A New Season
By Jacina Haston, Director of the Henry Latimer Center for Professionalism

On January 31, 2015, Linda Calvert Hanson stepped down from her three-year position as Director of the Henry Latimer Center for Professionalism, transitioning into a part-time role through June 30, 2015, until her retirement. After serving as Assistant Director for over two years, I was promoted as the new Director beginning February 1, 2015. It truly is an honor and privilege to serve as the new Director of the Henry Latimer Center for Professionalism, and I recognize that Linda has left some big shoes for me to fill. I look forward to working closely with the Supreme Court Commission on Professionalism, the Standing Committee on Professionalism, and Bar Leadership in continuing to advance professionalism initiatives around the state. It has been said and I hold this mantra to be true that “to whom much is given, much is required” and the challenge is accepted. We all can make a difference in upholding professionalism in the practice of law. The change begins with each of us. I am reminded of a slogan I read on a bumper sticker recently, “Be the change you want to see.” We have control over very few things in life, but our ability to influence those around us and inspire change is infinite. A new season has begun at the Henry Latimer Center for Professionalism and we are looking forward to the future.

In continuing our mission, as an education and resource Center of The Florida Bar, on January 8, 2015, Linda presented a two-hour workshop during the Clearwater Bar’s Professionalism Symposium. Additionally, Linda and I had the pleasure of presenting the Professionalism Workshop on January 15, 2015, in Tampa, Florida. At the workshop, Judge E. Lamar Battles of the 13th Judicial Circuit offered his candid perspective to the participants on professionalism in the courtroom.

See “The Director’s Report,” next page
process of the Judicial Qualifications Commission. The four-hour workshop provided the participants an interactive forum to explore and reflect upon the meaning and application of professionalism in the legal field. In addition to the changes implemented in the Professionalism Workshop, the professionalism segment of the Practicing with Professionalism (PWP) CLE was revised. All new Florida lawyers attending PWP now receive glaring examples of how to avoid and diffuse uncivil behavior during the civility in action section of PWP. The professionalism segment of PWP has also been expanded to two hours as opposed to the previous ninety-minute segment. Likewise, on February 27, 2015, I had the pleasure of conducting a webinar on professionalism for the Education Law Committee board certification review.

Since the last newsletter, the Standards Working Group has been hard at work trying to complete the task assigned to them by President Greg Coleman and former President Eugene Pettis to review all existing professionalism standards for ideas on content and to structure and develop new uniform professionalism guidelines, including electronic communication, for statewide distribution. The Working Group ultimately recommended that the “Professionalism Expectations” replace the “Ideal and Goals of Professionalism,” adopted by the Board of Governors twenty-five years ago. Following a unanimous vote by the full Standing Committee on Professionalism, the draft “Professionalism Expectations” was submitted to the Board of Governors Program Evaluation Committee for review. On January 30, 2015, following the second read, the Board of Governors approved the “Professionalism Expectations.” As such, the “Professionalism Expectations” now replaces the “Ideals and Goals of Professionalism.” Currently, President Greg Coleman and Chair Michael Schneider are seeking the endorsement of the “Professionalism Expectations” by the Conferences of Judges.

During the latter part of February, the Center was grateful to have Sarah Bolinder join us as the new Assistant Director. Her experience as a senior law clerk for Judge James Wolf of the First District Court of Appeal for over seven years and extensive litigation experience will be an invaluable asset to the Center as we advance new ideas. Together we are here for the legal community by providing tools and resources that can empower. Last fall, the Center developed the curriculum for the new joint law school initiative the “Winning Edge.” The launch of the “Winning Edge” was held on March 4, 2015 at Florida State College of Law. The enthusiasm of the law students for the profession was infused throughout the presentation as the panelists shared their experiences on what it takes to have the winning edge in the practice of law. The partnership of the Standing Committee on Professionalism, the Young Lawyers Division, and the Law Student Division fostered the success of this program which has also been presented at Stetson College of Law and Florida A&M College of Law as well this Spring.

The Center is still very involved in the evolving Leadership Academy and creating curriculum that will hone the skills for future leaders of the Bar and the legal community. On March 13 and 14, 2015 the Leadership Academy Class II Fellows completed their last regional meeting before graduation in June at Annual Convention. The Fellows learned the principles that it takes to be guardians of the legal profession and the values of servant leadership. The Center is geared up and ready for the kickoff meeting for Class III of the Leadership Academy in Boca Raton in June.

Nothing is constant but change and we welcome your insights and the opportunity to partner on professionalism initiatives. The Henry Latimer Center for Professionalism is dedicated to protecting rights, pursuing justice, and promoting professionalism and it is our hope that you will continue this journey with us.

Historical Video Series

For groups looking to boost membership and provide members an excellent opportunity to interact while gaining CLE credits, the Henry Latimer Center for Professionalism has the solution. The Center offers more than 30 Historical Video Series (HVS) interviews. Interviews include Justice Barbara Pariente, discussing the changes she has seen in the practice of law during the course of her career; U.S. District Court Judge Alan S. Gold discussing the importance of the daily practice of mindfulness and the significance of professionalism in the legal community; and U.S. District Court Judge Paul C. Huck, sharing the importance of mentoring. Each video covers a range of topics. Voluntary bar associations can couple the video with a brown bag lunch and discussion as a great way to gain CLE credits. A full listing of videos and ordering instructions can be found on the Center’s website at www.floridabar.org/professionalism, under “CLE.”
Sarah H. Bolinder has recently joined The Florida Bar as the Assistant Director of the Henry Latimer Center for Professionalism. Ms. Bolinder began her legal career in 2004 after serving a tour in the United States Navy. She is a two-time Florida State graduate, graduating with a Bachelor of Arts in International Affairs in 2001 and magna cum laude from the Florida State University College of Law in 2004.

