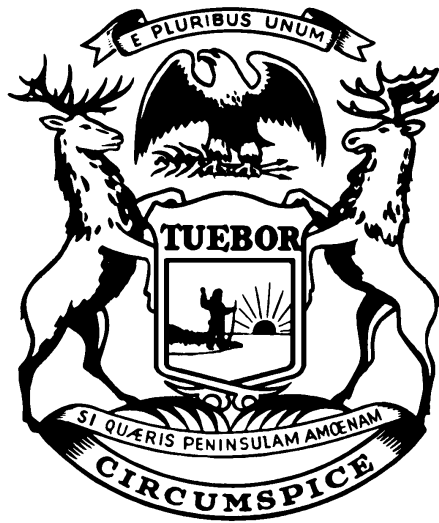


# STATE OF MICHIGAN

## Attorney Discipline Board and Attorney Grievance Commission

# 2023 JOINT ANNUAL REPORT



**Attorney Discipline Board**  
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# State of Michigan Attorney Grievance Commission



**Annual Report**  
**January 1, 2023, to December 31, 2023**

# Attorney Grievance Commission Staff

*Staff as of September 2024*

**Grievance Administrator:**

Michael V. Goetz

**Deputy Administrator:**

Kimberly L. Uhuru

**Assistant Deputy Administrator:**

Cynthia C. Bullington

**Office Manager:**

Gina M. Jaafar

**General Counsel:**

Sarah C. Lindsey

**Senior Associate Counsel:**

Emily A. Downey  
Michael K. Mazur  
Kenneth E. Frazee  
Pamela I. Linville  
Cora L. Morgan

**Associate Counsel:**

Graham Leach  
Mary A. Bowen  
Austin D. Blessing - Nelson  
Caitlin O. Fleming  
Kristin E. Fernandez

**Investigators:**

Jason Miciuda  
Brent M. Jex  
Diane M. Salter

**Investigative Specialist:**

Yulanda Burgess

**Paralegals:**

Kimberly Billings  
NaTasha Sands

**Litigation Assistants:**

Charlene Varacalli  
Rosa Garza  
Sheri Galofaro-Mendez  
Louise Arzooyan  
Cathy Miller

**Intake Assistants:**

Monica Garza  
Jane Brown

**Receptionist:**

Jeanette Cook

**Administrative Assistant:**

Yulette Barnes

**Mail Clerk:**

Heidi K. Cole



# State of Michigan Attorney Grievance Commission Annual Report

**January 1, 2023 – December 31, 2023**

## **Overview**

The Attorney Grievance Commission was established by the Michigan Supreme Court on October 1, 1978, succeeding the former State Bar Grievance Board. The Commission acts as the investigative and prosecutorial arm of the Supreme Court for the discharge of its constitutional responsibility to supervise and discipline Michigan attorneys. The Commission exercises state-wide jurisdiction and is located in the city of Troy, Michigan.

## **Commission Composition**

The Commission consists of nine members, who serve without compensation. The six lawyers and three non-lawyers are each appointed by the Michigan Supreme Court for a term of three years. A member may not serve more than two terms.

The Commission's Chairperson and Vice-Chairperson are appointed to one-year terms by the Michigan Supreme Court. The Commission's Secretary is elected by its members.

### ***Latoya M. Willis, Chairperson***

Mrs. Willis is the Lead Attorney of the Wayne County Prosecutor's Mortgage and Deed Fraud Unit where she specializes in the prosecution of criminal activity involving fraudulent real property transactions. She graduated from Western Michigan University in 1997 and earned her law degree from the University of Detroit-Mercy Law in 2002. She has worked with the Wayne County Prosecutor's Office since 2000, where she began as an intern in the Forfeiture Unit. Since that time, she has practiced throughout the Office including within the Felony Exam Unit; Felony Trial Unit, and Special Victims Unit where she prosecuted crimes committed against elderly and vulnerable adults. She was appointed to the Attorney Grievance Commission in January of 2017.

### ***J. Paul Janes, Vice - Chairperson***



J. Paul Janes focuses his practice in the areas of commercial litigation, personal injury litigation, automobile no-fault law, and construction/workplace injury claims. Education: Michigan State University (B.A. 1987); University of Detroit Law School (J.D. 1990; Senior Staff Member of the Law Review. Professional Affiliations: • Grand Rapids Bar Association • Fellow, Justice Foundation of West Michigan • Grand Rapids Federal Bar Association • Michigan State Bar of Foundation • American Board of Trial Advocates • Attorney Grievance Commission, Board Member • Former State Bar of Michigan Lawyer and Judges Assistance Committee (Member) • The American Association for Justice • Michigan Association for Justice (Former Board Member) Community Involvement: • Active in a variety of nonprofit, community, and political organizations.

***Kathleen Hickey, Secretary***

Ms. Hickey represents lenders in loan originations. Her practice encompasses secured transactions, loan workouts, and counseling lenders on lender liability and loan structure issues. Ms. Hickey's practice also includes middle market lending, asset based loans, healthcare lending, educational institution and religious organization financing, international lending, captive insurance financing, private lending, real estate financing, multi-rate, multi-currency loans and facilities, agented and syndicated loan facilities, and letters of credit, direct bond purchases, and other liquidity facilities supporting tax exempt and industrial development bonds. Ms. Hickey has been selected by Michigan Lawyers Weekly as a member of the 2017 class of Women in the Law. She is listed in The Best Lawyers in America 2022 under Banking and Finance Law, in Chambers USA 2021 under Banking & Finance, in IFLR1000 2020 under Banking and Finance, in Michigan Super Lawyers 2021 under The Top 50 Women attorneys in Michigan, and in Michigan Super Lawyers 2007-2021 under Banking. She is listed as a 2021 "Top Lawyer" for Banking & Financial Services by DBusiness magazine. She is AV Preeminent® Peer Rated by Martindale-Hubbell. Ms. Hickey is a member of Bodman's Executive Committee, which manages the Firm's Day to day business affairs, and is co-chair of the firm's Diversity, Equity and Inclusion Committee. She serves on the board of directors of the Michigan Roundtable for Diversity and Inclusion and is a board member for VIP Mentoring and the Walsh College Foundation. She is a member of the State Bar of Michigan, the Detroit and American Bar Associations, and the Association for Corporate Growth. She is admitted to practice before the United States Court of Appeals for the Sixth Circuit. Ms. Hickey began her legal career as a clerk for the Honorable Richard M. Maher of the Michigan Court of Appeals. She has lectured for the Michigan Institute of Continuing Legal Education on commercial loan documentation matters.

***Kendrah Robinson, Attorney member***

Kendrah Robinson has been a proud resident of Muskegon for over 13 years. She is a mother of three and married to a Proud Muskegon Big Red. She graduated from Western Michigan University with a degree in Political Science and Criminal Justice and earned her Law Degree from Thomas M. Cooley Law. Kendrah has taught Criminal Justice and Political Science classes at Grand Rapids Community College, and now serves the community of Muskegon County as a Senior Assistant Public Defender at the Muskegon Public Defenders Office. She fights daily in the 14th Circuit Court to protect the rights of Muskegon's most at risk children and criminal defendants. She is active in numerous community and non-profit organizations including the Mediation and Restorative Services, Fruitport Public Schools, Child Abuse Council of Muskegon, The Women's Division of Chamber of Commerce, the Black Women's Lawyers of Michigan, her church where she's the Youth Ministry leader and staff to the Criminal Defense Attorneys of Michigan. Kendrah also mentors high school ladies in a group called "Aspiring Ladies of Law" throughout

Muskegon County who are interested in going into the career of law. In her spare time Kendrah enjoys running and traveling.

***Dr. Samy Wassef, Lay Person***



Samy Wassef, MD is currently the Chair of the Department of Psychiatry and Medical Director of the Substance Abuse Programs at Henry Ford Health-Jackson. He previously served on the hospital's Ethics Committee, Pain Committee and Graduate Medical Education. Dr. Wassef is board-certified by the American Board of Psychiatry and Neurology. He is also a provider for the Health Professionals Recovery Program, Lawyers & Judges Assistance Program and Federal Aviation Administration. Dr. Wassef grew up and currently resides in the Metro Detroit area. He graduated from Cairo University Faculty of Medicine and completed his residency in psychiatry at Henry Ford Hospital, Detroit Michigan

***Amani El-Edlebi, Lay Person***

Amani El-Edlebi is a proud Arab American from Metro Detroit who graduated from Wayne State University with a dual graduate degree in Social Work (MSW) and Public Health (MPH). In her role at the Center of Behavioral Health and Justice (CBHJ), she is dedicated to supporting data collection, data evaluation, and the development of program databases. This crucial work provides communities and organizations with optimized evaluation, resources, and best practices to address mental health and substance use disorders within the criminal legal system. Beyond her technical contributions, Amani is deeply involved in policy change community groups. She focuses on advocating for legal and policy reforms in Michigan that adversely affect men's ability to be actively involved with their children and families. Her advocacy work aims to create a more inclusive and supportive environment for fathers, reflecting her broader commitment to social justice and family integrity. Amani also works to publish her findings, contributing to the body of knowledge in her field. Her passion for her work aligns with a multidisciplinary commitment to uphold the integrity of the legal profession and protect the public. By integrating her expertise in social work and public health, Amani embodies a holistic approach to addressing complex societal issues, striving to make a meaningful impact in her community.

***Kathryn Swedlow, Attorney Member***

Ms. Swedlow is an attorney in the Criminal Defense Resource Center of the State Appellate Defender Office and previously worked in the federal court system. She is a past recipient of the Criminal Defense Association of Michigan Justice for All

Award. Swedlow earned her law degree from the City University of New York Law School at Queens College.

***James Moritz, Lay Person***

Mr. Moritz is a retired Ford Motor Company and Ford Credit executive with extensive expertise in global insurance leadership. He earned a Master of Business Administration from Wayne State University.

***Alexander Pahany, Attorney Member***

Mr. Pahany is an Assistant Prosecuting Attorney in Huron County where he is the docket attorney for the 73B District Court and handles all manner of felony trials in the 52nd Circuit Court. Mr. Pahany has an undergraduate degree from the University of Texas at Austin, a graduate degree from the University of St. Thomas (Houston), and obtained his law degree from the Ave Maria School of Law. During law school, Mr. Pahany served as a judicial intern to the Honorable Daniel P. Ryan of the Third Circuit Court of Wayne County as well as an intern for the Elder Law and Advocacy Center in Redford, MI. Upon graduation, he went into private practice as a criminal defense attorney in Wayne County. Mr. Pahany also spent thirteen years in education, teaching in a children's hospital and public schools in Houston, TX, and later a private school in Abu Dhabi, United Arab Emirates. He currently serves as the president of the Huron County Bar Association. Mr. Pahany was appointed to the Attorney Grievance Commission in October 2023.

**The Grievance Administrator's Staff**

The Grievance Administrator and Deputy Administrator are appointed by the Supreme Court pursuant to MCR 9.109. The Grievance Administrator is empowered under MCR 9.111 to hire legal and support staff, with the approval of the Commission. During the year 2023, the Grievance Administrator supervised a staff of thirteen attorneys, three investigators, and eighteen administrative and clerical staff. Additionally, the Commission accepts law students for a legal intern program in connection with their respective law schools.

***Michael V. Goetz, Grievance Administrator***



The Michigan Supreme Court has appointed Michael V. Goetz to the position of Grievance Administrator for the Michigan Attorney Grievance Commission (AGC). Goetz will oversee the prosecutorial and educational functions of the AGC. The appointment is effective September 23, 2019. “Mr. Goetz has both the management skills and professional experience to make sure the AGC continues to protect the public and hold the legal profession accountable,” said Chief Justice Bridget M. McCormack. “Just as important, Mr. Goetz has a deep commitment to public service and great ideas on how to engage the public and the bar in the Commission’s critical mission, and to manage and inspire AGC staff.” Goetz received a bachelor’s degree from Michigan State University in 1983 and a juris doctorate from Detroit College of Law in 1988. He most recently worked in the Michigan Office of the Attorney General, serving as Senior Assistant Attorney General in the Criminal Division’s Drug Interdiction Unit for six years. In addition to more than 30 years of experience in prosecution at the state and county levels, Goetz also currently serves his community as an emergency medical technician-firefighter for the Orion Township Fire Department. The Attorney Grievance Commission is the investigative and prosecutorial arm of the Michigan Supreme Court for allegations of attorney misconduct. The AGC has jurisdiction over all attorneys licensed to practice law by the State Bar of Michigan and attorneys otherwise permitted to practice law in the State of Michigan. The AGC strives to maintain and promote the integrity of the Bar and to protect the public, the courts, and the legal profession.

