



**American Association for Paralegal and Legal Education  
Spring Super Regional Conference April 4 -6, 2019 Chicago, Illinois**

**Thursday, April 4**

**Noon-1 p.m. – Registration and Check In**

**1-1:30 p.m. – Welcome**

Gayle Miller, College of Lake County IL, AAFPE Central Region Director  
Bill McSorley, Midlands Technical College, SC, AAFPE South Region Director  
Judith Mathers Maloney, Molloy College, NY, AAFPE North Region Director

**1:30-2:30 p.m. – "Ups and Downs" of building a paralegal program's online presence.**

Tom Tankersley, Hillsborough Community College., FL will discuss professional development for online educators and institutional data both from the enrollment/retention side and pedagogical side. While he's been building an online program, Tom will share concerns and the issues he sees with online education.

**2:30-3pm -Break with Exhibitors**

**3-4:30pm - A Social Science Analysis of the ABA Guidelines**

Tom McClure, Illinois State University, IL, and current chair of the ABA Approval Commission will present the results of a quantitative analysis of non-compliance findings and suggestions for improvement reported by ABA site teams. After identifying the ABA Guidelines that seem to pose the greatest number of challenges to programs, he will suggest possible ways to overcome them.

**5:45-6:30pm – AAFPE Field Trip! Tour of the Cook County Law Library at the Daley Center**

Jake and Elwood Blues' visit to Daley Center is the stuff of Hollywood lore, but did you know there's a 350,000-volume law library that takes up an entire floor of this building? Kris Condon, Kankakee Community College, IL has arranged an after-hours tour of this storied public law library. About a 15-minute walk from our hotel past ABA HQ, through the theatre district, across from the front doors of City Hall and inside the legal hub of Chicago and Cook County.

**Friday, April 5**

**7:45-8:30am –Continental Networking Breakfast**

**8:30-9:30am- "Student Needs Beyond Academics" addressing hunger, poverty and domestic violence. CLE pending**

Lorri Scott and Joseph Fusz, College of Lake County, IL will discuss recognizing and addressing physical issues that affect student success. Lorri will share her experience as the faculty director of her school's Women's Center and how that led to the creation of a school-wide food pantry; while Joe will inform on some important new types of Orders of Protection that just went into effect in Illinois, including the fact that organizations can now file Stalking/No Contact Orders against people (i.e. The Women's Center/churches/synagogues can now file against an individual) as well as a new Firearms Restraining Order which can be brought by a 3rd party and provide notice to intimate partners of the Respondent. These new state laws follow nationwide trends toward domestic violence spilling into all aspects of someone's life, and the ability of third parties/organizations to recognize it and take effective legal action. Joe will further discuss the legal interaction between a criminal prosecution, Orders of Protection, and a Family Services investigations.

**9:30-10:30am - The Deep Pit of Model Rule 1.1: The Ethical Duty to be Technologically Competent** *CLE pending*

Doug Lusk, Founder and CEO of National Society for Legal Technology, will be discussing the new pitfalls and dangers of the ABA Model Rule 1.1 that has now been adopted by 33 states. We will explore what it means to be “Technologically Competent” and how we can prepare our students to meet these new requirements. We will also take a look at how the use of Artificial Intelligence is playing a role in the ever-changing world of Legal Technology and what this means for the future role that Paralegals will play in this new tech-savvy world.

**10:30-10:50am Break with exhibitors**

**10:50-11:45am - Instructor Professionalism Resource: Professionalism Activities to Improve and Teach**

**Soft Skills** Every advisory board committee we have, in every program we teach, says that they are concerned about the students who come to them having soft-skills. Laura Alfano, Vista College, TX, will present on what she’s done to insert soft-skills work into her programs. Laura has developed an Instructor Professionalism Resource that divides soft-skills into 5 buckets (corresponding with the weeks in her courses). All instructors in her program must use the resource to conduct professionalism activities of some kind. Laura will share the way she set up buckets, what kinds of activities are included, and how it works for her school.

