IN THE SUPREME COURT OF TENNESSEE

AT NASHVILLE

# Petition to Amend Rule 21 Section 4.07 to Include Approved Mentoring Experiences Among Eligible CLE Activities

The Tennessee Commission on Continuing Legal Education and Specialization (the "Commission") hereby petitions the Supreme Court of Tennessee to amend Rule 21 Section 4.07 by adding the following new subsection (d):

> (d) up to 12 hours per year of dual credit for participation as a mentor or mentee in a program meeting standards established by the Commission, including programs sponsored by bar associations, law schools, law firms, or other appropriate governmental or organizational sponsors. To help facilitate establishment of mentoring programs, the Commission is authorized to provide for a program of training for mentors, whether through its own auspices or through those of other organizations, and to charge a reasonable fee for such training. With regard to mentors participating in a mentoring program sponsored by a governmental or non-profit organization, the Commission is authorized to provide such training at no charge.

In support of this petition, the Commission notes that the need for assistance for beginning lawyers in transitioning from law school to practice is widely acknowledged in the profession. Among other challenges, the Commission is aware of substantial research indicating that astonishingly high rates of depression, anxiety, substance abuse, and similar phenomena among graduating law students create challenges for many beginning lawyers beyond those faced by other beginning professionals. Other states already have explicit programs granting mandatory continuing legal education credit to mentoring activities. Georgia, Indiana, Kentucky, Ohio, and South Carolina grant such credit. Alaska, Texas, and Wyoming grant such credit in the context of *pro bono* representation. Further, the Commission has previously approved mentoring programs upon applications from individual sponsors, but these programs have not been as large or as formal as those that might evolve based on Commission standards.

A document outlining some of the information considered by the Commission is attached as Exhibit A. A proposed draft of a Commission Regulation to implement a program for accrediting mentoring programs is attached as Exhibit B. This draft is currently under consideration by the Commission and will be discussed with bar associations and other interested organizations prior to final consideration by the Commission if the proposed Rule 21 amendment is adopted.

**Wherefore,** the Commission petitions this Court for an Order amending Rule 21, Section 4.07 by the inclusion of a new subsection (d) as set forth above.

Respectfully submitted,

_____

Dalton Townsend, Esq.
Chairperson

Certificate of Service

I certify that a photocopy of this Petition and Attachments was mailed, first class postage paid, to the attached list of individuals and organizations, and was posted on the http://cletn.wetpaint.com, this 23rd day of April, 2010.

_____

David N. Shearon, Esq.
Executive Director

# Exhibit A

# Mentoring & Tennessee MCLE

By David N. Shearon, JD, MAPP
March, 2010

Since "reading for the law" was the primary way of gaining access to the profession, mentoring has been an important part of refining and transmitting a culture of engaged professionalism to novice attorneys. In recent years, however, this practice has become less prevalent and less powerful. It is less prevalent due to the pressures of the business aspects of law. Solo and small firm practitioners often have less time and opportunity for informal mentoring of novice lawyers. Those in large firms are also driven by economic goals and pressures in ways that may squeeze out intentional, thoughtful mentoring. As its prevalence has declined, so has its power, at least partly because the shared set of norms for engaged professionalism and civility have eroded under the same business pressures that have decreased the prevalence of outstanding mentoring.

Though it may be down today, we do not have to accept this state of affairs for the future. Virtually everyone who has thought for a moment about our profession sees the need to help novice attorneys develop the feelings, habits of thought, and practices that can support a highly professional, rewarding career. Mentoring combines two highly effective instructional and motivational techniques: one-on-one tutoring and modeling. In 2006, as part of the strategic planning initiative of this Commission, we interviewed many leaders in the CLE field about outstanding CLE experiences in their careers. Repeatedly, we saw attorneys "light up" as they talked about an early CLE experience that shaped their path in a positive way. Intentional, planned, positive mentoring programs can increase the number of attorneys who have an opportunity to have those kinds of experiences in their early years in the practice. Mentoring emerged from this strategic planning as a form of early learning that can help novice attorneys find the best pathways into an engaged and highly professional career in the law.

In the Spring of 2009, the Commission began to consider several potential changes or additions to the MCLE program in Tennessee. These changes included the possibility of requiring a greater level of interactivity for distance learning programs, granting CLE credit for limited types of "coaching" programs, clarifying and re-defining the types of subjects eligible for ethics credit, and mentoring. The Commission established a "wiki" website to facilitate the dissemination of information and discussion of these proposals. Bar associations and bar leaders around the state were notified of the existence of this website and invited to participate in the discussion. Several organizations submitted comments and feedback to the Commission via this web site.

