

Life in the Balance

Achieving Equilibrium in Professional and Personal Life

Compilation of Bar Projects

**Compiled by the American Bar Association
Young Lawyers Division
Member Service Project 2002-2003**

Table of Contents

Introduction	Page 3
Balance and Quality of Life — Generally	Page 4
Physical and Mental Health, Stress, Depression, Addictions, Meditation, Spirituality, Nutrition	Page 9
Personal and Family Relationships	Page 13
Financial Planning, Debt Management, Insurance, Retirement	Page 15
Professional and Career Development, Survival Guides	Page 18
Work Schedules, Alternative Work Arrangements	Page 23
Social Events and Other Fun Activities	Page 26

Acknowledgments

This Compilation was produced as part of the American Bar Association Young Lawyers Division's Member Service Project for 2002-2003. It was researched and written by the Member Service Team, which includes co-coordinators Gerry Giaimo and Christina Plum and team members Mary-Alice Barrett, Seth Levy, Jim Seward, Patricia Sexton, Rita Soto and Amy Wochos. The Team would like to thank the young lawyers who submitted descriptions of projects that they implemented in their affiliates.

In addition, the Team thanks YLD Chair Alan Olson for dedicating this year's Member Service project to the discussion of issues related to balance and the effects of balance (and lack of balance) on young lawyers' lives.

This Compilation will be distributed as part of the 2003 Spring Conference Compact Disc and will also be available on the ABA/YLD website, www.abanet.org/yld. For more information, contact the ABA/YLD at (312) 988-6231, 750 N. Lake Shore Drive, Chicago, IL 60611.

The views expressed herein are those of the authors and not necessarily those of the American Bar Association, its Young Lawyers Division, or the employers of the authors. © 2003 American Bar Association. All rights reserved.

Introduction

Life in the Balance

Whether you are a young lawyer or a 20-year veteran, chances are that you have recently seen at least one bar association article or live program that discussed the need to effectively balance professional and personal life. This year, the American Bar Association Young Lawyers Division Member Service Project is focusing on lawyers' increasing desire to maximize their effectiveness both at work and at home. One of the project components is this Compilation, which is designed to serve as a starting point for affiliates who are looking for ideas for projects, events and articles they can implement at the local level.

This Compilation contains summaries of projects, events and articles relating to balance that have been implemented by young lawyer affiliates and other bar associations and committees. This list is not exhaustive, but provides a sample of the myriad topics that can be addressed locally. Affiliate leaders are also encouraged to consult the accompanying Written Guide that provides additional information on these topics.

The projects, events and articles are grouped into the following general categories:

- Balance and Quality of Life – Generally
- Physical and Mental Health, Stress, Depression, Addictions, Meditation, Spirituality, Nutrition
- Personal and Family Relationships
- Financial Planning, Debt Management, Insurance, Retirement
- Professional and Career Development, Survival Guides
- Work Schedules, Alternative Work Arrangements
- Social Events and Other Fun Activities

For more information on a particular project, event or article, please visit the listed website or contact the sponsoring bar association. Finally, if your affiliate has had success with a project focusing on balance, the ABA/YLD encourages you to consider submitting an application to the ABA/YLD to give a presentation on the project at an ABA/YLD national meeting – it is by continuing to share ideas on this important issue that we can all continue making strides toward achieving better balance in our personal and professional lives.

ABA/YLD Member Service Team
Spring 2003

Balance and Quality of Life – Generally

Speaker

Rhode Island Bar Association

Attorney John V. McShane of Dallas, Texas, spoke at this association's annual meeting in 2002. During his presentation, "How to Be Happy in the Practice of Law," McShane addressed ways to enhance the quality of and bring a sense of purpose and fulfillment to law practice. For more information on this event, contact Frederick D. Massie, Rhode Island Bar Association, fmassie@ribar.com, 401-421-5740 x 108.

Report

The Task Force on Lawyers' Quality of Life of the Association of the Bar of the City of New York <http://www.abcnyc.org/taskforce.html>

This task force issued a quality of life report in 1996.

Report

American Bar Association Commission on Women in the Profession

<http://womenlaw.stanford.edu/Roptionsobstacles.pdf>

"Options and Obstacles: A Survey of the Studies of the Careers of Women Lawyers," July 1994.

Reports

Boston Bar Association Task Force on Professional Challenges and Family Needs (now known as the Task Force on Work-Life Balance)

<http://www.bostonbar.org/workfamilychallenges.htm>

<http://www.bostonbar.org/wfcplan.htm>

This association's comprehensive report, "Facing the Grail: Confronting the Cost of Work-Family Imbalance," 1999, was followed by the creation of an model plan, "An Implementation Plan for Addressing Work-Life Issues in the Legal Profession," 2000.

Report

Boston Bar Association Task Force on Personal Fulfillment

<http://www.bostonbar.org/dd/fulfillment.htm>

"Expectations, Reality and Recommendations for Change," August 1997.

