

A Newsletter from  
The ABA Commission  
on Lawyer Assistance  
Programs

Volume 5 Number 2 • Spring 2002

## Mark Your Calendar

August 9 -10, 2002  
CoLAP Business Meetings  
during ABA  
Annual Meeting  
Washington, DC

Web-site: [http://www.abanet.org/  
legalservices/colap/home.html](http://www.abanet.org/legal services/colap/home.html)

Steve Barrett, *Highlights* Editor

## Table of Contents

Feature Article:  
Recovery Saves Dollars ..... 1  
Message from the Chair ..... 2  
People in the News ..... 3  
15th National Workshop ..... 4  
Around the LAPs ..... 5  
Are You Enjoying Yourself? ..... 6  
New Products ..... 6  
Calendar ..... 7  
Lawyer Suicide ..... 8



# Highlights

of the American Bar Association  
Commission on Lawyer Assistance Programs

## New Study Shows Recovery Saves Dollars

by Ira Zarov and Barbara S. Fishleder



**Editor's Note**—The following article contains unique statistical information from Oregon. Oregon is the only U.S. state that has a mandatory legal malpractice fund. Oregon's assistance program, The Oregon Attorney Assistance Program, is part of this unique bar-related fund. These relationships have allowed Oregon to correlate the incidence of discipline complaints and malpractice claims for lawyers before and after recovery, while still maintaining the lawyer's confidentiality. We publish this article with the hope that the documented low discipline and malpractice claim rates of lawyers in recovery will encourage disciplinary agencies and legal malpractice carriers to support assistance programs.

The humanitarian reasons for state bars and others to fund attorney assistance programs for attorneys who suffer from alcohol or drug dependency have always been self-evident. The emotional and physical damage that untreated alcohol and drug dependency does to individuals, families, and colleagues is just too devastating to ignore. But the other fundamental rationale for assistance programs—that they simultaneously save dollars and protect the public—has been an assumption previously unsupported by concrete data. Now, a newly-released study by the Oregon Attorney Assistance Program (OAAP) provides convincing evidence that getting lawyers into recovery saves dollars as well as lives—and protects the public. The OAAP, funded by the Oregon State Bar Professional Liability Fund, provides a broad range of services to attorneys including assistance with alcoholism and chemical dependency.

The OAAP study, completed in 2001, involved 55 recovering lawyers who were in private practice for five years before their sobriety dates and five years after their sobriety dates, a ten year period in all. The first portion of the study compared the incidence of malpractice claims for each of the five-year periods, while a second portion looked at discipline complaints. In order to assure that the identity of the recovering lawyers would remain confidential, the study was conducted by OAAP program attorney Michael Sweeney.

During the five years before sobriety, the 55 lawyers had 83 malpractice claims filed against them. The number dropped dramatically—to 21 claims—in the five years after sobriety. This represents a 30 percent annual malpractice rate before sobriety and an 8 percent rate after sobriety. The same lawyers had 76 discipline complaints during the five years before sobriety and 20 discipline complaints during the five years after sobriety. This represents a 28 percent annual discipline complaint rate before sobriety and a 7 percent discipline complaint rate after sobriety.

The study shows that malpractice and discipline complaint rates for lawyers before recovery are nearly four times greater than lawyers in recovery. In addition, applying Oregon's average malpractice cost per claim (\$16,500) to claims made against the 55 lawyers in the study, the reduced incidence of malpractice resulted in a savings of approximately \$200,000 per year—attributable to just 55 lawyers in recovery! The costs to the Oregon State Bar disciplinary process are less quantifiable, but it is obvious that sobriety brings savings that follow from the reduction in discipline matters in need of prosecution.

Lawyers in recovery also have lower malpractice and discipline complaint rates than the general population of lawyers. In Oregon, the current annual malpractice claim rate for lawyers in private practice is 13.5 percent, compared to the 8 percent for lawyers in recovery; the current annual discipline complaint rate for Oregon lawyers is 9 percent, compared to 7 percent for lawyers in recovery.

(continued on page 2)

# Message From the Chair

by John W. Clark, Jr.

A few weeks ago, the Commission distributed our Directory for the ABA Bar year 2002. Naturally, the Directory lists the members of the Commission, our telephone numbers, e-mail addresses, and the usual information that is found in any directory. Today, however, I want to draw your attention to another part of the Directory that lists the members of our Action Forum.

By some sort of Commission magic, we have created an Action Forum that serves as an Advisory Group to our Commission. Members of the Commission are appointed by the President of the American Bar Association for a one-year term. Members of the Action Forum are appointed by the Chair of the Commission for a one-year term.