Also in 2009, the Commission began its own investigation of mentoring programs. This effort included assembling and studying the rules of states that have adopted mentoring programs, including those of Ohio, Georgia, Kentucky, and South Carolina.

During this time, the Commission consulted with Ida O. Abbott, Esq., author of *The Lawyer's Guide to Mentoring*, published by the American Bar Association.

In August, 2009, after over three months of discussion, the Commission approved changes to the definition of what qualifies for ethics credit in Tennessee, approved guidelines for accrediting coaching programs, and chose not to change the definition of interactivity for accredited distance learning programs. On mentoring, however, the Commission concluded that more conversation was needed.

In the Fall of 2009, the members of the Commission and its staff met with representatives of the Tennessee, Chattanooga, Knoxville, Memphis, and Nashville bar associations to discuss the outline of a mentoring program for Tennessee. As a result of this process, the Commission has developed a regulation which it will consider for adoption should the Court amend Rule 21 in accordance with the Commission's petition. A copy of the version of that regulation currently under consideration is attached as Exhibit A. Key points of the approach outlined in the regulation are:

- **Voluntary Participation.** Beginning attorneys would **not** be required to participate in a mentoring program. They would simply have this as an option for meeting up to 12 hours of their initial MCLE requirement.
- **Flexibility.** The Commission recognizes that a one-size-fits-all approach to the development of mentoring programs and plans is likely to be counterproductive to the goals identified by the Commission. Rather, the Commission believes that, because mentoring programs should be structured to emphasize the needs and objectives thought important by the individual sponsoring organizations, the actual development of mentoring programs should be left to these sponsoring organizations. The Commission proposes to create a framework of basic requirements and core topics within which sponsoring organizations can more fully develop skills, activities, and experiences important for lawyers.
- **Fees to Beginning Attorneys.** It is anticipated that participation in a mentoring program offered by a bar association or other similar organization could include a fee charged to the beginning attorneys just as they would be charged for attending CLE programs.
- **Training for Mentors.** The proposed program would initially involve substantial training provided by the Commission for mentors as a requirement for certification to participate in the program. The Commission believes this approach will best support high-quality mentoring experiences. The Commission is especially concerned that mentors be provided with some background on the most recent research into the effects of law school on law students, and the continued evidence of patterns inimical to high standards of professionalism in practicing attorneys. The proposal also contemplates updates and refresher training for mentors every three years, with such training offered either by the Commission, or by approved providers under guidelines established by the Commission. The Commission would evaluate these training programs to determine whether they add sufficient value to the mentoring process to warrant continuation.

- **Accreditation for In-House Mentoring Programs.** Although the Commission previously adopted a position of denying credit to otherwise appropriate CLE programs if offered only for the benefit of the attorneys of a single firm, corporation, or agency, that standard would not apply to mentoring programs. The formal and informal mentoring programs already in place in such organizations should be incorporated into any system of accreditation for mentoring, and the mentors in such programs should have the same training as all other mentors.
- **Accreditation for Law School Mentoring Programs.** The Commission also believes that it may be appropriate for CLE credit to be extended to mentors who participate in approved mentoring programs sponsored by Tennessee law schools. By their very nature, law school sponsors have the unique ability to expose aspiring lawyers to a variety of professional experiences and to influence future career paths and choices. When more fully developed, the Commission foresees that law school mentoring programs will play a significant role in enhancing law student well-being and should ease a law student's transition into the practice of law.
- **Options for Beginning Attorneys.** Beginning attorneys, in both bar association-sponsored and in-house mentoring programs would have the option for reassignment to another mentor. In the case of in-house programs, this would include the option of assignment to a mentor outside of the program.
- **Evaluation of Mentoring Programs.** The Commission would require that each approved mentoring program contain provisions by which the mentoring attorney and beginning lawyer or law student can evaluate the success of the mentoring plan. The Commission would also require that each sponsor designate at least one person to be responsible for oversight of the program and to serve as a point of contact with the Commission.
- **Free Training for Mentors for Not-for-Profit Organizations.** The proposal anticipates that mentors working in programs sponsored by not-for-profit organizations would receive mentor training at no charge. Attorneys participating in in-house programs would pay a fee in the normal range for CLE programming.

**Conclusion**

Our system of laws and courts resolves the most difficult disputes and balances our most valued interests when they come into conflict. The value of highly competent, professional, and broadly-educated attorneys to this process is evidenced by the universal requirements for significant formal education beyond college and competency testing. Over the last four decades, the organized bar and the highest courts in each state have worked together to develop multiple approaches to enhancing the competence of the professional bar. Mandatory continuing legal education programs are one such effort. The early experiences of beginning attorneys can be critical in shaping their professional identity and commitment to the highest standards of professionalism. A well-designed mentoring program with trained mentors could assist beginning lawyers with the difficult transition from student to practitioner and thus benefit the bar, the courts, and our society. The Commission therefore recommends the proposed amendment to Rule 21.

