, challenging them to consider ways they can increase their professionalism and service to those who come to the courthouse. The program is discussed more thoroughly elsewhere in this Report, but I can attest to the transformative power of bringing together on equal

We gained momentum in 2015. With increased funding from the Court, we hired additional staff, allowing us to increase our outreach efforts through multimedia channels and personal visits around the state. As detailed in the Communications section of this Report, articles about our work and professionalism topics were placed in multiple different magazines, newspapers and books, both in print and online.

In furtherance of our Strategic Plan, the Commission became an Accredited CLE Provider in 2015. Our goal is to both develop high quality professional responsibility courses that serve as a guide to providers as well as to deliver free CLE to Illinois lawyers. Our first program that qualified for CLE was the Cross-Disciplinary training involving courthouse personnel. Our second endeavor was an online civility and communications course, "Talking About My Generation: Learning Conversations in the Legal Workplace."

Fostering a commitment to diversity and inclusion in our profession took a step forward with the formation of our Diversity and Inclusion Advisory Board. The Board includes representatives from corporations and legal organizations across the state. Discussions focused on the strategy of gathering, analyzing and disseminating best practices for hiring, retaining, and promoting women and minorities.

Our statewide Lawyer-to-Lawyer Mentoring Program continues to grow. In 2015, the Commission included a mandatory survey as part

of the CLE application process, increasing data collection about the quality and effectiveness of the program. To our delight, mentors, nearly to the same extent as mentees, report reaping benefits from the mentoring relationship.

Finally, I thank our dedicated staff. The accomplishments of this Commission are a testament to their talent and creativity and serve as a model of inspiration to those in Illinois and across the country. I am proud to serve as Chair.

Hon. *Debra B. Walker*, Chair



of the CLE application process, increasing data collection about the quality and effectiveness of the program. To our delight, mentors, nearly to the same extent as mentees, report reaping benefits from the mentoring relationship.

Thank you, Justices of the Illinois Supreme Court and Commissioners, for your support and guidance. I speak for all the staff when I say that we are honored to serve this organization advancing such a worthy cause.

Jayne R. Reardon, Executive Director





COMMISSION

The mission of the Commission on Professionalism is to promote a culture of civility and inclusion in which Illinois lawyers and judges embody the ideals of professionalism in service to the administration of justice. The purpose and duties are laid out in Supreme Court Rule 799. The duties 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 providers with professional responsibility education.

Commissioners

Illinois Supreme Court Liaison

Justice Robert R. Thomas

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

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

Hon. Sharon J. Coleman
Northern District of Illinois

Dean John E. Corkery
John Marshall Law School

Hon. Kathryn E. Creswell
18th Judicial Circuit Court

Dean Cynthia L. Fountaine
Southern Illinois University School of Law

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

Jane DiRenzo Pigott
R3 Group, LLC

Vanessa Romeo
Joliet Junior College

Martin Sinclair
Skadden, Arps, Slate, Meagher & Flom LLP

Lawrence M. Templer
Retired Practitioner

Vincent F. Vitullo
Professor Emeritus at DePaul University College of Law

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

Sonni C. Williams
City of Peoria

Leslie Richards-Yellen
Hinshaw & Culbertson LLP

Hon. Michael P. McCuskey, Advisor,
10th Judicial Circuit Court

About

The Illinois Supreme Court appoints the Chair, Vice-Chair, and the members of the Commission. The 2015 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. The Commission met four times in 2015 for their quarterly meetings held on March 27th, June 12th, September 25th, and December 10th, to advance the work and policies of the Commission.

Staff

Executive staff of the Commission are assisted by various outside consultants, depending on the project. The 2015 staff and regular consultants follow:

- Jayne Reardon, Executive Director
- Donna Crawford, Innovation Strategist
- Kathy Erwin, Special Projects Director, through May 2015
- Michelle Silverthorn, Diversity & Education Director
- Mark Palmer, Professionalism Counsel, since November 2015
- Brittany Wisniewski, Program Coordinator
- Erika Kubik, Communications Specialist
- Rhiannon Buehne, Office Manager, through August 2015
- Lindsay Hamilton, Office Manager, since September 2015
- Marilynn Crossman, Finance Consultant
- Robert Walker, IT Consultant



Ambassadorship

In the broadest sense, the Commission promotes among lawyers, judges and law students the highest standards of professionalism. To that end, both Commissioners and staff are involved in events and activities that allow them to inspire, learn and share best practices of professionalism initiatives across Illinois and nationally. As detailed more thoroughly in the Communications section, staff and commissioners connect with lawyers and judges through articles published on the website and through other channels, sharing insights and observations about professionalism topics. Our strategies of ambassadorship received a boost in 2015 with the hiring of Communications Specialist Erika Kubik. Erika adds content to our website and has developed a communications and social media plan utilizing multiple media outlets.

In late 2015, the Commission hired Professionalism Counsel Mark Palmer, an experienced Champaign practitioner and adjunct professor at the University of Illinois College of Law. Mark is able to more easily travel to points across the state from Champaign. In addition, he has developed an outreach program that combines support of organizations sponsoring our Lawyer-to-Lawyer Mentoring program with opportunities to more effectively engage our commissioners in educational and other events across Illinois. As discussed in greater detail in the Education section, commissioners and staff facilitated approximately three dozen in-person CLE programs in 2015.

Staff further engaged with bar associations on the local, affinity, state, and national levels. In 2015, several new national relationships were formed. Executive Director Jayne Reardon was appointed Chair of the American Bar Association's Standing Committee on Professionalism. She also continued to share best practices and ideas through membership on the National Consortium of Professionalism Initiatives. Diversity and Education Director Michelle Silverthorn became involved in the ABA Model MCLE Review Project. She worked with the group focused on non-traditional (i.e., out of the classroom) CLE, sharing many of the lessons learned in Illinois from non-traditional course offerings. In recognition of her writing skills, Michelle was also appointed to the ABA Standing Committee on Silver Gavel Awards.

Our unique statewide mentoring program continues to inspire those in other states interested in starting or modifying a mentoring program. Organizations from other states continue to contact the Commission for advice, and some have adopted the Illinois curriculum and/or implementation strategy involving sponsoring organizations. In November, the Connecticut Bar Association tapped our Executive Director to participate in a program involving Connecticut law leaders exploring the idea of beginning a statewide mentoring program.





