

# Highlights

*of the American Bar Association  
Commission on Lawyer Assistance Programs*

## **Comments from Editor Steve Barrett**

The establishment of LAPs in Connecticut and Utah validates the mission of COLAP. To my mind the main purpose of COLAP is to aid and prod the appropriate bodies in the various states to get a funded program and thereby aid the entire legal profession. From a New Jersey point of view, we would not be celebrating ten years without the establishment and the active assistance of the commission and Jack Keegan and Craig Wright in the 1988-1989 time frame.

Hugh Grady's case note will be followed up by his annual review at Victoria.

I join the chair in welcoming Binti Hawks aboard. She is a pleasure to work with.

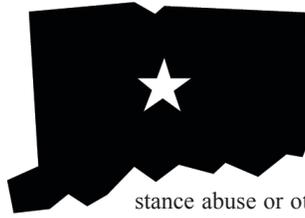
**Website:** <http://www.abanet.org/legalservices/colap/home.html>

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## **Connecticut LAP Finally Wins Approval**



Proponents of a crisis-intervention and referral-assistance program for lawyers battling substance abuse or other mental health

problems can finally rejoice.

Slipped into a state budget implementing bill, approved by lawmakers two weekends ago, was legislation authorizing the diversion of money from the Client Security Fund to establish and maintain a formal lawyers assistance program in Connecticut.

The measure's passage was sweet news to all those who worked hard—but failed—to win support for the program during the previous three legislative sessions. Gov. John G. Rowland is expected to sign the bill into law.

"I'm really gratified that the legislature saw fit to pass it... with all the other things they had on their plate," said Supreme Court Justice Richard N. Palmer, who chairs the Client Security Fund Committee.

Still Palmer and others acknowledged the real work is just beginning.

"It's going to take awhile for it all to get set up," said Windsor Locks Probate Court Judge William C. Leary, a longtime member of the Connecticut Bar Association's Lawyers Concerned for Lawyers Committee. The panel operates a confidential hotline for members of the bar suffering from alcohol or drug abuse problems.

Leary, a recovering alcoholic, said a formal lawyers' assistance program will expand the group's efforts, now mostly centered in the Hartford area, on a statewide basis. "It's going to be a lot more than a hotline," he said, adding that he envisions the Judicial Branch hiring at least a part-time executive director to facilitate outreach efforts and steer troubled lawyers to appropriate treatment sources. (The assistance program itself shall not "be deemed to constitute the practice of medicine or mental health care," according to the approved legislation.)

"There's a lot of [lawyers] out there who need our service," proclaimed Leary, who

is among a group of attorneys who attend regular lawyers-only Alcoholics Anonymous meetings at an undisclosed location outside of Hartford. "Lawyers will not go to an AA meeting in their own community... They're terrified they will be detected," he said.

Besides helping attorneys work through their own personal problems, the program's proponents maintain it will reduce attorney defalcation—and claims against the Client Security Fund—by reaching attorneys with substance abuse or gambling problems before they resort to stealing clients' money to feed their addictions.

Connecticut is one of only a handful of states where no such state-run program exists.

"This is a way to be a little more proactive," said state Rep. Christopher Stone, who worked to push the measure through the special session after it failed to get final approval in the closing days of this year's regular legislative session. Supporters of the legislation also lauded the efforts of state Sen. John Kissel, R-Enfield, and state Rep. David K. Labriola, R-Naugatuck.

The next step is for Chief Court Administrator Joseph H. Pellegrino to appoint an advisory committee that will oversee the program's formation.

"A lot of planning will be done between now and June," said Palmer. That's when the next annual meeting of the state's Superior Court judges is expected to take place. The group must approve any increases in the amount bar members are required to pay into the Client Security Fund.

Though the language of the legislation is unclear on the issue, Palmer said it's his belief that the \$75-per-lawyer payments now being made cannot be used to fund the proposed crisis-intervention program. Such funding, he said, would likely have to come through an increase in Client Security Fund payments.

Palmer said he's unsure how much of an increase Chief Justice William J. Sullivan will be recommending. Sullivan was away on vacation last week and could not be

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# Message From the Chair

by John W. Clark, Jr.

