



ILLINOIS STATE
BAR ASSOCIATION

THE CHALLENGE

The newsletter of the ISBA's Standing Committee on Minority and Women Participation

(Notice to librarians: The following issues were published in Volume 18 of this newsletter during the fiscal year ending June 30, 2008: October, No. 1; December, No. 2; March, No. 3).

Letter from the Chair

By Jennifer A. Shaw

The Standing Committee on Women and Minority Participation's 2008-2009 year is off to an exciting start. Our first meeting, held at the Annual Meeting in St. Louis brought a crop of fresh, eager faces to join our tireless veterans of years past. The level of excitement and enthusiasm has spurred our Committee to take on many challenges in the upcoming year. Given our scope, we have been working to recruit more women and minority lawyers to join the ISBA, to become involved in our committees and sections and to run for ISBA office, though a variety of different means.

On October 2, 2008, under the plan-

ning efforts of MWP's Vice-Chair Sonni Williams, ISBA President Jack Carey, Assembly Member Ava George Stewart, and I presented "How to Run for ISBA Office and Get Elected" to the Cook County Bar Association. Despite heady competition from a Vice-Presidential Debate and a baseball game of some import, approximately 20 lawyers turned out to hear our presentation. We were well-received and several lawyers commented on their intention and desire not only to join the ISBA but to run for Assembly.

After our presentation, I was again struck by how mysterious the ISBA and its inner workings can be—not only to non-members, but to members as well. In our own committee meetings, we have had many discussions about procedures and policies as well as the nuts and bolts of how, why and when. Many of the most basic questions have come from lawyers who are experienced in the practice of law, but inexperienced in appointments to the ISBA.

At my very first committee meeting, I, too, was mystified. But my mystification started far before I stepped foot onto the Abbey's grounds. Until Larry Keshner, Madison County's representative on the Board of Governors, made a presentation to the Madison County Bar about getting involved and how to start the process, I did not even know where to begin. Once I was appointed, though, it did not seem any less complicated. It took me at least of year of acting like

I knew what was happening before I had any real grasp of it. Now, so much of it seems clear and second nature to me. Yet at our June meeting in St. Louis and again at the Cook County Bar, I was reminded that for many people, the organization of this organization can be as clear as mud.

I wonder how much of this uncertainty contributes to the lowered numbers of minority and women lawyers who join the ISBA and who become involved in our great organization. Without mentors who are familiar with what the committees and sections actually do or how to become appointed to a position, I believe many young lawyers, women lawyers and lawyers of color have not become involved. The loss to them is great, but the loss to our organization is greater.

In response, the Minority and Women Participation Committee is unveiling a new feature of our newsletter. In each edition, a "Demystifying the ISBA" column will appear, addressing a different facet of the ISBA that might be confusing, intimidating or murky.

I am humbled to serve as Chair of the MWP Committee this year. The shoes I must fill are large. Under the leadership of Alice Noble Allgire and Andy Fox, this Committee has done great things. I can only hope to carry their legacies forward and fulfill our most noble of intentions: that the ISBA should be composed of a group of lawyers just as diverse as the citizenry of Illinois.

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Diversity Task Force reappointed after productive first year

By Alice Noble-Allgire

ISBA President Jack Carey has authorized the continuation of the Task Force on Diversity for another year to continue several projects initiated during its first term.

The Task Force was appointed by Past President Joseph Bisceglia in late 2007 to pursue two major goals: (1) to develop a Diversity Pipeline Program, as recommended by participants at an ISBA Diversity Roundtable at the 2006 Midyear Meeting; and (2) to promote greater diversity in the Illinois legal community statewide and within the ISBA. The Task Force made substantial progress toward both of those goals under the leadership of its first chair, Lynn Grayson. In a July 2008 report to the Board of Governors, Grayson summarized some of the Task Force's accomplishments, which included:

Pipeline Program. The Task Force's Diversity Pipeline Subcommittee developed a proposal for a multi-faceted Future Leaders Program designed to expose more students of diverse backgrounds across the state to law as a career and to help them traverse the educational pipeline into the profession. The program would expand upon the work of the ISBA's Law-Related Education Committee, which already offers a wide range of guest speakers and activities to expose high school, middle school, and grade school students to the law and legal careers. The proposal recommends building on that foundation with the development of summer Law Camps, in which Future Leaders would be exposed to various lawyering activities—such as mock trials, negotiation, interviewing and counseling, and problem-solving activities—as well as information about college preparation and professionalism. The key component of the program, however, is a one-on-one mentoring program that would link each Future Leader with a lawyer/mentor to help guide the student through law school and the bar exam, providing guidance at each point along the educational pipeline. The Pipeline Subcommittee is exploring ways to implement the proposal.