LAW SCHOOLS

Law students are our country's next lawyers and leaders. They need to be shown the tenets that have long governed our practice -- service, confidentiality and professionalism. The earlier we can introduce those tenets, the better for our entire profession. We are proud to partner with law school faculty and staff, as well as with justices, judges and lawyers around the state, to ensure that our next generation of lawyers is well-prepared to lead our future profession.

Law School Liaisons

The Commission continued to work with our Law School Liaisons to develop greater ties with law school students, faculty and staff. We thank all of our Liaisons for the time and effort they have put toward enhancing professionalism at their schools.

Law School Liaisons:

- Han Cui, *University of Illinois College of Law*
- Patti Donahue, *Northern Illinois University College of Law*
- Adam Woffinden, *University of Chicago Law School*
- Danielle Harris, *IIT Chicago-Kent College of Law*
- Karalyn Jevaney, *The John Marshall Law School*
- Willie Lyles, *Southern Illinois University School of Law*
- Lauren Kus, *Loyola University Chicago School of Law*
- Novaira Paul, *Northwestern School of Law*
- Alice Weeks, *DePaul University College of Law*

Law School Orientation

Every year, the Commission on Professionalism collaborates with each of the nine Illinois law schools on our annual Professionalism Orientation. As in the past, numerous Supreme Court and Appellate Court Justices generously donated their time to speak to incoming first year law students about the importance of professionalism in a lawyer's life. Several Commissioners were also able to attend the orientation sessions, meeting the judges, the students and the faculty, and sharing lessons about the importance of professionalism. At three law schools, attorney facilitators led discussion groups on various hypothetical scenarios implicating ethical, professionalism, and diversity and inclusion issues.

The Commission is grateful to everyone who participated in the orientation sessions, especially the numerous attorneys who devoted significant time to prepare for and facilitate small group discussions of professionalism issues with students. We also thank the members of the judiciary who delivered inspiring remarks about professionalism as follows:

Winter 2015:

The John Marshall Law School*
Justice Joy V. Cunningham

Fall 2015:

University of Chicago Law School
Justice Maureen E. Connors

Northwestern University Pritzker School of Law
Judge Sharon J. Coleman

The John Marshall Law School*
Justice Thomas L. Kilbride
Justice Mary Jane Theis

University of Illinois College of Law
Chief Justice Rita B. Garman

DePaul University College of Law*
Justice Aurelia M. Pucinski
Justice P. Scott Neville, Jr.

Loyola University Chicago School of Law
Judge Sharon J. Coleman

IIT Chicago - Kent College of Law
Judge Aurelia M. Pucinski
Justice Nathaniel R. Howse, Jr.

Southern Illinois University School of Law
Justice Lloyd A. Karmeier

Northern Illinois University College of Law*
Justice Thomas L. Kilbride

*Indicates we had facilitators leading small group discussions at these schools.



New Programing

The Commission on Professionalism developed a program titled "Talking 'Bout My Generation: Professionalism in the Multi-Generational Workplace." In order to prepare law students to enter a multi-generational workforce, the course provides an overview of all four generations in the workplace and their varying perspectives, perceptions and values. The course also includes highly interactive hypothetical scenarios law students are likely to experience as young professionals.

The Commission facilitated this program for law students throughout 2015, including students at the University of Illinois College of Law and The John Marshall Law School. The "Education" and "Diversity" sections of this Annual Report contain more information.

The Commission also developed and presented a program delivered at University of Illinois in collaboration with law school faculty. "Professionalism Standards for Law Students" incorporates many of the themes of the Commission's civility programs with scenarios modified to resonate with law students.

Other Law School Collaborations

The Commission continued to moderate the Justice Anne M. Burke Professionalism Series at The John Marshall Law School, now in its sixth year. The Commission also again delivered opening remarks and participated in the 1L program "Civility in the Profession, Building a Community of Legal Professionals," now in its fifth year at Loyola University Chicago School of Law. For the second year, the Commission collaborated with all six Chicago-area law schools on Jumpstart. Jumpstart is a pre-orientation program for diverse students and students who seek an earlier introduction to the law school experience. The "Diversity" section of this Annual Report has more information on this program.





MENTORING

Mentoring is now, more than ever, essential to the future success of the legal profession. Globalization and technology are making the practice of law more complex and fast-paced. Yet the wisdom and judgment that form the bedrock of professionalism are primarily passed along from more seasoned to newer attorneys. The Commission's Lawyer-to-Lawyer Mentoring Program is designed to guide new lawyers in the areas of professional responsibility as they experience the challenges of transitioning into their legal careers.

Lawyer-to-Lawyer Mentoring

The Commission partners with 81 sponsoring organizations (law firms, law schools, bar associations and government agencies) to bring lawyer mentoring to new attorneys across Illinois. This premier Mentoring Program provides a structured, yet flexible, curriculum for practical learning between experienced lawyers and those beginning their practice of law.

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. The Mentoring Program requires at least eight in-person meetings throughout the year, yet local program administrators may approve virtual distance mentoring on an as-needed basis. Virtual mentoring was adopted as an option (following a successful pilot project in 2014) for mentoring pairs who do not live or work near each other or are otherwise unable to meet in person. If virtual mentoring is approved, up to five of the eight required meetings may take place via a video assisted device such as videoconferencing, Skype or FaceTime.

Pairs who complete the year-long program qualify to receive six hours of professional responsibility CLE credit. Since its statewide launch in 2011, over 4,000 participants have either completed, or are in the process of completing, the year-long program as a mentor or mentee.

Now that the Mentoring Program is well established and statewide participation has been ensured, the Commission has created an Expansion Advisory Committee to explore ways to improve the program and its reach, including expanding the eligibility rules and developing a program geared toward women and minority lawyers.

98% of participants plan to maintain a relationship with their mentoring partners

96% of participants either agreed that the mentoring plan helped to focus the learning experience.

99% of participants would recommend the mentoring program to a fellow attorney

Reflections of Participants

“

Excellent program. As an attorney who has been practicing for many years, this has allowed me to connect with recently licensed attorneys and better understand—empathize with the challenges they face. It has reminded me that we should be patient with our newer colleagues, just as others were to us. This program is an extremely valuable endeavor!