***Kimberly L. Uhuru, Deputy Administrator***

Kimberly L. Uhuru graduated magna cum laude from Michigan State University with a bachelor’s degree in Political Theory and Constitutional Democracy and received a J.D. from DePaul University. Ms. Uhuru’s work for the Commission has included several prosecutions of complex and high-profile attorney misconduct cases. She is licensed to practice in Michigan and the United States District Court for the Eastern District of Michigan. She has served on the State Bar of Michigan’s Character and Fitness District H Panel, including, including a term as Chairperson of District H. Ms. Uhuru is a frequent presenter on ethics panels across the state.

***Cynthia C. Bullington, Assistant Deputy Administrator***

Cynthia C. Bullington is a Michigan State graduate and received her J.D. from George Washington University. She is admitted in Michigan and in the federal courts. Ms. Bullington is the Assistant Deputy Administrator for the Michigan Attorney Grievance Commission. She also is an adjunct professor at the MSU College

of Law and teaches Professional Responsibility. Currently, she serves as a regular member of the State Bar of Michigan's Standing Committee on Character and Fitness. She has authored proposed court rules, and articles for the Michigan Bar Journal. Ms. Bullington has also been an ICLE presenter.

***Sarah C. Lindsey, General Counsel***

Sarah C. Lindsey earned a B.A. from Michigan State University and obtained a J.D. from Washington College of Law at American University. Ms. Lindsey was in private practice for more than 15 years at law firms in Washington, D.C. and Michigan, where her practice focused on commercial and environmental litigation and appeals. Ms. Lindsey joined the Attorney Grievance Commission as an Associate Counsel in 2015.

***Emily A. Downey, Senior Associate Counsel***

Emily A. Downey has a bachelor's degree in History and Psychology from the University of Michigan in Ann Arbor and a law degree from Washington University in St. Louis. She is licensed to practice law in Michigan and in the U.S. District Court for the Eastern District of Michigan. Ms. Downey's work for the AGC includes investigating and prosecuting attorney misconduct. She served a term on a State Bar of Michigan's Character and Fitness Panel. Ms. Downey is a reporter for the Judicial Qualifications Committee. While at Washington University, Ms. Downey was a law review associate editor of the Journal of Urban and Contemporary Law. Following law school, Ms. Downey was a Legal Research Fellow at the Center for Hospital Finance & Management and the Bioethics Institute at Johns Hopkins University.

***Michael K. Mazur, Senior Associate Counsel***

Michael K. Mazur earned his B.A. from Michigan State University and his J.D. from Michigan State University College of Law. He was a student intern at the Attorney Grievance Commission in 2012, returned as an attorney in 2017, and became Senior Associate Counsel in 2024. Michael serves on the State Bar of Michigan's Bar Journal, Professionalism & Civility, and Judicial Qualifications committees. In 2021 he joined the National Organization of Bar Counsel's Current Developments team, leading the semiannual research, publication, and presentation of Midwestern, federal agency, U.S. territory, and Canadian attorney discipline cases. In 2023 and 2024 Michael was part of the ABA Center for Professional Responsibility's working group on potential changes to Model Rule 5.5.

***Kenneth E. Frazee III, Senior Associate Counsel***

Kenneth Frazee received a B.A. from Michigan State University and earned a J.D. from Detroit College of Law. Mr. Frazee was an Assistant Prosecuting Attorney for over 27 years where he specialized in litigating major crimes. He concluded his

prosecution career as Chief of the Circuit Court Division. Prior to this he began his public service as a circuit court clerk for four years. He is licensed to practice law in Michigan and the United States District Court for the Eastern District of Michigan.

### **Pamela I. Linville, Senior Associate Counsel**

Pamela I. Linville received her bachelor's degree from the University of Michigan and received her juris doctorate from the University of Detroit Mercy-School of Law. She worked as an Assistant Prosecuting Attorney at the Oakland County Prosecutor's Office until 2007. She then opened her own criminal defense law firm, specializing in major crimes. She was a CJA Panel Member for the U.S. District Court- Eastern District of Michigan from 2014-2021. She was also a faculty member of CDAM (Criminal Defense Attorney's Association of Michigan), where she taught Evidence to other attorneys. She joined the Attorney Grievance Commission in 2022. She is licensed to practice law in Michigan and the U.S. District Court for the Eastern District of Michigan.

### **Cora Morgan, Senior Associate Counsel**

Cora L. Morgan earned her B.A. from Michigan State University and her J.D. from Wayne State University School of Law. Ms. Morgan joined the Attorney Grievance Commission as Senior Associate Counsel in 2022. Prior to joining the Commission, Ms. Morgan was in private practice for more than 20 years, during which time she focused her practice primarily on commercial litigation, criminal law, and juvenile law. While in law school, Ms. Morgan worked as a law clerk in the Michigan Department of Attorney General Collections and Tax Enforcement Division. Ms. Morgan also clerked for Judge John B. Bruff of the Macomb County Circuit Court during law school. She is licensed to practice in Michigan and in the U.S. District Court for the Eastern District of Michigan.

### **Graham G. Leach, Associate Counsel**

Graham Leach earned his B.S. from Michigan State University and his J.D. from Thomas M. Cooley Law School. Mr. Leach is a career long prosecutor with over 20 years' experience as an Assistant Prosecutor and Chief Assistant Prosecutor in Shiawassee County Michigan, the Tribal Prosecutor for both the Saginaw Chippewa Indian Tribe in Mt. Pleasant, Michigan and the Mescalero Apache Tribe in New Mexico. Mr. Leach also served as the Senior Criminal Attorney General for the Republic of Palau.

### **Mary A. Bowen, Associate Counsel**

Mary A. Bowen received her Bachelor of Arts in Political Science from the University of Michigan-Flint and her Juris Doctor from Michigan State University College of

Law. She is licensed to practice law in Michigan, in the United States District Court for the Eastern District of Michigan and the United States District Court for the Western District of Michigan. Ms. Bowen previously worked for a general practice firm in downtown Lansing and was a solo practitioner in Ingham County. Her practice areas included criminal law and civil mediation. Prior to joining the Attorney Grievance Commission, Ms. Bowen was an Assistant City Attorney for the City of Lansing for over 3.5 years. She previously served on the Character and Fitness District E Committee and currently serves on the Character and Fitness District I Committee.

### **Austin Blessing-Nelson, Associate Counsel**

Austin D. Blessing-Nelson earned his BAA from Central Michigan University with majors in entrepreneurship and political science and his Juris Doctor from Michigan State University. He was a member of the Michigan State University College of Law International Law Review. He is licensed to practice law in Michigan and the United States District Court for the Eastern District of Michigan. Before coming to work at the Michigan Attorney Grievance Commission in 2023, he worked as an insurance defense attorney. He is also a member of the Michigan Bar Journal Committee and has been published in the Michigan Bar Journal and The Litigation Journal (a publication of the Litigation Section of the State Bar of Michigan).

### **Caitlin O. Fleming, Associate Counsel**

Caitlin O. Fleming earned her B.A. from The Ohio State University and her J.D. from Gonzaga University School of Law. Ms. Fleming was an Assistant Attorney General in Washington state for over 10 years, where her practice focused on juvenile litigation and licensing matters. Upon returning to Michigan, she worked as an Assistant Prosecuting Attorney for the Oakland County Prosecutor's Office. Prior to joining the Attorney Grievance Commission, Ms. Fleming provided litigation support at a strategic consulting firm.

### **Kristin Fernandez, Associate Counsel**

Kristin E. Fernandez earned her B.A. in Criminal Justice Studies from the University of Michigan Dearborn in 2015 and her J.D. from Detroit Mercy Law School in 2019. She is licensed to practice law in Michigan, the U.S. Eastern District of Michigan, the U.S. Western District of Michigan, the Sixth Circuit Court of Appeals, and the U.S. Supreme Court. Kristin started her legal career in insurance defense, first as a law student and then as an associate at Collins, Einhorn & Farrell, PC, where she worked from 2018 through early 2021. She then represented health care professional clients in state and federal white collar criminal defense matters at Chapman Law Group from 2021 to mid-2022. Kristin later worked as an interdepartmental attorney at Honigman from 2022 through mid-2024. She serves as the President of the Women's Bar Association for the Oakland Region and the President of the Detroit Mercy Law

Alumni Association. Kristin joined the Attorney Grievance Commission in 2024, where she investigates and prosecutes attorney misconduct.

### **Commission Procedures**

The grievance and discipline process are governed by Subchapter 9.100 of the Michigan Court Rules. The disciplinary process is normally initiated when a Request for Investigation is filed with the Attorney Grievance Commission against an attorney, or when the Grievance Administrator commences an investigation in his/her own name.

Upon the filing of a Request for Investigation, the Grievance Administrator determines whether there exists a *prima facie* allegation of professional misconduct. The Request for Investigation may be rejected by the Grievance Administrator after preliminary investigation and/or analysis by the Intake Unit, or it may be assigned to a staff counsel for a full investigation. Common investigative procedures include legal research and analysis, witness interviews, and/or the procurement of court records or banking records. When such an investigation is concluded, the Grievance Administrator must submit the investigative file to the Commission for its review and disposition.

In each investigative file referred to the Commission, the Grievance Administrator may recommend to the Commission that: (1) the matter be closed as there is insufficient evidence of professional misconduct; (2) the Respondent attorney be placed on contractual probation, a diversion program where minor misconduct is significantly related to alcohol or other substance abuse, or other impairment, pursuant to MCR 9.114(C);(3) the Respondent attorney be admonished under MCR 9.114(B), a confidential disposition requiring the attorney's consent or;(4) authority be granted to file a formal complaint against the Respondent attorney for allegations of professional misconduct pursuant to MCR 9.114(A)(2). The Grievance Administrator must inform the Complainant and the Respondent of the final disposition of every Request for Investigation MCR 9.114(F).

### **Investigations**

During 2023, the commission processed **1989** Requests for Investigation [grievances]. This number includes **105** Requests for Investigation generated under the Trust Account Overdraft Notification (TAON) rule, which requires notification to the Grievance Administrator by a financial institution when an attorney has overdrawn his or her client trust account. The Commission received nearly **27,000** phone calls in the year 2023. Appendix A (page 17 of this report) includes a 10-year comparison of the Requests for Investigation filed since 2014.

Table 1 compares the final disposition of the grievances resolved by the Grievance Administrator or the Commission in 2023 compared to 2022. In 2023, the Commission received **1989** grievances. The **1989** dispositions in 2023 included **1221** grievances dismissed by the Grievance Administrator pursuant to MCR 9.112(C)(1)(a) and MCR 9.114(A)(1); **216** grievances closed by the Commission; **70** admonitions issued by the Commission; **13** contractual probations approved by the Commission; **110** individual grievances approved by the Commission for the filing of a formal complaint; and **19** judgments of conviction authorized for formal action.

**Table 1 – Disposition of Grievances, 2023 and 2022.**

	<b>2023</b>	<b>2022</b>
Total Grievances Received	<b>1989</b>	1756
Rejected by the GA or Closed in Intake	1221	1214
Closed by the Commission	216	348
Admonishments	70	67
Contractual Probation	13	8
Approved for Formal Complaints	110	104
Approved for Judgment of Conviction	19	9

The dispositions of grievances for a particular year are not necessarily dispositions of all grievances filed for that year. The dispositions for 2023 included grievances filed before January 1, 2023, and some of the grievances filed during the year were pending on January 1, 2024.

**Prosecutions and Other Litigation**

**A. Proceedings before Hearing Panels of the Attorney Discipline Board.**

When the Commission authorizes that a prosecution be commenced, a formal complaint is filed with the Attorney Discipline Board (ADB) setting forth the alleged misconduct, pursuant to MCR 9.115. The matter is scheduled before a hearing panel of three volunteer lawyers appointed by the ADB. Upon the conclusion of the hearing, the panel must issue an order dismissing the complaint or impose public discipline,

which may include probation, reprimand, license suspension or disbarment. The Grievance Administrator filed **64** formal complaints in 2023, compared to **48** filed in 2022. Appendix B (page 17 includes a 10-year comparison of the formal complaints filed with the Attorney Discipline Board.

The Grievance Administrator is also empowered by MCR 9.120 to initiate Judgment of Conviction (JOC) proceedings against attorneys who are convicted of a crime. These proceedings are show cause proceedings in which the level of discipline is the principal issue. Attorneys who are convicted of a felony are automatically suspended from the practice of law until a hearing panel of the ADB has issued a final order of discipline. Attorneys who are convicted of misdemeanors are not automatically suspended. The Grievance Administrator will regularly file a JOC proceeding for a felony conviction, while exercising discretion to initiate a JOC proceeding for a misdemeanor conviction. The Administrator filed **24** new matters in 2023 based on an attorney's criminal convictions, compared to **22** convictions filed in 2022.

Attorneys who are disciplined in other jurisdictions (state or federal) will be subject to a reciprocal discipline proceeding initiated by the Grievance Administrator pursuant to MCR 9.120(C). These proceedings, like JOC proceedings, resemble a show cause proceeding in which the principal issues are whether the attorney received due process in the underlying litigation and whether comparable discipline should be imposed. Reciprocal proceedings were instituted in **9** cases in 2023, compared to **4** in 2022.

