

Session

10:40 - 11:10 a.m.

(Professionalism)

Salon 2

*The Value of Bar
Participation*

Barry H. Grodsky

LSBA President

Taggart Morton, LLC

New Orleans

Barry H. Grodsky
LSBA President, 2018-19

Barry H. Grodsky is a partner in the New Orleans firm of Taggart Morton, L.L.C. He received a BBA degree, with honors, in 1979 from the University of Texas-Austin and his JD degree in 1982 from Tulane University Law School. He was admitted to practice in Louisiana in 1982. Grodsky served as Louisiana State Bar Association (LSBA) president-elect in 2017-18 and as secretary and editor of the *Louisiana Bar Journal* from 2013-15. He represented the First Board District on the LSBA's Board of Governors and chaired the Committee on the Profession. He coordinates several law school professionalism programs for the Bar. In 2009, he accepted the American Bar Association's Smythe Gambrell Professionalism Award on behalf of the Committee on the Profession. He is a member of the Budget Committee and the Bar Governance Committee and serves on the LSBA Fee Arbitration Panel. He also served on the Continuing Legal Education Committee. He received the LSBA's President's Award in 2008 and 2010 and the Bar's Outstanding Service Award in 2013-14. He is an instructor at Tulane University and received the Tulane University Teacher Recognition Award in 1993. He was a Tulane University Faculty Fellow from 2000-02 and received the Distinguished Faculty Award in 2016.

LSBA:

Who We Are and How We Serve our Members



Serving the Public. Serving the Profession.

Formation of the LSBA

- **Act 54 of the 1940 Legislative Session**

Authorized the Supreme Court to create the Louisiana State Bar Association and require all lawyers practicing law in Louisiana to be members

- **March 2, 1941**

LSBA organized as Louisiana corporation

How many lawyers?

- Eligible LA Attorneys:
 - **22,798**
 - (in good standing)
 - 12/03/2018

The Generations

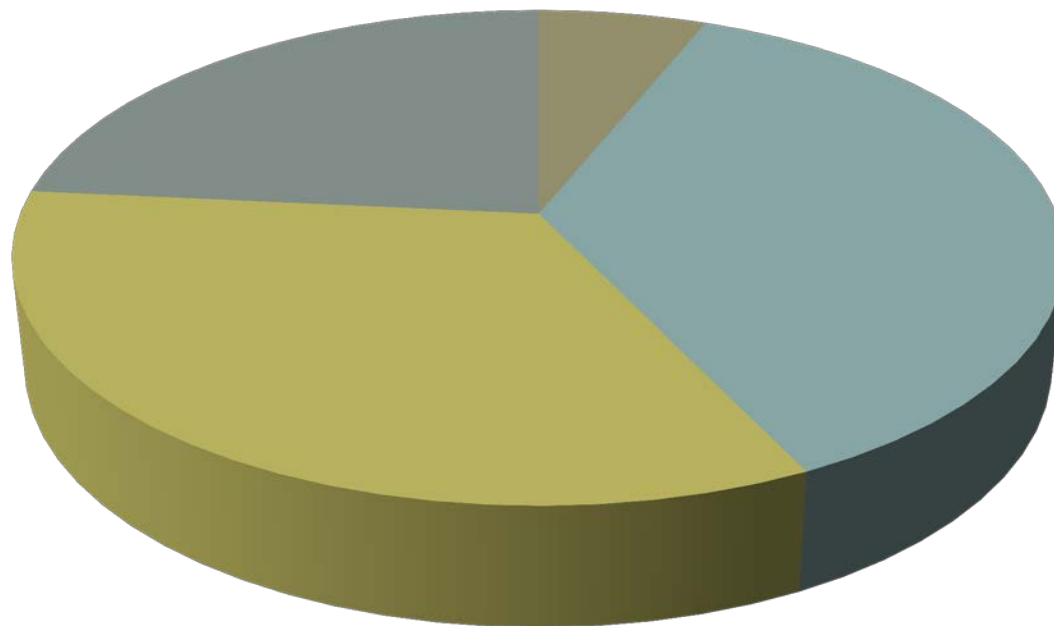
- Veterans/The Silent Generation – 1945 and earlier
- Baby Boomers – 1946 to 1964
- Generation X – 1965 to 1980
- Millennials – 1981 to 2000
- Generation Z – 2001 to 2015

Generational Traits

- Veterans
 - Believe you earn your own way through hard work
 - Value conformity and conservatism
 - Favor top-down chain of command
- Baby Boomers
 - Hardworking and motivated by position, perks and prestige
 - Achievement oriented and career focused
 - Competitive in workplace
- Generation X
 - Technologically adept
 - Independent, resourceful and self-sufficient
 - Willing to change jobs to get ahead
- Millennials
 - Feel pressured to succeed
 - Prefer egalitarian leadership, not hierarchies
 - Motivated, goal-oriented, confident in themselves and future

