

The Reporter

Fall 2014

The official publication of Phi Alpha Delta Law Fraternity, International



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to LEADERSHIP



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The Reporter welcomes letters to the editor, Chapter and alumni news and obituary notices. All such materials will be published at the discretion of the editor and should include photographs, if appropriate.

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From The Editor

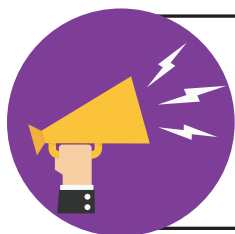
The Reporter's fall theme of 'leadership' is fitting for this issue and for this time in our Fraternity. It coincides with the election of P.A.D.'s new international leadership and preparation for another semester for Pre-Law and Law Chapters.

The Executive Office spent the summer organizing for the 60th Biennial Convention & National Leadership Conference, held July 30th–August 2nd, and preparing student leaders for a successful programming and recruiting semester. Leadership spans from student to professional life. P.A.D. leaders aren't only Chapter officers, Alumni Advisors, District Justices, or Board members, but they are P.A.D.s who make the most of their membership while leading change and offering support to fellow brethren.

Leadership is working with fellow members to ultimately promote the ideals we hold dear as a fraternity. In the following pages you will find outstanding examples of leadership through Chapter volunteering, the P.A.D. committee structure, and the work that your P.A.D. leaders put into their volunteer positions.

Phi Alpha Delta is leadership. We are comprised of some of the most influential leaders in the United States (U.S. Presidents, Representatives of Congress, Judges, Senators, attorneys, etc.) and we promote leadership and to student and alumni members alike.

You get from P.A.D. what you put into it. Leadership is the first step in making the most of, and getting the most from, your fraternity.



Attend professional conferences, like P.A.D.'s Biennial Convention, to participate in a variety of workshops to foster leadership development.

Tips to keep your employees motivated:

- Have lunch with an employee weekly
- Encourage instead of critiquing their behaviors
- Host company parties
- Give occasional small rewards to staff
- Delegate responsibilities among all employees
- Hold a staff retreat to build team spirit



Buffalo Alumni Chapter members at their 'Take Me Out to the Ballgame' event.



Declaration of Purpose

"The purpose of this Fraternity shall be to form a strong bond uniting students and teachers of the law with members of the Bench and Bar in a fraternal fellowship designed to advance the ideals of liberty and equal justice under law; to stimulate excellence in scholarship; to inspire the virtues of compassion and courage; to foster integrity and professional competence; to promote the welfare of its members; and to encourage their moral, intellectual, and cultural advancement; so that each member may enjoy a lifetime of honorable professional and public service."

Mission, Vision & Core Values

Mission

Phi Alpha Delta Law Fraternity, International is a professional law fraternity advancing integrity, compassion and courage through service to the student, the school, the profession and the community.

Vision

We are the preeminent law fraternity promoting the bonds of fraternalism and we are the leader in the development and advancement of professional ideals.

Core Values

Bound together by tradition and our common interest in the law, we share these core values: Integrity, Compassion, Courage, Professionalism, Service, Diversity, and Innovation.



4 Crucial Avvo Profile Tips—Leverage P.A.D. to Boost your Avvo Rating

By David Holt (*Butler Chapter, Minnesota Statewide Alumni Chapter Marshal*)

Let's face it; great attorneys are great at marketing. What's a great way for any attorney to get free exposure? Avvo—an online profile for attorneys (think LinkedIn without the connections). No, I do not work for Avvo. I turned to Avvo as a freshly minted attorney looking to aggressively market my law practice online for free. I called upon P.A.D. to help me accomplish this.

I first stumbled upon my Avvo profile when I “Googled” myself as an attorney: “David J Holt, Attorney Minnesota.” The first search result was my Avvo profile listing me as “Average—5.5.” Yuck. I set out to master Avvo and subsequently raised my Avvo profile rating to over 9 out of 10 in less than 8 months. Today, potential clients routinely cite Avvo as the way they found me. An increased Avvo rating builds credibility and attracts business. Here's my advice to boost your Avvo rating with the help of P.A.D.:

1. Claim and fill out your profile.

Take 10 minutes to fill out your profile. Don't be bashful. Be sure to include all your P.A.D. activities. Under associations, list your alumni chapter. For example: “Minnesota Statewide Alumni Member, Phi Alpha Delta.” Also, did you receive any awards at District Conference or Convention? List those too. Your Avvo rating will benefit from recent awards and current associations. Don't have any awards? Apply for awards by the first Monday in June.

2. Get Published.

Submit an article to a P.A.D. publication, just as I have done here... Yes, that counts. Consider starting and/or contributing to a local alumni newsletter and then list this publication on Avvo. The Supreme Court is not reviewing your Avvo profile submissions; it's a computer algorithm. Avvo's formula is based mainly on contributions. Take advantage of this. P.A.D. can help.

3. Give and Ask for Endorsements.

For starters, if I know you from a previous convention, I am happy to endorse you. Of course, my endorsement will be limited to my

judgment of your character and professionalism. Once again, Avvo doesn't care about the nature of your endorsements and neither do potential clients reviewing your profile. Endorse your fellow P.A.D. attorneys and request that they endorse you. Give and you shall receive.

4. Go Speak.

Not a fan of public speaking? I cannot think of a better place to start than a P.A.D. District Conference or breakout session at a P.A.D. Convention. Pick a topic you feel comfortable with. I am big on healthcare and the Affordable Care Act so I spoke at District Conference about where I thought new attorneys should look for jobs as a result of the healthcare reform. Consider giving a crash-course on an area of law you are interested in.

Now go get started! I am happy to share more general advice regarding Avvo profile building. Please reach out to me and connect on the P.A.D. online network.