**11:45am-1:15pm – Plenary Lunch with 45-minute break-out meetings by region.**

**1:15-2:15pm – Paralegal Alumni Panel**

Our Chicago hosts: Marie Harrigan, Loyola University and Carrie Lausen, Roosevelt University will facilitate a panel of local paralegal graduates. The panel will include career changers, eDiscovery specialists and paralegal managers. The career changers will share the challenges they faced starting over as a paralegal after years of experience in another industry. eDiscovery Specialists detail how they managed to break into this coveted niche and the opportunities available once there. Finally, Paralegal Managers will share insights into the pros and cons of a supervisory role as well as the knowledge and skills they expect from paralegals they hire.

**2:15-3:15pm – “Facility Dogs” the use of dogs in practice of law and in courts** *CLE pending*

Keith Grant, Division Chief for the Lake County Public Defenders’ Office, IL will share how their office began using a facility dog. Keith will provide some details regarding acquisition and training and discuss the pros and cons of use of these dogs in the legal arena. The Chicago Tribune ran a story about this last year:

<https://www.chicagotribune.com/suburbs/lake-county-news-sun/news/ct-Ins-public-defender-kids-dog-st-0822-story.html>.

**3:15-3:30pm – Break with exhibitors**

**3:30-4:15pm – “Hitting the Trifecta” joining AAFPE competencies, ABA requirements and institutional goals into program outcomes that are easy to articulate.** Erin Engels, Indiana University, IN. Paralegal programs face the challenge of developing manageable program learning outcomes that incorporate requirements from multiple players. We must incorporate ABA requirements and AAFPE competencies all while aligning outcomes with institutional goals. Part of the strategic planning process for our program should include regular review of these outcomes to make sure we stay relevant. This session will include discussion of the various requirements and how to undertake creation of new outcomes or revision of current outcomes.

**4:15-5pm – “Recruiters Panel” job market trends, qualifications, salary, job search and hiring processes**

Karen Olshefski, Beacon Hill Legal Staffing and Anna Stephens, Robert Half Legal

**5:30 – Meet and Greet in Hotel Lobby Bar** (Not sponsored, i.e., pay for yourself and maybe treat a friend.)

## Saturday, April 6

### **7:45-8:30am – Networking Breakfast**

#### **8:30-9:20am - “What Ifs:” What could the future of the paralegal profession look like?**

Page Beetem, University of Cincinnati OH, will explore what being a paralegal could look like if we pushed as far as we could. Page will provide a TED-style talk with a very future lens.

#### **9:30-10:30am - Concurrent roundtables and networking by program/ interest: BA, AA, Certificate & Adjunct**

As requested, these sessions allow for members with like programs to network, brainstorm, commiserate, and share activities and techniques that will resolve common challenges such as student retention, program marketing and recruitment. This year we have added a roundtable for our adjunct faculty members to gather as their own group.

Associate degree programs- Bill McSorley AAFPE Director, South Region

Bachelor’s degree programs- Greg Richard-AAFPE Director, Bachelor Degree Programs

Certificate Programs -Gayle Miller, former AAFPE Director, Certificate Programs

Adjunct Faculty Networking

### **10:30-10:50am – Break with exhibitors**

#### **10:50-11:45am – Panel on Legal Clinics and Incorporating Experiential Experiences in Paralegal Curriculum**

This panel is not intended to be a referendum on our "traditional" internship model; rather, the intent here is to facilitate discussion about integration of paralegals into clinical and service learning programs sponsored by entities other than paralegal/legal studies programs specifically. With that in mind, this session has a **two-fold** purpose: first, to allow panel members to present information on clinical and experiential initiatives they have been a part of or originated, along with the nuts and bolts of how these experiential processes have worked and *haven't* worked. Second, the session is meant to allow, encourage, and promote a "brainstorming" session for attendees; what have you done/seen in the area of experiential clinical learning that has worked, that hasn't worked, that is valuable or not so valuable, and how to bring the necessary constituencies -- other academic departments and schools at our institutions, the greater legal community, and regulatory authority -- into the discussion and creation process.

**Panel members:** Robyn Ice, Tulane University, LA, Judith Mathers Maloney, Molloy College, NY and Gayle Miller, College of Lake County, IL.