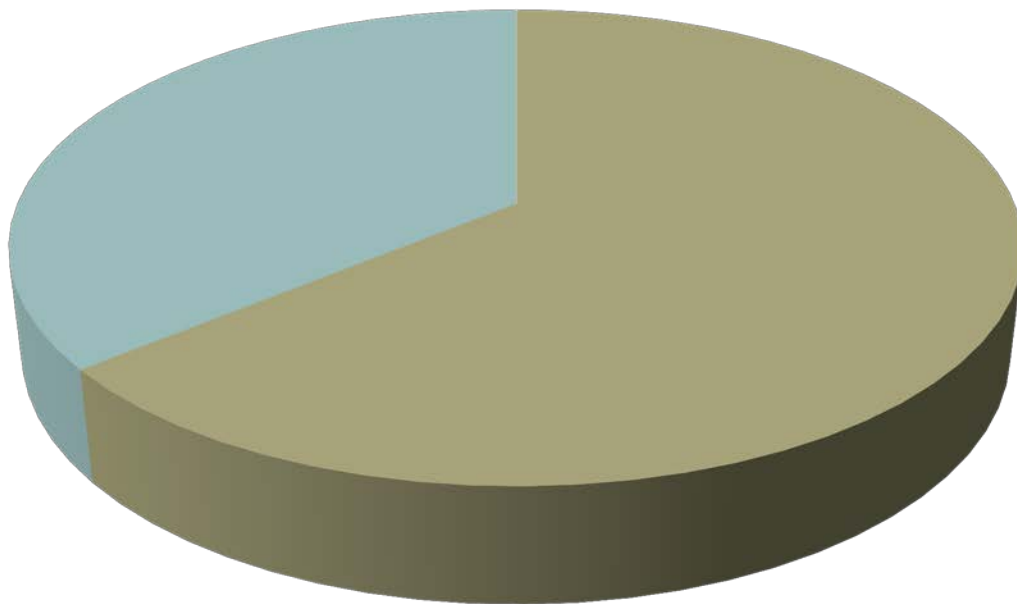
Members by Generation

TOTAL MEMBERS - 22,798



- Veterans - 1,466
6%
- Boomers - 8,358
36%
- Gen Xers - 7,504
33%
- Millennials - 5,244
23%
- Generation Z - 0
0%