Clearinghouse/Website

<http://womenlaw.stanford.edu>

This website is a project of the Keck Center on Legal Ethics and the Legal Profession at Stanford Law School. It features links to numerous articles that relate to work-life balance and career development.

Award

The Florida Bar Young Lawyers Division has instituted an annual award which focuses attention on law firms that exemplify those practices that promote quality of life for their attorneys and for all of their employees. For more information contact Courtney Grimm, chair of the YLD Award Committee, at cgrimm@bedellfirm.com.

Committee
State Bar of Arizona YLD Quality of Life Committee
<http://www.azbar.org/sections/yld/qualityoflife.html>

Committee
State Bar of Georgia YLD Career Issues Committee
<http://www.gabar.org/yldcom.asp?Header=yldcom#career>

Committee
The Florida Bar Quality of Life and Career Committee
<http://www.fla-lap.org/qlsm/index.html>

Committee
Allegheny County Bar Association (Pennsylvania)
http://www.acba.org/acba/sections_committees/quality_of_life_quality_of_practice_committees.shtml
Quality Of Life/Quality Of Practice Committee. Contact person: Chuck Kenrick, (412) 553-6309.

Committee
North Carolina Bar Association YLD's Lawyer Effectiveness Committee
http://www.ncbar.org/legal_prof/divisions/yld/effective_links.asp
Provides articles and information on careers, civility, depression, family life, substance abuse, financial management and other balance-related topics.

Committee
Minnesota State Bar Association Life and the Law Committee
<http://www2.mnbar.org/committees/lifelaw/index.htm>

ABA/YLD National Conference Presentation
"A Question of Balance: Developing a Conference on Career Satisfaction,"
Spring 1992. To order written materials associated with this presentation, contact the ABA Service Center at (800) 285-2221 and request product code 5490234592P.

ABA/YLD National Conference Presentation
"Legal Lifestyles," Spring 1993. To order written materials associated with this presentation, contact the ABA Service Center at (800) 285-2221 and request product code 5490238593D.

Article
ABA/YLD Newsletter - *The Affiliate*
<http://www.abanet.org/yld/affiliate/mar98/ma98qua.html>
"Quality of Life: Feeling Overwhelmed? Everyday Stress Techniques," by Keeli Y. Scott, March/April 1998.

Article

ABA/YLD Newsletter - *The Affiliate*

<http://www.abanet.org/yld/affiliate/jan98/23-3-9.html>

“Quality of Life: Can You Really Afford Not to Take a Vacation?” by Dawn Westfield, Jan/Feb 1998.

Article

ABA/YLD Newsletter - *The Affiliate*

<http://www.abanet.org/yld/affiliate/nov97/dec97mm.html>

“Quality of Life: The Best Interests of Lawyers: Selling Sabbaticals to Your Firm,” by Michael D. Mulvaney, Nov/Dec 1997.

Article

Washington State Bar Association YLD Publication – *De Novo*

<http://www.wsba.org/DeNovo/1999/Mar-Apr/president.htm>

“Enjoy Life - Manage to Live,” by Patrick A. Palace, March/April 1999.

Article

Washington State Bar Association YLD Publication – *De Novo*

<http://www.wsba.org/DeNovo/1999/Mar-Apr/connoisseur.htm>

“Be A Connoisseur of Life,” by La Ronda D. Barnes.

Article

West Virginia Bar Association, *The West Virginia Lawyer Magazine*

<http://www.wvbar.org/barinfo/lawyer/2002/may/aloi.htm>

<http://www.wvbar.org/barinfo/lawyer/2002/sept/giffin.htm>

<http://www.wvbar.org/barinfo/lawyer/2002/october/balance.htm>

<http://www.wvbar.org/barinfo/lawyer/2002/nov/metheney.htm>

<http://www.wvbar.org/barinfo/lawyer/2002/dec/balanceinlife.htm>

<http://www.wvbar.org/barinfo/lawyer/2003/jan/hud.htm>

<http://www.wvbar.org/barinfo/lawyer/2003/mar/balance.htm>

This magazine has featured numerous articles in which individual lawyers explain how they have found balance in their lives.

Article

State Bar of Wisconsin, *Wisconsin Lawyer*

<http://www.wisbar.org/wislawmag/2002/05/career.html>

Article discussing the process of reassessing personal and professional goals after partnership, “Now That You’re a Partner,” by Ellen Ostrow (founder of LawyersLifeCoach.comTM), May 2002.

Article

Denver Bar Association Newsletter – *The Docket*

<http://www.denbar.org/docket/index.htm>

“Tree, Cobra, Plank Positions Set You Straight - How Yoga helped a Denver attorney manage pain,” by Lindsay Packard, March 2003.

Article

The Florida Bar – The Florida Bar News

<http://www.flabar.org/>

This online publication contains numerous articles on balance. To access the following articles, select “journal/news,” then “Florida Bar News,” and then search for the phrase “quality of life.” Articles include: “Balancing the practice of law and life,” by Gary Blankenship, September 15, 2002, and “Stresslines: Meeting the challenge of balancing work and life,” by Sheila Nielsen, May 15, 2002.