We are lucky and fortunate to have an interested, involved, and active group serving as members of the Action Forum this year and I want to thank them for their volunteer help.

Some of the people serving on the Action

Forum are well known to all of us—people like Ed Blewer and Michael Cohen. Others are less well known, and this year included people like Betsy Hathaway, Bill Ide and David Brink. David Brink and Bill Ide are both former Presidents of the American Bar Association, and Betsy Hathaway is an active mother, volunteer, and participant in the recovery community. All of these people have a special place at our table, and each one of them has contributed to the activities and the services that are provided by our Commission.

Some of the members of the Action Forum will continue on with us into next year and some new faces will be rotating on the Action Forum so that we can expose ourselves to fresh, new ideas and solutions.

I especially want to thank former Commission member Linda Teplin and Action Forum members Harriet Turney and Ann Foster for completing work on the long awaited Survey of State and Local LAPs.

By the time you read this column, the Survey should be in your hands, and these three women have carried the burden of getting the Survey to market.

Today I was asked to find a speaker to address the subject of suicide. Just a few years ago that subject would not have been considered within the jurisdiction of the Commission, but I now consider suicide and other mental health issues to be part of our everyday assignment, and there is a growing body of LAP directors capable and ready to speak on these subjects. Addiction and mental health issues are now clearly within our jurisdiction. I don't know where we will be a year from now, but I know it will be an exciting ride.

I hope many of you will find a way to be with us in Maine and that we can lure you to attend our Winter Meeting. The location and time have not yet been set, but I can assure you there will be no snow on the ground wherever we meet.

Please let us hear from you if there are issues and matters that you think we should be addressing. We want to be helpful to LAP Directors, volunteers and all our new friends.



## Study Shows Recovery Saves

(continued from page 1)

The Oregon study is consistent with other studies looking at related questions. For example, an Illinois study indicated that 40-70% of discipline cases involved chemically dependent or mentally ill practitioners. A study of the Client Protection Fund cases in Louisiana found that 80% of their cases involved chemical dependency or gambling. A similar study in Oregon found that 80% of the Client Security Fund cases involved chemical dependency, gambling, or mental health issues.

In view of the effectiveness of attorney assistance programs as reflected in the recent OAAP study, it is important that state bar organizations and companies involved in loss prevention develop approaches to alcohol

and chemical dependency problems that take advantage of the benefits assistance programs offer. One obvious step is for bar organizations to help in making the extent of the problem, and the benefits of treatment, known within the legal community. Consistent with that goal, it would show foresight to grant CLE credits to programs that provide information about alcohol and chemical dependency and the attorney assistance programs available to address the issues. It is doubtful that any single educational effort would be more likely to assure the competency of attorneys than one that helped impaired attorneys seek treatment. Diversion programs for impaired lawyers who are subject to the disciplinary process, as already operated by some states, might also be effective in facilitating long-term solutions to problems that follow alcohol or chemical dependency.

It is clear from the OAAP study that alcohol and chemical dependency is a root cause of both malpractice and discipline complaints and that the accompanying costs are great. A State of Washington study found that the prevalence rate of alcohol and chemical dependency among attorneys is 18 percent. The new OAAP study buttresses this finding and makes action imperative. The costs to the bar in lost dollars because of malpractice claims and discipline claims, and in the loss of favorable public opinion and reputation because of ethical violations, are far too high.

*Ira Zarov is the CEO of the Oregon State Bar Professional Liability Fund. Barbara S. Fishleder is the program director for the Oregon Attorney Assistance Program and the director of loss prevention for the Professional Liability Fund.*

**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. © 2002 American Bar Association.

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## People in the News

### *John Rogers Carroll - Third Circuit Professionalism Award Recipient, Profile from the Bench*

Predictably, the alcoholism that overshadowed John Rogers Carroll for the first half of his life should have committed him, like so many others, to a life of anger, isolation and mediocrity. Contrary to this story we all know too well, Mr. Carroll gives hope that the odds may be changing. At the 2001 Third Circuit Judicial Conference in Philadelphia, Carroll received the American Inns of Court Professionalism Award in recognition of his character, integrity and dedication to the highest standards of the legal profession. A thundering ovation from the attending judges and lawyers commended the recipient and his inspirational example to the entire profession.