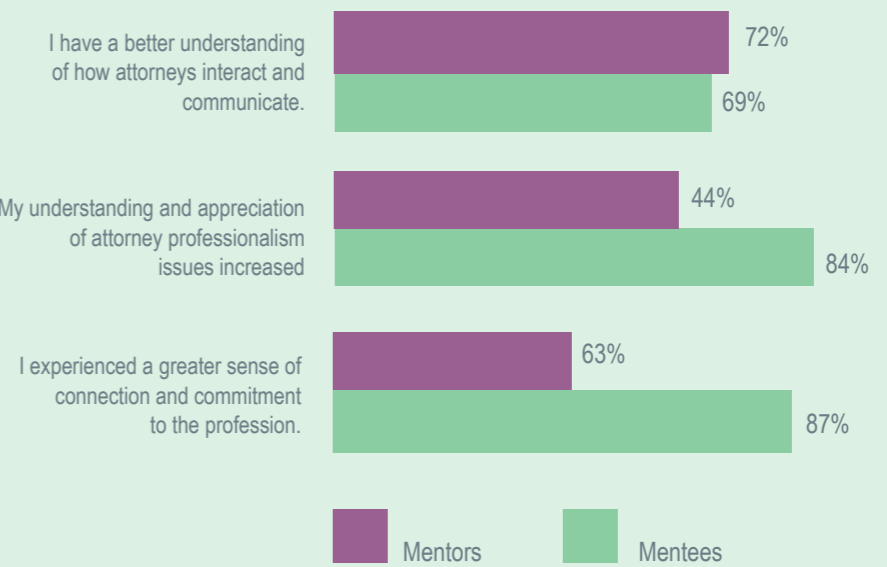
“

My mentor went ABOVE and BEYOND in assisting me in my growth as an attorney. She made me feel comfortable at new lawyer bar events, introduced me at various law and work functions, and was there for me when I had a lousy day at work. Most importantly, she was an amazing role model and truly inspirational in her conversations about why she loves being an attorney. I would highly recommend this program to other young lawyers. I am so glad I participated and cannot wait to sign up as a mentor in the future.





Benefits of Mentoring



“
This was a worthwhile program -- for me as a mentor and for my mentee -- to take time to reflect on the basic principles on which our profession is founded. I'm grateful for this program that made us think about what is at the core of good lawyering.



EDUCATION

Continuing legal education is a significant component of the Commission's duties delineated in Supreme Court Rule 799, the Rule establishing the Commission on Professionalism. Quality professional responsibility CLE promotes civility and professionalism among the Illinois bench and bar. Our educational efforts include developing and assisting providers in creating professional responsibility CLE, facilitating CLE presentations, and reviewing and approving the content of professional responsibility CLE programs offered for credit.

Continuing Legal Education

The Commission is instructed to assist providers in developing professional responsibility CLE courses and activities and to substantively review and approve courses as qualifying to receive professional responsibility CLE credit.

To more effectively impact the quality of professional responsibility CLE, the Commissioners determined in the late 2014 strategic planning process that the Commission should become an accredited CLE provider. In 2015, the Commission developed and delivered to Illinois lawyers its first courses as an accredited CLE provider.

Throughout 2015, the Commission also carried out its duties by facilitating CLE programs, approving CLE courses, speaking about the importance of legal education, meeting with attorneys and CLE providers, and developing its first online interactive course.

Cross-Disciplinary Training

The Commission has developed a training designed to improve the customer experience of court patrons by involving all personnel who work in the court system in considering how they may improve their professionalism. In 2015, the Commission traveled to Rock Island and Quincy to facilitate cross-disciplinary trainings to groups of law and law-related professionals including judges, attorneys, court reporters, bailiffs, correctional officers, deputies, circuit clerks, and other court personnel. The program, "Professionalism: Perspectives and Perceptions," was the Commission's first offering as a newly accredited CLE provider.

The program looked at common instances of unprofessional behavior seen in the courthouse and engaged participants in developing strategies to prevent these occurrences. Prior to the course, the Commission worked with a team selected by the Circuit Chief Judges to identify the most prevalent civility and professionalism issues. The Commission then tailored the training to meet the needs of each particular circuit. Feedback was uniformly positive with a three month post program survey showing that participants had successfully incorporated lessons learned from the program into their daily practice.

8th Circuit Training

In preparation for the course, the Commission worked with Chief Judge Diane Lagoski and a team of lawyers and judges across the circuit to identify professionalism issues most prevalent in the courthouse. With these issues in mind, the Commission drafted a skit portraying a parody of unprofessional behavior at a hypothetical court call. The roles were assigned to give members of the court community a different perspective than they normally have, e.g., the judge was played by a lawyer, the clerk was played by a judge, etc.

The day of the training welcomed representatives from all eight counties in the judicial circuit and opened with a short pre-program survey and an overview of the work of the courts. The skit followed, gaining a lot of laughs and serving as an ice breaker and jumping off point for dialogue during the training.

Following the skit, the Commission presented information on how to develop better listening skills and the challenges of multigenerational communication. After the presentation, attendees were split into three pre-determined groups (each containing representatives from various departments in the courts) for a deeper discussion about identifying and addressing the professionalism issues in their respective courthouses.

The session concluded with a large group debrief in which the small groups shared the issues they identified and their ideas for improvements. The final activity asked each participant to write down their response to the following: "What I learned today that I want to incorporate into my workday beginning Monday..."



Assisting Providers

The Commission continues to meet twice-annually with a CLE Advisory Group of providers to obtain their insights and feedback on legal education in Illinois. The Commission has incorporated many of the thoughts and opinions of this group into its ongoing work, including an implicit bias activity and the first interactive online course. We truly value the many contributions of the CLE Advisory Group and thank all group members for their continued work advancing professionalism.