Article

Oklahoma Bar Association – *The Oklahoma Bar Journal*

<http://www.okbar.org/barjournal/featurestories/fs051201calloway.htm>

“Potpourri, Statistics and a Lawyer’s Quality of Life,” by Jim Calloway, May 2001.

Article

Maryland State Bar Association Young Lawyers Section – *The Advocate*

http://www.yls.org/sec_comm/yls/advocate/winter98/vol14num2p4.html

“Young Lawyer with a Life,” By Farida Moreau Robinson, Winter 1998-99.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/jun97/getlife.html>

This article contains tips for prioritizing life, by Merrilyn Astin Tarlton, June 1997.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/dec97/getlife.html>

“Finding Higher Ground In The Law,” by Paula A. Franzese, December 1997.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/jun99/getlife.html>

“Get A Life: Madness ... Yet There Is A Method To It,” June 1999.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/sep99/getlife.html>

“The Practice,” by Steven Keeva, September 1999.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/apr2000/balancing.html>

“Balancing the Practice of Law and the Practice of Life,” by Laura Caldwell, March 2000.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/jul2000/pain.html>

“Stop the Cycle of Pain: Balancing Life and Work for Lawyers,” by Monique M. Branscomb, July 2000.

Physical and Mental Health, Stress, Depression, Addictions, Meditation, Spirituality, Nutrition

Speaker

State Bar of Wisconsin Young Lawyers Division

<http://www.wisbar.org/convention/2003/cle-fri.html>

The State Bar's 2003 annual convention featured a YLD-sponsored speaker on "Stress Management - How to Increase Personal and Professional Satisfaction in the Law." Dr. Amiram Elwork outlined the causes of stress in the legal profession, explained why depression and alcohol and substance abuse are prevalent among lawyers, and presented self-help methods that are particularly appropriate for lawyers on how to reduce stress and improve mental, emotional, and physical health. For information on this speaker, contact young lawyers Tom Durkin (262) 633-7530, durkin@beckerfrench.com, and Yer Vang, (608) 255-0539, yerv@wcadv.org.

Speaker

Chicago Bar Association Young Lawyers Section

This association held a luncheon seminar entitled "Dealing with the Difficult Lawyer: Stress, Addictions and More." The event featured several speakers, including a clinical psychologist who discussed "Success Fatigue," which he defined as a state of tension and preoccupation with maintaining high standards of performance, until those standards seriously strain one's physical, emotional, mental and relational limits. For more information on this event, contact attorney Mia Jiganti at mia.jiganti@piperrudnick.com, 312-368-7251.

Speaker

Texarkana Young Lawyers Association

This association sponsored a luncheon in February 2003 featuring Dr. Tommie Hughes, a PhD in psychology. Dr. Hughes talked about stress management, gave the audience a test to assess each individual's stress management and suggested strategies for life improvement. For more information about this event, contact attorney Amy Freedman, afreedm71860@yahoo.com, 870-774-7525.

ABA/YLD National Conference Presentation

"De-Stressing the Legal Profession," Fall 1999. To order written materials associated with this presentation, contact the ABA Service Center at (800) 285-2221 and request product code 54902891199D.

ABA/YLD National Conference Presentation

"Stress Management for Young Lawyers: Perception and Practice," Fall 2000. To order written materials associated with this presentation, contact the ABA Service Center at (800) 285-2221 and request product code PC 54903111112 (the CD-Rom for the Fall Conference).

Intervention program

North Carolina Bar Association

http://www.ncbar.org/legal_prof/barcares/index.asp#what

BarCARES (Attorney Resource and Enrichment Services) is a confidential, short-term intervention program provided cost-free to members of local bar groups that have “opted in.” The program is there to help lawyers and their immediate family members by providing confidential assistance and brief, solution-oriented counseling on issues such as depression, substance abuse, financial concerns, marriage, relationships, children, professional stressors and case-related stress.

Consumer Guide

Alabama State Bar Association

<http://www.alabar.org/members/lifeplan.cfm?subgroup=members>

Like numerous bar associations, this association has created a consumer guide for creating advance health care directives.

Article

The Florida Bar – The Florida Bar News

<http://www.flabar.org/>

This online publication contains numerous articles on balance. To access the following articles, select “journal/news,” then “Florida Bar News,” and then search for the phrase “quality of life.” Articles include: “Stresslines: Beat stress eating,” by Dr. Susan Mitchell, June 15 and July 15, 2002.

Article

Vermont Bar Association – *The Vermont Bar Journal*

http://www.vtbar.org/ezstatic/data/vtbar/journal/june_2002/Gibson.pdf

“Personal Faith and the Practice of Law,” by Hon. Ernest W. Gibson, III, Associate Justice (Ret.), June 2002.