# Exhibit B

# Proposed Regulations
# for Accrediting Mentoring Programs in Tennessee

**5K. Mentoring Programs**

i) The Commission will accredit participation in approved Mentoring Programs ("Approved Mentoring Program") operated by bar associations, governmental agencies, corporate law departments, or law firms ("Sponsoring Organization") in accordance with the provisions of this section.

ii) Eligible Mentor Attorneys:

(1) Mentors eligible to participate in an Approved Mentoring Program shall have a current certification from the Supreme Court of Tennessee as a "Mentor Attorney."

(2) The Commission will recommend to the Supreme Court of Tennessee that any attorney receive a five-year certification as a "Mentor Attorney," if the attorney:

(i) has been licensed as an attorney in Tennessee for at least five (5) years and is currently in good standing;

(ii) has not been suspended or disbarred from the practice of law in any jurisdiction;

(iii) has not been subject to any lesser disciplinary action, including any public or private reprimands, within the last ten (10) years by any attorney disciplinary agency in any state or by any federal or state court;

(iv) has completed mentor training conducted by the Commission as provided in § 2(c)(i), below; and

(v) has either completed mentor training under § 2(b)(iv) above or recertification training, § 2(c)(ii), below, within the previous two (2) calendar years.

(3) Mentor Attorney Training:

(i) Initial Training: The Commission will conduct initial mentor training annually in each grand division of the state if at least ten (10) attorneys pre-register for such training.

(ii) Recertification Training: Starting three (3) years after the first year in which initial mentor training is conducted, the Commission will conduct re-certification mentor training in each grand division of the state if at least ten (10) attorneys pre-register for such training. The Commission may also certify recertification training programs developed and conducted by bar associations or other providers.

iii) Eligible Mentee Attorneys:

(1) For purposes of accreditation, any lawyer admitted to practice in Tennessee is eligible to participate in an Approved Mentoring Program as a mentee, if the mentee:

(i) is licensed to practice law in Tennessee, and either practices law in Tennessee or intends to practice law in Tennessee;

(ii) is in the first year of his or her practice in Tennessee as a lawyer following graduation from law school, the participation in a judicial clerkship, or the active practice of law in another state;

(iii) has graduated from law school no more than five (5) years prior to participating in an Approved Mentoring Program; and

(iv) has not previously received credit for participating in an Approved Mentoring Program.

(2) The Commission may approve an attorney for participation as a mentee in an Approved Mentoring Program, notwithstanding the fact that the attorney does not meet one or more of the criteria set forth in this section, if such participation is recommended by the Tennessee Board of Professional Responsibility or by the Tennessee Lawyers Assistance Program.

iv) Approved Mentoring Programs: The Commission intends that Sponsoring Organizations have flexibility to develop and design an overall Mentoring Program that meets the basic needs and objectives that the Sponsoring Organization views as being important. However, the structure of any Approved Mentoring Program shall contain the following basic elements, in addition to any other elements developed or required by the Sponsoring Organization:

(1) A developed program in all areas of required content as provided in § 5(a), below, exclusive of any additional elective topics required by the Sponsoring Organization;

(2) Provisions permitting mentees to change mentors to a second Mentor Attorney at least once during the course of the mentoring program due to the Mentor Attorney or mentee leaving a firm or practice setting, the breakdown of the mentoring relationship, or other similar reasons;

(3) If the Mentor Attorney and mentee are not affiliated with the same law firm, governmental agency, or corporate law department,

- provisions prohibiting the discussion of specific legal matters during the completion of the Mentoring Plan and protecting against the risk of inadvertent disclosure of client or confidential information;
- provisions making clear that no attorney-client relationship is established by the Mentoring Program and that communications between the Mentor Attorney and mentee are not confidential; and
- provisions designed to identify and prevent present and prospective conflicts of interest;

(4) Provisions prohibiting romantic or business relationships between the Mentor Attorney and mentee during the period of the mentoring relationship;

(5) Provisions limiting a Mentor Attorney from working with more than two (2) mentees during the course of any calendar year;

(6) A final certification by both the Mentor Attorney and the mentee upon completion of the Mentoring Plan that all program criteria have been completed; and

(7) The designation of at least one (1) person within each Sponsoring Organization to be responsible for overseeing the ongoing operations of the Mentoring Program and to serve as a point of contact with the Commission.

v) Mentoring Plans: For purposes of accrediting the Approved Mentoring Program, the Sponsoring Organization shall assist the Mentor Attorney and mentee to develop a Mentoring Plan designed to include core topics, as well as skills, activities, and experiences important for lawyers. These experiences and activities should be designed as learning activities for the mentee and should serve as a source of discussion between the Mentor Attorney and mentee. The Mentoring Plan shall be approved for use by the Commission.