Statewide Diversity Survey. The Task Force's Statewide Diversity

Subcommittee completed a survey of diversity in the Illinois legal community in early 2008. The survey, conducted through the ISBA Web site, sought not only demographic information (age, date of law school graduation, gender, ethnicity, sexual orientation, disability, and location of practice), but qualitative data regarding respondents' satisfaction with matters such as: the quality of their legal work and the practice of law; the amount of client contact they have; the collegiality of their workplace; and the diversity of their office and the legal community at large. More than 3,000 lawyers participated in the survey, which is currently being analyzed by research analyst Albert J. Klumpp, PhD.

ISBA Report Card. The Task Force's ISBA Subcommittee completed an internal survey to determine the level of diversity within our own organization. This survey, conducted informally by ISBA staff liaisons, looked at the gender, ethnicity, disability, and sexual orientation of members who serve in the ISBA leadership, committees, and section councils, as well as the diversity among the ISBA's professional staff. The survey results are in preliminary form and are expected to be finalized shortly.

Diversity Outreach/Partnering. The Task Force supported and participated in several diversity outreach and awareness programs, including "Hire Big 10/Diversity in the Law 2008"; the Chicago Bar Association's "Breaking Barriers, Building Bridges"; and the ISBA's "Changing the Face of the ISBA: Tips on Running for Office of the ISBA" and "Legal Implications of Representing Unmarried Couples."

Newsletters and Web site. Grayson coordinated the publication of two issues of the "Diversity Matters" newsletter to publicize task force events and other diversity news. She has also worked closely with the ISBA's technology staff to develop a spot on the ISBA's Web site devoted to diversity. The site, located at www.isba.org/diversity, contains a description of the Task Force's mission and current projects, as well as links to the "Diversity Matters" newsletter; the Task Force's 2008 report to the ISBA Assembly; the 2007 Diversity Pipeline Project Report; and the Web sites of the ISBA's diversity-related committees, including the Standing Committees on Women and the Law, Minority and Women Participation, and Sexual Orientation and Gender Identity.

Notwithstanding these accomplishments, the Task Force recognized last spring that it still had work to do. Grayson, therefore, asked President Carey to reappoint the Task Force to continue its work during his term.

Now chaired by Alice Noble-Allgire, the Task Force will work toward the following goals this year: (1) developing a concrete action plan to launch the Future Leaders Diversity Pipeline program; (2) developing action items to address diversity issues identified by the statewide diversity survey; (3) developing action items to improve diversity within the ISBA; (4) developing recommendations for using the ISBA's CLE resources in relation to diversity goals; and (5) identifying institutional mechanisms to ensure the long-term support for Task Force projects and recommendations.

ISBA Diversity Now on the Web

Take A Look!

Visit <http://www.isba.org/diversity>

for more information about the work of the Task Force on Diversity and diversity outreach within the ISBA.

De-mystifying the ISBA – Sections and Committees

By Jennifer A. Shaw

As many an ISBA President has said, the sections and committees are the lifeblood of this organization. For many of us, though, until we become more involved in the ISBA, how one gets appointed to the committees and sections and what those groups actually DO are huge mysteries. Often, this presents as the old chicken-and-egg situation.

Unfortunately, when we are admitted to the Illinois Bar, we aren't also handed a manual explaining the mysteries of the practice and of the ISBA. Like practicing law, involvement in the ISBA can feel like learning oral history. If you don't know or can't find the oral historians, the process can feel overwhelming.

