



# THE CATALYST

The newsletter of the Illinois State Bar Association's Standing Committee on Women and the Law

## Letter from the Chair: Domestic Violence and the NFL

By Letitia Spunar-Sheats

Have you been following the acts of domestic violence that Ray Rice, a former Baltimore Ravens running back, perpetuated on his then fiancée, now wife, Jenny, in an Atlantic City, New Jersey casino elevator during a February altercation? As you will recall, Rice was originally suspended for two games and later it was increased to an indefinite suspension. Apparently domestic violence is a violation of a player's moral clause in his contract.

It surprised me that this was never made a big issue before. I am sure it is not the first time domestic abuse has occurred by a NFL player or any sports or entertainment figure.

It is sad to think that only the cases that are made public are looked at and punished. All of

the coaches, GMs and players know it is wrong and against the law and maybe they should be punished as well.

Domestic violence is a fragile issue and it affects many people's lives both financially and psychologically. Now, the NFL is working on revising their personal conduct policies. It is hoped that all persons in sports, government, private industries, etc. are also working on revising, updating and at least looking at their policies to make sure this conduct does not occur and if it does there will be no fear in reporting and punishing the perpetrator. Hopefully we can use this opportunity to bring awareness to domestic violence and companies will follow in the NFL's footsteps in addressing this issue with their employees. ■

## The Illinois Medical Cannabis Pilot Program and launch of Women Grow Chicago

By Emily N. Masalski

Over the years I have read plenty of books and articles on emerging legal fields and professional growth, but had little exposure to Illinois attorneys focusing on the medical cannabis pilot program. I certainly did not anticipate the expansion of my practice to include advising cultivation center and dispensary applicants as a medical cannabis (marijuana) attorney. It has been an interesting personal growth experience and career expansion from the world of environmental law, creditor's rights/banking, and commercial litigation.

When I first began researching medical cannabis and how it could impact our communities, I watched a TedX talk by Josh Stanley at TEDxBoulder. His TED talk addressed how medical mari-

juana has been used to treat pediatric epilepsy.<sup>1</sup> Mr. Stanley opened my eyes to a specific cannabis strain called "Charlotte's Web" and how it has helped Charlotte Figi (age 7) control her epileptic seizures.<sup>2</sup> The strain is processed into a marijuana extract that is high in cannabidiol (CBD) content called Realm Oil and Alepsia. It does not induce the "high" typically associated with recreational marijuana strains.

On July 20, 2014, Governor Pat Quinn signed legislation to add the treatment of adults and children with seizures to the state's Compassionate Use of Medical Cannabis Act.<sup>2</sup>

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## The Illinois Medical Cannabis Pilot Program and launch of Women Grow Chicago

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### Illinois Medical Cannabis Pilot Program Background

On January 1, 2014, the Compassionate Use of Medical Cannabis Pilot Program Act (410 ILCS 130/) officially took effect and created a four-year pilot program with an automatic sunset if it is not renewed by the end of 2017. On July 15, 2014, the Joint Committee on Administrative Rules approved the rules for the medical cannabis pilot program from the Departments of Agriculture, Financial and Professional Regulation, Public Health, and Revenue.

The Act and the corresponding rules set forth strict restrictions on the cultivation centers ("grow facilities") and dispensaries ("legal retailers") to ensure professional licensing, 24-hour surveillance and inventory control. There will be 22 cultivation centers – one for each State Police District and each center must comply with the strict rules established by the Illinois Department of Agriculture. There will be no more than 60 licensed dispensaries, which must comply with strict rules established by the Illinois Department of Financial and Professional Regulation. Cultivation center and dispensary applicants must comply with local zoning laws, and be located at least 2,500 feet from day care centers and schools.

Illinois law does not permit patients or caregivers to cultivate cannabis and requires eligible patients to apply for medical cannabis registration through the Illinois Department of Public Health. The law specifies 35 medical conditions for eligibility, such as muscular dystrophy, cancer, multiple sclerosis and HIV/AIDS.