(1) Substantive Content of Mentoring Plans: In addition to any elective topics designated by the Sponsoring Organization, Mentoring Plans shall provide for a core topic list, with appropriate activities and materials to facilitate meaningful interaction and learning in the following areas:

(i) Professionalism and legal ethics;

(ii) Civic, charitable, and pro bono activities;

(iii) Client communication, advocacy, and negotiation;

(iv) Law office management;

(v) Professional development, including work with the legal community, bar associations, and court activities;

(vi) Leadership training;

(vii) Career paths and work/life balance issues;

(viii) Causes of depression and substance abuse issues, including identification of available support networks and resources;

(2) Length of Mentoring Plans: The Commission will accredit Approved Mentoring Programs whose Mentoring Plans operate for a minimum period of six (6) months and a maximum period of one (1) year. In all Approved Mentoring Programs, the Mentoring Plan must provide for a minimum number of in-person meetings between Mentor Attorney and mentee equivalent to one-hour per month for the duration of the Mentoring Plan.

vi) Mentoring Program Evaluation: For purposes of accreditation, all Approved Mentoring Programs shall contain provisions by which both the Mentor Attorney and mentee can evaluate the quality and effectiveness of the Mentoring Plan during the midpoint and at the conclusion of the Mentoring Plan. Copies of all such evaluations shall be submitted to the Commission.

vii) Law School Mentoring Programs: The Commission may approve Mentor Attorneys to receive CLE Credit for participation in a law school mentoring program ("Approved Law School Mentoring Program") as set forth below; provided that the mentoring program has been established by a law school in Tennessee that has been approved by the Board of Law Examiners pursuant to Tennessee Supreme Court Rule 7, § 2.03 and otherwise meets the requirements of this subsection.

(1) Eligibility of Mentor Attorney and Law Student Mentee: Mentor Attorneys participating in an Approved Law School Mentoring Program shall meet the requirements of § 2 above. A law school sponsoring an Approved Law School

Mentoring Program may develop criteria for allowing participation by any student enrolled at that law school.

(2) Structure of Law School Mentoring Program: The structure of any approved Law School Mentoring Program shall contain the following basic elements, in addition to any other elements developed by the law school sponsor:

(i) A developed program in all areas of required content as provided in § 7(d), below, exclusive of any additional elective topics required by the Sponsoring Organization;

(ii) Provisions permitting law student mentees to change mentors to a second Mentor Attorney at least once during the course of the mentoring program due to migration of the Mentor Attorney or law student mentee, the breakdown of the mentoring relationship, or other similar reasons;

(iii) Provisions prohibiting romantic or business relationships between the Mentor Attorney and law student mentee, except that a law student mentee may work as a law clerk for a law firm or corporate law department in which the Mentor Attorney is also employed;

(iv) Provisions limiting a Mentor Attorney from working with more than two (2) law student mentees during the course of any calendar year;

(v) A final certification by both the Mentor Attorney and the law student mentee upon completion of the Law School Mentoring Plan that all program criteria have been completed; and

(vi) The designation of at least one (1) person within each law school sponsor to be responsible for overseeing the ongoing operations of the Law School Mentoring Program and to serve as a point of contact with the Commission.

(3) Law School Mentoring Plans: For purposes of accrediting the Approved Law School Mentoring Program, the law school sponsor shall assist the Mentor Attorney and law student mentee to develop a Law School Mentoring Plan designed to include core topics, as well as skills, activities, and experiences important for lawyers and law students. These experiences and activities should be designed as learning activities for the mentee and should serve as a source of discussion between the Mentor Attorney and law student mentee. The Law School Mentoring Plan shall be approved for use by the Commission.

(4) Substantive Content of Law School Mentoring Plans: In addition to any elective topics designated by the law school sponsor, Approved Law School Mentoring Plans shall provide for a core topic list, with appropriate activities and materials to facilitate meaningful interaction and learning in the following areas:

(i) Professionalism and legal ethics;

(ii) Professional development, including work with the legal community, bar associations, and court activities;

(iii) Career paths and work/life balance;

(iv) Causes of depression and substance abuse issues, including identification of available support networks and resources;

(5) Length of Law School Mentoring Plans: The Commission will accredit Approved Law School Mentoring Programs whose Mentoring Plans operate for a minimum period of one (1) semester and a maximum period of two (2) semesters. In all Approved Law School Mentoring Programs, the Law School Mentoring Plan must provide for a minimum number of in-person meetings between Mentor Attorney and mentee equivalent to one-hour per month for the duration of the Law School Mentoring Plan.