I am writing this column the week before Labor Day weekend—my first real day back in the office after the ABA Annual Meeting in San Francisco. I know some of you may believe that it took me a long time to get home—you could be correct. Sometimes it just takes me longer. Some things don't seem to change.

There were some meaningful discussions at the recent Commission meeting about the content of this Newsletter. Steve Barrett has been named Editor, and there will be a gradual change in the content to include more educational information and research material, which may be of better use to LAP Directors and other professionals. A number of the treatment centers have volunteered to provide articles authored and researched by clinicians and professionals—addressing a wide range of recovery topics. I know that Jim Griffis has already furnished us with an article from Sierra Tucson and that the Betty Ford people have contacted us offering assistance.

The new Model LAP Program was approved by the Commission at our meeting in San Francisco. This proposed Model LAP Program will be taken to the House of Delegates of the ABA for consideration. Richard Soden and I will undertake the presentation of this Model LAP, which addresses mental health issues as well as addiction issues. If any of you wish to obtain a copy of this proposed Model LAP Program, contact Donna Spilis. Hopefully, we will

have this wrapped up after the Midyear Meeting of the ABA in San Antonio.

We have some new members on the Commission and the Advisory Commission, which means that a few people have been rotated off. We always hate to say goodbye to people, but it is important that new people come into our deliberations and bring their new, fresh ideas for consideration.

The good news is that Donna Spilis now has an assistant. Her name is Binti Hawks, and Donna will be working with her for the next several weeks. As most of you know, Donna has been hard pressed to get everything done, and this addition to our staff is a true blessing for her and the Commission itself.

I would be remiss if I did not once again thank Hazelden, Creative Care, and Sierra Tucson for supporting of activities in San Francisco. Without their financial assistance, we would not have been able to provide many of the amenities that we each enjoyed. I also want to extend my thanks and appreciation to Talbott Recovery Campus for its assistance with our efforts in Georgia. I thank New Beginnings for convening my meeting with Minnesota LAP participants and its new Executive Director. Many thanks to Cottonwood de Tucson for its Survey, which we will hear more about at our Commission meeting in Victoria. Finally, I would like to thank Promises for its support of our outreach effort with the Young Lawyers' Division of the ABA.

It is not always easy to accept help when you need it, and sometimes the help that is offered comes with a price tag that is unreasonable and embarrassing. In the preceding paragraph, I offered my sincere thanks to a number of treatment centers. These treatment centers and many others have supported our efforts without unreasonable demands. Our relationship with them should always be honest and fair, and in today's world, I have accepted the fact that their marketing efforts coincide with our needs as we reach out and broaden our horizons of interest. These treatment centers and the others that participate with us are greatly appreciated for their kindness and spirit of cooperation. In addition to their financial support, they have provided individual support for people like Mark Greenberg and Jim Griffis. The speakers that they subsidize and sponsor have brought important news and advice to our deliberations and especially to our conference attendees.

I want to close this column by sincerely thanking Butch Childers and his entire committee who have worked so closely with law school deans and administrators. We have pledged to continue our interest in this project; a substantial portion of our budget will be directed toward servicing the needs of this group. At this time, we are also preparing a specific format to create a formalized effort for the benefit of the Judiciary. This second program has not yet been set and if you are interested in participating, please contact Judge Sheila Murphy who is hard at work putting together a written proposal that we can consider at our meeting in Victoria.

## Connecticut

(continued from page 1)

reached for comment.

Voting unanimously to create a statewide Client Security Fund five years ago, Superior Court judges suggested that it was a profession-wide responsibility to reimburse victims of lawyer-theft. But under a compromise reached with state lawmakers over how to subsidize a lawyers' assistance program, at least 4,000 attorneys—those who don't engage in the practice of law "as an occupation" and earn less than \$450 a year in legal fees—will only have to pay half as much into the victims' fund as other members of the bar. Lawmakers say the creation of a partial exception for bar admittees whose income is not derived from traditional law practice was a critical factor behind the bill's passage.

At the current level, roughly \$1.8 million is collected for the fund each year. With the

## Comments by William "Alligator" Leary

In June 2000 the Connecticut Lawyers Concerned for Lawyers requested an evaluation of the ABA Commission on Lawyer Assistance Programs. I was able to meet with members of the Committee, executives and officers of the Bar Association, and justices of the Supreme Court.

