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## ANNUAL REPORT JULY 1, 2017 – JUNE 30, 2018

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## PRESIDENT'S MESSAGE, Joseph L. "Larry" Shea, Jr.

It is with great appreciation and gratitude that we present the FY 2017-2018 JLAP Annual Report. On every front, JLAP continues to reach new goals.

At the forefront of last year's progress is yet another increase in the number of cases wherein legal professionals reach out to JLAP in total confidence and before they are experiencing an issue with client harm or discipline.

Last year, out of 808 open client files at JLAP, only 12.5% of those cases involved formal monitoring and reporting in disciplinary and bar admissions matters. As such, the vast majority of JLAP's work involves cases that are confidential in nature, including those that involve totally voluntary assistance with no other entities involved, or cases that may involve other entities but are resolved confidentially and discretely through JLAP.

The bottom line: Louisiana's legal profession often benefits from JLAP's first-rate free, professional clinical services and no one knows except the individuals receiving JLAP's help.

There was a time in the past when legal professionals were cautious of JLAP, but JLAP has now experienced a powerful and positive trend of growth in the numbers of new confidential cases.

In recent years, JLAP has conducted scores of presentations, published dozens of articles, and created a comprehensive JLAP website to fully educate the profession about JLAP's trustworthy promise of confidentiality and the extent of JLAP's comprehensive mental health services. Those efforts are making a significant difference and more and more people are receiving the help they need.

Also, it is important to highlight that JLAP's clinical expertise is NOT limited to drug and alcohol matters. JLAP provides professional clinical assistance with all types of mental health issues such as depression, anxiety, compassion-fatigue, and burnout. In fact, last year 68% of JLAP's cases involved mental health issues that were unrelated, or in addition to, alcohol and drug problems.

As to JLAP's professional recovery monitoring services, this year JLAP's monitoring participants enjoyed a **ninety-four percent (94%) no-relapse success rate**. JLAP's three-year average success rate is now 95%. Accordingly, JLAP remains a leading program in the nation.

JLAP is extremely grateful for the support that it receives from all stakeholders and its volunteers in the profession. Without your strong funding and volunteer support, JLAP's progress would not be possible. Together we are all making a real difference and literally saving hundreds of lives and careers, while also helping to protect the public from the damage that impaired professionals can cause.

## EXECUTIVE DIRECTOR'S MESSAGE, Buddy Stockwell

JLAP's FY 2017-2018 has been an exciting one, with new efforts to support the profession while also maintaining and improving JLAP's comprehensive clinical programming.

Lawyer Wellness initiatives are now being highlighted by many entities across the nation. The mission is to promote work/life balance, good wellness practices, and self-care for ALL legal professionals to help reduce stress and improve the quality of life for everyone who practices law. By so doing, it can at the outset reduce the probability that any given legal professional will develop serious issues with alcohol/substance use, depression, or anxiety.

As part of that mission, last year JLAP launched new wellness and well-being products for all lawyers and judges, and also supplied direct clinical, mental health and wellness support directly to all law schools in Louisiana.

On another important front, efforts are also being finalized to organize a new 501(c)(3) corporation to operate as a wholly independent entity to raise funds to be available to assist lawyers and judges who find themselves in need of a scholarship and/or financing to help them complete JLAP facilitated and approved treatment, or some other indicated clinical help through JLAP. The mission is to ensure that everyone in the legal profession has a path back to health and fitness-to-practice through JLAP.

As for JLAP's formal monitoring program and its success rates, JLAP continues to be recognized by leading national experts and medical doctors. JLAP's monitoring achievements have been deemed "astounding" and "profoundly important" to the medical field.

All of that is excellent news, however, the most important feedback comes directly from those who have received JLAP's services. JLAP's internal satisfaction surveys demonstrate that **93% of JLAP's clients surveyed would refer an impaired colleague to JLAP.**

In addition, as to JLAP's formal monitoring services, **88% of participants surveyed reported that they feel they are better off since coming to JLAP** (even though many of the monitoring participants are not voluntary and were instead ordered by the court to participate).

JLAP continues to strive to provide the finest professional clinical services. It is only through the strong support from virtually every corner of the profession that this is possible and JLAP is extremely grateful for your support.

## JLAP BOARD of DIRECTORS



**Joseph L. Shea, Jr., President**

Larry Shea, a founding member of the firm Bradley Murchison Kelly & Shea, LLC, has been practicing law for over 40 years. His professional experience includes extensive litigation representing various businesses, numerous oil and gas producers and pipelines in matters ranging from environmental complaints to oil field operations to contract disputes to ownership issues. He also has considerable experience in non-litigation matters, including oil and gas leasing and operations, exploration and production joint ventures, and business operations, formations, and acquisitions.

Mr. Shea has been a very active member of the LSBA and served as the President for the year 2014 – 2015. In 2002, he received the LSBA President's Award for Exceptional Service. He has also served in various leadership and member roles in the LSBA House of Delegates and numerous LSBA Committees. Mr. Shea was an Adjunct Professor of Business Law in the School of Business at Centenary College from 1998 - 2010. He was a member of the Louisiana Attorney Disciplinary Board from 1995-2002 and served as Chairman in 2002. For a complete list of Mr. Shea's extensive history of service to the profession, please visit this link:

[www.bradleyfirm.com/staff/sheajr](http://www.bradleyfirm.com/staff/sheajr).



**Donald C. Massey, Vice-President**

Donald "Don" Massey is General Counsel and Chief Legal Officer for Delta SubSea, LLC, which specializes in deep-water, subsea construction and ROV operations. Based in the Conroe, TX area, Delta SubSea is a multinational group of companies, with operations spanning the globe, from Trinidad and the South Atlantic, to Canada, the Middle East, Africa, the Pacific Rim and China. Mr. Massey is based in New Orleans.

In addition, Mr. Massey is Of Counsel with Couhig Partners, where he maintains an active business and litigation practice, focused on product liability, motor carrier and class action/complex litigation.

Mr. Massey is often First Chair for cases in multiple jurisdictions. He has a broad range of civil and criminal trial experience and has served as liaison counsel in multiple major class action/mass tort cases. He has also had appellate experience in all Louisiana appellate courts, the United States Fifth Circuit Court of Appeals and the United States Supreme Court. Also, Mr. Massey has been called upon by Courts to serve in Special Master and Court Compliance Officer roles in class action and complex litigation. For a complete list of Mr. Massey's extensive history of service to the profession, please visit this link: <http://www.deltasubsea-rov.com/don-massey>.



#### **Robert A. Kutcher, Treasurer**

Robert A. Kutcher is the managing partner in the law firm of Wagar Richard Kutcher Tygier & Luminais, LLP, in Metairie, Louisiana. His practice is divided between commercial litigation and real estate work. Mr. Kutcher writes and speaks extensively on business entities, litigation issues, federal jurisdiction and ethics. He is a past Chairman of the Louisiana Disciplinary Board, the N.O. Chapter of the Federal Bar Association and the Louisiana Advisory Committee, U.S. Civil Rights Commission. He is currently President-elect of the Louisiana State Bar Association. Mr. Kutcher graduated from Cornell University in 1972 and received his J.D. from Loyola University (Cum Laude) in 1975. Mr. Kutcher has been designated a Super Lawyer and named to Best Lawyers, Commercial Litigation and Real Estate.

For a complete list of Mr. Kutcher's extensive history of dedication and service to the profession, please visit this link: <https://www.nolacounsel.com/attorneys/robert-a-kutcher>.