(6) Law School Mentoring Program Evaluation: All Approved Law School Mentoring Programs shall contain provisions by which both the Mentor Attorney and law student mentee can evaluate the quality and effectiveness of the Law School Mentoring Plan during the midpoint and at the conclusion of the Law School Mentoring Plan. Copies of all such evaluations shall be submitted to the Commission.

viii) CLE Credit:

(1) Full Credit: For satisfactory completion of participation in an Approved Mentoring Program and certified as such by the Sponsoring Organization, the Commission may award dual CLE credit as follows:

(i) Mentor Attorneys may receive CLE credit for the initial mentor training, for any mentor re-certification training, and up to twelve (12) hours per year for participation in an Approved Mentoring Program or Approved Law School Mentoring Program based upon the length of the Mentoring Plan.

(ii) Mentee Attorneys participating in an Approved Mentoring Program may receive up to a maximum of twelve (12) hours of CLE credit based upon the length of the Mentoring Plan.

(2) Partial Credit for Mentee: No mentee failing to complete a Mentoring Plan shall be eligible to receive CLE Credit under this section, whether in whole or in part.

(3) Partial Credit for Mentoring Attorney: Where a Mentoring Plan or Law School Mentoring Plan is not completed due to a breakdown of the mentoring relationship not attributable to the Mentor Attorney, the Commission may award to the Mentor Attorney partial credit up to twelve (12) hours of dual credit in recognition of the Mentor's time and dedication to the mentoring relationship. Such reasons may include, but are not limited to, the migration of the mentee; a mentee's unjustified failure to complete the Mentoring Plan or Law School Mentoring Plan; a serious illness of the Mentor Attorney or mentee; or the mentee's decision to change to inactive status in the practice of law.

(4) Awarding of Credit: Where credit is awarded for completion of a Mentoring Plan or Law School Mentoring Plan, the Commission shall award the total credit hours for the year in which the Mentoring Plan is competed.

ix) Confidentiality: Pursuant to Tennessee Supreme Court Rule 21, § 6.03, all records relating to the evaluation of Approved Mentoring Programs and Approved Law School Mentoring Programs submitted to the Commission shall be deemed confidential and shall not be disclosed except in furtherance of the duties of the Commission.

# List of Individuals and Organizations Receiving Notice of the Foregoing by Mail

Libby Sykes
Administrative Director, Administrative Offices of the Courts
Administrative Office of the Courts
511 Union St Suite 600
Nashville TN 37219

Mart Cizek
President, Anderson County
Magill Crye & Cizek
125 N Main St
Clinton TN 37716

Michele Howard-Flynn
President, Association for Women Attorneys
The Howard-Flynn Law Group
3257 W. Sarazen's Circle
Memphis TN 38125

Hewitt Chatman
President, Ballard-Taylor Bar Association
511 Algie Neely Rd
Denmark TN 38391

John White
President, Bedford County
Bobo Hunt & White
P O Box 169
111 North Spring St Ste 202
Shelbyville TN 37162

Jeffrey Kinsler
Dean, Belmont University College of Law
1900 Belmont Blvd
Nashville TN 37217

Barbara Deans
President, Ben Jones Chapter - National Bar Association
365 Marianna Cove
Memphis TN 38111

Andrew Frazier
President, Benton County
P O Box 208
116 E Main
Camden TN 38320

Diane Hicks
President, Blount County
Goddard & Gamble
101 W Broadway Ave Ste 208
Maryville TN 37801

Nancy Jones
Chief Counsel, Board of Professional Responsibility
Board of Professional Responsibility
1101 Kermit Drive Suite 730
Nashville TN 37217

Tom Scott
Chair♂, Board of Professional Responsibility
Ball & Scott
550 W Main St Ste 601
Knoxville TN 37902

Michael Jenne
President, Bradley County
Jenne Scott & Jenne
PO Box 161
260 N Ocoee St
Cleveland TN 37364

Daniel Coughlin
President, Bristol
Massengill & Caldwell P.C.
P.O. Box 1745
Bristol TN 37621

Kristie Anderson
President, Campbell County
PO Box 196
Jacksboro TN 37757

Matthew Maddox
President, Carroll County
Maddox Maddox & Maddox
P O Box 827
19695 E Main St
Huntingdon TN 38344

Jason Holly
President, Carter County
Holly & Holly PLLC
420 Railroad Street
Elizabethton TN 37643

Kevin Smith
Dean, Cecil C. Humphreys School of Law
3715 Central Avenue
Memphis TN 38152

Lynda Hood
Executive Director, Chattanooga Bar Association
Chattanooga Bar Association
801 Broad St Suite 420 Pioneer Bldg
Chattanooga TN 37402

