

Judge Philip S. Carchman Named New Administrative Director of the Courts

Appellate Division Judge Philip S. Carchman will succeed Judge Richard J. Williams as administrative director of the courts on Sept. 1.

Judge Carchman has the distinction of having served on every bench in the New Jersey court system. Following his service as Mercer County prosecutor in the 1980s, he served as a municipal court and trial court judge in the Criminal, Civil (including the Special Civil Part), Family (including Juvenile

and General Equity Divisions. He served as assignment judge of Mercer County, Appellate Division judge and on temporary assignment to the Supreme Court.

“Judge Carchman’s experience will enable him to lead with the insight of first-hand knowledge,” said Chief Justice Deborah T. Poritz in announcing his selection this spring. “He is a strong manager, a man of great integrity and one of the Judiciary’s

finest legal scholars. I am deeply grateful to him for accepting this assignment and look forward to working with him,” she added.

Judge Williams hailed his successor as “a knowledgeable jurist and a skilled administrator. He will fulfill the duties of administrative director with distinction.”

Jude Del Preore, Mercer’s trial court administrator, described Judge

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Judiciary Times

Summer 2004

The newsletter of the New Jersey Judiciary

Winner of the Gold Astra Award for Newsletter Writing

Judge Richard J. Williams, Retiring Sept. 1, Leaves Impressive Legacy of Policy Leadership



Judge Richard J. Williams at his desk

Drug courts, major backlog reduction, unification through standards and best practices, online payment of traffic tickets, continuous improvement through visitations, participatory management...

These are some of the sweeping accomplishments of the past five years that have continued the New Jersey Judiciary’s role as a national leader among state court systems.

Together, they constitute an enduring legacy of Chief Justice Deborah T. Poritz, the Supreme Court and hundreds of judges whose vision and leadership have contributed to the integrity, independence, fairness and quality service of New Jersey’s courts.

But behind every vision—planning, implementing and making it work—have been thousands of Judiciary staff under the direction of the administrative director of the courts, Judge Richard J. Williams. Judge Williams’ leadership is being celebrated this summer as he completes his final months in office before retiring effective Sept. 1.

“Judge Williams is a friend and trusted colleague who has led the Judiciary through an exciting period of significant change. With his leadership, we have laid the groundwork for a unified court system, dedicated to continuous improvement and the provision of equal justice for all New Jersey citizens,” said the Chief Justice.

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Civil Division Recognizes Customer Service Initiative

by Michelle V. Perone, Esq.
Civil Practice Division

The Civil Division across the state has been participating in an intensive customer service initiative. By way of

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The Chief Justice of the New Jersey Supreme Court is Deborah T. Poritz. The Administrative Director of the Courts is Richard J. Williams.

Please e-mail short news articles saved as [Word documents](#), photos and/or suggestions to:

Linda.Holt@judiciary.state.nj.us or send disk, photos and paper copy to: Editor, *Judiciary Times*, Office of Communications, PO Box 037, Richard J. Hughes Justice Complex, Trenton NJ 08625-0037. Submissions are subject to editing, and not all can be published.

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background, the Conference of Civil Division Managers' Customer Service Subcommittee had conducted a survey of all Civil staff throughout the state.

Survey results overwhelmingly indicated that staff wanted ongoing customer service training and reinforcement. As a result, such training has been and continues to be provided to all Civil staff, and the results are very significant.

As noted in a previous article, the foundation of this training is a video aptly called, "Give 'em the Pickle," which is narrated by Bob Farrell, the founder of a successful chain of restaurants. The premise of the program is that our primary business is the people business.

The idea of the "pickle" began when many years ago when Farrell received a complaint letter from a dissatisfied customer. The customer had asked a server in one of Farrell's restaurants for an extra pickle with his food. Instead of giving the customer the extra pickle, the server offered to bring the customer a side of pickles for an extra 75 cents.

Farrell's response when learning of the complaint was "just give 'em the pickle." Thus was born the concept that providing excellent customer service comes down to finding out what "pickle" our customers want and simply giving it to them. The four key principles of the video and program are:

Service—Staff should make serving others their number one priority. Great customer service happens when staff exceed customers' expectations by adding their special touches.

Attitude—Staff should choose a positive attitude. How staff think about the customer is how they will treat them. A shining attitude is contagious

and also shows in the quality of one's work.

Consistency—Staff must set high service standards and live them every day.

Teamwork—Staff must commit to teamwork and look for ways to make one another look terrific.

Throughout 2003 and continuing into 2004, every month a different initiative has been going on to reinforce portions of the "pickle" philosophy. The hope is that the principles of the program will become like second nature to all Civil staff.

In June 2003, the Civil Division held a statewide contest to recognize individuals providing special touches that have exemplified the "pickle" concepts of service, positive attitude, consistency and teamwork. The nominations received were astonishing. A list of award winners appears on page 24.

It is notable that Judge Harriet Derman, Civil presiding judge for the Hunterdon/Somerset/Warren Vicinage, was the judicial award recipient. Judge Derman's staff described her as follows:

"Judge Derman, even when a new Civil presiding judge, hit the ground running, showing compassion and sensitivity to both her staff and her external customers. She inspires staff to work together as a team to provide consistently exceptional service."

Other divisions are making special efforts in customer service. The following are but a few examples.

In the Ocean Vicinage, managers and staff from all divisions serve as greeters, welcoming visitors to the courthouse and directing and escorting them to their destinations. Ocean is also undertaking improvements to signage and use of "You are Here" maps that tell visitors where they are and how to get to their destinations. This will assist visitors when greeters are not on duty.

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Appellate Presiding Judge Sylvia B. Pressler Retires: Reflections on a Career Passionately Committed to Justice

Judge Sylvia B. Pressler, presiding judge for administration of the Appellate Division of Superior Court and a nationally renowned jurist, legal scholar and champion of civil rights, retired this spring after 27 years on the bench. Her successor is Judge Edwin H. Stern effective June 1, 2004.

“Judge Pressler is a trail-blazer in the legal profession,” said Chief Justice Deborah T. Poritz. “She was one of the first women Superior Court judges in New Jersey, the second woman appointed to the Appellate Division and the first woman presiding judge in the division. She is an acknowledged legal scholar, a strong leader and a brilliant jurist, who has made a difference in the administration of justice in New Jersey.”

“It is impossible to exaggerate the talents and significance of Sylvia Pressler and her impact on the Judiciary,” observed Appellate Judge James J. Ciancia, who sat with Judge Pressler on Part E for the past five years. “We’ve had some incredible judges in New Jersey. Sylvia is up there with the best of them and ahead of almost everybody. We are not going to see the likes of her again in the foreseeable future.”

Jurist, Author, Pioneer

Author and editor of the prodigious *Rules Governing the Courts of the State of New Jersey*, Judge Pressler serves as chair of the Supreme Court Committee on Civil Practice and vice chair of the Supreme Court Committee on Rules of Evidence. She has written some 3,500 opinions and published more than 400 opinions.

Her pioneering accomplishments in the area of equity and justice have had a national impact. As hearing examiner for the New Jersey Civil Rights Division 30 years ago, for example, she ruled that the Little League must accept girls. “The institution of Little League is as American as apple pie. There is no



Photo of Judge Pressler by Steve Hockstein, courtesy of Rutgers Law School.

reason that part of Americana should be withheld from girls,” she wrote.

Global Issues, Individual Rights

Judge Pressler’s concern about the regulations governing executions led her and her appellate panel to halt lethal injection executions in New Jersey earlier this year.

Judge Pressler suggested that the death penalty might be only *conceptually* constitutional and criticized existing regulations governing executions as arbitrary and unreasonable. She wrote that she was persuaded that a “death penalty cannot be carried out under these regulations.”

While she has been fearless in voicing strong opinions on issues of statewide and even national concern, Judge Pressler also has demonstrated concern and compassion for smaller cases involving individuals.

In one case, a trial court refused to allow a mother of three charged with welfare fraud to enter a pretrial intervention program (PTI). On the appeal, Judge Pressler found that fraud had in fact been committed. However, the woman had found work at a brokerage firm and had been selected for stockbroker training. If

convicted, she could never be bonded and would not be able to pursue this opportunity. Judge Pressler reversed the lower court’s ruling so the woman could take steps toward building a new life.

“Women Could Do Anything”

Judge Pressler credits her parents for inspiring her commitment to excellence and a passion for justice.

Raised in an Orthodox Jewish family in the Bronx where values and learning were cherished, she attended the selective girls’ junior and senior high schools operated under the aegis of Hunter College, where she was editor of the school newspaper, *What’s What*.

“I had a very happy time there. We were educated in such a way as to believe that girls could aspire to anything boys could aspire to, and women could do anything that men do,” Judge Pressler reflected recently. “It was an extraordinary education. I am sorry that the school has become co-ed. I suppose the theory is that we’ve come so far that girls don’t need that kind of education any more. But I doubt it.

“I went back for a reunion not long ago and I was quite chagrined to see that boys had been elected to all the positions of leadership: the editor of the school paper, president of the general organization, president of the senior class,” she said. “Of course, when I was in school, *we* did it. I think something has been lost that is very useful.”

From Hunter, she went on to enroll in Queens College, married David Pressler and graduated in 1955 from Boston University with a B.A. in philosophy. She graduated from Rutgers Law School, Newark, with high honors in 1959.

“In law school, my class started with five women, and by Thanksgiving, there were only two left,” Judge Pressler recalled. “There were only

New Jersey Judiciary Leads the Way...

It's all about basic fairness.