#### **Honorable Rachael D. Johnson, Secretary**

Honorable Rachael D. Johnson is the Div. B District Court Judge for the Orleans Parish Civil District Court. She received a B.A. degree in Psychology from Spelman College in Atlanta, a Master's in Social Work from Smith College, and a law degree from Tulane in 2005. Prior to being elected to the bench, her experience includes serving as Senior Staff Attorney with the Law Offices of Julie Vaicius; as an Asst. City Attorney with the City of Riviera Beach, FL; and with Gary, Williams, Finney law firm in Stuart, FL. representing hundreds of plaintiffs in Vioxx litigation, personal injury and wrongful death cases.

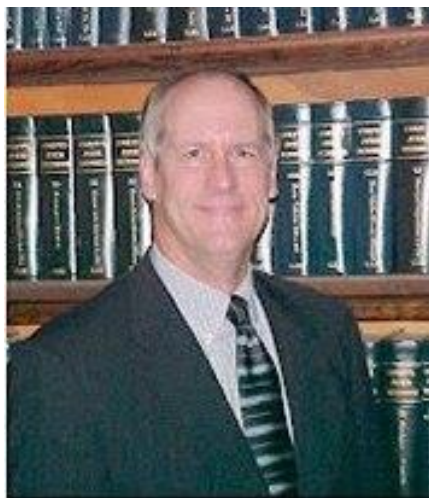
In both leadership and service roles, Judge Johnson has been involved over the years in numerous associations including the Juvenile Litigation Law Clinic, Black Law Students Association, Louis A. Martinet Legal Society, Louisiana State Bar Association Board of Governors, the Board of Directors of the Louisiana Association of Defense Counsel, the New Orleans Bar Association, the A. P. Tureaud Chapter of the Inns of Court and the National Bar Association and the Executive Board of the New Orleans Chapter of the Links, Inc. For a complete list of Judge Johnson's extensive history of service to the profession, please visit this link: <http://www.orleanscdc.com/divb1.htm>.



### **Honorable Ivan L.R. Lemelle**

Senior Judge Ivan L.R. Lemelle, a native of Opelousas, Louisiana., came to New Orleans in 1967 to attend Xavier University of Louisiana. He graduated with honors from Xavier in 1971 and Loyola University School of Law in 1974. During law school, he held law clerkships with Judge Robert F. Collins, New Orleans Legal Assistance Corp. (NOLAC), Thierry & Gerdes (successor to Tureaud & Morial firm), and Fifth Army Judge Advocate General Corps in San Antonio, TX.

After law school, Judge Lemelle practiced as an Assistant District Attorney in New Orleans, then as member of Douglas, Nabonne & Wilkerson law firm, and with additional service as Assistant City Attorney for the City of New Orleans. From October 3, 1984 to 1998, he was U.S. Magistrate Judge for the U.S. District Court for the Eastern District of Louisiana. That appointment made him the first African American U.S. Magistrate Judge in Louisiana federal courts and only the sixth in the Nation. In 1998, President Clinton appointed Judge Lemelle to the position of United States District Judge. He attained Senior Judge status in June 2015. He has enjoyed service with numerous civic, fraternal and professional organizations. For a complete list of Judge Lemelle's extensive history of service to the profession, please visit this link: <https://www.fjc.gov/history/judges/lemelle-ivan-l-r>.



### **C.A. "Hap" Martin III**

Clarence A. "Hap" Martin, III born in Orlando, Florida, April 19, 1955; admitted to bar, 1980, Louisiana. Education: Louisiana Tech University (B.S. Civil Engineering, 1977); Louisiana State University (J.D., 1980). Phi Delta Phi. Louisiana Section on Insurance, Negligence, Compensation and Admiralty Law (Member of Executive Council 1988 – Present, Chairperson 1991-1992); Mediation Training (Basic 1996, Advanced 1998); Arbitration Training (2002).

Member: Fourth Judicial District, Louisiana State and American Bar Associations; Louisiana Association of Defense Counsel; Judge Fred Fudickar Chapter of the American Inns of Court (Sec.-Treas. 1999-2003). Practice Areas: Civil Litigation; Trial Practice; Appellate Practice; Commercial Law; Contracts; Corporate Law; Creditor Bankruptcy; Employment Law; Products Liability; Personal Injury Law; Real Estate; Mediation; Arbitration. For a complete list of Mr. Martin's extensive history of service to the profession, please visit this link: [www.shotwell-law.com/attorneys.htm](http://www.shotwell-law.com/attorneys.htm).





### **Dian Tooley-Knoblett**

Dian Tooley-Knoblett is the Jones-Walker Distinguished Professor of Law at Loyola New Orleans College of Law. She received her J.D. from LSU's Paul M. Hebert Law Center in 1980, where she served as Executive Editor of the Louisiana Law Review and graduated Order of the Coif. Before joining the Loyola faculty in 1984, she served as law clerk to Chief Justice John A. Dixon Jr. of the Louisiana Supreme Court and was an attorney in the legal department of Shell Oil Company. She has taught over twenty common and civil law courses at Loyola, with publications in the areas of Louisiana property, sales and leases, community property, and conflict of laws.

Since 1987 she has actively participated in law reform in Louisiana by serving as a member of the Council of the Louisiana State Law Institute and as a member of over thirty law reform advisory committees that have drafted legislation, principally revisions of Louisiana's Civil Code. She is the lead editor of the tenth edition of Yiannopoulos' Civil Law Property Coursebook and is co-author of a West treatise on Louisiana Civil Law Treatise on Sales, and an Aspen coursebook on Secured Credit. For a complete list of Ms. Tooley-Knoblett's extensive history of dedication and service to the profession, please visit this link:

<http://law.loyno.edu/bios/dian-tooley-knoblett>.

## **I. JLAP's MISSION STATEMENT**

The Judges and Lawyers Assistance Program, Inc. (JLAP) is a 501(c)(3) non-profit corporation that serves the public, the Bar and the profession by assisting, on a confidential basis, judges, lawyers, law students, and bar applicants whose professional impairment may stem from substance use disorders or other mental health issues. JLAP also provides assistance to family members of judges and lawyers.

JLAP is first and foremost an absolutely confidential method of providing life-saving help. By state statute and by state supreme court rule, any information received by the JLAP staff or LSBA Alcohol and Drug Abuse Committee member is absolutely privileged and confidential. JLAP also serves both the public and the profession by helping to protect the public from the damage impaired lawyers and judges can cause.

JLAP is meeting the challenge to provide increasingly comprehensive and effective mental health assistance to the Louisiana legal profession and their family members. JLAP is a specialized *professionals' program* that offers assistance with all types of mental health issues.