The Grievance Administrator is also a participant in ADB reinstatement proceedings initiated by attorneys who have been suspended for 180 days or more or were disbarred, in accordance with MCR 9.124(C). The burden of proof is on the attorney to establish his or her fitness by clear and convincing evidence. In those cases, the Grievance Administrator must conduct an investigation and file a written report with the hearing panel. The Grievance Administrator may contest the petitioner's eligibility for reinstatement. Three (**3**) state reinstatement petitions were filed in 2023, compared to eight (**8**) in 2022.

The Grievance Administrator may seek an order from the ADB declaring that an attorney is incapacitated to continue the practice of law because of mental or physical infirmity or disability, or because of addiction to drugs or intoxicants, either by filing proof that the attorney has been judicially declared incompetent or by alleging incapacity in a complaint to be adjudicated by a hearing panel. The Grievance Administrator instituted **0** such proceeding in 2023, compared to **1** in 2022. In addition, there was **3** miscellaneous filing with the ADB, which includes Motion for Order to Show Cause.

## **B. Appeals and Other Proceedings.**

### **Review by the Attorney Discipline Board:**

The Grievance Administrator, as well as the Respondent attorney and the Complainant, may file a petition with the Attorney Discipline Board seeking review of the hearing panel's decision. During the year 2023, (10) petitions for review were filed. The Grievance Administrator, the Respondent, and the Complainant may appeal a decision by the Attorney Discipline Board to the Supreme Court which may, in its discretion grant leave to appeal.

### **Appeals to the Supreme Court:**

The Grievance Administrator is a party in complaints for superintending control filed with the Michigan Supreme Court by Complainants who disagree with the decisions of the Grievance Administrator or the Commission to reject or close an investigative file. The Grievance Administrator filed an appearance in **22** matters filed with the Supreme Court in 2023.

### **Reconsideration:**

Apart from the formal review or appeal processes, the Grievance Administrator has a long-standing policy of accepting requests for reconsideration of files dismissed through the Intake Unit. This process acts as a quality control measure while providing further accountability to Complainants. Upon the receipt of a request for reconsideration, the Deputy Grievance Administrator will review the file and determine whether an issue or a relevant fact was overlooked by the Intake Unit, or whether new information has been provided that could change the analysis or outcome of the matter. If such information is provided, the file may be reopened for further investigation.

### **Federal Court Proceedings:**

The Grievance Administrator may be requested to participate in discipline or reinstatement proceedings in a federal district court. For example, the District Court of the Eastern District of Michigan regularly appoints the Grievance Administrator as an interested party in reinstatement proceedings involving lawyers who have been suspended from practice under the local rules of that court. In 2023, the Administrator appeared in 4 discipline or reinstatement proceeding conducted in the U.S. District Court for the Eastern District.

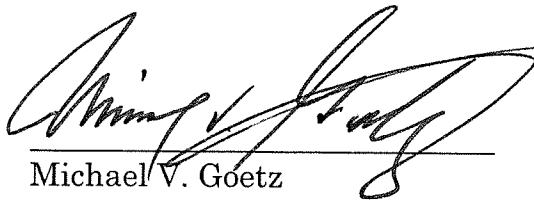
## Funding

The Attorney Grievance Commission receives no public funds. The Commission and the Attorney Discipline Board are funded primarily from the discipline portion of the mandatory dues paid by all active members of the State Bar of Michigan. In 2023, annual dues for active members were \$415, of which \$140 was specifically allocated to the two discipline agencies. For the fiscal year, which ended September 30, 2023, the approved operating expenses of the Attorney Grievance Commission were \$4,471,532.

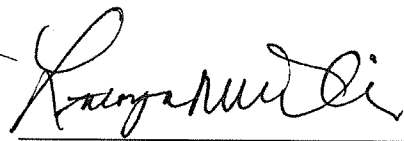
## Contact Information

For further information regarding the Attorney Grievance Commission, please contact:

Attorney Grievance Commission  
755 W. Big Beaver Rd. Suite 2100  
Troy, MI  
[www.agcmi.org](http://www.agcmi.org)

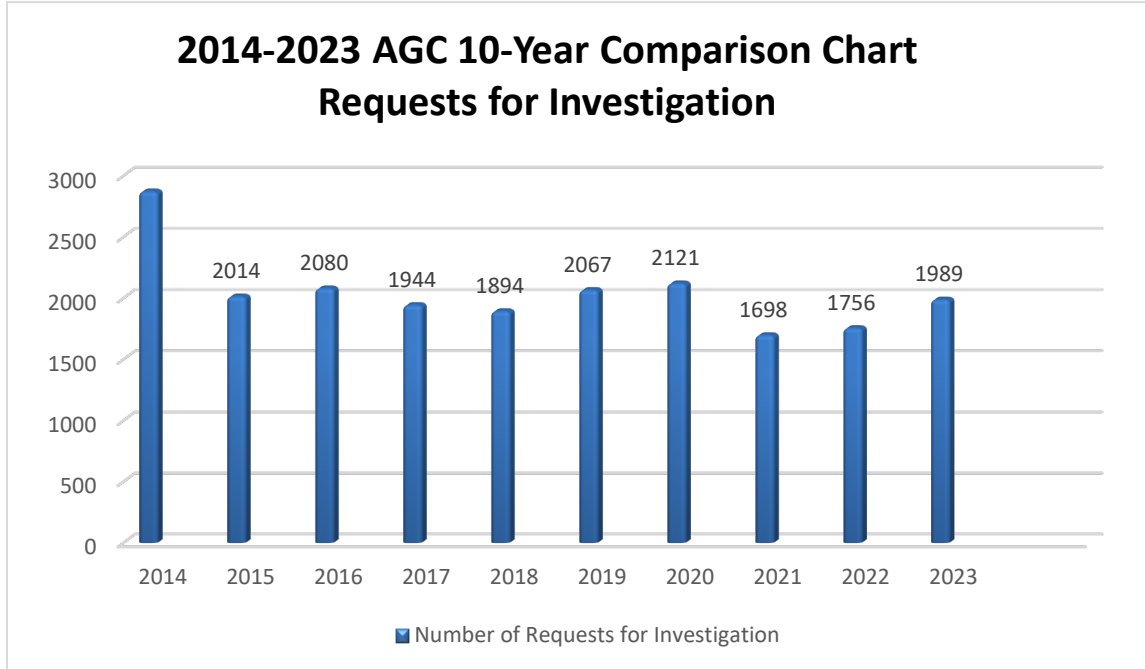


Michael V. Goetz  
Grievance Administrator

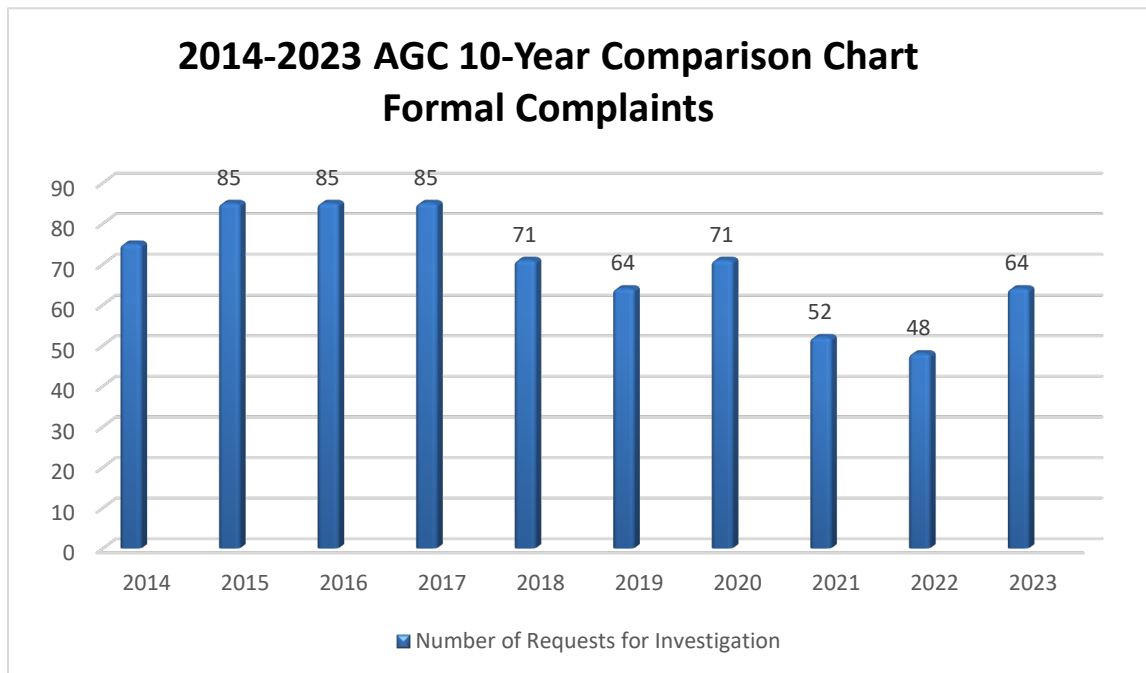


Latoya M. Willis  
Chairperson, AGC

## Appendix A



## Appendix B



# 2023

## State of Michigan Attorney Discipline Board

ANNUAL REPORT  
JANUARY 1, 2023 - DECEMBER 31, 2023

ATTORNEY DISCIPLINE BOARD  
333 W. FORT STREET, SUITE 1700  
DETROIT, MI 48226-3147  
(313) 963-5553  
[www.adbmich.org](http://www.adbmich.org)

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PETER A. SMIT  
VICE-CHAIRPERSON

REV. DR. LOUIS J. PRUES  
SECRETARY

LINDA M. ORLANS

JASON M. TURKISH

ANDREAS SIDIROPOULOS, MD

KATIE STANLEY

TISH VINCENT

KAMILIA K. LANDRUM

**BOARD STAFF**

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EXECUTIVE DIRECTOR &  
GENERAL COUNSEL

WENDY A. NEELEY  
DEPUTY DIRECTOR

KAREN M. DALEY  
ASSOCIATE COUNSEL

SHERRY MIFSUD  
OFFICE ADMINISTRATOR

JODIE GROH  
CASE MANAGER

OWEN MONTGOMERY  
CASE MANAGER/  
IT COORDINATOR

JULIE M. LOISELLE  
SECRETARY

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**ORGANIZATION AND COMPOSITION**

The Attorney Discipline Board is the adjudicative arm of the Michigan Supreme Court for the discharge of the Court’s exclusive constitutional responsibility to supervise and discipline Michigan attorneys. The Board, along with its prosecutorial counterpart, the Attorney Grievance Commission, is part of the bifurcated system of discipline described in Chapter 9.100 of the Michigan Court Rules.

The Attorney Discipline Board consists of six lawyers and three public members (non-lawyers) appointed by the Supreme Court. All members serve without compensation.

On September 30, 2023, Linda S. Hotchkiss, MD completed her second term as a member of the Board. Dr. Hotchkiss served as the Board’s Vice-Chairperson from October 1, 2021 until September 30, 2022, and as the Board’s Chairperson from October 1, 2022 until September 30, 2023, with distinction. The public, the courts, and the legal profession have greatly benefitted from the significant contributions of time, wisdom, dedication and leadership made by Dr. Hotchkiss. She will be missed by her colleagues on the Board and by the staff.

Non-lawyer member Kamilia K. Landrum was appointed by the Supreme Court to a term ending September 30, 2026. Biographical information for the nine members of the Attorney Discipline Board may be found in Appendix E of this report.

The Board’s Chairperson and Vice-Chairperson are appointed to one-year terms by the Michigan Supreme Court. The Board’s Secretary is elected by its members. The Board’s officers for one-year terms ending September 30, 2024, are: Alan Gersel, Chairperson; Peter A. Smit, Vice-Chairperson; and Rev. Dr. Louis J. Prues, Secretary.

**STAFF**

Michigan Court Rule 9.110(E)(1) authorizes the Attorney Discipline Board to appoint an attorney as its general counsel and executive director. The Board’s full-time staff, whose years of service to the Board appear after their names, for 2023 consisted of: Mark A. Armitage, Executive Director and General Counsel (1994-present); Wendy A. Neeley, Deputy Director (2013-present); Karen M. Daley, Associate Counsel (2016-present); Sherry Mifsud, Office Administrator (1992-present); Owen Montgomery, Case Manager/IT Coordinator (2016-present); Jodie Groh, Case Manager (2023-present); and Julie M. Loiselle, Secretary (2003-present).

**OFFICE AND HEARING FACILITY**

The Attorney Discipline Board is located at 333 W. Fort St., Suite 1700, Detroit, Michigan (between Washington Blvd. and Cass Ave.). The Board’s facilities include hearing and conference rooms for public hearings conducted by the Board and hearing panels.