You can view David Holt's Avvo profile by searching for 'David Holt' in 'St. Paul, MN'.



“You don't lead by pointing and telling people some place to go. You lead by going to that place and making a case.”- Ken Kesey

Message from the International Justice

By Stephen T. King (*International Justice, Wythe*)

Phi Alpha Delta is a training ground for leadership. Twenty years ago I attended my first Convention in Conroe, TX as a Law Chapter delegate. I was a Chapter officer but did not aspire to anything more at that time. In the intervening years, I advanced through various leadership positions—Alumni Advisor, District Justice, Associate Tribune, and International Executive Board member. Up until a few years ago, I did not even entertain the notion of serving as P.A.D.'s International Justice. The idea that I would one day serve in that capacity would have been unfathomable without the years of training and mentoring I received inside of the organization.

As I am quickly discovering, to serve as International Justice is a formidable challenge. Though I should have taken a clue from all of the former International Justices who greeted me with “congratulations and condolences” shortly after my election. Since returning from the 2014 Convention in Scottsdale, AZ, the affairs of P.A.D. have been my constant companion, and that is because with leadership comes accountability. Certain tasks must be done. Certain appointments must be made. Certain deadlines must be met. The ultimate responsibility for these things falls upon the leader of the organization. The larger and more complex the organization, the more important it is for a leader to delegate authority to meet these responsibilities. As I am discovering, at a certain point a leader needs to let go of the details and entrust them to others.

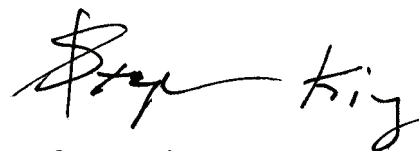
One certainly need not aspire to the position of International Justice to gain valuable insight and skills in the realm of leadership. From a broader

perspective, the leadership skills learned within P.A.D. are transferrable. As law students become lawyers and as young lawyers become older lawyers, we sometimes are called upon to fill leadership positions in

volunteer, civic, and government organizations. Many of us end up in leadership positions at work as well. The responsibilities and challenges of leadership are more easily met when leadership becomes a familiar task. As with any good skill, this one can be developed through practice and good habits.

As I write this, I am a mere two weeks into my term as International Justice. I want to extend my thanks to all of those who serve in leadership and volunteer positions throughout the organization. I am overwhelmed, not by the burdens of office, but by the willingness of so many to serve for the greater good of Phi Alpha Delta. We step into these positions not for our own glory, nor for any pecuniary reward, but simply to fulfill the Fraternity's mission of service to the student, the school, the profession, and the community. It is a rather old-fashioned notion of civic virtue, but it certainly lives on in P.A.D.

Fraternally,



Stephen T. King,
International Justice



“A real leader uses every issue, no matter how serious and sensitive, to ensure that at the end of the debate we should emerge stronger and more united than ever before”- Nelson Mandela

P.A.D.'S 2014–2016 International Executive Board

P.A.D.'s International Executive Board and Tribunal are comprised of accomplished and dedicated members of the Fraternity. We want to take this opportunity to introduce you to your newly elected leaders who will make important decisions on fraternity policy, appointments to official positions, and work with the Executive Office to support the entirety of Phi Alpha Delta. We are grateful for their decades of service (detailed in italics below their names) and look forward to continued improvements and initiative over the next biennium.

Stephen T. King, International Justice

(Wythe Clerk, Wythe Alumni Advisor, District XVI Justice, Associate Tribune, International Vice Justice & Secretary)

Stephen graduated from the College of William & Mary with both a B.A. in English and History and his J.D.

In 1998, he moved to New Orleans to become a staff attorney for the Fifth Circuit, U.S. Court of Appeals. Stephen served as a career law clerk in Hattiesburg, Mississippi in April 2002 under former U.S. District and later, U.S. Circuit Court Judge Charles W. Pickering, Sr.

He traveled to Gulfport, MS after Judge Pickering's retirement in December 2004 and has served as a career law clerk to U.S. Magistrate Judge Robert H. Walker for almost 10 years.

Kathleen Maloney, International Vice Justice

(Kennedy Justice, Assistant District XX Justice, District XXIII Justice, Alumni Advisory Council Member, Redding Alumni Justice, Associate Tribune, Chief Tribune, International Board Member at large, International Secretary)

Kathleen (Kitty) Maloney received her B.A. in psychology from California State University at Long Beach, her M.B.A. from the University of LaVerne and her J.D. from Hofstra University School of Law.

Sister Maloney is the current staff attorney manager at Covington & Burling LLP in Washington,



From left to right, top row: Arnold Hirsch, Pierre Priestley, John Karasek, B.J. Maley, Araj Ahmed, Kim Gallant, Hon. Richard McCully, Ronald Winter. Bottom row: Daniel McDowell, Kathleen Maloney, Stephen King, Jay Ross, John Miquel.

DC. Since joining the firm in 2007, her areas of specialty include managed review services, project management, electronic discovery solutions, and litigation support. Prior to joining Covington, she was the national director of eDiscovery Solutions for a litigation support company. Kitty is admitted to practice in NY, MD, D.C., and the U.S. Supreme Court.

Jason Ross, International Secretary

(Paterson Marshal; NJ Statewide Alumni Justice, Vice Justice, and Clerk; Magaw Philadelphia Alumni, Frelinghuysen Alumni Advisor, District XXII Justice, International Board Member at large)

Jason (Jay) Ross completed his B.S. at Rutgers University and received his M.P.A. and J.D. from Seton Hall University. After law school, he served as a law clerk for the State Administrative Law Judges throughout various cities in New Jersey.

Continued on next page



Get involved in local volunteer organizations and practice leadership skills by heading a committee or project.

