



THE CATALYST

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

Chair's Column

By Annemarie E. Kill, Avery Camerlingo Kill, LLC

This past June I found myself in a room filled with people who had a passion for the law. The attorneys I was with were motivated not by self-interest, but a desire to do what is right for the legal profession. In that room I found camaraderie, enthusiasm and solidarity of purpose. This gathering at the ISBA Annual Meeting in Lake Geneva showed me all that was right with our profession. *Over the course of this inspiring weekend, I came to realize something: The ISBA is the best large law firm I never worked for!*

As women ISBA members we are, in a way, one large law firm

I realized that the ISBA can be:

1. **Your Professional Development Consultant.** Many large firms have staff specifically dedicated to the professional development of female attorneys. Of course, solo or small

firm practitioners do not generally have such a resource. To assist in this, the ISBA Women and the Law Committee will bring "big firm" expertise directly to you in the lunchtime program "Seek Power: A Woman Lawyer's Guide to Authentic Self-Promotion." Paula Hudson Holderman, the attorney development officer with a large law firm, will share her expertise about authentic self-promotion as a woman attorney. We will discuss self-promotion in the broadest sense. This includes promoting oneself to get business and referrals, but also promoting oneself for purposes of awards, appointments, and to receive work-related benefits such as flex-time. The program will be held at the Chicago Regional ISBA Office on October 20, 2009 from 12:00 to 2:00 p.m. No MCLE credit. Please watch for details about registration.

2. **Your Marketing Department.** In a large law firm, a marketing department or public relations firm will ensure that their attorneys are

Continued on page 2

Remembering the past, working on our future— ISBA Women and the Law Committee Chairs

1995-1996
Irene Bahr, Wheaton

1996-1997
Peggy Raddatz, La Grange

1997-1998
Frances Skinner, Chicago

1998-1999
Christine G. Zeman, Springfield

1999-2000
Paula Hudson Holderman, Chicago

Continued on page 2

INSIDE

Chair's Column 1

Remembering the past, working on our future—ISBA Women and the Law Committee Chairs 1

2007-2009 Task Force on Diversity 3

The DOs and DON'Ts on how to treat your law clerk 4

Win with civility 4

You're invited! 5

Getting off the teeter-totter—Work/life balance, another perspective 8

Save the Date 8

Upcoming CLE programs 9

(Notice to librarians: The following issues were published in Volume 14 of this newsletter during the fiscal year ending June 30, 2009: October, No. 1; December, No. 2; March, No. 3; May, No. 4).

Chair's Column

Continued from page 1

recognized for their accomplishments. Similarly, the ISBA offers many awards, and the Women and the Law Committee has been committed to seeking out strong nominees. The list of ISBA awards can be found at <www.isba.org/awards>. As women, we often feel more comfortable promoting each other rather than ourselves. So, if you know of an impressive woman attorney, review the list and ask yourself if she is deserving of any of the awards. If you would like our Committee to consider nominating the person, please do not hesitate to e-mail me at <akill@averycamerlingokill.com>. Bring deserving women to our attention and we will help!

3. **Your CLE provider.** Just as many large law firms have their internal CLE programming, so does the ISBA. The ISBA has been at the forefront of CLE, providing programs in virtually every practice area. The Women and the Law Committee is currently developing a day-long CLE about Women in the Criminal Justice System, a follow-up to our previous successful program on Girls in the Criminal Justice Sys-

tem. We are planning a multi-disciplinary program which discusses the issue from all perspectives.

4. **Your Diversity Committee.** At a large firm, diversity-related issues have received much attention. Similarly, ISBA President John O'Brien has ensured the optimum coordination of ISBA diversity-related efforts. The diversity-related committees and section councils are now organized under the umbrella of the Diversity Leadership Council, chaired by Alice Noble-Allgire, a professor who has been at the forefront of diversity awareness. The ISBA has recognized that diversity matters, and needs strong advocates. The work of all the ISBA diversity-related section councils and committees, including our Women and the Law Committee, will be aided by the coordination of efforts under the Diversity Leadership Council.
5. **Your Community Outreach Coordinator.** At a large firm, there are often concerted efforts to provide pro bono service to the needy in our communities. In the same vein, our diversity-related committees and section councils have planned the

program *"The Lincoln Legacy: The Lawyer's Role in Protecting Life, Liberty and the Pursuit of Happiness."* It will be held on Thursday afternoon, December 10, 2009, and will conclude with a "marketplace" of legal volunteer opportunities. After hearing the inspirational panel of attorneys who have made powerful contributions to the public good, the marketplace will allow each of us to individually explore ways we might continue to use our skills to serve society.