Born in 1928, John Rogers Carroll inherited a genetic predisposition to alcoholism. His loving parents instilled in him the value of service to others. John's boyhood heroes were the founding fathers, especially the intellectual leaders: Jefferson, Madison and Franklin. He studied the founding documents and the ideals they expressed. History and law were natural interests for John, and by age 12 he had decided to become a lawyer. In high school, Carroll began drinking and the habit grew in college and law school. However, he managed to obtain a BA from St. Joseph's University in 1949, and his LLB from the University of Pennsylvania Law School in 1952. Upon graduation from law school, Carroll's first law firm employment was with Thomas D. McBride, Esquire, one of Philadelphia's leading defense practitioners, who later became Attorney General of Pennsylvania and a justice of the Pennsylvania Supreme Court. Except for Carroll's brief interruption of active duty in the U.S. Air Force, Mr. McBride was his employer and mentor. In 1953, McBride selected Carroll to be one of ten lawyers under his direction representing the Smith Act defendants in Philadelphia, a landmark experience for both the city and its bar, which came together to insure counsel of high quality for nine Communist Party defendants. From 1953 through 1963, Carroll also represented many of the Philadelphia schoolteachers who were fired for pleading their Fifth Amendment right before Congressional committees. He also represented many others of questioned

loyalty along with a growing number and variety of accused robbers, murderers, thieves and the like.

Seeing criminal defense as a mission to make a modest difference case by case, and caring about clients, especially those despised for their views, heritage or their disabilities, Carroll's heroes on the Supreme Court became justices like Brennan, Rutledge, Murphy, Douglas and Chief Justice Earl Warren. Perhaps evidencing an element of introspection, early on Carroll became interested in the mental and emotional Achilles' heels which make otherwise good persons do terrible things. Over the years, though his recognition in the criminal defense practice grew, the pressure and his drinking problem grew as well. Finally determined to make a change in his life, Carroll sought treatment for his drinking problem. In 1966, he emerged from a state hospital in Pennsylvania, and from the insanity of alcoholism. At 37 years old, giving thanks to his family, friends and medical professionals who each helped him in their own way, John Rogers Carroll had become a different person.

In 1966, American legal institutions were well behind the curve in understanding the problems of addiction. Alcoholic lawyers were given neither understanding or help by their employers, the bar, or disciplinary bodies. In the early '70s, Carroll and a handful of friends started a telephone help line with no affiliation. Several years later, the Philadelphia Bar formed the Lawyers' and Judges' Assistance Committee to help rescue alcoholic and addicted lawyers. The Pennsylvania Bar followed about two years later and in 1992, the Pennsylvania Supreme Court began funding Lawyers Concerned for Lawyers, which offers treatment to lawyers with addictive diseases and other mental and emotional illnesses. In 1988, the American Bar Association established its Commission on Lawyer Assistance Programs, which has done substantial work in the field.

Carroll has been a front-line participant in the fight against addictive disorders for nearly 35 years. He continues to counsel and defend impaired colleagues, and works relentlessly on behalf of programs that provide quality treatment to help affected lawyers, their families and their clients. Carroll is a fellow of the American College of Trial Lawyers and a permanent member of the Third Circuit Judicial Conference. He serves as a member of the National Association of Criminal Defense Lawyers and The

Pennsylvania Association of Criminal Defense Lawyers; the American Bar Association (served as a member of the Commission on Lawyers Assistance Programs from 1993-1997); the ABA Criminal Law Section and Individual Rights Section; the Pennsylvania Bar Association and its Lawyers' Assistance Committee; and chaired the Lawyers and Judges Assistance Committee. He is a director of Lawyers Concerned for Lawyers of Pennsylvania and a director of the Eagleville Foundation and the Eagleville Hospital. He has received the Philadelphia Bar Association Fidelity Award; the Pennsylvania Special Achievement Award for his service to Lawyers Concerned for Lawyers; the St. Thomas More Society Award for Service to the Bar; and the Philadelphia Psychiatric Society Benjamin Rush Award.

*Note from Steve Barrett: John Rogers Carroll is the father of LCL in Philadelphia and south New Jersey and a former CoLAP member. Bill Kane (NJLAP Director) and I met John for lunch at the ABA Mid-year meeting in Philadelphia this past February and were introduced by him to the lesser known Philly Delight: Denic's pork, provolone and green pepper hero, at the Reading Terminal Market. John will be in Portland at the Workshop.*

### *University of Memphis Alumni Honor Judge Childers*

CoLAP member and Circuit Court Judge Robert "Butch" Childers was honored March 2, 2002, with the University of Memphis's Distinguished Alumni Achievement Award. Three others were also honored at the University of Memphis Alumni Association's gala banquet at The Peabody. "I'm still in a state of shock." Childers said of the honor. "To me, it's a real big deal. It's a great honor." Childers received his bachelor's degree from then-Memphis State University in 1971, and got his law degree there in 1974. A Circuit Court Judge since 1984, Childers has been active in numerous professional and civic organizations. One accomplishment he feels best about is having been able to make a difference in people's lives in his work on and off the bench. Two issues he's felt strongest about, and worked hardest on, have been ending domestic violence and helping lawyers impaired by chemical dependency and other problems.