**VOLUNTEER HEARING PANELISTS**

The Board maintains a current roster of approximately 290 attorneys appointed to serve on three-member hearing panels. Hearing panelists are currently located in 33 of Michigan’s 83 counties. The 2023 hearing panelist roster is attached as Appendix F. The Board seeks to appoint attorneys as panel members with diverse backgrounds and who represent a broad range of professional experience. Further information regarding the role of hearing panelists, the rules regarding their appointment and disqualification, and the panelist application form are available on the ADB website: [www.adbmich.org](http://www.adbmich.org).

## **HEARING PANEL PROCEEDINGS**

Complaints submitted regarding an attorney's conduct are investigated by the Grievance Administrator and his or her staff under the supervision of the Attorney Grievance Commission, a separate agency. If formal disciplinary proceedings are authorized by the Commission, the charges of misconduct are set forth in a formal complaint filed by the Administrator.

Proceedings before the Attorney Discipline Board or its hearing panels may also be commenced with the filing by the Grievance Administrator of a judgment showing the conviction of a Michigan attorney, the filing of an order of discipline in another jurisdiction, a petition for transfer of an incapacitated attorney to inactive status, or a petition seeking to increase discipline for violation of a prior order of discipline. Proceedings are also commenced by the filing of a petition for reinstatement by an attorney who has been suspended for 180 days or more or disbarred.

Upon the commencement of a proceeding with the Attorney Discipline Board, the matter is assigned to a hearing panel and scheduled for hearing within 56 days. Proceedings before a panel are open to the public and except as otherwise provided in chapter 9.100 of the Michigan Court Rules, are conducted under the Michigan Court Rules applicable to a civil non-jury trial in a circuit court and the Michigan Rules of Evidence. During 2023, hearing panels conducted 90 public hearings.

Charges of misconduct must be established by a preponderance of the evidence. If misconduct is not established, the panel must enter an order of dismissal. Upon a finding of misconduct, the panel must conduct a separate phase of the hearing to determine the appropriate discipline. The levels of discipline provided in the court rules are reprimand, probation under MCR 9.121(C), license suspension, and disbarment (revocation of the license to practice law). Attorneys who have been disbarred or suspended for 180 days or longer must petition for reinstatement.

Discipline orders must include an assessment of administrative costs together with the actual costs incurred by the Grievance Commission and Discipline Board, and may include an order of restitution to an aggrieved client or other party. The Board collected assessed costs of \$72,725 from disciplined lawyers and lawyers seeking reinstatement in 2023. Orders of discipline may include additional conditions relevant to the established misconduct, including legal education, return of client property, reformation of law office practices, personal counseling, and/or referral to the State Bar of Michigan's Lawyers and Judges Assistance Program (LJAP).

Orders of discipline entered by a hearing panel, including orders for suspension and disbarment, constitute final orders and may be enforced in civil contempt proceedings by the Grievance Administrator. Final orders of a hearing panel may be appealed to the Board within 21 days by the respondent, the Grievance Administrator, or the complainant.

## **BOARD REVIEW & OTHER ACTIONS**

In addition to their administrative and oversight responsibilities, the nine appointed members of the Attorney Discipline Board serve as the intermediate appellate level of Michigan's discipline system. Hearing panel decisions are reviewed based upon the record presented to the hearing panel and the written and oral arguments presented by the parties at a public hearing before the Board. Following its review, the Board may enter an order affirming, reversing, remanding or modifying the panel's order. A party or the complainant may seek further review by the Michigan Supreme Court by filing an application for leave to appeal.

The Board also regularly considers and disposes of petitions for interlocutory review, various motions for reconsideration as well as motions seeking stays of discipline, requests for payment plans, extensions of time to pay costs, requests

to reduce or waive costs, consolidation or severance of pending matters, and the institution of show cause proceedings for alleged violations of discipline orders. Additionally, the Board or its chairperson considers motions to disqualify hearing panelists or panels, for extensions of time to file briefs, for adjournments, and for appointment of counsel in cases alleging incapacity to practice law.

The Board's actions in 2023, taken in connection with review proceedings initiated pursuant to MCR 9.118 or in accordance with its other duties, include:

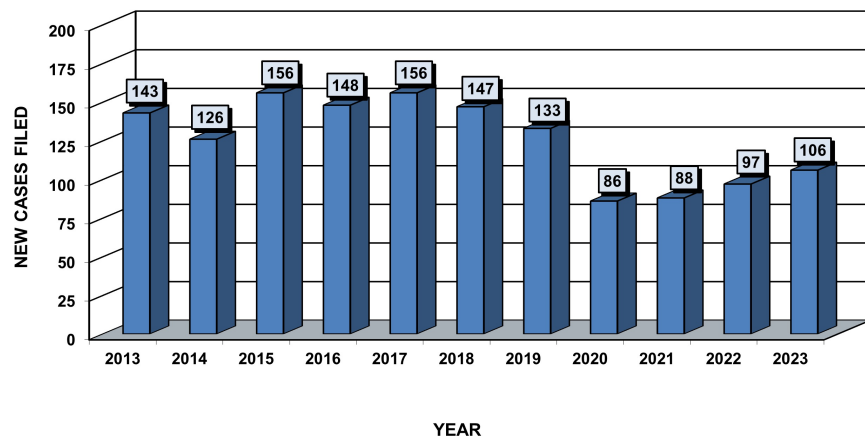
<b>BOARD ACTIONS ON REVIEW 2023</b>	
Affirmed Hearing Panel Order Granting Second Motion to Dismiss Reinstatement Without Prejudice	1
Affirmed Hearing Panel Order Denying Petition for Reinstatement	2
Affirmed Hearing Panel's Findings of Misconduct, and Reduced Length of Suspension	1
Denied Motion for Reconsideration	1
<b>TOTAL:</b>	<b>5</b>

## NEW CASES FILED

One hundred and six new files were opened in 2023. There were 65 new formal complaints filed in 2023 containing original charges of misconduct following an investigation by the Attorney Grievance Commission. Twenty four new cases were commenced under MCR 9.120 with the filing of a judgment of conviction establishing that the attorney had been convicted of a crime. Nine petitions for the imposition of reciprocal discipline (based on discipline in another jurisdiction) were filed. In addition, three motions for order to show cause why discipline should not be increased, were filed. Three petitions for reinstatement in accordance with MCR 9.123(B) and MCR 9.124 were filed in 2023 by attorneys who were disbarred or suspended for 180 days or more.

The following table (Table 1) illustrates the Board's annual intake of new cases since 2013.

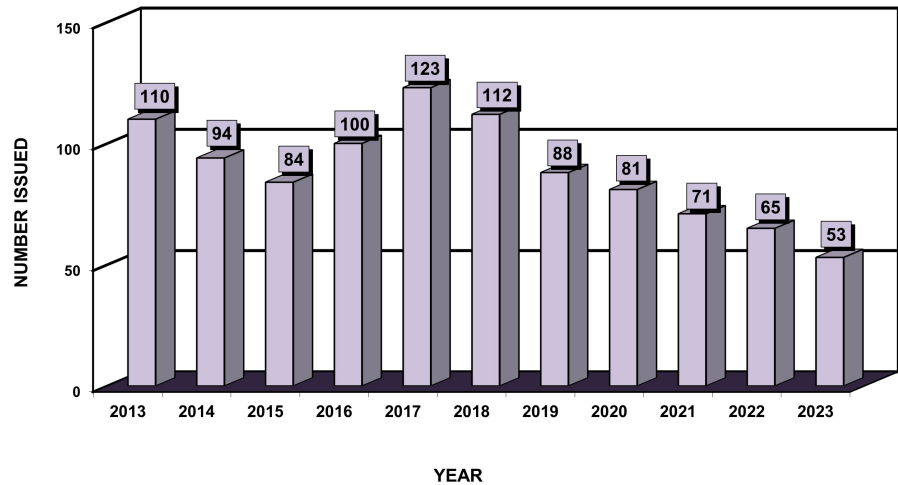
**Table 1 - New Cases Filed, 2013 - 2023**



**FINAL DISPOSITIONS**

The Attorney Discipline Board issued 75 final disposition orders in 2023, including orders of discipline, dismissal, and orders granting or denying reinstatement petitions. There were no orders imposing no discipline, or for transfer to inactive status issued in 2023. Discipline orders (disbarment, suspension, reprimand or probation) were issued in 53 cases. A complete list of the orders of discipline issued in 2023 appears in Appendix C. Orders of discipline issued since 2013 are illustrated in Table 2, below.

**Table 2 - Discipline Orders Issued, 2013 - 2023**



**DISCIPLINE BY CONSENT**

The respondent and the Grievance Administrator may enter into a stipulation for a consent order of discipline. This procedure, described in MCR 9.115(F)(5), allows a respondent attorney to admit or plead no contest to the charges in the complaint in exchange for a stated form of discipline. Written notice of the stipulation must be provided to the complainant and the stipulation must be approved by both the Attorney Grievance Commission and a hearing panel.

Forty consent orders of discipline were finalized in 2023, accounting for 75% of all final orders of discipline.

Consent orders were finalized in the following discipline categories in 2023:

Type of Discipline	Consent Orders	Total Discipline Orders	% By Consent
Disbarment	4	8	50%
Suspension (3 years or more)	4	4	100%
Suspension (180 days < 3 years)	2	5	40%
Suspension (30-179 days)	8	12	67%
Reprimand	22	24	92%
Probation	0	0	0%
<b>TOTALS:</b>	<b>40</b>	<b>53</b>	<b>75%</b>

**TYPES OF MISCONDUCT RESULTING IN DISCIPLINE**

A summary of the rule violations found in the panel reports and Board orders and opinions accompanying final discipline orders in 2023 is included in this report as Appendix B. This summary contains the total number of violations of a particular rule found in cases in which final discipline orders were issued during 2023. Because some rules were found to have been violated more than once in a particular case, in some instances the total number of violations of a specific rule exceeds the number of cases closed in 2023. Appendix B also reports the number of cases in which a particular rule violation occurred.

As in previous years, “neglect” and related misconduct is one of the largest categories of the types of misconduct found in 2023. This category includes violations of MRPC 1.1 - 1.4, which rules encompass prohibitions against failing to provide legal representation competently (MRPC 1.1(a)) or with adequate preparation (MRPC 1.1(b)), neglecting a matter (MRPC 1.1(c)), failing to pursue the lawful objectives of a client (MRPC 1.2(a)), counseling or assisting a client in illegal or fraudulent conduct (MRPC 1.2(c)), failing to act with reasonable diligence and promptness (MRPC 1.3), and failing to keep a client reasonably informed about the status of a matter and otherwise communicate with the client in accordance with MRPC 1.4. Some of the most common findings in this category in 2023 are set forth in this chart:

<b>Rule Violation</b>	<b># of Cases in Which Violation Found</b>
1.1(a)	6
1.1(b)	4
1.1(c)	20
1.2(a)	14
1.2(c)	2
1.3	23
1.4(a)	25
1.4(b)	14
1.4(c)	1

Failure to answer or timely answer a request for investigation in conformity with MCR 9.113 is another common type of misconduct. A violation of MCR 9.104(7) (requiring such answers) was found in 11 cases. A specific violation of 9.113(B)(2) (failure to timely answer a request for investigation) was found in nine cases (some of which may overlap with the MCR 9.104(7) violations). Violation of MCR 9.113(A) (failure to answer request for investigation within 21 days) was found in nine cases. Violation of MCR 9.104(6) for knowing misrepresentation of any facts or circumstances surrounding a request for investigation or complaint was found in two cases, and in four cases, a violation of MCR 9.104(9) was found for violation of an order of discipline.

Criminal conduct is prohibited by MCR 9.104(5). Misdemeanor convictions resulted in discipline orders in 19 cases. Felony convictions led to discipline orders in seven cases. In several of these cases, multiple felonies or misdemeanors were committed. In five cases, criminal conduct without a conviction was found. In 24 cases, it was apparent that alcohol or other substances were involved in the lawyer’s conduct. Discipline was ordered for 16 lawyers convicted of driving while intoxicated or similar offenses. In all cases involving a lawyer’s felony conviction, the lawyer was subject to an automatic interim suspension, effective the date of conviction and until the entry of a final order by a hearing panel. See MCR 9.120(B)(1).

MRPC 1.15 sets forth several requirements for the proper maintenance of lawyer trust accounts and a lawyer’s general duties pertaining to safekeeping

of property (including funds) of clients and third persons. Under this rule, lawyers are prohibited from “misappropriating,” “converting,” or “commingling” funds belonging to clients or others, even though these terms are not expressly used in the rule. *Grievance Administrator v Robin H. Kyle*, 13-14-GA (ADB 2016). In 2023, one order of discipline included a finding that the lawyer’s IOLTA accounts contained funds that were not only client or third person funds (MRPC 1.15(a)(3)). Also, three cases involved violations of the rule requiring a lawyer to promptly pay or deliver funds or property or render an accounting regarding such property on request (MRPC 1.15(b)(3)). There were two cases which violations of the duty to keep separate disputed property or to promptly distribute undisputed portions of the property were found (MRPC 1.15(c)). There were 10 cases in which violations of the duty to keep the property of clients or third persons separate from the lawyer’s own (MRPC 1.15(d)) were found. Four orders of discipline involved violations of the rule prohibiting a lawyer from depositing his or her own funds into a client trust account in an amount greater than is reasonably necessary to pay (or obtain the waiver of) financial institution service charges or fees (MRPC 1.15(f)).