After meeting with all of these groups and drafting an evaluation report, it was evident that eventually a funded program would be formalized. I believe that judge William C. Leary should be given credit for his persistence in pursuing for many years a funded program that will assist lawyers battling substance abuse and mental health problems.

reduced payments, officials expect that amount to drop by roughly \$175,000.

Leary admitted that he, for one, is not thrilled that the bar is getting away from the philosophy that reimbursing victims of lawyer-theft is an obligation that should be shared equally by everyone who has a law license. Still, he said, in the long run, the lawyer assistance program will save the Client Security Fund far more money.

Leary thanked the tireless lobbying efforts of CBA Legislative Counsel Matthew

P. Hallisey, who, in return, praised Leary, lawmakers and members of the judiciary, including Sullivan, Palmer and Justice David M. Borden. "I really think this is going to go a long way to helping some folks," Hallisey said.

*Reprinted with Permission of The Connecticut Law Tribune Brede, Outreach Program Finally Wins Approval, Connecticut Law Tribune, week of August 25, 2003*

## Case Law Review: Rehabilitation and Readmission Following Disbarment

By Hugh Grady, Iowa Lawyers Assistance Program

The issue of “rehabilitation” and reinstatement following disbarment/suspension for conduct involving alcohol/addiction is one every LAP has or will visit. In cases in the past year the Courts in several jurisdictions have addressed this question. There are many interesting and cogent cases on the point but the Colorado Supreme Court in the following case addressed the issue in depth.

In *Mullison v. Colorado*, 61 P. 3d 504, LEXIS 81 (2002), the Colorado Supreme Court wrote a lengthy opinion readmitting Mullison who had been disbarred in 1992. He had been addicted to cocaine, which had caused him to steal money from his clients, and he had neglected legal work for a number of clients. His criminal activities led to convictions for forgery and attempted theft. After release from a community correction facility, he entered into drug treatment. He sought employment as a paralegal where his work was reported to be “exemplary.” He complied with all prior

disciplinary orders and relevant rules. He passed the bar examination and professional responsibility exam. He acknowledged and admitted that his disbarment for dishonesty and conversion of client funds was justified. He acknowledged the harm he had caused his clients and the legal profession and made restitution to his clients.

In considering the question of rehabilitation the Court set out the factors to be considered. They include the person’s state of mind and ability, such as character and conduct since the original discipline. Also to be considered were the professional competence, candor and sincerity, recommendations of others in the community, the personal and community service aspects of the person’s life.

The Court held that the imposition of discipline involves a determination that some “professional” or “personal” shortcoming existed so as to impose the discipline. It then follows, said the Court, that the analysis of rehabilitation should be directed at the

“professional” or “moral” shortcoming, which resulted in the discipline imposed. A prior disbarment for felonious conduct required a close examination of the actual conduct.

The conduct in this particular case involved the commission of two criminal acts, falsification of a court document and the knowing use of client funds to support a cocaine habit.

The Court then examined the criminal conduct and concluded it resulted from *Mullison* placing his cocaine addiction above his professional responsibilities. It then concluded that he would have to establish that the “character deficits” leading to his behavior had been removed. Other factors to be considered are state of mind, ability, character and conduct since the imposition of the original discipline. Examining his life post-conviction they concluded he had undergone “a fundamental character change.” He had immediately acknowledged his responsibility for his conduct and took the necessary steps to reconstruct his life.

In ordering his readmission the Court recognized that the disease of addiction involves the risk of relapse. He was readmitted on condition that he undergo no more than 15 random drug/urinalysis in the following twelve months.

## Is Rapid Opiate Detox a Cure?

by Dr. Michael E. Scott

For patients addicted to opiates, detoxification and withdrawal can be highly unpleasant experiences. During my years of addiction medicine, I’ve watched many detoxification schemes wax and wane in popularity.

At first, we let patients detox on their own. Then we discovered that clonidine could attenuate withdrawal symptoms. Then naltrexone came along, and we discovered that this drug shortens detoxification and throws patients into immediate withdrawal. Because this was quite hard on the patients, we started sedating them. Then we started sedating them and giving them both clonidine and naltrexone to help them detox even quicker, in less than a1 day.