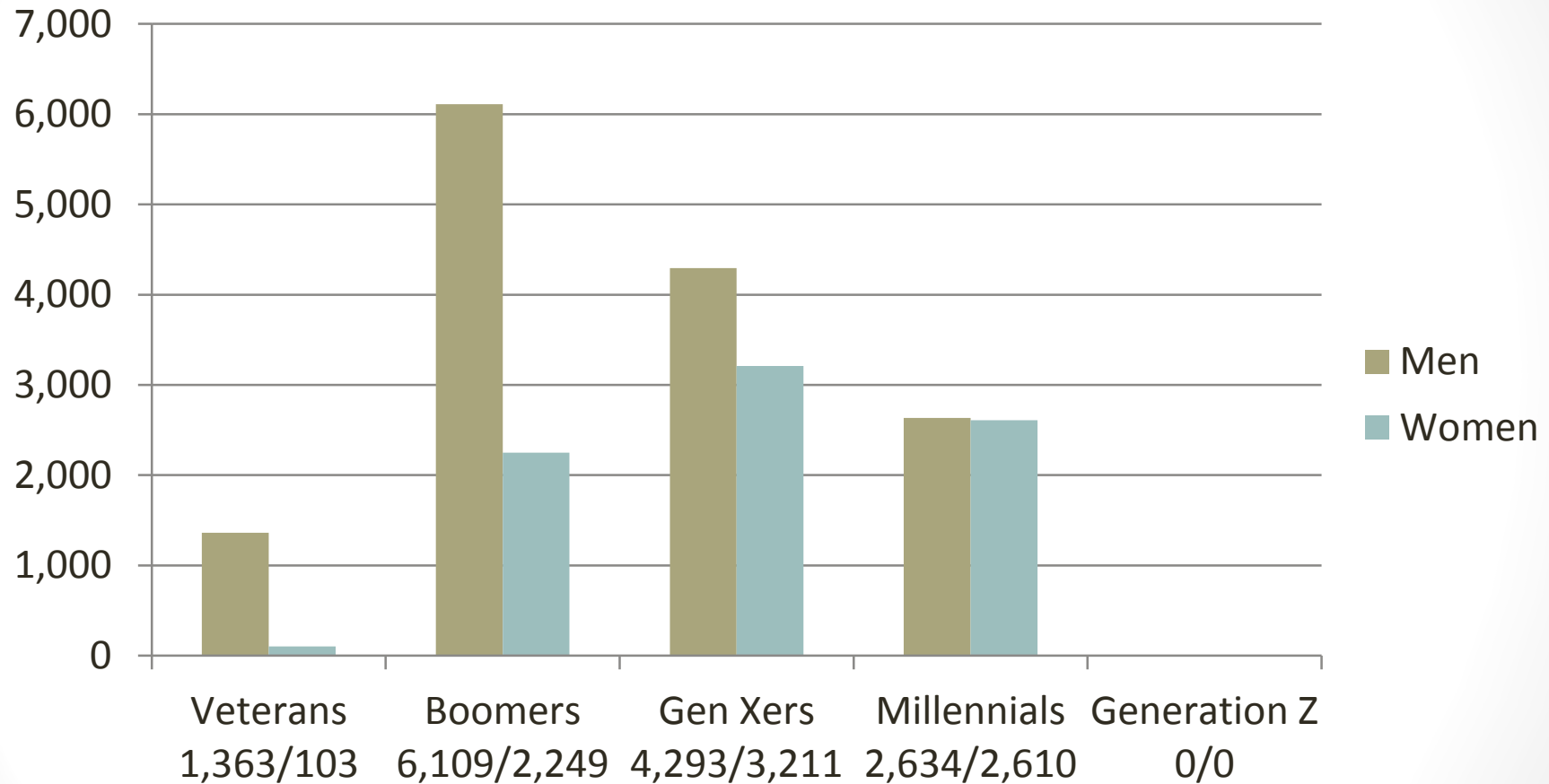
Members by Gender



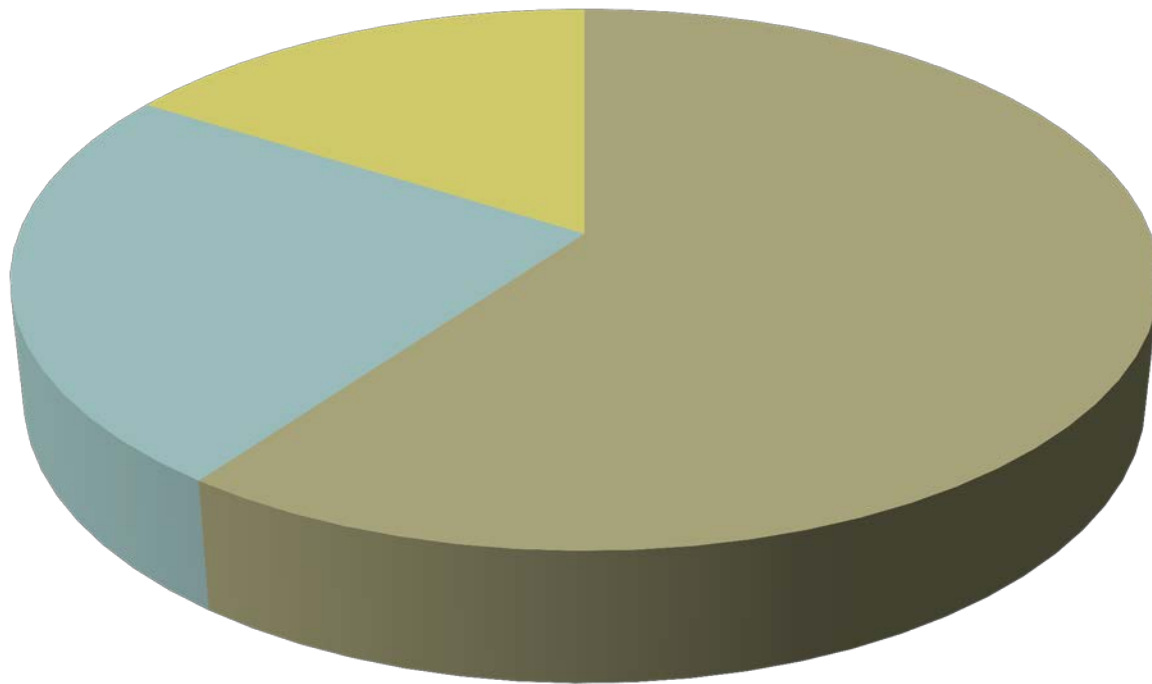
■ Men - 14,602
64%

■ Women - 8,196
36%

Generations by Gender

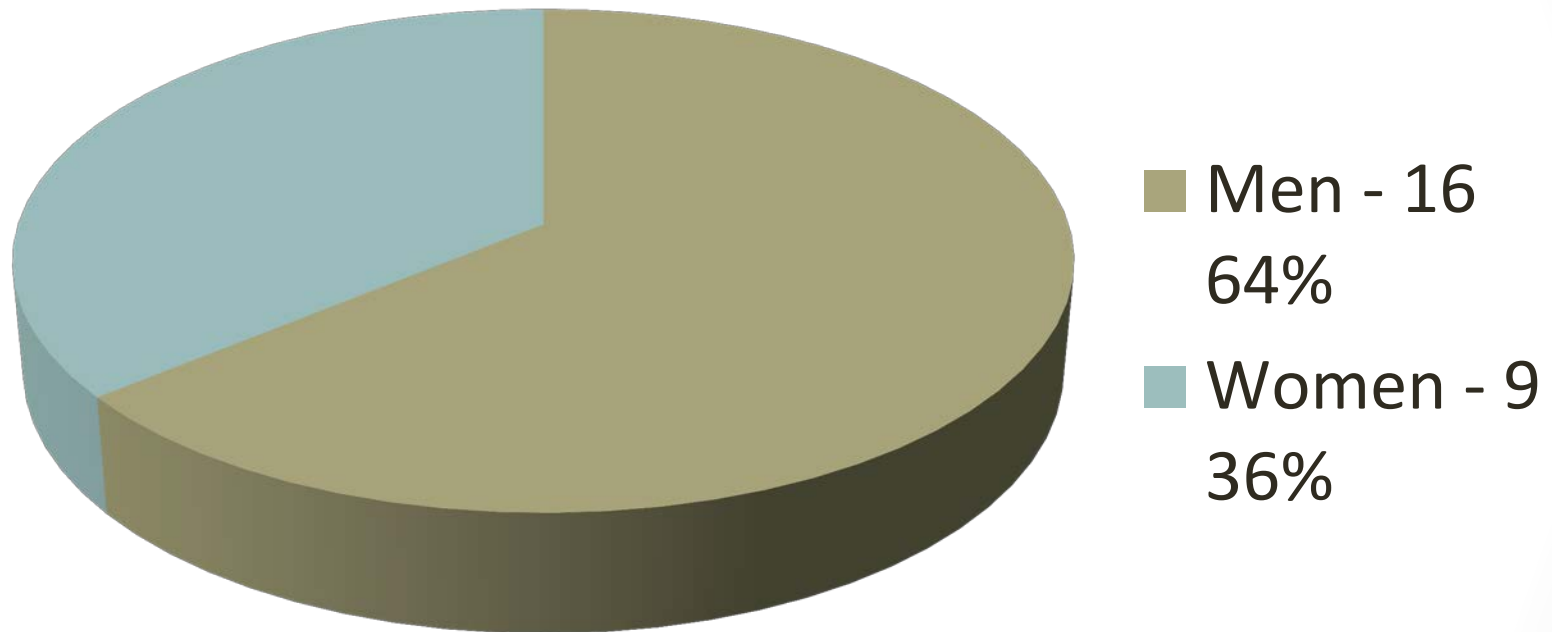


Board by Generation

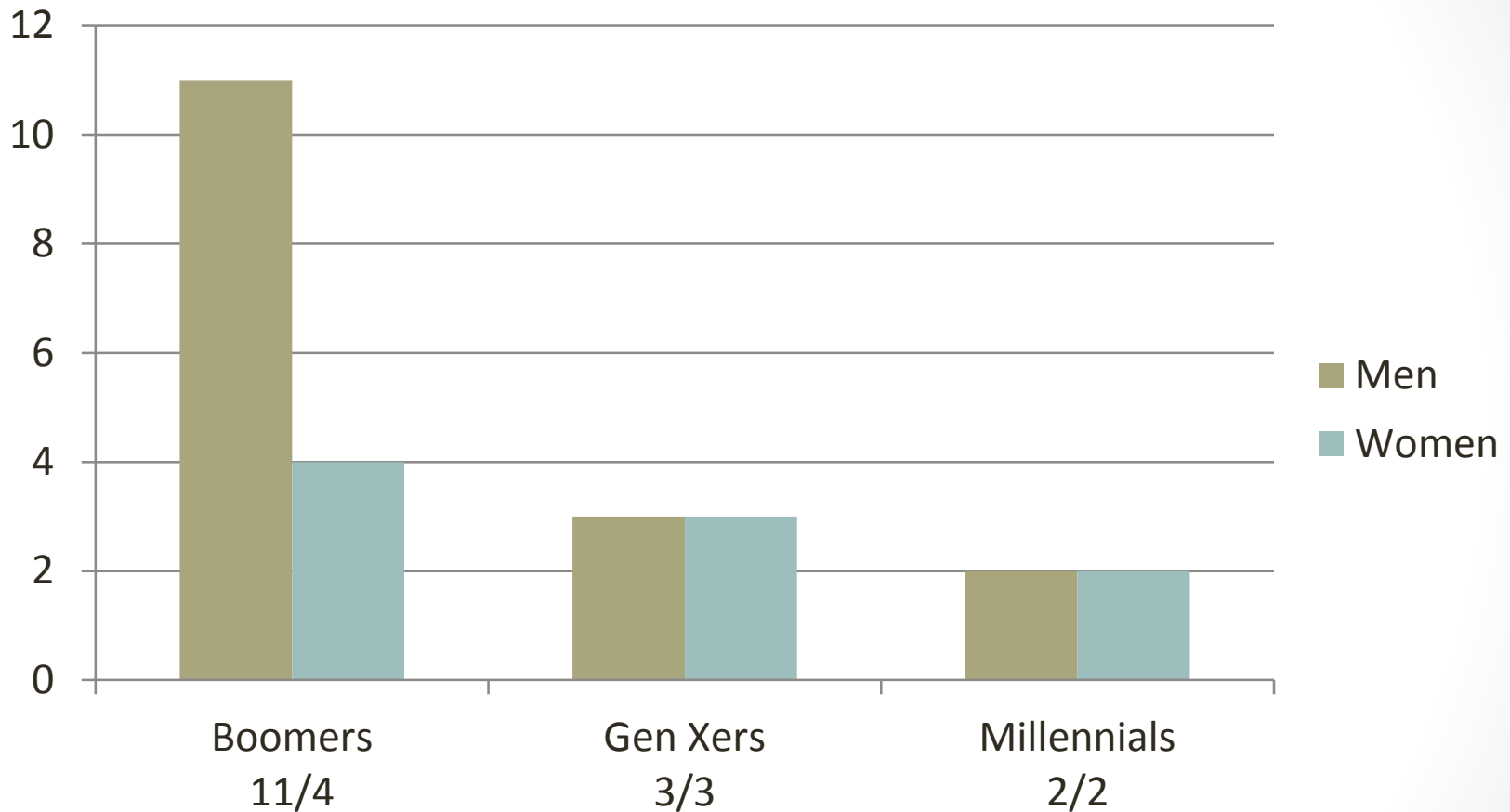


- Boomers - 15
60%
