

2010-2011 REGION 3 CHAPTER PRESIDENTS

MARK BIDDLESTONE
Cleveland Chapter



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Work Profile: Mark is the Director of Operations and Human Resources for Benesch Friedlander Coplan & Aronoff LLP. His past work experience has been primarily in upper level management positions with Swagelok and Weatherchem.

ALA Profile: Mark has been a member of ALA since 2005. He believes that not only does ALA provide a terrific network, it also provides abundant opportunities to learn of things that can bring value to your own performance as well as the performance of your firm. A good leader will not pass up such a readily available and profitable resource.

Personal: Mark has two grown daughters. He has also worked for many years as a model at several agencies, including Ford, David and Lee, and The Talent Group.

TERRY A. BLAKELY
Mid-Michigan Chapter



Contact Information:
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Work Profile: Terry is the Executive Director at Foster Swift Collins & Smith, P.C. in Lansing, Michigan.

ALA Profile: Terry became a legal administrator and an ALA member in 2003. He has been the Secretary, Vice President and President of the local Mid-Michigan Chapter.

Personal: Terry is a retired Army Lieutenant Colonel and runs, reads and rides motorcycles. He and his wife Lee Ann enjoy taking multi-day trips on their motorcycles. They can't hear the cell phones or read text messages then.

PAUL D. BOYD, CPA
Columbus Chapter



Contact Information:
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Work Profile: Paul is the CFO at Chester, Willcox & Saxbe LLP in Columbus, Ohio.

ALA Profile: Paul became an ALA member in 2004. At the Chapter level, Paul has served as Vice President, Treasurer and Secretary and continues to serve on other Chapter Committees, including Golf Outing and Education. In 2008 Paul organized a statewide half day seminar for Ohio Chapter members and Business Partners on the topic of Project Management.

Personal: Paul spends his free time traveling, remodeling his home and seeing friends and family.

2009-2010 Region 3 Management Team

Director
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LYN M. CALU

Metropolitan Detroit Chapter



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Work Profile: Lyn Calu is the Office Manager for Bowman and Brooke, LLP's Troy, Michigan office, where she has been employed since 2002. Bowman and Brooke has seven offices nationwide and, in addition to managing the Troy office, Lyn has also had the opportunity to manage the Richmond, VA office intermittently over the past several years.

ALA Profile: Lyn has been a member of ALA since 2006 and has served as Secretary and Vice President/President Elect.

Personal: Lyn is currently on the Guardian Angels Catholic School Athletic Board, has involvement with the Detroit Police Family Association (DPFA), and spends time with her family enjoying activities such as basketball, softball, snowmobiling and drag racing.

PATRICIA O. (PAT) CURTIS

Greater Kansas City Chapter



Contact Information:
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Work Profile: Pat is the Administrative Director of White Goss Bowers March Schulte & Weisentels, a Professional Corporation in Kansas City, Missouri. She has held this position since January 2001. From 1987-1996, Pat was the Paralegal Manager of Polsinelli White Vardeman and Shalton, another Kansas City law firm.

ALA Profile: Pat joined ALA in 2001 when she became the principal administrator of a small firm. At the chapter level, Pat served on various committees and chaired the following: Bar Relations, Membership, and Website. Pat also served as Secretary, Vice-President, and President Elect of KCALA.

Personal: Pat enjoys escaping reality through travel or a good book.

DEBRA L. (DEBBIE) ELSBURY, CLM

Indiana Chapter



Contact Information:
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Work Profile: Debbie joined Threlkeld & Associates in November 1995. After working in various roles, she became the Office Manager in February 2000.

ALA Profile: Debbie joined ALA in 2003 and has served on her local chapter board as Community Challenge Chair, Special Projects Chair, Treasurer, President Elect and President. She has served on the planning committees for the Managing Partner Dinner, Annual Golf Outing and the Business Partner Showcase. At the Regional level, Debbie has served on the Regional Nominating Committee and as a Local Liaison for the 2008 Region 2/3 Conference in Indianapolis, Indiana. Debbie is very proud of having earned her CLM in 2009.

Personal: Debbie and her husband Mark have three children and four grandchildren. She and her husband live on a grain and livestock farm in Fortville, Indiana, mainly raising corn, soybeans, Katahdin sheep and one errant Black Labrador named Rocky.



Fran Gentili, Newsletter Editor
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We welcome your suggestions and articles

KELLY S. FISCHER, PHR
West Michigan Chapter



Contact Information:
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Work Profile: Kelly is the Director of Human Resources at Miller Johnson in Grand Rapids, Michigan.