# 15th National Workshop for Lawyer Assistance Programs Special Article on Maine

Portland, Maine, a coastal treasure, is the ideal place to combine learning and relaxing. Join us at this year's **15th National Workshop on Lawyer Assistance Programs, October 1-4, 2002**, sponsored by the ABA's Commission on Lawyer Assistance Programs (CoLAP). You'll find thought-provoking sessions on such topics as:

Issues of ethnicity, race, and treatment: How to reach out effectively to minorities. Women's issues in addiction, counseling and treatment. Career options after discipline. Training judges to recognize chemical dependency. Treating gambling addictions. Reaching out to law school faculty and students. New developments in addiction research. Transforming practices: how the profession can—and needs—to change  
PLUS: Visit with exhibitors from some of the most prominent recovery centers in the U.S.

Don't miss this outstanding opportunity to network, learn, and relax. Come to Portland, called one of the "Best Places to Live in America" by *Money Magazine*. Enjoy the stunning waterfront, abundant historical landmarks, and learn from national experts. Reserve your place today by calling toll-free: **(800) 238-2667, ext. 5717**

**Save \$50 if you register before August 30**

## Enjoy fun social activities

- **Wednesday evening *Dessert Extravaganza* with comedian *Tim Sample*.** Called "*Maine's high prince of comedy*" Tim Sample is a native of Maine, who's been a regular contributor to the Emmy Award-winning show *CBS Sunday Morning*. His books, tapes, and recordings have sold more than 1 million copies. Sample some real Northeast humor, along with a luscious assortment of treats, at our fun-filled *Dessert Extravaganza*.
- **Thursday night *Lobster Bake Dinner at the Marriott at Sable Oaks*.** What's a trip to Portland without a fresh Maine lobster? We've made it easy for you to enjoy a fabulous New England buffet dinner. You'll get all the fixings for an authentic dinner - a whole lobster, steamed mussels, BBQ chicken, and blueberry cobbler with whipped cream, along with red checkered tablecloths, lobster bibs, and instructions for cracking that crustacean! And we'll be dining indoors just in case of bad weather.
- **Thursday dinner speaker *William Cope Moyers*.** A self-described "kite rising against the wind," William Cope Moyers has dedicated his life to helping others feel the relief of a fresh start. He's an award-winning journalist, and currently is the Vice President of External Affairs at the Hazelden Foundation in Minnesota. His story of recovery will inspire and rejuvenate you.

## Get continuing education credits

The ABA will submit required documentation and request credit for all lawyers from MCLE states with general requirements. In addition, the ABA will request appropriate credit for ethics and substance abuse courses. Lawyers seeking credit in Pennsylvania must pay fees of \$1.50 per credit hour directly to the Pennsylvania CLE Board. The ABA pays applicable fees in other states where the sponsor is required to do so and in states where a late fee may become applicable. Certain programs may not be eligible for credit, depending on each state's rules and regulations and definition of "CLE." For information on approved credit hours for your state, call the ABA MCLE Department at (312) 988-6217 two weeks prior to the Workshop date. Continuing education units from NAADAC will be requested, and Professional Development Hours from EACC also will be requested before the Workshop with approval numbers available on-site.

**"Attending the Workshop reinvigorates my commitment, and is really my only opportunity to combine learning about developments in treatment with great fellowship."**

Kathleen Kettles-Russotti, Member  
Committee on Alcoholism and Substance Abuse  
Association of the Bar of the City of New York

**"It was the first ABA CoLAP meeting our team had attended, and it was a revelation! We took back a wealth of practical information and ideas to start up our program in California."**

Cydney Batchelor  
Office of the Chief Trial Counsel  
California State Bar

### Workshop Planning Committee

John W. Clark, Jr., CoLAP Chair - Dallas, TX  
William R. Leary, Workshop Chair - Houma, Louisiana  
Don Carroll - Davidson, NC  
Honorable Robert L. Childers - Memphis, TN  
Stephen D. Coggins - Raleigh, NC  
Michael J. Cohen - Ft. Lauderdale, FL  
Betty M. Daugherty - Jackson, MS  
Mark Greenberg - Palm Springs, CA  
Barbara Harper - Seattle, WA  
David W. Kee - Bucksport, ME  
Derek La Croix - Vancouver, BC, Canada  
Honorable Sheila M. Murphy - Chicago, IL  
Michael Sweeney - Portland, OR  
Bonnie Waters - Boston, MA