This is particularly true for lawyers of color and female lawyers. The lack of mentorship in the practice can often spill over into involvement in the ISBA. While there is no shortage of people willing and able to steer "newbies" through the process—knowing who to ask and what to ask of them is the real challenge.

The Standing Committee on Minority and Women Participation, charged with the mission to bring more minority and women lawyers into the profession and the organization, is undertaking an ISBA demystification process. We attempt to

provide a copy of *The Challenge* to every female lawyer and lawyer of color in the ISBA. It is our sincere hope that this newsletter feature will plant enough seeds of knowledge to encourage women and minority lawyers to take active roles in the committees, the sections and the leadership of ISBA.

ISBA members serve on the various sections and committees at the pleasure of the ISBA President. Each spring, the President-Elect appoints individuals to serve for one-year terms, running from the upcoming annual meeting to the following annual meeting (June through June). ISBA members are encouraged to self-nominate and to nominate other lawyers for places on the sections and committees.

Nomination forms can be found in the late winter editions of the *Bar News* and the *Bar Journal*. Generally, they are half-page forms that list each of the sections and standing committees. In addition, nominations can be made online at <isba.org/membergroups/nominations>.

The ISBA Web site provides thumbnail sketches of each of the sections and committees under the "Member Groups" heading. These sketches allow people to learn more about the purpose and the work of each group. Members of each of

ELECTION NOTICE

The following offices are to be filled at the 2009 Annual ISBA election. More details and necessary election materials are available at www.isba.org

Third Vice-President - 1 to be elected

Board of Governors, 3 year term

Cook – 2 to be elected

Area 1 (18th Circuit) – 1 to be elected

Area 3 (12th, 13th, 16th, 21st Circuits) – 1 to be elected

Area 4 (10th, 14th, 15th Circuits) – 1 to be elected

Area 6 (7th, 8th, 9th Circuits) – 1 to be elected

Area 8 (3rd, 20th Circuits) – 1 to be elected

Under Age 37 – Cook – 1 to be elected

Assembly, 3 year term

Cook County – 23 to be elected

The Challenge

Published at least four times per year.

Annual subscription rate for ISBA members: \$20.

To subscribe, visit www.isba.org or call (217)525-1760

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The articles in this newsletter are not intended to be used and may not be relied on for penalty avoidance.

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the groups are identified; statements of the mission of each of the committees are enumerated; practice pointers are highlighted; and links to newsletters and other valuable resources are provided.

The nomination forms allow people to list their first three preferences for appointment. Certainly, some committees and sections are extremely popular and, accordingly, it becomes more challenging to receive an appointment to those sections and committees. Other groups, however, are always looking for new members.

ISBA leadership has demonstrated a strong desire backed with decisive action to improve the diversity of the sections and committees. To that end, the nomination form also includes space for people to identify their minority status. While some may consider this intrusive, it allows the President-Elect to ensure that the sections and committees are inclusive of all minorities. Importantly, minority status does not just include gender or race. Lawyers with disabilities or those who identify themselves as members of other minorities are also encouraged to indicate their status as well.

The chairs and vice-chairs of sections and committees also have the opportunity to nominate new members for their groups. Contacting those individuals before February and expressing interest

in those groups may assist you in receiving an appointment to the section or council of your choosing. As previously indicated, a list of the members of the sections and committees, together with leadership in those groups, can be located on the ISBA's Web site.

Meetings are open to all ISBA members regardless of membership on the committee or section. Attending meetings prior to appointment is another excellent way to garner an appointment to the group of your choice.

The President-Elect sends appointment letters to each new member of the committee in the late spring. Upon receipt, you must respond to accept your appointment. Once you have accepted, the fun begins.

Sections and committees meet several times throughout the year, with most groups meeting four to six times. Of those meetings, one occurs at the Annual Meeting and one occurs at the Mid-Year Meeting. Typically, most other meetings are held at the ISBA Chicago Regional Office, located at 20 South Clark Street, Chicago, Illinois.

Meetings are scheduled fairly far in advance, allowing time to adjust schedules. While attendance at meetings is not mandatory, the work of the sections and committees generally takes place at those meetings. Members have the

option to attend in person or by teleconference. For those members who must travel to the meeting, the ISBA reimburses for mileage or airfare and up to a certain amount for hotel stays.