- Gen Xers - 6
24%
- Millennials - 4
16%

Board by Gender

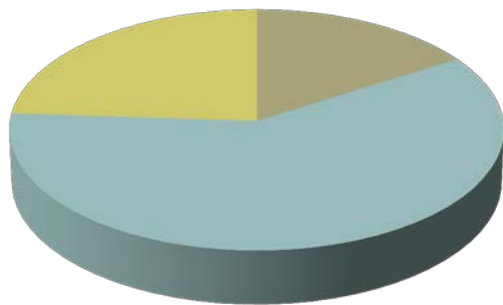


Generations by Gender



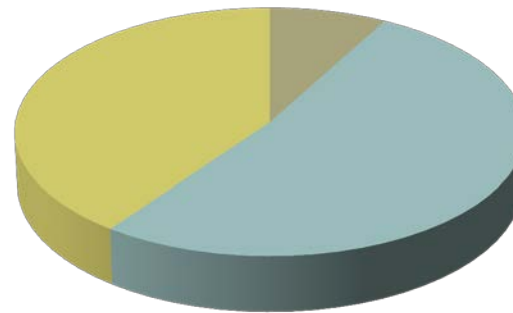
Compared to Last Year

2018/2019



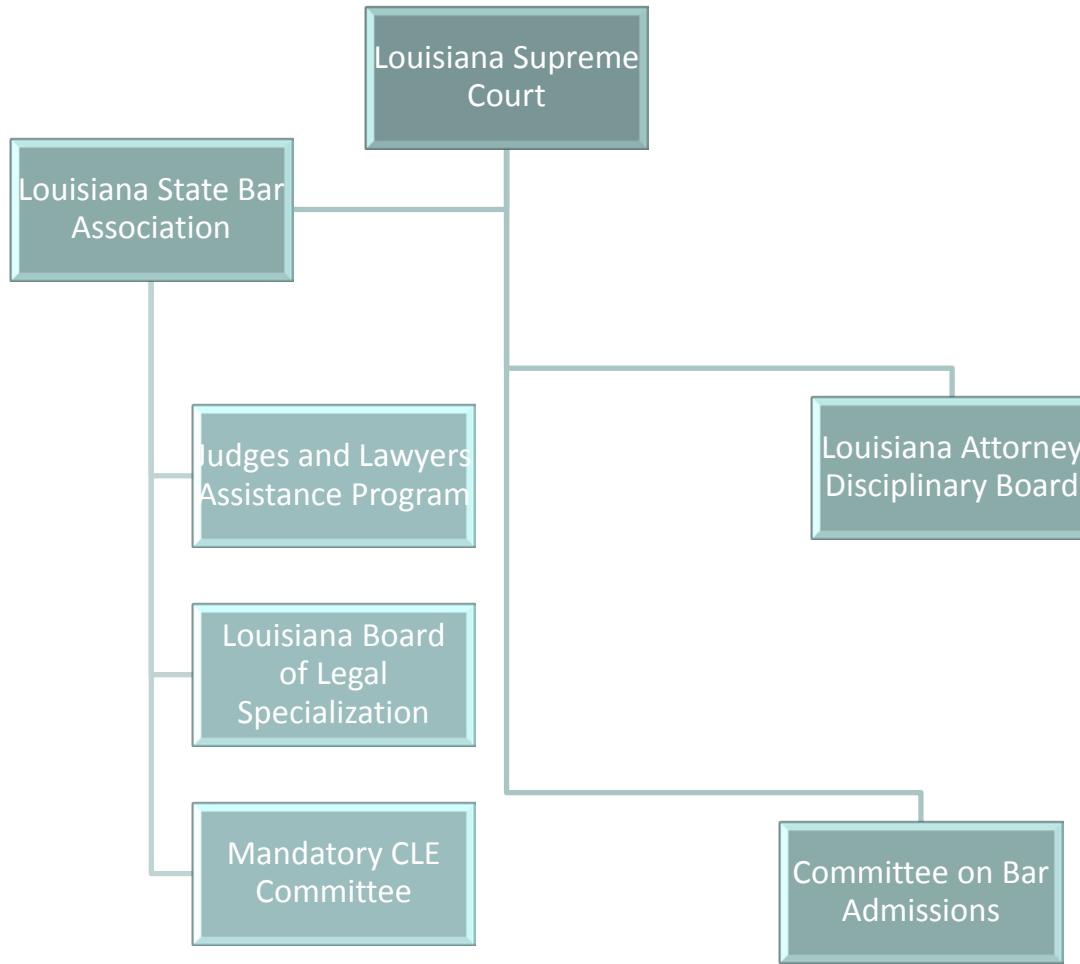
- Millennials - 16%
- Boomers - 60%
- Gen Xers - 24%