### Bonus Points: Cultivation and Dispensary Entrepreneurs and the Town Hall Experience

In August 2014, the State agencies held three town hall meetings to answer any questions about the applications that may arise from those interested in applying as a patient/caregiver, for a cultivation center permit, or for a dispensary license. Cultivation and dispensary applications include a "bonus category section" in which applicants can provide verification that they are "minority-owned, female-owned, veteran-owned, or disabled person-owned." One of

my female colleagues attended two of the town hall meetings in Southern and Central Illinois and had many new entrepreneurial "friends" approach her (perhaps to gather "bonus points"). I attended the Chicago town hall meeting along with 500 other curious individuals and had a similar experience. During one of the session breaks, a male entrepreneur from Colorado approached me and said (in not so nice terms) that this is the only industry that is not blocking women and that I should attend his \$299 business seminar. I kindly declined the offer. Instead, I spent some time researching women entrepreneurs in the cannabis industry and learned about the recent launch of a professional organization -- Women Grow.<sup>4</sup>

### Women Grow

Women Grow was created to connect, educate, inspire and empower the next generation of cannabis industry leaders by creating programs, community and events for aspiring and current business executives. Founded in 2014 in Denver, Women Grow serves as a catalyst for women to influence and succeed in the cannabis industry as the end of marijuana prohibition occurs on a national scale. On November 6, 2014, the Chicago chapter of Women Grow will host its first chapter organizational meeting in Chicago.<sup>5</sup> We are looking for volunteers who are interested in assisting with the Chicago Chapter launch.

### Current Status of the Illinois Medical Cannabis Pilot Program

The application window for dispensary and cultivation center applicants was Monday, September 8, 2014 through Monday, September 22, 2014.<sup>6</sup> For cultivation centers, each permit application included a non-refundable application fee of \$25,000 and if selected, a first-year registration fee of \$200,000. Dispensary applications included a \$5,000 non-refundable application fee. On October 2, 2014, the Illinois Department of Agriculture reported that it received a total of 159 cultivation center application submissions. The Illinois Department of Financial and Professional Regulation reported a total of 214 dispensary applications. Overall, the two agencies collected more than \$5 million

## THE CATALYST

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in the two-week application period. The fees will help keep the pilot program self-funded and it has been reported that the State plans to award the licenses before the end of the year.<sup>7</sup>

Emily N. Masalski is Counsel at Rooney Rippie & Ratnaswamy LLP (R3) and a member of the firm's environmental and natural resources, health and safety, and litigation practice groups. Emily serves as Vice Chair of the Standing Committee on Women and the Law, Secretary of the ISBA Environmental Law Section Council, and member of the

Diversity Leadership Council. She is also an ISBA Delegate to the American Bar Association House of Delegates. Emily can be reached at emily.masalski@r3law.com.

1. The surprising story of medical marijuana and pediatric epilepsy: Josh Stanley at TEDxBoulder 2013, <http://tedxtalks.ted.com/video/The-surprising-story-of-medical>
2. Charlotte's Web Hemp Products, [http://theroc.us/index.php?option=com\\_content&view=article&id=57&Itemid=388](http://theroc.us/index.php?option=com_content&view=article&id=57&Itemid=388)
3. Governor Quinn Signs Legislation to Help Ease Pain for Adults and Children with Seizures,

<http://www3.illinois.gov/pressreleases/Show-PressRelease.cfm?SubjectID=3&RecNum=12433>

4. Women Grow, [www.womengrow.com](http://www.womengrow.com)
5. Women Grow - Chicago: Chapter Organizational Meeting, <https://womengrowchicago.eventbrite.com>
6. Cultivation Center and Dispensary Applications Reported by District, <http://www2.illinois.gov/gov/mcpcp/Documents/Cultivation%20Center%20and%20Dispensary%20Applications%20Reported%20by%20District.pdf>
7. For more information about the Act, rules, application requirements, frequently asked questions and more, visit [www.mcpcp.illinois.gov](http://www.mcpcp.illinois.gov)

## Student disciplinary hearing

By Lori Levin

Last year, the Women and the Law Committee taped a series of television shows aimed at the public to aid parents on the legal issues facing students who are living away from home at schools of higher learning. Since that taping, as a criminal defense attorney, I have been called upon to advise students facing disciplinary bodies within their university or college. Recently, due in part to the United States Department of Education investigating a number of colleges for violation of Title IX of the Civil Rights Act,<sup>1</sup> there has been a focus on complaints of sexual assault or harassment on campus.

