



The Reporter

Issue #1, 2019

The official publication of Phi Alpha Delta Law Fraternity, International



Integrity, Courage, Service, Compassion, Innovation, Diversity, & Professionalism



Message from the International Justice

As we approach the halfway point of the 2018–2020 biennium, our International Executive Board (IEB) continues its work on the three initiatives (Revitalization of Weak and Inactive Chapters; Restructuring of International and Regional Events; and International Expansion) that will move Phi Alpha Delta forward into the 2020s. As each initiative's committee—led by various IEB members—collect data, conduct research, and make recommendations, it is inevitable that there will be some change. As former U.S. President John F. Kennedy so eloquently stated 56 years ago, “time and the world do not stand still. Change is the law of life. And, those who look only to the past and present are certain to miss the future.” This still holds true today. While it is easier to continue doing the same things over and over again, great things are not derived from comfort zones. You need to go beyond what you know to achieve success and be better, as success lies beyond what we are comfortable in. So, for Phi Alpha Delta and our members to move forward and remain on the cutting edge, changes are necessary because we cannot afford to miss the future.

We know that change is tough, thus our IEB is open to, and encourages, the expression of constructive criticism of and opposition to any such changes (it is also encouraged that this be accompanied by research, as the IEB's initiative committees have put substantial time into collecting data and researching reasons for change). After all, we are dealing with quite a few aspiring and practicing lawyers here. However, this is only provided that such discourse remains professional and civil. As a fraternal organization, professionalism and civility are expected of our members in their interactions with others. These standards are applicable to our in-person meetings, telephone communications, and written correspondence, as well as our email messages,

and social media posts. Accordingly, as members of Phi Alpha Delta, we should all be conscious and careful with what we send out or post. As International Executive Board Member-at-Large Michelle Isherwood reminded me this morning, “Words have power. Use them wisely.” In a world where polarization and divisiveness seem to be more prevalent, Phi Alpha Delta has the opportunity to lead by example in showing others what professionalism and civility are all about.

The state of professionalism and civility in the legal profession has been getting quite a bit of attention lately. In fact, many State Bar Associations have made this a priority. All states with Mandatory Continuing Legal Education (CLE) require at least some Ethics credits to be completed, however, Utah is actually one of the few states that requires both Ethics and Professionalism and Civility credits to be completed each cycle. Utah has recognized that the Rules of Professional Conduct lay out the legal framework for what's required of attorneys, but does not instill moral guiding principles, such as fairness, honesty, and integrity, in attorneys. Ethics rules merely explain what is required of attorneys, but do not elevate the profession to a higher standard of what we expect from attorneys. Being true to our core values, our goal is to improve the perception of those who are fortunate enough to be members of Phi Alpha Delta, by adhering to this higher standard requiring professionalism and civility from all of us.

Essentially, let's keep working together to embrace the changes that will move Phi Alpha Delta forward to do great things, while being professional and civil to each other.

Fraternally,

Jay Ross
Jason Michael Ross,
International Justice



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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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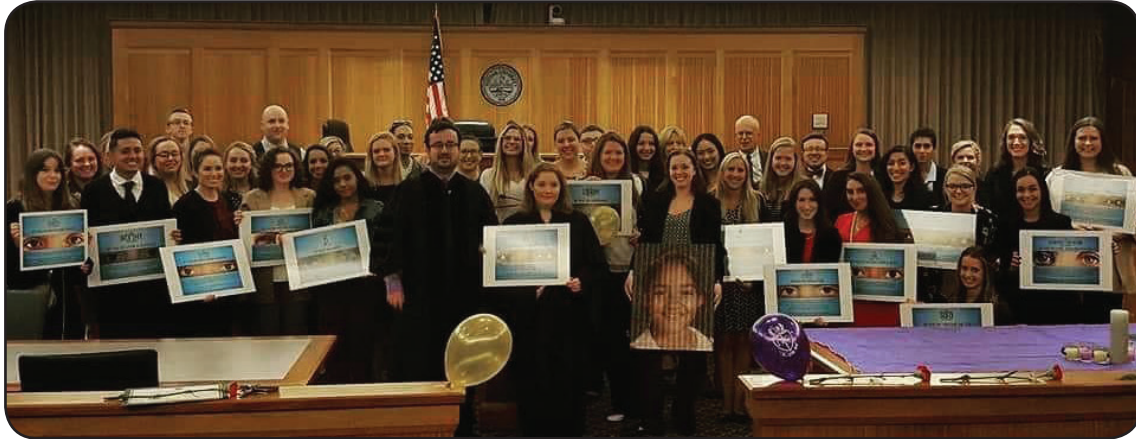