If a court proceeding is to be fair, the court has to understand what the litigants are saying, and the litigants have to understand the court.

The New Jersey Judiciary has become one of the first statewide court systems in the nation to develop and implement comprehensive standards for court interpreting.

The standards codify the best practices in interpreting services that New Jersey's courts have developed over the past 20 years, ensuring that thousands of men, women and children of limited English proficiency can understand and be understood in court.

The directive for implementing "Standards for Delivering Interpreting Services in the New Jersey Judiciary" was issued in March following approval Feb. 26 by the Judicial Council. The Judicial Council expanded the application of standards to include the Child Placement Review Boards and Juvenile Conference Committees.

The standards affirm that all people should receive services that enable them to understand what is being said in court. The standards spell out who should be assigned an interpreter, who may interpret and under what circumstances various kinds of interpreting may occur. The standards also incorporate services for people who are deaf and hard of hearing.

"The standards evolved over time as the best way to do business," said Robert Joe Lee, chief of interpreting services for the Judiciary. "These standards and the funding to implement them already have been in place in most vicinages for years."

Building on "best practice"

Interpreting standards have been a part of the Hunterdon/Somerset/Warren Vicinage (to cite one of many examples) for the past decade.

"We've been working toward this in our vicinage for years," said Angela

Pardo, vicinage general operations manager. "The standards basically formalize this practice." The vicinage relies on freelance interpreters on a daily basis, mostly in Somerset County.

"This comes at a very critical time," noted Juana Serra-Sens, a supervisor of interpreters in the Hudson Vicinage. One of New Jersey's most diverse counties, Hudson had nearly 1,500 interpreting "events" in March of this year, with Spanish, Arabic and Vietnamese leading the list of languages most in need of interpreting. "We are seeing more cases in court involving litigants who speak languages other than English and Spanish," she said.

As the standards point out, New Jersey is one of the most linguistically diverse states in the nation. Approximately one in four residents over the

age of five speaks a language other than English at home. Nearly 750,000 residents are either deaf or hard of hearing.

"Before the development of standards, we sometimes had uniformed sheriffs' officers interpreting," recalled Lauren Egbert, supervisor of interpreters with the Essex Vicinage. "Now everyone knows that we must use professional interpreting services." Like Hudson, Essex has a diverse population which speaks many languages. Recently, she noted, there was a case that called for an interpreter of Mixteco, an Indian language that originated in Mexico.

"It used to be that anyone who was bilingual would be called in to help when interpreting was needed," said Pardo. "This resulted in all sorts

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You say that you were eating an orange?

The complexities of court interpreting are evident in the following example from the consecutive portion of Judiciary's Spanish interpreting examination.

Seven test takers were interpreting a simulated court scene from English into Spanish. Called consecutive interpreting, this mode typically is used when a witness is testifying or a defendant or other party is answering questions from a judge.

In this example, the question was asked in English, the test taker then interpreted the question into Spanish, the party or witness answered in Spanish, then the test taker interpreted the answer into English.

Here is one sentence that test takers were asked to interpret to Spanish:

"Now, Mrs. Peña, you indicated that you live in East Orange at 5681 Grand Street."

And here (translated back into English) is what they said that they heard:

1. You say that you live in East Orange.
2. I understand that you live in East Orange, on the street, at number 5681.
3. Emmmm, emmmmm, I live at 58 on, on, Hunt Street.
4. I can't. It's too long. I can't. It would have to be shorter.
5. I understand that you said that you lived in West Orange.
6. You've indicated that you live in East Orange at 57 Main Street. Is that true?
7. You say that you were eating an orange?

Needless to say, these would-be interpreters didn't make the grade.

...With Uniform Interpreting Standards

Continued from page 4

of complications and inconsistencies. Now we have gotten away from this practice. The adoption of standards is an acknowledgment of how important this area is.”

The process of developing statewide standards was based on the study of research, the identification of issues and the development of individual solutions.

“We did a pretty novel thing,” Lee reflected. “We took the vast amount of research provided by the Supreme Court’s task force in the early ‘80s and attempted to identify the impediments that would get in the way of developing a good product for people who don’t speak English.

“We asked, ‘What would a comprehensive set of standards look like that would resolve all those problems?’” he continued. “Then we

took a systems approach to identifying solutions.”

Footprints on the world

According to Lee, New Jersey’s pioneering standards are widely recognized and emulated throughout the nation. For example, a judge in Massachusetts wrote a law review article citing an earlier draft of New Jersey’s standards as a role model. And the National Center for State Courts included a chapter patterned after New Jersey’s evolving standards in its book, *Court Interpretation: Model Guides for Policy and Practice in the State Courts* (1995).

“You’ll see New Jersey’s footprints on the world because of these initiatives,” Lee said about the standards. “We’re now attracting international interest as well.”

Lee was invited to be one of several keynote speakers at a major

Department of Justice conference in September. He was also invited to speak as the guest of the University of Kuala Lumpur, Malaysia, this December.

“I can’t tell you what a difference it makes managing this business with the standards,” said Egbert, the Essex interpreting supervisor. “A judge will now say as a matter of course, ‘Oh, yes, we’ll need a team of interpreters for this,’ without any reservation. It’s been a very salutary process all the way through.”

Pardo agrees. “The standards have been good for everyone,” she noted. “It means greater access for litigants. For interpreters, it means the recognition of their professionalism.”

From their genesis in a Supreme Court task force in the early 1980s to their gradual implementation as best practices and codification in 2004, the standards have become an important tool in providing access to the courts throughout the state.

“The standards are the result of the hard work of many justices, judges and staff over the years,” noted Patricia Shukis Fraser, assistant director of trial court services, which includes the administration of interpreting services. “And while it ‘takes a village,’ Robert Joe in particular deserves to be singled out as a guiding light. We can’t say enough about his vigilance and passion for fairness in helping make the standards the national model they are today.”

While the standards are now policy, the work of fine-tuning and improving goes on. This spring, New Jersey’s courts provided formal feedback to the standards in the hope of continuously improving interpreting services.

“These standards work,” affirmed Serra-Sens, the Hudson interpreting supervisor. “We are proud to have them and to be able to serve everyone.”

—Linda Brown Holt

Judiciary Times Wins Gold Astra Award For Excellence in Newsletter Writing



Judiciary Times was awarded the Gold Astra Award in March by the New Jersey Communications, Advertising and Marketing Association (NJ CAMA) this spring. The award was in recognition of excellence in writing for a newsletter.

The Judiciary’s entry, “Judiciary Times: Putting a Human Face on Justice,” won the top writing honor in tough competition with New Jersey’s premier advertising and marketing agencies. The Judiciary was the only branch of government to enter the contest.

Winnie Comfort, director of communications, and Linda Brown Holt, editor of *Judiciary Times*, attended the NJ CAMA awards ceremony March 26 in Jamesburg to receive the award, the highest in its category.

The award-winning articles, all written by Holt in 2003, included interviews with new trial court administrators, an article explaining the e-writ system and features on the visitation process.

NJ CAMA is a statewide non-profit organization founded in 1986 to serve the business needs and interests of its members and to uphold the highest standards of integrity and performance within the industry and related fields.

According to its Web site, njcama.org, the organization represents large, midsize and small companies, and individual business owners representing all communications segments including marketing, advertising, public relations, media, photography, printing, sales promotion and technology throughout New Jersey.

Mercer Vicinage Takes Positive Approach To Move “Full Steam Ahead” with Strategic Planning

by Janet VanFossen and Donna Mazzanti, Mercer Vicinage

The Mercer Vicinage held its fourth annual Strategic Planning Conference at the Mercer County Community College Conference Center recently. Mercer’s management team was invited to move “full steam ahead,” a term taken from the Ken Blanchard and Jesse Stoner book by that name.

In her welcome, Assignment Judge Linda Feinberg related the planning process to a personal mountain climbing experience. This experience required advance planning and the setting of goals of where her team wanted to be at the end of each day of the climb. Members of the team had to trust and care for each other in order to make this venture a success. These qualities of trust, caring and teamwork can be easily carried over to our day-to-day activities in Mercer County, she said.

In opening remarks, Judge Richard J. Williams, administrative director of the courts, spoke about the importance of diverse parts working together as a group to achieve a common goal. This concept, called systems thinking, places an emphasis on the way we see the world. A system is a set of parts or components that make up the organizational whole.

“Systems thinking involves wholeness, unity and totality,” said Judge Williams. He cautioned that in times of change, we must involve all of the parts in the planning process or the ultimate outcome will be affected. He used an example of Mercer’s fit into the entire statewide Judiciary, whereby we see the vicinage as part of the whole Judiciary with the vicinage’s component parts being secondary.

Jude Del Preore, Mercer’s trial court administrator, asked participants to remember their high school physics course. In physics, energy is defined simply as the capacity to do work. Energy is the most precious resource. It is how things get done.

In their book, *The Power of Full Engagement*, Jim Loehr and Tony Schwartz state that much of corporate America is suffering from an energy crisis. The book urges workers to strive for full engagement. This means to be fully alive, to fire on all cylinders, to be totally focused in the service of the company’s intended mission. Great leaders are first and foremost the stewards of organizational energy, the book states. Each person in the organization is a cell of potential energy. Leaders inspire or demoralize others by how they manage their own energy and how they effectively mobilize, focus and renew the energy of those they lead in the service of the organizational mission.

Keynote speaker, Don Blohowiak, a former executive and author of several management books, spoke about

how we can turn high energy into great performance. In order to move our vision statement and goals ahead we must take time to re-charge our engines and create energy in the workplace.