ALA Profile: Kelly became a legal administrator and ALA member in 2007. Since becoming an ALA member she has served as Chapter Secretary, President-Elect, and now President. She earned her Professional in Human Resources (PHR) certification in 1995 and attended Davenport University.

Personal: Kelly enjoys reading, is married with 3 children, and spends much of her free time attending their sporting events.

ANN M. HOHNE
Dayton Area Chapter



Contact Information:
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Work Profile: Ann is the Office Administrator at Martin, Folino, Harmon & Stachler in Dayton, Ohio. She has been with the firm since 1979.

ALA Profile: Ann became a member of both The Dayton Area Chapter and ALA in 1992. At the Chapter level Ann has served as Secretary, Vice President and is currently the President.

Personal: Ann enjoys gardening, traveling and tells herself that she enjoys walking and exercising!! Ann also volunteers for several organizations in the Dayton area.

ANGELA M. LOUIS, PHR
Gateway Chapter



Contact Information:
Telephone: 314-335-1348
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Work Profile: Angela is a Legal Administrator at Rabbitt, Pitzer & Snodgrass, P.C. (RPS) in St. Louis, Missouri.

ALA Profile: Angela was hired as a Human Resources Manager and shortly after being hired, roles were combined and she became the Legal Administrator. When she joined RPS in 2004, she became an active ALA member. At the chapter level, Angela is serving as President (2010-2011) and has served as President-Elect, Vice President, and HR Section Chair. She has served on several chapter committees, including salary survey, community challenge, vendor fair, and vendor relations. Angela has a Master's Degree in Human Resources Management and in 2006 she acquired her Professional in Human Resources (PHR) certification.

Personal: Angela spends her free time chasing her four boys, five if you count the husband. She loves photography and real estate.


2010 ALA Conference
We hope to see you at the ALA conference in Boston. Be sure to stop by the Region 3 booth in the Exhibit Hall to say hi and see what's in store for the Region 3 Conference.....Chicago style!

Your connection
to knowledge, resources and networking



CAROL A. MCCALLUM, CLM
Greater Chicago Chapter



Contact Information:
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Work Profile: Carol is the Administrator at Lewis, Overbeck & Furman, LLP in Chicago, Illinois.

ALA Profile: Carol has worked for Lewis, Overbeck & Furman, LLP since 1975 and became a legal administrator and an ALA member in 2001. At the Chapter level, she has served as Facilities Advisor, Small Firm Director, Continuing Education Director, Vice President, and Region 3 Representative. Carol has served on several Chapter Committees, including Education, Vendor Show and Community Service. She also volunteers as a session manager at regional and annual conferences. In 2005, Carol acquired her Certified Legal Manager (CLM) designation.

Personal: Carol spends her free time playing with her grandchildren, reading, knitting, and taking a chance on the slots whenever possible.

KIMBERLEE P. (KIM) NICKOLAS
Greater Cincinnati Chapter



Contact Information:
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Work Profile: Kim is an Office Manager at Baker & Hostetler LLP in Cincinnati, Ohio. In college, Kim majored in Cognitive Science/Artificial Intelligence. Before her career in law, she worked with Deloitte Consulting as the Cincinnati office Human Resources and Administrative manager.

ALA Profile: Kim became a legal administrator and an ALA member in 2000. In her Chapter, Kim has served as President-Elect, Secretary, Programs Chair, Membership Chair, and Meetings Chair.

Personal: Kim spends her free time visiting friends, riding her motorcycle, flying and learning about new technology.

ANTHONY M. (TONY) RAGER
Nebraska Chapter



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Work Profile: Tony is the Human Resource Facilitator at Cline Williams Wright Johnson & Oldfather, L. L. P., with offices in Lincoln, Omaha, Aurora and Scottsbluff, Nebraska, and Fort Collins, Colorado. Tony has worked at Cline Williams since 1992.

ALA Profile: Tony became a legal administrator and an ALA member in 2006. He has served as Chapter President and Chapter Treasurer and has served as the Chair of the Survey Committee.

Personal: Tony enjoys spending his free time with his wife, six year old son and four year old daughter. He was born and raised in the highest incorporated city in the United States (Leadville, Colorado—elevation 10,152 feet) and claims that all of his growing energy went to big lungs (to help with the lack of oxygen at that elevation), thus explaining his intimidating 5'6" height.

2010-2011 Region 3 Management Team



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TRACEY L. REAMS, CLM
Wisconsin Chapter



Contact Information:
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Work Profile: Tracey is the Administrator at Melli Law, S.C., in Madison, Wisconsin.