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Chapter News



At this semester's joint **MacLean and Frankfurter Chapter** Initiation, we participated in our first philanthropy project of the year. We worked with Now You See, a campaign to bring awareness to survivors of childhood sexual and physical abuse. In partnership with the Suffolk County District Attorney's Office, Now You See works to put a face to these brave survivors. You can support by following @nowyouseesuffolk on Instagram and other social media platforms.



Buffalo Alumni Chapter initiated Anthony Pitnell (*University at Buffalo Pre-Law*) who took the oath of membership from P.A.D. honorary member, and Federal District Court Judge, Hon. Lawrence J. Vilardo in Judge Vilardo's courtroom on the eighth floor of the Robert H. Jackson Federal Courthouse in Buffalo, NY.



Phi Alpha Delta epitomizes Integrity, Courage, Service, Compassion, Innovation, Diversity, & Professionalism. Going forward, we want the P.A.D. brand to be synonymous with these Core Values.

To do so, we spotlight members, events, law firms, and other organizations who share these values. In this issue look for the core values icons to indicate which articles feature P.A.D.'s Core Values.



The Phi Alpha Delta Inspiration Fund

The Phi Alpha Delta Inspiration Fund is a new P.A.D. Foundation fund established to award grants to law school chapters, alumni chapters, and district leadership to fund innovative and inspirational regional and local membership events. These events will provide professional development and community service opportunities and encourage fraternalism while increasing the positive image of Phi Alpha Delta in the community.

Requests will be reviewed by the founders of the Inspiration Fund and must be submitted 30 days prior to the event. Funds must be used to provide leadership, educational, or charitable events. To apply for a grant, please visit bit.ly/PADInspire.

Below are photos from one of the first Inspiration Fund recipients—the J. Sullivan Chapter of Saint Louis University School of Law.

SLU Law's Got Talent

By Michelle Meloche (*Past Justice, J. Sullivan Chapter*)

The Inspiration Fund assisted in the implementation of the first big charity event hosted by the J. Sullivan Chapter of P.A.D.—“SLU Law’s Got Talent.” The Fund allowed us to provide the necessary food and supplies to ensure a successful event. Thanks to the grant we were able to allocate all of the event’s proceeds to our newly-established “Members Helping Members Fund,” which any J. Sullivan Chapter member may apply for in a time of need or to assist in subsidizing the P.A.D. International Initiation Fee to make P.A.D. membership more widely available to all students in the SLU Law community.



Gaining Traction:

How New Lawyers Can Gain Skills and Experience At The Trial And Appellate Level

By Kerry L. Shipman (*Haynesworth Chapter*)

Many aspiring litigators have undoubtedly wondered how to get the chance to take depositions, argue motions, examine witnesses, and appear before an appellate court. The distance between these goals and the position of most junior attorneys is especially substantial in firms where the average client is a large corporation and the average case involves millions of dollars in dispute. Although these factors do make getting experience more difficult, there are still plenty of opportunities to develop courtroom advocacy skills within a few years of law school graduation.