“Great managers help all employees become more of who they already are,” he said. “Energy is contagious and we all leave invisible fingerprints” on our workplace.

Following these inspirational words, Mercer’s management team broke into divisional work groups and proceeded to set this year’s action plan. By working together, we will be able to set goals that will energize, refresh and renew the organization. By being positive and working collaboratively in partnerships, Mercer will be able to pick up momentum and move full steam ahead!



Focus on Strategic Planning—Participating in a panel at the Mercer Vicinage’s strategic planning conference are (left to right): Judge Richard J. Williams, administrative director of the courts; Assignment Judge Linda Feinberg; Jude Del Preore, the vicinage trial court administrator; and Don Blohowiak, keynote speaker.



Pickle Prize Winners—Colleen Kain and DeLois McEady, both of the Camden Vicinage, display certificates they received from the Civil Division for excellent customer service. See pages 2 and 24 for more information about the presentation.

Marsi Perkins Puts Customers First As New Monmouth Trial Court Administrator

A former Essex Vicinage finance division manager with nearly 15 years experience in the Judiciary, Marsi Perkins has joined the ranks of senior administrative leadership as the new trial court administrator (TCA) with the Monmouth Vicinage. She succeeds William Carpenter who retired last year.

"I'm so excited to be here," Perkins told *Judiciary Times* recently. "The managers in Monmouth are fantastic. We've already started a customer service initiative, and customer service is 'my baby.'"

Perkins' journey to the position of trial court administrator of Monmouth is a classic study in determination, talent and intelligence, networking and a plan for success.

"Collins Ijoma was my mentor when I was at Essex," reflected Perkins in her brightly lit office in the Monmouth Courthouse. "I learned so much from Assignment Judge Joseph A. Falcone and Collins. They saw that I attended judges' meetings, staff meetings in other divisions, studied case management and learned the fine points of leadership. I certainly didn't do it by myself."

The preparation paid off for the Montclair resident. Perkins was appointed effective Feb. 23, 2004.

In her new role, Perkins appreciates the guidance and direction provided by Monmouth Assignment Judge Lawrence Lawson. "Judge Lawson told me to make sure we're getting out and getting to the people who use our courts," said Perkins. Key issues for the new TCA have included backlog reduction, strategic planning and space issues.

However, Perkins' journey to the top started long before she began working for the Judiciary in 1991. In fact, it could be said that she got her first lessons in leadership from her father.

"When I was a child, we lived in Connecticut where my dad was executive director of an institution for individuals with developmental disabilities," Perkins reflected. Wesley Perkins invited his daughter to accompany him to work where she played with and learned to respect disabled children.

"We moved to Willingboro when I was in seventh grade. My mother, Joyce, died when I was eight," Perkins said. "She was a teacher, dedicated to helping others."

The young child found herself assuming a quasi-maternal role with her two younger siblings. In adulthood, one brother sent her a note saying, "Thanks so much for being there, 'Mom'!" At the same time, her father continued to encourage her interest in his work and in her studies.

The Perkins home was filled with people and music, which remains one of Perkins' passions. "We were an exchange-student family and hosted young people from Africa and other parts of the world. I also had a pen pal in Sweden," she recalled.

The musical legacy she grew up with included jazz, the European classics, even the avant garde. "I remember having dinner with my dad, stepmother and brothers one night, and there was whale music in the background!" she said with a laugh. "You haven't lived until you've had dinner to the singing of whales!"

Despite the many administrative responsibilities her father had, he "always had a human side,"

she said. "In his work with a hospital near Philadelphia, he was responsible for ensuring that the civil rights of patients were not betrayed. I was impressed by his passion."

Perkins went on to receive a B.A. in Business Administration from Upsala College in East Orange. She holds an insurance license and completed continuing education courses with Rutgers University's Certified Municipal Finance Officer Program. She is enrolled in the professional certification program in court management with the National Center for State Courts Institute for Court Management.

After a few years working as an assistant trader, Perkins joined the Essex Vicinage where she could express her personal commitment to justice and fairness.

Perkins is well-traveled and has spent many weeks in Italy, where she developed an enthusiasm for collecting fine fountain pens. She enjoys visiting zoos with husband Timothy Wise and their son Timothy, spending time with friends, and chairing the Home Helpers Committee at her son's school.

Perkins' dedication to service, court customers and leadership are aptly expressed by her former supervisor:



Marsi Perkins, Trial Court Administrator

Five Superior Court Judges to Join Appellate Division

by Tamara Kendig
Communications Specialist
Administrative Office of the Courts

Five Superior Court judges will be elevated to the Appellate Division effective Aug. 1, New Jersey Chief Justice Deborah T. Poritz announced recently. The new appellate judges are:

Judge Joseph A. Falcone,

Essex Vicinage assignment judge, was first appointed to the bench in 1986 by Gov. Thomas H. Kean. Judge Falcone has served as the presiding judge in the Criminal Divisions of both the Essex and Passaic Vicinages. He was made assignment judge of the Passaic Vicinage in 1996 and took over as assignment judge in the Essex Vicinage in 1999. Before his appointment to the bench, Judge Falcone worked in the Passaic County prosecutor's office and served for six years as the Passaic County prosecutor. Prior to that he worked in private practice. He began his law career as law secretary to Appellate Division Judge Mark A. Sullivan, who later became a justice on the New Jersey Supreme Court. Judge Falcone has a B.A. from Rutgers University, New Brunswick and a J.D. from Rutgers University School of Law, Camden. He resides in Wayne with his wife Beverly and his daughter Larissa.

Judge Jane Grall currently serves as the presiding judge of the Family Division in the Mercer Vicinage. Appointed to the bench in 1997 by Gov. Christine Todd Whitman, she has served in both the Civil and Family Divisions of Superior Court. Prior to her appointment, Judge Grall was the assistant attorney general in charge of legislative affairs and, before that, legal affairs. Judge Grall holds a B.A. from Trinity College in Washington, D.C. and a J.D. from Rutgers University School of Law, Camden. After law school she served as a law clerk to Appellate Division Judge Robert A. Matthews. She and

her husband, Edward Neafsy, live in Avon-by-the-Sea.

Judge Ronald B. Graves

currently sits in the Civil Division in the Morris/Sussex Vicinage, a position he has held since 1998. Previously he served in the Family and Criminal Divisions of the Morris/Sussex Vicinage. He was first appointed by Gov. Thomas H. Kean in 1983. After working in the Sussex County prosecutor's office, Judge Graves worked in private practice until his judicial appointment. He holds a B.A. from Rutgers University, New Brunswick and a J.D. from Rutgers University School of Law, Newark. After law school he clerked for Judge James M. Barry. A Newton resident, he and his wife, Virginia, have three children: John, a senior at the University of Delaware; Katie, a sophomore at the University of Scranton; and Meghan, who will be attending Johnson and Wales University in the fall.

Judge John S. Holston Jr.,

who currently sits in the Family Division in the Cumberland/Gloucester/Salem Vicinage, has been on the bench since his 1984 appoint-

ment by Gov. Thomas H. Kean. He also has served in the Criminal and Civil Divisions in that vicinage. Prior to his judgeship, he was a partner with the law firm of Holston, Holston and MacDonald as well as a municipal judge for Woodbury, Swedesboro, and Woolwich. He holds a B.A. from Dickinson College in Carlisle, Pennsylvania and a J.D. from Rutgers University School of Law, Camden. He served as a law clerk to Judge William Kramer and Judge John J. Kitchen. He and his wife, Nancy, reside in Woodbury. They have two daughters: Heidi, who works for the American Red Cross, and Kari, who teaches fourth grade in Florence. Their son, John III (Chip), will graduate from Dickinson College this spring.

Judge Joseph L. Yannotti

has served in the Civil Division of the Bergen Vicinage since he was appointed by Gov. Christine Todd Whitman in 1999. At the time of his appointment he was serving as a deputy director of the Division of Law in the Department of Law and

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Community Outreach—Probation Division programs in the Union Vicinage have significant input from the community. Members of the Community Service Unit shown are (left to right): Patricia Krahling and Diane Henderson, probation investigators; Barbara Rosol, community service supervisor; and Derrick Butler, probation investigator.

New Jersey Courts Develop Plans for Pilot Program for Complex Commercial Cases

by Tamara Kendig
Communications Specialist
Administrative Office of the Courts

Procedures for participating in the Judiciary's pilot program for resolving complex commercial cases were

announced recently by Judge Richard J. Williams, administrative director of the courts.

The program, which was introduced by Chief Justice Deborah T. Poritz in her State of the Judiciary address at the New Jersey State Bar

Association annual meeting (see pages 16 and 17), will begin accepting new cases on Sept. 7.

Complex commercial cases filed in the Burlington, Hudson, Mercer and Ocean Vicinages will be eligible for the program. After a case is filed, a notice will be sent to the parties advising them that they may request that the case be assigned to the Complex Commercial Case Pilot Program and transferred to a general equity judge for individualized case management.

In order to join the program, several requirements must be met: Parties must request to join the program and agree to waive a jury trial. In addition, they must commit to an expedited discovery process and aggressive use of complementary dispute resolution techniques with a goal of resolving the case within twelve months.

Each complex commercial case opting into the pilot will be overseen from beginning to end by a single general equity judge. The judges, who already have extensive experience with commercial cases, will receive enhanced training for their new responsibilities.

The parties in these cases will benefit from their focused expertise and from their continual involvement as these cases move toward resolution.

"This pilot will improve the quality of justice we offer to the parties in complex commercial cases," said Judge Williams. "The expertise of general equity judges in business cases, combined with additional training and support, will speed the resolution of these cases while ensuring that each case receives the individual attention it requires."