As one might imagine, managed care loved

this approach; but the patients did not. In fact, those patients often experienced nausea and vomiting, and found the procedure aversive.

The next logical step was general anesthesia. Now, clinics across the country advertise rapid opiate detox under general anesthesia directly to patients. I see these ads frequently in the alternative weekly newspapers available for free in most big cities.

But only a limited number of facilities have any business offering this treatment. General anesthesia is not without its risks, and several deaths have been attributed to this procedure. Furthermore, rapid detox is sold to patients as being easy and quick—no muss, no fuss. Come in one day, go to sleep, and wake up with your addiction cured.

Unfortunately, it’s not that simple. When patients who have been heavy opiate users for many years emerge from this procedure, they are not exactly happy campers. They’re not all detoxed and ready to go. In fact, some patients emerge from the procedure extremely miserable and ill.

It is important to recognize that detoxification alone does not cure a patient of his or her addiction. It’s something we can do. But treating dependence and addiction is much more difficult than simply detoxifying a patient, so we can’t offer detox and pretend that we’ve treated the addiction. Rapid opiate detox is certainly not a cure, and it may well be worse than the disease.

*Dr. Scott is the Medical Director, Sierra Tucson and Clinical Assistant professor of Psychiatry at the University of Arizona with an impressive background in areas of addiction medicine.*

**Highlights** is a quarterly newsletter published by the American Bar Association Commission on Lawyer Assistance Programs for the news and information exchange needs of the lawyer assistance programs community. Comments and proposed articles should be directed to [spilisd@staff.abanet.org](mailto:spilisd@staff.abanet.org). All reprint rights are reserved. American Bar Association ISSN Pending. © 2003 American Bar Association.

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# LAT Host First-Ever Conference on Alcohol/Substance Abuse Issues in Law Schools

We present New York LAT Chairman James Moore's closing remarks, which succinctly summarize the first conference on Alcohol/Substance Abuse issue in law schools.

It took place on June 24, 2003 in the majestic headquarters of the Bar Association of the City of New York. It was organized by the New York Lawyers Assistances Trust and cosponsored by many organizations, including ABA CoLAP. The proceedings were opened by Honorable Judith S. Kaye, Chief Judge of the New York State Court of Appeals.

Featured Speakers included: Robert Stein, ABA Executive Director and Co-author of a ground breaking 1993 Association of American Law Schools report that found alarming incidents of substance abuse in Law Schools; CoLAP's co-chair of the Law School Out Reach Committee, Honorable Robert Childers; and the keynote speaker, former NY Court of Appeals Judge, now Dean of the St. John's Law School, Joseph Bellacossa.

For further details see New York's Lawyer Assistance Trust News Summer 2003 Vol. 2 Issue 3 and Adcock, *Despite '93 Report, Substance Abuse Persists at Law Schools*, New York Law Journal 6-30-2003, Law.com.

## Remarks of James Moore

Substance abuse has been and continues to be a problem in the law schools both for students and faculty.

While there is some reason to believe that the degree of substance abuse in law schools may have lessened during the past ten years, there is also concern that as stress factors continue to increase, the incidence of

substance abuse in law schools may increase.

People who abuse substances in law school continue to do so as they enter the profession.

Some of the factors which make it difficult to address substance abuse in law schools include:

- Denial by school administrators that a problem exists.
- It is easier to ignore the problem than to address it.
- Students and faculty are adept at hiding the fact that they abuse substances.
- The fear that admitting the abuse of substances will make it difficult or impossible to be admitted to practice.
- Lack of time both for administrators and students to address the problem.

Keeping the problem of substance abuse in law school in perspective is important:

- If a law school learned that 15% of its students had SARS or AIDS or a specific form of cancer, or that 15% were addicted to heroin, there would be definite action steps taken; why are administrators less willing to aggressively address the 15% of law school students who are substance abusers?
- On the other hand the problem of substance abuse does not lend itself to a single, pat solution; the problem must be addressed one person at a time, one day at a time.

It is important for the public to know that the members of the legal profession are proactively attempting to address the problem of substance abuse.