#### **11:45 a.m. – 12:15 p.m. – “Wrap Up” Sharing of Conference Take-Aways with Regional Directors**

Judith Mathers Maloney, Molloy College, NY, AAFPE North Region Director

Bill McSorley, Midlands Technical College, SC, AAFPE South Region Director

Gayle Miller, College of Lake County IL, AAFPE Central Region Director

## **Speaker List:**

**Laura Alfano** has been in education since 1976 and started practicing law in 1990. As an “old educator,” she missed the classroom and began teaching paralegal courses. Having run both on-ground and online programs, she is always on the lookout for a new tool or a new way to teach. She is currently the Vice-President of Curriculum at Vista College.

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**A. Page Beetem Esq.**, is an Associate Professor of Legal Studies and the Chief Diversity Officer at the University of Cincinnati, Clermont. She holds a B.A. in Communications from Northern Kentucky University, and a J.D. from Chase College of Law where she served on the Board of Governors. Page practiced law for 15 years in the areas of personal injury, medical malpractice and administrative law. She frequently presents on issues involving diversity and inclusion, service learning, access to justice and technology at a local and national level. Page is deeply involved in her community, having worked with Bad Girl Ventures and the Chamber of Commerce. [beetemap@ucmail.uc.edu](mailto:beetemap@ucmail.uc.edu)

**Dr. Kris Condon** joined Kankakee Community College's Office of Continuing Education & Career Services faculty in 1998 and currently serves as a professor in that office and in the College's Business & Technology Division. In addition to her role as the director of its ABA-approved Paralegal/Legal Assistant Studies Program, she develops and delivers training curricula in computer applications, leadership topics, and soft skills training for corporate clients in District 520. Kris also coordinates customized training in Microsoft Office applications to prepare users for Microsoft Office Specialist certification examinations.

KCC began her legal career after completing her paralegal certificate at Roosevelt University, helping to establish the Illinois Supreme Court's Chicago satellite office and serving as its first Deputy Clerk. She subsequently became a training director for a Big Ten Chicago firm and spent four years on the training staff of the American Medical Association in Chicago before joining KCC. Kris holds a Bachelor of Arts degree, magna cum laude, from Illinois Wesleyan University; a Master of Education degree in Adult and Corporate Instructional Management from Loyola University of Chicago; and a Doctor of Education degree in Community College Leadership from National Louis University in Chicago. In 2018, she was named Illinois' recipient of the ACT College and Career Readiness Champion designation and the Kankakee Athena Award from Athena International. [kcondon@kcc.edu](mailto:kcondon@kcc.edu)

**Erin M. Engels** is an Assistant Clinical Professor and the Director of the ABA approved Paralegal Studies Program at IUPUI in Indianapolis. The program includes a BA in Law in Liberal Arts and a Paralegal Studies Certificate. Erin received her law degree from the IU McKinney School of Law in Indianapolis. She has been an Indiana attorney since 1999. She and her husband, Kevin reside on a farm in Indiana where they raise chickens, dairy goats and three children. [eengels@iupui.edu](mailto:eengels@iupui.edu)

**Joseph M. Fusz, J.D.**, is an attorney at the Law Offices of David R. Del Re, P.C. in Waukegan, IL. He concentrates his legal practice on domestic violence litigation, criminal defense and civil litigation. Prior to joining the Law Offices of David R. Del Re, Mr. Fusz was an Assistant State's Attorney at the Lake County State's Attorney's Office in Waukegan, IL and an attorney in private practice in Chicago, IL. A former Captain in the United States Marine Corps, Mr. Fusz has also been an Adjunct Professor at the College of Lake County in Grayslake, IL for over ten years. [jfusz@clcollinois.edu](mailto:jfusz@clcollinois.edu)