2017/2018



- Millennials - 8%
- Boomers - 52%
- Gen Xers - 40%

Organized Bar in Louisiana



Regulatory Functions

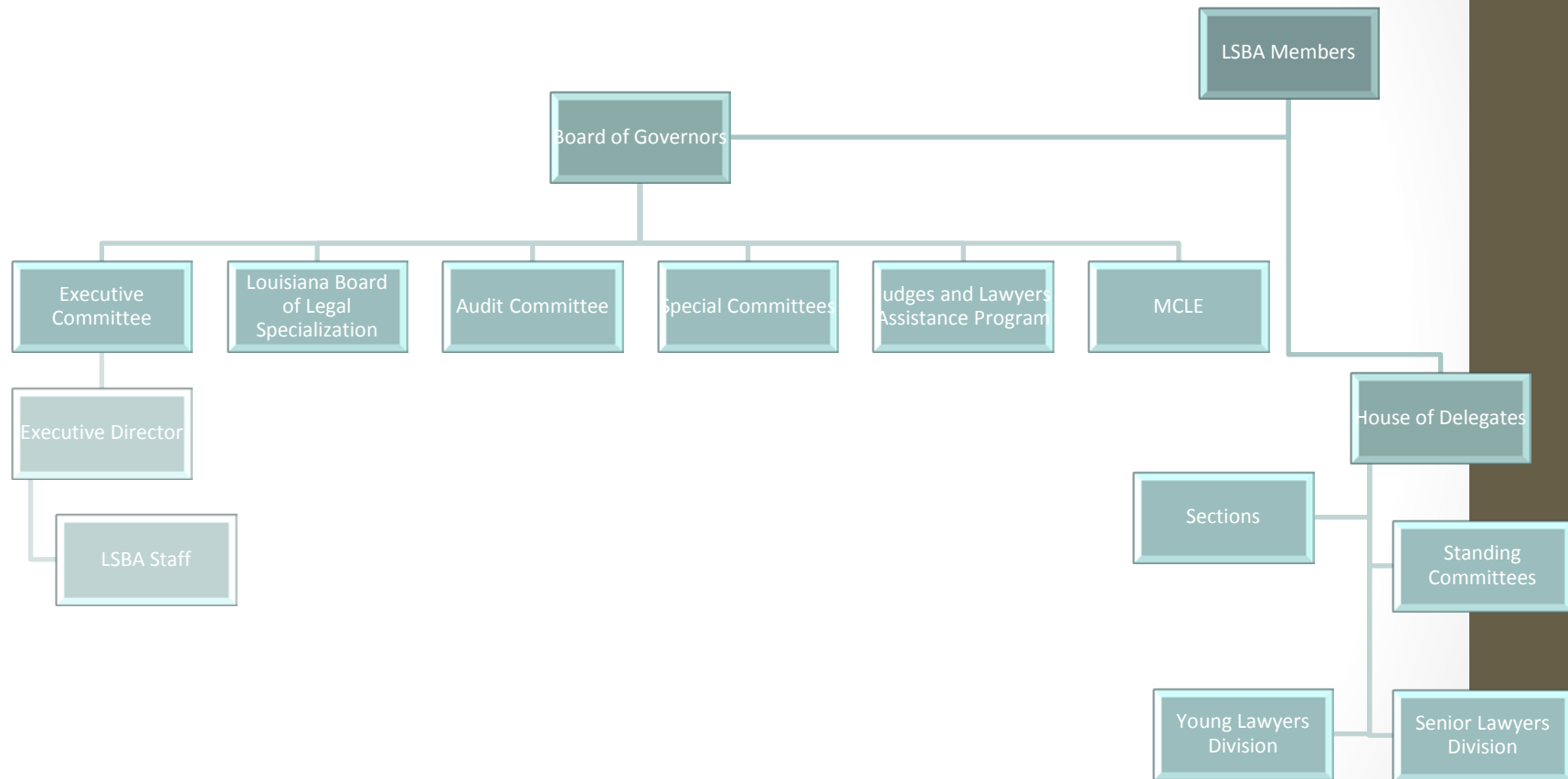
LSBA

- Judges and Lawyers Assistance Program
- Maintenance of attorney database and single billing
- Legal Specialization
- Practice Assistance and Improvement Program
- MCLE – Committee on Continuing Legal Education

AFFILIATES

- Lawyer Discipline – LA Attorney Disciplinary Board and Office of Disciplinary Counsel
- Bar Admissions – Committee on Bar Admissions

LSBA Structure



House of Delegates

- Policy-making body comprised of one elected delegate for each district judge
- Delegates meet twice a year and serve two-year terms with attendance requirement of 50% of all meetings or 50% of in-state meetings, whichever is less
- Charged with:
 - Approving proposed amendments to Bylaws and HOD Rules of Procedure
 - Recommending to members proposed amendments to Articles of Incorporation
 - Considering resolutions submitted by individuals, committees, etc.
 - Establishing policies which guide legislative positions
 - Electing its members to serve on boards and committees