CLE Advisory Group Members

Mary Andreoni, *Attorney Registration and Disciplinary Commission*

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, *Perkins Coie LLP*

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*

Professional Responsibility Programs

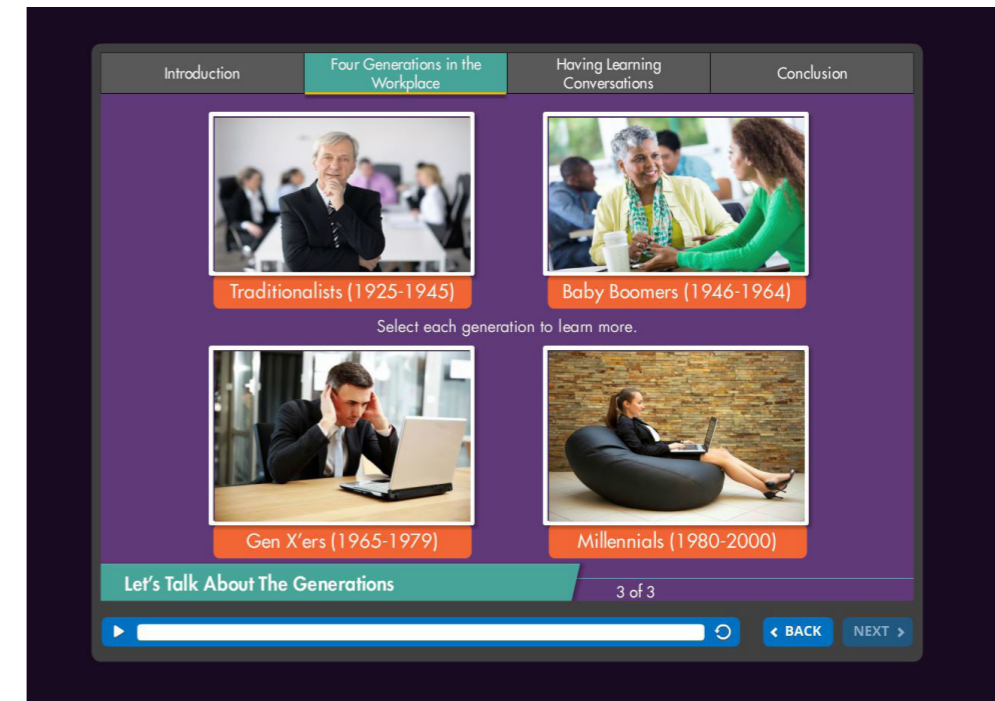
The Commission developed multiple CLE courses in 2015. Staff and Commissioners facilitated and co-facilitated courses around the state. These courses included:

- Beyond Ethics: Designing Programs for Credit That Aren't Scary or Boring
- Effective Communication: The Cornerstone of Civility
- Future or Folly: The Limited License Legal Technician
- Professionalism As Survival Strategy
- Professionalism Standards for Law Students
- Reimagining the Future of the Legal Profession
- Talkin' 'Bout My Generation: Professionalism in the Multigenerational Workplace

Online Interactive CLE

In 2015, the Commission began working on its first online course titled: "Talking About My Generation: Learning Conversations in the Legal Workplace." The Commission's goal for this course was two-fold: to offer Illinois lawyers free access to a one-hour online professional responsibility course, and to provide a best practices example of high quality e-learning consistent with adult learning principles.

Narrated by Commission Diversity and Education Director, Michelle Silverthorn, "Talking About My Generation" is a one-hour interactive online course about improving communication and professionalism among the four generations in the workplace. The course features interactive exercises, quizzes and hypothetical scenarios based on the materials. The course is now available on our website for any Illinois attorney to take for free.

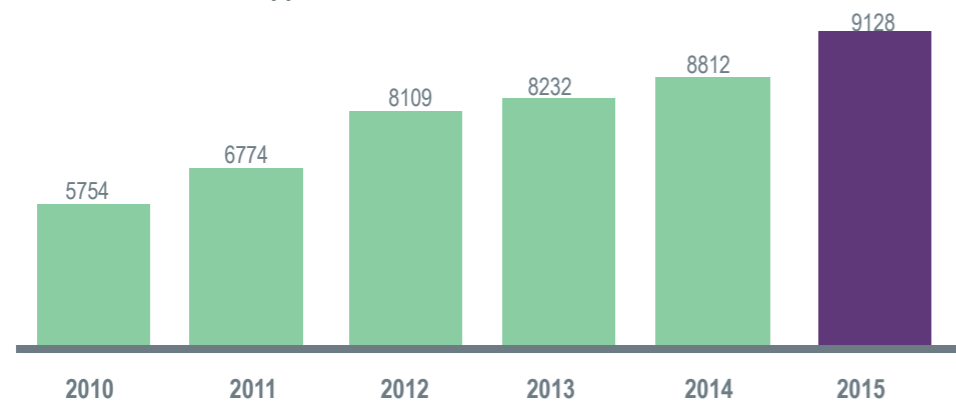


As 2015 wrapped up, the Commission embarked on a second online interactive course project. Amendments to Supreme Court Rule 716 allow foreign lawyers practicing in-house in Illinois to receive a limited license to practice law if they have "completed the course on ethics for foreign lawyers approved by the Illinois Supreme Court Commission on Professionalism." The Commission is developing a second, interactive, online course focused on ethics and professionalism for corporate lawyers that will become available to all lawyers, including foreign lawyers.

Approving CLE Courses

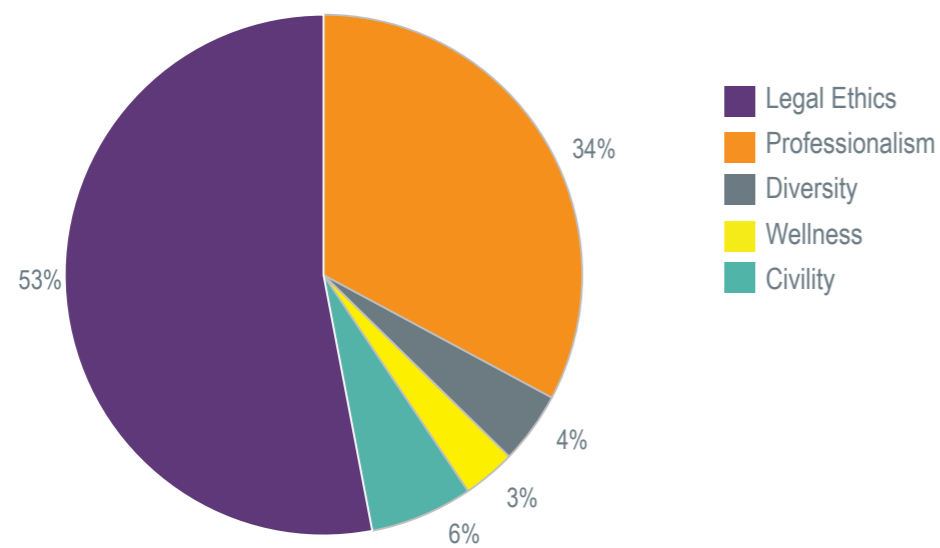
The Commission substantively reviews every CLE course offered for professional responsibility credit in the state of Illinois. In 2015, the Commission reviewed and approved 9,128 professional responsibility CLE course applications.