John Rice
President, Chattanooga Bar Association
John T. Rice P.C.
PO Box 4326
147 N. Market Street Suite C
Chattanooga TN 37405

Dora Salinas
Secretary, Cheatham County
104 Frey St
104 Frey St
Ashland City TN 37015

David Stanifer
President, Claiborne County
Stanifer & Stanifer
PO Box 217
1735 Main St
Tazewell TN 37879

John Whitson
President, Cocke County
Law OFC of J Derreck Whitson
P.O. Box 1230
311 East Broadway
Newport TN 37822

Craig Northcott
President, Coffee County
Van Cleave & Northcott P.C.
1301 E. Carroll St.
Tullahoma TN 37388

Caroline Knight
President, Cumberland County
Law Offices of Caroline E. Knight
28 W Fifth Street
Crossville TN 38555

Billy Townsend
President, Decatur,Lewis,♂Perry,Wayne Counties
Townsend Law Office
26 West Linden Ave
26 West Linden Ave
Hohenwald TN 38462

Bratten Cook
President, Dekalb County
104 N 3rd St
Smithville TN 37166

Timothy Potter
President, Dickson County
Reynolds PotterRagan & Vandivort PLC
210 E. College St.
Dickson TN 37055

Matthew Willis
President, Dyer County
Ashley Ashley & Arnold
PO Box H
322 Church Ave. N.
Dyersburg TN 38025

Beth Brooks
President, East Shelby County Bar Assn
2299 Union Ave
Memphis TN 38104

Wynne Hall
President, ETLAW
Paine Tarwater and Bickers LLP
P. O. Box 198
900 S. Gay St. Ste. 2200
Knoxville TN 37901

Leslie Cory
President, Federal Bar Assn Chattanooga Chapter
Ortwein & Cory
1010 Market St Ste 306
Chattanooga TN 37402

Billy Ryan
President, Federal Bar Assn - Memphis Chapter
Donati Law Firm LLP
1545 Union Ave
Memphis TN 38104

Walter Crouch
President, Federal Bar Assn-Nashville Chapter
Waller Lansden Dortch & Davis LLP
P O Box 198966
511 Union St Suite 2700
Nashville TN 37219

Brack Terry
President, Federal Bar Association NE TN Chapter
Terry Terry & Stapleton
PO Box 724
918 W First North St
Morristown TN 37815

Adam Parrish
President, Fifteenth Judical District
112 E. High St.
Lebanon TN 37087

Joseph Ford
President, Franklin County
McBee & Ford
17 S College St
Winchester TN 37398

Terri Crider
President, Gibson County
Flippin & Atkins P.C.
P.O. Box 160
1302 Main Street
Humboldt TN 38343

Robert Curtis
President, Giles County
Law Office of Robert W. Curtis III
P.O. Box 517
Pulaski TN 38478

Creed Daniel
President, Grainger County
Daniel & Daniel
P O Box 6
Courthouse Sq 115 Marshall Ave
Rutledge TN 37861

Todd Shelton
President, Greene County
Rogers Laughlin Nunnally Hood & Crum PC
100 S Main St
Greeneville TN 37743

Richard Swanson
President, Hamblen County
Swanson & Cowan LLP
717 W Main St Ste 100
Morristown TN 37814

Harriet Thompson
President, Hardeman County
P O Box 600
205 East Market St.
Bolivar TN 38008

Treasurer, Hardin County

Michelle Green
President, Hawkins County
Attorney at Law
307 S Depot St. Ste D
307 S Depot St. Ste D
Rogersville TN  37857

Carmon Hooper
President, Haywood County
P O Box 55
10 S Court Square
Brownsville TN  38012

Patricia Wilsdorf
President, Hickman County
Harvill & Assoc PC
820 Hwy 100
121 Cabin Dr.
Centerville TN  37033

John Williams
President, Humphreys County
Porch  Peeler WilliamsThomason
102 S Court Square
102 South Court Square
Waverly TN  37185

Todd Siroky
President, Jackson-Madison County
Rainey Kizer Reviere & Bell PLC
P.O. Box 1147
209 E Main St
Jackson TN  38302

Dennis Roach
President, Jefferson County
Law Office of Dennis
1004 N Hwy 92 Suite B
1004 N Hwy 92 Suite B
Jefferson City TN  37760

William Cockett
President, Johnson County
Smith & Cockett
PO Box 108
Mountain City TN  37683

Steven Huret
President, Kingsport
Wilson Worley Moore Gamble & Stout PC
PO Box 88
Kingsport TN  37662

Marsha Wilson
Executive Director, Knoxville Bar Association
Knoxville Bar Association
P O Box 2027
505 Main St  Suite 50
Knoxville TN  37901