Board of Governors

- Vested with administration of Association, including fiscal responsibility
- Authorizes appointments to fill vacant LSBA positions, and for representatives to outside groups
- Recommends appointments to the Supreme Court
- Approves strategic plan and monitors progress
- 23 voting members including ex-officio members, elected members and at-large members
- Terms of one, two or three years, depending upon position
- Meets no less than six times per year

Board Voting Members

- Officers – President, President-Elect, Secretary, Treasurer and Immediate Past President
- Young Lawyers Division Chair
- Ten District Representatives – Two each from Districts One and Five, and one each from Districts Two, Three, Four, Six, Seven and Eight
- Three At-Large Representatives – each President appoints one with approval of Board of Governors
- Representative of Louisiana State Law Institute
- Two Law School Representatives – Tulane and LSU alternate terms with Loyola and Southern
- House of Delegates Liaison Committee Chair

HOD Liaison Committee

- Elected by and from the House of Delegates at Midyear Meeting for terms beginning at start of next fiscal year
- Comprised of three members, with one elected annually by the House to serve as Chair
- Committee members serve three-year terms
- Chair has all rights and responsibilities of other Board of Governors members, including right to vote

Executive Committee

- Comprised of President, President-Elect, Secretary, Treasurer, Immediate Past President and Executive Director (non-voting)
- Reviews matters of importance to Association and makes recommendations to Board of Governors and/or House of Delegates
- Between meetings of the Board and/or House, Executive Committee serves as executive council and may act upon all emergency and other matters not theretofore determined by either the Board or House

Young Lawyers Division



- Members who have not reached age 39 or who have been admitted less than 5 years
- Governed by YLD Council
- Leaders elected for one- or two-year terms
- Funded through general fund via budget line item

Senior Lawyers Division

- Created in 2012
- Members age 65 and older
- LSBA President appoints officers for one-year terms: Chair, Vice-Chair and Secretary/Treasurer
- Funded through general fund via budget line item

Committees

- Committees and leaders appointed by President under authority granted by Board of Governors
- Exceptions:
 - Budget – composition set forth in Bylaws
 - Legislation – 15 members elected by and from House of Delegates, Presidents appoints 10
 - Nominating – elected by members



Sections

- Created by the House of Delegates
- Members elect to join by paying voluntary dues
- Responsible for payment of expenses in connection with activities
- Pay \$10 per member annual administrative fee
- Section Council comprised of section chairs
- Section chairs are voting members of House
- Must comply with reporting and budgeting requirements set forth in Bylaws

LSBA Dues



- \$200 for those admitted more than 3 years; \$80 for 3 years or less
- New members pay at time oath administered
- Members admitted 50 years or more are exempt
- Board may grant hardship waivers
- Failure to pay timely results in certification of ineligibility and \$50 fine
- Inactive members exempt
- Current structure adopted in 2007

Practice Assistance and Improvement Committee

- Attorney-Client Assistance Program
- Alternatives to Discipline Programs
- Practice Aid Guide
- “What to do when a Complaint is filed against me?” Video
- Disciplinary History Website (under construction)

Attorney-Client Assistance Program

- Created in 1998
- The program was designed to facilitate/mediate resolution of minor complaints without the need for formal investigation.
- Complaints are screened and referred by the ODC to LSBA Practice Assistance Counsel to attempt to resolve between the parties.
- Successful resolution is considered an administrative closure by ODC and no formal file or investigation is ever opened by ODC.

Attorney-Client Assistance Program

- Frequent complaints that are referred to the program can be:
 - Communication
 - Fees
 - Diligence
 - Return of file

Since inception of the program there have been over 5000 referrals with a 90% success rate of resolution of the underlying complaint.

LSBA Diversion Program

- Since inception of the program in 1998 there have been 550 referrals for post-investigative diversion. Participants sign a contract which can entail many different conditions depending on the underlying rule violation.
- Conditions can include: Ethics School, Trust Accounting School, Law Practice Management School, Stress Reduction Workshop, Advertising School and more.

Ethics School

- An entire day devoted to Ethics and discipline avoidance.
- Topics include:
 - The Attorney-Client Relationship
 - Conflicts of Interest
 - Law Practice Management
 - Trust Accounting
 - Avoiding Fee Disputes
 - Judges and Lawyers Assistance Program
 - Avoiding Common Complaints

Trust Accounting School

- A three hour course taught by either a CPA/Attorney or LSBA Ethics Counsel dedicated to both the technical ethical rules as well as the practicalities of balancing an attorney-client trust account.
- Many attorneys are referred as a result of the Overdraft Notification requirements.

Law Practice Management School

- A half day course designed to assist a small or solo attorney in handling the intricacies of the practice of law.
- Topics include:
 - The essentials of law practice management
 - Technologies of law practice management
 - What I wish had know about starting a law practice.
 - Trust Accounting for small/solo firms

Stress Management Workshop

- The practice of law is one of the most stress filled professions in society today.
- The Stress Management Workshop is a half day CLE designed to assist lawyers in dealing with the stresses of the profession
- Taught by a Clinical Psychologist and by the Executive Director of the Judges and Lawyers Assistance Program.

LSBA Advertising School

- A half day program dedicated to the intricacies of Rules 7.1 – 7.10 of the Rules of Professional Conduct dealing with attorney advertising
- Taught by LSBA Ethics Counsel

Additional Programs

- LSBA Practice Aid Guide – The Essentials of Law Office Management
- Originally published in 2004, it has been updated and expanded in 2017
- Contains forms, contracts, letters and checklists in Word version so adaptable
- Online and can be downloaded as a PDF.

Disciplinary History/Avoidance Website

- The Practice Assistance and Improvement Committee is designing a website to assist lawyers navigate the disciplinary process.
- Included on the site will be the Video “What to do when a complaint is filed against you”
- A searchable list of disciplinary cases on important/notable issues.
- Other publications that can assist attorneys avoid discipline or malpractice issues.