In 2003, he was appointed as a Deputy Attorney General in the New Jersey Division of Law, where he handled matters on behalf of the New Jersey Department of Education, School Ethics Commission, Board of Examiners and Department of Human Services.

From 2005 to 2012, Brother Ross served as a Deputy Attorney General with the Enforcement Bureau of the New Jersey Division of Alcoholic Beverage Control. Currently, he has a private law practice in Neptune, New Jersey. He is admitted to practice in FL, NJ, and the U.S. Supreme Court.

Daniel McDowell, International Treasurer

(District XXXIII Justice, P.A.D. Audit Committee Member, Watson Justice)

Daniel McDowell received his degree from Duquesne University with a double major in accounting and finance. He later graduated from the University Of Pittsburgh School Of Law and was a founding member of the Pittsburgh Tax Review.

Brother McDowell is currently manager of contract administration for a company that provides advanced instrumentation, control and automation technologies. He has also served as vice president and relationship manager for PNC Wealth Management. Before joining the bank, Brother McDowell was employed as a tax consultant for Ernst and Young, LLP, and worked as an attorney in private practice.

Brother McDowell is a member of the Finance Committee, and the Investment Subcommittee, of the Allegheny County Bar Association in Pittsburgh.

John Miquel, International Marshal

(Mentschikoff officer, Assistant District Justice, District Justice, Convention Host Committee Chair)

John Miquel works as a Director for Themis Bar Review, in Denver, CO. A former trial attorney in Miami, Brother Miquel split his professional practice between criminal defense (formerly an Assistant Public Defender for the Eleventh Judicial Circuit of Florida), commercial & residential landlord/tenant

disputes, and insurance defense with a focus on toxic tort litigation. He is a member of the FL and CO bars.

John Karasek, International Board Member

(Redding Alumni Vice Justice and Marshal, Alumni Advisor, Associate Tribune)

John Karasek earned his degree in Chemistry from the University of Pittsburgh and later graduated from the Thomas M. Cooley Law School

Brother Karasek is the Supervisory Intellectual Property Counsel for the Office of Naval Research and is responsible for the entire range of intellectual property issues handled by ONR on behalf of the Department of the Navy. Prior to his arrival at ONR, he was an intellectual property attorney for the Naval Research Laboratory from 1991 to 2009 as the principal legal advisor to the NRL Commanding Officer and Director of Research.

Brother Karasek graduated from the Federal Executive Institute's "Leadership for a Democratic Society" program. He received the Department of the Navy's Meritorious Civilian Service Award. He is admitted to practice in PA and the U.S. Patent and Trademark Office.

Araj Ahmed, International Board Member

(Brandeis Justice and Treasurer, District XXIII Justice)

Araj Ahmed earned her B.S. in psychology from the University of Maryland, College Park and later graduated from American University Washington College of Law. She is an employment attorney at the Office of Naval Research and is licensed to practice in D.C., MD, and the U.S. Supreme Court.

Kim Gallant, International Board Member

(Russell Justice, Assistant District XVII Justice, District XVII Justice)

Kim Gallant received her undergraduate degree in criminal justice from the University of Georgia and later graduated from Georgia State University College of Law. She was a prosecutor for ten years on behalf of the State of Georgia and is currently a staff attorney for a judge on the Superior Court bench in Gwinnett County, GA. She is licensed to practice in GA and the U.S. Supreme Court.



Everyone is a leader. The question isn't if you can, it's how you do.

Berton J. Maley, International Board Member

(Webster, Chicago Alumni Justice, West Suburban Alumni Justice, District X Justice, Alumni Advisory Council Chair)

Berton (B.J.) Maley attended Loyola University of Chicago for both his bachelor's and law degree. He is the vice president and managing bankruptcy attorney at Codilis & Associates, P.C., concentrating in secured creditors' rights in bankruptcy, mortgage foreclosure, and related matters. He is admitted to practice in IL, IN, WI, the U.S. Court of Appeals, and the U.S. Supreme Court.

Ronald J. Winter, International Advisory Board Chair

(Alden Justice & Marshal; Niagara Frontier & Buffalo Alumni; Executive Secretary; Pre-Law Director; District Justice; Regional Coordinator; Associate Tribune; Board Member at large; International Secretary Advocate, Vice Justice and Justice; Alumni and Pre-Law Advisory Councils)

Ron Winter graduated from the University of Buffalo Law School in 1981. Prior to his 13 years as a Confidential Law Clerk to a NY Supreme Court Justice, he served Niagara County as an Assistant District Attorney for 18 years, the last ten as Chief of Homicide prosecutions. He is a member of the Adjunct Faculty of the State University at Buffalo Law School where he is an instructor of Trial Technique.

Brother Winter is admitted to practice in NY, the Western District of NY Federal Court, and the U.S. Supreme Court.

The Honorable Richard McCully, Chief Tribune

(Atlanta Alumni, Distinguished Service Chapter Member, McKellar Chapter Founding Member and Charter Justice, District Justice, Board Member At Large, First Full-Time P.A.D. Executive Secretary)

The Honorable Richard McCully graduated with his B.S. and J.D. from the University of Memphis, holds an M.P.A. from the University of Tennessee, and attended the FBI National Law Institute. After high school, Brother McCully served in the U.S. Navy and in the U.S. Coast Guard Auxiliary for over 40 years,

receiving the Auxiliary Sustained Service Award and a Unit Citation during Operation Desert Storm.

Brother McCully was appointed as a U.S. Administrative Law Judge for the Northern District of Georgia in 1994. Brother McCully has also served as a prosecutor in both Ft. Lauderdale and Nashville, TN and a partner at a law firm. While practicing in both cities, he was instrumental in the establishment of P.A.D. Alumni Chapters in each.

