

RECOMMENDED GOVERNANCE AND STRUCTURE ISSUES FOR REVIEW AND ACTION BY
THE BOARD OF TRUSTEES

GOAL

TARGET DATE

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| A. | To adopt and approve the Long Range Plan. | January 2006 |
| B. | To appoint an Organizational Task Force within thirty days of the adoption of the Long Range Plan to consider the below listed items and/or any other relevant items that may be recommended by the Board Development Committee with the work of the Task Force to be completed by June 2006, with a presentation to the Board of Trustees in July 2006, recognizing that potential changes would be presented for membership approval at the 2007 Annual Meeting, consistent with Article XV of the Association's By-Laws:
-the development of an identifiable leadership track for Bar officers from existing Board members;
-the organizational structure of the Board of Trustees (e.g., size of Board, length and staggering of Board terms, drawing leadership from existing Board; participation on Nominating Committee); and
-the organizational structure of the committees of the Bar Association with the changes contained within the Long Range Plan as adopted by the Board of Trustees. | February 2006 |

RECOMMENDED GOVERNANCE AND STRUCTURE ISSUES FOR REVIEW AND ACTION BY
THE BOARD OF TRUSTEES
(continued)

- C. The Secretary of the Association is the member of the Executive Committee responsible for the oversight and implementation of the Long Range Plan and will provide a regular report to the other members of the Executive Committee as well as to the Board of Trustees with a regularly-scheduled report at each Board meeting. Further, the Secretary will provide a brief update to the membership at the annual meeting of the Association. July 2006 and thereafter
- D. To continue the requirement that all Board members are assigned by the President as liaison to one or more Association committees and/or sections with the requirement of reporting on a regular basis to the Board of Trustees. Ongoing
- E. To authorize the formation of a Human Resources Committee as a Standing Committee comprised of five individuals: two current members of the Association's Board of Trustees, two current members of the Association, who are not current members of the Board of Trustees, and one Association Past President. These five individuals serve a one-year term as appointed by the President. The Chair of the Human Resources Committee would be voted on by the current members of the Human Resources Committee. Authorization for the Human Resources Committee would be presented for membership approval at the 2006 Annual Meeting. July 2006

RECOMMENDED GOVERNANCE AND STRUCTURE ISSUES FOR REVIEW AND ACTION BY
THE BOARD OF TRUSTEES
(continued)

consistent with Article XV of the By-Laws

- F. To authorize the change of committee title from Minority Involvement July 2006
Committee to Diversity Committee and to further authorize the
Diversity Committee as a Standing Committee. Such authorization
would be presented for membership approval at the 2006 Annual Meeting,
consistent with Article XV of the Association's By-Laws.
- G. To appoint a Membership Task Force to consider the below-listed items July 2006
with the work of the Task Force to be completed by March 2007:
- Analysis of usage by members of Bar's member benefits;
 - What are members' expectations?
 - Social?
 - Education?
 - Professionalism?
 - How can member involvement be increased?
- H. To review Street Law analysis and prepare and implement March 2007
appropriate response.

RECOMMENDED GOVERNANCE AND STRUCTURE ISSUES FOR REVIEW AND ACTION BY
THE BOARD OF TRUSTEES
(continued)

- I. To appoint a CLE Task Force to consider the following issues for presentation to the Board of Trustees in December 2006: December 2006
- identification of the Akron Bar's CLE competition;
 - analysis of the effectiveness of CLE programs in relation to competition in the areas of cost, quality, and value; and
 - identification of CLE's purpose to the Akron Bar and the effectiveness of accomplishing this purpose (*i.e.*, educating members with high quality programs, revenue sources for budget, reliance on CLE in budget of Akron Bar).
- J. To assess viability and/or change in structure of the Lawyer Referral and Information Service Committee. July 2006

ALTERNATE DISPUTE RESOLUTION COMMITTEE

LRP Committee recommends elimination of this Committee with integration of remaining analyses into the VLSP Committee and Common Pleas and Appellate Courts Committee, as appropriate (effective January 1, 2006).

