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Succession Planning May Be More Important Than Ever

CEOs Not Immune to Great Resignation, So Now Is the Time for Succession Planning

There's been a lot of talk about the Great Resignation and how it affects staffing, including at bars. But what happens when the chief executive leaves? According to a report earlier this year from Challenger, Gray & Christmas, 29% more CEOs left their jobs in the first quarter of 2022 than in that same period in 2021—which means succession planning may be more important than ever.. There's no doubt that this can involve some awkward conversations between the CEO and the board, writes Mark Athitakis, but working together can make the transition smoother for everyone. At [Associations Now](#), Athitakis links to some helpful resources and explains what kind of preparation can be most effective.

After U.S. Supreme Court Decision, ABA Death Penalty Representation Project Seeks More Pro Bono Lawyers

In late May 2022, the U.S Supreme Court ruled in *Shinn v. Martinez* that plaintiffs David Martinez Ramirez and Barry Lee Jones, who were both convicted of murder in Arizona, can't introduce new evidence in federal court to prove that their cases were mishandled. This was a significant decision, according to Emily Olson-Gault, director and chief counsel for the ABA's Death Penalty Representation Project, because defendants facing capital punishment have no constitutional right to counsel in state postconviction proceedings, where they are required to exhaust their claims before they can move to federal court. Since this decision, the project has been ramping up its efforts to recruit pro bono attorneys to assist the approximately 2,500 people currently on death row across the United States. [ABA Journal](#) shares more information about this work and how lawyers can get involved.

Many Bar Examinees Are Unfairly Denied Testing Accommodations, Law School Disability Staff Say

According to several law school disability resources coordinators, many bar examinees with nonapparent disabilities such as ADHD, PTSD, depression and dyslexia are denied testing accommodations by the National Conference of Bar Examiners and state boards of law examiners. Many who are denied, says Heather Stout, accessibility and wellness coordinator at St. Louis University School of Law, have a history of average or strong achievement in higher education; she believes NCBE looks for academic failure as proof of disability severity. Lack of documentation is cited in many cases, but some law school disability resources coordinators say that even those with recent neuropsychological evaluation reports are turned down. Appeals are often successful but take significant effort—and the initial evaluation process may violate the ADA, some say. [ABA Journal](#) delves into this issue and talks to two examinees whose requests for accommodations were denied.

What Do Today and Tomorrow's Youngest Bar Employees and Members Value? New Report on Gen Z

If you want to get ready for the young adults you'll soon start seeing at your bar, if you haven't already, a new report from Murmuration and the Walton Family Foundation can help. The report, *Looking Forward with Gen Z*, found that people between the ages of 15 and 25 prioritize greater harmony between work and home life (61%), feeling passionate

about their efforts (60%), and feeling valued (52%). They are also almost twice as likely to be depressed and feel hopeless (42%) as people over 25 (23%), and they generally do not believe that large institutions and those in power are listening to their concerns. For example, only 26% of respondents said philanthropic organizations are "doing an excellent or good job listening." Candid's [Philanthropy News Digest](#) offers other key findings and a link to the full report.

Need a Great Resource for Leadership Training and Development? Introducing the Best of BLI Bundle

Looking for an effective, easy way to highlight great leadership practices, spur dynamic discussion about topics important to your bar, and help develop and engage new leaders? The ABA Division for Bar Services is offering a "Best of BLI bundle" featuring select sessions recorded at the 2022 Bar Leadership Institute. Topics covered include understanding the path forward, developing a strategic approach to membership, leading with courage, and more. One price (with a discount for ABA members) covers access to all the recordings in the bundle. The recordings are available to view until September 30. Learn more [here](#), and purchase your Best of BLI bundle today!



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