Although some of the issues facing respondents in these matters are similar to those facing charges in criminal court, the processes and rights of respondents are vastly different. Students at public universities have rights that those at private schools of higher learning may not. Additionally, the due process rights and guarantees to an accused in criminal court are generally not available to students facing college disciplinary hearings.

For instance, although a student may have a support person accompany him to such a hearing, that person is generally there in a mere advisory role, not a speaking role. While the student may provide questions to be asked of a complainant, the educator presiding over the hearing may or may not ask those questions, and, if asked, may do so in a totally different manner than requested.

Since the stakes are great, there is a role for counsel, however. Not only can counsel advise the student who may also be facing potential criminal charges but an attorney can review the rules, communicate with university officials and counsel prior to the hear-

ing, as well as help the student prepare for the hearing. Counsel may also advise the student should unexpected issues occur prior to, during, and after the hearing.

The disciplinary process is far different from being in a court of law but a student facing such a hearing may be subject to long-term ramifications that may influence not only his schooling but the rest of his adult life. A student facing such a situation should definitely consult with and retain an attorney to help navigate the process. ■

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1. <<http://www.ed.gov/news/press-releases/us-department-education-releases-list-higher-education-institutions-open-title-i->>.

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## Highlight on Clio: Review of affordable cloud-based practice management software

By Jessica C. Natkin

It goes without saying that technology has changed the way that we interact with our clients. E-mail has allowed us to interact with clients much faster. They no longer have to wait for us to return to our office and call them, nor do they have to wait for our correspondence via “snail mail.” Our clients expect to be given direct, timely, and secure access to us as their counsel. Technology has built a world for us all where instant gratification seems to be the new normal. We can have anything delivered to our front doorstep in a matter of a day, including everything from books and clothing, to groceries. For those of us that use digital platforms for music, multimedia and reading, we no longer need to go to the store to make these purchases, or wait for them to be delivered. We can buy movies, books, television shows and music immediately on our smart phones or tablets. How does this instant gratification translate to us as legal counsel, and how do we do our part to keep up with client expectations and the technological curve we are presented with on a daily basis?

Looking at our practice management software is a good place to start. With all of the new technology that is available to attorneys, searching for up to date practice management software can be a hassle. These technological advances are meant to make our lives easier as modern attorneys, not more difficult. Enter Clio, a web/cloud-based all-inclusive secure platform that allows attorneys to interact with clients, manage their cases, send out bills, and access the practice remotely when necessary, all for a very reasonable monthly per-user cost.

Clio is unique in that it allows all of your clients to register for their own web-access to Clio upon invitation. The clients enter a username and password that is unique to them, and they have a Web page unique to them for viewing. On the backend, the attorneys can send documents securely through Clio to the client. The client is notified via e-mail that there is a document waiting for them. They login, and they can review the document. Billing works the same way. All of the documents that you share with a client through Clio are available to them upon sim-

ple login. You no longer need to send and re-send these documents over and over again, as they have instant access. This is wonderful for sending court orders, correspondences, discovery, pleadings, and of course, bills. Even better, if you sign up with one of the authorized payment processing providers that are built into the Clio platform, the client can make payments to you through their Clio portal with the click of a button.

Clio also offers integration directly with drop box, and is beginning to offer automatic document generation for drafting of routine pleadings, correspondence and motions. There is a timer feature, so that you can keep track of your time, as well as a button that allows you to copy all e-mails directly into an individual case’s Clio file, to keep track of all old e-mails. A “search” button allows you to search through all communications for key words, rather than reading through loads and loads of all old e-mails.

Clio can be logged into on your smart phone or tablet, from the court house. If you have misplaced a document or do not have your entire file with you, you simply can login on your smart device and pull up any document that you have in the case file. This is much less stressful than running back to your office or calling an associate or paralegal to find out the contents of an old correspondence, or whether or not a response was filed to a petition. Your practice is literally in the palm of your hand.