BAR APPLICANTS AND STUDENTS COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To review annually and take such steps as are necessary to insure ABA's continued compliance with Supreme Court rules for Character Investigation by Admissions Committee.	Annually
B. To make a presentation to third year law students from The University of Akron about Bar applicant process.	Annually
C. To make recommendations to the Board of Trustees as necessary regarding organization and handling of Bar Applicant Appeals.	As necessary

COMMISSION ON JUDICIAL CANDIDATES

<u>GOAL</u>	<u>TARGET DATE</u>
A. To evaluate and rate those candidates running for judicial office; monitor the commission and recommend modifications, if necessary, to the Officers of the Board of Trustees.	Ongoing
B. To analyze current ranking system to recommend to the Board of Trustees whether a fourth ranking category should be adopted beginning in 2007.	July 2006
C. To effectively publicize the objective criteria used to evaluate the candidates to ensure better understanding of process by Bar as a whole as well as the public.	Ongoing

-Effective publicity includes but is not limited to using local weekly newspapers as well as the Akron Beacon Journal and other media and on a public service basis.

COMMON PLEAS AND APPELLATE COURTS COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To be a liaison between the courts and the Association.	Ongoing
B. To provide a forum for discussion between the judges and members of Bar.	Ongoing
C. To participate in conjunction with the Municipal Court Committee and New Lawyers' Committee in preparing ongoing New Lawyer Training seminar materials and presentation.	Ongoing
D. To provide assistance to the courts regarding design and/or implementation of various types of alternative dispute resolution.	Ongoing

COMMUNITY RELATIONS COMMITTEE

LRP Committee recommended elimination of this Committee (effective July 1, 2004).

CONTINUING LEGAL EDUCATION PROGRAM COUNCIL

LRP Committee recommended change of status from this Committee to Program Council (effective July 1, 2004)

LRP Committee recommends the adoption of a CLE Task Force (*see* Recommended Governance and Structure Issues section)

CRIMINAL LAW AND ENFORCEMENT COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To compile information to analyze fees paid to appointed counsel.	Ongoing
B. To hold an annual seminar on criminal law topics of interest to members.	Annually
C. In conjunction with New Lawyers' Committee, to review, provide analysis of, and make recommendation for a mentoring program for new lawyers interested in the practice of criminal law.	December 2007
D. To be better informed about changes in the criminal law, whether state or federal, by disseminating information to be membership using seminars, speakers and written materials.	Ongoing

DIVERSITY COMMITTEE
(*fka* Minority Involvement Committee)

<u>GOAL</u>	<u>TARGET DATE</u>
A. To assess composition of Commission on Judicial Candidates to ensure broad representation (<i>e.g.</i> , race, age, gender, lawyer/nonlawyer).	November 2006
B. To develop a program to encourage minorities to enter the practice of law including exploration of possible collaborative efforts with The University of Akron School of Law.	January 2007
C. To review existing programs within region (<i>e.g.</i> , Canton, Cleveland, Medina) that support organizational diversity.	January 2007
D. To co-sponsor with The University of Akron School of Law a community celebration honoring Dr. Martin Luther King, Jr.	Annually
E. To provide definitive process to increase minority involvement in Bar activities including Board and other leadership positions.	Ongoing
F. To assist, as needed, The University of Akron School of Law, and area law employers regarding employment opportunities with area employers of lawyers.	Ongoing

DIVERSITY COMMITTEE
(*fka* Minority Involvement Committee)
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| G. | To hold an annual collaborative event for the Akron Bar Association, the Akron Barristers, and The University of Akron School of Law. | Annually |
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ENVIRONMENTAL LAW COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To maximize participation among environmental community in Akron.	Ongoing
B. To provide ABA members with opportunities for professional development and networking with other professionals in the area of environmental law.	Ongoing
B. To hold monthly one-hour CLE's in environmental law topics of interest to members.	Monthly

FEDERAL COURT COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To continue the annual federal luncheon providing a forum for discussion between the federal judges and members of the bar.	Ongoing
B. To continue brown bag luncheons with federal judges and determine future viability of lunches providing a forum for discussion between the federal judges and members of the bar.	Ongoing
C. To assist CLE coordinator with annual federal court CLE.	Ongoing
D. To advocate, as appropriate, qualified Summit County attorneys and/or other members of the Akron Bar Association for judgeships or magistrate positions based in Akron or Cleveland.	Ongoing
E. To promote and advocate in favor of retaining the positions of two District Court judges, one Bankruptcy Court judge, and one Magistrate judge, all of whom maintain their chambers and courtrooms at the Federal Courthouse in Akron.	Ongoing

FEDERAL COURT COMMITTEE
(continued)