The chair and ISBA staff work together to set the agenda for each meeting. Agendas and the various attachments are provided in advance, together with the information necessary to join the meeting via teleconference.

Although serving on the committee is often its own reward, members receive free CLE credits for substantive discussions that occur during the meetings.

Working with committees and subcommittees allows members to help create and speak at CLE seminars, design and tape Public Access television shows, draft proposed legislation, review pending legislation, edit newsletters and make a difference in the legal community.

The work of the many groups is as diverse as their interests are, and the opportunities available to members are too numerous to be listed in this article. The simple fact is, the sections and committees provide something for everyone -- from Animal Law to Business Law and from Minority and Women Participation to Delivery of Legal Services.

Look for the nomination forms this winter. We're waiting for you.

Journey to Judgeship: An Interview with Judge Patrice M. Ball-Reed

By Mona M. Stone

A dynamic woman recently fulfilled an aspiring goal and assumed her well-deserved spot on the Cook County bench. Long-time ISBA member and active committee participant Patrice M. Ball-Reed was sworn in as a newly elected Cook County Associate Judge on September 26, 2008. When asked how she felt after receiving the good news in a phone call on September 15, Judge Ball-Reed joyfully answered, "Overwhelmed. I have ten days to pack up my office of five years and transition my work to someone else."

Judge Ball-Reed may feel over-

whelmed, but she certainly has not lost sight of the importance of her new job. She is intent on being fair and impartial, listening to all litigants and parties who appear before her, and "being the best judge that I can be." Judge Ball-Reed attended training for new judges beginning on September 29 and, along with the other new judges, begins her position as an Associate Judge in Traffic Court, after which she will be reassigned to another division. Judge Ball-Reed expects that her wealth of experience -- both as a plaintiff's attorney and defense lawyer--will help her on the bench.

Having balanced a heavy caseload herself during her career, Judge Ball-Reed is mindful of accommodating attorneys on her docket without sacrificing the efficiency and integrity of her courtroom.

The third time was the charm for Judge Ball-Reed, who was successful in



The Honorable Patrice M. Ball-Reed

her recent attempt to become elected as an Associate Judge. Her road to judgeship started in September 2008 once the order for judicial vacancies was issued. Judge Ball-Reed completed an application and was evaluated by various bar associations. Her application and evaluations then were submitted to the Chief Judge, who appointed a Nominating Committee comprised of presiding Cook County judges in various divisions. Along with other applicants, the Committee interviewed Judge Ball-Reed, after which she made the short list of candidates. Two weeks later, her name was on the ballot, and Judge Ball-Reed was relieved and thankful to receive her call on September 15 advising her that she had been elected.

Judge Ball-Reed's accomplished professional history undoubtedly will aid her in her new role. Notably, Judge Ball-Reed is in the first generation in her family to attend college, and she is the first lawyer and first judge in her family. A graduate of The John Marshall Law School and past President of the John Marshall Law School Alumni organization, Judge Ball-Reed has had a remarkable and impressive career. Starting when she was a teenager, Judge Ball-Reed took advantage of permissive transfers which required her to take two subway train rides and a bus to high school, which she managed with a perfect attendance record and while earning scholastic honors.

Without seeing the school in advance, Judge Ball-Reed then attended Trinity College in Hartford, Connecticut, with an academic scholarship where she majored in economics. A true self-starter, Judge Ball-Reed remembers, "I had to learn to take care of myself. I had to find out how to take care of financial aid, my room and board, class registration and everything else." Judge Ball-Reed has since served as Vice President of the Trinity College Scholarship Board and began serving on the school's Board of Trustees beginning in October 2008.

After graduating from law school, Judge Ball-Reed accepted a position with the law firm of Washington, Kennon, Hunter & Samuels, where she practiced for four years before becoming Deputy Supervisor at the Office of the Cook County State's Attorney. While an assistant Cook County state's attorney, Judge Ball-Reed was President of the Black Women Lawyers Association of Greater Chicago. Judge Ball-Reed worked with the Cook County State's Attorney for

fourteen years and, in 2003, transitioned to her job as Deputy Attorney General at the Office of the Illinois Attorney General. Judge Ball-Reed credits her interest in public service to people she met who "were very supportive of me and the ideas I had."