Prior to joining The Florida Bar, Ms. Bolinder served as a senior law clerk for Judge James Wolf of the First District Court of Appeal for over seven years. In addition, more recently, she has litigated in the areas of bankruptcy, foreclosure and real property. She has also co-authored an article on local government law entitled The Effectiveness of Home Rule: A Preemption and Conflict Analysis in The Florida Bar Journal, June 2009.

Seeking Professionalism CLE?

Are you, or an organization with which you are involved, interested in offering a professionalism CLE program? Well, the Henry Latimer Center for Professionalism has several options that may meet your needs. Presentations include (not all programs offer CLE credit):

- Professionalism Matters (CLE)
- Professionalism in the New Digital Age (CLE)
- Professionalism Adds to Work Life Fulfillment (CLE)
- Professionalism: An Expectation in Florida (CLE)
- Harnessing the Power of Relationships: Mentoring, Sponsoring, and Networking (CLE)
- Empowering Across Generations (CLE)
- Mentors in Training: Building Effective Leaders
- The Winning Edge
- The Benefits of Mentoring for an Organization
- Overview of the Disciplinary System (CLE)

If you or your organization is interested in offering any of the listed programs, please contact the Henry Latimer Center for Professionalism to discuss and schedule your program at (850) 561-5747 or cfp@flabar.org. We look forward to hearing from you!
Reflections

By Linda Calvert Hanson, Director Emeritus

After several decades as a lawyer, professor, and law school administrator, the capstone to my legal career was joining The Florida Bar in December 2011 as Director of the Henry Latimer Center for Professionalism. During my tenure with the Bar, I have witnessed an enhanced focus on professionalism by the Supreme Court and The Florida Bar. The Florida Supreme Court has provided sharp language in case opinions, and during an unprecedented public reprimand, as well as within the Code for Resolving Professional Complaints (SC-13-688) that clearly states unprofessional conduct by lawyers, both an embarrassment to the legal profession and the public, will not be tolerated. Just this January, The Florida Bar Board of Governors approved the new “Professionalism Expectations” drafted by the Standing Committee on Professionalism to replace the almost 25-year-old “Ideals and Goals of Professionalism,” at the request of President Greg Coleman. I believe these efforts demonstrate that Florida places a premium on professionalism and convey the vital message that professionalism is an expectation in Florida.

This heightened commitment to professionalism is exemplified on a daily basis by a multitude of committed leaders and committee members who volunteer countless hours in service to improve our profession and I am grateful to have had the opportunity to have worked with them on this imperative mission. Their concerted efforts to enhance professionalism and civility one lawyer at a time are empowering and I believe it does make a difference. I am also honored that the Center was integrally involved in the launch of the inaugural Leadership Academy and instrumental in the creation and development of over 20 modules of curriculum for the Academy Fellows over the past two years. The opportunity to contribute to this innovative program and foster future leaders has been rewarding.

My observations from conducting over 75 presentations across the state and beyond during the past three plus years to law students, new lawyers, voluntary bar associations, and lawyers attending mandated disciplinary workshops are that, for the most part, we do belong to a profession of caring and talented lawyers who do not set out to be unprofessional or even unethical. For some individuals, however, a momentary lapse of judgment or getting sucked into a vortex of emotions in our highly charged, stress-filled profession drags them under. For others, taking short cuts that compromise values and then behavior, eventually blurs the distinction between doing what is right and doing what is easy. I firmly believe that economic pressures, 24-7 connections, and burnout significantly erode professionalism and the concomitant lack of well-being in lawyers today. Lawyers are adept at taking care of everyone else’s problems, but frequently fall short when it comes time to take care of themselves. Albeit easier said than done, it is incumbent on us all to make time to periodically stop, reflect, and re-assess. We must care for ourselves by getting back in touch with what is meaningful in our lives, reaffirming our values, being grateful for our blessings, and getting re-centered.

As I pass the torch of professionalism over to the highly capable hands of Jacina Haston, who I have had the privilege of mentoring and working with for almost three years, to our new Assistant Director, Sarah Bolinder, and Program Coordinator, Chris Hargrett, I begin my new chapter. On the first of July, I will be phasing into retirement while continuing my long-standing service to the General Practice, Solo and Small Firm Section of The Florida Bar on my path of making a difference wherever I can.

Developing a Mentoring Program?

The Henry Latimer Center for Professionalism has created a Mentoring Toolbox containing all the essentials to make your mentoring program a success. This Toolbox consists of a mentoring handbook, resource guide, PowerPoint presentation, and all necessary training materials. If your organization is interested, please contact the Center to obtain the Mentoring Toolbox at cfp@floridabar.org.
2015 ANNUAL REPORT FOR THE STANDING COMMITTEE ON PROFESSIONALISM

By Michael L. Schneider, Standing Committee on Professionalism Chair

The mission of the Standing Committee on Professionalism is to assist the Florida Supreme Court Commission on Professionalism, The Florida Bar, and The Florida Bar’s Henry Latimer Center for Professionalism in implementing programs, events, and activities to promote professionalism throughout the state. This year the committee was called upon by both the Commission on Professionalism and Florida Bar President Greg Coleman to undertake major projects. To accomplish these tasks and other business of the Committee, several working groups were established including:

Standards Working Group – In May 2014 former President Pettis and President Coleman tasked the Standing Committee on Professionalism with reviewing the existing guidelines for professional conduct as well as a preliminary version of the Best Practices for Effective Electronic Communications in order to create a set of uniform professionalism guidelines. Chaired by Caroline Johnson Levine, the working group created a new Professionalism Expectations. This extraordinary task was accomplished in record time through the dedicated work of this group which included Mr. John Cardillo, Professor Tim Chinaris, Professor Kirsten Davis, and myself, serving as co-chair. The Committee as a whole adopted “Professionalism Expectations” which was later adopted by the Board of Governors in January. The Professionalism Expectations have now been distributed to the District, Circuit, and County Court conferences and will be available on The Florida Bar’s Center for Professionalism website.