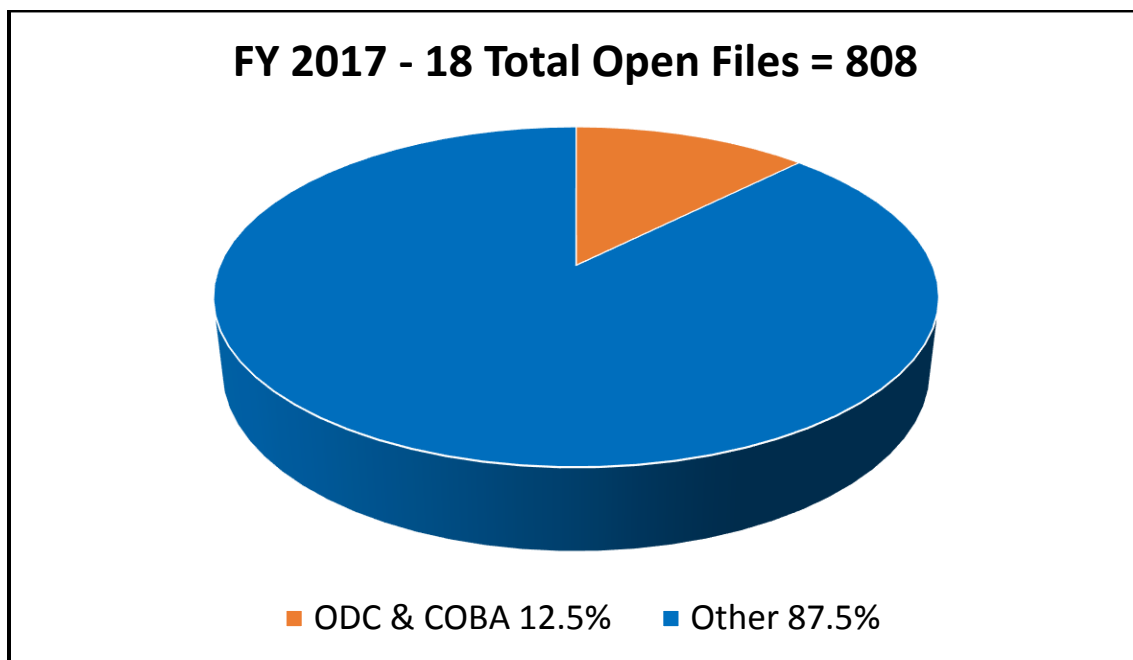
## II. JLAP OPERATIONS STATISTICS 2017-2018

Pursuant to JLAP's 2015 Performance Audit, last year JLAP compiled relevant operating statistics throughout the year as follows:

### 1) JLAP Case Load for the Year

For FY July 1, 2017, through June 30, 2018, JLAP maintained 808 open client files.

Of the 808 open client files, only 12.5% of those involved formal monitoring and reporting in disciplinary and bar admissions matters. As such, 87.5% of JLAP's work involved cases that are confidential in nature, including those that involve totally voluntary assistance with no other entities involved, or cases that may have involved other entities but that were resolved confidentially and discretely through JLAP assistance.



### 2) Relapse Statistics

Of the 136 total participants under monitoring, only eight (8) participants relapsed while under contract in FY 2017-2018. A ratio of 8 out of 136 demonstrates a 6% Relapse Rate for the FY 2017-2018 and thus renders a **94% relapse-free success rate under JLAP monitoring**.

All eight relapses were referred for a multi-disciplinary inpatient assessment. Three participants declined to schedule their assessment and were administratively discharged. Five participants completed an assessment at a JLAP approved facility. The assessment outcomes are as follows:

- One participant was recommended to return to simply resume JLAP monitoring;

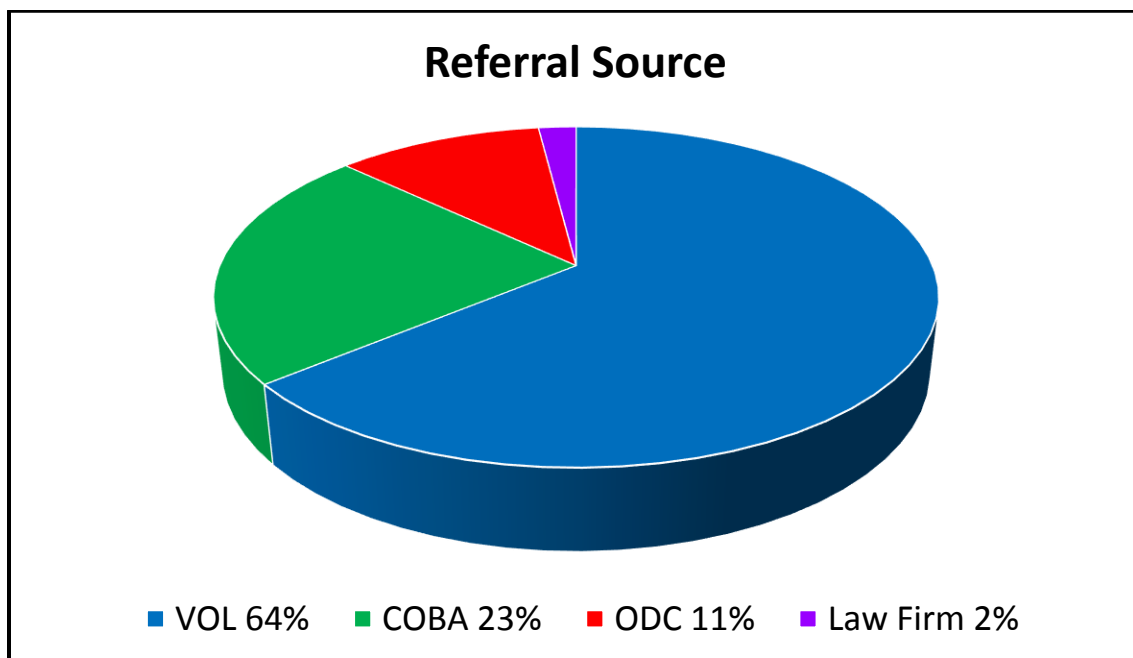
- Two participants completed additional treatment as recommended and signed new JLAP monitoring agreements;
- One participant refused the assessment recommendation of a return to treatment and was administratively discharged from JLAP monitoring;
- And one was recommended to return to treatment and was discharged as unsuccessful due to relapsing while in treatment.

Of the eight relapses, five were detected through random drug/alcohol testing and three were detected by participant self-report.

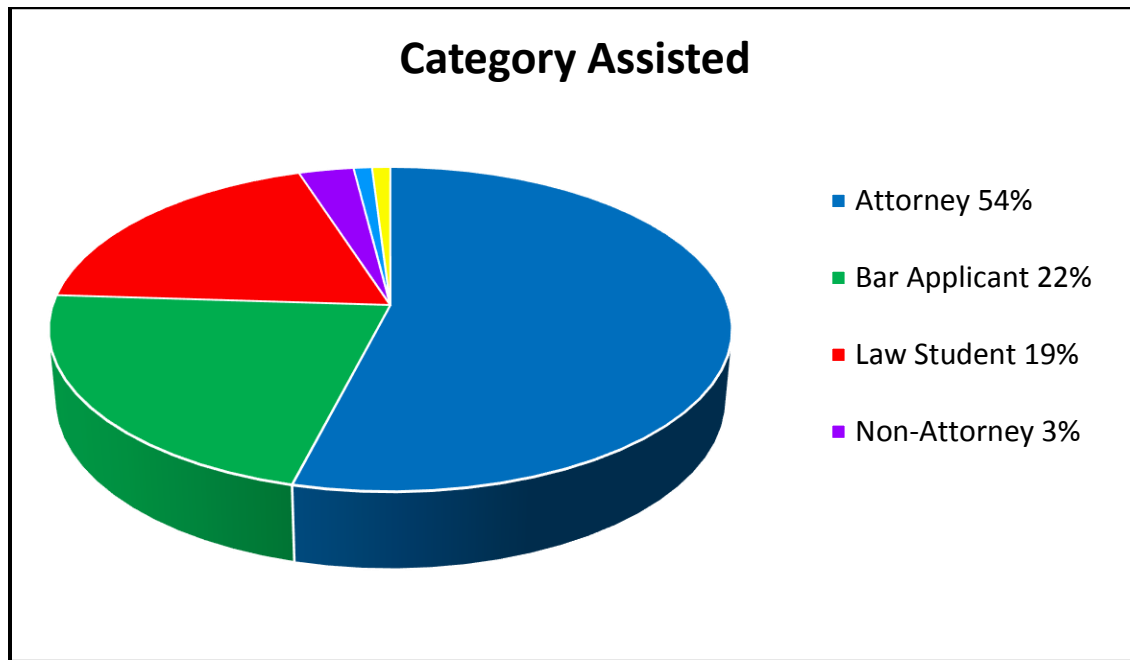
It is of moment to note that there has never been a report of any client harm or harm to the public in JLAP relapse cases wherein the person cooperated with JLAP's clinical recommendations and remained fully compliant. It is additionally noteworthy that under JLAP monitoring, most relapses are detected quickly due to JLAP's effective drug and alcohol screening protocol combined with JLAP-trained peer-support monitors and recovery activity requirements. Thus, both the health interests of the participant and the public's need for protection are served.