Finally, Clio had a conference in Chicago just this past month. One of the partners from my firm attended and said it was out of this world. They have many new features they will be introducing, and they truly took care of the attendees. (I was told that one day breakfast was provided via “Food Trucks” parked outside the conference and everything was complimentary, and that there were also Smoothie bars set up in the afternoons for all attendees, to name a few of the perks.) Clio was on site to answer any questions users may have, with one-on-one attention, and to receive feedback. Clio hosted sessions where they taught users how to use new features of the program. They will be having another conference next year, and

early bird registration has begun.

Our firm’s experience in using Clio has been very positive, and the client feedback has been the same. Further, we have had clients who have called Clio with questions and they have not only been very responsive to them, but they have notified us of the phone call so that we can correct any issues that have arisen on the back end. Now that is customer service! And, if you are not already convinced, members of the Illinois State Bar Association receive a 10% lifetime discount on Clio in addition to a free trial, live 1:1 web demonstrations and unlimited access to live customer support training.

With many firms moving towards “cloud-based” practice management software, Clio is ahead of the curve. The platform is user-friendly and easy to learn. Clio is highly recommended if you are looking to bring your practice management software up to date. ■

### It’s Campaign Season for the 2015 Election

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  - Area 6 (Circuits 7, 8 and 9) (1)
  - Area 8 (Circuits 3 and 20) (1)
- Assembly:
  - Cook (23)

See the Notice of ISBA Election and get your Candidate Packet on the Web at [www.isba.org/elections](http://www.isba.org/elections).

Filing of Petitions begins on January 5, 2015 and ends on February 2, 2015.

# Former Women and the Law Chair honored with Lifetime Achievement Award at Women's Bar Association Centennial

By Sandra Crawford

On a June 6, 2014, a beautiful evening on Navy Pier in Chicago, ISBA member and former Chair of the ISBA Women and The Law Committee, Sharon Eiseman, was honored at a gala event celebrating the 100th anniversary of the founding of the Women's Bar Association of Illinois (WBAI). Below are excerpts from Sharon's acceptance speech which she graciously agreed to share with the Catalyst Newsletter readers:

On the founders of the WBAI and the late Chief Justice Mary Ann McMorrow, in whose name and honor the WBAI Lifetime Achievement Award is given:

I find constant reward in the friendships gained from every program, project, event, and advocacy initiative I've participated in...never alone, always in the provocative yet comfortable company of others. In this respect, we are luckier than our brave forebears who built the sturdy foundation for this Centennial. Despite having comrades to aid them in their struggles for gender equality, our founders and early presidents took great risks and faced enormous odds in those struggles—which they sometimes lost, and they faced more hostile adversaries. We owe them a huge debt of gratitude, as we do to Mary Ann (McMorrow – 1/16/1930 to 2/23/2013) who, by being FIRST in so many ways and with less support than we have now, showed us WE CAN DO IT!

On the Women Everywhere Project (WE), a foundation Sharon helped start and which she still actively recruits for:

The 'Women Everywhere Project' developed from a gathering of women attorneys fed up with being undervalued by their male counterparts. We brainstormed about how to improve the status of women in the profession. The option of a boycott by women attorneys to prove we are essential progressed to a **constructive** plan to create a service project of use to women in need and high school girls in our

communities. The result was WE, the service and education partnership that is fueled by many minority and women's bar groups, our judiciary, law firms and government offices. Speaking of Women Everywhere...it's not too late to sign up for our ... Agency Service Day! Visit our website, [www.wechicago.org](http://www.wechicago.org).

On the Joint Task Force on Women and Aging, which Sharon also helped start and is passionate about promoting.

The CBA/WBAI JTF on Women and Aging, established in 1999 and thriving today, also came about through a collaborative effort—to address the legal, financial, health care, housing, employment and post-retirement challenges faced by women as they age and become more vulnerable. Nothing meaningful and enduring can be accomplished without the energy, participation and support of others, that being ALL OF YOU. Nothing I've accomplished would have taken shape without many of the women—and enlightened men—in this room. I treasure working with you and especially enjoy 'inter-generational' projects (that's code for working with younger attorneys) because I'm energized by these exchanges and I just keep learning all the while I imagine that I'm educating you.