The first step for any attorney who wants to become an experienced trial or appellate advocate is to get into court, and that normally means pro bono work. Non-profits helping asylum seekers, victims of domestic violence, tenants and alike are located in almost every major city. These non-profits' assignments are almost always litigation matters that involve courtroom appearances on the client's behalf, briefing and witness preparation, yet can be handled by one or two attorneys without an undue time commitment. In sum, pro bono offers valuable experience, benefits the bar and the community, and upholds the ethical obligation to provide uncompensated services that benefit the public.

Despite the obvious benefits, attorneys often eschew these pro bono opportunities because the substantive law is not "corporate" in nature. This is a mistake because these pro bono experiences still provide exposure to the basic tenets of all courtroom advocacy, which unsurprisingly, is advocacy. Put differently, all courtroom work is devoted to convincing the fact-finder that a given client should prevail. All trials—from a simple traffic ticket to a multimillion dollar dispute—turn on how well an advocate can marshal the facts and law to demonstrate his client's entitlement to relief. All appeals turn on convincing a tribunal that an error did, or did not, occur in previous proceedings. Advancing the arguments of the client in court is what a courtroom advocate does and the skills that they rely on to do it transcend a given area of substantive law.

For example, being able to tailor an argument to a fact-finder on the fly, or what attorneys often refer to as "thinking on your feet," is a skill that involves being able to read the courtroom and rapidly recall the relevant facts and law. By the same token, responding to opposing counsel involves being able to anticipate objections and counter-arguments and prepare for them in advance. Examining witnesses is again a skill that transcends contexts because all witnesses must have their testimony elicited in a clear

and cogent fashion; all cross-examination needs to highlight the flaws that are inherent in the testimony. Whether the witness saw a leaky faucet or a thousand documents being shredded, the experience of factual development remains the same.

The fact that pro bono cases often involve unfamiliar subject matter is more a blessing than a curse. Courtroom advocates are going to present a wide variety of cases in their career because trials are rare and appeals are rarer still. In turn, a courtroom advocate's substantive practice areas will often be broader than a corporate attorney's and courtroom advocates must be able to apply their advocacy skills to unfamiliar areas of substantive law. Pro bono work's ability to teach the process of learning unfamiliar law is, in fact, perhaps its best attribute.

Attorneys should look for pro bono placement in areas that they are interested in. That said, junior attorneys would be well advised to never forget that pro bono offers mentorship opportunities, and choosing a placement that offers access to skilled litigators as mentors may make up for working on a slightly less interesting subject.



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Image credit: © iStock.com/FANDSrabutan

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Not only is good mentoring and training useful to learn the law, but it also provides connections to more experienced courtroom advocates who can later be resources. Attorneys must consider how much time they have to devote to their placement. The goal here is a good experience for the client, attorney, and non-profit. Choosing an overtaxing assignment is simply counterproductive to these aims.

After gaining a solid courtroom background, junior attorneys should seek out in-depth educational enrichment opportunities. For example, various Inns of Court, bar associations, and other professional organizations offer trial advocacy classes. These classes typically span weeks and involve skilled instructors who present on all aspects of even the most complex trial matters.

At the same time, junior attorneys are often grouped into teams and tasked with preparing and presenting a case under the supervision of these instructors. The experience often culminates in a mock-trial presided over by a sitting judge and under the supervision of senior litigators. The senior litigators and judges provide pointers and feedback, often during and after the exercise.

While not trial experience per se, these practice trials offer even more opportunities to hone courtroom skills and the chance to get the attention of the litigators who handle commercial matters.

A junior attorney involved in a larger corporate case should try to make themselves an expert on its relatively more obscure aspects. It goes without saying that just about every attorney on a case will have views on how to cross-examine the CEO on the main issue because everyone has been thinking about that. What is far less likely is that members of the team will have strong views on the right way to cross-examine the junior accountant about a certain obscure auditing technique that he or she used. And that spells opportunity for junior attorneys.