In this struggling economy, it seems we are forced everyday to do more to maintain our practice, as well as meet the needs of our families and friends. In this time, it is essential that we take advantage of the resources which have been designed to help us become more successful. As women ISBA members we are, in a way, one large law firm. We are made stronger as a whole with every individual accomplishment of our members. Take advantage of the resources of the ISBA and the Committee in order to promote yourself as well as others. This will make our "firm" more powerful, and we will all reap the rewards. ■

Remembering the past, working on our future—ISBA Women and the Law Committee Chairs

Continued from page 1

2000-2001 Susan M. Brazas, Rockford	2005-2006 Meredith E. Ritchie, Chicago
2001-2002 Kathryn A. Kelly, Chicago	2006-2007 Claire A. Manning, Springfield
2002-2003 Gilda Hudson-Winfield, Chicago	2007-2008 Sharon L. Eiseman, Chicago
2003-2004 Celia G. Gamrath, Chicago	2008-2009 E. Lynn Grayson, Chicago
2004-2005 Ellen Schanzle-Haskins, Springfield	2009-2010 Annemarie Kill, Chicago ■

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2007-2009 Task Force on Diversity

By E. Lynn Grayson¹

The Task Force was appointed by Past ISBA President Joe Bisceglia in 2007 to develop a Diversity Pipeline initiative and to pursue other activities to promote greater diversity in the Illinois legal community statewide and within the ISBA, following on work initiated by Past ISBA President Irene Bahr. When it became apparent that the Task Force could not complete its ambitious agenda in one year, the Task Force was reappointed in 2008 by ISBA President Jack Carey. The work of the Task Force is continuing with the support of current ISBA President John O'Brien and his appointment of the first Diversity Leadership Council in 2009-2010.

The Task Force on Diversity really resulted from a collective belief by ISBA leadership that: 1) more action had to be taken to increase diversity within the Illinois legal community; and, 2) the ISBA could serve as a much needed catalyst in promoting that positive change. Once appointed, the Task Force set out to make a difference in three key areas: encouraging more diverse students to law as a career thereby improving the law school pipeline; evaluating how we as lawyers felt about our law practices and our role in the bar and communities where we live and work; and, developing an improved understanding of the ISBA including a limited diversity baseline. This emphasis resulted in the following accomplishments.

1. Completion of the first-ever statewide diversity survey.
2. Completion of the first-ever diversity survey within the ISBA including the Board of Governors, Assembly, committees and section councils and professional staff.
3. Launch of the first diversity Web site.
4. Continuation of the *Diversity Matters* newsletter.
5. Development of the Diversity Leadership Award recognizing significant contributions by individuals or organizations in advancing diversity.
6. Recommendation to establish a Diversity Leadership Program to increase diversity with the ISBA.
7. Creation of the Diversity Pipeline Project including the 100 Future Leaders Pipeline

Project.

8. Reorganization of the diversity-related committees within the ISBA as well as the establishment of the Diversity Leadership Council to coordinate committee work and outreach efforts.

The efforts are continuing to ensure that the ISBA is as welcoming an environment as possible to all Illinois attorneys. We invite you to learn more about diversity initiatives within the ISBA by visiting our new diversity Web site at <<http://www.isba.org/diversity/index.html>>.

Please mark your calendars and plan to attend the special Lincoln Legacy diversity program to be held in conjunction with the 2009 MidYear Meeting on December 10, 2009 as well as the special luncheon to celebrate women attorneys scheduled for March 9, 2010 in Chicago. More information will be forthcoming about these events shortly. ■

1. E. Lynn Grayson is the 2007-2008 Chair of the ISBA Task Force on Diversity and the 2008-2009 Chair of the ISBA Women and the Law Committee. She is a Partner in the Chicago office of Jenner & Block and may be reached at lgrayson@jenner.com.