Some of the steps suggested during the conference which law school administrators

might take with respect to the issue of substance abuse are:

- Having a single person at the school assigned the responsibility of addressing the problem of substance abuse
- Having a written policy for the law school about students or faculty who abuse substances.
- Consider serving fewer alcoholic beverages at school functions or offering alternatives to alcoholic beverages at such functions.
- Addressing the subject of substance abuse at student gatherings on a regular, mandatory basis at an early point in the law school year
- In speaking to students about substance abuse, the issues to be discussed are: the fact that substance abuse exists, the fact that help is available on a confidential basis, the fact that if treated, prior substance abuse will not prevent admission to the bar, and that it is time to put the days of youthful transgressions behind.
- The law school should establish a relationship with the local lawyer assistance program
- There should be meetings with representatives of the state board of law examiners to discuss how they view substance abuse in terms of bar admission.
- Offering healthy alternatives (i.e. yoga, exercise classes, massages, etc.) and more nutritious food for students.

***The problem exists;  
some action must be taken.***

## People in the News

### Franklin Gavin Award Presented to Jack Keegan

David Pfalzgraf, LAT Vice-Chair, offered these remarks upon the presentation of the Franklin Gavin Award to Jack Keegan of White Plains, New York.

Jack Keegan is undoubtedly the "Dean of the Lawyer Assistance Volunteers" in the USA. In 1975, Jack was called to the first meeting of International Lawyers in

Alcoholics Anonymous in Niagara Falls, Ontario, Canada and was named one of three original trustees, where he served for 15 years. He has attended every ILAA meeting since its founding.

In 1978, Jack Keegan was enlisted to be an original member of the NYSBA Committee on Alcohol and Drug Abuse along with its founding chair, Ray O'Keefe. Among the first members of the committee was Frank Gavin, after whom our award was named. Frank Gavin was a prominent Albany lawyer who helped hundreds of men and women deal with alcoholism and other drug addictions, including dozens of lawyers. The award was

established in his memory to memorialize Frank's wit, wisdom, and generosity.

In 1988, at the ILAA meeting in Philadelphia, Kentucky attorneys Billy Hoge and Al Welsh embarked upon a course of action, which would lead to creation of the American Bar Association's commission on impaired lawyers Jack Keegan was the natural choice as the first Chair of the commission. When the commission was first formed, there were only seven or eight states with lawyer assistance programs. Now all 50 states have programs or committees in place, due in no small part to Jack Keegan's

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## Around the LAPs

**Kansas** - The Kansas Lawyers Support Group is now established and growing slowly. It currently exists only in the northeastern counties, but plans for further development throughout the State. I want to thank Don Carroll, Betty Daugherty and Steve Watt for their help and advice.

**Maine** - David Kee, Director of the new Maine Assistance Program, was invited to speak to a visiting group of members of the Russian judiciary. The MAP brochure, nicely "modeled" after the Massachusetts brochure, was translated into Russian for the occasion.

A group of Russian jurists touring Maine expressed an interest in the Maine Assistance Program for Lawyers and Judges. With the invitation of our Chief Justice, I was addressed the group with considerable help from two translators. It was interesting to learn that nothing like this exists in Russia, and as a result, Judges are virtually carted off the bench when they can no longer perform. When asked by our Chief Justice about the severity of alcoholism among Russian Judges their (okay) response was an astounding. The jurists estimated that alcoholism affects 65% of Russian judges. This discussion simply increased my gratitude for the various state programs and CoLAP.

**Missouri** - Utilization of Molap services in the first half of 2003 was very strong. In addition to direct services, access to our website [<http://www.mobar.org/law/molap.htm>] is strong as well. During this same period, the Molap site had over 2500 hits, with 960 hits to the addiction self inventories and over 14,000 hits to the articles. See *Calendar of Events for Missouri's Annual Conference Details*.

**New Jersey** - New and exciting things are happening at The New Jersey Lawyers Assistance Program (NJLAP) with new staff members coming on board and the opening

of a website at [www.njlap.org](http://www.njlap.org).

Nancy Stek joins the NJLAP team as assistant director and Rachelle Reyner as program associate. Stek is a graduate of Sonoma State University in California and completed her graduate studies in social work and counseling from Rutgers University and Sonoma State University. She is a certified substance abuse coordinator, certified alcohol and drug counselor and a certified prevention specialist. Nancy is also an associate member of the American Bar Association.

