

Personnel Committee

The Personnel Committee, chaired by Clay Martin and Raymond Bell, serves to provide oversight for the Board of Bar Commissioners concerning all personnel matters for both the Alabama State Bar and the Alabama State Bar Foundation. The scope of the committee's oversight shall include all personnel matters necessary for the functioning of any department of the bar or foundation. The determination as to whether any particular personnel matter should be brought to the committee shall be made by the president of the bar upon the advice and recommendation of one or more of the Alabama State Bar Executive Director or General Counsel.

As committee chair for the personnel committee, one of the first initiatives for this past year was to establish a good working relationship with the new executive director, the Honorable Terri Lovell, given that the personnel committee largely works directly with the executive director on an as-needed basis relative to personnel matters. A second initiative of the personnel committee this past year was to assist ASB President Taze Shepard and Executive Director Lovell with the selection and hiring of someone to fill the Admissions Director position and the new Law Practice Management position. A third initiative of the personnel committee for this past year was to review and implement the recommendations of the Governance and Internal Operations Task Force relative to the ASB's personnel policies, procedures, and practices.

A good rapport and working relationship was established with ED Lovell. Personnel Committee Chair Clay Martin did assist with the interview process for the Admissions Director as well as with the selection of Karen Laneaux for said position and Chris Colee for the new position of Law Practice Management Coordinator.

A Personnel Committee meeting was conducted via Zoom on December 8, 2021. At that time, ED Lovell gave an overview of issues involving personnel that had been identified by the Governance and Internal Operations Task Force and noted that any areas of concern would be referred to the personnel committee for review. During the December 8, 2021 meeting, the personnel committee was also informed of the interview process and hiring of Karen Laneaux as Admissions Director and the hiring of Chris Colee as the Law Practice Management Coordinator. After a discussion of the responsibilities for both positions as well as the incoming salary for each, the Personnel Committee unanimously returned a vote of confidence relative to the selection of Karen Laneaux and Chris Colee for such positions.

One of the primary recommendations of the Governance and Internal Operations Task Force relative to personnel matters was that the Personnel Committee needs to support the acquisition of a staff or contract HR expert to provide consistent advice and support to the ED and the ASB. In the upcoming year, 2022-2023, the Personnel Committee plans to move forward with assisting ED Lovell with the hiring of a staff or contract HR specialist and to provide assistance with the review of ASB personnel-related manuals.