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OFFICE

Illinois Bar Center
424 S. Second Street
Springfield, IL 62701
Phones: 217-525-1760 OR 800-252-8908
www.isba.org

CO-EDITORS

Heather M. Fritsch
204 S. Main St., Ste. 2
Sycamore, IL 60178

Anne C. Mudd
3958 Hampton Ave.
Western Springs, IL 60558

MANAGING EDITOR/ PRODUCTION

Katie Underwood
kunderwood@isba.org

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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 DOs and DON'Ts on how to treat your law clerk

By Crystal Sava

In March 2007, I landed my dream law clerk job. A sole-practitioner had just opened her practice in December 2006 and needed immediate assistance. It's safe to say that before I started clerking, I had no idea what I was doing or what exactly a law clerk was. All I knew is that I had a plenty of past administrative experience and, having completed my first year of law school, I had at least a basic knowledge and understanding of legal research and writing. However, I definitely had never worked in a law office—in fact, there isn't a single attorney in my entire extended family. So I was a blank slate and eager to learn and soak everything in.

At this time, I have been working in that same firm for over two years and have definitely acquired more practical knowledge there than in three years of law school. That being said, through my experience and through the experiences of my peers, I have also acquired a short, practical list of the DOs and DON'Ts on how a law clerk should be treated.

1. DO lay-out and stick to a job description as much as possible. A close friend of mine once complained to me that the partners of her firm asked her to answer the phones one afternoon when the receptionist had to leave for the day. She said, "That is *not* party of my job description." My experience as a clerk was unique when I started – I was both a law clerk and a receptionist. In addition to learning how to write motions and pleadings and figure

out how to handle a real estate contract, I was also answering the phones, communicating with clients and other attorneys, and performing all other administrative duties. Unlike my friend's experience, this was never a problem for me because I knew what tasks were expected of me when I started the job.

2. DON'T underestimate your law clerk. In most cases, your law clerk is either still in law school or has just finished law school. Of course, this means the law is still fresh and memorable, and your clerk has learned (or is learning) to think like a lawyer and outside the box.
3. By the same token, DO give your law clerk challenging tasks. Your clerk works for you and wants to make you look good. At the same time, your clerk is dying to prove herself and what she's capable of. Have your clerk draft motions, pleadings, contracts, complete complicated legal research, etc. Don't be surprised when your clerk goes above and beyond the call of duty and hands you a too-detailed motion or a four-inch stack of legal research. This means she's taking her job seriously.
4. If your clerk is a student, DON'T forget that school is her number one priority. Try to be sympathetic to her class schedule, final exam schedule, and class work-load. After all, once she finishes school and passes the bar, you and your clerk will then be peers.

5. Most importantly, DO be a mentor for your law clerk. Her ultimate goal is to be an attorney and practice the law, and you will have a great impact on what kind of attorney she will be. DO take your clerk to court, closings, and meetings. DO praise your clerk and offer positive reinforcement for a job well-done. DO try to impart all your good habits, and point out the bad habits she should avoid. Your clerk is a sponge and is probably willing to work late on a Friday night or come in on the weekends so she can learn as much as possible and figure out what it takes to be a successful attorney. A good mentor is more valuable than any course book or class she ever took in law school.

This list is hardly all-inclusive, but it provides a foundation for all the other "DOs and DON'Ts" that exist. These are the things that I want to remember when I'm a practicing attorney with a law clerk and that I hope to remind other practicing attorneys who may have forgotten what it's really like to be in the clerk's shoes. Being a clerk can be incredibly stressful, but is also a rewarding and educational experience. Needless to say, I'm so grateful for this time and have attorney Heather M. Fritsch to thank for this opportunity. ■

Crystal Sava is a graduate of Northern Illinois University Law School and is currently seeking full-time employment as an attorney in the Chicagoland area. She can be contacted for more information at crystal@hfritschlaw.com.

Win with civility

By Sandra Blake, LifeSpan

August was National Win With Civility Month, an appropriate observance for Illinois attorneys. Since 2005, the Illinois Supreme Court has focused on civility in the legal profession. In that year, the court established the Illinois Commission on Professionalism, making Illinois one of only 14 states that have a formal body working to promote professionalism and civility.

Among the stated objectives of the Commission is the following: to improve civility between and among lawyers and their clients and judges. While MCLE promotes the Commission's objectives, sometimes the best lessons are learned by mistakes. One such act of teaching behavior is the example of Indiana attorney Vincent M. Campiti, who recently received a public reprimand.