Sam Doak
President, Knoxville Bar Association
Arnett Draper & Hagood
PO Box 300
2300 First Tennessee Plaza
Knoxville TN  37901

Timothy Naifeh
President, Lake County
227 Church St
Tiptonville TN  38079

William Douglas
President, Lauderdale County
P O Box 489
109 N Main St
Ripley TN  38063

George Boston
President, Lawrence County
Boston Holt Sockwell & Durham PLLC
P O Box 357
235 Waterloo St
Lawrenceburg TN  38464

Candice Reed
President, Lawyers Assn for Women♂Marion Griffin Rep
Counsel on Call Inc.
112 Westwood Place Suite 350
Brentwood TN 37027

Melanie Gober
Executive Director, Lawyers Association for Women
Lawyers Assn for Women
P O Box 190583
Nashville TN 37219

Leilani Boulware
Chair, Lawyers Fund for Client Protection
McAfee & McAfee
246 Adams Ave
Memphis TN 38103

Randall Self
President, Lincoln County
Randall E Self Attorney At Law
P O Box 501
131A E Market St
Fayetteville TN 37334

Sydney Beckman
Dean, Lincoln Memorial University - Duncan School of Law
601 W. Summit Hil Drive
Knoxville TN 37902

Arthur Henry
President, Loudon County
P O Box 366
322 Grove St
Loudon TN 37774

Lee Bowles
President, Marshall County
Bussart Law Firm
520 N Ellington Pkwy
Lewisburg TN 37091

Dalton Mounger
President, Maury County
PO Box 1468
808 South High St
Columbia TN 38402

Donald Winder
President, McMinn-Meigs County
Reid Law Firm
PO Box 628
10 W Madison Ave
Athens TN 37371

Ricky Wilkins
President, Memphis Bar Association
The Law Offices of Ricky E. Wilkins
66 Monroe Ave Ste 103
Memphis TN 38103

Dwaine Thomas
President, Monroe County
The Law Office of Dwayne B. Thomas
PO Box 99
102 College St
Madisonville TN 37354

Sheri Phillips
President, Montgomery County
The Law Offices of Olson and Phillips PLLC
PO Box 273
105 S Third St
Clarksville TN 37040

Michael Davis
President, Morgan County
PO Box 925
Wartburg TN 37887

William Stover
President, Napier-Looby Bar Assn
W. Stover Attorney at Law
800 Broadway 2nd Floor
Nashville TN 37203

Jonathan Cole
President, Nashville Bar Association
Baker Donelson Bearman Caldwell & Berkowitz PC
211 Commerce St. Ste 800
Nashville TN 37201

Gigi Woodruff
Executive Director, Nashville Bar Association
Nashville Bar Association
315 Union Street Suite 800
Nashville TN 37201

Joe Loser
Dean, Nashville School of Law
4013 Armory Oaks Drive
600 Linden Square
Nashville TN 37204

Damon Campbell
President, Obion County
Conley Campbell Moss & Smith
PO Box 427
317 S. Third St.
Union City TN 38281

Daryl Colson
President, Overton County
211 N Church St
Livingston TN 38570

Beth Belew
President, Paris-Henry County
Ainley Hoover Clark & Hoover
200 N Poplar St
Paris TN 38242

James Hayes
President, Putnam County
PO BOX 3294
2105 Old
COOKEVILLE TN 38502

James Taylor
President, Rhea County
1374 Railroad St Ste 400
Dayton TN 37321

Gregory Leffew
President, Roane County
PO Box 63
109 North Front Avenue
Rockwood TN 37854

Frederic Borthick
President, Robertson County
Attorney at Law
117 5th Ave W.
Springfield TN 37172

Robert Hogan
President, Rutherford-Cannon County
104 North Church St
Murfreesboro TN 37130

Chantelle Roberson
President, S.L. Hutchins Chapter - National Bar Assn.
Miller & Martin PLLC
832 Georgia Avenue Ste 1000
Chattanooga TN 37402

Mark Blakley
President, Scott County
Stansberry Petroff Marcum & Blakley PC
P O Box 240
Huntsville TN 37756

Katy Russell
President, SETLAW
Luther Anderson PLLLP
P. O. Box 151
Chattanooga TN 37401

Scott Hall
President, Sevier County
105 Bruce St
Sevierville TN  37862

Robert Cooper, Jr.
Attroney General, State of Tennessee
PO Box 20207
Nashville TN  37202

Lance Wray
President, Sumner County
Law Office of Lance A. Wray
131 Maple Row Blvd Ste A-101
Hendersonville TN  37075