Arnold N. Hirsch Associate Tribune

(Coke Chapter Marshal; District V Justice; International Treasurer; International Board Member-at-Large)

Arnold Hirsch received his B.A. from Hofstra University and received his J.D. from the University of Toledo. He is currently practicing plaintiff's personal injury and elder law, which include estate planning, guardianships, conservatorships, wills, trusts, and probate.

Brother Hirsch is involved in the community as a Sustaining Member of the Arizona Trial Lawyers and as a member of the Arizona and American Trial Lawyers. In the past, he has served on the Board of the local Chamber of Commerce and the local Lions Club.

Pierre Priestley, Associate Tribune

(McKinley Chapter Justice; Chicago Alumni Chapter Justice, Vice Justice, Clerk, and Historian; District XI Justice; Deputy International Justice; Northern IL Justice; Alumni Advisory Council Member; Executive Board Chairman)

Pierre Priestley has a B.A. in accounting and political science from Mercyhurst College and earned his J.D. from the Ohio State University Moritz College of Law. He has an M.B.A. from the University Of Chicago Booth School Of Business.

Brother Priestley is a licensed attorney (OH) and Certified Public Accountant (inactive). He has over 30 years of experience as a tax attorney and consultant. He is currently a Senior Vice President & Manager of the Specialized Services Division of Investment Property Exchange Services, Inc. in Chicago, IL.



“A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves.”—Lao Tzu

How to Prep for the Hot Practice Areas

By Hillary Mantis (*National Jurist*, Contributing Editor)

I'm not an economist, but as a career counselor I do see signs of life in the job market. It seems to be getting better — slowly. But as it's improving, it's changing.

The experts seem to concur.

"Law graduates must enter law school with the understanding that the jobs picture, while strengthening, is one that will continue to evolve, and in the course of that evolution is almost certain that new opportunities will present themselves," according to James Leipold, Executive Director of NALP.

So, how do you position yourself to take advantage of these emerging opportunities?

If you and I had a crystal ball that could predict the future, we would try to find out what types of jobs, and practice areas would be in demand by the time you graduated. That way you could position yourself, while a student, by taking courses in those areas, doing externships, becoming active in student groups, and writing a paper or note.

Add all of the above to your resume, and voila — you have a targeted resume to use in applying to jobs in growing practice areas. You have now developed somewhat of an expertise.

But how do you find out the growth areas so you can position yourself?

Right now, from what I have seen and heard, compliance is a very big area, real estate has made a comeback, and litigation seems stable. Health care seems very hot, as does IP. Some practice areas, like family law and criminal law, always seem to have a need for lawyers. Others, like real estate and bankruptcy, are more cyclical.

But it's hard to predict what areas will grow in the future. So if you haven't graduated yet, it makes sense to stay up on the legal news.

The National Jurist is writing a detailed report on the hottest practice areas that will appear in its September issue.

Until then, some good resources include NALP, which tracks all sorts of data about law salaries, hiring, and growth areas. It also publishes a nice summary of the legal news of the week, which you can access through their website (www.nalp.org). I also like Robert Denney's reports on the legal job market (www.robertdenney.com).

There are other resources, and of course right at your own law school you have professors who are experts in emerging subject areas, and alumni practicing in those areas.

While you are a student it's easy to forget that the real world is out there — and it's changing all the time. A little ongoing research and strategizing now could pay off for you bigtime in the future.

Hillary Mantis consults with law students, pre-law students, and lawyers. She is a Director of the Pre-Law Program at Fordham University and author of Alternative Careers for Lawyers. For more information, you can write to Hillary at altcareer@aol.com.



The P.A.D. Integrity Award, presented by the Niagara Frontier Alumni Chapter (NFA), was presented during the annual Law Day Luncheon of the Niagara County Bar Association.

NFA Justice Robert M. Restaino presented the award

to Lockport Attorney F. Gerard Hogan (pictured fourth from the left) for his steadfast adherence to the principles upon which P.A.D. was founded and for his loyalty to the profession and the client he represents. Mr. Hogan accepted the award with his usual humility and appreciation to the Fraternity for its recognition.

The Mayo Clinic, ranked as the number one hospital in the U.S. by the U.S. News & World Report, states that practicing assertive behavior has many important benefits. By being more assertive, you can raise self-confidence and strengthen your communication skills.

Promoting Service to the Profession and Community with WISE



In honor of Women's History Month, the Twin City Alumni Chapter (TCAC) sought to promote the presence of women in the legal profession through mentorship and community service. Throughout March, TCAC partnered with the Women's Initiative for Self-Empowerment (WISE) a nonprofit organization in the Twin Cities that support and develop leadership and academic skills in immigrant and refugee high school age girls who have limited English proficiency and have only lived in the U.S. for 1-3 years. TCAC created three

'Women in the Law' discussion panels were attended by female alumni members who spoke to students at local high schools and community centers in the St. Paul area. The purpose of the 'Women in the Law' panels was to promote undergraduate and graduate school attendance and help give the students insight into opportunities in the legal profession.

The girls who participated in the discussion panels were part of WISE's Girls Getting Ahead in Leadership (GGAL) Program. Many of the girls in the GGAL program are new to this country and most will be the first in their family to attend college. Each discussion panel spoke to the girls about reasons for entering the legal profession, the basics of the law school admissions process, and how the legal profession can be beneficial personally and professionally. The 'Women in the Law' panels were a success with over 50 GGAL girls participating!

TCAC would like to thank alumni members Wynne Reece, Nysha Cornelius, Kate Smith-Thompson, Kate Maier, Sarah Eyberg, and Daphne Ponds for giving their time to make this wonderful community service project possible!