ALA Profile: Tracey joined ALA and the Wisconsin Association of Legal Administrators ("WALA") in 2005. Before serving as President-Elect and President, she was chair of the Madison educational lunch meetings and served as her chapter's Vice President of Communications and Vice President of Vendor Relations. She was named second runner up of ALA's inaugural Quest Award at the 2007 Annual Conference in Las Vegas. Tracey earned her Certified Legal Manager (CLM)SM designation in 2008. In 2009, she received the Wisconsin Law Journal's "Unsung Hero" award in the category of legal administrator.

Personal: In Tracey's free time, she enjoys creating stained glass projects, cake decorating (although she doesn't like to bake the cakes), and time with family. She cites a former hobby, attending workshops in improvisational comedy, as good training for the always-evolving role of legal administrator and chapter leader.

NATHAN C. (NATE) SMITH
Iowa Chapter



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Work Profile: Nathan Smith is the Director of Information Technology for McKee, Voorhees and Sease, P.L.C., in Des Moines, Iowa, a law firm that focuses on Intellectual property. He is in his 11th year with them.

ALA Profile: Nate started his presidency of the Iowa chapter in April of 2009. Before that he was President-Elect and Vice President of the Iowa Chapter. He has been an ALA member for several years and looks forward to serving on one of the new committees when his term on the Iowa Chapter board is over.

Personal: Nate and his wife Amy are raising two active girls, ages 10 and 8. Nate is an avid reader and student of life and can be found working on a variety of projects, including home improvement and open source software. Nate flies high power rockets and is an Aerostat enthusiast. He would like to learn to fly his own hot air balloon when he finally makes the time for it.

STEVEN M. SOUERS
North Indiana Chapter



Contact Information:
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Work Profile: Steve is the Legal Administrator for Haller & Colvin PC in Ft. Wayne, Indiana, and is responsible for the full range of the law firm's operations. Prior to becoming a legal administrator twelve years ago, Steve practiced as a CPA.

ALA Profile: Since moving to the legal profession, Steve has been active in his local ALA chapter as President and Treasurer as well as attending Regional and National ALA events.

Personal: Steve is an avid bicyclist, riding and racing with his wife and son throughout the year.

SHARI TIVY
Minnesota Chapter



Contact Info:
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Work Profile: Shari is Director of Human Resources at Bowman and Brooke LLP in Minneapolis, Minnesota.

ALA Profile: Shari became a legal administrator and member of ALA in 1985. At the Chapter level she has previously served on the MAAA Board of Directors as President, Vice President of Member Services, Vice President of Education and Past President, and has most recently served again as President-Elect. She has served on several committees including Education, Membership, Bar Relations, Vendor Relations, the Business Partner Conference Committee, the Past Presidents Advisory Council, and CHAOS. At the Regional level Shari has served as a Regional Officer, has been on two Regional Nominating Committees, and has chaired a Regional Taskforce on Membership. At the National level she has served on two Conference Planning Committees, the Association Nominating Committee, and the Vendor Relations Committee. She has always described herself as an ALA and MAAA junkie and humbly thanks both organizations for the value they bring to her work.

Personal: When she isn't traveling for work or fun, Shari spends most of her weekends with her retired husband at their lake home in Wisconsin where he lives full time. They are known for their annual, exotic adventure trips (think solar power, howler monkeys and bare feet). She is thrilled to have welcomed her first two grandchildren to the family this past year.

DAN VASSALLO
Northwest Ohio Chapter



Contact Information:
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Work Profile: Dan has been the Office Administrator at Murray & Murray Co., LPA (in Sandusky, Ohio) for the past 13 years. Prior to that, he spent seven years as Controller for a John Deere dealership, and four years as a Staff Accountant at a CPA firm.

ALA Profile: Dan joined ALA in 2003. Over the years, he has found that he has gained the most helpful law firm management information from other members. From 2005 to 2007, Dan attempted to serve as chapter Secretary, and from mid 2007 to April 2009 as chapter Vice-President/President-Elect. Dan has been humbled and challenged to now serve as the NWOH ALA Chapter President.

When Dan returned from the ALA Chapter Leadership Institute in 2007, he was really fired up to put effort into ALA experiences and to get the most back out of it. Likewise, after attending the ALA Annual Educational Conference & Exposition in New Orleans, Dan felt energized and challenged to put into practice all of the things that he learned.

Personal: Dan lives along the shore of Lake Erie near Sandusky, Ohio, mid-way between Toledo and Cleveland with his wife Cheryl and two of their three adult children.