So, in sum, preparation is key. Junior attorneys need to focus on getting into court so they can learn the skills that are part and parcel of courtroom advocacy. They also need to come to the attention of the attorneys with the matters they want to be involved in through educational programs and immersion into the less well-understood aspects of a given case. With that, and a little luck, most junior attorneys can get the trial practice that they desire.



Make a Difference Donate to the P.A.D. International Foundation

Your generosity to the International Foundation makes a difference in the lives of students and P.A.D. alumni; your support continues our mission to provide leadership, scholarship, professional development training, and continued services opportunities to members.

Visit www.pad.org/about/padinternationalfoundation for more information.



Update Your P.A.D. Membership Profile!

One of Phi Alpha Delta's best member benefits is our online membership directory.

Log in today to update your profile with your current contact information and practice/career information.

Chapter News

White Chapter held a community service event dedicated to feeding the Baton Rouge-area homeless. Thanks to donations from Matherne's Market, chapter members assembled nearly 200 bagged lunches containing sandwiches, chips, water, treats, and Mardi Gras beads. Community Service Chair, and event organizer, Brittney Reed and Justice Nicholas Algero delivered the bagged lunches to St. Vincent DePaul. Algero said of the event, "It was rewarding to be able to give back to our community, especially people who truly need help with the basic necessities of food and water." Brittney Reed remarked, "the most rewarding part was seeing the children get excited for the chips, snacks, and Mardi Gras beads."



Washington Chapter held a lunch-time panel and recruitment event called "General District Court (GDC): The Fastfood of Justice." Participants included a local GDC judge, the Clerk of Court, and local attorneys who regularly practice in GDC.



A good time was had by all at the first annual **New Hampshire Alumni Chapter's** Winter Fest! Pictured left-right: Nicole Grida (*McReynolds-Sanford* 2004), Mara Harvey (*Carmody* 2000), Travis Nader, Charlie Nader, Jennifer Remare (*Frankfurter* 2005), Melissa Dewey (*LaGuardia* 1998), Renee K. Hasman (*Kennedy* 2009), Melissa McGavin (*Middleton* 2014), and Robert Capone (SPAD).



Fletcher Chapter had an eventful 2018. At the P.A.D. Biennial Convention, they received First Place for Outstanding Professional Program. They also received a Law Chapter Merit Award at the District 26 Conference. **Top Left:** *Attending the Food and Wine Festival at Epcot Center the day before their District Conference.*

Bottom Left: *Hosting their "Breakfast With P.A.D." recruiting event.*
Bottom Center & Right: *Fletcher Chapter members at the 2018 Biennial Convention, where they won First Place for Outstanding Professional Program.*



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Making Your Website Disability-Friendly

By Don Macaulay, (*National Jurist Contributor*)

People who are deaf, blind, disabled, or suffering from hearing loss, visual impairment, and motor impairment will encounter more challenges when searching for a lawyer.

Websites may be designed in a way that is not conducive to keyboard-only navigation. Videos and audio may be inaccessible to people with hearing loss. Important graphics and charts may include colors indistinguishable to people with color blindness.

If your law firm's website is not accessible to people with disabilities, you may be missing out on a big chunk of your potential client base. Nearly 20 percent of Americans live with some sort of disability. In addition, people over the age of 65 account for about 15 percent of the population. Two million people are blind, 7.6 million are auditory impaired and 19.9 million cannot use a mouse.

If you specialize in personal injury, elder law, estate planning, or literally any other practice area, your website should cater to people with disabilities. Fortunately, there are several easy steps you can take to make sure that your website is accessible. Here are a few tips you can use to create a disability-friendly website.

Use Periods In Abbreviations

Abbreviations are common in the legal community. Lawyers use J.D. instead of juris doctor. They may use IRS instead of Internal Revenue Service. Abbreviations are also prevalent when citing court decisions and other legal resources.