### 3) Referral Sources to JLAP

In FY 2017 – 2018, JLAP opened 203 new client files. The charts below indicate referral sources and types. Of the 203 new client files, 64% were classified as voluntary files. A file is considered voluntary if there was no referral. Examples of these are individuals who heard of our services through JLAP CLE presentations or found us via JLAP's website. 23% of JLAP's referrals came via the Committee on Bar Admissions as bar applicants who have been flagged for evaluation due to conduct. 11% of JLAP's referrals were via the Office of the Disciplinary Counsel, and 2% were referred by a law firm.



The following chart shows the status of the individuals who reached out for JLAP's services:



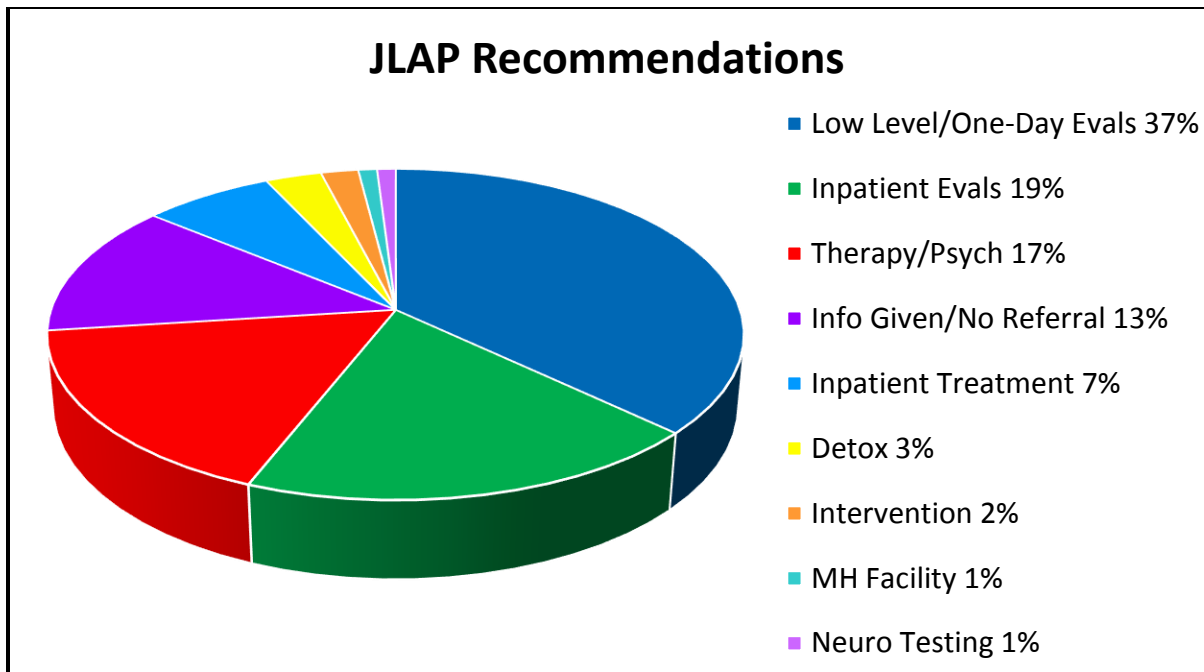
Of course, when a life and career is restored in total privacy and before severe consequences and damages have occurred, it saves not only the person but greatly benefits: their family; friends; immediate professional peers; every single stakeholder and entity in the legal profession; the person's law office, staff and clients; and, the public at large by ensuring that the public's trust in that person and in our legal profession is reliably honored.

As such, when just one person receives successful confidential help from JLAP, there are literally scores of other persons and entities benefitting directly and in large measure from JLAP's assistance to that single person. It is this realm of services that JLAP's mission is fulfilled at the very highest level.

#### **4) JLAP Recommendations**

When a person seeks JLAP's help or is referred to JLAP, the first step is to determine the appropriate level of evaluation or assessment that is needed to objectively and reliably rule out or diagnose mental health and/or substance use issues. Via clinical intake, JLAP's professional Clinical Staff determines the clinically-indicated level of JLAP-facilitated evaluation or assessment, all within the clinical standards applicable to licensed professionals.

The following chart indicates JLAP's clinical referrals and responses for new cases in the FY 2017-2018:



#### A) Low-Level Evaluations

The majority of JLAP's participants begin with a low-level evaluation. Last year there was a total of 74 participants referred for low level evaluations initially. The following demonstrates the outcome recommendations from those evaluations:

- No recommendations – 27 (37%)
- Not scheduled – 25 (34%)
- Bumped to inpatient eval – 10 (14%)
- Scheduled – 4 (5%)
- Monitoring – 3 (4%)
- Bumped to one-day evaluation – 2 (3%)
- Intensive outpatient program – 1 (1%)
- Individual therapy – 1 (1%)
- Inpatient treatment – 1 (1%)

#### B) Low-Level Evaluations Converted to Inpatient Evaluations

There was a total of 74 participants referred for low level evaluations. Ten (10) received a referral for an additional inpatient evaluation as a result of the low-level evaluation. The following demonstrates the outcome recommendations of the inpatient evaluations:

- Referred for inpatient treatment – 5
- Intensive Outpatient Program - 2
- Not yet scheduled for inpatient eval - 2
- Monitoring - 1

#### C) Inpatient Evaluations

Thirty-nine (39) participants were referred straight to an inpatient evaluation by JLAP clinical staff. The following demonstrates the outcomes of those referrals:

- Participated in the inpatient evaluation - 18
- Did not participate - 20
- Unknown - 1

Of the 18 that attended the evaluation; 9 went to inpatient treatment, 2 attended Intensive Outpatient Programs, 6 were referred for JLAP monitoring having already completed treatment, and 1 outcome is unknown due to the individual revoking the release.

#### **D) Conversion Rates**

The internal status of cases at JLAP can and do change depending on what circumstances and events are concurrently developing externally and independently from participation in JLAP. For example, a voluntary participant may reach out confidentially to JLAP and be receiving JLAP's support in total privacy and doing well in addressing their mental health issues through JLAP. But, at some certain moment and wholly unrelated to confidential JLAP participation, some third party may unilaterally enter the picture and place independent demands upon the JLAP participant.

Outside pressure can come to bear due to a client filing a complaint with the Office of the Disciplinary Counsel, or some other third party such as an employer may discover a problem that emanated from the prior impairment of an employee and that pre-dated the person's involvement in assessment, treatment, and recovery in JLAP.