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| F. To serve as a liaison between the members of the legal community of Akron and Summit County and the federal judges and magistrates. | Ongoing |
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FEE ARBITRATION COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To arbitrate fee disputes between clients and attorneys.	Ongoing
B. To arbitrate fee disputes between attorneys.	Ongoing

FINANCE COMMITTEE

GOAL

TARGET DATE

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| A. In conjunction with the Executive Committee, to present a recommended budget to the Board of Trustees for approval. | Ongoing |
| B. In conjunction with the Executive Committee, to create a budget process that incorporates the Finance Committee including but not limited to:
-review of all income and expenses for prior budget period;
-development of projected budget for income and expenses for next budget period;
-perform cost/benefit analysis of expenses; and
-identify salaries, benefits, perks, travel and entertainment, dues paid to professional organizations. | March 2007 |
| C. To provide a sound fiscal policy for the operation of the Association; to continue to work with all relevant matters concerning personnel and finance; to closely monitor, as the year progresses, how closely the actual revenues and expenses compare with the projected budget figures. | Ongoing |

FINANCE COMMITTEE
(continued)

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| D. | To ensure that all audit exceptions are reviewed and approved in advance by the Finance Committee. | Ongoing |
| E. | To consider new ways to raise non-dues revenue. | Ongoing |
| F. | To report the Bar's investment policy and investment review to the Board of Trustees. | Quarterly |
| G. | To report the Bar's investment policy and investment review to all Bar members. | Annually |

GOLF OUTING COMMITTEE
(fka PROGRAM AND ENTERTAINMENT COMMITTEE)

LRP Committee recommended renaming of this committee (effective July 2004).

<u>GOAL</u>	<u>TARGET DATE</u>
A. To plan and implement annual Golf Outing for Akron Bar members and friends.	Annually

GRIEVANCE COMMITTEE

GOAL

TARGET DATE

- A. To take such action as is necessary to ensure that the Association's Grievance committee remains a Certified Grievance Committee pursuant to the rules adopted by the Ohio Supreme Court and the Office of Disciplinary Counsel.

- B. To review the bylaws of this Committee and subcommittees for changes/additions unless otherwise required by changes mandated by the Ohio Supreme Court.

Ongoing

Every other year

HUMAN RESOURCES COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To review and maintain appropriate Human Resources policies and procedures for all employees of the Association.	May 2007
B. To develop and annually review an organization chart of all Bar employees along with corresponding job descriptions.	May 2007 and annually thereafter
C. To review and develop compensation policy.	Annually
D. To review and develop performance evaluation policy.	Annually

INVESTIGATIVE SUBCOMMITTEES A AND B

<u>GOAL</u>	<u>TARGET DATE</u>
A. To take such action as is necessary to ensure that the Association's investigation of attorney complaints remains in compliance with the rules adopted by the Ohio Supreme Court and the Office of Disciplinary Counsel.	Ongoing
B. To investigate complaints and make recommendations to the Grievance Committee with regard to further necessary and appropriate action.	Ongoing

JUDICIAL EVALUATION TASK FORCE

LRP Committee recommended change of status from Standing Committee to Task Force (effective July 1, 2004).

<u>GOAL</u>	<u>TARGET DATE</u>
A. To assess process for judicial evaluations within other Ohio counties comparable to Summit County.	Ongoing
B. To create a process that establishes the expectations in advance with sitting judges that the judicial evaluation process is a function of the Akron Bar in order for it to carry out its mission.	Ongoing

LAW OFFICE MANAGEMENT AND TECHNOLOGY COMMITTEE

LRP Committee recommended elimination of Committee (effective July 1, 2004).

LAW WEEK COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To continue existing and develop new Law Week programs to recognize lawyer achievements and reach out to the public to provide community education and service.	Ongoing
B. To publicize how the Association functions and what it does.	Ongoing

LAWYERS' ASSISTANCE COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To continue with the Lawyers' Assistance Program and continue to develop the intervention program.	Ongoing
B. To catalogue current impairment and treatment programs and encourage development of such programs in firms of ten or more.	Ongoing
C. To continue to develop strategies to encourage law school to develop a close working relationship with the Committee and assist law school with ongoing programs to educate students and faculty about impairment issues and procedures for identifying and assisting students and faculty who may be affected by these issues;	Ongoing
D. To assist Akron Bar's CLE coordinator on working with Judges and Magistrates on the issues of impairment and procedures for assisting the impaired lawyer;	Ongoing
E. To continue to send Chair and Vice-Chair to National LAP Seminar	Ongoing

LAWYER REFERRAL AND INFORMATION SERVICE COMMITTEE

LRP Committee recommended continued monitoring of the Committee for one year to make a determination by July 1, 2006, as to continued viability and/or change in structure of committee (effective July 1, 2004; revised January 2006 – *see* related Governance recommendation).