Using periods, or spelling out the abbreviated term, will help visitors using a screen reader understand what you are talking about. Screen readers will read out every word on your website phonetically. So if you practice tax law and you use IRS throughout your website, a visitor using a screen reader will only hear "irs." To make sure this doesn't happen, use I.R.S.

Create Subtitles And Transcripts For Audio

Lawyers love putting videos on their websites. Video is often found on home pages, about us pages, practice pages, and landing pages. Video is highly engaging and can be a great resource for law firms. But for people with hearing impairments, the message can fall flat.

To make sure that all of your visitors benefit from video on your law firm's website, you should include subtitles in the video.

Fortunately, YouTube has tools that allow users to add subtitles. At the very least, you should include a transcript to accompany the video.

Use Alt Tags For Photos

If a photo is worth a thousand words, then what are you saying to your visitors with visual impairment or blindness?

Do a quick assessment of the photos on your website. When you hover over an image on your site, do you see little words appear? These are called alt tags. When a web visitor uses a screen reader, the information in these alt tags will be read aloud. This will be all of the information the visitor will have regarding the photo.

The good news is that you can easily change the alt tags for the photos appearing on your website. Each photo should have an alt tag that includes a brief but accurate description of the photo.

Continued on next page.

Image credit: © iStock.com/ z_wei



Continued from page 10.

If it is a picture of you working at your desk, for example, the alt tag should say “attorney _____ working at her desk.”

Describe And Highlight Your Links

Admit it. In the past when you linked to another page on your site, or have a call to action for a free consultation, you probably embedded the link with the words “click here.” We are all guilty of it, but the practice should stop now.

If your website includes internal or external links to additional sources of information, your links should be descriptive. Instead of “For a free consultation, “click here,” your links should say something like “To schedule a free consultation, fill out this form.”

In addition, your links should be underlined and color contrasted to make them stand

out from regular text so that colorblind readers can easily identify clickable links.

Choose Colors Wisely

Speaking of colorblind users, you should be wary of your color choices when designing your law firm’s website.

For example, pairing yellow text on a green background may make it nearly impossible to distinguish the text from the background. Instead, opt for color choices that provide contrast. Black and white is an obvious choice, but you can also play around with different color combinations.

Try Out A Website Accessibility Tool

If you want to make your law firm’s website as accessible as possible, there are a number of tools on the market that can do it for you. UserWay, for example,

is a free Wordpress plugin that instantly helps people with a range of disabilities access all of your website. The tool can enlarge the text on your website, read your site’s pages, desaturate colors, create more color contrast and it highlights links.

With these simple steps, your law firm will improve its compliance with accessibility requirements under regulations such as the American Disabilities Act. But more importantly, your prospective clients will be able to navigate your website with ease and find the information they are looking for.



Niagara Frontier Alumni Chapter members were among the 16 P.A.D. members who attended the Niagara County Bar Association’s annual Law Day Luncheon. Keynote Speaker Paul J. Cambria (Coke), a Buffalo attorney and renowned legal expert on the First Amendment, addressed the 115 attendees on the theme “Free Speech, Free Press, Free Society.”

Pictured at near right is the recipient of the Niagara Frontier Alumni Chapter’s Integrity Award, Alfonso Marra Bax, center, holding the award.

Far right, L-R: Paul J. Cambria (Coke), Alfonso Marra Bax (Niagara Frontier Alumni), Past International Justice Ronald J. Winter (Niagara Frontier Alumni)



2019 Law Mock Trial Competition

1st Place

Sanford Chapter Team 1
University of Tennessee College of Law

2nd Place

King Chapter
Villanova University School of Law

3rd Place

Magruder Chapter Team 2
University of Illinois College of Law

4th Place

Kenison Chapter Team 1
University of New Hampshire School of Law

Outstanding Prosecution

Magruder Chapter Team 2
University of Illinois College of Law

Outstanding Defense

Starr Chapter
University of Connecticut School of Law

Outstanding Fraternalism

Story Chapter
DePaul University College of Law

Outstanding Advocate

1st Place: Donovan Justice, Sanford Chapter Team 1,
University of Tennessee College of Law
2nd Place: Austin Skelton, King Chapter,
Villanova University School of Law
3rd Place: Daniel Byrd, Starr Chapter,
University of Connecticut School of Law