Education and Resources Working Group – At the June 2014 meeting of the Commission on Professionalism, the Standing Committee on Professionalism was asked to develop a one page written statement advising clients of the availability of local professionalism panels to consider professionalism complaints. These local professionalism panels were established by SC13-688, In re: Code for Resolving Professionalism Complaints. This working group, chaired by Hillsborough County Judge Frances Perrone, drafted the document and it has been submitted to the Commission for review. In addition to the foregoing, this Group developed hypothetical materials that can be used in professionalism training sessions.

Awards Working Group - Under the leadership of working group Chair Donise Brown, this group oversaw the entire process leading up to the selection of all three major professionalism award recipients, including the William M. Hoeveler Judicial Award recipient. The Hoeveler Award recognizes a state or federal judge who best exemplifies strength of character, competence, commitment, and civility as a jurist, lawyer, and public servant. The Law Faculty/Administrator Award is presented to a Florida law professor or administrator, who, through teaching, scholarship and service, epitomizes the ideals set out in the mission of the Standing Committee. The Group Professionalism Award similarly recognizes a local bar association, inn of court, judicial organization, or law school association with an innovative program that can be implemented by other organizations to promote and encourage professionalism within the legal community. The working group reviewed applications and related forms, developed a strategy to promote and educate members of the Bar about the awards and deadlines, considered nominations, and made a recommendation to the full Standing Committee regarding selected awardees. The three awards recipients will be recognized at the Judicial Luncheon during the Annual Convention of The Florida Bar.

Circuit Professionalism Working Group – Chaired by Carrie Roane, this working group is responsible for the important work of collecting and compiling the Circuit Professionalism Reports from each of Florida’s 20 judicial circuits which are provided to Justice Lewis, the Chair of the Supreme Court Commission on Professionalism and published in the “the Professional.” The group reviewed the report from last year and considered changes and additions. Group members were assigned to circuits and ensured that these reports were collected. The information from these reports is invaluable to the Bench and the Bar in measuring the effectiveness of professionalism programs and efforts around the state.

Young Lawyers Working Group – Chaired by Rachael Greenstein and co-chaired by Alvin Benton, Jr. the working group promoted “Balancing Law and Life” seminars at all the law schools around the state. In addition, the Group launched two pilot programs. “The Winning Edge” is a PowerPoint presentation delivered by a panel of speakers focusing on professional development. The “Law Student Professionalism YouTube Contest” promoted professional expectations through role-playing videos to be used in training by the Center.

Publicity and Communications Working Group – Chaired by Assistant Attorney General Richard Lawson, this working group solicited articles regarding professionalism and civility for submission to “The Professional” and the FIU College of Law Library and Center for the resource clearinghouse.

This year David P. Hallman, the past Chair of the Standing Committee on Professionalism passed away unexpectedly. He truly epitomized the ideals of professionalism that the Committee strives to promote. It is instructive that his email correspondence contained the statement, “Practicing law with civility is no longer just an option; in Florida, it is mandatory.” He will be greatly missed. In another transition Linda Calvert Hanson, Director of the Henry Latimer Center for Professionalism, retired. She is still with the Center on a part-time basis until June 30, 2015. As of February 1, 2015, Jacina Haston was promoted to take her place. I would like to personally express my gratitude to both Linda and Jacina. They are the ones who really make the Committee as effective as it is.
Circuit Professionalism Committee Reports

July 1, 2014 Through February 2, 2015

Pursuant to Florida Supreme Court Administrative Order, In Re: Commission on Professionalism, dated June 11, 1998, the Chief Judge of each judicial circuit is mandated to establish a Circuit Professionalism Committee and the Committee is required to provide a report of its annual professionalism activities. Provided below is a summary of the full reports received for each circuit.

**FIRST CIRCUIT**

The First Judicial Circuit Bench & Bar Professionalism Committee sponsored a Fall Professionalism Symposium in September 2014. Currently, the Committee is in the process of planning their 2015 CLE Cruise, which occurs every other year, and allows participants to attend CLE presentations covering a wide variety of areas of practice. Furthermore, there is an active and ongoing “Social and Lunches” subcommittee that promotes informal luncheons among lawyers and judges. The Committee has also been working closely with local bar associations, such as the Escambia/Santa Rosa Bar Association, the Okaloosa Bar Association, and the Walton Bar Association, to disseminate information about the professionalism activities. The information is provided in the local bars’ newsletters, meeting notices, the First Judicial Circuit website, the Escambia/Santa Rosa Bar Association website, and the quarterly e-newsletter.

