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Issues and Challenges


- My role in the disciplinary process...

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Hearing Room


- Pomp and circumstance...
- Set up
- Protocol
- What Members need to see...(to reassure them)

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Mentoring


- Role of Member versus Chair
- Consider and weigh evidence
- Making an order re: finding and sanction
- Writing the reasons (keeping the appeal process in mind)

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Hearings


- Declare conflict of interest
- Always remain open minded, attentive, empathetic
- Carefully consider evidence, witness testimony, lawyer's arguments
- Do not Google!

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Hearings (cont:d)

- ILC is your friend.
- Bringing the administration of justice into disrepute.
- Do not tinker.

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Hearings (cont'd)

- Impartiality
- Question for clarification only.

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Pre Hearings


- Opinion of experienced Member (from the front lines)
- Expedite process (in everyone's best interest)

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Professional Development

- Opportunity to question process and procedure, rules and bylaws
- Update and streamline Committee's Rules of Procedure
- Discussions - transparency and public interest versus lowest common denominator

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Be true to yourself...


- Work to retain your integrity (avoid a sense of entitlement).
- Check your ego at the door.
- Discussion in panel room

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Considerations


- What I like most about my role.
- What I like least about my role.
- What advice I would give others less experienced.

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Considerations (cont:d)

- If I had the opportunity to make one change to the way things are done, what would it be and why?

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