### ABA headquarters staff

Donna Spilis - Director of CoLAP

## Around the LAPS

**Note from Donna Spilis:** Many thanks to the LAPS that send information for inclusion in this section of "Highlights", and also to the ABA Division for Bar Services, whose staff regularly send clips related to the work of LAPS from state and local bar association journals and newsletters.

**California:** Established by legislation effective January 1, 2002, California's new Lawyer Assistance Program is well on its way. Program director Janis Thibault came on board February 1, 2002 and has been working to implement an exciting new program. The program headquarters is in Los Angeles and can be reached at (213) 765-1190 or toll free (866) 436-6644. The program will be hiring Case Managers/Specialists and contracting with local therapists to serve as Group Facilitators. Information about these positions will be available on the State Bar Website as we proceed. The address is [www.calsb.org](http://www.calsb.org), where there is a link for Employment Opportunities.

**Illinois:** Janet Piper Voss of Chicago is the new executive director of the Illinois Lawyers' Assistance Program, which provides intervention and peer counseling for lawyers and judges who are impaired by substance dependencies. LAP offices are in Suite 910 at 20 South Clark Street, Chicago, across the hall from the Illinois State Bar Association Chicago Regional Office. Voss succeeds former director Michael T. Reynolds. LAP Vice President Laura Otten Grahek of Peoria has served as acting executive director and will continue on a part-time basis as downstate coordinator of program services. Janet Voss has been an administrator in the chemical dependency field, most recently as executive director of Grateful House, an addiction treatment program for women in Oak Park, Illinois. During her seven years there, she directed residential treatment, outpatient counseling, and three-quarter housing for those who successfully completed the program. She handled development and fund-raising activities and supervised both clinical and administrative staff members.

Before Grateful House, Voss was executive director of the Cenaps Corporation, an organization in Homewood, Illinois that provides education, publishing, consulting, and counselor training in the chemical dependency field with a focus on relapse prevention.

A graduate of Michigan State University with a degree in journalism and a minor in psychology, Voss also has a four-year liberal

education certificate from the University of Chicago.

**Indiana:** Indiana Judges & Lawyers Assistance Program (JLAP). JLAP finally pulled off its first Volunteer Orientation & Training on March 8-9, 2002. About 50 judges, attorneys, and law students from around the state convened in Indianapolis for the two-day workshop (during the first weekend of the NCAA play-offs, I might add) which offered 12 ethics CLE credits. Day 1 focused on Monitoring and Mentoring and included a panel with the Disciplinary Commission's Executive Secretary, and the Executive Directors of the Board of Law Examiners and the Commission for Continuing Legal Education addressing how they interact with JLAP. In addition, panels of experts discussed the mentor versus monitor roles. Day 2 offered substantive presentations by experts in the areas JLAP sees most frequently—addiction and depression (including the input of a volunteer dealing with depression), as well as on the issues we see emerging—gambling and aging. Highlights of the event included a dinner Friday where the first "Friends of JLAP" award was presented to H. Dudley Miller and Marge Bannon Miller in recognition of their enduring commitment to JLAP, and a lunch speech Saturday by an attorney who was one of JLAP's first cases.

JLAP owes considerable gratitude to Ohio Lawyers Assistance Program (OLAP) Executive Director Scott Mote for his assistance in moderating the Day 1 presentations. In addition, we send sincere thanks to all of you who have done this before, and passed along your wisdom and materials (on the latter, special thanks to Ann Foster and Barbara Harper). One of the great joys of working in this field is the way we assist one another. If anyone who has yet to tackle this type of event wants further information, contact Susan Eisenhauer or Terry Harrell at 317/833-0370.

**Minnesota:** MN LCL would like to take this opportunity to address a heartfelt thank you to the many LAP directors who generously helped us along our way to become a full service LAP. We want to especially recognize and thank Ken Hagreen, PA LCL, who has given his time and expertise to help us and is continuing to mentor us with the changes in our organization and to implement the LAP.

Our LAP now has two paid staff: the newly hired executive director, Emil Jalonen, and the program coordinator, Barbara Knigge. We have contracted with Total Employee Assistance Management, Inc. (TEAM) to provide the mental health

services and a 24-hour crisis line. The calls for help have dramatically increased and LCL's Lawyers Mental Health Support Group is rapidly growing.