**SECOND CIRCUIT**

The Second Judicial Circuit Professionalism Panel has been active in forming three sub-committees that include the Rules Committee, the Activities and Education Committee, and the Bench-Bar Committee. After its creation, the Rules Committee drafted local rules and procedures for dealing with professionalism complaints that were later accepted by the full Panel and approved by the Circuit Chief Judge in February 2014. Currently, the Rules Committee is updating the Circuit’s Standards of Professionalism. In October 2014, the Activities and Education Committee, along with the Tallahassee Bar Association’s Young Lawyers Division, sponsored a CLE program entitled, “Afternoon in the Courtroom.” In addition, this committee sponsored “Brown Bag Lunches” at the Leon County Courthouse in April, May, and June 2014. The Professionalism Panel works closely with the Tallahassee Bar Association to disseminate information about the Panel and its activities through the TBA’s monthly publication and e-mails.

**THIRD CIRCUIT**

The Third Judicial Circuit Professionalism and Panel Committee continues to work in conjunction with the Third Circuit Bar Association and the Young Lawyer’s Division to organize and hold events in the Circuit which promote professionalism among local attorneys and the judiciary. In addition, the Committee has established procedures for the acceptance of complaints and amendments were made to the Committee’s administrative order regarding member term limits and the appointment of an “at large” member. The Committee disseminates professionalism and grievance information through the Third Circuit Bar Association.

**FOURTH CIRCUIT**

The Jacksonville Bar Association (JBA) Professionalism Committee of the Fourth Judicial Circuit, chaired by Christian George, is currently working on preparing for its Bi-Annual Professionalism Symposium set to be held on Wednesday, May 6, 2015 in Ponte Vedra, Florida. The JBA Professionalism Committee also held multiple professionalism programs and conferences throughout the year including: Judges Side-bar CLEs, YLS judicial breakfasts and luncheons at the Duval County Courthouse, and a Spring Judicial Reception and Board Swearing-In Ceremony. Furthermore, the Committee presented the JBA Professionalism Award to John MacDonald for reinforcing and communicating the ideals of lawyer professionalism. The JBA has also been busy establishing its Local Professionalism Panel for the Fourth Circuit. Committee information is published through the Bar Bulletin and the Financial News & Daily Record and distributed to every member of the JBA. In addition, all Committee activity information is available in the weekly member emails and on the JBA website.

**FIFTH CIRCUIT**

The Fifth Circuit Professionalism Committee sponsored and completed a circuit-wide professionalism conference in April 2014, in which Chief Justice Ricky Polston was the keynote speaker and presentations were made by staff of The Florida Bar and Henry Latimer Center for Professionalism. The Committee has also made short presentations at meetings of each of the voluntary Bar Associations in the Circuit on professionalism and the procedures relating to the...
Committee Reports

Local Professionalism Panel. Currently, the Committee is planning a 2016 circuit-wide professionalism conference and has created a subcommittee to develop and present professionalism awards. The Committee has created a website by which to disseminate information to local bar members on topics relating to professionalism.

SIXTH CIRCUIT

The Sixth Judicial Circuit Professionalism Committee with the help of local bar associations has presented multiple professionalism programs this past year, such as “Bring Professionalism to the Forefront,” “Professionalism and Paddle Boarding,” “Wild, Wild West Bench & Bar-B-Que,” and the “Professionalism Symposium.” In addition, the Committee drafted the Sixth Judicial Circuit Administrative Order No. 2013-075 PA/PI-CIR regarding the Professionalism Committee and the Standards of Professional Courtesy. Currently, the Committee, along with the St. Petersburg Bar Association, is preparing another professionalism project entitled “Legendary Lawyers Professionalism Seminar: What do you Want your Legacy to be?” The Committee disseminates information through the Sixth Judicial Circuit website, websites of local bar associations, local bar associations programs, and local bar association meetings.

SEVENTH CIRCUIT

The Seventh Circuit Professionalism Committee organized four different “Lunch and Learn” panel discussions in May 2014 between judges and lawyers at three different courthouses throughout the Circuit. Currently, the Committee is working on a seminar for Law Day to be presented on May 1, 2015. The Committee provides information to the local bar through emails and phone calls.

EIGHTH CIRCUIT

The Eighth Judicial Circuit Professionalism Committee created a Local Professionalism Panel that has successfully resolved 3-4 professionalism complaints this past year. Throughout this Circuit, local bar associations have been sponsoring and hosting professionalism programs, presentations, luncheons, conferences, and meetings. Both the State Attorney’s Office and the Public Defender’s Office have worked together to begin an annual training partnership aimed at fostering professionalism and increasing the understanding of the challenges each office faces in fulfilling their respective duties in the criminal justice system. In addition, in 2014, the Eighth Judicial Circuit Bar Association co-sponsored the “Annual Professionalism Seminar” with the U.F. College of Law. Information has been disseminated to the local bar through announcements at Circuit bar functions and through the newsletter of the Eighth Judicial Circuit Bar Association.

NINTH CIRCUIT

The Ninth Judicial Circuit Professionalism Panel has recently handled five different complaints against attorneys concerning a breach of standards of professional conduct. Currently, there is a sixth complaint that is still being investigated. In addition, this Panel is in discussions with members of the Orange County Bar Professionalism Committee to conduct a joint conference. The Committee’s information is disseminated through its website, an announcement made in the Orange County Bar Journal, and a news release to the Orlando Sentinel.

TENTH CIRCUIT

The Tenth Judicial Circuit Professionalism Committee along with the 10th Judicial Circuit’s Willson American Inn of Court conducted its annual Professionalism Dinner in October 2014 with Florida Supreme Court Justice R. Fred Lewis as the keynote speaker. During the Dinner, the Committee presented its annual Professionalism Award to David Langford, a retired circuit court judge, to honor him for his outstanding achievement in professionalism. On January 14, 2014, the Committee delivered a presentation on proper closing arguments to the judges and lawyers of the Tenth Circuit. The Committee typically disseminates information regarding professionalism to the local bar through emails.