Article

Vermont Bar Association – *The Vermont Bar Journal*

http://www.vtbar.org/ezstatic/data/vtbar/journal/dec_2002/Bumps_in_the_Road.pdf

“Dealing with Stress and Substance Abuse - Bumps in the Road,” by Myer J. “Michael” Cohen, December 2002

Article

Vermont Bar Association – *The Vermont Bar Journal*

http://www.vtbar.org/ezstatic/data/vtbar/journal/dec_2002/To_Live_a_Concious_Life.pdf

“To Live a Conscious Life - Using Meditation Processes to Enhance the Practice of Law,” by Dennis M. Warren, December 2002.

Article

West Virginia State Bar – *West Virginia Lawyer*

<http://www.wvbar.org/barinfo/lawyer/2002/July/depression.htm>

“Depression and the Lawyer or Like Hell It Can’t Happen to Me,” July 2002.

Article

State Bar of Wisconsin, *Wisconsin Lawyer*

<http://www.wisbar.org/wislawmag/2000/12/qol.html>

“My Experience with Depression: Brainstorm,” by Gary L. Bakke, December 2000.

Article

State Bar of Wisconsin, *Wisconsin Lawyer*

<http://www.wisbar.org/wislawmag/1997/05/healthy.html>

“Lawyers and Stress - An Anti-Quick-Fix View,” by Gregory J. Van Rybroek, May 1997.

Article

Delaware State Bar Association – *InRe:*

<http://www.dsba.org/apr02pe.htm>

“The Quest For Mental Rejuvenation,” by Doneene Keemer Damon, April 2002.

Article

Oklahoma Bar Association – *The Oklahoma Bar Journal*

<http://www.okbar.org/barjournal/featurestories/fs120900.htm>

“Lawyers: Are We a Profession in Distress?” by Glenn Mirando, December 2000.

Articles

Rhode Island Bar Association – *Rhode Island Bar Journal*

<http://www.ribar.com/aboutus/journal.asp>

This association has two articles available by contacting the bar’s communications department at fmassie@ribar.com. The articles include: “Trial Work and Living a Good Life: Recognizing Stress Symptoms and Resolving Them,” by Stephen R. Feldman, Oct. 89:19(38); and “Surviving Your Role as a Lawyer: A Program to Reduce Stress and Increase Productivity,” by David Barber, Feb. 84:9(32).

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/sep97/getlife.html>

“Make Stress Your Ally,” September 1997.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/mar98/getlife.html>

“Do You See What I See? Recognizing Unhealthy Coping Habits,” March 1998.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/apr98/getlife.html>

“Getting Past The Fear Of Spending Less Time At Work,” April 1998.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/jul98/getlife.html>

“Value of Stress Relief Exercises,” July/August 1998.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/mar99/getlife.html>

“Get A Life: Hearing Your Own Voice,” March 1999.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/apr99/getlife.html>

“Young and Healthy? You Still Need a Physical Checkup,” April 1999.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/may99/getlife.html>

“10-9-8-7 . . . You Are Getting Sleepy,” by Scott Mittman, May 1999.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/oct99/getlife.html>

“The Miracles of Massage,” October 1999.

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/mar2000/herbs.html>

“An Herb a Day ... Actually May Cure What Ails You,” by Jeff Jacobson, March 2000.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/oct2000/healthysnack.html>

“Can't stop to eat? Try a healthy snack,” October 2000.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/Dec2000/depression.html>

“Dealing with Depression,” by Jane H. Herrick, December 2000.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/jan01/behappy.html>

“How to Be Happy Practicing Law,” by Peter H. Berge, January 2001.

Personal and Family Relationships

Report

Women's Bar Association of Massachusetts, Employment Issues Committee

<http://www.womensbar.org/WBA/partTimeReport.htm> (summary)

<http://www.womensbar.org/WBA/part-timestudydoc.DOC> (report)

"More Than Part-Time: The Effect of Reduced-Hours Arrangements on The Retention, Recruitment, and Success of Women Attorneys in Law Firms," 2000.

Speaker

Women's Bar Association of the District of Columbia and the D.C. Bar Litigation Section

http://www.dcbar.org/for_lawyers/washington_lawyer/june_2001/legalbeat.cfm (scroll to "Program Explores Issues of Women Attorneys")

This 2001 program on women litigators featured a discussion of balancing work and family, which is summarized on the website.

Article

New York State Bar Association – *State Bar News*

http://www.nysba.org/Content/NavigationMenu/Attorney_Resources/Practice_Management/Family_Career_and_Life/Family_Career_and_Life.htm

"Family v. Career Issues: More Lawyers Caught in the Middle," by Stephen P. Gallagher, August/September 1999.

Article

ABA/YLD Newsletter - *The Affiliate*

<http://www.abanet.org/yld/affiliate/mar97/22-4shep.html>

"Child Care and the Practice of Law," by M. Susan Sheppard, March/April 1997.

Article

Washington State Bar Association YLD Publication – *De Novo*

<http://www.wsba.org/DeNovo/2000/marapr2000/article3.htm>

"Parenthood and the Legal Profession: An Unnecessary Tension?" by Rhonda Kalil, March/April 2000.