In six matters there was a finding that a lawyer collected an illegal or clearly excessive fee (MRPC 1.5(a)).

In 17 matters, there was a finding that a lawyer failed to return unearned fees or otherwise take reasonable steps to protect a client’s interests upon termination of representation (MRPC 1.16(d)).

In two cases, pursuing frivolous claims and contentions was found (MRPC 3.1), and failure to make reasonable efforts to expedite litigation was found in eight cases (MRPC 3.2). In two cases there was a finding that a lawyer knowingly made a false statement of material fact or law to a tribunal (MRPC 3.3(a)(1)). In four cases, there was a finding that a lawyer knowingly disobeyed an obligation under the rules of a tribunal (MRPC 3.4(c)).

In three cases, a violation of the rule prohibiting knowingly false statements to a third person (MRPC 4.1) was found, and in one case, it was found that the lawyer used means that had no substantial purpose other than to delay or burden a third person (MRPC 4.4).

A knowingly false statement during the admissions or discipline process was found to have been made in four cases, contrary to MRPC 8.1(a)(1), and in 11 cases a finding was made that a lawyer failed to disclose a fact necessary to correct a misapprehension or respond to a lawful demand for information from an admissions or disciplinary authority, in violation of MRPC 8.1(a)(2).

Again, these and other violations are set forth in Appendix B.

**REINSTATEMENTS**

Attorneys suspended for 179 days or less are eligible for reinstatement by filing an affidavit with the Board attesting that the attorney has fully complied with all requirements of their suspension order and that the attorney will continue to comply with the suspension order until the attorney is reinstated. If no objection is filed by the Grievance Administrator and the Board is not otherwise apprised of a basis to conclude that the attorney has failed to comply with the suspension order, the Board must promptly issue an order of reinstatement. Ten attorneys were reinstated under this rule in 2023. In cases of disbarment or suspensions of 180 days or more, the attorney must file a petition for reinstatement which is followed by an investigation by the Grievance Administrator and a hearing before a panel to determine the applicant’s fitness to re-enter the practice of law. Attorneys suspended for three years or more must also undergo recertification by the State Board of Law Examiners.

Three reinstatement petitions were filed with the Board and assigned to panels for hearing in 2023. The Board or its panels issued two orders of eligibility for reinstatement and one order of reinstatement after petitioners complied with certain conditions reinstating attorneys whose licenses had been suspended. Four petitions for reinstatement were denied, and three were dismissed.

**PENDING CASELOAD**

As of December 31, 2023, there were a total of 77 open discipline or reinstatement cases pending before a hearing panel, the Attorney Discipline Board or the Michigan Supreme Court.

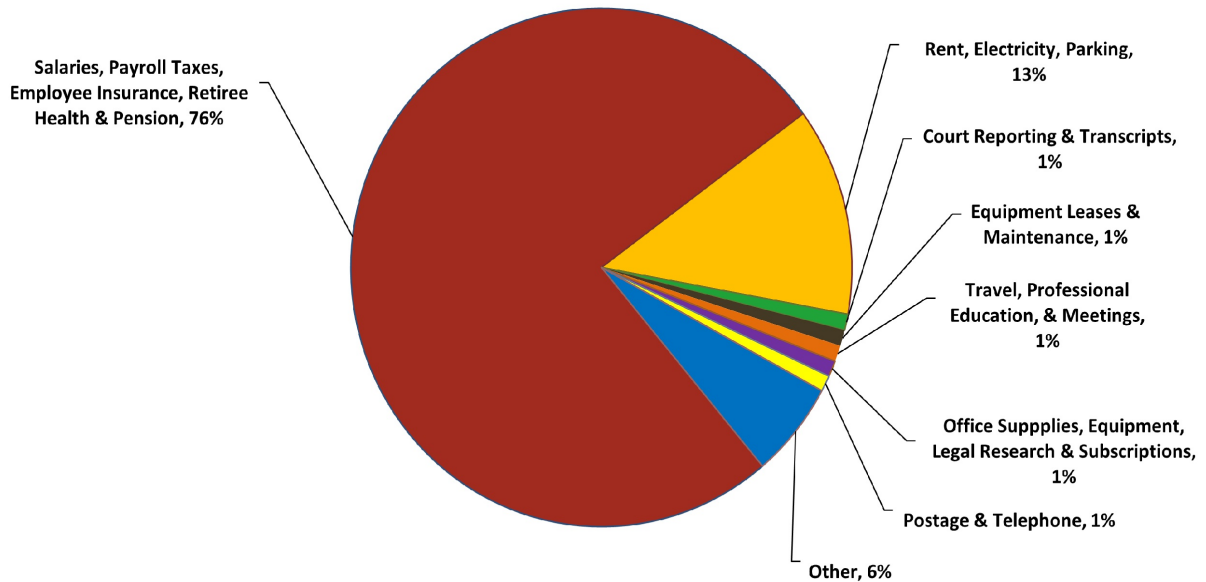
**Year-End Caseloads 2022 - 2023**

	<b>Pending 12-31-22</b>	<b>Pending 12-31-23</b>
Supreme Court	1	1
Attorney Discipline Board	2	7
Hearing Panel	57	69
<b>Total:</b>	<b>60</b>	<b>77</b>

**FUNDING AND EXPENSES**

The Attorney Discipline Board receives no public funds. Michigan’s Attorney Discipline System (the Attorney Discipline Board and Attorney Grievance Commission) is funded primarily from the discipline portion of the dues paid by all active members of the State Bar of Michigan. Under the current dues structure approved by the Supreme Court, annual dues for active members are \$415, of which \$140 is specifically allocated to the Attorney Discipline System. For the fiscal year which ended September 30, 2023, the combined operating expenses of the Attorney Discipline Board and the Attorney Grievance Commission were \$5,442,789. The Attorney Discipline Board’s operating expenses in FY 2022-2023 were \$1,316,081. A chart summarizing the Board’s expenses for 2022-2023 is included below (Table 3). A complete itemization of the Board’s expenses for the fiscal year is attached to this report as Appendix D.

**Table 3 - ADB Expenses 2022-2023 Fiscal Year**



**WEBSITE**

The Attorney Discipline Board’s website can be found at [www.adbmich.org](http://www.adbmich.org). The site includes the disciplinary history of all attorneys disciplined in Michigan since October 1, 1978; a searchable database of the full text of all Attorney Discipline Board orders and opinions, as well as all notices of discipline and reinstatement issued since October 1, 1978; and links to related sites in the fields of attorney discipline, regulation and ethics. The Board’s website also provides information for hearing panel applicants; information on a hearing panelist’s disclosure obligations; and updated information on the status of high profile cases of interest to the public and profession.

For further information regarding the operation of the Michigan Attorney Discipline Board, please contact:

Attorney Discipline Board  
333 W. Fort Street  
Suite 1700  
Detroit, MI 48226-3147

(313) 963-5553  
[www.adbmich.org](http://www.adbmich.org)

/s/ Wendy A. Neeley, Executive Director

/s/ Alan Gershel, Chairperson

APPENDIX A

ANNUAL ACTIVITY REPORT  
JANUARY 1, 2023 THROUGH DECEMBER 31, 2023

CASES FILED

Formal Complaints .....	64
Automatic Interim Suspensions (AI) .....	3
Judgments of Conviction (JC) .....	24
Petitions for Reciprocal Discipline (RD) .....	9
Petitions to Transfer to Inactive Status (PI) .....	0
Petitions for Reinstatement (RP) .....	3
Miscellaneous (MZ) .....	3
Reinstatement Miscellaneous (RZ) .....	0
<b>TOTAL CASES FILED .....</b>	<b>106</b>

FINAL DISPOSITIONS

Final Orders of Discipline .....	53
Disbarments .....	8
Suspensions .....	21
Subject to MCR 9.123(A) .....	12
Subject to MCR 9.123(B) .....	5
Subject to MCR 9.123(B) & (C) .....	4
Reprimands .....	24
Misconduct But No Discipline .....	0
Probation .....	0
Transfer to Inactive Status .....	0
Dismissals .....	10
Reinstatements Granted .....	2
Reinstatements Denied or Dismissed .....	7
Other .....	3
<b>TOTAL FINAL DISPOSITION ORDERS .....</b>	<b>75</b>

OTHER NOTICES ISSUED

Automatic Interim Suspensions [MCR 9.120] .....	5
Interim Suspensions Ordered By Hearing Panel [MCR 9.115(H)] .....	4
Reinstatements Under MCR 9.123(A) .....	10
<b>TOTAL OTHER NOTICES ISSUED .....</b>	<b>19</b>

PUBLIC HEARINGS BY HEARING PANELS

Scheduled .....	182
Held .....	90

COSTS

Total Costs Reimbursed to the Attorney Discipline System by Respondents and Petitioners .....	\$72,725
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**APPENDIX B  
TYPES OF MISCONDUCT RESULTING IN DISCIPLINE**

The following chart sets forth the number of times a particular rule was found to have been violated in connection with a final order of discipline issued in 2023. The total number of violations exceeds the number of final orders of discipline in 2023 (53) because most panel reports and Board orders or opinions find more than one rule violation. “MCR” means Michigan Court Rule. “MRPC” means Michigan Rules of Professional Conduct. The Michigan Supreme Court’s website contains the full text of both [MCR subchapter 9.100](#) and the [Michigan Rules of Professional Conduct](#).

		Found	# of Cases
MCR 9.104(1)	conduct prejudicial to the proper administration of justice	76	38
MCR 9.104(2)	conduct that exposes the legal profession or the courts to obloquy, contempt, censure, or reproach	85	42
MCR 9.104(3)	conduct that is contrary to justice, ethics, honesty, or good morals	76	36
MCR 9.104(4)	conduct that violates the standards or rules of professional conduct adopted by the Supreme Court	44	17
MCR 9.104(5)	conduct that violates a criminal law of a state or of the United States, an ordinance, or tribal law pursuant to MCR 2.615 - felony conviction	9	7
MCR 9.104(5)	conduct that violates a criminal law of a state or of the United States, an ordinance, or tribal law pursuant to MCR 2.615 - misdemeanor conviction	24	19
MCR 9.104(5)	conduct that violates a criminal law of a state or of the United States, an ordinance, or tribal law pursuant to MCR 2.615 - no conviction	5	5
MCR 9.104(6)	knowing misrepresentation of any facts or circumstances surrounding a request for investigation or complaint	2	2
MCR 9.104(7)	failure to answer a request for investigation or complaint in conformity with MCR 9.113 and 9.115(D)	12	11
MCR 9.104(9)	violation of an order of discipline	4	4
MCR 9.113(A)	duty/time to answer request for investigation	10	9
MCR 9.113(B)(2)	failure to timely answer request for investigation	10	9
MCR 9.119(A)	conduct of disbarred, suspended, or inactive attorneys - notification to clients of discipline and other information	3	3
MCR 9.119(B)	conduct in litigated matters - notification to tribunal and parties of disqualification from the practice of law	3	3
MCR 9.119(C)	filing of proof of compliance	1	1
MCR 9.119(E)(1)	practicing law while suspended	2	2
MCR 9.119(E)(2)	having contact with a client or potential client in person, by telephone, or by electronic means during the period of suspension	2	2
MCR 9.119(E)(4)	holding himself or herself out as an attorney	2	2
MCR 9.120(A)(1)	notification of grievance administrator and attorney discipline board of lawyer's conviction	3	3
MCR 9.120(A)(2)	notification of grievance administrator and attorney discipline board of lawyer's discipline, resignation in lieu of discipline, or transfer to inactive status by another jurisdiction	2	1
MCR 9.120(B)	failing to provide timely notice of conviction	1	1
MCR 9.120(C)	reciprocal discipline	4	4