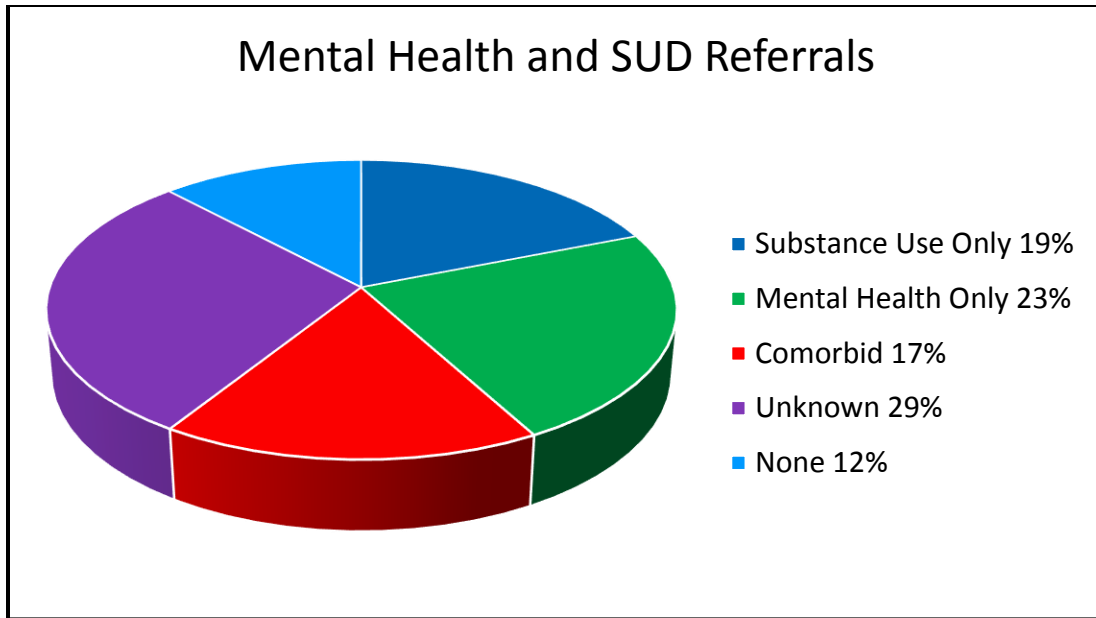
At that point, the JLAP participant, and only the participant, decides if it is in his or her best interest to waive confidentiality so that JLAP can report that they sought JLAP-approved assistance and are JLAP-compliant. JLAP compliance is not a defense to unethical conduct, but it can serve in some cases as a powerful mitigating factor as to disciplinary consequences.

The following are conversions in JLAP case classification in 2017-2018:

- |                      |   |                         |   |
|----------------------|---|-------------------------|---|
| • Voluntary to ODC:  | 8 | • Voluntary to Law Firm | 2 |
| • Voluntary to COBA: | 3 | • Law Firm to COBA:     | 1 |
| • COBA to ODC:       | 2 |                         |   |

#### **E) Mental Health Statistics**

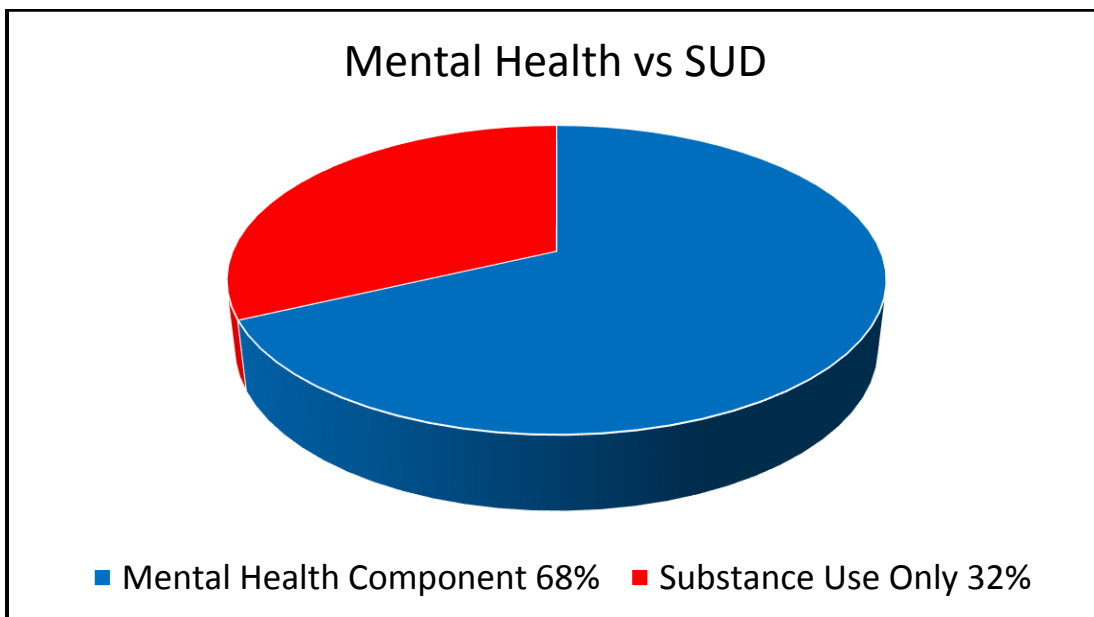
Below is a breakdown of the 203 new cases as it relates to mental health. The "unknown" category reflects individuals who have not yet attended their formal evaluations, or they are individuals who attended the evaluations and revoked their release, precluding JLAP from obtaining the results. "None" indicates the person completed the evaluation and received a finding of "no diagnosis" thus clearing them from any clinical issue and further JLAP involvement.



Of those identified in the above graphic as Substance Use, Mental Health, or Comorbid, only 32% were identified with a straight substance use disorder as indicated by the graphic below.

This reflects the profession's increasing understanding and awareness that JLAP is a comprehensive mental health services provider that is NOT LIMITED to assisting with only alcohol and drug issues only.

On the contrary, more and more people are reaching out to JLAP for help with pure mental health issues such as depression, anxiety, bipolar and other Mental Health needs that have nothing to do with alcohol or drug issues.



## 5) Annual Anonymous Survey of Monitoring Participants

Every year, JLAP encourages all persons under formal monitoring to complete an anonymous survey so that JLAP can gather feedback to better serve its clients. Participants are also asked to report on the status of their careers and personal lives while participating in JLAP monitoring and how JLAP has helped them.

Of those who responded, 74% reported that they were more satisfied with work, 74% reported that they feel less stressed or burned-out at work, 67% reported that their professional relationships have improved, and 64% reported that their work feels more meaningful. 85% reported that they are not easily irritated by small problems or co-workers. 88% reported that they are not under an unpleasant level of pressure to succeed.

The survey also asked participants to share improvements they have seen in their self-esteem, mood, personal care practices and spiritual activities. 88% reported that their overall mood had improved. 76% of respondents also reported that their personal life has been less stressful while under JLAP monitoring and 78% of the respondents noted improvement in their personal relationships and increased time spent with family and friends. **An overwhelming 88% of monitoring participants reported that they feel they are better off since coming to JLAP.**

As to the quality of services that JLAP provides to the monitoring population, 95% of the respondents reported that they are satisfied with JLAP. **93% of participants shared that they would refer a colleague to JLAP who appeared to be impaired by a substance use or mental health issue.** Most participants reported that their perception of JLAP has improved over time for the positive.