Article

The Florida Bar – *The Florida Bar News*

<http://www.flabar.org/>

This online publication contains numerous articles on balance. To access the following article, select "journal/news," then "Florida Bar News," and then search for the phrase "quality of life." Article: "Stresslines: Balancing law, love, and leisure," by Dr. Karen D. Unger, September 2002.

Article

Florida Association for Women Lawyers – *F.A.W.L. Journal*

http://www.lawyerslifecoach.com/articles/story_1.html

http://www.lawyerslifecoach.com/articles/story_9.html

http://www.lawyerslifecoach.com/articles/story_16.html

This association featured several articles by Ellen Ostrow, Ph.D., founder of Lawyers Life Coach,TM including: “Balancing Work & Family – Revisited,” Spring 2000; “Beyond the Billable Hour: the Pain and Promise of Part-Time Work in Law Firms,” Winter 2000; and “Making the Business Case for Balanced Hours,” Winter 2001.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/may98/getlife.html>

“Get A Life: Success As Parent/Lawyer,” May 1998.

Financial Planning, Debt Management, Insurance, Retirement

Bar-Sponsored Retirement Plans

American Bar Association Members Retirement Program

Nebraska Bar Association Retirement Program

<http://www.abanet.org/abra/>

<http://www.nebar.com/memberinfo/benefits.htm>

Many bar associations sponsor retirement programs at a discount to their members.

Contact your bar association for more information.

Bar-Sponsored Insurance Plans

American Bar Association Members Retirement Program

<http://www.abanet.org/advantage/abainsurance/>

Many bar associations offer insurance programs to their members and members' families and employees. Contact your bar association for more information on this member benefit.

ABA/YLD National Conference Presentation

"Financial Planning for Young Lawyers," Fall 1996, May 1999. To order written materials associated with these presentations, contact the ABA Service Center at (800) 285-2221 and request product code 549026814 (Fall 1996) and 54902870599G (May 1999).

Article

North Carolina Bar Association – website article

http://www.ncbar.org/legal_prof/practicetips/prtipsmay98.asp

"Qualified Retirement Plan Choices: Your Options," by Susan White.

Article

North Carolina Bar Association YLD publication

http://www.ncbar.org/legal_prof/divisions/yld/publications/index.asp

"Law School Loan Forgiveness Programs," 2002.

Article

ABA/YLD Newsletter - *The Affiliate*

<http://www.abanet.org/yld/affiliate/mar99/24-4scha.html>

"Invest in Your Future: Financial Planning for Young Lawyers," by H. Nicole Schamban, March/April 1999.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/jan98/getlife.html>

"Does High Income Equal Wealth?" January 1998.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/apr98/insurance.html>

“Preparing For The Unexpected: Disability Insurance,” April 1998.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/nov99/getlife.html>

“Unpacking the Rat,” by Elizabeth Wolf, November 1999.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/dec99/wealth.html>

“Practical Steps to Building Wealth,” by Melinda Williams, December 1999.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/jan2000/loans.html>

“Defer Your Loan Debt or Your Dreams? You DO Have Options,” January 2000.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/may2000/leasing.html>

“Don't Know Much About Leasing or Buying? How to evaluate whether to purchase or lease your next vehicle,” by Jeff Jacobson, May 2000.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/jul2000/retire.html>

“You’ve Got to Plan to Retire and Thrive,” by Brian Bass, July 2000.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/feb01/prepay.html>

“‘Prepay’ for your kids’ education,” February 2001.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/october01.html>

“Your Personal Finances – Keeping What You’ve Got,” by Linda Hartley, October 2001.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/jan02.html>

“Strapped for Cash? Follow Your Money,” by Eric Downing, January 2002.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/march02.html>

“Battling Credit Card Debt,” by Andrew J. Dunbar, March 2002.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/april02.html>

“Sound Planning can help Bridge the Financial Gender Gap,” by Jan Goldman, April 2002.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/june02.html>

“Ensure Adequate Coverage For Your Human Life Value,” by George Kavalauskas and T. Patrick Wilson, June 2002.

Professional and Career Development, Survival Guides

Seminar

Bar Association of Erie County (Buffalo, New York)

<http://www.eriebar.org/cle/clesems.html>

This bar association is sponsoring a three-day seminar entitled, “Survival Strategies for Life After Law School - 2003.”

Panel Discussion

Boston Bar Association New Lawyers Section

<http://www.bostonbar.org/sc/yl/index.htm>

At its February 21, 2003, Section meeting, this young lawyers group held a panel discussion entitled, “Doing Pro Bono In a Down Economy: Avoiding Obstacles and Seizing Opportunities.”

Survival Guide

North Carolina Bar Association YLD – publication

http://www.ncbar.org/legal_prof/divisions/yld/publications/index.asp

This YLD affiliate has created numerous publications for new lawyers, including “New Associates’ Survival Guide,” 1996.