In a published order, the Indiana Supreme Court reviewed stipulated facts and approved agreed disciplinary action. See *In the Matter of: Vincent M. Campiti*, Supreme Court Cause No. 71500-0807-DI-400. <<http://www.in.gov/judiciary/orders/atty-discipline/2009/71s00-0807-di-400.pdf>>. Campiti represented the father at a child support modification hearing. During the course of that representation,



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Chief Attorney Development Officer and
Delilah Flaum, Winston & Strawn, Partner,
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he made "repeated disparaging references to the facts that the mother was not a U.S. citizen and was receiving legal services at no charge." Neither the mother's immigration status nor her fee arrangement with her attorney was relevant to the support modification hearing.

The Indiana Supreme Court Disciplinary Commission stated that his behavior violated the Indiana Professional Conduct Rules. Specifically, Rule 4.4(a) prescribes:

Rule 4.4. Respect for Rights of Third Persons

- (a) In representing a client, a lawyer shall not use means that have no substantial purpose other than to embarrass, delay, or burden a third person, or use methods of obtaining evidence that violate the legal rights of such a person.

And Rule 8.4 (g) admonishes:

Rule 8.4. Misconduct

It is professional misconduct for a lawyer to:

....

- (g) engage in conduct, in a professional capacity, manifesting, by words or conduct, bias or prejudice based upon race, gender, religion, national origin, disability, sexual orientation, age, socioeconomic status, or similar factors. Legitimate advocacy respecting the foregoing factors does not violate this subsection. A trial judge's finding that preemptory challenges were exercised on a discriminatory basis does not alone establish a violation of this Rule.

The parties agreed that the remarks were made in open court and that the mother felt that Campiti discriminated against her on the basis of her non-citizen status. They further acknowledged that Campiti had no prior disciplinary record and cooperated with the Commission. In addition, Campiti regretted "his emotional involvement in the case and has made efforts to change his advocacy style." Moreover, he apologized to the grievant. Weighing the aggravating and mitigating facts, the parties stipulated that the appropriate sanction was a public reprimand, and the Indiana Supreme Court agreed.

So how does this decision affect Illinois attorneys? First, given Illinois demographics, it is no stretch of the imagination that similar behavior could occur in Illinois courts with Illinois attorneys and litigants and give rise to similar disciplinary complaints. Second, the relevant Supreme Court of Illinois Rules of Professional Conduct are virtually identical to those of Indiana. Rule 4.4 provides:

RULE 4.4. Respect for Rights of Third Persons

In representing a client, a lawyer shall not use means that have no substantial purpose other than to embarrass, delay, or burden a third person, or use methods of obtaining evidence that violate the legal rights of such a person.

Further, Rule 8.4 (a)(5) cautions:

RULE 8.4. Misconduct

- (a) A lawyer shall not:

....

- (5) engage in conduct that is prejudicial to the administration of justice. In relation thereto, a lawyer shall not engage in adverse discriminatory treatment of litigants, jurors, witnesses, lawyers, and others, based on race, sex, religion, national origin, disability, age, sexual orientation or socioeconomic status. This subsection does not preclude legitimate advocacy when these or similar factors are issues in the proceeding[.]

....

Moreover, Rule 3.3 (a)(9) admonishes:

RULE 3.3. Conduct Before a Tribunal

- (a) In appearing in a professional capacity before a tribunal, a lawyer shall not:

....

- (9) intentionally degrade a witness or other person by stating or alluding to personal facts concerning that person which are not relevant to the case[.]

....

Even after January 1, 2010, when the new

Rules of Professional Conduct take effect, lawyers' professional responsibilities remain the same. New Rule 4.4 (a) replaces present Rule 4.4 verbatim. New Rule 8.4 (d) cautions:

RULE 8.4: MISCONDUCT

It is professional misconduct for a lawyer to:

....

- (d) engage in conduct that is prejudicial to the administration of justice.

....

Additionally, new Rule 3.4 (e) specifies

RULE 3.4: FAIRNESS TO OPPOSING PARTY AND COUNSEL

A lawyer shall not:

....

- (e) in trial, allude to any matter that the lawyer does not reasonably believe is relevant or that will not be supported by admissible evidence, assert personal knowledge of facts in issue except when testifying as a witness, or state a personal opinion as to the justness of a cause, the credibility of a witness, the culpability of a civil litigant or the guilt or innocence of an accused[.]