MARY ELLEN WOODWARD
Wichita Chapter



Contact Information:
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Work Profile: Mary Ellen is an Administrator at McDonald, Tinker, Skaer, Quinn & Herrington, P.A. in Wichita, Kansas.

ALA Profile: Mary Ellen has been in the legal field for over 30 years and an ALA member since 2000. At the Chapter level, Mary Ellen has served as President, President-Elect, and Treasurer. She has served on several Chapter Committees, including Bar Relations, Salary Survey, Vendor Event, Community Challenge, Summer Internship, and Diversity. At the Regional level, Mary Ellen has been the Chair of the Regional Nominating Committee. In addition, Mary Ellen has been a speaker at Chapter Meetings in Wichita, Kansas City and Indianapolis, as well as at the 2008 Annual Financial Conference in Chicago.

Personal: Mary Ellen spends her free time with her husband, children and grandchildren. She loves to cook and is building an extensive list of original recipes with the goal of someday publishing a cookbook.

THINGS I LEARNED FROM TAKING THE CLM EXAM

I learned you need to quit mulling it over and just do it.

I learned that the educational requirements were not as big of a deal as I had originally thought they would be.

I learned that a majority of the educational requirements can be met by attending Annual Conferences, Regional Conferences and ALA Webinars.

I learned that I could reach out to Sue Powers to help me with organizing my education and applying it to the appropriate categories.

I learned that I didn't have to take the test under the cloak of secrecy. My friends, family and colleagues were very supportive of me.

I learned that studying again after 25 years is a tough task.

I learned it is true that classical music can help keep me focused on my studies.

I learned that I am easily distracted by hummingbirds when studying on my front porch.

I learned that I did not need to purchase every book listed on the suggested reading list. Many people are willing to share and some of the books are available at your local library.

I learned that colored pens and highlighters not only make my notes look pretty but also helped me in organizing my notes by topic.

I learned that flash cards are not just for elementary students.

I learned how to jump on a good deal when offered. When I asked my managing partner (somewhat tongue in cheek) if I would get a pay raise if I passed the test and his quick reply (with a smirk) was that he would make me a deal and not fire me if I didn't – I jumped on it.

I learned that my chapter members were rooting for me.

I learned I could do this without a study group.

I learned that when I reached out to other CLM's for advice, they helped me in any way they could.

I learned things I didn't know I didn't know.

I learned that when family members had a hard time not talking to me while I was studying — I instituted a rule that, if I was wearing headphones (listening to classical music, of course), they were not to bother me unless the house was on fire and I was in mortal danger.

I learned that having a friend to root me on was invaluable.

I learned that I can drive to St. Louis in the pouring rain while my husband asks me questions from my flash cards and find the experience soothing.

I learned to keep all of my study materials together in a briefcase by themselves.

I learned not to take the sample test thinking I will ace it.

I learned that I had to read the Law Firm Accounting and Financial Management book twice. Many parts of it out loud. The hummingbirds weren't too impressed.

I learned that walking through the door of the testing room was like walking into the first class at a new high school.

I learned that an afternoon test should be preceded by brunch by at least a couple of hours.

I learned that I felt better once I found the testing room and assured myself of the route there.

I learned that an old dog can be taught new tricks.

I learned not to answer the first handful of questions and then start flipping through the test booklet previewing questions ahead. It will only serve to freak one out.

I learned not to make tally marks on the pages of the test booklet to track the questions I thought I knew the answers to, the questions I was unsure of and the questions I had no clue about. This, too, will only serve to freak one out.

I learned that once I had done these things that served to freak one out, I put down my pencil, shut the book, closed my eyes, took some deep breaths and started again.

I learned to read each question twice before looking at the answers and then read each answer option twice.

I learned to not think beyond the question.

I learned to not review my answers when done as I would tend to talk myself out of my original answers.

I learned a small solar calculator was all I needed to take with me.

I learned that no matter how much I studied, I left the room thinking I must be the dumbest ALA member on the face of the earth.

I learned that coloring 120 circles in a three hour period can be physically draining.

I learned that, even though I wanted to pass the test on my first try, I would try again if I didn't.

I learned that I can be very proud of my efforts without even knowing the results.

I learned that opening the results envelope when it arrives is a very emotional thing.

I learned that I felt an indescribable sense of personal satisfaction and accomplishment when my letter opened with the word "Congratulations."

I learned that, when results were posted, I received congratulatory emails and notes from ALA members I call friends and some people I have not had the pleasure of personally meeting yet.