Survival Guide

Virginia Bar Association Young Lawyers Division

<http://www.vba.org/yld.htm#comnlsg>

Survival Guide

Missouri Bar Association Young Lawyers’ Section

<http://www.mobar.org/member/survival.htm>

“New Lawyer Survival Guide,” 1998.

Mentor Program

Missouri Bar Association Mentoring Program

Louisiana State Bar Association Young Lawyers Section

<http://www.mobar.org/feature/featurem.htm>

http://www.lsba.org/Bar_Information/young_lawyers_section.html

Many bar associations, including the two listed here, offer mentor programs that provide young lawyers with an opportunity to regularly meet and talk with a volunteer lawyer who can answer questions, offer encouragement and discuss future career decisions.

Mentor Program

State Bar of South Dakota Young Lawyers Section

<http://www.sdbar.org/sdyls/newsletter/page3.htm>

This association has a mentor program, entitled “Colleague Mentor Program,” that pairs young lawyers with first-year law school students.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/jun99/mentorng.html>

<http://www.abanet.org/yld/tyl/jun99/mentprog.html>

“Mentoring: Make The Connection,” and “Creating A Mentor Program,” June 1999.

Committee

Virginia State Bar Association Young Lawyers Conference, Professional Development Committee

This committee provides young lawyers with information regarding professional development and career satisfaction. It conducts a two-day professional seminar for young attorneys that includes breakout sessions with topics related to life-work balance. The 2001 and 2002 sessions were entitled, “Work and Family – Meeting Professional and Family Needs,” and “Striking a Healthy Balance Between Professional and Personal Goals,” respectively. For more information on the committee and the seminars, contact Jennifer Short at jshort@hkllaw.com, 703-720-8685.

Presentation

Los Angeles County Bar Association – Barristers Professional Development Committee

<http://forums.lacba.org/calddetail.cfm?ID=2104&CFID=1796135&CFTOKEN=3862822>

Entitled “Stop Doing What You Hate,” this young lawyer project features monthly presentations and roundtable discussions focused on career opportunities and strategies for change. Future presentations are scheduled for the summer of 2003. For more information, contact the Los Angeles County Bar Association Barristers at (213) 896-6560.

Presentation

State Bar of Wisconsin YLD

<http://www.wisbar.org/cle/ads/2003/300things.html>

“More than 300 Things You Can Do With Your Law Degree,” featuring author Hindi Greenberg, presented April 2003. For more information, contact Tom Dixon (608) 250-6158 or tdixon@wisbar.org.

Washington State Bar Association

“The New Time Management for Lawyers,” featuring speaker Frank Sanitate. This seminar was offered in 2001 and was billed as a boot camp for organizationally challenged lawyers and legal assistants who seek to enhance the skills to make their law practices operate efficiently. For more information on WSBA seminars, call (206) 443-WSBA.

Seminar

State Bar of Wisconsin

<http://www.wisbar.org/cle/ads/2003/timemastery.html>

“Time Mastery for Lawyers - 60 Ways to Maximize Your Productivity and Satisfaction,” featuring speaker Frank Sanitate, author of Don't Go To Work Unless It's Fun: State-of-the-Heart Time Management. For more information, contact Tom Dixon (608) 250-6158 or tdixon@wisbar.org.

ABA/YLD National Conference Presentation

“Leadership Conference: Professional Development for Young Lawyers,” Fall 1997. To order written materials associated with this presentation, contact the ABA Service Center at (800) 285-2221 and request product code 549027811971.

ABA/YLD National Conference Presentation

“Young Lawyer Survival Series,” Spring 1996. To order written materials associated with this presentation, contact the ABA Service Center at (800) 285-2221 and request product code 5490284598G.

ABA/YLD National Conference Presentation

“New Associates’ Survival Guide,” Spring 1997. To order written materials associated with this presentation, contact the ABA Service Center at (800) 285-2221 and request product code 5490272597R.

ABA/YLD National Conference Presentation

“Job Seeking Strategies for Law Students,” Spring 1996, and “Preparing Law Students for Life as Lawyers,” Spring 1998. To order written materials associated with these presentations, contact the ABA Service Center at (800) 285-2221 and request product code 5490284598H (Spring 1996) and 5490284598P (Spring 1998).

ABA/YLD National Conference Presentation

“Leadership Mentoring,” Fall 1998. To order written materials associated with this presentation, contact the ABA Service Center at (800) 285-2221 and request product code 54902861198Q.

Web-Based Career Centers

American Bar Association Career Counsel

State Bar of Wisconsin Legal Career Center

<http://www.abanet.org/careercounsel/home.html>

<http://www.wisbar.org/res/ccenter/>

Many bar associations offer web-based career information. Check your association’s website under “Careers” or “Member Services.”

Article

Texas Young Lawyers Association

http://www.tyla.org/newsitem_detail.asp?NewsItemID=67

“Professionalism: Do Unto Others, and Then Some,” by Robert Witte, March 3, 2003.