Isaac Conner
President, Tennessee Alliance for Black Lawyers
Manson Johnson Stewart & Associates
1223 5th Ave. N.
Nashville TN  37208

Erik Cole
Executive Director, Tennessee Alliance for Legal Services
Tennessee Alliance for Legal Services
50 Vantage Way Suite 250
Nashville TN  37228

Erik Cole
Executive Director, Tennessee Alliance of Legal Services
50 Vantage Way Ste 250

Kaz Kikkawa
President, Tennessee Asian Pacific American Bar Asssociation♂c/o
Branstetter, Stranch & Jennings, PLLC
HCA Inc.
One Park Plaza 1-4-E
Nashville TN  37203

Wayne Ritchie
President, Tennessee Association for Justice
Ritchie Dillard & Davies P.C.
PO Box 1126
606 W Main Ave Ste 300
Knoxville TN  37901

Suzanne Keith
Executive Director, Tennessee Association for Justice
Tennessee Assn for Justice
1903 Division St
Nashville TN  37203

Allan Ramsaur
Executive Director, Tennessee Bar Association
Tennessee Bar Association
221 4th Ave N Suite 400
Nashville TN  37219

Barri Bernstein
Executive Director, Tennessee Bar Foundation
Tennessee Bar Foundation
618 Church St Suite 120
Nashville TN  37219

Ricky Wilkins
President, Tennessee Board of Law Examiners
The Law Offices of Ricky E. Wilkins
66 Monroe Ave Ste 103
Memphis TN  38103

Adele Anderson
Administrator, Tennessee Board of Law Examiners
Tennessee Board of Law Examiners
401 Church Street Suite 2200
Nashville TN  37243

Dalton Townsend
Chair, Tennessee Commission CLE
Hodges Doughty & Carson PLLC
PO Box 869
617 Main Street
Knoxville TN  37901

Steve Miller
President, Tennessee Defense Lawyers Assn
McDonald Kuhn PLLC
119 South Main Street Suite 400
Memphis TN 38173

Jeanne (Rickey) Schuller
Chief Legal Counsel, Tennessee Department of Childrens Services
436 6th Ave N Floor 7
Nashville TN 37243

James Wally Kirby
Executive Director, Tennessee District Attorney Generals Conference
226 Captitol Blvd Ste 800
Nashville TN 37243

Amy Hollars
President, Tennessee Lawyers Assn for Women
P.O. Box 68
1010 E Main St
Livingston TN 38570

Tessa Smith
Executive Director, Tennessee Lawyers Assn for Women
TN Lawyers Assn for Women
P. O. Box 331214
Nashville TN 37203

Jeffrey Henry
Executive Director, Tennessee Public Defenders Conference
211 Seventh Ave N Ste 320
Nashville TN 37219

James Witherington
President, Tipton County
P O Box 922
205 S Main Street
Covington TN 38019

Jerry Black
President, TN Assn of Criminal Defense Lawyers
UT Law School
1505 W Cumberland Ave
4965 Roberson Springs Rd.
Knoxville TN 37996

Barbara Short
Executive Director, TN Assn of Criminal Defense Lawyers
TN Assn of Criminal Defense Lawyers
121 21st Ave. N. Ste 311
Nashville TN 37203

Mario Ramos
Secretary, TN Assn of Spanish Speaking Attnys
Mario Ramos PLLC
611 Commerce St Suite 3119
Nashville TN 37203

James McKenzie
President, Twelfth Judicial District
12th Judicial District
1475 Market St Rm 202
Dayton TN 37321

Lois Shults-Davis
Secretary, Unicoi County
PO Box 129
111 Gay Street
Erwin TN 37650

Kenneth Myers
President, Union County
P O Box 13
105 Monroe St
Maynardville TN 37807

Doug Blaze
Dean, University of Tennessee College of Law
1505 W. Cumberland Ave
Knoxville TN 37923

Chris Guthrie
Dean, Vanderbilt University School of Law
131 21st Ave. South Room 108
Nashville TN  37203

Stevie Roller
President, Warren County
111 W Court Sq Ste 1
McMinnville TN  37110

John Bolton
President, Washington County
104 East Main St
Johnson City TN  37604

Jeffrey Washburn
President, Weakley County
Washburn and Hutcherson Law Firm
P.O. Box 199
117 N. Poplar St.
Dresden TN  38225

William Mitchell
President, White County
Mitchell Law Office
112 South Main Street
Sparta TN  38583

George Underwood
President, William Henry Hastie Chapter - National Bar Assn.
Spicer Rudstrom PLLC
800 South Gay Street Suite 1100
Knoxville TN  37929

Jackson Welch
President, Williamson County
Sidwell Barrett & Welch PC
121 1st Ave S Ste 200
Franklin TN  37064