Currently, about 300 complex commercial cases are filed each year in New Jersey.

In Memoriam

Joseph D. Barba, Longtime Judiciary Administrator

The Judiciary mourns the loss of Joseph D. Barba, 56, of Freehold Township. Mr. Barba passed away April 26 after a brief illness. He retired as assistant trial court administrator for the Monmouth Vicinage in 2002.

He began his career with the courts in 1968 and was a tireless innovator and administrator. He chaired the Conference of ATCAs and served on many other committees. He received a B.A. from St. Peter's College, M.A. from Jersey City State College and a law degree from Seton Hall University.

His many interests included Eastern cultures and long-distance running.

He is survived by his wife, Jilltrude Angelini Barba; a daughter, Johanna Barba Jones; a sister, JoAnn Davis; and many devoted friends, co-workers and relatives.



Honored for service—The Union Vicinage Assignment Judge Walter R. Barisonek presents a certificate of recognition to Tony Mancine from the Cranford Extended Health Facility. In the background are Victoria Moreno, assistant chief probation officer, and Fred Bostel, chief probation officer.

Training By Regions: More Resources To Help Staff Better Serve Customers

by Frank Carr, Kathleen Obringer, Ami Bagby and Audrey Rigsbee-Alston, Volunteer Training Coordinators, Region 4

(Editor's note: The Judiciary offers consistent, high-quality training programs throughout the state. The following is a report on one training region's experience as it provides learning opportunities to Judiciary staff.)

After several years of planning and discussion, a regional approach to offering training began in the year 2000. Previously, each vicinage was on its own when providing training.

Under the regional approach, several vicinages in the same geographical area develop training plans for their staff.

This approach allows trainers from other vicinages around the state and especially neighboring vicinages to provide more training resources than individual vicinage training coordinators (VTCs) could offer on their own.

The following vicinages make up training regions:

Region 1—Bergen, Essex, Hudson and Passaic;

Region 2—Morris/ Sussex, Somerset/Hunterdon/Warren, Union and Middlesex;

Region 3—The Administrative Office of the Courts, Mercer, Monmouth and Ocean;

Region 4—Atlantic/Cape May, Burlington, Camden and Cumberland/Gloucester/Salem.

The Judiciary's Organizational Development and Training (ODT) Unit provides support, training, expertise and internal consulting services in support of each of the regions. Region 4 has a partner in Gina Barry from ODT, who helps provide planning, training and interventions and is an outstanding support to this region's efforts.

Here's a look at how one region approaches collaboration to provide more training opportunities for all the region's staff.

Region 4's VTCs (the authors of this article) meet regularly to discuss what courses should be offered and where. Some courses are offered based on demand, need identified in training surveys or other assessment, requests or as a result of issues that may arise in a vicinage.

Kathleen Obringer offers a course in her vicinage, Atlantic/Cape May, brings that class to other vicinages and provides the training. A positive learning experience often results when the person who develops the training is the facilitator for a class. It's also good for staff to be exposed to trainers other than their VTC.

A Week of Training Provides Many Opportunities in Union Vicinage

by Richard L. Samsel, Ph.D., Union Vicinage Training Coordinator

When it comes to training, *carpe diem* (seize the day) should be our watchword.

I had scheduled a cluster of trainings the week of March 15 at Union County College because the students would be on spring break.

Significantly, the commodious but heavily booked basement auditorium at the Elizabeth campus—a scant block away from the courthouse complex—would be completely available for the entire week.

I selected the county college site because I believe that everyone who works for government has a fiduciary responsibility to use public resources with economy and efficiency. In training, this often means identifying high-quality places to train at little or no cost.

In the Union Vicinage, we are fortunate to have several excellent facilities. Dr. Thomas H. Brown, the president of Union County College, and his staff have been extraordinarily accommodating to us at both their Cranford and Elizabeth campuses.

We also have access to the fourth floor conference center at the Elizabeth Public Library just across the street from the courthouse complex as well as the freeholders' meeting room in the Administration Building. These facilities are available free of charge.

These positive partnerships with city and county government certainly help to make life a lot easier and supplement our own training room and computer lab.

But let's get back to the week of March 15. At the last minute, Monday's program on advanced diversity needed to be rescheduled to June, so the first program began the following day.

On Tuesday, March 16, Steve Yang, the Judiciary's statewide health and safety officer, presented his highly informative Health and Safety Orientation Training twice in the basement auditorium at Union County College/Elizabeth.

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Making a difference with training

Institute for Court Management Program Helps Judiciary Staff “Make a Difference”

by Gina Barry
 Training Coordinator
 Organizational Development and Training

The highest level of court management training in the country is now available to mid-level managers thanks to a successful partnership between the N.J. Judiciary and the National Center for State Courts.

The first course in the Court Management Program of the Center’s Institute of Court Management (ICM) was offered this spring. Some 70 Judiciary employees took the course, “Court Performance Standards,” over a three-day period in May in Mt. Laurel.

The program creatively integrates the National Association for Court Management’s 10 core competencies (see chart above right) and includes the purposes and responsibilities of the courts.

Over the period of 22 months or three fiscal years, mid-level court managers have the opportunity to increase their knowledge, skills and abilities to better achieve division, vicinage and Judiciary goals.

The program was held once before in New Jersey, attracting participants mostly from the northern vicinages. In June 2002, 33 graduates celebrated at the program’s commencement ceremonies. Several individuals in this group have since

received promotions and many still comment on the positive impact ICM has had on their careers and leadership acumen.

The curriculum includes six foundational courses held for a period of two-and-a-half to three days each. In addition to Court Performance Standards the other class titles

include: Case-flow Management, Managing Human Resources, Technology Management, Managing Financial Resources, and Research and Evaluation Methods.

Finally, a five-day concluding seminar will focus on practical knowledge around court issues, management and leadership. Team building and group interaction are encouraged throughout the program as are networking opportunities.



Source: NACM Web site
<http://www.nacmnet.org/>

This new round of training was coordinated by the Administrative Office of the Courts through the Organizational Development and Training Unit and the southern region composed of the Atlantic/Cape May Burlington, Camden and Cumberland/Gloucester/Salem vicinages.

Trial court administrators were asked to nominate individuals who demonstrated a desire to improve their on-the-job efficiency and continue their professional development. Participants represent 12 of our 15 vicinages and also include the AOC.

Five Judges Join Appellate

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Public Safety. Has also has held the position of assistant attorney general in charge of appeals; section chief overseeing the banking, insurance and public securities section; and deputy attorney general within the division. He earned a B.A. from Syracuse University and a J.D. from Syracuse University College of Law.

The Appellate Division of Superior Court is New Jersey’s intermediate Appellate Court.

Law Day Celebrates “Brown v. Board” Legacy

Editor’s note: Instituted by the American Bar Association (ABA) 46 years ago, Law Day (May 1) is observed each year throughout New Jersey by the Judiciary in partnership with county bar associations. A special day set aside to focus on the American heritage of liberty under law, Law Day was officially designated by a joint resolution of Congress in 1961. The event has grown over the years, with many counties hosting activities throughout the month of May. This year’s theme was “To Win Equality by Law: Brown v. Board at 50.” Agendas from several vicinage programs are listed on the InfoNet. The following are but a few of the many high points of this year’s observances:

Bergen—Law Day was extended to *Law Month* in Bergen, with tours and presentations for students throughout May. The Bergen Vicinage Minority Concerns Committee hosted students from several county schools for formal Law Day activities, including the announcement of student contest award winners.

Arjun Nair, a student at Bergenfield High School, took first-place honors with his essay, “How Brown vs. Board of Education Improved Education in America.” Sam Aronson, a student from Tenafly Middle School, won first place in the poster contest with his entry, “Equality in Education.”

After remarks by Assignment Judge Sybil R. Moses, Betty Williams, chair of the Minority Concerns Committee, and Margaret Mc Laughlin, vice chair, welcomed students to the day’s events. Following a video presentation by Chief Justice Deborah T. Poritz, the vicinage training coordinator, Nola Steele, provided an introduction to the vicinage.

Students talked with judges and had the opportunity to ask questions and tour the courthouse.

Later in the day, students were treated to an Honor Guard presentation and the singing of the National Anthem by Judge Donald R. Venezia, Criminal Division. At the end of the ceremony, Judge Moses presided over the swearing in of new citizens.

Burlington—The highlight of Burlington County Law Week 2004 was the annual Law Day Student Forum. This year’s theme was “Reflections on *Brown v. Board* – Its Impact on American Society.” The goal of the forum was to help young people understand what segregation was like at the time of *Brown v. Board*. Speakers included Judge Marie White Bell, the first African-American woman judge on the Burlington County bench; Wayne C. Glasker, director of African-American Studies at Rutgers-Camden; and Yolande Marlow from the Minority Concerns Unit.

Other programs during the week included “Be a Juror for a Day” in which students go through the entire jury selection process; a Project PRIDE presentation in which offenders told young people real-life stories about the dangers of substance abuse; and the Law Day Information Fair held at the Burlington Center Mall.

Assignment Judge John A. Sweeney awarded certificates to the winners of the student art and essay contests in the presence of their proud families, teachers and invited guests. The Burlington County Law Week Organizing

Committee awarded a surprised Judge Sweeney with a certificate of appreciation for his continuing support of Law Week and law-related education.

Charles B. Castillo, EEO/AA officer, spoke to students at a program commemorating the 50th anniversary of *Brown v. Board* at Willingboro High School. The Burlington Vicinage, the Burlington County Bar Association and the Office of the County Superintendent of Schools cosponsored Burlington County Law Week 2004 with the help of funding from the New Jersey State Bar Foundation.