MRPC 1.1(a)	failure to provide competent representation to a client	9	6
MRPC 1.1(b)	handling a legal matter without preparation adequate in the circumstances	6	4
MRPC 1.1(c)	neglecting a legal matter	35	20
MRPC 1.2(a)	failure to seek the lawful objectives of a client or to abide by client's decision whether to accept an offer of settlement or mediation evaluation, regarding a plea to be entered, or whether to waive jury trial or testify	23	14
MRPC 1.2(c)	counseling or assisting client in illegal or fraudulent conduct	2	2
MRPC 1.3	failure to act with reasonable diligence and promptness	42	23
MRPC 1.4(a)	failure to keep client reasonably informed about the status of a matter	43	26
MRPC 1.4(b)	failure to explain a matter to the extent reasonably necessary to permit the client to make informed decisions regarding the representation	26	14
MRPC 1.5(a)	illegal or clearly excessive fee	7	6
MRPC 1.7	engaged in a conflict of interest by representing two adverse parties without proper consultation for consent	1	1
MRPC 1.7(b)	conflict of interest - current client representation which may be materially limited by the lawyer's responsibilities to another client or to a third person, or by the lawyer's own interests	1	1
MRPC 1.8(a)(1)	entered into business transactions with clients which were adverse to the interests of the clients	1	1
MRPC 1.8(e)	provided financial assistance to client in connection with litigation	1	1
MRPC 1.15	failed to safeguard client property	2	1
MRPC 1.15(a)(3)	definition - "IOLTA account" - shall include only client or third person funds	1	1
MRPC 1.15(b)(2)	failed to preserve complete records of such account funds and other property for a period of five years after termination of the representation	1	1
MRPC 1.15(b)(3)	failure to promptly pay or deliver any funds or other property that the client or third person is entitled to receive or to render a full accounting	4	3
MRPC 1.15(c)	failure to keep separate disputed property or to promptly distribute undisputed portions of the property	2	2
MRPC 1.15(d)	failure to hold property of clients or third persons separate from the lawyer's own property	12	10
MRPC 1.15(f)	depositing lawyer's own funds in a client trust account in an amount greater than reasonably necessary to pay financial institution service charges or fees or to obtain a waiver of service charges or fees	4	4
MRPC 1.15(g)	withdrawal of legal fees and/or expenses paid in advance from a client trust account before fees earned or expenses incurred	2	2
MRPC 1.16(a)(3)	refusal to withdraw after being discharged	1	1
MRPC 1.16(b)	improper termination of representation	1	1
MRPC 1.16(d)	failure to take reasonable steps to protect client's interests upon termination of representation, including refunding any advance payment of fee that has not been earned	24	17
MRPC 3.1	pursuing frivolous claims and contentions	2	2
MRPC 3.2	failure to make reasonable efforts to expedite litigation	8	8
MRPC 3.3(a)(1)	knowingly making or failing to correct false statement of material fact or law to a tribunal	2	2
MRPC 3.4(c)	knowingly disobeying an obligation under the rules of a tribunal	5	4
MRPC 3.4(d)	frivolous discovery request; failure to comply with proper discovery request	1	1

MRPC 3.5(d)	undignified or discourteous conduct toward the tribunal	3	3
MRPC 4.1	knowingly making false material statement to a third person in the course of representation	4	3
MRPC 4.4	use means having no substantial purpose other than to embarrass, delay, or burden a third person, or use of methods of obtaining evidence that violate the legal rights of such a person	1	1
MRPC 5.1(b)	a lawyer having direct supervisory authority over another lawyer shall make reasonable efforts to ensure that the other lawyer conforms to the Rules of Professional Misconduct	1	1
MRPC 5.3	failed to make reasonable efforts to supervise the conduct on a nonlawyer assistant	3	1
MRPC 5.5(a)	unauthorized practice of law general	3	3
MRPC 5.5(b)(2)	hold out to the public or otherwise represent that the lawyer is admitted to practice law in this jurisdiction	1	1
MRPC 6.5(a)	failed to treat with courtesy and respect all persons involved in the legal process	4	4
MRPC 6.5(b)	failure of lawyer serving as an adjudicative officer to treat persons fairly, with courtesy and respect and/or require staff to provide such fair, courteous, and respectful treatment to persons who have contact with the adjudicative tribunal	1	1
MRPC 7.1(a)	A lawyer may, on the lawyer's own behalf, on behalf of a partner or associate, or on behalf of any other lawyer affiliated with the lawyer or the lawyer's law firm, use or participate in the use of any form of public communication that is not false, fraudulent, misleading, or deceptive. A communication shall not: (a) contain a material misrepresentation of fact or law, or omit a fact necessary to make the statement considered as a whole not materially misleading	1	1
MRPC 8.1(a)(1)	knowingly false statement of material fact in connection with a bar admission application or in connection with a disciplinary matter	4	4
MRPC 8.1(a)(2)	failure to disclose a fact necessary to correct a misapprehension or respond to a lawful demand for information from an admissions or disciplinary authority	13	11
MRPC 8.4(a)	violating or attempting to violate the Rules of Professional Conduct, knowingly assisting or inducing another to do so, or doing so through the acts of another	38	14
MRPC 8.4(b)	engaging in conduct involving dishonesty, fraud, deceit, misrepresentation, or violation of the criminal law, where such conduct reflects adversely on the lawyer's honesty, trustworthiness, or fitness as a lawyer	36	23
MRPC 8.4(c)	engaging in conduct that is prejudicial to the administration of justice	65	31
MRPC 8.4(d)	stating or implying an ability to influence improperly a government agency or official	1	1

**APPENDIX C**

**DISCIPLINED ATTORNEYS BY TYPE OF DISCIPLINE - 2023**

**DISBARMENTS (8)**

<b>RESPONDENT</b>	<b>EFFECTIVE DATE</b>
Andrews, Amanda Ann-Carmen	June 15, 2023
Brown, Russell D.	April 25, 2023
Chappelle, Scott A.	July 22, 2023
Freeman, Jeffrey S.	March 29, 2023
Gostias, George D.	December 12, 2023
Grzic, Kimberly S.	April 4, 2023
Kiebel, James J.	November 3, 2023
Moorhead, Thomas E.	September 8, 2023

**SUSPENSIONS SUBJECT TO MCR 9.123(B) AND (C) [THREE YEARS OR MORE] (4)**

<b>RESPONDENT</b>	<b>LENGTH</b>	<b>EFFECTIVE DATE</b>
Hoot, Eric Cameron	Three Years	February 17, 2023
Mund, Scott A.	Three Years	July 6, 2023
Okonmah, Derrick N.	Three Years	January 28, 2023
Scarletta, James C.	Three Years	March 3, 2022

**SUSPENSIONS SUBJECT TO MCR 9.123(B) [180 DAYS BUT LESS THAN THREE YEARS] (5)**

<b>RESPONDENT</b>	<b>LENGTH</b>	<b>EFFECTIVE DATE</b>
Reddick, Adam C.	One Year	November 3, 2023
Bonner, Deborah A.	180 Days	March 4, 2023
Melnikov, Alexander	180 Days	August 19, 2023
Miller, Thomas C.	180 Days	November 1, 2023
Novello, Matthew D.	180 Days	March 11, 2023

**SUSPENSIONS SUBJECT TO MCR 9.123(A) [LESS THAN 180 DAYS] (12)**

<b>RESPONDENT</b>	<b>LENGTH</b>	<b>EFFECTIVE DATE</b>
Blackmond, Frederick J.	90 Days	May 1, 2023
Bukowski, Paul	179 Days	February 11, 2023
Charron, David	60 Days	June 10, 2023
Gittleman, Steven M.	179 Days	December 1, 2023
Hallman, Zachary	45 Days	May 27, 2023
Hirschhorn, Austin M.	90 Days	January 5, 2023
Kostovski, Suzanna	90 Days	December 14, 2023
Paluda, Andrew J.	179 Days	June 10, 2023
Renna, Hanna M.	90 Days	May 30, 2023
Pleznac, Robert J.	30 Days	April 27, 2023
Walker, Ernest J.	30 days	December 2, 2023
Wisz, David L.	30 Days	April 13, 2023

**REPRIMANDS (24)**

<b>RESPONDENT</b>	<b>EFFECTIVE DATE</b>
Barrett, Yvette M.	March 31, 2023
Clark, Paul S.	February 16, 2023
Cummins, Richard F.	April 27, 2023
Fortner, Michael H.	December 6, 2023
Gloetzner, Elana H.	March 29, 2023
Gosnick, Heather M.	April 14, 2023
Guznack, Rochelle E.	June 14, 2023
Hale, Leila L.	June 23, 2023
Holmes, Martin M.	November 28, 2023
Mack, Michael G.	April 4, 2023
Mamut, Michael T.	November 7, 2023
McDonough, John Lawrence	June 29, 2023
Nyenhuis, Patrick E.	January 28, 2023
O'Neill, Bart P.	September 9, 2023
Puzzuoli, John J.	July 5, 2023
Rohl, Gregory J.	December 27, 2023
Ropke, Nelson O.	August 8, 2023

Scanland, Jerard M.	April 19, 2023
Shannon, Kathleen K.	April 5, 2023
Thomas, Toi J.	June 1, 2023
Vincent, Eldon J.	June 17, 2023
Warnicke, Thomas R.	April 6, 2023
Williams, Clarice Y.	August 16, 2023
Woods, Stephen K.	June 17, 2023

**SUMMARY OF DISCIPLINE IMPOSED (2023)**

DISBARMENTS .....	8
SUSPENSIONS - MCR 9.123(B) and (C) .....	4
SUSPENSIONS - MCR 9.123(B) .....	5
SUSPENSIONS - MCR 9.123(A) .....	12
REPRIMANDS .....	24
PROBATIONS .....	0
MISCONDUCT BUT NO DISCIPLINE .....	0

APPENDIX D

**Attorney Discipline Board Comparative Statement of Expenses  
Years Ended September 30, 2022 & September 30, 2023**

<b>Expense Item</b>	<b>FY 2022</b>	<b>FY 2023</b>
Salaries	666,740	721,876
Payroll Taxes	48,374	52,936
Employee Insurance	116,756	102,119
Pension Contribution	58,027	59,655
Payroll Processing Fee	4,070	4,131
Retiree Health Care Expense	-4,397	1,006
Unemployment	0	6,878
Rent	143,522	146,682
Electricity	538	629
Parking	9,000	11,719
Professional Fees	20,128	59,608
SBM Administrative/Service Fees	17,062	38,944
Hearing Panel Expenses/Transcripts	14,663	26,586
Machine Rental	6,308	6,341
Meetings	3,528	5,938
Travel	2,635	6,567
Telephone	6,517	5,896
Legal Research & Subscriptions	11,223	11,356
Office Supplies	5,220	3,247
Postage	620	1,128
Insurance	20,065	20,258
Repairs and Maintenance	3,075	678
Office Expenditures	411	5,501
Professional Education	3,080	2,645
Bank Fees	210	568
Dues	2,667	2,290
Miscellaneous	962	872
Depreciation	6,069	10,027
<b>TOTAL</b>	<b>1,167,073</b>	<b>1,316,081</b>

## APPENDIX E

### **ALAN GERSHEL of WEST BLOOMFIELD**

Chairperson

Term Expires: September 30, 2026

Alan Gershel graduated from Northeastern University in 1974 with a B.A in criminal justice, Indiana State University in 1975 with an M.S in criminology and the University of Detroit Mercy School of Law in 1978. From 1980 until 2008 he was as an assistant U.S. Attorney in Detroit where he served as the Chief of the Criminal Division, First Assistant U.S. Attorney and was twice appointed the Interim United States Attorney. He has also served as a Deputy Assistant Attorney General in the Criminal Division for the United States Department of Justice. From 2008 until 2014 he was a professor at the Western Michigan University Thomas M. Cooley Law School where he taught criminal law, criminal procedure, white collar crime and evidence. He has served as an adjunct professor at Wayne State University and the University of Detroit Mercy School of Law. In 2014 he was appointed by the Michigan Supreme Court as the Grievance Administrator for the Michigan Attorney Grievance Commission where he served until his retirement in 2019.

Mr. Gershel was appointed by the Michigan Supreme Court to the Attorney Discipline Board for a three-year term ending September 30, 2023, and a second three year term ending September 30, 2026. The Court also appointed Mr. Gershel to a one-year term as Vice-Chairperson commencing October 1, 2022, and a one-year term as Chairperson commencing October 1, 2023.

### **PETER A. SMIT of GRAND RAPIDS**

Vice-Chairperson

Term Expires: September 30, 2024

Mr. Smit is a partner in the Grand Rapids office of the Varnum law firm, and is a member of the Personal Injury Practice Team. His practice focuses on business litigation defense (FSLA, Product Liability Defense, Malpractice Defense) as well as significant experience in personal injury, wrongful death, auto and trucking litigation. Among his various honors and recognitions is a listing in *Best Lawyers in America*®, Litigation, Banking & Finance; Intellectual Property; Labor and Employment; since 2013. Peter is certified in Alternative Dispute Resolution for practice in the U.S. District Court for Western District of Michigan and in Michigan circuit courts. Mr. Smit was appointed by the Michigan Supreme Court to the Attorney Discipline Board to fill a vacancy for the remainder of a term ending September 30, 2021, and was then appointed to a three-year term ending September 30, 2024. The Court also appointed Mr. Smit to a one-year term as Vice-Chairperson commencing October 1, 2023.