## III. JLAP SERVICES AND ACTIVITIES FOR FY 2017-2018

### 1). JLAP Performance Audit Supplement On “Diagnostic Monitoring”

As part of the 2015 JLAP Performance Audit, it was recommended that JLAP should offer a new category of “Diagnostic Monitoring.”

In order to help facilitate JLAP’s ability to effectively provide Diagnostic Monitoring, it sought a supplemental report from the 2015 Audit team experts. In February of 2018, JLAP received a Supplemental Audit Report that clearly defines Diagnostic Monitoring, identifies the precise clinical situations wherein that type of JLAP monitoring may be appropriate, and establishes the specific clinical protocols that JLAP and the participant should adhere to.

Pursuant to the experts, Diagnostic Monitoring is only applicable in cases where the person has completed an appropriate JLAP-facilitated and approved clinical evaluation or assessment to reliably establish the person’s current clinical situation. If Diagnostic Monitoring is indicated



post-clinical assessment, the person should then enter into a Diagnostic Monitoring Agreement with JLAP, all based upon the recommendations of the JLAP-approved clinical assessment.

If you have questions about Diagnostic Monitoring, or any of JLAP's many services, please call JLAP at (985) 778-0571 or e-mail [jlap@louisianajlap.com](mailto:jlap@louisianajlap.com).

You can access the complete Supplemental Report on Diagnostic Monitoring here: [www.louisianajlap.com/DiagnosticMonitoring](http://www.louisianajlap.com/DiagnosticMonitoring).

## **2) JLAP's Law School Initiatives**

In recent years, the entire legal profession has become more aware of the true nature of serious mental health concerns among us. The 2016 ABA Study entitled, *The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys*, verified that legal professionals suffer high rates of mental health and substance use disorders. But there was one finding of the report that no one saw coming: law students and young lawyers have become the most likely victims of alcohol and drug use issues.

We also know that in professional schools, such as law and medicine, there has been an increase of students abusing amphetamine drugs, like Adderall, to study longer and supposedly gain an edge, only to end up in some cases with an addiction problem rather than an academic advantage.

While unanswered questions remain, one thing is crystal clear: of all the stakeholders and populations that JLAP currently serves, law students are a high priority and JLAP will help ensure that they are fully informed about wellness, mindfulness, the duty of self-care.

Of course, law students and young lawyers need to be very familiar with JLAP's confidential services. If they or one of their peers is suffering, they must be afforded every opportunity to obtain totally privileged and confidential help and support from JLAP's professional clinical staff and receive the highly specialized and successful support that JLAP provides.

JLAP has focused renewed effort in the last year toward increasing its services and presence at Louisiana's four law schools. At no cost to the school or its students, these are examples of JLAP's enhanced law school services:

- JLAP wellness presentation to the student body each year by a JLAP and/or a JLAP-hosted national expert on various topics and recent developments in law student and lawyer wellness.
- JLAP presentation once a semester in individual professionalism classes to provide additional information.

- JLAP-hosted “Lunch and Learn” sessions with faculty, staff and anyone who has direct contact with law students to provide education on the unique nature of law student mental health.
- JLAP training to help foster a comfortable and confident line of communication between law school faculty for easy access to JLAP’s support.
- JLAP-facilitated meditation and mindfulness courses that encourage student self-care and the development of healthy habits.
- JLAP office hours twice a semester wherein a JLAP professional counselor travels to the school and offers free, confidential professional clinical support to individual students.
- Encourage responsible use of alcohol by providing drink tickets at law school functions to limit excessive alcohol consumption while still engaging in school sponsored events.
- Collection of student feedback regarding well-being and mental health to help identify ongoing needs of students.
- Promote law student access to JLAP’s Lawyer-only 12-Step meetings as needed.
- Promote a student mental health newsletter that encourages appropriate self-care and educates students about their own unique needs during law school and after they become a licensed attorney.
- Utilize all efforts in such a way that reduces the stigma associated with mental health issues and a need for self-care.

JLAP has reached out to all four law schools in Louisiana and the response has been very positive. JLAP is providing many of the recommended services and together we are all making a difference.

In FY 2017-2018, JLAP’s Clinical Team and Executive Director participated in the following events:

<b><u>EVENT</u></b>	<b><u>DATE(S)</u></b>	<b><u>LOCATION</u></b>
Planning Meeting with Academic Support	9/25/17	Southern University Law Center
Student Introduction to JLAP Services	10/4/17	Southern University Law Center
Clinical Support Office Hours	11/9/17	Southern University Law Center
Wellness Fair	11/13/17	Southern University Law Center
Planning Meeting with Dean Galligan	12/13/17	LSU Paul M. Hebert Law Center
Clinical Support Office Hours	1/31/18	Southern University Law School
Wellness Meditation Sessions	2/06/18	Southern University Law Center
Clinical Support Office Hours	2/21/18	Southern University Law Center
Faulty Introduction to JLAP Services	2/28/18	LSU Paul M. Hebert Law Center
Wellness Monday	3/12/18	Tulane University School of Law
Personal Wellness Day	3/14/18	Southern University Law School
Clinical Support Office Hours	3/15/18	LSU Paul M. Hebert Law Center
Clinical Support Office Hours	4/6/18	Tulane University School of Law
Clinical Support Office Hours	4/9/18	Loyola University College of Law
1L Introduction to JLAP Services	4/9/18	Tulane University School of Law
Clinical Support Office Hours	4/11/18	Tulane University School of Law

It is JLAP's hope that increased support services will enhance students' willingness to adopt new and unprecedented levels of self-care practices that legal professionals need. Whatever the outcome, JLAP will continue to be there and provide specialized, professional clinical support to the law students and faculties of all four of our fine Louisiana law schools.

### **3) JLAP Website**

JLAP continues to maintain and develop a comprehensive website at [www.louisianajlap.com](http://www.louisianajlap.com).

On the JLAP website, one can readily find information that is clearly organized in categories that are specific to judges, lawyers, law firms, law students and family members, etc.

The website provides a complete overview of JLAP's history, governance and services, answers to frequently asked questions, and external links to resources that can help with all types of mental health and substance use issues that are routinely encountered by members of the legal profession.

Also available on the website are PDF documents of important studies and reports, and a News information page updating the profession on recent JLAP developments.

A library of JLAP's *Louisiana Bar Journal* articles is available online as well, with a myriad of topics providing insight and information that can render hope to individuals in need.

There are even various mental health "self-tests" available on the JLAP website so that visitors can privately conduct preliminary investigations into whether or not they, or someone they know, are experiencing mental health symptoms that may warrant further investigation or a confidential call to JLAP's professional clinical staff for additional information and advice.

If you or someone you know needs information about JLAP and mental health issues in the legal profession, there is no better place to start than to spend some time perusing JLAP's comprehensive website.

### **4) JLAP Statewide and National CLE Presentations and Events**

JLAP is very grateful to state and local bar associations, courts, inns of court, law sections, regulatory agencies, disciplinary agencies, and law schools who invited JLAP to participate in CLE programs and presentations, both locally and nationally.

The most effective mode of communication between JLAP and the profession occurs when JLAP interacts personally with live audiences and via personal follow-up conversations.