LIAISON WITH MEDICAL SOCIETY

<u>GOAL</u>	<u>TARGET DATE</u>
A. Work to improve relationship with the Medical Society and its members.	
1. Provide a mechanism for mediation of disputes between doctors and lawyers.	Ongoing
2. Co-sponsor a joint meeting of the Association and the Medical Society.	Annually
3. Establish an open dialogue between Association officers and leaders of the Medical Society.	Ongoing
B. Develop and update guidelines regarding subpoenaing medical records.	Ongoing
C. Develop and update regulatory guidelines (e.g., HIPAA).	Ongoing

MEMBERSHIP PUBLICATIONS COMMITTEE

GOAL

TARGET DATE

- A. To assess methods and provide comprehensive report to Board of Trustees methods by which the ABA disseminates, communicates, and exchanges information with its members, including but not limited to:

December 2006

- Examiner*,
- Akron Bar Directory, and
- website.

MEMBER SERVICES COMMITTEE

LRP Committee recommended elimination of Committee (effective July 1, 2004).

MOCK TRIAL COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To coordinate the annual Mock Trial Competition to be held in conjunction with the State Bar, the Attorney General's Office, and the Supreme Court of Ohio.	Annually
B. To consider viability of providing mock trials for schools and other organizations in coordination with the Street Law program.	December 2007

MUNICIPAL COURTS COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To identify issues that need to address related to municipal courts (<i>e.g.</i> , designate an official court reporter; talk about legal changes; changes in the system).	Ongoing
B. To serve as liaison between the Bar Association and the three municipal courts within the County.	Ongoing
C. To participate in conjunction with the Common Pleas and Appellate Courts Committee and New Lawyers' Committee in preparing ongoing New Lawyer Training seminar materials and presentation.	Ongoing

NEW LAWYERS' COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To continue serving as forum for assistance to new lawyers.	Ongoing
B. To determine means by which new lawyers and/or law students are integrated into the Akron Bar Association including but not limited to: -a reception for newly-admitted attorneys; -personal contact with newly-admitted attorneys following such a reception; and -semi-annual social events.	December 2006
C. To participate in conjunction with the Common Pleas and Appellate Courts Committee and Municipal Court Committee in preparing ongoing New Lawyer Training seminar materials and preparation.	Ongoing
D. In conjunction with Criminal Law and Enforcement Committee, to review, provide analysis of, and make recommendation for a mentoring program for new lawyers interested in the practice of criminal law.	December 2007

PROFESSIONALISM COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To define the criteria and process by which recipients are selected for the Professionalism Award.	April 2006
B. To select and honor annual recipient of the Professionalism Award.	Annually

SCHOLARSHIP COMMITTEE

GOAL

TARGET DATE

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| A. | To assist the Director of Development in planning and holding an annual event to raise funds for the Akron Bar Association Foundation. | Annually |
| B. | To distribute scholarship applications, interview applicants, and recommend scholarship and/or loan recipients to the Akron Bar Association Foundation. | Annually |

SENIOR LAWYERS' COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To review and provide analysis to Board of Trustees of programs designed to benefit Senior Lawyers.	June 2007
B. To monitor the recently implemented mentoring program for young lawyers.	Annually
C. To develop and present programs to educate senior citizens on pertinent legal issues.	Annually
D. To assist Bar Counsel and to work in conjunction with the Solo and Small Firms Committee in handling the closing of solo practitioners' offices.	Annually

SOLO AND SMALL FIRM PRACTICE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To provide a forum for members of solo and small firms to meet and discuss issues particular to their practices.	Ongoing
B. To disseminate information directly to members regarding specific member benefits available to solo and small firm practice members.	Ongoing
C. To provide assistance to small firms.	Ongoing
D. To assist Bar Counsel and to work in conjunction with the Senior Lawyers' Committee in handling the closing of solo practitioners' offices.	Annually