### **REV. DR. LOUIS J. PRUES of ST. CLAIR SHORES**

Secretary

Term Expires: September 30, 2024

Dr. Prues is an ordained Presbyterian clergyman, and has served as Parish Associate at Jefferson Avenue Presbyterian Church for the past 27 years. Dr. Prues attended the University of Cincinnati where he earned a BA and an MBA in marketing and financial management. He received his Master of Divinity from Dubuque Theological Seminary and a Doctorate of Ministries and PhD from San Francisco Theological Seminary. Dr. Prues has served as adjunct faculty at the University of Dubuque Theological Seminary and Drake University, where he lectured on adolescent development, faith formation, marriage and family.

Dr. Prues has served in a number of different roles, including as a member of the State Committee on Health Services, the Board of Nursing, the Technology and Strategic Planning Team for the Grosse Pointe Public Schools, the Mayor's Advisory Committee for the Affordable Homes in Detroit, the Detroit steering committee for Share Our Strength, and as a public member of the Michigan Board of Medicine, where he served two years as Vice-Chair. Additionally, Dr. Prues has been appointed to three national Task Forces of the Federation of State Medical Boards (FSMB), and most recently was appointed to a national workgroup that will develop recommendations to the Federal government and State medical boards mandating the use of the Prescription Drug Monitoring Program in combating the ongoing opioid epidemic. Dr. Prues currently serves on the

Board of Directors of Presbyterian Villages of Michigan (PVM), and in 2023, will become Chair of the Board. PVM is a faith-based, non-profit that has served seniors since 1945. He is also currently serving on the FSMB study group researching the role of Artificial Intelligence and Medicine, and chairs the sub committee on ethical considerations.

Dr. Prues retired from Lutheran Social Services of Michigan (now Samaritas) in 2015, after having served as Senior Vice President of Operations and Leadership Development since 1993. Under his leadership, Samaritas became the largest faith-based social service agency in Michigan employing over 2,500 persons with a services budget of approximately \$120 million. Presently he is serving as a consultant to numerous community organizations striving to provide affordable housing for veterans and seniors.

Dr. Prues was appointed by the Michigan Supreme Court to serve as a public member of the Attorney Discipline Board for a three-year term, ending September 30, 2024. The members of the Board elected Dr. Prues to serve as the Board's Secretary for three one-year terms beginning October 1, 2021, with his current term ending September 30, 2024.

**LINDA ORLANS of TROY**  
Term Expires: September 30, 2026

Linda Orland is the founding partner of Orland PC, a multi-state law firm focused on real estate law. Ms. Orland has founded or acquired numerous companies in the legal, real estate, and title industries. As a pioneer in making legal services more affordable and accessible, she implemented lean practices and innovative approaches to the practice of law. Under her leadership, the law firm has achieved numerous awards in the financial services industry including the Diamond Award of Excellence from America's Mortgage Banking Attorneys for 12 consecutive years and continues to add to its jurisdictions and areas of practice.

Ms. Orland served as a Trustee of the Law College at MSU for more than 20 years and is its first woman Chair and has been recognized as The George Bashara Distinguished Alumni of the Year award. Orland founded Women Executives in Banking and was the first woman to be appointed designated counsel for Fannie Mae and Freddie Mac. She has been appointed Trustee for the State Building Authority, State of Michigan and is a member of International Women's Forum.

A long-term champion for Detroit, her extensive community involvement includes leadership roles with the Detroit Institute of Arts, Michigan Opera Theatre, Junior Achievement, THAW and Beyond Basics. She has been recognized and received numerous awards as Business Leader of the Year from Northwood University, Winning Futures, D Business and as the Birmingham Community Social Impact Leader. She has recently been appointed a 2021 Fellow at Harvard University's ALI and will work with the leadership at MIT and Harvard to help improve access to social justice.

Ms. Orland was appointed by the Supreme Court to a three-year term on the Attorney Discipline Board ending September 30, 2023, and to a second three-year term ending September 30, 2026.

**JASON M. TURKISH of SOUTHFIELD**  
Term Expires: September 30, 2024

Jason Turkish is the President and Managing Partner of Nyman Turkish PC, a nationwide litigation and disability law firm with offices in California, Florida, and Michigan. Legally blind since birth, Mr. Turkish's ability to overcome adversity to represent those who need a powerful advocate has resulted in a proven track record of success in fighting for the rights of the disabled.

Mr. Turkish has handled many complex and high-profile cases in both state and federal court, including reaching a landmark settlement with the Law School Admission Council that will result in changes to the way blind law school applicants are tested. His experience also includes obtaining a consent decree against the State of Michigan to guarantee equal access to absentee voting for the blind and twice successfully suing the Detroit Metro Airport to improve safety for individuals with disabilities who use public transportation services. In addition to complex civil rights litigation, Mr. Turkish also manages his firm's Social Security practice, each year representing the rights of thousands of Social Security Disability claimants nationwide.

Mr. Turkish has also been selected to serve on numerous boards and committees both inside and outside of the legal profession. He is a member of the Stabenow-Peters Judicial Advisory Committee for the Eastern District of Michigan (charged with recommending candidates to the Senators for the federal bench and Office of United States Attorney for nomination by the President of the United States), and he is a former Gubernatorial Appointee and Chair of the Michigan Barrier Free Design Board, which enforces accessibility standards for businesses and public entities throughout the State of Michigan. Mr. Turkish is also a frequent lecturer on disability law and policy.

Before joining Nyman Turkish PC, Mr. Turkish completed his legal training at the Northwestern University School of Law, where he graduated with honors. Throughout his time in law school, he worked as an extern with then attorney and advocate Richard Bernstein, now an Associate Justice of the Michigan Supreme Court. Prior to law school, Mr. Turkish earned his bachelor's degree in political science from the University of Michigan in Ann Arbor.

Mr. Turkish was appointed by the Michigan Supreme Court to serve as an attorney member of the Attorney Discipline Board for a three-year term, ending September 30, 2024.

**DR. ANDREAS SIDIROPOULOS of ANN ARBOR**

Term Expires: September 30, 2025

Dr. Andreas Sidiropoulos is a Board Certified Psychiatrist, specializing in Child and Adolescent Psychiatry and Addiction Psychiatry. He received his MD degree from the University of Münster Medical School in Münster, Germany, and also has his PhD in medical psychology. After completing his residency and a fellowship in child and adolescent psychiatry at the University of Michigan Health System, he began his work as a psychiatrist in private practice.

Dr. Sidiropoulos is also currently a Clinical Associate Professor at Michigan State University, an Adjunct Clinical Assistant Professor at The University of Michigan, the Medical Director at Guiding Harbor, a non-profit organization that provides child caring and child placement services for abused and neglected children, and the attending psychiatrist at Girlstown Foundation, a Guiding Harbor program that offers therapeutic residential care for girls ranging from 12 to 17 years of age referred for emotional and/or behavioral problems that impact their ability to live in the community.

Dr. Sidiropoulos also works as an Adult, Child, Addiction Psychiatrist and Telepsychiatrist at Muskegon Community Mental Health, where he is also the Director of Medical Student Education. He acts as a faculty mentor for AMOpportunities, which connects international medical trainees and schools with U.S. clinical experiences. Dr. Sidiropoulos has served as an expert witness in multiple court cases, and works as a psychiatrist and addictionist with the State Bar of Michigan's Lawyers and Judges Assistance Program and the State of Michigan's Health Professional Recovery Program. He also frequently provides presentations and lectures all across the country at hospitals, mental health facilities, and clinics on the topics of major depression, schizophrenia, psychosis, bipolar disorder, addiction, ADHD, opioid dependence, and pharmacogenomics.

Dr. Sidiropoulos was appointed by the Michigan Supreme Court to serve as a non-lawyer member of the Attorney Discipline Board for a three-year term, ending September 30, 2025.

**KATIE STANLEY of HOLLY**

Term Expires: September 30, 2025

Katie Stanley graduated from the University of Michigan-Flint with a B.A. in political, social, and ethical philosophy, and received her J.D. in public law from Western Michigan University Cooley Law School. In addition, she has earned her M.P.A. in nonprofit administration from the University of Michigan Rackham Graduate School, and is working on her Ph.D. in philosophy of public policy and administration through Walden University, with a dissertation focus of mindfulness-based interventions in the legal field and embodied social justice reform. Ms. Stanley is currently an attorney and community engagement manager with Legal Services of Eastern Michigan in Flint, where she primarily works in the areas of fair housing, civil legal rights, and education.

Ms. Stanley's work and life is centered on making the world a better place. She has served as the project manager for a Legal Services Corporation Technology and Innovation Grant, for which she invented an application to assist in reporting violations of fair housing rights. She has also served

as the project manager for a Flint-ReCAST (Resiliency in Communities After Stress and Trauma) grant, under which she provides mindfulness and emotional intelligence training for public service providers and attorneys in Flint.

Ms. Stanley is a member of the Lawyers and Judges Assistance Committee for the State Bar of Michigan, a regular contributing columnist to the “Practicing Wellness” section of the Michigan Bar Journal, a member of the Michigan Supreme Court and State Bar of Michigan Task Force on Well-Being in the Law, a member of the State Bar of Michigan LGBTQ Council, a Fellow and certified teacher for the Google-born Search Inside Yourself Leadership Institute, and a member of the Crim Fitness Foundation Mindfulness Initiative Advisory Board. She was also a panelist on the first ever attorney well-being seminar at ICLE, the Institute of Continuing Legal Education, and an American Bar Association *On the Rise* 40 Under 40 honoree for Innovation in Public Service. Ms. Stanley is also an accomplished singer/songwriter specializing in folk music.

Ms. Stanley was appointed by the Michigan Supreme Court to serve as an attorney member of the Attorney Discipline Board for a three-year term, ending September 30, 2025.

**TISH VINCENT of EAST LANSING**

Term Expires: September 30, 2025

Tish Vincent recently retired as the Director of the State Bar of Michigan’s Lawyers and Judges Assistance Program (LJAP), one of the oldest lawyers’ assistance programs in the country. She is currently the Chair of the ABA Commission on Lawyers Assistance Programs, and works as a healthcare provider and health law attorney by consulting with lawyer assistance programs, physician health programs, and other professional associations across the country, on issues of well-being, illness, and impairment for safety-sensitive professionals and others.

Ms. Vincent is a graduate of the Michigan State University College of Law, and has her Masters in Social Work from the Michigan State University School of Social Science. Licensed by the State of Michigan as a social worker and certified as an advanced addictions counselor, Ms. Vincent practiced as a mental health and substance abuse provider for 19 years for the State of Michigan’s Health Professionals Recovery Program and LJAP. She is an active member of the American Bar Association, the National Association of Social Workers, the Federation of State Physician Health Programs, and the Women Lawyers Association of Michigan, where she was a past vice-president of the Mid-Michigan Region. Ms. Vincent presents frequently on issues of lawyer wellness, stress management, and risks attorneys face when their own wellness is neglected.

Ms. Vincent was appointed by the Michigan Supreme Court to serve as an attorney member of the Attorney Discipline Board for a three-year term, ending September 30, 2025.

**KAMILIA LANDRUM of DETROIT**

Term Expires: September 30, 2026

Kamilia Landrum is a top millennial leader in Detroit’s nonprofit industry. Kamilia is a graduate of Cass Technical High School and holds a Bachelor of Science Degree in Business Administration from Florida Agricultural and Mechanical University and a Master of Public Administration with a focus in Nonprofit Policy and Management from Wayne State University. She is the youngest Executive Director in the history of the Detroit Branch NAACP; a Branch known for its extraordinary leadership and membership base, robust community engagement, and iconic Fight for Freedom Fund Dinner. In her 18-year commitment to the Association, Kamilia has been at the forefront social justice advocacy issues from the fight to uphold Affirmative Action in Michigan to historical legislation such as Promote the Vote which expanded voting access for millions of Michiganders.

At the Detroit Branch NAACP, Kamilia oversees the implementation of strategic partnerships and programming the Association’s five game changers: education, economic sustainability, criminal justice, civic engagement and health and health care access. She has served in numerous leadership capacities of the local, state and national level of the organization. Kamilia has engaged hundreds of youth leaders across the country by reactivating NAACP college chapters, training students on advocacy and civil rights issues, and mentoring students as they developed as leaders. In her first year as Executive Director, Kamilia led the staff in planning the 110th NAACP National Convention in Detroit, MI. The convention brought 10,000 people to the City and over \$11.5 million in economic impact to the region.

In her community, Kamilia serves on the board for Neighborhood Legal Services Michigan, Detroit Future City, Michigan Education Commission of the States, and Huntington Bank's Emerging Leaders Advisory Board. She is also a current member of the Detroit Alumnae Chapter of Delta Sigma Theta Sorority Inc., Alumni of New Leaders Council Detroit, and member of the Renaissance (MI) Chapter of the Links, Inc. Her leadership skills and dedication have earned recognition as a Detroit Young Professionals 2019 Vanguard Awardee, Leadership Detroit Class XLI (41) Fellow, Michigan Chronicle's 40 under 40 and Trailblazer Awardee.

Ms. Landrum was appointed by the Michigan Supreme Court to serve as an attorney member of the Attorney Discipline Board for a three-year term, ending September 30, 2026.