For example, Judge Ball-Reed is grateful to the many women role models she has admired over the years, including Cook County Circuit Court Judge Jane L. Stuart, who was very encouraging of Judge Ball-Reed from the start and continues to serve as one of her mentors. Judge Ball-Reed also is especially appreciative of her mother, Portia Ball, who lives with her and helps manage her family and career. Judge Ball-Reed relies on the support of her husband, Roy Reed, and her children and network of extended family and friends. But she also gets plenty from them in return. Judge Ball-Reed says that her children (ages 27, 16 and 14) and grandson (age 5) keep her motivated and energized. "I teach them to set goals and work toward them, so I try to lead by setting a strong example."

Judge Ball-Reed sagely remembers, "I had to learn not to be afraid to ask for help. We as women think we have to be Superwoman. There is no reason to be ashamed [to ask for help]." In fact, when she started asking for help, Judge Ball-Reed realized that she was not the first or only woman to struggle with balancing a family and career. She also was surprised and delighted to see how willing people were to help. As her own connections grew, Judge Ball-Reed found herself being asked to help link people with each other. She now often acts as a middleman helping others grow their own networks.

A significant part of Judge Ball-Reed's network has involved her spirited participation in the ISBA. She has been a member of the ISBA for more than ten years, initially getting involved through one of her mentors, Judge Jane Stewart. Judge Ball-Reed has served on numerous boards and committees, including the Minority and Women Participation committee. She remembers that, when formed, the Minority and Women Participation committee members got people of color involved by inviting associate members to join. Although she had no voting rights, Judge Ball-Reed helped raise interest in the committee, interacted with many people, and eventually joined the ISBA. Additionally, she has been a member of the Family

Law Committee, and currently serves on the Women and the Law Committee and the Legislation and Public Relations Board. Judge Ball-Reed also was a Fellow in the Illinois Bar Foundation, served on the Bar Publications Board, the Illinois Bar Journal Board, and the Membership Services Committee at one point.

Service in these various organizations helped Judge Ball-Reed professionally and personally, in part, because she has been able to grow her network. Although her initial 1998 campaign for judgeship was unsuccessful, she continued to make new contacts and enhance her skill set both within and outside of the Bar. Judge Ball-Reed took advantage of various opportunities, while learning to express herself and glean lessons from others.

Judge Ball-Reed has simple yet very sound advice for young women and/or minorities who are interested in attaining success in the legal field, which she has formulated into one acronym: ACTION.

- First: ACT. You must take action and plan for your own future. "Don't sit and hope [success] will happen. Define your goals and be prepared to make changes. While you may have to take detours along the way, it is important to stay focused. Success will not come about if you just wait for things to happen to you."
- Second: CONSISTENCY. Remain consistent about your picture in life. Without some type of constant goals, you are bound to be blown around every which way.
- Third: TOOT your own horn – loud and often. Highlight your accomplishments to your superiors and advise them of any awards you receive, articles you author, meetings you attend and changes that you have been responsible for. Judge Ball-Reed has had many opportunities arise because she alerted others to her successes, which made people recognize her efforts and results.
- Fourth: IDENTIFY. Identify key players wherever you are. Research and recognize who can take you to the next phase in your career or personal life. Many times a title without power is meaningless, so find people and resources which can help you get things done either at work, at home, or in your professional and personal organizations.
- Fifth: OPPORTUNITY. Opportunity knocks at different times. Do not be afraid to change yourself for even a

brief window of time to get further ahead because opportunity helps develop new skills. By meeting new people, you gain new knowledge. View change and challenges as opportunities, not something to fear.

Last: NOTE. Take notes of your awards, publications, certifications, classes, meetings/seminars, etc. It is critical to keep track of your professional progress in a secure location (e.g., in a safe file or box). Record notes of the people you meet and in what capacity. Judge Ball-Reed explains that her notes were essential when she submitted her application to become a judge because she had to recap ten years. Creating a set of notes also will help you build your reputation. Judge Ball-Reed also recommends keeping an updated biography and photograph of yourself. "You never know who is going to ask to write about you," she advises.