The P.A.D. Open Forum

Looking to connect with your fellow P.A.D. members? Want to share ideas, offer guidance, or ask for advice? Visit the Open Forum at pad.org and join the conversation!

How can you use the Open Forum? Here are some ideas:

- Fundraising ideas
- Find out how to set up a law practice
- Share your Chapter's outstanding programming
- Use as a resource for networking and referrals

If you'd like to receive Open Forum posts by email, go to the "My Settings" tab in your profile, and subscribe to the Open Forum.

Let your leadership roles stand out on your resume by including strong action verbs to your advantage. Instead of 'responsible for,' words such as achieved, delegated, led, managed, and oversaw imply your leadership skills to employers.



Outstanding Alumni Chapter Award/Chapter Merit Award
West Suburban Alumni Chapter

Most Improved Alumni Chapter Award
New York City Alumni Chapter

Outstanding Professional Program Award
Vincent Vitullo Ethics & Professionalism Seminar: Ethics in the Electronic Age
(Chicago Alumni)

Outstanding Social Program Award
Softball Team
(Central Oklahoma Alumni)

Outstanding Community Service Program Award
Women of Wise Women in Law Panels
(Twin City Alumni)

The George Fink Outstanding Alumni Chapter Justice Award
Peter Bastianen
(West Suburban Alumni)

Charles Tom Henderson Outstanding Alumni Chapter Vice Justice Award
Steve Fenske
(Twin City Alumni)

William B. Robertson Outstanding Alumni Chapter Clerk Award
Stephen Hoffman
(Twin City Alumni)

Rex G. Hardy Outstanding Alumni Chapter Treasurer Award

Vytenis (Vito) P. Kirvelaitis-
(West Suburban Alumni)

Enid Williams Ross Outstanding Alumni Chapter Marshal Award
Daphne Ponds
(Twin City Alumni)



Stanley H. Kohn Outstanding Chapter
Story Chapter

Most Improved Chapter
Corliss Chapter

Alex Hotchkiss Outstanding Justice
Victoria Sweeney (Read)

Paul Meier Outstanding Vice Justice
Kristen Wagner (Lawson)

Frank E. Gray Outstanding Clerk
Cristina Beckles (Bradwell)

Dalphine MacMillan Outstanding Treasurer
Aisha Servaty (Monroe)

Jack Miller Outstanding Marshal
Andrew Schmidt (Engle)

Outstanding Academic Program
Above The Curve (Fletcher)



Outstanding Alumni Program
Networking Event (Read)

Outstanding Community Service
Paint the Town (Engle)

Outstanding Professional Program
What's The Worst That Could Happen? (Staples)

Outstanding Social Program
Chili Cook-Off (Corliss)

Top Recruitment
1st Story Chapter, 127 initiates
2nd Rockefeller Chapter, 87 initiates
3rd Read Chapter, 81 initiates

100 New Initiates
Story Chapter, 127 initiates

Student Body Ratio
Hull Chapter, 29% of their student membership



Meet or Beat

Rockefeller: 87
Pinckney: 60
Terrell: 59
Penn: 50

Service scholarships were awarded to the following:
1st Robert E. Redding Service Scholarship
Jessica Marshall (*McManus*)
2nd Donald R. Moore Service Scholarship
Jennifer Dorner (*Engle*)
3rd William R. Robertson Service Scholarship
Rene Cramer (*Reese*)
4th Matthew S. Rae, Jr. Service Scholarship
Frank DeRosa (*Lincoln*)
5th C. Raymond Judice Service Scholarship
Cole Cameron (*Lawson*)



Membership in the **Distinguished Service Chapter** is the highest honor bestowed to a P.A.D. member in recognition of a lifetime of outstanding service. Norman Owen (*Beaumont*) was presented with a medal honoring his 45 years of service. Brother Owen, a 23 year Convention attendee, has held International Executive Board positions including Justice, 2nd Vice Justice, Advocate, Proctor, Secretary, and Treasurer. He has served as Associate and Chief Tribune, District Justice and Chairman of the International Advisory Board.

The Meritorious Service Award is awarded in recognition of a member's service to the Fraternity, notably in excess of the ordinary. The award was presented to the following P.A.D. members:

Melody Crick-Peters (*Truman Chapter, Seattle Alumni Chapter, District 1 Justice, District 4, 5 Liaison*)

John K. Norris (*Blackstone, Illinois Statewide & Chicago Alumni, District 11 Justice*)

The Dan D. Halpin Award is awarded to a District Justice who has served in their position long-term, five consecutive years, with a consistently high level of achievement. The award was presented to the following P.A.D. members:

Mara Nader (*Binghamton University Pre-Law, Carmody, District XXIX Justice*)

Jennifer Remare (*Frankfurter, Boston Alumni, District XVIII Justice*)

John K. Norris (*Blackstone, Illinois Statewide & Chicago Alumni, District 11 Justice*)



Stan Jones Outstanding District Justice

Allison Janowitz (*District 25*)
(pictured at right with Past International Justices Rhonda and J. Derek Hill)

Outstanding District

District 25

Most Improved District

District 17





The Barbara Jordan Public Service Award is presented biennially to a P.A.D. member for their lifetime commitment to and contributions to the “rule of law,” and their contributions

to the judicial system, in keeping with the spirit of our departed sister, U.S. Congresswoman Barbara Jordan. The award was presented to the Honorable Ruth V. McGregor (*Black*), retired justice of the Arizona Supreme Court who was in attendance.