Essex—The vicinage observed Law Day May 4 through 7. Essex Vicinage Superior Court judges and Newark Municipal Court judges, law clerks and attorneys participated in mock trials at several schools. Themes in the two mock-trial cases related to segregation, fair and equal access to education, and equality.

A panel of speakers explored *Brown v. Board* during an awards ceremony and community outreach program held in Essex County College. Panel participants were: Judge F. Michael Giles, Criminal Division; Yolande Marlow from the Minority Concerns Unit of the Judiciary; and Lenore Imhof, an attorney and coordinator of the Law Related Education Programs of Bloomfield Senior High School and Lewis Steel, a veteran civil rights lawyer from New York City.

The program also featured vignettes performed by the New Jersey Orators including a dialogue between Ruby Bridges, the young girl who desegregated her New Orleans school in 1960, and Justice Thurgood Marshall, played by Judge Giles.

Other vignettes included the portrayal of Dr. Mamie Clark by Community Relations Liaison Camille Marlow. Clark was credited with providing groundbreaking research on the adverse impact of segregation on African-American students. The program also included a vignette focusing on a 1950s’ student and the effects of the desegregation movement on him and his family. Joining this dramatization was Law Day essay contest winner Dana Carr, an eighth-grade student from Maple Avenue School.

Essex County’s Law Day activities were sponsored by the Superior Court of New Jersey - Essex Vicinage, the Essex County Bar Association, New Jersey Bar Foundation/IOLTA (Interest on Lawyer Trust Accounts), Essex County Prosecutor’s Office, Essex County Public Defender’s Office, U.S. Attorney’s Office and the Essex County Sheriff’s Office.

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Law Day Celebrates “Brown v. Board” Legacy

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Hudson—State Attorney General Peter C. Harvey participated in a public forum titled, “To Win Equality by Law: The Courts As Catalyst for Social Change – Brown v. Board at 50.”

Spanning several days, the program was renamed “Law Week” by its hosts, the Hudson Vicinage Advisory Committee on Minority Concerns, New Jersey City University and the Hudson County Bar Association.

Other speakers included: Professor Robert E. Perry, director of Public Policy, African American Studies and Office of Minority Affairs at St. Peter’s College; Manuel del Valle, civil rights

and Jersey City Superintendent Dr. Charles T. Epps Jr.

Law Week also featured a program on careers in the New Jersey Court System, designed to give high school students insight into careers in the New Jersey Judiciary. On Elder Law Day, the Jersey City Public Library co-sponsored a legal information seminar for senior citizens.

Mercer—The Mercer County Bar Association, the Mercer Vicinage Superior Court and the Advisory Committee on Minority Concerns joined efforts to observe Law Day.

Sixth-grade students from Mercer County schools participated in the Law Day essay contest. First-grade students participated in an art contest.

expungement process, municipal court appeals, online ticket payment, court interpreting, use of the Judiciary Web page, and others.

A Law Day luncheon was held May 5 in the Trenton Marriott at Lafayette Yard. This event included music by the Trenton Central High School Inspirational Choir and the presentation of awards. Guests include Chief Justice Deborah T. Poritz and guest speaker, former U.S. Attorney General Nicholas deB. Katzenbach.

The Law Day 2004 Mercer County High School program was held at the New Jersey State Interscholastic Athletic Association in Robbinsville. The program included excerpts from Dr. Martin Luther King’s speeches *I Have A Dream* and *I Have Been To The Mountain Top*.

Middlesex—Associate Justice Barry Albin of the New Jersey Supreme Court was a featured speaker at the vicinage’s Law Day program in the New Jersey Law Center.

The program opened with a video message by Chief Justice Deborah T. Poritz. Gregory Edwards, trial court administrator, introduced Assignment Judge Robert Longhi.

Della Crews, News 12 anchor, acted as emcee for the program.

Middlesex County students who won the creative expression contest on the theme, “What Equality Means Today - 50 Years after the Brown Decision,” received awards during the ceremony.

Dr. Sol B. and Sandra B. Heckelman, community members of the Advisory Committee on Minority Concerns, introduced the guest speaker, Dr. Lenworth Gunther, historian, author and educator.

Breakout sessions focused on several themes relating to Brown v. Board: educational implications, the pre-Brown experience, minority accomplishments and a mock trial.



Monmouth Assignment Judge Lawrence Lawson with Law Day award winners

attorney and deputy general counsel at AmeriChoice Corporation; Dr. Anne T. Sulton, civil rights attorney and associate professor of criminal justice at New Jersey City University. Walter L. Fields, Jr., CEO of Fields Communication, served as the moderator.

Other events and activities included an awards ceremony, honoring winners of the annual countywide mock trial competition, essay contest and poster contest.

Speakers included Hudson Vicinage Assignment Judge Arthur N. D’Italia, New Jersey State Bar Association President Karol Corbin Walker

The topic presented to the students was, “To Win Equality By Law: Brown v. Board of Education at 50.”

The first week of May was designated Juror Appreciation Week. Jurors were treated to a special program including a Law Day video presentation by Chief Justice Deborah T. Poritz and many expressions of appreciation to jurors.

Law Fest took place in the Mercer County Civil Courthouse. Each division offered information to the public on topics such as landlord/tenant, money judgments, parent education programs, child support,

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Training By Regions: More Resources

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Another example of how we can help each other comes from Audrey Rigsbee-Alston and the Camden Vicinage staff, who provided computer training and use of their computer lab for Burlington staff who needed software support.

VTCs also meet to organize the regional presentations of new employee orientation, the Nova Five-day Safety Training and other programs that are best offered regionally.

When certain programs have a major amount of work associated with them, we often divide or rotate tasks and responsibilities, such as printing, food, registrations and confirmations, calendar coordination and representation on committees.

More suggestions and ideas

Region 4's VTCs also brainstorm possible ways to solve problems and make recommendations for dealing with specific situations. We can offer each other suggestions, techniques, ideas and programs to address issues. This process showcases the strengths each of us brings to the collaboration.

Kathy Obringer provides structure and planning to the group effort. Audrey Rigsbee-Alston provides expertise in probationary areas, leadership development and a variety of other courses, especially in the computer training arena.

Ami Bagby, Cumberland/Gloucester/Salem, shares programs on interpersonal development, along with possibly the largest course load and training area, and Frank Carr of Burlington brings a variety of experiential training expertise.

The Region 4 VTCs all enjoy working with one another, and complement each other's skills. All this results in better programs being offered.

In one final and unique aspect of Region 4's collaborative efforts, the trial court administrators, human resource managers and vicinage training coordinators gather to address training issues and strategic planning for the region.

Strategic planning and more

Results of this collaborative effort have included a strategic planning proposal for Institute for Court Management certification courses for managers for the southern part of the state, efforts to regionalize orientation and mandatory training for law clerks.

As Charles McCaffery, trial court administrator for Atlantic/Cape May says, "The regional training program developed by the coordinators in Atlantic/Cape May, Burlington, Camden and Cumberland/Gloucester/Salem counties could serve as a state-wide model for training and other mutual issues."

With the support of these key players, VTCs have been able to offer new and exciting training and continue

to develop new programs and local initiatives in an effort to provide staff with the best training opportunities and issue-related interventions possible.

A Week of Training

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He arrived notwithstanding the fact that he had to brave some very inclement weather on his trek through the state.

Because Wednesday, March 17, had been designated Diabetes Awareness Day in Union County, we scheduled a one-hour overview of the subject four times during the day. Elizabeth Domingo, Union's trial court administrator, is committed to offering wellness seminars as an expression of the Judiciary's concern for the employee as a total person.

Upcoming offerings will include a presentation by Trinitas Hospital on Caring for Your Aging Parents, a pension process primer provided by the Division of Pensions and Benefits and a safe driving workshop courtesy of the AAA.

On Thursday, March 18, I attended a Judiciary Education and Training Committee meeting in Trenton where I compared notes with training colleagues from throughout the state. The Judiciary's development and training staff are dedicated to providing the highest quality service at a reasonable cost by consolidating resources and sharing ideas.

On Friday the 19th, we scheduled the mandatory course, Sexual Harassment Prevention for Managers and Supervisors. This offering helps leaders recognize, address and prevent the occurrence of sexual harassment and conflict in general at the workplace.

Gurpreet Singh, the Judiciary's statewide affirmative action officer, and Gretchen King, the Union ombudsman and EEO/AA coordinator, served as co-trainers.

The week of March 15 was typical in terms of the number and variety of training events scheduled in the Union Vicinage. The scope of training offered during this week illustrates the vital role that training can and should play in promoting organizational growth and responding to the needs of individual employees. Our experience shows that quality training can be affordable while helping us accomplish our mission to make a difference in the lives of the people we serve.

New Employee Orientation Program Becomes a Statewide Standard

by Marilyn Bojum
Training Coordinator
Office of Organizational Development and Training



Marilyn Bojum

Earlier this year, the Judicial Council unanimously agreed to make new employee orientation a statewide standard, requiring new staff to attend the program within 45 calendar days of their employment.

This was done in recognition that a comprehensive orientation program gives new employees a better understanding of the Judiciary and their place in it. With this understanding, new employees gain a meaningful connection to the mission, values and purpose of the Judiciary and their own work.

A participant wrote on the program evaluation, “The program provided me with enough of an overview on the Judiciary to give me an understanding of how it works and its purpose. This is important to me as an employee as it helps me to understand my role in making the Judiciary work.”