ELEVENTH CIRCUIT

The Eleventh Circuit Professionalism Committee, chaired by Judge James M. Hebron, Chair, and Judge Paul T. Howard, Co-Chair, co-sponsored the “Legendary Lawyers Professionalism Symposium” with the St. Petersburg Bar Association (SPBA) and the 10th Judicial Circuit’s Willson American Inn of Court. In addition, the Committee has held and sponsored a variety of professionalism training programs and presentations such as a presentation on professionalism, ethics, and the LPP at the Hillsborough County Bar Association’s (HCBA) 18th Annual Bench Bar Conference held in October 2014. During the 18th Annual Bench Bar Conference the Committee awarded Deborah Werner with the Thirteenth Judicial Circuit Professionalism Award for her commitment to professionalism, her extensive involvement in the legal community, and her promotion of young lawyer mentoring programs such as the Hillsborough Association for Women Lawyers (HAWL) Mentoring Program. The Committee is active in aiding three other mentoring programs including: (1) the HSBA mentoring program; (2) the Bankruptcy Judges Mentoring Program; and (3) the Ferguson-White Inn of Court Mentoring Program. The Committee disseminates information to the local bar members throughout its membership rosters and the HCBA’s Lawyer magazine.

TWELFTH CIRCUIT

The Twelfth Circuit Local Professionalism Panel Committee is busy establishing its local professionalism panel pursuant to SC13-688. The Sarasota County Bar Association (SCBA), the South County Division of the SCBA, and the Manatee County Bar Association (MCBA) have held various programs that focused on professionalism and civility. For example, the Young Lawyers Division of the MCBA presented “Java with the Judges” and the Young Lawyers Division of the SCBA presented “Morning at the Courthouse.” The Committee disseminates information on professionalism via newsletters, bar emails, and meetings.

THIRTEENTH CIRCUIT

The Local Professionalism Panel under the Thirteenth Judicial Circuit Professionalism Committee is currently receiving and resolving complaints. Furthermore, the Committee has formulated a set of guidelines for managing professionalism complaints entitled “10 Steps to Handling a Complaint Submitted to the LPP.” In addition, the Committee has held and sponsored a variety of professionalism training programs and presentations such as a presentation on professionalism, ethics, and the LPP at the Hillsborough County Bar Association’s (HCBA) 18th Annual Bench Bar Conference held in October 2014. During the 18th Annual Bench Bar Conference the Committee awarded Deborah Werner with the Thirteenth Judicial Circuit Professionalism Award for her commitment to professionalism, her extensive involvement in the legal community, and her promotion of young lawyer mentoring programs such as the Hillsborough Association for Women Lawyers (HAWL) Mentoring Program. The Committee is active in aiding three other mentoring programs including: (1) the HSBA mentoring program; (2) the Bankruptcy Judges Mentoring Program; and (3) the Ferguson-White Inn of Court Mentoring Program. The Committee disseminates information to the local bar members through its membership rosters and the HCBA’s Lawyer magazine.

FOURTEENTH CIRCUIT

The Fourteenth Bench Bar Professionalism Committee, chaired by Judge James continued...
B. Fensom, has been actively involved in the review of recent judicial elections in the Circuit. In addition, the Committee meets every six weeks to discuss current professionalism issues and mentoring and to identify individuals who need mentoring. The Committee provides information regarding professionalism through emails and bar meetings.

**FIFTEENTH CIRCUIT**

The Palm Beach County Bar Professionalism Committee is divided into four subcommittees, the New Attorney Subcommittee, the Professionalism Panel Outreach Subcommittee, the Professionalism Enhancement Subcommittee, and the Mentoring Subcommittee. The New Attorneys Subcommittee recently held its “4th Annual New Attorney Breakfast” on October 31, 2014. Furthermore, this Subcommittee held two other CLE seminars in December and January and is currently planning its third seminar in February. The Professionalism Panel Outreach Subcommittee has been drafting correspondences from judges to promote awareness of the Local Professionalism Panel Referral Form created by the Subcommittee last year. The Professionalism Enhancement Subcommittee has previously compiled a professional CLE and will be preparing an additional CLE this coming year. The Mentoring Subcommittee has prepared a master list of mentors and is busy matching mentees with potential mentors. The Committee maintains a webpage that is used to disseminate information to the local bar.

**SIXTEENTH CIRCUIT**

The Sixteenth Judicial Circuit Local Professionalism Panel has sponsored two professionalism programs. The first was held on February 7, 2014, when County Judge William Ptomey hosted an open question/answer/suggestion session at the Plantation Key Courthouse with representatives of the judiciary, court programs, court security and the clerks’ office. The second program was presented on November 12, 2014, when County Judge Ruth Becker hosted a luncheon to discuss procedural and ethical e-filing issues with local attorneys and members of their staff. This past year, the Panel has been focused on setting up a Local Professionalism Panel to field and act on complaints. Information disseminated to the local bar is normally provided through emails.

**SEVENTEENTH CIRCUIT**

The Bench Bar Committee held a new lawyer orientation in October 2014 and has been hosting ongoing mentorship programs as well. Information is provided on the Seventeenth Circuit’s website as well as through emails.

**EIGHTEENTH CIRCUIT**

The Eighteenth Judicial Circuit is actively participating in “Justice Teaching,” a signature project of Florida Supreme Court’s Justice R. Fred Lewis, which calls on judges and lawyers to serve as resources for the teachers and students in elementary, middle, and high schools in Florida. In addition, the Seminole County Bar Association hosts monthly meetings throughout the year involving topics of ethics, professionalism, and leadership. The Brevard County Bar Association (BCBA) has been actively hosting and participating in a variety of programs such as the “Mix and Mingle with the Judges,” “Law Day Luncheon,” and CLE seminars that discuss principles of civility, integrity, and professionalism. The BCBA also publishes a newsletter, called The Ex Parte, which is issued through email and U.S. mail and contains articles discussing professionalism in practice and announcing professionalism events in the Circuit.