Article

ABA/YLD Newsletter - *The Affiliate*

<http://www.abanet.org/yld/affiliate/nov97/dec97ka.html>

“Invaluable Assets: Effectively Managing and Working with Support Staff,” by Keith Y. Amemiya, November/December 1997.

Article

ABA/YLD Newsletter - *The Affiliate*

<http://www.abanet.org/yld/affiliate/may97/mj97wohl.html>

“Effective Use of CLE,” by Linda A. Wohlbruck, May/June 1997.

Article

Washington State Bar Association - *Bar News*

<http://www.wsba.org/barnews/2001/01/lasd.htm>

“What to Do While Your Dream Job Materializes,” by Rebecca Nerison, Ph.D., January 2001.

Article

Oklahoma Bar Association – *The Oklahoma Bar Journal*

<http://www.okbar.org/barjournal/featurestories/fs120801calloway.htm>

“I’m Sorry, But The Lawyer Cannot Be Interrupted Now,” by Jim Calloway, December 2001.

Article

Oklahoma Bar Association – *The Oklahoma Bar Journal*

<http://www.okbar.org/barjournal/featurestories/fs020902calloway.htm>

“How Hard Do You Work?” by Jim Calloway, February 2002.

Article

Washington State Bar Association - *Bar News*

<http://www.wsba.org/barnews/2002/07/lasd.htm>

“Five Ways to Be More Efficient at Work,” by Peter Balsino and Robin Baade, July 2002.

Article

D.C. Bar – *Washington Lawyer*

http://www.dcbar.org/for_lawyers/washington_lawyer/october_2000/salaries.cfm

“How Much is Too Much? The Stunning Rise in Associate Salaries,” by Kathleen Maxa Frank, October 2000.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/jan98/path.html>

“Networking: Who Needs It?” January 1998.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/speced/specialedition.html>

This special edition of TYL for new attorneys includes articles such as, “Get A Life - Time Management Tips For New Attorneys,” “Creating Your Own Professional Development Plan,” and “New Associates’ Survival Guide.”

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/may97/getlife.html>

“Take It Personally: The Benefits of Training And Mentoring Programs,” May 1997.

Work Schedules, Alternative Work Arrangements

Retreat

Delaware Bar Association, Women and the Law Section

This association sponsored a retreat entitled, “Practical and Ethical Concerns for Attorneys Working Alternative Schedules.” The CLE portion of the retreat focused on the practical and ethical concerns for attorneys who choose alternative schedules to accommodate childcare, elder care and health issues. There was also a panel discussion featuring speakers who either work alternative schedules or hold non-legal positions within a law firm or a legal organization. Luncheon speaker Faith Wohl, President of Child Care Action Campaign, addressed equality in child care. For more information, contact Kanchalee Reeves at the Delaware State Bar Association, (302) 658-5279, ext. 213, kreeves@dsba.org.

ABA/YLD National Conference Presentation

“Non-Traditional Legal Careers Symposium,” Fall 1993. To order written materials associated with this presentation, contact the ABA Service Center at (800) 285-2221 and request product code 54902431093O.

ABA/YLD National Conference Presentation

“Lawyers for Alternative Work Solutions,” Fall 1996. To order written materials associated with this presentation, contact the ABA Service Center at (800) 285-2221 and request product code 549026803.

ABA/YLD National Conference Presentation

“Alternative Work Schedules: Improving Your Quality of Life,” Spring 1996. To order written materials associated with this presentation, contact the ABA Service Center at (800) 285-2221 and request product code 5490284598F.

Model Policies

Task Force on Women in the Law of the Indiana State Bar Association

<http://womenlaw.stanford.edu/indiana.model.html>

“Model Policies on Sexual Harassment and Alternative Work Arrangements,” adopted by the ISBA Board of Governors, October 1994.

Project

Minnesota Women Lawyers, Inc., Life Balance Initiative

<http://www.mwlawyers.org/MWLInitiatives/LifeBalance/LifeBalanceInitiative.htm>

http://www.mwlawyers.org/new_page_3.htm (resource guide)

This association has a initiative that features speakers and events, including a written publication entitled “Life Balance Resource Guide: Policies, Ideas and Strategies for Parental Leave & Alternative Work Arrangements,”(Fall 2000); and a seminar entitled, “Balancing Work & Life: Small Choices Make a Big Difference,” (April 2003).

Project

The Program on Gender, Work and Family of American University Washington College of Law, supported by the Women's Bar Association of the District of Columbia

<http://www.pardc.org>

This project seeks to improve recruiting and retention of talented attorneys through the use of work schedules that allow attorneys to better balance the competing demands of their work and their lives outside the office. The website has numerous articles and references.

Report

New York State Bar Association Committee on Women in the Law

<http://womenlaw.stanford.edu/AltWork.htm>

“Report and Sample Policy on Alternative Work Arrangements,” June 1995.