In the FY 2017-2018, JLAP's Executive Director participated in the following programs:

<b><u>EVENT</u></b>	<b><u>DATE(S)</u></b>	<b><u>LOCATION</u></b>
Drug Court Graduation/Judge Lemmon	8/2/2017	Hahnville, LA
ABA Annual Convention	8/10 - 8/15/2017	New York, NY
LSBA Stress Workshop	8/18/2017	New Orleans, LA
LSBA Ethics and Professionalism Gilsbar CLE	9/6/2017	Lafayette, LA
National Association of Bankruptcy Trustees	9/15/2017	New Orleans, LA
LSBA Ethics and Professionalism Gilsbar CLE	9/22/2017	New Orleans, LA
Workers' Compensation Judges Meeting	9/26/2017	Baton Rouge, LA
CINC Pre-Conference LSBA Access to Justice CLE	10/12/2017	Baton Rouge, LA
ABA CoLAP National Conference	10/16 - 20/2017	Kansas City, MO
Fall Seminar for Security Title Guarantee Corp CLE	10/23/2017	Zwolle, LA
Professional Duty of Self-Care CLE	11/2/2017	Shreveport, LA
Gilsbar Ethics and Professionalism CLE	11/3/2017	Bossier City, LA
2017 Recent Developments in Legislation CLE	11/17/2017	Baton Rouge, LA
American Inns of Court Year-end CLE	12/7/2017	New Orleans, LA
29 <sup>th</sup> Annual LSBA Summer School Revisited	12/8/2017	New Orleans, LA
Trial Practice Pursuit of Balance CLE	12/12/2017	New Orleans, LA
LSBA Wrap-Up: Multi-topic CLE	12/15/2017	New Orleans, LA
Lafayette Bar Association CLE by the Hour	12/20/2017	Lafayette, LA
Billy King Ethics School	2/2/2018	New Orleans, LA
Southern Law Center C&F Panel	3/7/2018	Baton Rouge, LA
LSU Law School C&F Panel	3/7/2018	Baton Rouge, LA
LSBA 65 <sup>th</sup> Mineral Law Institute Oil & Gas CLE	3/15/2018	Baton Rouge, LA
Tulane University Law School C&F Panel	3/22/2018	New Orleans, LA
LSU Law School Skip Phillip's Class	3/28/2018	Baton Rouge, LA
Loyola C&F	4/5/2018	New Orleans, LA
Annual 3 <sup>rd</sup> Circuit Court of Appeal Retreat	4/19 - 20/2018	Galveston, TX
Fed of State Physician Health Program Conf	4/25 - 27/2018	Charlotte, NC
Independent LAP Directors Meeting	05/4 - 6/2018	Atlanta, GA
LSBA Four Corners CLE	05/11/2018	Lake Charles, LA
BRBA Family Law Section CLE	05/17/2018	Baton Rouge, LA
LSBA Four Corners CLE	05/18/2018	Bossier City, LA
24 <sup>th</sup> JDC Drug Court Presentation	05/22/2018	New Orleans, LA
Judiciary Commission of Louisiana CLE	05/23/2018	New Orleans, LA

LSBA Summer School	06/3 - 8/2018	Sandestin, FL
LSBA Gilsbar Professional Duty CLE	06/15/2018	New Orleans, LA
4 <sup>th</sup> Circuit Judges and Law Clerks CLE	06/21/2018	New Orleans, LA
LSBA Ethics Schools/Diversion Program	06/29/2018	New Orleans, LA

## 5) Louisiana Bar Journal Articles

JLAP publishes an article in every issue of the *Louisiana Bar Journal*. Topics cover a very wide range of subjects and JLAP strives to provide information about current developments in mental health and addiction issues that are relevant to the legal profession.

The following articles were published in FY 2017-2018:

- What You Don't Know Could Save You
- Path to Lawyer Well-Being
- JLAP's Confidential Services
- Professional Duty of Self-Care
- Power of Peer Support
- Addictive Technology

In addition to the articles published this year, you can also access a complete library of JLAP's *Bar Journal* articles at JLAP's website here: <http://louisianajlap.com/resources/lsba-journal-articles/>.

## 6) LSBA's Summer School

JLAP has increased its presence at the LSBA Summer School in the last few years including providing an information booth in the Exhibitors Hall manned by JLAP's Executive Director and Clinical Staff to provide information to the Summer School attendees.

JLAP also conducts a CLE presentation that provides one hour of Ethics credit.

In keeping with JLAP's expanded mental health and wellness services, JLAP's professional clinical staff also conducts meditation classes each morning so that Summer School attendees can learn how to practice mindfulness and meditation as a tool to reduce stress and better manage the pressure of practicing law.

## 7) 2017 ABA CoLAP

The JLAP Director attended the 2017 ABA National Conference of Lawyers Assistance Programs (CoLAP) Annual Seminar in Kansas City, Missouri, October 16-20, 2017.

Presentations during the CoLAP Seminar included:

### ***Moving Forward: Recommendations from the National Wellbeing Task Force***

Bree Buchanan, JD, Director, Texas Lawyer's Assistance Program;

James C. Coyle, Esq., Regulation Counsel for the Colorado Supreme Court

***Resilient Lawyers: How LAP's Can Help Lawyers with the Science of Positive Psychology***

Anne Bradford, JD, MAPP, Co-Founder of Aspire

***Implicit Bias and Lawyer Assistance***

Joan Bibelhausen, JD, Director, Minnesota Lawyers Concerned for Lawyers;

Robynn Moraites, Esq., Director, North Carolina Lawyer Assistance Program;

Richard A. Soden, JD, Of Counsel, Goodwin Law and Past Chair, ABA Commission on Lawyer Assistance Programs

***Brain Based Recovery: How the Renewal of Neural Networks Can Help Achieve and Sustain Recovery***

Jana Hinz, MS, LCMFT, LMAC, Assistant Program Director, Valley Hope, Moundridge, KS;

Anne McDonald, Esq., Executive Director, Kansas Lawyers Assistance Program

***Pain and Addiction: Challenging Co-occurring Disorders***

Loretta Oleksy, Deputy Director, Indiana Judges and Lawyers Assistance Program;

Mel Pohl, MD, DFASAM, Chief Medical Officer, Las Vegas Recovery Center;

Eric Wood, Clinical Case Manager, Indiana Judges and Lawyers Assistance Program

***Evolution of LAP's: LAP Foundations – Best Practices in Establishing, Fundraising and Maintaining***

Zeb E. "Barney" Barnhardt, Esq., Immediate Past President, Lawyers Assistance Program Foundation of North Carolina, Inc.;

Robynn E. Moraites, Esq., Director, North Carolina Lawyer Assistance Program

***Faculty-Student Affairs Partnerships to Humanize the Classroom Climate***

Mitchell C. Bailin, Associate Vice-President and Dean of Students, Georgetown Law Center, Georgetown University;

Jerome Organ, BA, JD, Professor, University of St. Thomas School of Law;

Susan Wawrose, MA, JD, Professor of Lawyering Skills, Dayton Law, University of Dayton

***Disarming the Defenses: Getting Beneath the Attorney's Resistance***

Leah Claire Bennett, PhD., Professional Enhancement Program, Pine Grove Behavioral Health & Addiction Services;

Anne McDonald, Esq., Executive Director, Kansas Lawyers Assistance Program

***How to Cope: Therapeutic, Evidence-based Techniques for Helping Clients, Colleagues and Families Impacted by a Loved One's Addiction***

Hugh O'Donnell, Attorney, Kansas City Law and Meditation, Kansas City, Missouri;

Suzanne Taylor, Family Services Counselor, First Call Alcohol/Drug Prevention & Recovery, Kansas City, Missouri;

Susan Whitmore, President & CEO, First Call Alcohol/Drug Prevention & Recovery, Kansas City, Missouri

***The Anxious Lawyer: An 8-week Guide to Joyful and Satisfying Law Practice Through Mindfulness and Meditation***

Jeena Cho, Partner, JC Law Group, PC

**8) National Workshop for State LAP Directors**

On May 4-6th 2018, Directors and Assistant Directors, from across the country and Canada, came together in Atlanta, GA, for the second Annual Independent LAP and JLAP Directors Workshop. Expanding on the success of last year's meeting, this year's event was organized by the North Carolina, Delaware, Ohio, South Carolina and Wisconsin programs.