Outstanding Witness

1st Place: Sean Salimi, Kenison Chapter Team 1,
University of New Hampshire School of Law
2nd Place: Alanna Lareine, Kenison Chapter Team 1,
University of New Hampshire School of Law
3rd Place: Rachel Tom-Quinn, Sanford Chapter Team 2,
University of Tennessee College of Law

Team rankings list can be found at
www.pad.org/events/lawmocktrial.



Top Left: Congratulations to Sanford Chapter Team 1 members for winning this year's competition! L-R: Emily Carnder, Natalie Loless, Cole Hodge, and Donovan Justice

Middle Left, L-R: International Justice Jason M. Ross, Outstanding Advocate winner Donovan Justice, Deputy Director Marlana Weiss, and International Board Member-at-Large Nicholas Lee.

International Justice Jason M. Ross, Outstanding Advocate winner Donovan Justice, Deputy Director Marlana Weiss, and International Board Member-at-Large Nicholas Lee.

Bottom Left, L-R: International Justice Jason M. Ross, Outstanding Witness winner Sean Salimi, Deputy Director Marlana Weiss, and International Board Member-at-Large Nicholas Lee.

Right, Top to Bottom: Outstanding Defense Winner Starr Chapter, Outstanding Fraternalism Winner Story Chapter, Outstanding Prosecution Winner Magruder Chapter Team 2.



P.A.D. Milestones

Compiled by Melissa Dewey (*LaGuardia 1998*)

Allison Bloom (*Wm. O. Douglas 1991*) was re-elected to a new 2-year term to the Board of Directors of the National EMS Management Association and became one of the first women elected to their Executive Board. Their mission is to educate, advocate and credential the EMS leaders, while guiding the evolution of the Profession of Paramedicine.

Daniel A. Cotter (*Chicago Alumni 2010*) recently published *The Chief Justices: The Seventeen Men of the Center Seat, Their Courts, and Their Times*. Daniel A. Cotter practices in Chicago and is a Past President of the Chicago Bar Association and an Adjunct Professor at the John Marshall Law School.

Heather Darsie (*Dooley 2008*) recently published *Anna, Duchess of Cleves: The King's Beloved Sister*. Heather's fluency in German aided in her research of primary sources in the archives of Germany, Switzerland and the Netherlands.

Bryan Feldman (*Rockefeller 2006*) was recently named to the 2019 New York Metro Rising Stars List. Bryan is an associate in New York City with Havkins Rosenfeld Ritzert & Varriale. He is also an Assistant District Justice for District XXI.

Bobby Ficklin, Jr. (*Humphrey 2010*) was recently named to the 2019 Michigan Rising Stars List. Bobby is the Principal and managing attorney at Ficklin Law Firm, PLLC in Lansing, MI. He is also the District Justice for District XII.

Alida Marcos (*Touro 2014*) was awarded the NYC Law Department Tort Division Chief Award this past December. Over 900 attorneys work at the Law Department representing the City of New York in all affirmative and defensive civil litigation as well as juvenile delinquency and Administrative Code enforcement proceedings.

Mara Nader (*Carmody 2000*) was made Partner at Lamb & Barnosky, LLP in Melville, NY where she practices Education, Labor and Municipal Law as well as the Estate Planning.

Olivia Paulo-Lee (*Alden 2014*) was made Partner at the recently-rebranded Long & Paulo-Lee, PLLC law firm in Williamsville, NY. Olivia has worked at this firm since she was 16, only taking a few months off for the NYS Bar Examination. Long & Paolo-Lee PLLC is a general practice firm specializing in working with small to medium-sized businesses and handles matters ranging from employment litigation to real estate transactions and estate planning for families.