I learned that even though I didn't get that big raise when I passed the test, I did get a boost to my self esteem, a rise in my self confidence and a measurable increase in my job knowledge. All of this was not only a result of passing the test but knowing that, in my preparation, I learned more than I ever expected. The entire process has made me a better administrator, a better ALA member and a better person.

So....what are you waiting for?



*Debbie Elsbury, (a very proud) CLM
President, Indiana Chapter*

ALA DISCOVERS THE LEADERS WITHIN



By Karen D. Griggs, CLM

Warren Bennis wrote, "Managers are people who do things right, while leaders are people who do the right thing." Leadership is about behaviors more so than skills. While management relies on planning and organizational skills, leadership relies on qualities such as integrity, commitment, courage, passion, confidence, wisdom, determination and sensitivity.

Leadership is often more about serving than leading and this is certainly the case for those of us involved in ALA leadership. Good leaders have earned the respect and trust of the people they support. ALA's members have a strong sense of involvement and camaraderie, creating a climate of encouragement and inclusiveness. ALA is a breeding ground for leaders and provides the necessary tools for us to develop into strong and influential positions in our organizations as well as our communities.

Most people don't seek to be a leader. When we evolve into providing others with vision, directing the course of future events and inspiring others to be successful, we just stepped into leadership. Those who do seek to be a leader can develop leadership behaviors. Involvement in ALA is pivotal to our own leadership development. Taking advantage of the educational and networking opportunities within ALA positions us to develop our management and leadership style. We are provided opportunities for public speaking and presentations, a daunting situation for some that becomes more comfortable the more often we do it. Our respective organizations reap the benefit as ALA affords us the opportunity to achieve the potential within us.

In recent years, many corporate leaders' ethical decisions have come under close scrutiny. Ethical leadership and moral courage could

have saved many businesses. The world is more transparent and connected than it has ever been. There is an increased awareness and interest in corporate responsibility. Many companies have implemented a code of conduct for its officials and expect the lawyers who represent them to ascribe to the same code. As ALA members we abide by a code of ethics. We are also provided education to guide our ethical behavior and that of the lawyers with whom we work. This should be the foundation of integrity of leadership within our organizations.

Diversity is another area within our organizations and our communities which requires leadership involvement and support. The marketplace is truly global now and leaders must be able to appreciate and adapt to all aspects of diversification. ALA's Diversity Committee provides resources to aid members who strive to promote awareness and acceptance within their organizations.

Good leaders understand their strengths and weaknesses. They know communication is two way and they take the time to listen, consult and involve others. They share the credit for achievements and successes and accept the blame for failings and mistakes. Leaders make difficult decisions. They recognize the importance of continued learning for themselves as well as for others in their organizations. They lead by example with integrity and fairness. Leaders have an appreciation for corporate responsibility and an ALA leader would support programs such as Community Challenge Weekend and green initiatives. They strive to become an expert in the technical aspect of their job. This is supported by the number of leaders in ALA who have achieved the designation of Certified Legal Manager.

For me personally, my leadership style has been influenced by ALA members I look to as mentors as well as what I have learned from

educational programs at the local, regional and international levels of ALA. My firm has benefited greatly from my development over the years. I've learned to think and act like an owner with focus on the big picture; to seek more responsibility and more ways to serve; to assess my core values and judgment; to lead with moral courage and to hold myself to the highest possible standards; to focus on the future; and to present myself in the best possible light by maintaining a healthy self image and positive attitude.

This is the time of year when much of ALA's leadership is in transition from its current leaders to newly elected or appointed officers. Many of these new officers will attend the Chapter Leadership Institute this July. Their chapters and firms will benefit from our members' commitment toward professional leadership.

Sir Isaac Newton once said, "If I have seen further than others, it is by standing upon the shoulders of giants." For me, this means that I am able to see further than others by standing on the shoulders of ALA and my fellow members. Thank you, ALA and fellow members.

WHERE WE ARE



FOCUS CHAPTER ASSIGNMENTS FOR INCOMING 2010-2011 REGION 3 MANAGEMENT TEAM

Your Region 3 team has divided up the chapters so that you have a specific contact person. Chapter Presidents can expect to receive periodic calls from your "representative." By the same token, please feel free to call on your representative or any other Region 3 team member at any time if you have questions or concerns. We are here to help you be successful!

Kara Jordan
West Michigan
Wisconsin

Steve Wingert
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Dayton
Indianapolis
Cincinnati

Cheryl Nelson
Kansas City
Detroit
NW Ohio
Mid-Michigan

Bob Miller
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