Since the five-day new employee orientation program was piloted nearly three years ago, approximately 1,000 Judiciary employees from around the state have successfully completed it. The program was developed to help new employees transition into the culture, structure and environment of the Judiciary.

“The new employee orientation is the first full-fledged introduction that Judiciary employees have to the organization, its goals and mission. It also, most importantly, sets the tone in communicating the Judiciary’s expectations of its employees,” said Greg Edwards, trial court administrator from Middlesex Vicinage and the chair of the Administrative Council’s Education and Training Committee.

New employee orientation’s objectives are to:

- 1) validate a new employee’s decision to become an employee of the New Jersey Judiciary;
- 2) promote open communication;
- 3) provide information, support, and resources to new employees;
- 4) assimilate new employees into the organization and culture;
- 5) help employees get to know and learn from each other; and
- 6) recognize all individuals as vital contributors to the success of the Judiciary.

The five days are themed and build upon each other, culminating on the fifth day with the question, “How can you make a difference?”

New employee orientation is conducted regionally or may be limited to a vicinage if the hiring numbers dictate the necessity. The regional approach, when practical, has been quite successful as it allows for a sharing of resources and for participants from different areas of the Judiciary to come together and benefit from the program and each other’s varied experience and knowledge.

Trial court administrators, human resource managers and training coordinators from throughout the state have worked diligently to partner with one another to realize the statewide standard. The program’s continued success relies upon the willingness and commitment from subject matter experts from throughout the different areas of the Judiciary.

“Marilyn Bojum, who has been my key staff member in developing this program, and I are elated that this program has been declared a statewide standard,” said Steve Wilkins, Organizational Development and Training chief.

“This clearly demonstrates that the leadership of the Judiciary is committed to a proactive approach to educating and developing staff,” he continued. “Equipping new employees with comprehensive tools and knowledge of the organization helps them to better serve the public and each other.”

The new employee orientation program is routinely being examined and updated to include new information and reflect significant feedback that is given by each orientation class. A subcommittee of members of the Judiciary Education and Training Council will work with OD&T to fine-tune and encompass suggestions and recommendations for the program.



Scenes from new employee orientation earlier this year





The State Of The Judiciary 2004: What We Do Matters

The following is the Report on the State of the Judiciary delivered May 20, 2004, by Chief Justice Deborah T. Poritz to the New Jersey State Bar Association.

by Chief Justice Deborah T. Poritz
New Jersey Supreme Court

This is the third time that I have been invited to deliver a State of the Judiciary address at the New Jersey State Bar Association annual meeting in Atlantic City. I am pleased indeed that this report has become a yearly event as we together intended, and I am delighted to be here today. Unlike prior years, however, I am not going to give you an overview of what the Judiciary has accomplished in the past year. This year we do not have as much time together as in prior years and, therefore, I will focus instead on three important programs that the Judiciary has undertaken, describing what we have done so far and what we intend to do in the future.

But first I must tell you what those of you who come into regular contact with the courts already know: that the New Jersey Judiciary is in excellent shape. That I am able to say that we are doing well for the third year in a row is most gratifying. It is a tribute to the men and women who run the courts, and to the members of the bar who have contributed to our efforts to improve the courts. I can only applaud your dedication and your hard work.

Nonetheless, as I have said before, we must continue the process of self-examination and self-improvement if we are to continue to excel.

In that regard, we are focusing on the family division, a most critical component of our state Judiciary. More specifically, in respect of the child placement system nothing we do is more important than our efforts to ensure that children are protected and nurtured. No group is more vulnerable, and no group is more important. What we do for our children is a measure of our worth as a society.

I do not have to tell you about the problems of the state's beleaguered child placement system. It has been asked for too many years to take care of too many children with too few resources. But when dealing with the welfare of children, there simply are no excuses. We are committed to doing everything we can do to make our part of the system the best that it can be.

Every placement of a child at risk in this state—more than 13,000 children last year—is reviewed by a judge and/or a child placement review board. Until a child is reunited with his or her family, adopted, or reaches majority, the plan for that child's care must be reviewed every year. Carrying out that task is difficult and time-consuming. Yet,

our responsibility to those children requires that we find the time and the resources to accomplish those reviews.

Thanks to the commitment of our judges and staff, we have dramatically reduced the number of child placement cases in backlog. As of March of this year, only 36 child placement review cases were out of compliance with our time goals. When you consider that Essex County alone had more than 600 cases out of compliance at the end of last year, and had only five last month, you will understand just how far we have come. At present, 12 of our counties do not have a single case in backlog and five have a backlog of three cases or fewer. We will not be satisfied until *no* case is in backlog anywhere in New Jersey.

I am extraordinarily proud of the judges and staff in all of our family divisions who have done so much for the children who need so much.

The second program I want to discuss has received some publicity in the news media so many of you know already about what we are doing. I am talking about drug courts.

No other state has as high a proportion of people in prison for drug-related offenses as New Jersey. Nationally, about one-fifth of those sentenced to prison are sentenced because of drug-related offenses. In New Jersey, that percentage is greater than one-in-three (36 percent).

In cold, hard dollars, it has been estimated that New Jersey spends 266 million dollars a year to incarcerate those people, more than 16 other states spend on their entire corrections systems.

We at the Judiciary know that drug courts work. In neighboring New York, two minimum-security prisons and a work-release facility are being closed because rehabilitation programs for drug-offenders have been successful. But we do not have to go beyond the borders of our own state to understand that we should have drug courts here in every county.

Drug courts, for those of you who have not followed this story, or who have not directly participated in their development, are about close supervision and intensive treatment for offenders, accompanied by the

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The State Of The Judiciary 2004: What We Do Matters



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direct involvement of a judge who oversees each offender's progress. About 3,500 persons have participated in the program since the first drug court opened in 1996, and today, we have drug courts in 13 counties.

Here is what we know from our experiences over the last eight years:

- That a greater number of participants stay in our program than in other states' programs (based on the national average);

- That more than 40 babies were born drug-free *because* their mothers stopped using drugs *because* of our program;

- That almost all of our graduates leave the program with jobs;

- That there is considerably less recidivism among graduates of drug courts than among the prison population generally;

- That drug courts give the system a cost-efficient way to offer a viable alternative to incarceration for those least likely to pose a risk to society; and

- That drug courts are a means to address racial disparity in the prison population. Today, 69 percent of our drug court participants are minorities, men and women who, for the first time, have been offered a choice other than incarceration.

We must continue this effort.

Yet, there are eight counties—Atlantic, Burlington, Cape May, Hudson, Hunterdon, Middlesex, Somerset, and Warren—that do not have drug courts. We can have courts in those counties up-and-running within 30 days if we get the necessary funding from the legislature.

I am delighted to be able to tell you that Governor McGreevey has proposed a 2.2 million-dollar additional appropriation for new drug courts. That money will fund courts in the last eight counties by mid-April 2005. We are hoping that the legislature will increase that amount so that we can open earlier. Every month costs \$800,000, but every month added means fewer offenders cycling through the prison system and safer communities sooner.

Finally, there is one other project you should know about. For years, attorneys handling commercial litigation have asked for a court specializing in complex

commercial cases. We were able to launch a pilot focusing on such cases in Bergen and Essex some years ago that has been well received. Although we have only about 300 of these types of cases a year statewide, we continue to hear that attorneys would like to see an expansion of specialized case handling in this area. We are responding to those requests.

By September, we anticipate implementing in four vicinages a second pilot based on a model that is somewhat different from the Bergen/Essex pilot. Under this proposal, a general equity judge will preside over complex commercial cases that ordinarily would have been sent to the civil division. What that means is that one judge will be handling all eligible Track IV commercial cases from beginning to end.

Complex commercial cases will be eligible for the pilot when all of the parties:

1. Request, within 30 days of joinder, management by a general equity judge;
2. Submit a waiver of jury trial;
3. Agree to use complementary dispute resolution techniques; and
4. Agree to expedited discovery, with the goal of ultimate resolution of the case within one year.

In return, the parties will get the consistency that comes from a team of court professionals managing the case from start to finish. Over a two- or three-year period, the Judiciary and the bar should be able to evaluate whether that consistency leads to more efficient and more effective case management.

I will close with a few general observations. There is always more to do. Our mission sounds simple — we are charged with the fair and timely resolution of disputes, a task I hope we carry out with humility and a sense of the enormous responsibility entrusted to us. In this undertaking, we have a special relationship with the bar for it is largely through your efforts, and the efforts of Judiciary staff, that we are able to carry out our mission. I thank you for that support.

Recently, on Law Day, I listened to employees from the Administrative Office of the Courts talk about their jobs. To a person, they were dedicated and proud. Whether from the drug courts or from employee training, the person who spoke conveyed the satisfaction that comes when we believe that the work we do matters.

What we do matters.

Management Leadership Development Program: First Step in a Lifelong Learning Process

by Edwardo Ruiz
Judiciary Coordinator II
Organizational Development and
Training

The Management Leadership Development Program is making a difference in preparing new managers to lead and support their staff in the achievement of Judiciary goals.

Developed in the 1990s, a revised program was unveiled in May 2002. Throughout the past two years, more than 300 Judiciary supervisors have attended this program.

The recent version of this program was designed to provide new managers with the tools they need within the first 45 days of their appointment.

The program was based on extensive research, including leadership surveys sent to judges, trial court administrators, division managers, executive staff, supervisors and team leaders.