A promotional campaign to educate Minnesota's legal profession about our LAP began with a new brochure that was mailed to the 22,000 licensed attorneys in Minnesota, as well as a new web site, [www.mnlcl.org](http://www.mnlcl.org). We are co-presenting with the MSBA's Life & The Law Committee at the 2002 MSBA Conference. We have spoken to two of Minnesota's four law schools and are scheduled to speak at the bar districts around Minnesota and law related organizations within this year. This just a sample of the many things we are doing to educate Minnesota's legal community about the services we provide.

**Ohio:** Scott R. Mote, Esq., Executive Director of the Ohio Lawyers Assistance Program, Inc. (OLAP) has added two professional staff as OLAP moves into a broadbrush program.

Paul A. Caimi, Esq., CCDC-I, is working part time as Associate Director in the northern area of the state, based in Chagrin Falls (Cleveland). Paul received his A.B. in Psychology and Social Relations in 1982 from Harvard (where he studied with B.F. Skinner and was published with Skinner in "Science" magazine), and his J.D. in 1986 from Boston University School of Law. A friend of Bill W. for over 13 years, Paul started volunteering at a Cleveland treatment center in 1988, and went on to get certified in Ohio as a chemical dependency counselor. Paul continues his general practice of law while also working with Stillwater Associates, Inc. since 2000 as a chemical dependency counselor. Paul can be reached at: 46 Chagrin Plaza, Suite 106, Chagrin Falls, OH 44002; tel. 800-618-8606; fax 440-338-1151; [paclaw@postharvard.edu](mailto:paclaw@postharvard.edu).

Stephanie S. Krznarich, LISW, CCDC-I, is working full time as Associate Director, heading up the mental health program in Columbus. She attended Bethany Theological Seminary (1994-96), and received her B.S. in Social Work (specializing in mental health and aging) in 1994, and her M.S. in Social Work (specializing in clinical and chemical dependency) in 1997, both from The Ohio State University. Stephanie's experience includes: research, staff positions in nursing homes, community mental health centers, psychiatric hospitals, chemical dependency treatment centers (both

(continued on page 6)

## Around the LAPS

(continued from page 5)

inpatient and outpatient), a Driver Intervention Program and private practice. Stephanie can be reached at: Ohio Lawyers Assistance Program, Inc., 37 W. Broad Street, Suite 950, Columbus, OH 43215-4159; tel. 800-348-4343; fax 614-464-2245; smote@hmbc.com (Steph's sharing Scott's email for now). Both Paul and Stephanie will be in Portland.

**Tennessee:** The Memphis Lawyers Helping Lawyers held its annual "John Dice Lawyers Helping Lawyers Seminar" in February 2002. It is an all day seminar with 3 hours of general CLE and 3 hours of Ethics/Professionalism. Almost 100 lawyers were in attendance. The seminar is named for a Memphis lawyer who committed suicide in 1986, whose death was the catalyst for forming the Memphis LHL in 1987. The seminar is held annually to raise money for Memphis LHL. The Memphis LHL also has

a strong lawyers recovery group, started by Memphis LHL Director Stephen Watts, that meets weekly.

**Vermont:** John Webber from the Vermont LAP reports that they sponsored a 2 hour presentation on depression and anxiety at the Mid-Year Vermont Bar Association meeting in Burlington on March 12. He reported that "interest was so high, the session ran over some 20 minutes."

## Balancing Act

by Alan Weiss

(Reprinted with permission from "The Revolutionary" newsletter for people committed to improving the quality of their lives, and the lives of those around them.)

I ask every executive whom I coach this question before any other: Are you having fun? The intention is to co-opt the conversation, and arrive at an emotional level rather than a superficial discussion of work priorities and time demands. But it's also a fundamentally logical question: Are you enjoying yourself, are you well off by your own measures, are you feeling good about yourself? These questions and their truthful answers are far more important than how much time you devote to family, business,

social events, hobbies, or spirituality (even if you could cleanly compartmentalize your life, which I doubt that you can). Here are some questions, a sort of self-test, which may be useful in thinking about your state of "balance." ("An unexamined life is not worth living," observed Aristotle.) In no special priority order:

- Talent fulfillment: Are my talents as I perceive them being utilized, challenged, and stretched, and am I able to develop new and diverse talents?
- Object of interest: Am I growing as an object of interest to others, am I sought out as a valuable resource, am I able to increasingly assist others?
- Time control: Do I have increasing flexibility and influence over how I allocate my time, and do I have increasing discretionary time to allocate?
- Passion: Are there people and pursuits

in my life who and which enthrall me and gain total commitment, focus, and support? Do I love without qualification or equivocation?