REVISED CODE OF PROFESSIONALISM

- Approved by the Supreme Court of Louisiana April 11, 2018
- Committee on the Profession Resolution approved by LSBA House of Delegates January 20, 2018
- Revisions include language to update and/or highlight our many professional obligations including:
 - Improving the Image of the Profession
 - Improving the Justice System
 - Professionalism in using Technology and Social Media
 - Service
 - Mentoring
 - Professional Competence



Committee on the Profession Transition into Practice (TIP)

- A mentoring program designed to assist new lawyers transition into the practice of law
- Initially set in New Orleans area, Baton Rouge and Shreveport, the program was expanded in 2017 statewide.
- Mentees are assigned to experienced mentors who meet with them at least 4 times a year as well as attend specific obligations such as attending Federal/State Court, attending a deposition, going to a local or state bar function, and visiting a jail.
- Generally lasts one year and the mentee is responsible for reporting all activities to the LSBA through the mentor website.

Volunteer to Become a Mentor

- **10 Years Experience**
- **In Good Standing and No Public Discipline**
- **Brief Training session where you receive 2 hours CLE**
- **To Volunteer go to:**

<https://www.lsba.org/Mentoring/>

Additional 4 hours of professionalism CLE upon successful completion of mentoring by new admittee

Professionalism Starts In the Law Schools

- 1L Law School Professionalism Orientations
- Hundreds of volunteer attorneys serve on Professionalism Panels on the first day of law school.
- LSU
- Tulane
- Southern
- Loyola

To volunteer, contact connies@lsba.org

Committee on the Profession Law School Programs

- 1L Spring Character and Fitness Programs
 - In second semester of their 1st year, students at all four law schools are educated on the character and fitness requirements for entering the bar.
- 2L Bar Admissions Q&A Program
 - In 1st semester of their second year students at all four law schools have a presentation designed to assist them complete their Law Student Registration process with the Committee on Bar Admissions and the National Conference of Bar Examiners

Committee on the Profession

Law School Programs continued...

- 3L Law School Program
- A panel of volunteer attorneys present a number of video hypotheticals posing ethical and professionalism issues that attorneys face and discuss ways to resolve the problems professionally.
- Designed to prepare students to react ethically and professionally when confronted by unprofessional conduct of others
- Additional programs dealing with law school debt as well as initiatives to assist attorneys out 2-7 years under study.

LSBA'S LAW PRACTICE MANAGEMENT PROGRAM

LSBA LAW PRACTICE MANAGEMENT ADVICE

Need personal advice on law practice management issues?

- Opening or closing your office?
- Technology choices?
- Personnel alternatives & solutions?
- Document retention questions?
- Client communication issues?
- Disaster or business continuity issues?



Answers and resources are just a quick email or call away:

- Contact Shawn L. Holahan, Esq., shawn.holahan@lsba.org, (504) 619-0153.

LSBA ONLINE TECH CENTER

Need “on demand” assistance?

The LSBA Online Tech Center can help!

- ***FREE* Training Videos:**
 - On Demand Video Training for Popular Technology Tools
- **Publication Links to Important Tech Topics of Note**
- **And more!**

LAW PRACTICE MANAGEMENT CLE PROGRAMMING

Low Cost One-Hour Seminars:

- *Management Mondays:* Office management topics.
- *Tech Tuesdays:* Legal tech topics.

FREE Seven-Hour Seminars:

- *Four Corners Seminars:* FREE seven-hour seminars at Louisiana's four corners. *Lunch included!*



LSBA SOLO, SMALL FIRM & TECH CONFERENCE

Only two-day, three track conference dedicated to small office practitioners

- Satisfy entire CLE requirement: law office management, legal tech, ethics, professionalism, substantive law & quality of life topics.
- Top legal tech exhibitors to answer questions.
- Network with small office practitioners statewide.

“Best all-in-one CLE there is.”

“Intelligent, relevant programming.”

LSBA LENDING LIBRARY

Curated Current Law Office Management Titles:

- Technology
- Best Law Office Management Practices
- Setting Up and Closing an Law Office
- Quality of Life & More!

FREE! Easy!

Place order through online form.

We'll even send them to you!

LSBA ATTORNEY FEE DISPUTE ARBITRATION PROGRAM

Have a fee dispute with your client or colleague?

Instead of court, try this:

- Quick
- Inexpensive (\$50 -\$100)
- Informal
- Little or no discovery
- Confidential
- Final

FASTCASE

- Most popular LSBA member service: **FREE** online legal research tool!
 - Case & statutory law for all fifty states
 - All federal district, appellate, & supreme court decisions
- Easy to use from desktop, smart phone or any internet capable device
- User guide tutorials; **FREE** one-hour CLE webinars throughout year.
- Award winning mobile app to access search results with internet.

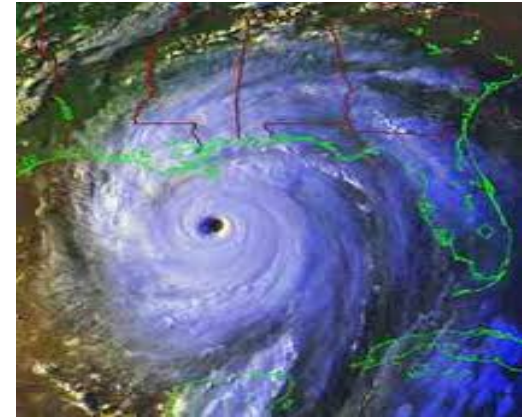


LSBA DISASTER & BUSINESS CONTINUITY RESOURCES

Be prepared; back up; have a plan!

Unplanned interruptions of business caused by:

- Weather Events
- Power Outages
- Fire, Burglary
- Disability/Death of Key Person
- Disgruntled Employee
- Hacking



FREE Online Publication:

**LSBA's Disaster Planning: Its Not Just for
Hurricanes – Are You Ready?**

UPCOMING: LSBA'S HANGING YOUR SHINGLE – LOUISIANA STYLE

LSBA's Online Publication for the New Lawyer

- ***Law Office Business Plan*** – The Basics
- ***Actual Law Office:*** Where? What's in it? Name? Office Processes? File Organization? Creating good impressions?
- ***Attracting the Right Clients for Your Practice***
- ***Client Communications & Client Relations***
- ***Time & Billing***
- ***Practice Resources***



Rules of Professional Conduct

- Ethics Counsel reviews
Advertisements for rule Compliance
- Advisory Ethics Opinions, Ethics
Counsel
- Drafting Public Advisory Opinions

Continuing Legal Education

- 35 CLE seminars in FY 2017/2018 including out-of-state seminars and program co-sponsored with Louisiana Judicial College

PLUS

- Solo and Small Firm Conference
- Free Four Corners Seminars
- Marketing Mondays and Tech Tuesdays at the Bar Center

Business Discount Services

ABA Retirement Funds Program

Call (866) 812-3580 for a free consultation or visit

<http://abaretirement.com/welcome/louisiana> for more information.