On the late Roxanne Rochester, fellow ISBA and WBAI Board Member, who passed away on April 12, 2014 (age 52), and was also honored at the Centennial celebration.

And I'm honored to be in the company of and share the stage with Roxanne Rochester, a passionate lawyer who recently died—unexpectedly and far too young. Her vibrant spirit survives and I applaud the WBAI for recognizing her on this occasion. Years ago Roxanne asked me to interview her for an ISBA Newsletter about her painful experience with sexual harassment at a law firm early in her career, and her costly but successful legal challenge

brought against the perpetrators. Despite concern about exposing a very personal part of her history, she wanted other women to learn from her battle so they might feel brave enough to report harassment.

At any given time, there is a great need for improving conditions faced by so many individuals and communities—especially women. You too embrace that reality and that's why you are here tonight—celebrating our progress and ready to carry on the 'good fight' no matter the obstacles we face. Together in partnership we assume the burdens and can share the benefits of our joint endeavors, but must be willing to take risks, ask tough questions, stumble and fail and explore new paths into the unknown—**LIKE OUR SUFFRAGETTE SISTERS.**

Sharon is a wife, a mother, a grandmother, a mentor, a former President of WBAI, an ISBA Laureate and a truly generous and gentle soul. Although willing to ask hard questions, explore, stumble and fall, Sharon always stands tall among the community of women lawyers in Illinois and is an example to all women of what it actually looks like to "get it done right".

Below are a few additional tributes from other ISBA Women and The Law Chairs who have worked with Sharon (WATL Chair 2007-2008) over her many years of service to the profession and the public:

**Paula Holderman (WATL Chair 2000-01; ISBA President 2013-14)** – I am fortunate to have the opportunity to publicly praise my friend Sharon Eiseman, not only for the honor of receiving the WBAI Justice Mary Ann McMorrow Award but just as importantly for her lifetime contribution of service to women. I have long admired Sharon for her strong work ethic, incredible tenacity and principled integrity. She has been a strong advocate for women in large and small ways and never allows politics or convenience to color her conviction. Sharon has stood up for people without means or power, she has mentored and motivated young women,

and she has generously supported many charitable causes benefitting women and vulnerable populations. The ISBA in general, and the Women and the Law Standing Committee in particular, have been blessed to have Sharon Eiseman as an active leader and contributor in our organization.

**Kathryn A. Kelly (WATL Chair 2001-02):**

There is only one Sharon -- she is unique and one-of-a-kind. She champions causes, elevates her colleagues, and generates thought. She can also drive you nuts with her dedication of getting it "just right." But we all know

we are better for her efforts. She never fails to recognize the contributions of others, no matter how small, and truly epitomizes what it is to be a public servant. From the WBAI to the ISBA, she makes us all better. We are the lucky recipients of her time and effort -- and how glorious that she is now being recognized for all her many contributions.

**Mary F. Petrucci (WATL Chair 2013-14):**

When a Chair of the WATL's term is finished; the Committee often doesn't have much contact with the ex-officio. That's not true of Sharon. In the years following Sha-

ron's tenure as Chair of the Standing Committee on Women and the Law, Sharon has continued to show interest and enthusiasm for the work of this great committee. She often joins us for dinner when we gather for the midyear and annual meetings so she can get to know the newest members. When I announced last year that one of the goals of my term was to have 100% of the WATL members as Illinois Bar Foundation Fellows, Sharon took that one step further and committed to match each new Fellow's contribution until we reach 100%! ■

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**Guide to Sentencing and Bond Hearings in Illinois: 2014 Edition**

This essential guide for criminal defense attorneys and prosecutors condenses everything you need to know before appearing at a sentencing or bond hearing. It includes a comprehensive sentencing guide, bond hearing guide, and a detailed listing of the most common felony offenses, which provides statutory citations, offense classes, and relevant notes. \$35 mbr./\$49 nonmbr.