The mission of this retreat is to provide a closed, confidential forum wherein State LAP and JLAP Directors and Assistant Directors can engage on a business level as a group and share in-depth information about the challenges they face and discuss strategic planning.

Several presentations were made over the course of the one-and-a-half-day meeting including how to best assist law schools, spreading the word through pro-active marketing, and individual breakout sessions discussing specialized challenges for both large and small LAP/JLAP programs.

**9) Federation of State Physicians Health Programs (FSPHP)**

The JLAP Director and Clinical Staff attended the 2018 Federation of State Physician Health Programs Annual Education Conference and Business Meeting in Charlotte, North Carolina on April 25 – 28, 2018.

This annual conference brings together the nation's leading addiction and mental health experts in the realm of professionals' programming. State Physicians Health Programs, Nurses Programs and representatives from Airline Pilots' and Lawyers' programs are updated on the very latest issues and information as to best-practices in terms of evaluations, assessments, treatment and peer-support recovery monitoring by professionals' programs.

In accordance with the recommendations in the 2015 JLAP Performance Audit, each year JLAP's entire professional staff attends the FSPHP conference to ensure that JLAP's clinical policies and procedures are reviewed annually and adjusted as JLAP deems necessary to provide the very best services possible to its participants.

**10) JLAP Client Testimonials**

As to participant satisfaction, JLAP often receives client feedback. This feedback comes from two sectors of JLAP's programming.



The first sector of JLAP's assistance involves totally voluntary cases wherein the person knows they have a problem and they come to JLAP confidentially on their own accord. They want JLAP's help. They are grateful at the outset for JLAP's support.

Here are some examples of feedback in these totally voluntary cases:

***"I wanted to sincerely thank you for all the support, help and advice you have me the past few weeks. They have nothing short of a struggle, but I could not have done it without you and JLAP's wonderful resources!"***

***"Words are hard to express the depth of gratitude felt for [JLAP] taking the time on no notice to meet with me. I know this is what ... you do, but the personal warmth expressed made me feel like I was your only meeting that day. ... Sincere appreciation for being there for me. It has given me hope."***

***"I have complete confidence that the service JLAP provides is 100% confidential. Simply put, JLAP is unquestionably a trustworthy program."***

***"JLAP saved my life and career. JLAP holds a very special place in my heart."***

***"I can manage my expectations more, blessed with humility and gratitude and a shared, though unique, experience with so many others."***

***"Your phone call is the best thing that has happened to me in a long time. You have shown me more compassion than members of my family."***

***"I have struggled with depression for a large portion of my life. I did not know who to turn to until I heard JLAP speak at a presentation. JLAP's help is greatly appreciated."***

The second sector of JLAP's help involves cases wherein the person has been referred to JLAP by some other party such as their employer, the Office of the Disciplinary Counsel, or the Supreme Court's Committee on Bar Admissions. Many are resentful and angry about it.

Some don't want help and misperceive being referred to JLAP as punishment.

JLAP participation and compliance is clinically-based. 100% of the program is focused on providing clinical support to the person. It is an *ancillary* benefit that JLAP participation can also help them mitigate disciplinary damages they may sustain as to the result of alleged unethical conduct (DWI arrest, drug arrest, lack of diligence due to impairment, or other unethical conduct, etc.).

Most of these participants become grateful for JLAP in the fullness of time and come to appreciate JLAP's clinical support and programming.

Here are some examples of feedback in disciplinary referral cases:

***“Thank you. You have made the JLAP process a pleasure. If there is ever anything, I can do to help a JLAP member or lawyer get sober, please ask me.”***

***“I personally do not believe it matters how you get to JLAP and/or to begin a Recovery journey, just know that if you are there, it is not by chance or mistake - you have some problem and need help. I know I did not drink like a normal person, and quite frankly, by the time I ended up on the telephone with Buddy Stockwell, I did not think like a normal person. Buddy assisted me through a difficult season in my life - his was the reassuring voice to nudge me in the right direction.***

***I was skeptical of JLAP, and Buddy himself, but in the end, Buddy was incredible and of vital assistance to me in early Recovery. He was personable and made me feel comfortable in uncharted waters. JLAP lead me to the services I needed to get back on track in life, be successful in my Recovery, and saved my employment status from suspension or disbarment.***

***Since then, I have learned a lot about myself, and how to deal with the people and situations I encounter to be a responsible and positive, contributing member of society. I am grateful for JLAP and Buddy Stockwell - for helping me to steer my ship in the right direction, and while the journey has not always been easy, I am quite enjoying my life in Recovery.”***

***“I remember how I felt, scared of the unknown, and admittedly a bit angry. I now realize that JLAP actually improved my life. Admittedly, I have not always felt that way, but I have to admit to myself that, without JLAP, I am fairly certain I would not be where I am today and would most likely not be sober.”***

#### **IV. SUMMARY**

Your Louisiana JLAP is stronger and more effective than ever. JLAP’s highly-specialized clinical expertise in peer-support “professionals’ programming” emanates from over 30 years of national synergy with other state LAPs across the country, coupled with decades of support from a fully-developed statewide Louisiana network of volunteer lawyers and judges, many of them personally in Recovery.

The fabric of Louisiana’s specialized Recovery Community of legal professionals, and the LSBA’s Committee on Alcohol and Drug Abuse in support of that community, is very robust and represents literally hundreds of collective years of Recovery support.

JLAP's current level of accomplishment could not be possible at all, however, without solid support from the entire legal profession. JLAP is extremely grateful for the following:


- 1) strong governance and full, stable funding from the LSBA;
- 2) program utilization and funding from the Louisiana Supreme Court;
- 3) program utilization from the Louisiana Disciplinary Board;
- 4) program utilization from the Office of the Disciplinary Counsel;
- 5) program utilization from the LASC Committee on Bar Admissions;
- 6) program utilization from the Judiciary Commission;
- 7) program utilization from Loyola, LSU, Southern, and Tulane Law Schools; and,
- 8) program utilization from the professional liability insurance carrier Gilsbar.

JLAP also owes an ongoing and overarching debt of gratitude to the Louisiana State Legislature for its enactment and recent amendments to La. R.S. 37:221 wherein it declared it to be the public policy of the State of Louisiana to specifically support JLAP and its critical mission to provide confidential assistance to lawyers, judges and others in the legal profession who may suffer from substance use disorders, mental health problems, or gambling addiction, etc.

JLAP looks forward to next year and continuing its quest to help our profession meet new well-being challenges in assisting the entire profession, while also continuing to provide top-tier assistance to those who have developed a mental health or substance use issue and need JLAP's confidential assistance.

Above all else, JLAP remains keenly focused on its core mission and that is to ensure that whenever an individual, in need, reaches out for help, JLAP will be there to confidentially reach back out to provide the finest professionals' programming and life-saving clinical support possible.

Respectfully Submitted,



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Joseph L. "Larry" Shea, Jr., President



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J.E. "Buddy" Stockwell III, Executive Director