My "test" is simply a bit of a provocation. But if you are challenged, sought by others, controlling your time, and passionate about people and pursuits, I would suggest, upon examination, you lead a life highly worth living.

*Alan Weiss, Ph.D. has written best selling books and delivered applauded SRO programs. His complimentary monthly newsletter "Balancing Act" always contains gems. You can subscribe at [www.summitconsulting.com](http://www.summitconsulting.com). The following advice will certainly help point you toward a place of more balance - the only perspective from which resolution of any kind is possible.*

## New Products:

**2002 Directory of State & Local Lawyer Assistance Programs:** This directory contains the names, addresses, telephone and fax numbers and e-mail addresses (where available) for 100+ volunteers and staff for state and local lawyer assistance programs. The directory is a guide to national resources such as the National Clearinghouse for Alcohol and Drug Information, the National Council on Alcoholism and Drug Dependence, International Lawyers in AA, Alcoholics Anonymous and Narcotics Anonymous. Product Code #319-0026. Price \$25. To order call ABA Service Center at 800-285-2221.

**2002 Survey of State and Local Lawyer Assistance Programs:** This publication is the most comprehensive compilation of data (250+ pages) about Lawyer Assistance Programs (LAPs) currently in existence. It contains general jurisdictional information, as well as information on each of the following topics: programs; staffing; mandatory functions; assistance to impaired lawyers; program funding sources; accountability; confidentiality, reporting and immunity; program awareness; problems facing programs; and Bar Association Health Care Plans. It is a compendium of the majority of LAPs in

the United States and reflects both the commonalities of the programs and the diversity. It is a primer for jurisdictions contemplating the creation of a LAP and for those with relatively new programs. It is designed to help LAPs continue their vital mission of providing care, treatment and support to lawyers whose practices and very lives are threatened by the ravages of alcohol, drugs, depression, and a myriad of other mental health issues. Product Code #3190027. Price \$65. To order call ABA Service Center at 800-285-2221.

## Calendar of Events

### May 31 - June 2, 2002: Texas

The 13th Annual Texas Lawyers' Concerned for Lawyers (TLCL) Convention will be held in Corpus Christi, Texas. Call Texas Lawyers' Assistance Program (TLAP) for details at 1-800-343-8527.

### June 9-14, 2002: New Jersey - Rutgers

Marks the 60th session of the internationally renowned Rutgers Summer School of Alcohol and Drug Studies from June 9 through June 14. Classes for the Rutgers Institute of Alcohol and Drug Studies will be held at the campus in New Brunswick. NJ students attend specialized courses, general lectures and special interest seminars within a rich and diverse environment of professional interaction and networking. For course catalogue and information phone (732) 445-4317.

### June 14, 2002: Canada

British Columbia 2nd Annual Gratitude Dinner. Contact: Derek LaCroix (604) 685-2171.

### June 21-23, 2002: Canada

The Spiritual Renewal and Preventing Burnout (sponsored by the Canadian Legal Professional Assistance Conference) will take place at Manresa Spirituality Centre in Toronto, Canada, Contact: Adrian Hill (416) 520-9016.

### July 26-27, 2002: Florida

Florida Lawyers Assistance 16th Annual Workshop, Naples, Florida, Contact: Eleni (954) 566-9040.

### August 9-10, 2002: Washington, DC

CoLAP Business Meetings during ABA Annual Meeting. (Ritz Carlton).

### August 9-11, 2002: New York

Attend the 12-Step Weekend for Lawyers in Buffalo. For free lodging or other information, contact Chuck Beinhauer at (716) 885-3046 or cbeinhauer@rpllawyers.com

### September 27-28, 2002: Virginia

Virginia Lawyers Helping Lawyers Fall Conference. More information is available by contacting Susan Pauley at (804) 644-3212 or valhl@vba.org.

### September 27-29, 2002: Canada

British Columbia 6th Annual Lawyers Spiritual Retreat, Loon Lake, BC (outside Vancouver). Contact: Derek LaCroix (604) 685-2171.