....

While the calendar marked August as National Win With Civility Month, professional responsibilities and rules of professional conduct in Illinois require the observance of this rule by Illinois attorneys all year long. ■



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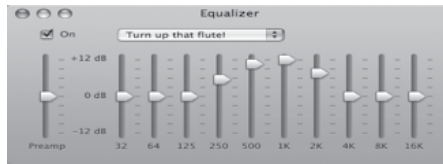
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Getting off the teeter-totter—Work/life balance, another perspective

By Sandra Crawford, J.D.¹

In June I attended the 17th Annual Conference of the International Alliance of Holistic Lawyers (see www.iah.org) which was held in Chicago. Among the many fascinating presentations on ethics, professional and practice development and marketing was one by Colorado lawyer, Mr. Kevin Houchin. Mr. Houchin is the author of a new book, *Fuel the Spark, 5 Guiding Values for Success in Law & Life* (MadeEasy Publishing 2009). For more information about Houchin and his work go to www.kevinhouchin.com <<http://www.MastermindCentral.net>>.

Of his five “values”—(1) accept, (2) show-up, (3) pay-attention, (4) many irons in the fire, and, (5) stewardship—I found number 4 “many irons in the fire” brought a new and different perspective to the work/life balance discussion which seems to have been occupying all of us for several years now. Instead of considering “work” (what we do to make a living) and “life” (everything other than work) as opposite ends of a teeter-totter, Mr. Houchin instead suggests considering taking a view point of your entire life as an equalizer panel much like those on your now vintage stereo systems (for those of you who may not be old enough to remember stereo systems see illustration below).



On your personal control panel you may have levers or throttles for areas particular to your life, such as:

Self	Family	Career	Friends	Volun- teering	Education
------	--------	--------	---------	-------------------	-----------

Rather than seeing things in opposition to one another, i.e., family vs. work, Houchin suggests instead that we view each of the aspects or throttles of our life as being capable of being adjusted upward or downward as the situation calls. Houchin explains:

Throttles don’t necessarily correlate to time or energy or even attention - those are scarce resources. Instead, think of each throttle as measuring your positive intention, your focus *in the moment*, or your drive, desire, and commitment. It’s OK to set the throttle on “low,” if that’s what is optimal for you at the moment in time...Law practice isn’t on one end of a pole and life on the other. Instead, law practice has

its own throttle. You have the power to set it on “high” or “low” or somewhere in between. It’s no longer a trade-off between family and career. There is plenty of mental fuel for every moment of your life. You don’t have to rob energy from one pole to give to another. You just have to pay attention to each iron as you work on it, then simply return it to the fire. Pages 42-43.

For those of you, like myself, who are on a quest to seek the right balance between all the aspects of life (like care giving for children or elderly parents, growing a solo law practice or rainmaking, giving back to the community through pro bono work or service to the Bar), I highly recommend Houchin’s book and the workshops he offers around the county for attorneys. Resources like this just might help to get us all off the teeter-totter and in tune with being the best professionals and people we are capable of being. ■

1. The author is currently busy adjusting her throttles so as to “equalizing” her small firm practice (www.lawcrawford.com) with heading the not-for-profit Collaborative Law Institute of Illinois (www.collablawil.org) and serving on the ISBA’s Assembly and Women in the Law and JEC (Cook County) Committees. She can be reached at lawcrawford@sbcglobal.net and (312) 726-8766.

SAVE THE DATE

November 20-21, 2009

Please mark your calendars and plan to attend the Avenues to Advancement program in Chicago sponsored by Ms. JD. Ms. JD’s Third Annual Conference on Women in the Law is co-sponsored by the ABA Commission on Women, NAWL, Chicago Bar Association Alliance for Women and the Illinois State Bar Association Women and the Law Committee. The conference will be held November 20-21, 2009, in Chicago at the Northwestern Law School and will feature 20 panels and workshops on topics as broad-ranging as effective mentorship, navigating the economic downturn and avoiding the “mommy track.”

The conference will highlight the different career paths available in the legal profession, the changing definitions of success and the personal and professional infrastructure that best promotes retention and advancement of women attorneys. A number of ISBA women attorney leaders will be participating in the various panels and workshop.

For more information and to register online for the conference, go to <http://ms-jd.org/conference>.

We hope to see you there!