Approved CLE Provider Sessions Per Year



The courses were offered from providers in 38 different states. Providers are asked to describe the content of their courses with reference to each of the five substantive areas of the professional responsibility requirement in Rule 794(d).

Course Content Distribution



In addition, the Commission reviewed and approved 228 out-of-state CLE applications, i.e., applications from attorneys who have taken CLE outside of Illinois and are seeking Illinois credit for those courses. The Commission also approved 37 non-traditional CLE applications, i.e., CLE taken outside of the traditional classroom setting as laid out in Supreme Court Rule 795(d).

As in years past, courses in the areas of legal ethics and professionalism continue to comprise the majority of professional responsibility CLE offerings in Illinois.





DIVERSITY

As stated in Rule 799(a), the purpose of the Commission on Professionalism includes fostering "commitment to the elimination of bias and divisiveness within the legal and judicial systems." The Commission often collaborates with individuals and organizations to leverage effect. Through our educational efforts, mentoring program, and other initiatives, the Commission continues to promote increased diversity and inclusion in the legal profession.

Diversity and Inclusion

In 2015, the Commission formed a Diversity and Inclusion Advisory Board consisting of statewide representatives of law firms, bar associations, corporations, and other legal organizations to consider wide-ranging initiatives beyond traditional educational programming. The first project is designed to collect best practices information from law firms and other legal organizations across the state. Subsequent analysis of the data may yield recommendations by the Commission. Meanwhile, commissioners and staff continued support of providers offering diversity CLE and other diversity efforts.

Jumpstart

The Commission collaborated with the Chicago area law schools to deliver a pre-orientation program for diverse law students designed to increase their chances of success in law school and beyond. The program provides them with additional resources and support prior to beginning their law school careers. This year, the Commission assisted in the federal court visit, taking the students to the Everett M. Dirksen U.S. Courthouse in Chicago to watch trials, meet with federal judges, and listen to a panel of judges, lawyers and clerks talk about their work in federal courts. The Commission expresses appreciation to the staff, clerks and judges of the Northern District of Illinois who worked hard to provide the students with a memorable introduction into the profession.

Talking About My Generation

One of the most popular new educational programs developed in 2015 was "Talking About My Generation," a course addressing the diverse perspectives of the various generations in the workplace. The course highlights diversity of thought, perspectives, and values as generally shaped by generational experiences. Having wide appeal to participants of all backgrounds, the course was delivered throughout 2015 to various groups of law students and lawyers and served as the substantive basis of our online CLE course.

“ Lawyers shape society. They become our legislators, governors, judges and CEOs. It is incumbent on the legal profession to make sure its members are as diverse as the people they serve.”

Leslie Richards-Yellen
Hinshaw & Culbertson LLP





COMMUNICATION

We continue to inform, educate, and engage lawyers in our professionalism movement on various communication channels including outreach presentations, legal publications, the annual report, media relations, social media, and our website/blog. We strive to strengthen the depth and distribution of our content through each avenue of communication. The following is a brief summary of our communications progress during 2015.

2CIVILITY News

In March, we began delivery of a monthly topical newsletter to the 82,009 2Civility News subscribers. This newsletter is delivered by email the first week of each month. Newsletters delivered this year were:

March	<i>The Truth about Future Law</i>
April	<i>Professional Responsibility CLE</i>
May	<i>Millennial Attorney Inspiration</i>
June	<i>Study of Illinois Lawyers</i>
July	<i>Declaration of Independence</i>
August	<i>Learning and Networking</i>
September	<i>Why Civility Matters</i>
October	<i>Pro Bono Publico</i>
November	<i>Be an Ambassador of Professionalism</i>
December	<i>Healthy Lawyer Workplaces</i>