**GENERAL TOPICS****Illinois Decisions on Search and Seizure: 2014 Edition**

This comprehensive compendium of case summaries is fully updated with decisions issued prior to December 18, 2013. It includes all relevant Illinois and federal decisions, and is a great starting point for any questions related to search and seizure. A must have for all criminal defense attorneys and prosecutors! \$45.00 mbr./\$60.00 nonmbr.

**Guide to Illinois Statutes for Attorneys' Fees – 2014 Edition**

The 2014 edition of this essential guide lists all provisions in the Illinois Compiled Statutes that authorize the court to order one party to pay the attorney fees of another. No matter what your practice area, this book will save you time – and could save you and your clients money! \$37.50 mbr./\$52.50 nonmbr.

**The Illinois Rules of Evidence – A Color-Coded Guide**

Are you still not fully familiar with the intricacies of the Illinois Rules of Evidence? Then you shouldn't be without this handy hardcopy version of Gino L. DiVito's authoritative color-coded reference guide. It not only provides the complete Rules, with insightful commentary, but also a side-by-side comparison with the full text of the Federal Rules of Evidence (both pre- and post-2011 amendments). DiVito, a former appellate justice, serves on the Special Supreme Court Committee on Illinois Evidence, the body that formulated the Rules approved by the Illinois Supreme Court. \$35.00 mbr./\$50.00 nonmbr.

**Illinois Domestic Relations Statutes - 2013 Edition**

An affordable, easy-to-carry compendium of key family law statutes that no domestic relations lawyer should be without. Includes the Marriage and Dissolution of Marriage Act, Parentage Act, Adoption Act, Domestic Violence Act, and other key statutes you don't want to be without, updated through 2012. Throw it in your briefcase and have the law at your fingertips wherever you go! \$45.00 mbr./\$60.00 nonmbr.

**A Practical Guide to the Illinois Domestic Violence Act**

If you take family law cases, you'll find this book an essential aide. Although intended primarily for attorneys who practice in civil court, this book is also valuable for assistant state's attorneys and domestic violence advocates. It provides a clear and comprehensive understanding of the Act, and can be used as a quick reference for researching specific problems. Prepared by attorney Jan Russell from the Chicago Police Department, a highly-rated trainer on domestic violence and child abduction issues who has trained more than 15,000 police officers, lawyers, and social service providers from Florida to Hawaii. \$40 mbr./\$50 nonmbr.

**ISBA Family Law Handbook - 2011 Edition**

This comprehensive, must-have practice handbook covers nearly everything for general practitioners who handle family law matters. Written by 36 authors who concentrate in the field and edited by John Marshall Professor Cynthia D. Bond, the handbook is a complete update of an ISBA bestseller from the mid-90s. Topics include jurisdiction, pre-marital agreements, settlement agreements, modification of judgments, mediation, custody and visitation, assisted reproductive technology, grandparent visitation, guardians ad litem, property, support and finances, maintenance, child support, civil unions, immigration law, discovery, appeals, insurance matters, property valuation, adoption, paternity, and much more. Add it to your collection today! \$60.00 mbr./\$90.00 nonmbr.

**ISBA's Supreme Court Rule 213(f) & (g) – Quick Reference Guide**

From Dog Bite to Divorce! Illinois Supreme Court Rule 213(f) & (g) applies to all civil litigation in Illinois. It governs the procedure for identifying trial witnesses and disclosing their proposed testimony. No civil litigator should be without this essential reference guide! \$35.00 mbr./\$50.00 nonmbr.

**Post-Conviction Practice: A Manual for Illinois Attorneys**

Representing a client in a post-conviction case? This manual will guide you through the many complexities of Illinois post-conviction law. Remember, your client already lost, twice – once at trial and again on appeal. He or she needs a new case, which means going outside the record, investigating the facts, mastering the law, and presenting a compelling petition. Andrea D. Lyon, director of the DePaul College of Law's Center for Justice in Capital Cases, and her team of coauthors help you do just that. \$30.00 mbr./\$40.00 nonmbr.