Convention evening receptions are named in honor of esteemed P.A.D. members including the **Frank McCown** Purple & Gold Party and **Stanley H. Kohn** Reception. The closing event on Saturday evening was named the **Fredrick J. Weitkamp** P.A.D. International Awards Banquet in honor of P.A.D.’s Executive Director Emeritus and Distinguished Service Chapter member. This high honor recognizes Brother Weitkamp’s 63 years of fraternal service and support.

Convention was host to the following presenters who shared their valuable knowledge and unique perspective on the legal profession.



Don West, known for his role as co-counsel in the highly publicized State of Florida vs. George Zimmerman trial of 2012, spoke to the ‘Anatomy of an Opening Statement- How the Media Influences Public Perception.’

Vince Sicari (aka Vince August) (*Tilden*), who resigned his NJ Judge job to pursue a stand-up comedy career, presented ‘Choosing the Right Career Path is no Laughing Matter’ and discussed perceptions and attitudes in the legal field.



Tammy Metzger, founder of JuriSense, presented her workshop ‘Prepare to Win: A Jury Consultant Demonstrates Typical Pre-Trial Research.’



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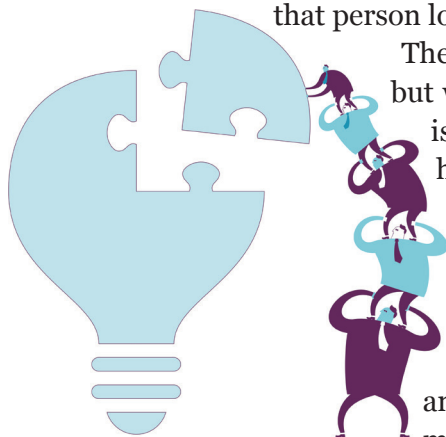
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The Face of Leadership

By MaryCathleen Fenske (*Twin City Alumni Justice*)

If you were asked to describe a leader, what details would you include? Is that person intelligent, opinionated, well-spoken, extroverted, charismatic, male, female, tall, athletic? Each of us has an idea of what a leader is, what type of characteristics that person possesses, how that person uses a position of power, and even what that person looks like.



There may be an idea of a typical leader, but when it comes down to it, every person is capable of being a leader. Everyone has something that they are good at and, when given the opportunity, they can take what they are good at and become a leader.

P.A.D. provides the opportunity for members to take what they are good at and lead. Not everyone is going to be a member of their Chapter's Executive

Board, nor does every member want a position on the board, but there are alternative options for people to lead – even the people that may not fit the typical idea of a 'natural born leader.'

One way that P.A.D. provides leadership opportunity is through committee structures. Many Chapters use committees to plan and implement specific programming that committee members are interested in. Some committee members may use their position as a stepping-stone to their Chapter's Executive Board where others will stay on committees, enjoying the opportunity to work on specific projects and take on those committee leadership roles.

Committees allow a small group of Chapter members to organize events without sitting on the board, which is a great way for a Chapter to utilize a larger number of members' talent and abilities while producing fantastic Chapter programming.

Some of the best P.A.D. leaders are those who plan and execute events without prompt or help from others. Those in committees may find the committee hinders event success because there are many differing opinions. It is faster and easier for an individual to make decisions. Those that do are



***"If you can't swallow your pride, you can't lead. Even the highest mountain had animals that step on it."*—Jack Weatherford**

great leaders because they take a personal interest in creating value for their fellow members and their community. If your Chapter is lucky to have a member like this, then that person should be encouraged to move forward with their plans and always be thanked for their contributions.

Leaders can be found in many Chapter positions. The traditional leadership of a Chapter's Executive Board should reach out to members who show interest in joining committees, planning events, or even just assisting in one aspect of an event. When people are given the opportunity to take the lead on a project, it becomes personal and the success becomes their own.

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Amy Envall, Esq.

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In Memoriam

The Honorable Walter Glenn Bridges Sr. (*Morgan, Past District XVII Justice*) passed away in March this year. Brother Bridges was as a Distinguished Service Chapter member, the highest honor awarded in P.A.D., for his fraternal commitment and outstanding service.

Prior to joining P.A.D. in law school, Brother Bridges served in the U.S. Army 106th Infantry Division in the Battle of the Bulge during World War II. He worked as Assistant Deputy Solicitor for the Bessemer area of Jefferson County before starting as a County Judge. He retired after his promotion to Circuit Judge. Despite his retirement, Brother Bridges remained involved in the legal profession as a supernumerary judge for over a decade.

Outside of P.A.D., Brother Bridges belonged to multiple veterans' organizations including the Veterans of the Battle of the Bulge, American Ex-Prisoners of War and served on the Board of Directors of the 106th Infantry Division Association.

We thank Brother Bridges for his 64 years of dedication and fraternal support. He will be missed.



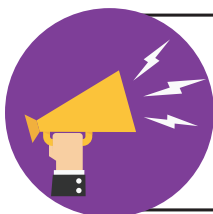
In July the Robert E. Redding Alumni Chapter volunteered to serve lunch at So Others Might Eat (SOME), an interfaith, community-based organization in Washington, D.C. that offers a comprehensive, holistic approach to caring for the homeless and extremely poor citizens of our nation's capital. Redding members served food, set place settings, and washed dishes.

Pictured are D.C. members with an NYC alum who connected with them through the revamped pad.org.

Creating a vision board is a great way to hone in your future goals. It helps you brainstorm ideas to maximize your leadership potential. Head to your nearest store to purchase magazines and a corkboard to start pasting away.

What to Include In Your Vision Board:

- **Photos of role models, inspirational leaders, or successful celebrities that you admire.**
- **Images of places you would love to live, visit, or travel. Include any special points of interest.**
- **Words that describe the person you would like to become in the future.**



As a leader, focus on followers' strengths, not weaknesses. Attitude is everything and can change how you interact and are perceived.