**NINETEENTH CIRCUIT**

The Nineteenth Judicial Circuit, along with the three local bar associations, sponsored luncheon CLE programs in 2014. Additionally, the local bar associations have participated with the judiciary and Florida Rural Legal Services in developing and presenting an annual Bench/Bar conference usually held in April. Currently, the Committee is planning their 2015 Bench/Bar Conference, which is set to occur in April 2015. Furthermore, the Florida Rural Legal Services annually provides local attorneys an award for pro bono work in recognition of their outstanding professionalism. Information to the local bar is disseminated through email and newsletters from the local bar associations.

**TWENTIETH CIRCUIT**

The Twentieth Judicial Circuit Professionalism Committee has been working on converting their Peer Review Program into a Local Professionalism Panel. Currently, the local bar associations have been planning and creating a variety of professional programs, which include luncheons, different organization meetings, mock trials, and presentations. Information is disseminated to the local bar members through each President. In addition, during 2014, several articles were written and published in local bar association publications for the purpose of educating and disseminating information about the Professionalism Committee and the Local Professionalism Panel.
The Standing Committee on Professionalism and the Henry Latimer Center for Professionalism desire to encourage the fostering of professionalism and civility in up and coming lawyers during their law school experience as they interact with faculty, the Bench and Bar, and the public as a whole. In an effort to gauge Florida law student’s exposure to professionalism core concepts, the Committee and the Center request an annual law school report from each of the 12 Florida law schools regarding professionalism activities and programs offered to improve the ideals of professionalism in their graduates. Based upon information contained in the 2014-15 reports, each Florida law school has infused professionalism in their curriculum, orientation practices, and/or program initiatives.

**AVE MARIA SCHOOL OF LAW**

Ave Maria School of Law is busy promoting professionalism in its student body in several ways. For example, the College of Law introduces all new students to concepts of professionalism at each student orientation. Further, Ave Maria promotes professionalism through an award program which recognizes one student for embodying concepts of professionalism and outstanding academic achievement and honors the student with the school’s most prestigious award, the “Mary, Queen of Lawyers” award.

**BARRY UNIVERSITY DWAYNE O. ANDREAS SCHOOL OF LAW**

Barry University continues to encourage professionalism through innovative programs such as the Student Professionalism Enhancement Program which was enacted in 2009 to develop essential professionalism skills in law students. In addition, in 2012, Barry imposed a unique professionalism graduation requirement. Specifically, students must participate in a minimum of six (6) hours of professionalism enhancement programming by and through the use of practice ready skills modules that discuss a wide variety of professionalism topics such as civility, manners, indirect and direct communication skills, and conflict resolution. Further, each student is required to attend a minimum of one professionalism program each year. In order to aid in the implementation of this requirement, Barry strongly encourages law school student organizations to host and coordinate professionalism programs using the skills modules developed for that purpose. In addition, Barry promotes professionalism by partnering with local organizations and offering several seminars such as the “Pizza and Professionalism” Workshop. This Workshop is co-hosted by the Orange County Bar Association’s Professionalism Committee and promotes professionalism by having members of the Professionalism Committee attend and speak about their personal professional experiences and views.

**FLORIDA A&M UNIVERSITY COLLEGE OF LAW**

To promote professionalism early in a student’s law school experience, Florida A&M University College of Law includes a half-day professionalism program during the first-year orientation. This program demonstrates different, disruptive law school behaviors and identifies how those behaviors can follow the students into the practice of law. The College of Law further encourages professionalism through a mentoring program for students developed by Professor Boothe-Perry with assistance from the Student Bar Association. This program pairs students with mentors and focuses on mentoring in matters of professionalism. In addition to fostering the mentor program, Professor Boothe-Perry continues to promote professionalism through legal publication and has written a soon to be published professionalism article entitled Friends of Justice: Does Social Media Impact the Public Perception of the Justice System? Additionally, the College has an Ad Hoc Committee on Professional Skills Training which assists students in developing the skills necessary to become successful practice-ready attorneys. This Committee focuses largely on professionalism in its professional-skills training.

**FLORIDA STATE UNIVERSITY COLLEGE OF LAW**

Florida State University College of Law has made professionalism an integral part of its legal education by infusing professionalism topics in several offered courses. For example, the College has added two new courses on Jury Selection and Depositions which introduce prospective litigators to a variety of related professionalism issues that arise in these phases of litigation. In addition, first-year students are required to take legal writing courses both semesters, which incorporate professionalism issues. The College of Law’s faculty actively publishes articles on varying topics of professionalism, and one faculty member, Larry Krieger, published two articles on professionalism in 2014 including Walking the Talk: Value Importance, Value Enactment, and Well-Being, 38 J. Motiv. & Emotion 609 (2014) and Service Job Lawyers are Happier than Money Job Lawyers, Despite their Lower Income, 9 J. Pos. Psych. 52 (2014). The College of Law offers workshop and seminar programs on professionalism and has hosted the “Networking Nosh Series” where students were able to network, both in person and virtually, with successful attorneys who serve as professional mentors and role models. Continued...
NOVA SOUTHEASTERN SHEPARD BROAD OF LAW

The Shepard Broad Law Center at Nova Southeastern University highlights the importance of professionalism in several of their offered courses. For example, first-year students are required to take Lawyering Skills and Values I and II, classes in which students are given theoretical problems involving an attorney’s behavior and are asked to determine which model rules apply to the behavior and what proper professional conduct should be taken in each hypothetical. In addition, in an effort to promote professionalism outside of the classroom, the Office of Alumni Relations organizes seminars through its “Law Center Plus” program in which practicing alumni speak on issues of professionalism in practice. Further, the Center’s Career and Professional Development Office hosts “Career Cafés,” which are presentations by seasoned legal professionals on all matters of their practice including ethical and professional issues. Students who attend these presentations earn professionalism points and those students who earn a set number of points are awarded the “Dean’s Certificate of Professionalism.”