Upcoming CLE programs

To register, go to www.isba.org/cle or call the ISBA registrar at 800-252-8908 or 217-525-1760.

October 2009

Thursday, 10/01/09 – Chicago, ISBA Regional Office—Business Succession Planning. Presented by the ISBA Trust & Estates Section and the ISBA Business Advice and Financial Planning Section.

Thursday, 10/01/09 – Webinar—Conducting Legal Research on Fastcase. Presented by the Illinois State Bar Association. **An exclusive member benefit provided by ISBA and ISBA Mutual. Register at: <https://www1.gotomeeting.com/register/246310169>.* 12-1.

Friday, 10/02/09 – Champaign, I Hotel and Conference Center—Divorce Basics for Pro Bono Attorneys - 2009. Presented by the ISBA Standing Committee Delivery of Legal Services. 12-5.

Friday, 10/02/09 – Chicago, ISBA Regional Office—Illinois New Rules of Professional Conduct. Presented by the Illinois State Bar Association.

Wednesday, 10/07/09 – Webcast—Illinois New Rules of Professional Conduct. Presented by the Illinois State Bar Association. 12-1.

Thursday, 10/08/09 – Chicago, ISBA Regional Office—The Business Side of the Criminal Practice. Presented by the ISBA Criminal Justice Section.

Thursday, 10/08/09 – Webcast—Real Estate Update - 2009. Presented by the Illinois State Bar Association. 12-1.

Friday, 10/09/09 – Chicago, ISBA Regional Office—Union and Employment Issues: Intersecting Challenges and Ethical Implications. Presented by the ISBA Labor and Employment Section. 9-12:30.

Monday, 10/12/09 – Chicago, ISBA Regional Office—Advanced Workers' Compensation. Presented by the ISBA Workers' Compensation Section.

Monday, 10/12/09 – Fairview Heights, Four Points Sheraton—Advanced Workers' Compensation. Presented by the ISBA Work-

ers' Compensation Section.

Thursday, 10/15/09 – Chicago, ISBA Regional Office—Professional Strategies for Difficult Times. Presented by the Illinois State Bar Association. **This program is complimentary to ISBA members.* 9-12:15 or 1:15 – 4:15.

Thursday, 10/15/09 – Bloomington, Doubletree Hotel—The Business Side of the Criminal Practice. Presented by the ISBA Criminal Justice Section.

Friday, 10/16/09 – Chicago, ISBA Regional Office—Vapor Intrusion: What you Always Wanted to Know, and Building Green: Yes it is Feasible. Presented by the ISBA Environmental Law Section and the ISBA Real Estate Section. 75 max.

Friday, 10/16/09 – Fairview Heights, Four Points Sheraton—Tackling Family Law Conundrums. Presented by the ISBA Family Law Section.

Tuesday, 10/20/09 – Lombard, Lindner Learning Center—Real Estate Law Update for the Experienced Practitioner– Fall 2009. Presented by the ISBA Real Estate Law Section.

Wednesday, 10/21/09 – Webcast—Resolving Family Law Issues. Presented by the Illinois State Bar Association.

Thursday - Saturday, 10/22/09 - 10/24/09 – Springfield, President Abraham Lincoln Hotel—5th Annual Solo & Small Firm Conference. Presented by the Illinois State Bar Association.

Friday, 10/23/09 – Chicago, ISBA Regional Office—EMTALA: Current Legal & Ethical Issues. Presented by the ISBA Health Care Section.

Monday - Friday, 10/26/09 – 10/30/09 – Chicago, ISBA Regional Office—40 hour Mediation/Arbitration Training. Master Series Presented by the Illinois State Bar Association and the ISBA Alternative Dispute Resolution Section. 8:30 – 5:45 daily.

Wednesday, 10/28/09 – Webcast—Illinois New Rules of Professional Conduct. Presented by the Illinois State Bar Association. 12-1.

Friday, 10/30/09 – Urbana, United States Federal District Court House—Pre-Trial Practice, Rule Changes, Technology and Federal Civil Practice in the Central District of IL. Presented by the ISBA Federal Civil Practice Section.

November 2009

Tuesday, 11/03/09 – Bloomington, Doubletree Hotel—Real Estate Law Update for the Experienced Practitioner – Fall 2009. Presented by the ISBA Real Estate Law Section.