In addition to the surveys, one-on-one interviews were conducted with Judiciary leaders from different levels throughout the organization from across the state. The goal of this research was to identify the "trench reality," the reality that managers experience on the frontlines "in the trenches." The emphasis on creating a program that addresses the "trench reality" has become the philosophical foundation of the program.

The program consists of sessions that include a Judiciary overview, "Making the Transition from Staff to Supervisor," which addresses topics such as motivating and developing staff, adapting to change within the organization, dealing with difficult behaviors, applying leadership principles to case-flow management and understanding labor.

The practical concept behind this leadership development program is

two-fold: the first is to assist leaders in developing a basic understanding of the expectations of a leader in our organization. That goal is achieved by providing entry-level leadership tools that allow our leaders to transition and adapt to their "new" work environment.

The second concept is to initiate a process of continuous learning that will enhance leadership skills over a period of time.

Experientially based learning is a key feature of this program as leadership concepts are discussed and then applied during various case study type scenarios. The learning is intended to assist leaders by helping them:

- 1) understand the culture of our organization;
- 2) view our organization from a systems perspective;
- 3) become resilient in adapting to change; and
- 4) achieve excellence in communicating, coaching and in motivating staff.

Another unique feature of this program is the emphasis placed on the ideal leaders needed in the Judiciary. This concept of the ideal leader is based on the three core values of a leader: integrity, professionalism and service. These values are discussed in detail and taught as the foundational bedrock that every leader in our organization must possess.

The program is conducted at the regional level throughout the state. This regional approach has allowed a larger number of participants from a specific area to attend. The program also meets the leadership needs of the municipal courts, with the new "Principles of Municipal Court Administration Level IV."

In looking toward the future, the goal of the Organizational Development and Training Unit is to create a series of programs that will provide supervisors with both the professional and managerial skills to be effective and productive in their roles as leaders.

Union Vicinage Hosts Training on Latino Culture

by Gretchen D. King, Esq., EEO/AA Officer and Ombudsman, Union Vicinage

The Union Vicinage hosted a training program on Latino culture this spring for employees who work in all areas of intake in the Family Division.

The purpose of the program was to familiarize staff with cultural norms of the Latino community. Union County has a large Hispanic/Latino population, particularly in Elizabeth, where the courthouse is located.

The training, which was provided by Bonnie Breit and Josue Figueroa of New Populations, Inc., included a brief discussion regarding the regulations affecting people with limited English proficiency, and a synopsis of the

changing face of the community through demographic analysis, videos and language review.

Elizabeth Domingo, trial court administrator, believes it is important for employees to know and understand the community they serve. One outcome of the training was the growing interest and need for conversational Spanish language courses for staff. The Judiciary is exploring the need for this training statewide.

Several EEO/AA officers from other vicinages attended the training and plan to offer similar programs.

In the Vicinages

Parenting Forum Focuses on Cultural Awareness in Hunterdon/Somerset/Warren Vicinage

by Christine L. Seminski, EEO/AA Unit
Hunterdon/Somerset/Warren Vicinage

The Vicinage's Advisory Committee on Minority Concerns, chaired by Judge Paul W. Armstrong, co-sponsored a forum this spring with the Somerset County Youth Services Commission, Somerset County Commission on Child Abuse and Missing Children, and the Division of Youth and Family Services-Somerset County District Office.

The program emphasized the importance of raising the level of cultural sensitivity among treatment professionals who work with multi-ethnic communities.

Approximately 75 people attended the forum at the Elks Lodge in Somerville. Audience members included youth services professionals, law enforcement, social service agencies, court personnel and members of the community.

Titled "Save the Children, II, Too," the program featured a culturally diverse panel who spoke about treatment services and alternative shelters for children who have families in crisis.

Maria Young and Nancy Rosa-Mejias of the Rutgers Cooperative Extension Family and Community Service spoke about the importance of understanding culturally diverse communities while reaching out to families in need. Young explained the resources available to African-American families.

"Most of the time the great divide in helping families is based on personalities and culture," Young said. In an effort to bridge any gap in communication, outreach groups must "look at people where they are and ask them what they want to learn," she said.

Rosa-Mejias recommended that outreach professionals "be genuine" and "listen to verbal and non-verbal clues" in order to overcome cultural

barriers. Both speakers offered guidance to professionals who work with the African-American and Hispanic communities.

Jill Williams, founder of the Grandparents Raising Grandchildren Coalition, spoke on the trials and triumphs of foster care for grandparents faced with taking in their young grandchildren.

Raising young children may require grandparents to leave retirement in order to offer the best financial support to their grandchildren.

Isaac Dorsey of the Somerset Community Action Program, spoke about the Male Figure Involvement Program which encourages fathers and other male figures to take an active role in nurturing a child's development.

"To get fathers involved we must involve fathers," he said. "It is important to remove societal barriers to show a father that his opinion counts."

The program sponsors activities such as a group picnic or a mystery reader day where a child is surprised by the appearance of his or her father who has arrived to read to the class. Overall, the program teaches males to be better fathers and make a positive contribution to their communities.

Beverly Reese of Somerset Treatment Services and Dr. James Brix of Parenting and Resources in the Christian Community spoke about support groups available to assist children and parents.

Reese explained the benefits of the Strength in Families Program in Somerset County, which focuses on the risk to families with drug and alcohol involvement

Dr. Brix mentioned the services community churches provide such as counseling to homeless people and to troubled youth, and healthcare to those who cannot afford the cost.

Leadership New Jersey Visits Passaic Vicinage

by Barbara Danko
Master Probation Officer
Passaic Vicinage

The Passaic Vicinage Family Division hosted visits by two Leadership New Jersey groups this spring. Leadership New Jersey (LNJ) is a one-year, issues-based leadership development program offered by The Partnership for New Jersey, a coalition of leaders of the state's major corporations in association with nonprofit institutions and smaller businesses. LNJ's goal is to strengthen the state's network of civic leadership.

The groups visited the Domestic Violence Unit, hosted by Vanessa Sokolowski and Yocasta Lugo, and the Children in Court Unit, hosted by Joyce Bolton. Each unit presented a program about the experience of domestic violence victims and their families. The visitors also attended a mock trial and question-and-answer period with Judge Stephen H. Womack and Judge Anthony J. Graziano, both of the Family Division. Family Division staff enjoyed sharing this information and continuing a partnership with the community.

Public Information Desk Debuts at 401 Grand St.

by Jason Brevic
Team Leader
Passaic Family Intake Unit

The importance of customer service has been impressed upon Passaic Vicinage staff for some time. It is a priority of the Judiciary to strive continuously to improve customer service through service-related trainings, updates to Judiciary Web sites and openness to innovative customer service approaches.

Customer service in our environment is synonymous with information. Hundreds of citizens with a variety of reasons enter the Passaic County Administration Building (PCAB) at 401 Grand St. Some need the services of county agencies while others need to do business with the courts. Those who arrive for court purposes may be jurors, litigants, lawyers, victims, witnesses or local citizens in need of assistance.

A joint venture was embarked upon to respond to this need and propel us closer to unparalleled customer service. The goal was to create a centralized public information desk on the first floor of the PCAB. This would require cooperation from the Passaic County Administrator's Office, Passaic County Sheriff's Department, the Office of the Trial Court Administrator and the Family Division.

Without a collaborative effort, our mutually shared goals could not be met. The county administrator generously permitted use of the security desk on the first floor, while the Sheriff's Department graciously relocated much of their security equipment. The trial court administrator's office provided logistical support and funding for supplies and equipment. The Family Division provided staffing, supervision and materials.

Since the first day our new public information desk was up and running, a steady stream of citizens have used

its services. Clients scheduled before the Family Court's hearing officer are checked in quickly and efficiently each morning and afternoon. Additionally, citizens are directed to a variety of county and state agencies located in the building and downtown area. The desk has also become a hub for brochures, pamphlets, bus schedules and other informative literature.

By greeting people at our public information desk, we relieve some burden from court and county staff who spend time assisting people outside their scope of responsibility or expertise. Conversely, this allots more time to clients with matters within their realm that require more attention. Most of all, it shows the general public that customer service and their accessibility to it are important to us.

Passaic Celebrates Volunteer Week

by Kim Casamassina
Investigator, Passaic Family Division

The Passaic Vicinage observed National Volunteer Week April 18-24 by honoring its judicial volunteers during a program April 19 in the Mountainside Inn, Clifton.

During the evening, 110 Passaic Vicinage volunteers and staff celebrated the contributions and dedication of judicial volunteers from all divisions. Attending the program were volunteers from Child Placement Review (CPR - Family), Juvenile Conference Committee (Family), Juvenile Drug Court (Family), Volunteers in Education (Probation), Complementary Dispute Resolution (Municipal), School #28 Mentors (Family) and Landlord/Tenant Mediation (Civil).

Assignment Judge Robert J. Passero expressed appreciation to the volunteers for their hard work and dedication to our vicinage. More thanks and appreciation followed from the Family Division Judge Nestor F. Guzman; Michael K. Diamond, acting presiding judge, Family Division; Civil Presiding Judge Thomas F. Brogan; and Richard M. Centanni, trial court administrator.

Vicinage Volunteer Coordinator Frank Sagato presented awards for distinguished service by volunteers

to: Florence Calise, AnnMarie Chaves, Mary Cirangle, Pat Cumberbatch, James Hill, Jacqueline Manowitz, Ellen Madyun, Frank Migliaccio, Cynthia Miller, Robert Nunnink, Keith Oakley and Nancy Steward.