ST. THOMAS UNIVERSITY SCHOOL OF LAW

St. Thomas University School of Law encourages professionalism in unique ways. For example, during the fall semester, the St. Thomas Law School sponsored a “Professionalism Day” to acquaint students with the expectations of the legal profession. As part of the Professionalism Day, prominent practitioners shared their perspectives with the student body on practicing law in a professional manner. Additionally, several students and faculty members of St. Thomas University School of Law participated in the Steven R. Booher Inns of Court in Broward County which allows its student-members to work with senior professional members on exercises involving many different aspects of professionalism. In addition to the foregoing, the College of Law sponsors a number of lunchtime programs, facilitated by the Career Services Office, in which visiting practitioners provide insight and guidance on the practice of law and professionalism in various substantive areas.

STETSON UNIVERSITY COLLEGE OF LAW

Starting with first-year law courses, Stetson integrates the importance of professionalism into its coursework particularly in Legal Research and Writing courses, which use the Model Rules of Professional Responsibility to discuss the responsibilities, reputation, and respect that is required of lawyers and law students. In addition, Stetson’s College of Law has developed an innovative program to promote professionalism entitled the Professional Development Conference, in which 25 students are chosen and given an annual stipend to attend professional development conferences, interviews, and events. On a smaller scale, the College chooses approximately 100-150 of its law students to participate in a ten hour local leadership development certificate program which focuses on teaching problem solving and team building skills. In addition, the College of Law promotes professionalism to the entire student body by hosting a 4-hour conference, in conjunction with the St. Petersburg Bar Association, that focuses on civility, the legal professional’s reputation in the community, and enhancing credibility as lawyers entitled “Legendary Lawyers Professionalism Seminar: What Do You Want Your Legacy To Be?”

THE THOMAS M. COOLEY LAW SCHOOL

The Thomas M. Cooley Law School held an orientation in August 2014 for the fall semester and another one in January 2015. Each orientation includes four ethical components to include: (1) Professionalism in Action; (2) Cooley’s Honor Code and Disciplinary Procedures; (3) Cooley’s Commitment to Honor; and (4) Cooley’s Professionalism Plan. This orientation program creates a culture of professionalism in the Law School and exposes students to a professional atmosphere and professional development throughout the enrollment process. In addition, Cooley houses an Ethics and Professionalism Library that maintains approximately 3,237 titles and 5,951 volumes of ethics materials available to students. Further, Cooley promotes professionalism through development committees including: (1) the Ethics and Professionalism Committee; (2) the Personal and Professional Responsibility Committee; (3) the Service Committee; and (4) the Pro Bono Committee. Last, the College of Law offers professionalism workshops to its students such as the Integrity in Our Community Speaker’s Series.

UNIVERSITY OF FLORIDA LEVIN COLLEGE OF LAW

The University of Florida Levin College of Law requires first-year law students to take “Introduction to Lawyering and the Legal Profession,” which introduces the importance of the role that lawyers have in serving clients and society. This course focuses on the evolving nature of legal services, various types of law practices, the demographics of the legal profession, and the challenges lawyers may face in finding personal satisfaction in their careers. The College of Law hosts a Professionalism Week, organized in a collective effort by student organizations and the law school administration, which invites members of the legal community to come in and share advice with students regarding the professional expectations of the legal profession. In addition, the College of Law Navigators Program is an organized event at the federal courthouse in Miami that allows current and incoming law students to meet with alumni to get advice on preparing to enter the legal profession. Last, the College of Law promotes professionalism through an array of seminars and workshops, including the Law and Justice Conference, Spring Boot Camp, and the Second Annual Joe Milton “Civility Matters” Luncheon.

UNIVERSITY OF MIAMI SCHOOL OF LAW

The University of Miami School of Law has been actively promoting professionalism through its unique, award winning professionalism programs such as (1) the Professional Responsibility and Ethics Program (PREP); (2) the Mindfulness in Law Program and (3) the Partnership for Professionalism Program. Through PREP, law students receive one course credit and satisfy their writing or skills requirement by customizing and presenting programs for the local legal community which discuss and confront ethics issues such as the legal profession’s use of outsourcing, social media, e-discovery, and technology. Further, the Mindfulness in Law Program, developed by Professor Scott Rogers, offers several courses intended to increase the students’ ability to focus, concentrate, and relate more effectively to challenging situations, personally and professionally. Last, the Partnership for Professionalism Program is a well-attended bi-annual meeting and dinner where approximately one hundred judges, attorneys, and law students gather for informal roundtable discussions on professionalism.
On March 4, 2015, the Florida State University College of Law hosted a new, student-focused professionalism pilot program entitled the “Winning Edge.” The Winning Edge was developed through the collective efforts of the Henry Latimer Center for Professionalism (the Center), the Standing Committee on Professionalism, The Florida Bar’s Young Lawyers Division (YLD), and the Law Student Division of the YLD (LSD) to encourage and promote the ideals of professionalism in up and coming, young lawyers.