Reyner brings a diverse background of experience to the position of NJLAP program associate having worked in public relations, as a legal secretary and paralegal, and for New Jersey Network Public Broadcasting in Trenton.

The Annual State-wide LCL dinner will be held on October 23, 2003 at the Shore Casino in Atlantic Highlands. On December 1, 2003 the NJLAP will hold its 10th Anniversary Dinner Gala at the Law Center to celebrate a decade of service to the Legal Profession and in gratitude for the support of many along the way.

**Utah** - Utah Lawyers Helping Lawyers has some exciting news to share. First, in December of 2002, LHL hosted three ABA CoLAP Commissioners (John W. Clark, Jr., Ann D. Foster and Michael J. Sweeney) who traveled to Utah to evaluate LHL as a program. During the evaluation process, the ABA Commissioners spoke with Bar leaders, representatives from the courts, law school deans and others. The evaluation resulted in the ABA's preparation of a 16-page report which was analyzed by our Supreme Court and our Bar leadership. After much discussion, the Utah State Bar Commissioners accepted most of the recommendations from the ABA. The Commissioners elected to fund the program to ensure continued and stable operation of LHL on a full-time basis. This decision will guarantee independent and confidential assistance to any Utah lawyer or judge whose professional or personal life

might be impaired due to addiction, mental health issues or substance abuse.

Second, the Editors and Staff of the Utah Bar Journal have graciously announced their intent to dedicate the August issue of the Utah Bar Journal to the pursuits and purposes of Lawyers Helping Lawyers ("LHL"). LHL will contribute articles on a variety of topics aimed at enhancing the law practice and the quality of life for members of the Bar. LHL also intends to include in the issue some success stories of lawyers and judges who have confronted substance abuse and mental health issues and who have overcome those problems and continue in successful recovery as talented and wonderful members of our legal profession.

Utah is pleased to move from the minority of seven states without a full-time program to the group of state Bars forming a coalition to assist lawyers and judges with practical and professional assistance with the debilitating problems facing us today. LHL is committed to our purpose and we will strive to serve the members of the Bar the best we can. LHL would like to sincerely thank all those that have offered support during this process.

If you would like more information about LHL, contact Richard Uday, Director, at 801-579-0404 or visit our website at [lawyershelpinglawyers.org](http://lawyershelpinglawyers.org).

**North Carolina** - BarCARES Law School Pilot Program Launched at Campbell (BarCARES Inc.) has implemented a new BarCARES Law School Pilot Program for the 2003-04 academic year at Campbell University. This confidential program, which may be expanded into additional law schools, is designed to provide time and stress management coaching and counseling to law school students, law faculty and staff and their immediate families. The program, which offers three free visits per student, is administered by Human Resource Consultants (HRC) of Chapel Hill and Raleigh and is accessible via the BarCARES link, [http://www.nccbar.org/legal\\_prof/barcares/index.asp](http://www.nccbar.org/legal_prof/barcares/index.asp)

## People in the News

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leadership and vision.

In 1989, Jack persuaded the NYSBA Executive Committee to establish the New York State Bar Association's Lawyer Assistance Program and to fund the position of a full time LAP Director with Ray López.

That is now one of the premier programs in the country, and it is looked to by many other states as a model of effective assistance to lawyers suffering (okay) from alcoholism, drug addiction or depression.

In 1999, Chief Judge Judith Kaye named Jack as an original member of her Commission on Alcohol and Substance Abuse in the Legal Profession, and later as a trustee of the Lawyer Assistance Trust. Jack has been an

inspiration to us all, ever reminding us that sober lawyers are successful lawyers in every phase of their lives and that each day can be as great a day as we want it to be.

On behalf of all those lawyers who you have inspired in Westchester County, New York State, the United States and Canada, we are proud to present Jack Keegan with our committee's most prestigious award, in memory of Frank Gavin.