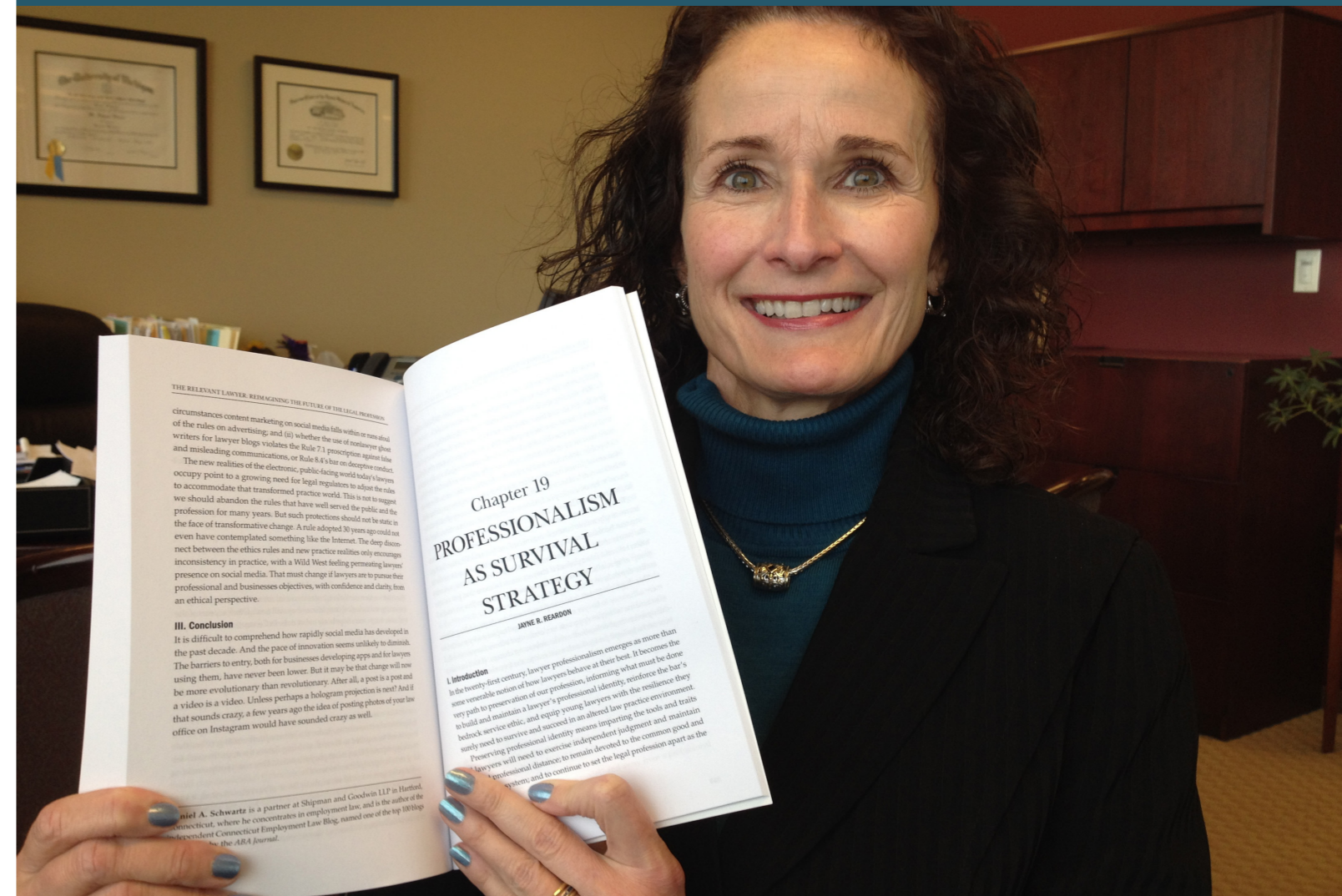
Press Releases

The Commission issued the following press releases to media contacts:

May	<i>Commission Releases Results of 2014 Survey on Professionalism</i>
June	<i>Commission Executive Director in ABA Publication: The Relevant Lawyer</i>
July	<i>Addressing Diversity Challenges in Law Firms</i>
August	<i>Incoming Illinois Law Students Get 'Schooled' In Professionalism</i>

Our Mission:

To promote a culture of civility and inclusion, in which Illinois lawyers and judges embody the ideals of the legal profession in service to the administration of justice in our democratic society.



Publications

Various articles and a book chapter written by staff and an article by Commissioner Martin Sinclair were published in the following publications:

ABA Newsletters

May *Thinking Before Doing, Environmental Litigation and Toxic Torts Committee*
 June *Professionalism as Survival Strategy, ABA Membership eNews*

Legal Management Magazine: “Millennial Mouthpiece” Column

January *Addressing the Tech Savvy Stereotype*
 February *Adult Learning: How Do We Learn?*
 April *Understanding Professional Perceptions Can Help Bridge Generation Gaps*
 June *Leaders in Waiting*
 October *Welcome to the 24/7 Workplace*

ABA Student Lawyer Magazine

January *How to Conquer Your Fear of Networking*
 February *How to Network Effectively in Different Scenarios*

Chicago Lawyer Magazine

March *Easier to Exit Than Return*
 July *Two Generations and One Big Gap?*

Law Bulletin: Professionalism on Point Column

February *Commission Takes CLE in New Direction*
 March *Sponsorship: A Step Beyond Mentoring*
 April *The Pay Gap in the Legal Field is Significant-Can it be Bridged?*
 May *Could a Robot Take Your Job in the Next 20 Years?*
 June *Boosting Women’s Ranks in Leadership*
 November *Service: Cornerstone of Professionalism*
 December *Generation X Appears To Be Lost Between Baby Boomers and Millennials*

American Bar Association Book (Sponsored by Center for Professional Responsibility and the Standing Committee on Professionalism)

May Chapter 19 *Professionalism as Survival Strategy* in *The Relevant Lawyer: Reimagining the Future of the Legal Profession*.

National Council for the Social Studies: Lessons on the Law

April *The Second Act: Will America Get a “Right To Be Forgotten?”*

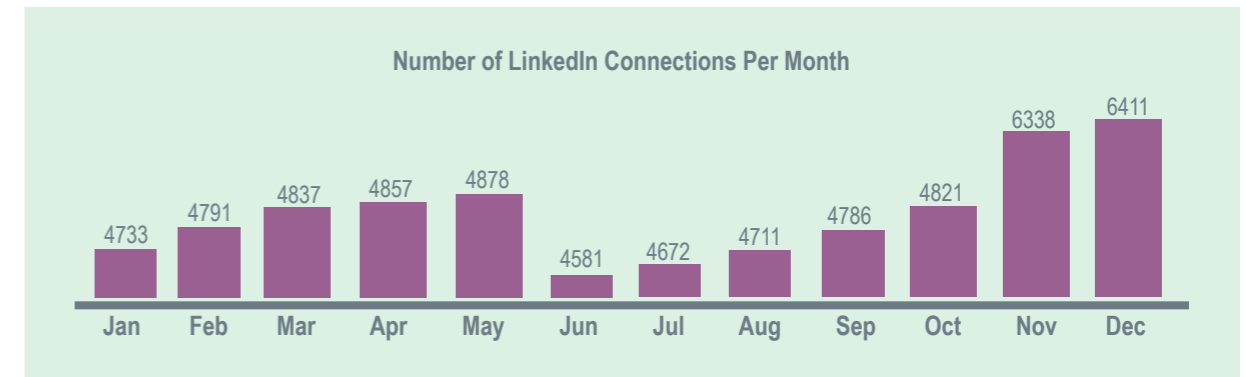
Social Media

During 2015, we continued steady growth across all social media channels. A summary of our LinkedIn, Twitter and Facebook communities follows:

LinkedIn

LinkedIn is our channel for networking with law professionals. Our connections grew from 4,700 connections in 2014 to 6,411 in 2015. Our network also grew from 1.9 million in 2014 to over 3 million professionals in 2015.

The chart below displays cumulative totals of our staff’s connections and networks. The number of connections dropped slightly in June due to the departure of Katherine Erwin and raised significantly from October through December due to the inclusion of Mark Palmer’s connections into the data.



We re-published our blog posts both in LinkedIn activity feeds as well as in the Pulse section of LinkedIn. Since the beginning of the year, staff published 81 articles on LinkedIn Pulse. These Pulse articles were read by 13,320 individuals and drew 1,465 engagements (likes, comments and shares).