Wednesday, 11/04/09 – Webcast—Corporate Legal Ethics. Presented by the Illinois State Bar Association.

Thursday, 11/05/09 – Chicago, ISBA Regional Office—The Mediation Process and Child-related Disputes. Presented by the ISBA Child Law Section, Co-sponsored by the ISBA Family Law Section and by the ISBA Alternative Dispute Resolution Section.

Monday - Friday, 11/09/09 - 11/13/09 – Grafton, Pere Marquette Lodge and Conference Center—40 hour Mediation/Arbitration Training. Master Series Presented by the Illinois State Bar Association and the ISBA Alternative Dispute Resolution Section. 8:30-5:45 each day.

Wednesday, 11/11/09 – Webcast—Illinois New Rules of Professional Conduct. Presented by the Illinois State Bar Association. 12-1.

Thursday, 11/12/09 – Webinar—Advanced Research on FastCase. Presented by the Illinois State Bar Association. **An exclusive member benefit provided by ISBA and ISBA Mutual. Register at: <https://www1.gotomeeting.com/register/938410456>.* 12-1.

Friday, 11/13/09 – Chicago, ISBA Regional Office—Insurance Law Update 2009.

Presented by the ISBA Civil Practice and Procedure Section and the ISBA Insurance Law Section.

Friday, 11/20/09 – Carbondale, Southern Illinois University School of Law—Illinois New Rules of Professional Conduct. Presented by the Illinois State Bar Association, co-sponsored by SIU school of Law.

Friday, 11/20/09 – Chicago, Northwestern Law School—Avenues to Advancement – Ms. JD's Third Annual Conference on Women in Law. Presented by the ABA commission on Women in the Profession, co-sponsored by the ISBA Standing Committee on Women and the Law, National Association of Women Lawyers, and the Chicago Bar Association.

Wednesday, 11/25/09 – Webcast—Illinois New Rules of Professional Conduct.

Presented by the Illinois State Bar Association. 12-1.

December 2009

Wednesday, 12/02/09 – Webcast—Illinois New Rules of Professional Conduct. Presented by the Illinois State Bar Association. 12-1.

Thursday, 12/03/09 – Webcast—Divorce Basics for Pro Bono Attorneys - 2009. Presented by the Illinois State Bar Association. <<https://isba.fastcle.com/store/seminar/seminar.php?seminar=2670>>.

Thursday, 12/10/09 – Chicago, ARDC Office—What the Government Lawyer Needs to Know about the 2010 Illinois Rules of Professional Conduct. Presented by the ISBA Standing Committee Government Lawyers. 10-12. 50-75 max.

Thursday - Friday, 12/10/2009 – 12/11/2009 – Chicago, Sheraton Hotel—Winter CLE Fest. Presented by the Illinois State Bar Association.

Wednesday, 12/16/09 – Webcast—Illinois New Rules of Professional Conduct. Presented by the Illinois State Bar Association. 12-1.

Thursday, 12/17/09 – Webinar—Conducting Legal Research on Fastcase. Presented by the Illinois State Bar Association. *An exclusive member benefit provided by ISBA and ISBA Mutual. Register at: <https://www1.gotomeeting.com/register/265808616>>. 12-1. ■

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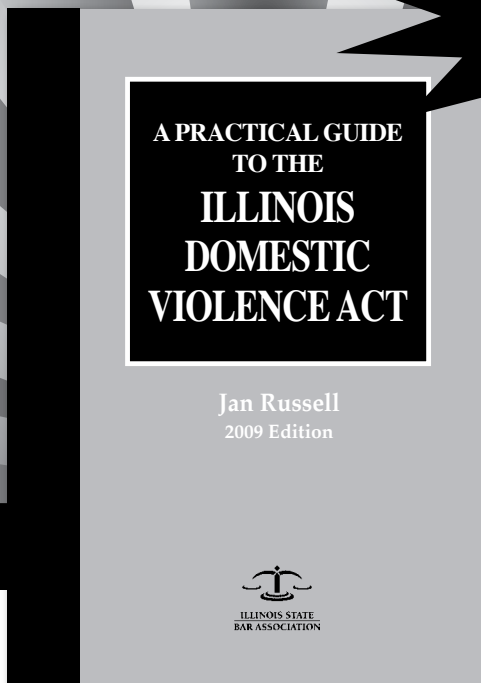
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