## Someone you should know: Tracy Douglas

**T**racy Douglas, a member of the ISBA Standing Committee on Women and the Law is the 2014 ISBA Young Lawyer of the Year Award (outside Cook County).

Ms. Douglas, a member of the Illinois Bar since 2010, serves the people of the State of Illinois as the staff attorney for the Governor's Office of Executive Appointments. In this capacity, she oversees all appointments to the State's 366 boards and commissions, as well as public guardians and public administrators. Ms. Douglas also recruits and vets candidates for the State's 366 boards and commissions. These range from regulatory boards, such as the Elevator Safety Review Board and Hospital Licensing Board, to advisory boards, such as the Department of Corrections Advisory Board and the Abraham Lincoln Presidential Library Advisory Board. In addition, Ms. Douglas advises the Governor's staff on laws relating to boards and commissions. She has become an expert in the area of appointments law and process. Ms. Douglas is also responsible for updating the Governor's website for appointments, <[www.appointments.illinois.gov](http://www.appointments.illinois.gov)>.

In addition, Ms. Douglas has used her passion for education to reach both law students and lay audiences. She gave a presentation entitled, "Beware the Heir, Property Law in Harry Potter" at a conference in Orlando, Florida, successfully using the popular series to explain property law concepts. In addition, Ms. Douglas assisted in an Introduction to the Law class at the University of Evansville, encouraging students to think abstractly about legal concepts by discussing the law as it relates to the supernatural. As part of the class, Ms. Douglas and course professor Amanda Hall led class discussions regarding questions posed by the students (i.e., Can a werewolf be guilty of murder? Who is the true owner of Tolkien's One Ring? Do vampires or the undead have rights?).

During law school, Ms. Douglas worked with the Human Rights Clinic at the University of Illinois College of Law. As part of her work with the Human Rights Clinic, she worked on a project for the United Nations, analyzing whether non-traditional legal systems could be used to enforce an anti-corruption treaty. Ms. Douglas has also served the pub-

lic as a journalist. She previously worked at the *Daily Illini* and led reporting on the 50<sup>th</sup> anniversary of the decision in *Brown v. Board of Education*. She also covered campus visits by then-State Senator Barack Obama and Dennis Kucinich. Since graduating from law school, Ms. Douglas served as a volunteer for Credit Abuse Resistance Education (CARE), a project of the Kentucky Bar Foundation, and for Kentucky Legal Aid.

Ms. Douglas has become an accomplished lawyer in a very short period of time, with much more to offer our profession in the future. Although her practice as a government attorney is not a traditional one, her important work helps guarantee open and honest government for the citizens of Illinois. She embodies the ideals, principles, and goals which every young attorney should strive to attain. The ISBA Standing Committee on Women and the Law was proud to nominate Tracy Douglas for the 2014 Young Lawyer of the Year Award (outside Cook County) and even more proud that she was selected as the winner. ■

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### November

**Monday, 11/3/14- Teleseminar**—Ethics of Working with Witnesses. Presented by the Illinois State Bar Association. 12-1.

**Wednesday, 11/5/14- Webinar**—Introduction to Fastcase Legal Research. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 11:00.

**Wednesday, 11/5/14- Live Studio Webcast**—Fall 2014 Immigration Law Update-Changes Which Effect Your Practice & Clients. Presented by the ISBA International and Immigration Section. 12-1.

**Thursday, 11/6/14- Teleseminar**—Attorney Ethics When Supervising Other Attorneys. Presented by the Illinois State Bar Association. 12-1.

**Thursday, 11/6/14- Springfield, President Abraham Lincoln Hotel**—Family Law Nuts & Bolts. Presented by the ISBA Family Law Section. 8:30-5:00.

**Friday, 11/7/14- Chicago, ISBA Regional Office**—Hot Topics for Your Practice. Presented by the ISBA Civil Practice Section. 9-12:45.

**Friday, 11/7/14- Live Studio Webcast**—Juveniles, Psychotropics & The Law. Presented by the ISBA Child Law Section. 1:30-2:30

**Monday, 11/10/14- Webinar**—Advanced Tips to Fastcase Legal Research. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 11:00.