STREET LAW COMMITTEE

GOAL

TARGET DATE

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| A. To assess Street Law program and provide a report to the Board of Trustees as to the following: <ul style="list-style-type: none">-oversight and direction of the Street Law Program (recognizing that the Akron Bar Association Foundation's current and projected future involvement in Street Law activities);-sources of operating revenue;-development possibilities; and-marketing and promotional opportunities. | December 2006 |
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SUBSTANTIVE LAW COMMITTEES AND SECTIONS

GOAL

TARGET DATE

- A. The ABA shall have the following committees and sections which shall keep its members informed on substantive issues involving their area of the law. They will also conduct a yearly seminar for the benefit of the ABA:
- a) Criminal Law
 - b) Labor & Employment Law
 - c) Local Government Law
 - d) Real Property
 - e) Tax
 - f) Workers Compensation
 - g) Bankruptcy and Commercial Law
 - h) Business and Corporate Law (LRP Committee recommendation to continued monitoring the Business and Corporate Law Section for one year to make a determination by May 1, 2005, as to continued viability and/or change in structure of this section). To date, this Section has had one meeting since July 2005. John Martin, as Board liaison, and Blake Gerney, Section Chair, will provide assessment of continued viability and/or change in structure (by December 2006).
 - i) Family Law
 - j) Probate Law

SUBSTANTIVE LAW COMMITTEES AND SECTIONS

(continued)

PROBATE LAW SECTION

	<u>GOAL</u>	<u>TARGET DATE</u>
A.	To allow exchange of ideas and education of members on Probate issues.	Ongoing

WORKERS' COMPENSATION SECTION

	<u>GOAL</u>	<u>TARGET DATE</u>
A.	To meet and discuss issues pertinent to the practice of workers' compensation law.	Ongoing

UNAUTHORIZED PRACTICE OF LAW

<u>GOAL</u>	<u>TARGET DATE</u>
A. To investigate allegations of unauthorized practice of law in accordance with Rule VII of the Rules for the Government of the Bar of Ohio.	Ongoing
B. To pursue enforcement against unauthorized practice of law.	Ongoing
C. To monitor and enforce Notary application process .	Ongoing

UNIVERSITY OF AKRON LIAISON COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To develop a plan on how the Akron Bar Association can continue to grow in its relationship with The University of Akron School of Law including but not limited to working with the Office of Planning and Placement in the development of career roundtables.	December 2006
B. To continue to develop The University of Akron School of Law law student mentoring programs.	Ongoing
C. To conduct bi-weekly group sessions between law students and lawyers to discuss specific interest areas.	Bi-weekly
D. To provide attorneys to participate in mock job interviews with law students.	Annually
E. To develop a plan to assist the faculty of The University of Akron School of Law in the performance of its professional endeavors.	Ongoing
F. To develop a program that will educate third year law students on the practical aspects of the practice of law.	March 2007

UNIVERSITY OF AKRON LIAISON COMMITTEE
(continued)

<u>GOAL</u>	<u>TARGET DATE</u>
G. To become involved in the first year student orientation program at The University of Akron School of Law.	Annually
H. To encourage law students to attend Association committee meetings.	Ongoing
I. To develop a plan to recruit law students as Association members.	Ongoing
J. To interact with and assist UA Law faculty in accomplishing the educational goals of The University of Akron School of Law.	Ongoing
K. To strengthen the relationship between the Association and the law faculty and students through periodic meetings with representatives of all groups, endeavoring to involve everyone in common activities.	Ongoing

VLSP COMMITTEE

<u>GOAL</u>	<u>TARGET DATE</u>
A. To review and analyze Alternate Dispute Resolution services including proposing possible alternate funding sources for ADR services for qualified individuals; informing Bar membership of ADR services; encouraging Bar to counsel clients concerning ADR; and fostering education of citizens and businesses concerning ADR and available forums.	May 2007
B. To make recommendations for improvement of existing programs to provide pro bono legal services, including but not limited to mediation and arbitration, for civil matters to low income residents serving those within the service area of Community Legal Aid Services.	Ongoing
C. To increase through an active recruitment campaign the number of VLSP attorneys who provide pro bono legal services.	Ongoing
D. To conduct a fund raising effort to benefit Community Legal Aid Services.	Annually

VLSP COMMITTEE
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| E. To increase the opportunities available to attorneys to provide pro bono legal services through new vehicles created by the Association in conjunction with Community Legal Aid Services. | Ongoing |
| F. To expand the program with The University of Akron School of Law to provide pro bono legal services in civil cases. | Ongoing |