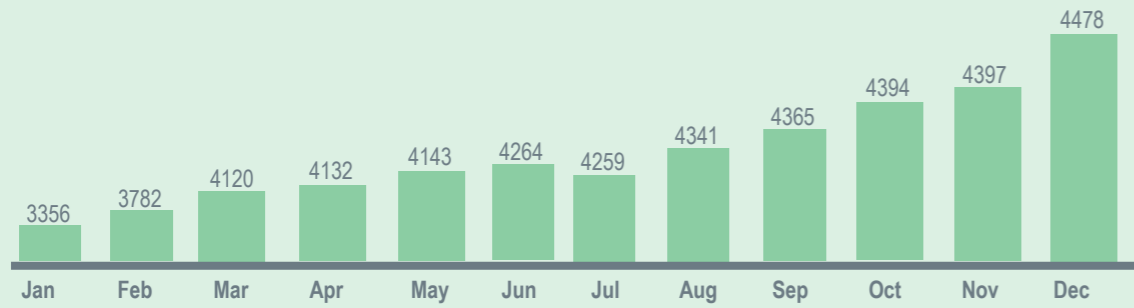
We have 798 individuals following our LinkedIn company page. 53% of those followers are engaged in law practice or the delivery of legal services.

Facebook

We receive very strong engagement with our content on Facebook. Here, we are able to target our constituent engagement beyond those who “Like” our page. With each post, we can target organization groups associated with the legal profession and promote engagement with specific posts and topics.

Our Facebook followers grew from 3,300 in 2014 to 4,478 in 2015. During the year, our blog and other posts on Facebook reached 516,810 followers. The chart below shows our total likes (followers) and the number of people who viewed our posts each month.

Number of Facebook Page Likes (Followers) Per Month



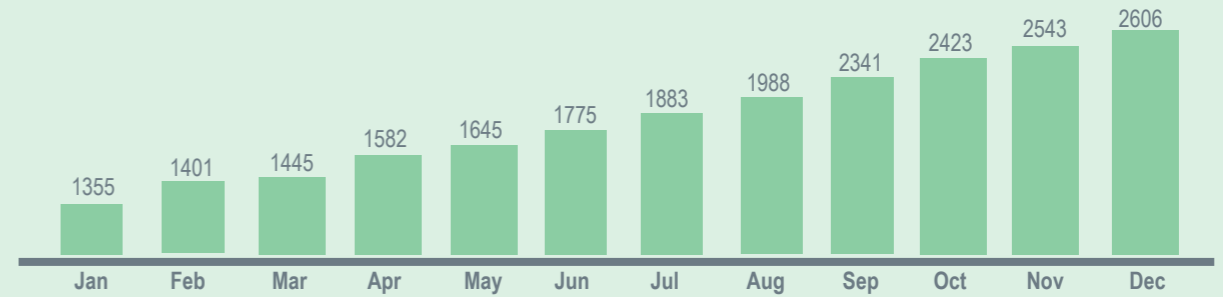
Twitter

The Illinois Supreme Court Commission on Professionalism's Twitter following grew significantly this year. In 2015, we acquired 2,606 followers compared to the 1,380 we had in 2014. Likewise, our engagement level grew as well. Our staff engaged and informed our followers with 10,527 tweets in 2015 compared to 5,335 shared the prior year.

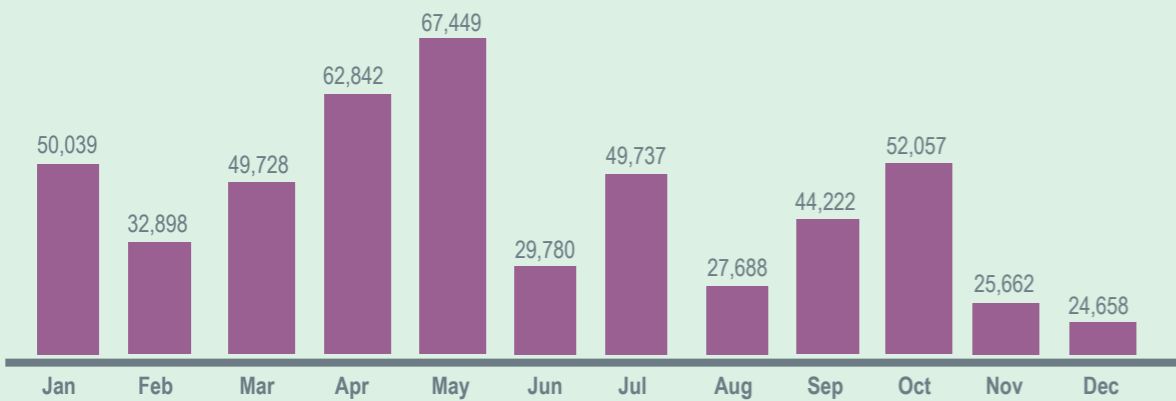
The charts below showcase both the total number of followers and tweets shared by our staff's twitter accounts: @2Civility, @2CivilityKE, @2CivilityMS, @2CivilityBW, @2CivilityEK, and @2CivilityMP. Each staff member maintains their own individual accounts sharing educational and informative content on professionalism issues related to the legal profession.

Our longest standing Twitter account that serves as the primary account of the Illinois Supreme Court Commission on Professionalism, @2Civility, continues to gain influence with 1639 followers at the end of 2015.

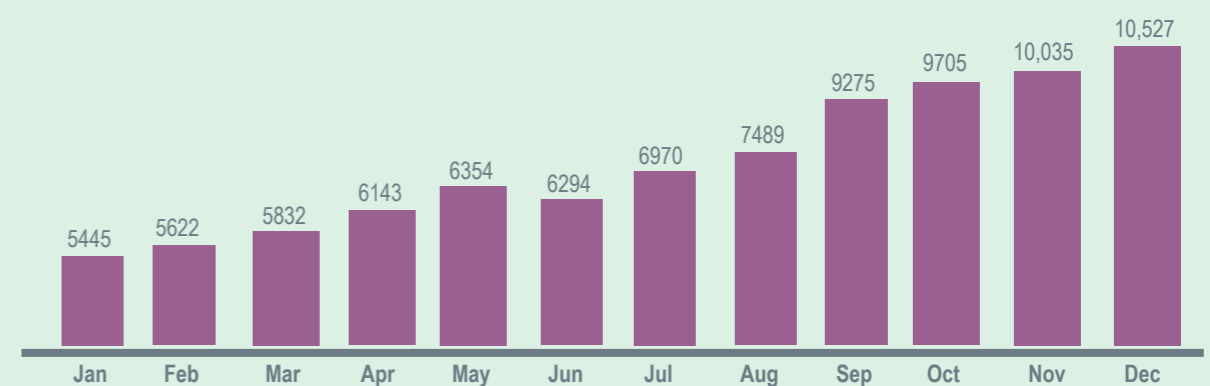
Number of Twitter Followers Per Month



Monthly Total Facebook Post Reach



Number of Tweets Per Month



Website and Blog

In 2015, the number of blog-website visitors totaled 51,754, page views totaled 111,176, and sessions totaled 60,951. Due to a change in our data collection source for the website-blog, 2015 data cannot be compared to 2014 data. The monthly totals for 2015 are shown in the chart below.