This innovative program, created by the Center, infuses panel discussion with core professionalism concepts such as professional identity, mentoring, networking, and the increased use of social media in the profession. The pilot program held at FSU incorporated discussions from a panel of four, well-respected local Tallahassee attorneys including: (1) Marissa Button with the Florida Department of Business and Professional Regulation; (2) Sean Desmond, a well-respected solo practitioner and former president of the Young Lawyer’s Division; (3) Benjamin Gibson with the Governor’s Office; and (4) Andrew Manko with the Mills Firm, a local appellate practice. The panel gave great personal and professional advice to the law students on maintaining professionalism and a healthy work-life balance in today’s high stakes legal profession.

The moderator, Dean Nancy L. Benavides, provided a succinct and well-organized lecture on the core professionalism concepts, while periodically requesting feedback from the energetic panel. The panel regaled the students with war stories and warned against the dangers of engaging in unprofessional behavior such as informal email communication, bullying tactics, and social media posts regarding the workplace. In addition, the panel encouraged the students to get involved in their legal community by choosing legal extracurricular activities that were near and dear to their own hearts. At the close of the event, the panelists remained after to meet with the students and to offer advice from their own unique perspectives. Students were offered a lunch and beverages.

Overall, the Program was a great success and a great start to introducing law students to the fundamentals of professionalism. The program will launch this Spring at two other Florida law schools, Florida A&M College of Law and Stetson University College of Law. The collective goal of the Center, the Standing Committee on Professionalism, the YLD and the LSD is to offer the Winning Edge at each Law School in Florida. We would like to sincerely thank Florida State University College of Law, the YLD, the LSD, Melanie Kalmanson, Lolita Fernandez, and Dean Benavides for such a smooth and informative first presentation of the Winning Edge!
The 2015 Law Student Professionalism YouTube Contest Winner

The Henry Latimer Center for Professionalism and the Standing Committee on Professionalism is pleased to announce that a winning video has been chosen for this year’s Law Student Professionalism YouTube Contest! “Practice in Motion” is a short video focused on the subtle decisions lawyers make every day that, if repeatedly made incorrectly, could end in ethical violations of The Florida Bar’s Professionalism Expectations and the Rules Regulating The Florida Bar. Four Stetson University College of Law students produced, directed, and/or acted in the video including: Elizabeth Harbaugh, Patrick Iyampillai, Daniel Kavanaugh, and Colby Connell.

The clip is staged as a theme-park safety video which cleverly weaves core concepts of professionalism such as time management, scheduling, and abuse of process into the rules of riding this ride we call the legal profession. The examples set forth in the film seek to showcase ways in which attorneys can easily fall into bad habits which may compromise their professionalism. The group of law students will receive a $500.00 cash prize for their ingenuity and the video is now available for viewing at The Florida Bar’s Center for Professionalism website under the awards and contests tab. Based on the response to this year’s contest, we eagerly await next year’s submissions!
RECENT PUBLICATIONS AND DECISIONS

PUBLICATIONS
Scott M. Weinstein, Lawyer Suicide, Finding a Ray of Sunshine through a Dark Cloud, The Florida Bar News (March 1, 2015).
Jonathan R. Cohen, Open Minded Listening, 5 Charlotte L. Rev. 139, 143 (Spring 2014).

DECISIONS
The Florida Bar v. Cohen, 157 So. 3d 283 (Fla. 2015). Attorney suspended for ten days after he filed a motion for continuance and a notice of unavailability and then willfully failed to appear for the scheduled hearing although no ruling had been made on his motion. The Supreme Court found that the attorney’s willful decision not to appear demonstrated a lack of diligence and was prejudicial to the administration of justice.

Andreas v. Impact Pest Mgmt., Inc., 157 So. 3d 442 (Fla. 2015).* At trial, an attorney mistakenly presented inadmissible evidence to the jury as a result of an incomplete redaction. Opposing counsel capitalized on the attorney’s error and made the inadmissible evidence a feature of his closing argument. The Court reversed the matter for a new trial finding that the attorney’s improper argument undermined the integrity of the adjudicative process.
The Florida Bar v. Marrero, 40 Fla. L. Weekly S25 (Fla. Jan. 15, 2015). Attorney drafted, executed, and witnessed a mortgage loan document that contained misrepresentations. Due to his lack of reasonable diligence, deliberate omissions, and knowing failures to report important information to the lender, the Court found the attorney had violated Florida Bar Rules 4-8.4(c) and 5-1.1(b) and remanded the matter for a determination of appropriate sanctions.
The Florida Bar v. Gass 153 So.3d 886 (Fla. 2014). Attorney was suspended from practice for three years for his misconduct in failing to communicate with his clients. Specifically, the attorney’s failure to communicate with his clients regarding necessary post-judgment discovery disclosure lead to the issuance of a capias and his clients’ arrest.

*As reported by sunEthics, a website that digests cases and articles regarding professionalism, legal ethics, judicial ethics in Florida and nationally, at http://www.sunethics.com/. SunEthics is maintained by Associate Dean of Academic Affairs and Professor of Law at Belmont University College of Law in Nashville, Timothy P. Chinaris, a member of The Florida Bar Standing Committee on Professionalism.

Words to the Wise

“Always do right. This will gratify some people and astonish the rest.”
– Mark Twain

“Weakness of attitude becomes weakness of character.”
– Albert Einstein

“The elevator to success is out of order, so you’ll need to take the stairs, one step at a time.”
– Joe Girard