In terms of diversity, Judge Ball-Reed finds that the face of the bar is changing, albeit slowly. She observes, "Over the years, things have changed because people are talking about diversity issues. But, in some respects, we still are not succeeding." While diversity statistics in the legal field are improving, Judge Ball-Reed believes that there is a long way still to go. One impediment may be the need for attorneys to develop business; people who are in authority positions to assign work may not feel comfortable dealing with diverse attorneys. "It still may be hard to find common ground," notes Judge Ball-Reed. She also recognizes that it is somewhat of a mind-shift for women to develop business. "Developing business is not easy for women. It goes against the way we were raised, but we need to be here and step out of our comfort zones and sell ourselves." Although Judge Ball-Reed does not have any magical solution to the problems facing

diverse attorneys, she encourages everyone to persevere and to keep working towards acceptance.

Judge Ball-Reed plans to work toward that goal here in Illinois. A native of Chicago, Judge Ball-Reed says that her favorite thing about the city is the activity. "Anytime of night there is something to do and some place good to eat!" raves Judge Ball-Reed. In fact, one evening after a party on Maxwell Street, Judge Ball-Reed bumped into celebrity Matt Dillon at a hot dog stand! "Chicago is a lively city, and there are plenty of free things to do. It is an enjoyable place with lots of choices."

What's next for Judge Ball-Reed after reaching this milestone in her career? First, she wants to do an excellent job as a judge. Beyond that, she remarks, "I am resetting my goals." Based on her track record and determined resolve, rest assured that she will meet those goals!

"Who Me? A Law Professor?" aims to diversify law faculty

By Suzanne Schmitz

Did you know that 63 percent of the law professors in the U.S. are men? 70 percent of full professors are men. 74 percent of law professors are white or Caucasian.

Only 7 percent of law professors are African American and only 3 percent are Latino or Hispanic. 44 percent of all law professors come from only 11 law schools.

If you think there needs to be more diversity in the ranks of law school teachers, perhaps you should consider becoming a law professor. Or perhaps you know someone who should. Law students deserve to see professors who look like they do. And the legal academy deserves to hear all the voices engaged in and affected by the law.

Southern Illinois University School of Law is holding workshops entitled "Who Me? A Law Professor?" to encourage those

are considering – or who should consider – becoming a law professor. The workshop will be Thursday, December 11, at 6 pm, at the Sheraton Towers in Chicago, in conjunction with the Illinois State Bar Association Midwinter Meeting.

The workshop will cover: why being a law professor is a great profession, the process of applying to become a law professor, what law schools look for, what to do now to prepare for this profession. There will be handouts and ample time for questions and answers.

Please RSVP to Kristyw@siu.edu if planning to attend.

The statistics described in this article come from Association of American Law Schools Statistical Report on Law Faculty, 2007-2008, available at www.aals.org, and are based on self-reporting by faculty.

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Upcoming CLE programs

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November

Thursday, 11/20/08 – Bloomington, Doubletree Hotel

UCC, Commercial Litigation and Collection Law Refresher Course – Presented by the ISBA Commercial Banking & Bankruptcy Section

Thursday and Friday, 11/20-21/08 – “Attorney Education in Child Custody and Visitation Matters”—Presented by ISBA Bench and Bar Section, Co-sponsored by the ISBA Family Law Section, Northern Illinois University, Hoffman Estates

Friday, 11/21/08 – “Navigating Complex DUI and Traffic Issues”—Presented by the ISBA Criminal Justice Section Council and the Traffic Laws and Courts Section Council, Eastland Suites Hotel and Conference Center, Bloomington

Friday, 11/21/08 – Electronic Health Records: Current Legal and Ethical Issues—Presented by the ISBA Health Care Section, ISBA Regional Office, Chicago

December

Friday, 12/5/08 - Chicago, ISBA Regional Office

Trial Practice and Advocacy – Getting it Right – Presented by the ISBA Bench and Bar Section