### October 1-4, 2002: Maine

15th National Workshop for Lawyer Assistance Programs will take place at the South Portland Sheraton, 363 Maine Mall Road South, Portland, Maine. Phone: (207) 775-6161 or (888) 627-7188. ABA contact Laura Ramirez at (312) 988-5717 or RamirezL@staff.abanet.org <http://www.abanet.org/legalservice/colap/workshop.html>

### October 4-6, 2002: Maine

ILAA Annual Conference, Portland, Maine. David Kee, (207) 667-0176, kee@mymailstation.com

### October 14-17, 2003: Canada

CoLAP's 16th National Workshop for Lawyer Assistance Programs, The Fairmont Empress Hotel, Victoria, British Columbia. More info to follow.

(continued on page 8)

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Stacia Murphy  
(212) 269-7797, ext. 19  
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# This Lawyer Will Be Missed

By Dr. Adrian Hill, LLB, JurisD, LSM

*Editor's Note: A Disproportionate Percentage of Attorneys Commit Suicide (LPAC lawyer suicide study, reported in **Creating Balance in your Professional Life** published by the Canadian Bar Association (1999) in the LPAC Health Wellness & Recovery Education Series.-[www.lpac.ca/Courses/01-06.htm](http://www.lpac.ca/Courses/01-06.htm))*

A lawyer in my office died recently. You may have read the obituary in the newspaper. You probably didn't know that he took his own life, leaping from a building onto Dundas Street. I read the eulogy delivered by his rabbi and learned a little about the man I had met on the elevators in my building. I had been concerned about this lawyer for several years. He was often vague and distant and he had a harsh temper, even with me, a friendly passer-by. Sometimes, he smelled heavily of liquor, even first thing in the morning. I knew he was in trouble. I sent

him a notice inviting him to a meeting of our lawyer Alcoholics Anonymous meeting, which just happens to be in our boardroom on the first Thursday of every month. He never came. I tried chatting in the hallways but he walked away. Everything about him told me that he wasn't ready for help or to talk about his loneliness and isolation. Most days I was far too busy to give this stranger any further thought. Since his suicide, however, I have given him a lot of thought. I know that most suicide is preventable, that most people give warning signs of their plan to kill themselves, and that anyone, like you or me, can help prevent such a death. If this man had called a suicide distress centre or the Ontario Bar Assistance Program (OBAP), he might have found the support he needed to face life on life's terms. From his eulogy, I learned that he had a chronic bone disease and he had been in great distress for some

time. I also learned that he was a kindly and giving man who is much missed by his family, colleagues and clients. I suspect that I am one of many who wish he hadn't died.

Lawyers die by suicide at a rate that is more than twice that of the general population. Many of these deaths can be prevented. It is time we all learned to respect and cherish life, to respect and cherish each other as lawyers and as people.

The CBA's Legal Profession Assistance Conference has taken an active role in teaching and training lawyers, judges and law students in the fundamentals of suicide prevention since 1997. It is time that we all knew how to save a life threatened by suicide. If you won't reach out to another lawyer who is suffering, who will?

*Adrian Hill is the Executive Director of the Legal Profession Assistance Conference in Toronto, Ontario, Canada.*

## Calendar of Events

(continued from page 11)

### October 17-19, 2003: Canada

ILAA Annual Conference, The Fairmont Empress Hotel, Victoria, British Columbia, Contact: Derek LaCroix, (604) 685-2171 [lapbc@aol.com](mailto:lapbc@aol.com)

### October 18-20, 2002: Canada

LPAC National Workshop 2002 -Elder and Aging Issues for Older Lawyers and Judges. OBA Education and Meeting Centre, Suite 200-20 Toronto Street, Toronto. Lawyers

and judges from across Canada and the United States will gather in Toronto for the 12th Annual LPAC National Workshop where leading LAP experts, teachers and program directors will conduct two full days of intensive training with an emphasis on practical and experiential based skills acquisition. Retirement, competency, and many other aging and elder issues will be covered, with humor and lots of laughter! For more information contact Conference and Program Organizer Dr. Adrian Hill, LSM, Executive Director, (416) 520-9016; fax: (416) 595-1731; e-mail: [adrian@lpac.ca](mailto:adrian@lpac.ca); website: [www.lpac.ca](http://www.lpac.ca)

### November 1, 2002: Illinois LAP

Annual Meeting and Dinner, award presentations, and installation of officers in the Empire Room of the Palmer House Hilton, Chicago. Call Janet Piper Voss, (312) 726-6607.

### Correction:

#### November 8-10, 2002: North Carolina

NOT November 1-3, 2002 as stated in the Winter issue of Highlights. PALS Conference and Workshop at the Holiday Inn SunSpree Resort in Wrightsville Beach. Contact: Betty Whitley at (919) 828-4620.

Commission on  
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**Highlights**