## Calendar of Events

### October 17 - 19, 2003

Annual ILAA Meeting, Victoria, British Columbia Canada. ILAA is to act as a bridge between reluctant (in denial) Lawyers/Judges and Alcoholics Anonymous. ILAA's 12 step work has demonstrated that lawyers and judges have a fear (borne of ignorance) about A.A. Once denial of the substance abuse problem is overcome, there still remains the reluctance to "go public" by attending A.A. meetings.

By sharing our own experiences, I.L.A.A. members demonstrate that "going A.A. public" is not so bad and in fact is necessary for continued (one-day-at-a-time) sobriety.

### October 23 - 25, 2003

A Wellness Approach to Mental Illness and Mental Health. Lawyers, Judges, Addiction Counselors, Recovery and Community Workers and Supporters from across Canada will gather in Toronto for the 13th Annual LPAC National Workshop where leading experts will conduct 20 hours of intensive training with an emphasis on practical skills

acquisition. Clinical depression, bi-polar illness, suicide prevention, bereavement support, addiction and dual diagnosis, as well as humor and lots of laughter!

Continuing Education Credit Hours Certificates and CACCB qualifying core education accreditation hours (with exam questions and marking) will be provided to all participants. An application for 15 credit hours has been submitted for approval.

For information please contact Adrian Hill at 416/520-9016.

### November 7, 2003

British Columbia Law Degree Seminar. "What can you do with your law degree?"

For more information please contact Derek LaCroix at 604/685-2171

### November 7 - 9, 2003

Twenty-Fourth Annual North Carolina Lawyer Assistance Program PALS Meeting. Meeting and Training Workshop. Dr. Kevin McCauley will present on the nature of the disease of addiction and how to coach the active alcoholic/addict from denial to surrender. For more information please contact Betty Whitley at 919/ 828-4620.

### November 18 - 20, 2003

Spiritual Renewal and Preventing Burnout at Toronto, Ontario at the Manresa Spirituality Centre. A special midweek retreat for Employee Assistance Counselors and Professionals, Lawyer, Judge, Physician, Dentist Assistance Programs, Police, Fire and Emergency Service Assistance Programs, EAP providers, their Counselors, Workers and Professional and Manresa Staff. Continuing Education Credit Hours Certificates and CACCB qualifying core education accreditation hours (with exam questions and marking) will be provided to all participants. An application for 15 credit hours has been submitted for approval. For more information please contact Adrian Hill at 416/ 520-9016.

### March 24 - 28, 2004

Winter/Spring Meeting in Colorado Springs at the Garden of the Gods Club. This property has exceptionally high quality and luxury level service. You may wish to view their website at [www.gardenofthegodsclub.com](http://www.gardenofthegodsclub.com) to see some of the attractions such as Pike's Peak, hiking, heated swimming pool, U.S. Olympic Training facility, workout facility and much more. For more information please contact Binti Hawks at 312/988-5717.

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## CoLAP Committee Assignments and Related Matters for the ABA Bar 2003-2004

For the past several years, CoLAP has divided tasks through the creation of various internal committees with the expectations that these committees develop a plan for completion of the project. Keep in mind when assigning responsibilities that CoLAP has one full-time Staff Director and hopes to gain a part-time administrative assistant. CoLAP members are always entitled to sit in on any committee meetings, and no committee has authority to make a decision that affects CoLAP without the proposal coming to the full Commission. This has worked very effectively for several years and for the forthcoming Bar year, this structure will be continued.

### Governance Committee

Richard Soden, Chair  
Steve Barrett  
Jim Smith  
Bonnie Waters

### Evaluations Committee

Ann Foster, Chair  
Derek LaCroix  
Coe Swobe

### Survey Committee

Richard Soden, Chair  
Bill Livingston  
Bonnie Waters

### Highlights—Publications

Dolores Wilson, Chair  
Jim Smith  
Betty Daugherty

### Marketing /Sponsorship

David Kee, Chair  
Michael Sweeney  
James W. Griffis

### Website

Zeb Barnhardt, Chair  
Shell Goar  
Gail Driebe

### Law School Outreach Committee

Don Carroll, Chair  
Hon. Robert L. Childers  
Richard Vincent

### Judiciary Issues

Hon. Sheila Murphy, Chair  
Cydney Batchelor  
Hon. Robert L. Childers

## 2003-2004 Commission Roster Commission on Lawyer Assistance Programs

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## 2003-2004 Commission Regional Assignments