Month	Users	Page Views	Sessions
January	3,989	8,204	4,665
February	2,709	6,544	3,359
March	4,540	9,607	5,413
April	4,045	9,429	5,034
May	4,837	10,483	5,623
June	4,155	10,010	4,886
July	4,733	8,118	5,313
August	4,176	9,674	5,100
September	4,741	10,469	5,721
October	4,717	9,763	5,668
November	4,922	9,724	5,749
December	4,190	8,467	4,948
Total	51,754	111,176	60,951

Sessions on our website-blog come from various referral sources. Most notable sources are searches via Google, Bing, etc. and social referrals such as 9,241 via Facebook; 1,650 via LinkedIn; 1,475 via Twitter; 452 via reddit; and 107 via Google+. There were 19,656 sessions that were a result of direct hits to various pages of www.2civility.org and 19,270 sessions were a result of organic searches such as Google, Bing, etc.

Our website-blog user distribution is widespread. The map below indicates our total statewide distribution representing 353 cities. The following charts show our top areas of national visitors and Illinois visitors:

US Visitors Distribution

Rank	State	% Traffic
1.	Illinois	48.57%
2.	California	5.46%
3.	Florida	5.24%
4.	New York	5.13%
5.	Texas	3.04%
6.	Michigan	2.15%
7.	DC	2.08%
8.	Georgia	2.01%
9.	Ohio	1.99%
10.	Virginia	1.82%

Illinois Visitors Distribution

Rank	City	% Traffic
1.	Chicago	64.14%
2.	Springfield	2.68%
3.	Champaign	2.31%
4.	Naperville	1.55%
5.	Peoria	1.02%
6.	Wheaton	0.98%
7.	Park Ridge	0.96%
8.	Evanston	0.87%
9.	Oak Park	0.84%
10.	Bloomington	0.63%

Blog Content

In 2015, we published 68 blog posts written by staff. The content of our blogs covered civility, future law, leadership, mentoring, law school, justice, legal profession, diversity and inclusion, and professionalism. The chart below identifies our blog posts with greatest reach during 2015.

Rank	Post	FB Reach	Topic
1	Professionalism As Survival Strategy	26.9K	Future Law
2	States Grapple With Undocumented Immigrant Law Licenses	14.6K	Legal Profession
3	Search: Lawyer Near Me	14K	Justice
4	U.S. News and the Law School Debt Crisis	12.7K	Law School
5	ABA Calls for Innovation in Legal Services	12K	Future Law
6	Stop Complaining About Millennials	9.2K	Legal Profession
7	Will Women Lawyers Embrace Fashion Faux Pas	8.6K	Diversity/Inclusion
8	Future or Folly: Limited Licensed Legal Technicians	7.9K	Future Law
9	E-Discovery Is Not Just For Big Law	7.9K	Future Law
10	Leadership Is Not Fear-Inducing	7.7K	Leadership

In early March, our 2Civility Blog was the featured **“Blawg of the Week”** in the ABA Journal online publications. Our blog was selected by their editorial staff out of the nearly 4,000 blogs in their directory. They were impressed with the content and Twitter activity. They also said that we **“are on the forefront of social media.”**



Commission History

A new page about the origin of the Commission was published in the About section of the website. Ed Walsh, Communications Committee Chair, assisted with the development of this page which includes information regarding the 2001 Roger K. O'Reilly Symposium, the Special Supreme Court Committee on Civility-Professionalism, the forums and town hall meetings conducted by this Committee, and the Committee's recommendations to the Supreme Court.

We also began the production of a video for this new page that will be added to our website in 2016. We were grateful for the opportunity to interview Illinois Supreme Court Justice Robert Thomas about the evolution of the Commission. Justice Thomas played a key role in the creation of the Illinois Supreme Court Commission on Professionalism.



Infographics

We produced two infographics this year. The first was to supplement the "Search: Lawyer Near Me" blog post and the other was for "Grading TV Lawyers: Ethics vs. Entertainment" blog post.

One major goal with the infographics was to establish link building with other relevant publications. The "Search: Lawyer Near Me" post was linked and republished in the Law School Toolbox blog and in an article written by Leah Plunkett, law professor at University of New Hampshire. The "Grading TV Lawyers: Ethics vs. Entertainment" post was linked with the Huffington Post - Entertainment, IndieWire, Community Voices Post-Gazette, and Broadcasting & Cable Magazine Online.





FINANCE

The Illinois Supreme Court Commission on Professionalism is funded by an allocation from the annual attorney registration fees as set forth in Supreme Court Rule 756. This annual assessment is the Commission's only source of funding.

Funding

Supreme Court Rule 756 was amended effective January 1, 2015 to provide that the Attorney Registration and Disciplinary Commission of the Illinois Supreme Court remit \$25 from the annual registration fee collected from each attorney to the Illinois Supreme Court Commission on Professionalism to fund its operations and programs. This increase of \$10 per fee-paying attorney accounts for the greater staff resources and stronger financial position of the Commission in 2015 as compared to 2014.

Audit

Eck, Schafer & Punke, LLP, in accordance with auditing standards generally accepted in the United States of America, conducted an independent audit of the Commission's funds as required by Supreme Court Rule 799(d)(4). They reported that the financial position of the Commission on Professionalism as of December 31, 2015, conformed with generally accepted accounting principles and had no material deficiencies. The Commission's Audit and Finance Committee reviewed the independent audit and met with the auditor to discuss the report. They subsequently recommended its adoption by the Commission. The Commission adopted the Report by unanimous vote at its meeting on June 24, 2016. The independent audit report, including an accounting of the monies received and expended for Commission activities was provided to the Supreme Court.

Revenue and Expenses

Revenue

Registration Fees	\$1,793,592
Interest Income	\$6,796
Total Revenue	\$1,800,388

Expenses

Compensation and Benefits	\$740,508
General and Office Expenses	\$392,358
Professional Fees	\$20,450
Total Expense	\$1,153,316

Change in Assets	\$647,072
Net Assets At Beginning of Year	\$263,044
Net Assets At End of Year	\$910,116