Kaylin Pelletier (*Madison 2015*) began a fellowship with Equal Justice Works Veterans Legal Corps working exclusively with military veterans, active duty military, and their family on all civil legal matters.

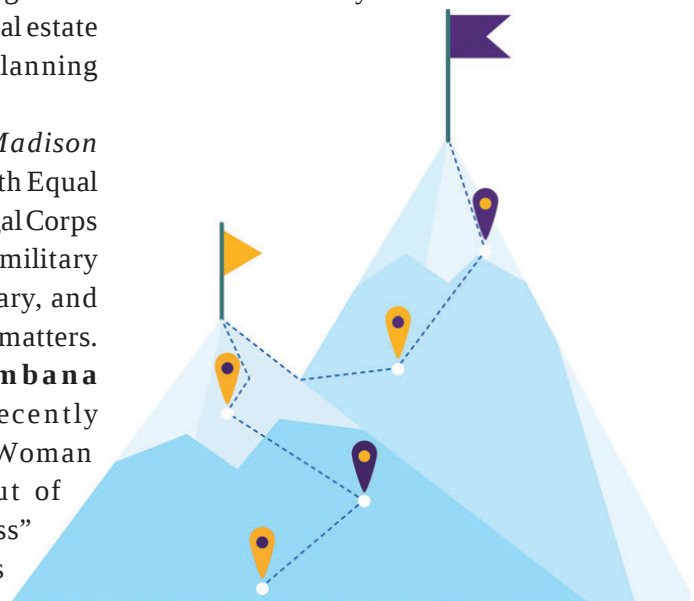
Neil St. John Rambana (*Fleming 1999*) was recently featured in Tallahassee Woman Magazine in their debut of "Men Who Mean Business" section which highlights

men around the city who make it a point to be supportive of the women in Tallahassee. Neil is a partner at Rambana & Ricci, PLLC in Tallahassee, FL.

Elizabeth Ricci (*Fleming 1998*) was awarded the "Woman Who Means Business Innovator Award" from Tallahassee Woman Magazine. The Innovator Award is given to a woman who has found a way to use her creativity and passion to create/work at a business where she motivates others and helps to turn good ideas into successful realities. Elizabeth is a partner at Rambana & Ricci, PLLC in Tallahassee, FL.

John G. Service's (*Rasco 1973*) collection of short stories, *A Cat's Claws: Stories to Read Late at Night*, is now available for purchase on Amazon.

Amber Thomson (*Langston 2013*) joined the Board of Directors of Ms. JD. Ms. JD is a nonprofit, nonpartisan organization dedicated to the success of aspiring and early career women lawyers.



Chapter

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1. Burger Chapter
2. Watson, Jr. Chapter
3. University of Iowa Pre-Law Chapter Initiates
4. Meck Chapter
5. Hollowell Chapter

6. Lusk Chapter
7. Cherry Chapter
8. Sanford Chapter Immunity Week
9. Troy University Pre-Law Chapter Recruitment
10. UCLA Pre-Law Chapter Reactivation

Caption

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itions:

11. Lamar Chapter
12. Troy University Pre-Law Chapter
13. Florida Atlantic University Pre-Law Chapter
14. Read Chapter
15. Langston Chapter

16. District XXIV Conference
17. Watkins Chapter
18. Bradwell Chapter
19. Penn State University Pre-Law Chapter
20. University of Iowa Pre-Law Chapter



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Join your fraternity in Orlando, Florida in August, 2020!
Phi Alpha Delta's Biennial Convention is held every two years to bring together P.A.D. student and alumni members from around the world. Programming consists of workshops, panels and guest speakers on a variety of topics.

Convention presents invaluable fraternal networking, professional growth, and leadership development opportunities for both student and alumni members.

Visit www.PAD.org/events/Convention2020 for more information.