**Sandra M. M. Gentile, RP®, CEDS, SPHR, MBA candidate**

Sandra is the Associate Director, Paralegal Program at Kirkland & Ellis. She has over 25 years of paralegal, and director level experience in various litigation and transactional areas. She serves on the Firm's Information Technology Advisory Board, it's eDiscovery Committee, and works closely with the Firm's pro bono department. Sandra has extensive experience with domestic and international eDiscovery processes and consulting, legal project management, and law firm operations. She is a member of the Chicago Chapter of ACEDS, has been an adjunct instructor at Loyola University Chicago's Institute for Paralegal Studies, and has served on the Advisory board for Wright College's Paralegal Studies Program. Sandra received her Bachelor of Arts degree from Northern Illinois University, her Paralegal Certificate from Roosevelt University, and is currently completing her coursework for her Masters of Business Administration from The College of William & Mary. She is the first paralegal in Illinois to receive the Registered Paralegal designation, is a Certified eDiscovery Specialist, and holds her Senior Professional in Human Resources certification.

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**Keith Grant, J.D.**, has been with the Lake County Public Defender's Office since 1992 and is the Public Defender's Chief of Special Defense and Professional Development, responsible for the coordination and litigation of complex cases and for all training conducted for all employees (legal and otherwise) in the Office. Keith is also the Chief of the Public Defender's Guardian Ad Litem Division, representing abused and neglected minors and serves as Attorney Coordinator for the Public Defender's Conflict Unit, overseeing private attorneys contracted to accept cases where the Public Defender must withdraw due to conflicts of interest. In 2017, Keith was certified as co-handler for Simba, the first trained Facility Dog placed in a Public Defender office in the United States. Previously, Keith served as the PD's Felony Division Chief and before that as the Misdemeanor Division Chief. During Illinois' use of capital punishment, Keith was a Certified First Chair before the Illinois Capital Litigation Trial Bar.

Keith graduated from Ripon College in 1984 and NIU College of Law in 1987. Prior to becoming an Assistant Public Defender, Keith was a prosecutor with the Army's Judge Advocate General's Corps, assigned to the First Infantry Division. In 1996, Keith deployed to Europe as a Trial Defense Officer with the Army Reserve in support of Operation Joint Endeavor, the Bosnian peacekeeping mission.

Keith is a Past-President of Lake County's Jefferson Inn of Court; Past-President of the Lake County Bar Association; and fourth-term President of the Illinois Public Defender Association. Keith Chairs the Lake County Bar Association Criminal Law Committee and is a frequent lecturer at LCBA seminars as well as seminars for the IPDA, Cook County Public Defender's Office, the Office of the Appellate Defender and other organizations. He is published in the LCBA Docket magazine and in several IICLE criminal trial practice manuals. He has served as a primary organizer of the Annual LCBA Criminal Law Seminar since 2002.

He is an appointed member of the Illinois Supreme Court Commission on Pretrial Practices and Chair of that Commission's Subcommittee on First Appearances & Preventive Detention. In addition to Simba, Keith and his wife share their home with two rescue Australian Shepherds, Jack and Abbie. [kgrant@lakecountyiil.gov](mailto:kgrant@lakecountyiil.gov)

**Marie Harrigan, J.D.**, is the Director of Loyola University Chicago's Institute for Paralegal Studies. Previously, she was the Assistant Director and prior to that had been an adjunct faculty member at Loyola for over 15 years. Marie served on the Approval Commission of the American Bar Association's Standing Committee on Paralegals and continues to conduct site visits. Marie has worked in public interest law throughout her legal career, having worked in the past for CARPLS Legal Aid in Chicago and previously for the Chicago Legal Clinic. Marie earned her BA in economics and JD from Fordham University in New York. [mharrig@luc.edu](mailto:mharrig@luc.edu)

**Robyn Ice, J.D., M.F.A.**, is a Professor of Practice and Director of the General Legal Studies Program at Tulane University's School of Professional Advancement, where she also teaches the practicum course each semester, placing interns in law offices and working to ensure their success. Before joining Tulane in 2014, Ms. Ice practiced environmental and toxic tort law for 23 years, first in Atlanta and then in New York City, including twelve years as a partner with the firms Alston & Bird, LLC, Rosenberg & Estis, P.C., and Troutman Sanders, LLC; and four as in-house counsel with Zurich Insurance. Ms. Ice serves on the Approval Commission for the American Bar Association's Standing Committee on Paralegals, is an active participant and regular presenter at AAFPE conferences and has assisted in the development of the New Orleans Paralegal Association's Mentoring Program.