GEICO

Visit <http://www.geico.com/bar/lsba> or call (800) 368-2734 to see how much you could be saving.

Office Depot

By downloading and printing the free Store Purchasing Card, members can receive up to 80% off Office Depot products (including great copy and print pricing). To download the Store Purchasing Card or to set up an account to shop online, go to:

<http://www.officediscounts.org/lsba>

UPS

LSBA members can save up to 26% on shipping with UPS call (800) 325-7000.

LSBA Webpage (go to Member Resources, Tools and Services, Discount Services)

<https://www.lsba.org/Members/DiscountBusinessServices.aspx>

Hotel Discount Services

Negotiated Rates for the following areas:

Baton Rouge

Lafayette

New Orleans

Shreveport

National Hotel Chains:

Holiday Inn

LaQuinta Inn & Suites

LSBA Webpage (go to Member Resources, Tools and Services, Travel Discounts)

<https://www.lsba.org/Members/TravelServices.aspx>

The _____ was created in 1882 and remained a voluntary organization until legislation was passed in 1939 making membership mandatory. It currently has over 98,000 active members and is the second largest in the United States.



The Texas
Bar
Association

DIVERSITY

LSBA STATEMENT OF DIVERSITY PRINCIPLES

STAND UP AND BE COUNTED!

- April 4, 2009, Approved by LSBA Board of Governors
- Signatories 359

[http://www.lsba.org/Diversity/DiversityPrinciples.as](http://www.lsba.org/Diversity/DiversityPrinciples.aspx)

[px](http://www.lsba.org/Diversity/DiversityPrinciples.aspx)

DIVERSITY

LSBA STATEMENT OF DIVERSITY PRINCIPLES FORM

Those signing this Statement of Principles, hereby commit themselves to foster diversity in the legal profession. The LSBA recognizes that diversity is an inclusive concept that encompasses race, color, ethnicity, gender, sexual orientation, age, religion, national origin, disability and other aspects of diversity.

We believe that with greater diversity, we can be more creative, effective and just, bringing more varied perspectives, experiences, backgrounds, talents and interests to the practice of law and the administration of justice. We further believe that a diverse group of talented legal professionals is critically important to the success of every law firm, corporate or government legal department, law school, and public service organization and every other organization that includes attorneys.

We recognize that to fully and equitably pursue justice our profession must reflect the full spectrum of our communities. To this end we pledge to make our best efforts to increase the diversity in our hiring, retention and promotion of attorneys and the elevation of attorneys to leadership positions within our respective organizations. We believe that all members of the bar should participate equally and fully in our profession. Ultimately, we believe that diversity in the legal profession is good for the profession, good for business, good for our communities and critical for enhancing the public's confidence in the judicial system.

We recognize that achieving diversity within our organizations and creating inclusive environments are evolutionary processes that require a continued effort and commitment on our part. We pledge to promote and participate in appropriate diversity awareness training programs. We further agree to participate in programs to measure our progress in the pursuit of these stated principles.

Signed this _____ day of _____, 20__.

Name of Firm or Entity Committing to Statement of Diversity Principles

By: _____

Signature of Party Authorized to Commit the Above Named Firm or Entity

DIVERSITY

COMMITTEE ON DIVERSITY IN THE LEGAL PROFESSION

- January 24, 2004, LSBA BOG formed Task Force on Diversity
- June 27, 2005, Diversity Committee becomes LSBA Standing Committee
- **LSBA's Strategic Plan's Goal 3**, which is to ensure that the "LSBA provides the foundation for a supportive and collegial community of legal professionals." That goal encompasses the diversity and inclusion goals for the LSBA and implicitly means that the LSBA will encourage and foster racial, ethnic, gender, geographic, generational, sexual orientation, and disability diversity as well as inclusiveness in the bar and in the legal profession.

DIVERSITY

COMMITTEE ON DIVERSITY IN THE LEGAL PROFESSION

- Composition
 - Presidential Appointment
 - January 17, 2015, Limit Removed
 - Chairperson
 - 20 additional members
 - Ex-officio members
 - 4 Law School Deans or Designee
 - Attorney General or Designee
 - Louisiana Supreme Court or Designee
 - Federal Judge and District Court Judge
 - Reappointment



OUTREACH

OUTREACH COMMITTEE


- Mission: to develop and implement sustained outreach to local and specialty bars throughout the state and to increase awareness of the member services and benefits provided by the LSBA. The committee shall encourage member participation in all aspects of the LSBA, and shall facilitate such participation through the use of technology and any other feasible alternatives.
- January 16, 2016, approved as a LSBA standing committee
- Presidential Appointment
- Citizen Lawyer Award

LSBA LEADERSHIP CLASS

- Created in 2002 by LSBA President Larry Feldman, Jr.
- 2008, class projects
- Application Period
- Class year, August - LSBA Annual Meeting in June.
- Requirements
- Recognition



<https://www.lsba.org/Members/LSBALeadershipClass.aspx>



LSBA President
Dona Kay Renegar
created a new hashtag

#yourLSBA

to highlight the many LSBA members
who work tirelessly on behalf of
the public and the profession.

“We have the ability to promote our members –
their dedication to the practice of law, the
necessary role that they play in our
justice system, and the time and
resources they devote to
their communities.”

Keep up with the hashtag on
Facebook, Twitter
and **Instagram!**

#yourLSBA



QUESTIONS?



Louisiana[®]
State Bar
Association

Serving the Public. Serving the Profession.