Alumni Chapters

Alumni Chapters provide alumni with a way to meet, reconnect and network. There are 34 active Alumni Chapters across the nation, including virtual and statewide Chapters. We know alumni are busy, so Chapters serve as a networking resource, an aid to your career, community service and social fun. As an alum, there is no membership fee, so if you have any questions or are interested in joining, contact Alumni Director Cory Freeman at cory@pad.org.

Chapter Executive Board or Leadership Training School?

By B.J. Maley (*Webster, West Suburban Alumni, International Board Member-at-Large*)

When I was in law school and serving as Webster Chapter Vice Justice, my District Justice Alan Zerkowitz told us that the same skills we had to develop to become effective Chapter officers would make us effective lawyers and leaders in the legal profession. Think about some of the skills and attributes that we associate with effective leadership and you'll see that Brother Zerkowitz was right on the mark.

When looking to identify employees at my firm with leadership skills, I look at a person's ability to work as part of a team, delegate, communicate, persuade or inspire, be creative, and effectively manage time. These are all attributes developed and exhibited by effective P.A.D. Chapter officers.

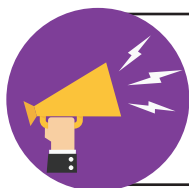
***"The strength of the team is each individual member. The strength of each member is the team."*—Phil Jackson**

P.A.D. Chapters are run by a collaborative board of officers. Although each officer has a defined role with specific responsibilities, the best boards work as a team. Exceptionally talented individuals may be able to run an effective Chapter on their own, but if they don't work with and develop leadership skills in others, the Chapter will take a severe hit when that individual graduates.

Being able to identify the strengths and weaknesses of your team members, including your own, and to use each team member effectively is a vital part of good leadership. Developing these skills as a board member prepares for leadership roles in professional life.

***"You can delegate authority, but you cannot delegate responsibility."*—Byron Dorgan**

Sometimes it's difficult for a Chapter officer, particularly the Justice, to remember that he/she is just one person and shouldn't do everything. Getting others to share tasks is part of effective leadership and an important step both in fighting Chapter apathy and in developing future leaders. Being an effective leader requires delegation while retaining responsibility. Assign tasks, effectively follow up, encourage, and provide necessary tools. Knowing what talents to take advantage of and how to encourage without smothering is something you can learn as an officer.



You can reach goals most successfully with help of others, both those you work for, and those who work for you.

***"The single biggest problem in communication is the illusion that it has taken place."*—George Bernard Shaw**

Running a successful Chapter is difficult, involving many moving parts and roving people which make excellent communication vital. How many times have you heard the excuse: "I thought ____ was doing it" or "I didn't know about it"?

The best officers, and lawyers, are master communicators and give precise, clear instructions and information to members. A good leader can get the message delivered. Being a successful leader requires the ability to communicate well which is valuable throughout professional life.

***"We are all salesmen every day of our lives. We are selling our ideas, our plans, our enthusiasms to those with whom we come in contact."*—Charles M. Schwab**

The ability to persuade is essential in good leadership. Successful P.A.D. leaders sell by persuading their membership to work on programming and by convincing students and lawyers to join P.A.D. I've always thought Chapters should have the 'Rain Maker of the Year' recruiting award. If one member does an outstanding job convincing students to sacrifice money and time to join P.A.D., that person is going to do an outstanding job negotiating deals, advocating positions, and bringing in business in professional life.

Continued on next page

"Time is a created thing. To say, 'I don't have time' is like saying 'I don't want to.'—Lau-tzu

Law students and lawyers are both extremely busy. Sometimes the ability to balance commitments and manage time is most important for success. Being a Chapter leader adds to this burden and challenges one to manage time for themselves and their members. As a leader, utilize the tools P.A.D. provides for planning Chapter activities and getting members involved.

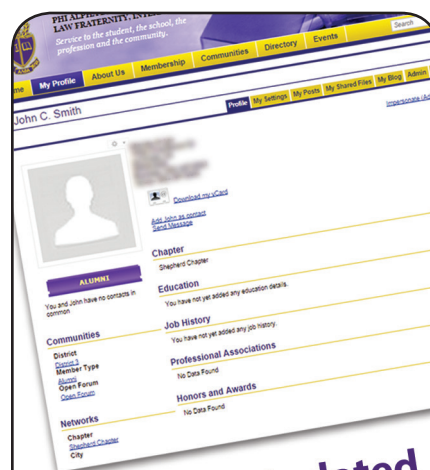
"Ability is nothing without opportunity."—Napoleon Bonaparte

We often tell members that what you get out of P.A.D. is you put in to it. If all you want is a line on your resume, just join. If you want to benefit professionally and socially with a chance to improve your professional network and opportunities to develop skills and abilities, get involved.

Take advantage of the opportunities P.A.D. provides; get involved and seek leadership roles as students and alumni. Make your Chapter and fellow members successful, and you will find yourself more successful as a P.A.D. member, as a lawyer, and as a leader!



"A great person attracts great people and knows how to hold them together."—Johann Wolfgang Von Goethe



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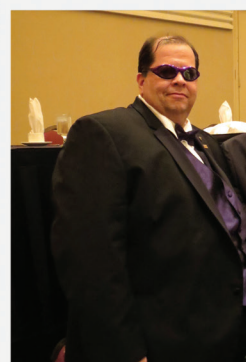
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Board member B.J. Last Past Supreme Ju Historian Emeritus, C.