**Pacific Region – Barbara Harper**  
California, Idaho, Oregon, North  
Dakota, South Dakota & Washington

**West Region – Barney Barnhardt**  
Arizona, Montana, Nevada, Utah  
& Wyoming

**Southwest Region – Ann Foster**  
Arkansas, Kansas, Louisiana,  
Nebraska, New Mexico, Oklahoma  
& Texas

**Midwest Region – Sheila Murphy**  
Colorado, Illinois, Indiana, Iowa,  
Kentucky, Michigan, Minnesota,  
Missouri & Wisconsin

**Central Region – Stephen Todd**  
Delaware, District of Columbia, Ohio,  
Maryland, Pennsylvania, Tennessee,  
& West Virginia

**Northeast Region – David Kee**  
Connecticut, Maine, Massachusetts,  
New Hampshire, New Jersey, New  
York, Rhode Island & Vermont

**Southeast Region – Don Carroll**  
Alabama, Florida, Georgia,  
Mississippi, North Carolina,  
South Carolina & Virginia

**Specialty Bar Associations –  
Dolores Wilson**

Jurisdictional, Racial/Ethnic, Gender  
and Orientation Based Bars

**Non-Continental States, Mexico  
& Europe – Richard Soden**  
Alaska, Canada, Hawaii, Puerto  
Rico, Virgin Islands, Mexico &  
Europe (England)

**Highlights Newsletter  
Editor-In-Chief – Steve Barrett**

## Bios of New Commission Members

### *Stephenson Todd*

Stephenson Todd is a member of Todd & Dossett, P.C., a two-lawyer firm in Kingsport, TN which is involved in a general trial practice. Mr. Todd graduated from East Tennessee State University with a BS in 1976 and received his JD from University of Tennessee College of Law in December 1998. He was admitted to the Tennessee Bar in 1979 and has been actively engaged in handling personal injury, family law and estate matters since that time.

In 1987 Mr. Todd served on a Tennessee Bar Association task force which created Tennessee Lawyers Concerned for Lawyers (TLCL), a volunteer program designed to provide assistance to lawyers, judges and law students suffering from the disease of chemical dependency. After a period of serving on the TLCL committee he was appointed its chair. Mr. Todd was involved in the creation of the funded statewide Tennessee Lawyers Assistance Program (TLAP) and has served as its chair since the program was created in 1999.

### *Dolores Pegram Wilson*

Dolores Pegram Wilson Nurse/Attorney, residing in Freehold, N. J. In the legal arena she has served as a Senior Attorney with the former New Jersey Department of the Public Advocate, Division of Rate Counsel and as a Supervising Attorney at Camden Regional Legal Services in Camden, N.J. She has also served as an associate in private law firms.

In the medical arena, she has served in hospitals and public and private institutions in the states of Massachusetts, New Jersey and New York.

She is a former president of the National Conference of Women's Bar Associations, the Association of Black Women Lawyers of New Jersey and the Rutgers-Newark Law School Alumni Association. She is a Charter Member and served as the first Secretary of The American Association of Nurse Attorneys (TAANA). She also served as Vice President of the National Bar Association.

Currently, she is a Council Member of the ABA Law Practice Management Section where her focus is on sharing technology and

management practices impacting solo and small firm practitioners.

### *Ann D. Foster*

Ann D. Foster is a graduate of Smith College in Northampton, Massachusetts (1979) and the University of Texas School of Law, Austin, Texas (1985). After receiving her law degree, she practiced general civil litigation in private practice in Houston and Galveston, Texas. She returned to Austin in 1988 to work as a prosecutor in the criminal division of the Travis County Attorney's Office and in 1994, began prosecuting industrial and hazardous waste violations for the Texas Natural Resource Conservation Commission. In 1997, she joined the staff of the State Bar of Texas Lawyers' Assistance Program (TLAP) and has served as the Director of that program since 1999. Additional duties at the Texas State Bar include directing the State Bar Professionalism Enhancement Program (PEP) and the Employee Assistance Program.

In her spare time, Ms. Foster is pursuing a Masters in Counseling, at St. Edward's University in Austin, Texas.