**Tuesday, 11/11/14- Teleseminar**—Real Estate Joint Ventures, Part 1. Presented by the Illinois State Bar Association. 12-1.

**Wednesday, 11/12/14- Teleseminar**—Real Estate Joint Ventures, Part 2. Presented by the Illinois State Bar Association. 12-1.

**Wednesday, 11/12/14- Live Studio Webcast**—Fall 2014 Traffic Case Law & Legislative Update- Changes Which Effect Your Practice. Presented by the ISBA Traffic Law

Section. 12-1.

**Thursday, 11/13/14- Live Studio Webcast**—Cannabis is Here! A Continuing Discussion of the Issues Local Governments face Under Illinois' New Medical Marijuana Laws. Presented by the ISBA Local Government Section. 10-12.

**Thursday, 11/13/14- Teleseminar**—Attorney Ethics and Dissolution of a Law Firm. Presented by the Illinois State Bar Association. 12-1.

**Thursday, 11/13/14- Webinar**—Boolean (Keyword) Searches on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 11:00.

**Friday, 11/14/14- Chicago, ISBA Regional Office**—Hot Topics in Criminal Justice. Presented by the ISBA Criminal Justice Section. 9-4:30.

**Monday, 11/17/14- Teleseminar**—Estate Planning for MDs, JDs, CPAs and Other Professionals, Part 1. Presented by the Illinois State Bar Association. 12-1.

**Tuesday, 11/18/14- Teleseminar**—Estate Planning for MDs, JDs, CPAs and Other Professionals, Part 2. Presented by the Illinois State Bar Association. 12-1.

**Thursday, 11/20/14- Chicago, ISBA Regional Office**—Commercial Loans: Documenting for Success and Preparing for Failure. Presented by the ISBA Commercial, Banking, Collections and Bankruptcy Section. 9-4:30.

**Thursday, 11/20/14- Live Webcast**—Commercial Loans: Documenting for Success and Preparing for Failure. Presented by the ISBA Commercial, Banking, Collections and Bankruptcy Section. 9-4:30.

**Friday, 11/21/14- Chicago, ISBA Regional Office**—Can Attorneys Work in the Cloud? An Analysis of Contract, Regulatory and Ethical Issues Relating to Cloud Usage and Storage. Presented by the ISBA Committee on Legal Technology; co-sponsored

by the ISBA Health Care Law Section. 12:30-4:30pm.

**Friday, 11/21/14- Live Webcast**—Can Attorneys Work in the Cloud? An Analysis of Contract, Regulatory and Ethical Issues Relating to Cloud Usage and Storage. Presented by the ISBA Committee on Legal Technology; co-sponsored by the ISBA Health Care Law Section. 12:30-4:30pm.

**Monday, 11/24/14- Teleseminar**—Attorney Ethics and Social Media- Live Replay from 5/30/14. Presented by the Illinois State Bar Association. 12-1.

**Tuesday, 11/25/14- Teleseminar**—2014 Sex Harassment Update. Presented by the Illinois State Bar Association. 12-1.

**Wednesday, 11/26/14- Teleseminar**—Attorney Ethics and the Use of "Metadata" in Litigation and Transactional Practice. Presented by the Illinois State Bar Association. 12-1.

### December

**Tuesday, 12/2/14- Teleseminar**—Structuring Minority Interests in Businesses. Presented by the Illinois State Bar Association. 12-1.

**Thursday, 12/4/14- Teleseminar**—Estate Planning for Second Marriages. Presented by the Illinois State Bar Association. 12-1.

**Monday, 12/8/14- Teleseminar**—Ethics of Multijurisdictional Practice. Presented by the Illinois State Bar Association. 12-1.

**Tuesday, 12/9/14- Teleseminar**—Business Torts, Part 1. Presented by the Illinois State Bar Association. 12-1.

**Wednesday, 12/10/14- Teleseminar**—Business Torts, Part 2. Presented by the Illinois State Bar Association. 12-1.

**Wednesday, 12/10/14- Live Studio Webcast**—How to Create a Budget and Use it to Improve Profitability in Your Practice. Presented by the ISBA Law Office Management and Economics Section. 2-3pm. ■