Stephen King 'roasting' Past International Justice Ron Winter



The International Advisory Board



Pre-Convention Board Meeting

Mr. B.J. Maley with
the Justice, and P.A.D.
s, C. Raymond Judice

The swearing in of the 2014-2016
International Executive Board

"This summer I attended my first Convention, and despite being brain-fried by the bar exam, I left with a stronger love for P.A.D. and a desire to step-up and take on a role beyond my time in school. Seeing the fraternal spirit of P.A.D. again and again was inspiring!"
Naitasia Hensey (*MacLean, Boston Alumni, Assistant District XVIII Justice*)

"Inspiring! It was a wonderfully welcoming environment that made you want to hold leadership positions with P.A.D. for the rest of your life."
Sherri Marie Carr (*Humphrey, Atlanta Alumni*)

"Convention was an amazing welcoming to the Fraternity. I have never felt so welcomed and supported by any organization that I have ever been a part of. I know that if I ever need anything I have an amazing network of brothers all looking for me to succeed." Krista Garcia (*McManus co-Justice*)

"This was my second Convention and first as an alum. I took the pledge for 2016 because Convention is a family reunion! Hope to see you there." David Holt (*Butler, Minnesota Statewide Alumni Marshal*)

"I thought the Convention content was the best ever, and the highlight was officially naming the Awards Banquet in perpetuity the 'Fredrick J. Weitkamp Banquet' in honor of our Executive Director Emeritus!" Hon. Richard McCully (*Chief Tribune, McKellar, Atlanta Alumni*)

"Convention motivates me. Not only is it great to learn new skills from our presenters and speakers, but, for me, the real inspiration comes from the amazing brothers and sisters hailing from all over the world that love P.A.D. as much as I do. Nothing is better than reconnecting, remembering the history, and planning for a bright future together. Can't wait for 2016!" Leah Farmer (*Story, Chicago Alumni, District XIII Justice*)

"Convention is the best place to go to experience the magnitude of the fraternal bond of P.A.D." René Cramer (*Reese Justice*)

"Being with all the other P.A.D.s from around the country, learning about the history from the leaders I look up to and hearing new ideas from the law students and new alumni helps me to feel re-purpled and re-golded and ready to take that enthusiasm back to my District." Melody Crick Peters (*Truman, Seattle Alumni, District 1,4,5 Justice*)

"For me the 60th Biennial Convention was a reconnection to old friends and a shot in the arm for my law school and alumni chapter. For the first time I was at a convention with lawyers that I did not want to end, I will be back in two years!" Robert Lara (*McManus, Assistant District V Justice*)

"This was my first Convention as a P.A.D. alum and as Assistant District XI Justice. I was so proud to watch District XI Justice John Norris receive the Dan Halpin Award and the Meritorious Service Award for his extraordinary dedication to the fraternity! I'm lucky to work with such an awesome District Justice!" Lindsay Ruedig (*Lincoln, Illinois Statewide co-Justice, Assistant District XI Justice*)





Take The Pledge!

The 'Take The Pledge' Committee was created in the midst of the enthusiasm engendered during our 2014 Convention. Our focus is P.A.D.'s 2016 Convention, August 3-6, 2016, location to be determined.

Our intention is to increase Law Chapter and student participation in Convention 2016. Ultimately, we want every active Law Chapter (appx. 190) represented by at least two members.

Concurrently, we will be encouraging our recent increase in alumni member participation to continue. We want greater involvement by young alumni members, who will be our leaders of the future, who are activating Alumni Chapters, who are moving our programming forward and who will form the P.A.D. network of the future. We also want to 'reclaim' alumni members who used to attend Conventions but have fallen out of this practice.

The concept is simple: we are seeking members who are willing to pledge attendance to the 2016 Convention and who will actually attend. We encourage younger members to set aside \$15 per week from now until Convention so they will be ready to participate. For Law Chapters, we recommend they set aside \$20 per week until Convention to help fund at least two members to attend.

Over 300 members have pledged already!

Are you willing to join them and 'Take The Pledge'?

For details, please contact John F. Weitkamp, TTP Chair, jweitkamp@aol.com or FB message.



Leadership is organization. Others may have the same ideas, but your confidence and organization is what makes you a leader.

P.A.D.'s 61st Biennial Convention & Leadership Conference in 2016 will be in Washington, D.C.!

Mark your calendars for summer 2016 as we are moving Convention from Scottsdale to Washington, D.C. We look forward to welcoming P.A.D. law students and alumni to our nation's capital for excellent programming and fraternalism.

Rates for both law students and alumni are:

- \$499 Double Occupancy
- \$699 Single Occupant
- \$199 Off-Site Registration

'Take the Pledge' and start saving now. We'll see you in 2016!

"Every two years, P.A.D. members across the country get excited to attend Convention to participate in networking, fun and much more. This Convention was the first ever for the Minnesota Statewide Alumni Chapter. Earlier this year we became fully operational and are in the process of growing.



Convention surpassed my expectations and lit my fire to facilitate networking with fellow P.A.D.s. As a first-time attendee, I cannot place into words how awesome this experience was, but I can say that I will make sure to attend every Convention for years to come. For those who have not attended before, you need to start saving now and attend. I met lifelong friends, future business partners and learned a lot. On a personal note, I want to thank my grant contributors for their financial support in getting me to convention for the first time. I thank you from the bottom of my heart!

Thanks to Convention the MN Statewide alumni are motivated, excited and prepared—here we come!" Andrea Warda (*Minnesota Statewide Alumni Clerk*)



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It's time to start planning for the 49th P.A.D. Day at the Supreme Court on Monday, June 1st, 2015.

P.A.D.s from across the country will travel to Washington, DC to be admitted to practice before the United States Supreme Court. This is a momentous event and great opportunity to become a member of the U.S. Supreme Court Bar and network with your fellow P.A.D. alumni.

Applications are due in April, 2015 but we suggest reserving your spot early.

For more information contact Cory Freeman at cory@pad.org or 410-347-3118.