Thursday, 12/11/08- Chicago, Sheraton Hotel ISBA Midyear Meeting CLE Fest

- New Laws for 2008 and 2009 Presented by the ISBA Standing Committee on Legislation
- HB 1509: Illinois’ New Right to Sue Law Presented by the ISBA Labor & Employment Law Section
- What You Need to Know About Consular Notification Presented by the ISBA International and Immigration Law Section
- Mini Seminar on Current Traffic Law Developments Presented by the ISBA Traffic Laws & Court Section

Friday, 12/12/08- Chicago, Sheraton Hotel

ISBA Midyear Meeting CLE Fest

- Family Law Beyond Basics Presented by the ISBA Family Law Section
- Criminal Law “Constant Change” Presented by the ISBA Criminal Justice Section
- Update on Legal Developments for the General Practitioner Presented by the ISBA General Practice, Solo & Small Firm Section
- Effectively and Ethically Managing Clients With Mental Health and Substance Abuse Problems Presented by the Standing Committee on Women & the Law, the Illinois Supreme Court Commission on Professionalism and the Illinois Judges Association, Co-sponsored by the ISBA Standing Committee on Delivery of Legal Services
- Tax Aspects of Personal Injury Litigation: What Every Tort Lawyer Needs to Know Before Settlement or Judgment Presented by the ISBA Federal Taxations Section, Co-Sponsored by the ISBA Tort Law Section and the ISBA Workers’ Compensation Section

January 2009

Date and Location TBD

2009 Federal Tax Conference—Presented by the ISBA Federal Taxation Section

Date and Location TBD

Civility and Professionalism in 2009—Presented by the ISBA Bench and Bar Section

February 2009

Friday, 02/13/09 – Chicago, ISBA Regional Office

Fool for a Client: A Guide to Representing Yourself in ARDC Proceedings—Presented by the ISBA Standing Committee on Attorney, Registration & Disciplinary Commission

Friday, 02/20/09 – Champaign, Hawthorn Suites

Fool for a Client: A Guide to Representing Yourself in ARDC

Proceedings—Presented by the ISBA Standing Committee on Attorney, Registration & Disciplinary Commission

Friday, 02/27/09 – Chicago, ISBA Regional Office

Sharpen Your Trial Skills—Presented by the ISBA Tort Law Section

Friday, 02/27/09 – Hoffman Estates, Northern Illinois University Hoffman Estates

Safe and Sound: The Attorney’s Role in School Safety and Security—Presented by the ISBA Education Law Section

March 2009

Friday, 3/06/08 – Chicago, ISBA Regional Office

Advanced Practice Issues For Employment Lawyers—Presented by the ISBA Labor & Employment Section

Friday, 03/13/08 – Chicago, ISBA Regional Office

Resolving Family Law Issues—Presented by the ISBA Family Law Section

Friday, 3/27/08 - Rockford, Northern Illinois University Outreach Centers

Hanging Out Your Shingle (Without Hanging Yourself)—Presented by the ISBA General Practice, Solo & Small Firm Section

Friday, 3/27/08 - Chicago, ISBA Regional Office

Trial Practice - Pre-Trial Motions through Appeal—Presented by the ISBA Civil Practice and Procedure Section

Date and Time TBD – Fairview Heights, Four Points

Resolving Family Law Issues—Presented by the ISBA Family Law Section

October 2009

Thursday, Friday & Saturday, 10/22-24/09 - Springfield, President Abraham Lincoln Hotel

5th Annual Solo & Small Firm Conference—Presented by the Illinois State Bar Association



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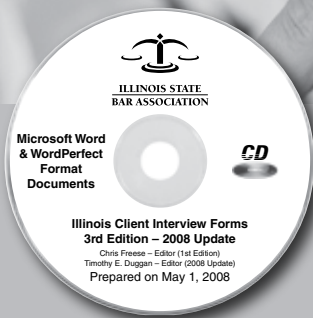
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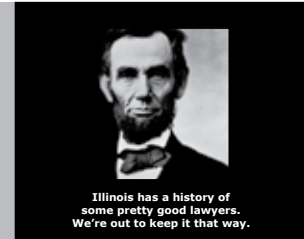


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The Challenge
Illinois Bar Center
Springfield, Illinois 62701-1779
November 2008
Vol. 19 No. 1