**APPENDIX "F"**  
**2023 HEARING PANEL ROSTER<sup>1</sup>**

**ALPENA COUNTY**

WHITE, Daniel W.

**ANTRIM COUNTY**

WONCH, Nancy A.

**BAY COUNTY**

MOROSI, John M.

**BENZIE COUNTY**

McKAY, Joan S.

**BERRIEN COUNTY**

SMITH, Peter W.  
STRAUB, James M.

**CALHOUN COUNTY**

FISHER, James A.  
KARRE, Nelson T.  
STEFFEL, Vern J., Jr.<sup>#</sup>

**CHARLEVOIX COUNTY**

BLOEM, Gordon M.  
KLEVORN, Kevin G.

**CHIPPEWA COUNTY**

McSHANE, Dennis J.  
VEUM, Thomas J.

**DELTA COUNTY**

CLARK, Richard C.

**EMMET COUNTY**

BECKER, Gordon A.  
DeMOORE, Christina L.  
MURRAY, James J.  
RAMER, James T.  
SCHOLL, Stefan J.  
WURSTER, Joel D.

**GENESEE COUNTY**

BARKEY, Brian M.  
GRIFFIN, Walter P.  
HALDY, Ronald L.  
KNECHT, Timothy H.  
KRELLWITZ, Michael W.  
MANGAPORA, Michael J.  
PABST, Tom R.  
SAWKA, Joseph F.  
SIMMINGTON, Glen M.  
TREMBLEY, James J.

**GENESEE COUNTY**  
(Continued)

TUCKER, John R.  
TURNAGE, Frank G.  
WHEATON, Robin L.

**GRAND TRAVERSE COUNTY**

FISHER, Joseph C.

**INGHAM COUNTY**

BEHAN, Michael R.  
BREITFELD, Erika R.  
DOSTER, Eric E.  
EMERY, Lawrence J.  
FRANCART, Kevin L.  
GALLAGHER, Bryon P., Jr.  
HARKNESS, Cullen C.  
KRONZEK, Charles M.  
MANIS, Paula K.  
McALLISTER, Lori  
McCARTHY, Robert E.  
STROUD, Ted W.  
SUHRHEINRICH, Richard J.  
SWEDLOW, Kathryn R.<sup>#</sup>  
TIMMER, Amy  
TYSZKIEWICZ, Roman  
VESTRAND, Joan P.  
WADDELL, David D.

**JACKSON COUNTY**

HAMILTON, Janet L.

**KALAMAZOO COUNTY**

KNEAS, John W.<sup>%</sup>  
KORR, Allison Greenlee  
LEVINE, Sharan Lee  
MORRIS, Christopher A.  
RUSSELL, Gregory W.  
TOWNE, Gail M.

**KENT COUNTY**

COURTADE, Bruce Anthony  
CUMINGS, Timothy J.  
EDGAR, Christopher L.  
JACKSON, Holly Ann  
KOLENIC, Anthony J., Jr.  
KOSTA, Michael J.  
LANE, Madelaine C.  
MAY, Berton K.  
McCARTHY, Paul A.  
MELTON, Scott R.  
MUDIE, Kent W.  
OHANESIAN, Nicholas M.  
RABIDEAU, Christopher J.  
REAMON, Martha E.  
SIVER, Thomas D.  
SMIETANKA, John Allen

**KENT COUNTY**  
(Continued)

SPALDING, Arthur C.  
THEIME, R. Kevin  
VULETICH, Victoria V.

**LIVINGSTON COUNTY**

GARDELLA, Robert C.  
PEARSON, Tara A.  
TROST, Richard M.

**MACOMB COUNTY**

COJOCAR, Jeffery A.  
COLE, Brian J.  
COLMAN, Neil M.  
ESSAD, Kenneth M.<sup>%</sup>  
FINAZZO, Lori J.  
GAZALL, Robert S.  
GARVEY, Robert F.  
McGLYNN, Meghan A.  
MERRY, Cynthia E.  
RUSSELL, Karen  
TEGEL, Renee D.  
THOMAS, James C.  
WARNEZ, Dana M.

**MARQUETTE COUNTY**

CASSELMAN, Thomas P.  
HENDERSON, Sarah E.  
KEEFE, Ronald D.  
LARSEN, Suzanne C.

**MIDLAND COUNTY**

DURANCE, Stephen E.  
GIUNTA, Rozanne M.  
HAHN, Robert A.  
LAUDERBACH, Jonathan E.  
RETTIG, Geoffrey K.<sup>#</sup>  
WILSON, John M.

**MONROE COUNTY**

LAVOY, Jill M.<sup>#</sup>  
WETZEL, Robert  
ZAGORSKI, Maria

**MUSKEGON COUNTY**

BALGOOYEN, Fredric F.<sup>#</sup>  
BLEAKLEY, Frederick W.  
BOSSENBROEK, David L.  
CHESSMAN, Robert O.  
NEAL, Gary T.  
POWELL, Melissa A.  
ROSE, James M.  
SCOTT, Brianna

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<sup>1</sup> \*Deceased.  
#Retired or resigned as panelist.  
%Inactive panelist.  
&All full-time judges removed as hearing panelists.

**OAKLAND COUNTY**

ABBO, Peter  
 ACKER, Gerald H.  
 APPEL, Jeffrey S.  
 AUGUST, Gary K.  
 BAIERS, James E.  
 BARKER, Lori A.  
 BATTERSBY, Michael L.  
 BAUM, Martin S.  
 BAUM, Michael E.  
 BAUMHART, A. David, III  
 BENHAM, Lucy R.  
 BERNSTEIN, Douglas C.  
 BERNSTEIN, Mark J.  
 BERNSTEIN, Samuel I.  
 BERNSTEIN, Stephen R.  
 BINKLEY, David A.  
 BRAUER, David A.  
 BRAUER, Matthew A.  
 BRUKOFF, William M.  
 BURDICK, James W.  
 CAMINSKY, Jeffrey  
 CANVASSER, Sue Ann  
 CARUSO, Kathryn M.  
 CLARK, Peter L.  
 COOPER, Mark G.  
 COUSENS, Mark H.  
 CRUMP-GIBSON, Jehan G.  
 DE VINE, Clifford, J.  
 DICKSTEIN, Loren M.  
 DOCTOROFF, Andrew S.  
 DUNN, William B.  
 EICHENHORN, Emily J.  
 EISENBERG, Stuart B.  
 ESSHAKI, Gene J.  
 FELDMAN, Barry M.  
 FIELDMAN, Elaine S.  
 GAGE, William C.  
 GOLDMAN, Barry  
 GOODMAN, Barry J.  
 GOOGASIAN, George A.  
 GRIECO, Jennifer M.  
 GROFFSKY, Richard L.  
 GUERRIERO, Timothy M.  
 GULLEN, John D.  
 GURWIN, Howard E.  
 HARDY, Elizabeth P.  
 HARON, David L.  
 HAROUTUNIAN, Edward L.  
 HARRINGTON, James J., III  
 HEWLETT, Richard T.  
 HEWSON, James F.\*  
 HOLIDAY, Gregory  
 HOLTZ, Ethan R.  
 HUTSON, Michael W.  
 KANTER, Alan M.  
 KAPLAN, Joshua A.  
 KATZ, Lawrence S.  
 KINSLEY, Stephen L.\*  
 KROCHMAL, Gary A.  
 LEIB, Michael S.  
 LEONARD, Norbert B.  
 LEONARD, Veronica R.  
 LERNER, Joshua A.  
 LICHTERMAN, Susan S.  
 LINDEN, Jeffrey B.  
 LIRELL, Kirsten E.  
 LISS, Jason J.  
 LOGAN, Leslie Anne  
 MARVIN, Ronald S.\*  
 MATZ, Steven J.

**OAKLAND COUNTY**  
(Continued)

McCANN, D. Michael  
 McLAIN, Patrick  
 MISURACA, Frank A.  
 MILLER, Leonard E.  
 NEILSON, Jeffrey T.  
 PERLMUTER, Gary  
 PIA, Joseph  
 PITTS, Stanley H.  
 PLONKA, Cinnamon A.  
 PRITCHARD, Clyde B.  
 REISING, H. William  
 RICHARDS, William J.  
 RONAYNE, Colleen V.  
 RUBIN, Jorin G.  
 RYAN, Thomas J.  
 SCHEIBLE, Eric D.  
 SCHNELZ, Kurt E.  
 SCHOENHERR, Craig S., Sr.  
 SCHONBERG, Edward R.\*  
 SHABAN, Tova G.  
 SHERROD, Patricia L.  
 SILVER, Kenneth F.  
 SILVERSTEIN, Corey D.  
 STERLING, Raymond J.  
 STEWART, Jeffrey T.  
 STOOPS, Kevin J.  
 SUSSER, Danielle F.  
 SUSSER, Steven C.  
 TALARICO, Paula M.  
 THOMAS, Cynthia G.  
 TURNER, Lee I.  
 WALKER, David R.  
 WALLACH, Howard I.  
 WARSH, Richard L.  
 WEINER, Ronald K.  
 WELLER, Robert Y., II  
 WERDER, Mark R.  
 WILLIS, Robert L., Jr.  
 WILSON, Eric S.  
 WOLFSON, Scott A.  
 WOLOCK, Steven M.  
 ZUPPKE, David F.

**OTSEGO COUNTY**

FENTON, Stuart L.

**OTTAWA COUNTY**

MARQUIS, John R.  
 McNALLY, Sheila F.  
 MULDER, Andrew J.

**SAGINAW COUNTY**

CHASNIS, John A.  
 COLLISON, Nathan J.  
 PUSKAR, David L.  
 SMITH, Lawrence Wm., Jr.  
 WALLACE, David A.

**SANILAC COUNTY**

MITSEFF, Kimberly R.

**ST. CLAIR COUNTY**

HILL, Steven L.  
 McNAMEE, John B.  
 WATSON, George C.

**ST. JOSEPH COUNTY**

DAVIDSON, Matthew S.

**VAN BUREN COUNTY**

PETERSON, David M.  
 SCHUITMAKER, Harold G.\*

**WASHTENAW COUNTY**

BARR, John  
 BASTA, Joseph C.  
 BUITEWEG, Lori A.  
 CARTER, Stefani A.  
 DEW, Thomas E.  
 EGGAN, Andrew M.\*  
 FLINTOFT, Peter C.  
 GREEN, Philip  
 KENT, Mara E.  
 LAX, Jerold  
 LENART, Krista L.  
 LOVERNICK, Richard N.  
 MINER, Sharon K. S.  
 ROSS, Steven P.  
 SAALFELD, James R.  
 SENDELBACH, Karen S.  
 SLANK, Eileen J.\*  
 STARK, Sheldon J.\*  
 TEALL, Graham L.  
 VARTANIAN, Michael G.  
 WAX, Harvey I.  
 WEBER, Deborah J. Hammerlind  
 WYNNE, James E.

**WAYNE COUNTY**

BARTOS, Suzanne P.  
 BUFFINGTON, Lamont E.  
 CALLAHAN, J. William  
 CLAYSON, Kimberly Ross  
 COSTELLO, Margaret A.  
 COTHORN, John A.  
 COWLEY, Sean M.  
 CUNNINGHAM, Richard L.  
 CURTIS, Robert J.  
 DAKMAK, John D.  
 DUFRANE, Kyle R.  
 ELLIOTT, Sylvia J.  
 GOROSH, Alan S.  
 GROLL, Catherine  
 GRUSKIN, Michael A.  
 HELLAND, Lynn A.  
 HUMPHREY, Kathryn J.  
 HURWITZ, Miles A.  
 HUTTING, Andrea L.  
 JACOBS, John P.\*  
 JADALLAH, Samer Naim  
 JANSSEN, Crystal (fka Chow)\*  
 JORDAN, Teri A.  
 KLIMKO, Justin G.  
 KUPLICKI, Francis P.  
 LAKE, Timothy W.  
 LEGGHIO, Brian M.  
 LONGSTREET, Kristine Heard  
 MENDEL, Todd R.  
 MILLER, Bruce A.  
 MILLER, C. David, II  
 MOHSIN, Saima S.  
 O'BRIEN, John N.  
 PAPISTA, Anthea E.  
 PHILLIPS, Dwight W.

**WAYNE COUNTY**  
(Continued)

PLUMB, Frederick B.  
RAHEEM, Rasul M.  
RIVARD, Donald M., Jr.  
RODWAN, Gail O.  
RONAYNE, John J., III  
SAUGET, William J.  
SKILLMAN, Alicia J.  
SMITH, Amanda M.  
SMITH, Margaret M.  
TALON, Marianne G.  
URSO, John R.  
VELLA, Stephen P.  
WEIER, Craig A.<sup>#</sup>  
WEINGARDEN, Lora  
WIDLAK, Anne  
WISNIEWSKI, Mark A.  
YOTT, Cynthia K.

**WEXFORD COUNTY**

BAUMANN, Joseph