Ms. Ice received her B.F.A. from West Virginia University, *magna cum laude*; M.F.A. from the University of Georgia; and J.D., *cum laude*, from Georgia State University College of Law, where she served as Editor in Chief of the Georgia State University Law Review. Before entering law school, Ms. Ice performed as a puppeteer and designed costumes and puppets for theatre and television for over a decade. [rice1@tulane.edu](mailto:rice1@tulane.edu)

**Carrie J. Lausen** has been the Director of the Paralegal Studies Program at Roosevelt University since 1999. Prior to joining Roosevelt, she practiced law in the Chicago law firm of Abrahamson, Vorachek and Levinson, which specializes in employment law. She holds a B.S. from Indiana University, a Paralegal Certificate from Roosevelt University and a J.D. from The John Marshall Law School. Prior to attending law school, she worked as a litigation paralegal for the Chicago law firm of Butler, Rubin, Saltarelli & Boyd. Ms. Lausen is an active member in the American Association for Paralegal Education, the Illinois Paralegal Association and the International Practice Management Association. [clausen@roosevelt.edu](mailto:clausen@roosevelt.edu)

**Douglas Lusk** is the Founder and CEO of National Society for Legal Technology (NSLT) <https://legaltechpro.wildapricot.org/>. Doug's goal, as Founder of the NSLT, is to promote the need for on-going legal technology education in the legal industry and works to connect students and professionals with legal technology educational resources. In November 2016, in recognition of the NSLT's new Legal Technology Certification program, the NSLT was nominated for an Innovation in Legal Technology Education award at [abovethelaw.com](http://abovethelaw.com). Doug also served in

2016 as Committee Chairman of the Legal Technology Committee of the Ready for Practice Section of the American Bar Association Law Student Division (try and fit that on a business card!). Doug's committee work involved working with the Ready for Practice Section Committee to develop best practice recommendations and informational seminars for the ABA to promote legal technology education as part of the law school curriculum. The NSLT's Legal Technology Certificate Program is currently required curriculum at more than 117 College & University programs.

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**Judith Mathers Maloney, Esq.** is the Director, Legal Studies/Paralegal Studies at Molloy College in Rockville Centre, New York, where she is also a member of the adjunct faculty. Judith is an attorney admitted to practice in the State of New York and maintains a small, select private law practice. She has been involved in legal education at the university and graduate level at institutions throughout downstate New York for more than a decade. Judith is a member of the Board of AAFPE, and frequently presents on paralegal education and the paralegal profession. [jmaloney@molloy.edu](mailto:jmaloney@molloy.edu)

**Tom McClure** is the Director of Legal Studies and associate professor of Politics and Government at Illinois State University. He is co-author of *Fundamentals of Criminal Practice*, a paralegal education textbook, as well as book chapters and articles published in law reviews and peer-reviewed journals. He has been on the American Bar Association Standing Committee on Paralegals Approval Commission since 2016. He currently is chair of the ABA Approval Commission. [temccclu@ilstu.edu](mailto:temccclu@ilstu.edu)

**William McSorley** – Bill is a faculty member and Paralegal Program Director at Midlands Tech in Columbia, SC, where he has taught paralegal students for more than 25 years and served as program director since 2002. He received an undergraduate degree in Journalism and Juris Doctor Degree from The University of South Carolina.

Bill served a three-year term on the American Bar Association Approval Commission on Paralegal Education and continues to support the commission by conducting site visits on its behalf. He is on a second term as a board member of AAFPE, the national paralegal and legal studies education association.

He also served on a task force for the South Carolina Supreme Court on Paralegal Regulation in the State and was subsequently appointed by the court to be on the inaugural Board of Paralegal Certification for South Carolina. Email: [mcsorleyb@midlandstech.edu](mailto:mcsorleyb@midlandstech.edu).