Written Guide

State Bar of Wisconsin Gender Equity Committee

<http://www.wisbar.org/bar/pubs/flexhours.html>

“Developing Flexible Work Hours for Lawyers: A Guide to Creating Policies or Individual Arrangements for Alternative Work Schedules and Leaves.”

Article

ABA/YLD Newsletter - *The Affiliate*

<http://www.abanet.org/yld/affiliate/nov96/22-2duff.html>

“Telecommuting and the Home Office - The Wave of the Future?” by Candace Duff, November/December 1996.

Article

Washington State Bar Association YLD Publication – *De Novo*

<http://www.wsba.org/DeNovo/2000/janfeb2000/article6.htm>

“Opportunity Knocks or What Do I Do Now: My Life as a Contract Attorney.”

Article

State Bar of Wisconsin, *Wisconsin Lawyer*

<http://www.wisbar.org/wislawmag/1999/04/claw.html>

“Contract Lawyering as a Career Alternative,” by Hindi Greenberg, April 1999.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/dec98/path.html>

“Tools For Teleworking,” December 1998.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/oct99/career.html>

“Rules of the Road for Alternative Career Paths,” October 1999.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/nov99/getlife2.html>

“Tips for Negotiating Parental Leave,” by Elizabeth Wolf, November 1999.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/november01.html>

“Overcoming Maternity Leave Barriers,” by Pamela W. Carter, November 2001.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/march01/reducedhours.html>

“Reduced-Hours Arrangements in Law Firms,” by Beth Boland, March 2001.

Article

ABA/YLD Newsletter - *The Young Lawyer*

<http://www.abanet.org/yld/tyl/may02.html>

“Tips on Making a Part-Time Arrangement Work,” by Tammara F. Langlieb, May 2002.

Social Events and Other Fun Activities

Classes

New Jersey State Bar Association – Annual Meeting 2003

http://www.njsba.com/calendar_events/index.cfm?fuseaction=annual_mtg#2

This bar association is sponsoring classes on Gourmet Cooking and Wine Tasting at its annual convention.

Fun Run

South Carolina Bar Young Lawyers Division

http://www.scbar.org/YLD/Get_Involved.pdf

Numerous bar associations sponsor fun runs to raise money for various causes. For instance, the South Carolina YLD's race funds children's charities and homeless shelters.

Dance

Iowa State Bar Association Young Lawyers Division

This affiliate sponsored the "YLD Leisure Suits and Leg Warmers Costume Ball" in January 2002. It also co-hosted a reception for young professionals with the Des Moines Club that introduced new members of the bar to both organizations. For more information, contact the ISBA at (515) 243-3179.

YLD Board Meetings

Tennessee Bar Association YLD

This affiliate held its fall board meeting on a cruise ship bound for the Bahamas. The meeting was family friendly and relaxing for participants, who received partial funding for the meeting. For more information on this event, contact attorney Jonathan Steen at JSteen@armstrongallen.com, (731) 660-2332.

Bar Conference Recreation

The Kansas City Metropolitan Bar Association

The Kansas Bar Association

<http://www.kcmba.org/bbc.html>

www.ksbar.org/pdf/02/AMRegis2003.pdf

Many bar associations offer recreational opportunities at bar meetings. The associations listed here provide opportunities including a 5K Walk-A-Thon, canoeing, bowling, a golf tournaments, tennis tournament and a clay shooting tournament.

CLE Seminars on the Road

Louisiana State Bar Association

http://www.lsba.org/CLE/cle-disney_seminar.html

Numerous bar associations offer travel opportunities, including some that include CLE. For example, the Louisiana State Bar Association has a multi-topic CLE at Walt Disney World. For more information contact your bar association.

Conferences on the Road
Kentucky Bar Association
http://www.kybar.org/midyear_2003.htm
This association's mid-year meeting is being held in Florida.

Article
ABA/YLD Newsletter - *The Young Lawyer*
<http://www.abanet.org/yld/tyl/feb98/getlife.html>
"Gettin' Outta Dodge!" (article discussing vacations), February 1998.

Article
ABA/YLD Newsletter - *The Young Lawyer*
<http://www.abanet.org/yld/tyl/oct98/getlife.html>
"Develop Your Creativity to Disconnect from the Routine," October 1998.

Article
ABA/YLD Newsletter - *The Young Lawyer*
<http://www.abanet.org/yld/tyl/nov98/getlife.html>
"The Cultural Route to Getting A Life," by Kristine Artello, November 1998.

Article
ABA/YLD Newsletter - *The Young Lawyer*
<http://www.abanet.org/yld/tyl/dec98/getlife.html>
"New Ideas To Beat Seasonal Stress," December 1998.

Article
ABA/YLD Newsletter - *The Young Lawyer*
<http://www.abanet.org/yld/tyl/jan99/getlife.html>
"After Hours," March 1999.

Article
ABA/YLD Newsletter - *The Young Lawyer*
<http://www.abanet.org/yld/tyl/feb99/getlife.html>
"Pro Bono Outside The Law," February 1999.

###