**Gayle Miller, J.D.**, Professor of Paralegal Studies, is the founding faculty member and department co-chair of the ABA-approved Paralegal Studies Program at the College of Lake County (CLC), Illinois where she teaches paralegal studies courses in traditional, hybrid and online formats and has primary responsibilities for placement for paralegal field work and internships. Gayle is AAFPE's Director for the Central Region and previously served on the AAFPE Board as the Director of Certificate Programs. At her institution, she was Gayle is a faculty senator, she also serves on the Divisional Peer Review (tenure) Committee and is a member of the Enrollment Management Commission.

She is a past president of the Association of Women Attorneys of Lake County, served for many years as chair of the Associate Member Committee of the Lake County Bar Association, and is a past member of, and continues to conduct site visits for the ABA Approval Commission to the Standing Committee on Paralegals. Gayle's area of practice is criminal defense, beginning her legal career with the Cook County Public Defender's Office where for 10 years she represented indigent clients charged with jailable crimes. Born, raised and educated in Chicago, she earned her J.D. with honors from IIT Chicago-Kent College of Law, and her BA with honors and distinction in Criminal Justice from the University of Illinois at Chicago. [gmiller@clcillinois.edu](mailto:gmillier@clcillinois.edu)

**Karen Olshefski** is a Direct Hire Consultant with Beacon Hill Legal in Chicago. Beacon Hill Staffing Group is a national staffing firm, and she specializes in direct hire/permanent placements. Karen works closely with law firms and in house legal departments to identify and qualify legal support professionals of all levels. She has been with Beacon Hill for about 2 years and is active with the Illinois Paralegal Association. [kolshefski@beaconhillstaffing.com](mailto:kolshefski@beaconhillstaffing.com)

**Dr. Gregory Richard** is an Associate Professor of History & Legal Studies at Winona State University in Winona, MN. He is also the director of the Legal Studies Program. Dr. Richard was recently elected AAFPE Director of Baccalaureate Programs and the National Coordinator of Lambda Epsilon Chi. Born and raised in Opelousas, Louisiana, he received his law degree from the Paul M. Hebert Law Center at Louisiana State University and his PhD in history from the University of Mississippi. His publication and research interests focus on the United States federal court reform of prisons and the history of the carceral state. He is also licensed to practice law in the state of Minnesota. [griehard@winona.edu](mailto:griehard@winona.edu)

**Lorri Scott, J.D.**, is a Professor and Paralegal Studies Program Department Co- Chair at the College of Lake County. She teaches Administrative Agency Law, Business Law, Drafting Legal Documents, Law Office Technology, Legal Research and Writing, and Litigation. Ms. Scott also serves as the faculty coordinator of the College of Lake County's Women's Center. At the Women's Center she is responsible for managing a food pantry, maintaining and reporting data on student success and planning and developing empowerment, academic, professional and social activism workshops. Additionally, Ms. Scott serves as a hearing officer with the Illinois Toll Authority.

A Chicago native, she has been an attorney and educator for over 20 years. Prior to becoming a full time educator, Ms. Scott owned and operated her own law office concentrating in family law and criminal defense and served as a staff attorney for the Office of the Public Guardian and Cook County Bar Attorney for Juvenile Courts. Ms. Scott has taught courses on Legal Research and Writing, Litigation and Law Office Technology with the College of DuPage, Purdue Global (*previously Kaplan University*) and Roosevelt University. [lscott@clcollinois.edu](mailto:lscott@clcollinois.edu)

**Tom Tankersley, J.D.** began his academic career teaching in the Ivy Tech Community College system in Indiana. In 2009 he joined Hillsborough Community College in Tampa, FL where he is currently a professor in the Legal Studies Department teaching courses in Contracts, Real Estate, Business Organizations & Corporations, among others. Prior to beginning his teaching career Tom worked in the area of sponsored research compliance. Over the past 4 years he has developed numerous online and hybrid classes for the HCC program and has completed almost 200 hours of faculty professional development training in online pedagogy. [ttankersley@hccfl.edu](mailto:ttankersley@hccfl.edu)