Monica Parra, CPR coordinator, followed with a special acknowledgment to Arlene Shafman for her dedicated service to the CPR Day Board. June Zieder, CDR coordinator, also offered Grateful Appreciation Awards to Frances Hall and Loretta Green. Vicinage Chief Probation Officer John V. Krieger acknowledged Luana Pat Hatcher for her outstanding achievements with the Probation Division's Volunteers in Education Program.

I had the honor of recognizing Theresa Ritchie and Murray Ross, two very special Juvenile Conference Committee volunteers, who retired from the program in June after a combined 40 years of service.

Upon conclusion of the ceremony, Judge Passero presided over the traditional swearing-in ceremony and re-affirmation of oath.

The Annual Volunteer Recognition Dinner was a wonderful evening enjoyed by all. Special thanks to Monica Parra, Carolyn Harrison and Martha Carvajal for generously offering their time and help in making this year's dinner a huge success.

Justice Coleman, Judge Hawkins Share Insights On Minority Concerns and Law in Union Vicinage Program

by Gretchen D. King, Esq.
EEO/AA Officer and Ombudsman
Union Vicinage

Retired New Jersey Supreme Court Justice James H. Coleman and retired Judge Rudolph N. Hawkins spoke at a Black History Month event in Union Vicinage earlier this year. The program was designed to encourage members of the community to become more active in the vicinage’s Minority Concerns Committee and to help address issues concerning minority access to the courts, and public trust and confidence in the court system.

The program, which was held in Assignment Judge Walter Barisonek’s courtroom, was modeled after the

popular television series, “Inside the Actor’s Studio.” Judge Frederic R. McDaniel, one of the co-chairs of the Minority Concerns Committee, served as moderator for the question-and-answer portion of the program.

Each of the distinguished jurists reflected on their careers in Union County, citing various changes that had taken place over the years. Both men conveyed that “we have come a long way” in terms of minority legal representation in the courts, but there is always room for improvement.

During the question-and-answer period, both men were asked who their heroes were when they were young and who are their heroes today.

Judge Hawkins replied that his dad was his first hero and then later

individuals such as Clarence Darrow and Justice Coleman. He added that members of his family are also his heroes. Justice Coleman remarked that he had a high school English teacher who made a profound mark on his life. In addition, he noted Supreme Court Justice Thurgood Marshall, and Whitney Young and Roy Wilkins, both civil rights leaders. He said, “Because society has changed so much, it is hard to find heroes today.”

When asked what they would do differently, both gentlemen replied that overall they would not change anything. Judge Hawkins commented that he would have entered the legal profession earlier in life. Justice Coleman suggested that had it not been for the mandatory retirement age, he might have remained on the bench because there are so many fascinating issues that he would have enjoyed working on. Justice Coleman noted that because Justice Clifford retired, he got his chance and others must now have their chance.

Noted dignitaries attending the program included: retired Union Vicinage Assignment Judge Edward W. Beglin Jr.; Family Division Judge Kathryn Brock; Presiding Judge Joan Robinson Gross, Municipal Court Division, Union Vicinage; Civil Division Judge Thomas N. Lyons, co-chair of the Union Vicinage Minority Concerns Committee; Jose Rivera-Benitez, co-chair of the Union Vicinage Minority Concerns Committee;

Also, Monmouth Vicinage Assignment Judge Lawrence M. Lawson; Appellate Judge Rudy B. Coleman; Union County Freeholder Lewis Mingo Jr.; New Jersey State Bar Association President-elect Edwin J. McCreedy; Stephen Brown, president, Garden State Bar Association; Elizabeth Domingo, trial court administrator, Union Vicinage; and Union County Sheriff Ralph Froehlich.



Distinguished Speakers--Retired New Jersey Supreme Court Justice James H. Coleman and retired Judge Rudolph N. Hawkins



Union Vicinage Minority Concerns Committee co-chairs (left to right) are: Judge Frederic R. McDaniel, Jose Rivera-Benitez and Judge Thomas N. Lyons.

Essex Unveils Waiting Room for Domestic Violence Victims

by Tamara Canady
Administrative Specialist
Essex Vicinage

Assignment Judge Joseph A. Falcone, Essex County Executive Joseph N. DiVincenzo Jr., and Family Division Presiding Judge Glenn A. Grant officially opened Room 1251 of the Wilentz Justice Complex in Newark as the Domestic Violence Plaintiffs' Waiting Room on April 30.

More than 50 guests and staff attended the ribbon-cutting ceremony, including judges, county officials, law enforcement personnel, advocates and service providers who are members of the Domestic Violence Working Group.

According to the Domestic Violence Manual and Judiciary best

practices, Superior Courts should designate a separate waiting room for domestic violence victims. The Essex Vicinage's waiting room is the result of several years of collaborative efforts between the Superior Court and the county to create a separate and secure waiting area for domestic violence plaintiffs seeking restraining orders. This waiting area is the first specialized waiting room in the vicinage.

The Domestic Violence Waiting Room is open and fully staffed weekdays from 8 a.m. to 5 p.m. The room provides ample seating, secure restrooms and materials on the courts, domestic violence and related service providers. Since many children accompany plaintiffs to court, the area was designed to be child-friendly and includes children's books and toys donated by judges and staff.

Immediately following the ribbon-cutting ceremony, a reception was held on the 10th floor of the Wilentz Justice Complex in the Humphreys Conference Room. Assignment Judge Joseph A. Falcone welcomed guests and acknowledged the county's support of this important initiative.

"The Superior Court of New Jersey is committed to providing the highest degree of protection and quality service to the people who come before the courts," Judge Falcone said. "Through this cooperative effort of the courts and Essex County government, there is no question that the citizens of this county and public at large are better served."

Assignment Judge Falcone also thanked current Family Division Presiding Judge Glenn A. Grant and former Division Presiding Judge Donald J. Volkert for working with him on this project.

County Executive Joseph N. DiVincenzo Jr. congratulated everyone on this important accomplishment and emphasized, "Victims of domestic violence who are seeking the protection of the court should not be vulnerable to further intimidation or attack by their abusers while they obtain a restraining order." He added, "It is essential that we do everything we can to protect victims of these horrible crimes and make our courts as safe as possible. Creating a separate waiting room is a safe and effective tool to accomplish this."

Additional remarks were given by Chief John Dough on behalf of Essex County Sheriff Armando B. Fontoura and Francine Aster, chair of the Family Practice Section of the Essex County Bar Association.

Family Division Presiding Judge Glenn A. Grant closed by commending everyone involved for their hard work, as well as giving a special "thank you" to the volunteers and contributors of toys and literature for the children.



Making It Official—Officials participate in the ribbon-cutting for the new domestic violence waiting room in Essex. Shown left to right are: County Executive Joseph N. DiVincenzo Jr., Criminal Presiding Judge Donald J. Volkert, Assignment Judge Joseph A. Falcone and Family Presiding Judge Glenn A. Grant.

High School Speakers Program A Big Hit in Union Vicinage

by Gretchen King, Esq.
EEO/AA Officer and Ombudsman

The School Presentation Subcommittee of the Union Vicinage Minority Concerns Advisory Committee made 14 presentations to Union County area high schools this spring.

The subcommittee is composed of 40 volunteer attorneys who go out in pairs to area high schools and present hypothetical scenarios involving a youth named "Louis." Louis is a typical high school student, but he and his family experience a variety of problems that cross the gamut of legal issues, including landlord/tenant, constitutional, criminal rights, juvenile justice and family law as well as concerns specific to high schools.

The purpose of the presentations is twofold:

1. to increase students' awareness that what they say and do may have both positive and negative consequences, with respect to the law; and
2. to provide an opportunity for students to discuss with knowledgeable attorneys how the court system is used to resolve all kinds of disputes peacefully.

The schools that participated this spring, some with more than one engagement, included: Lincoln School, Cranford; Abraham Clark High School, Roselle; Union High School, Union; Union County Vocational and Technical High School, Scotch Plains; Hillside High School, Hillside; Governor Livingston High School, Berkley Heights; Hillside Academy, Scotch Plains; Scotch Plains-Fanwood High School, Scotch Plains; and Westfield High School, Westfield.

In addition, students are given the opportunity to ask questions on a variety of topics such as illegal search and seizure, landlord/tenant and child support. Each student and teacher attending the presentation received the booklet, "You Have the Right,

Your Rights as a Young Person in the State of New Jersey," which is provided free of charge by the New Jersey Bar Foundation.

More than 450 high school students attended these presenta-

tions. Civil Division Judge Thomas N. Lyons, co-chair of the Union Vicinage Minority Concerns Advisory Committee, heads the School Presentation Subcommittee.

Volunteers Honored in Monmouth

The Monmouth Vicinage honored its more than 600 volunteers during a special program in Freehold this spring.

Assignment Judge Lawrence M. Lawson and Trial Court Administrator Marsi Perkins offered greetings and remarks. George Obermeier, president of J. Mayer & Associates, a personal and professional development firm, was keynote speaker.

The John A. McCormick Volunteer of the Year Award, sponsored by the Probation Association of New Jersey, Local 113, to honor the memory of a senior probation officer who worked with volunteers, was presented by John Morton, award administrator, to Linda Crowley of Neptune City. Crowley has served as a court volunteer for the past 26 years; 25 of these years have been with the Child Placement Review Board.

Family Division Presiding Judge Eugene A. Iadanza presided over the

presentation of awards to volunteers who have served 5, 10, and 25 years in programs including the Juvenile Conference Committee, the Child Placement Review Board, the Municipal Court Mediators Program, Minority Concerns Committee, Supervised Visitation and the Student Intern Program.

Entertainment was provided by the Nova Saxophone Quartet, a group of four high school students: Jon Wintringham, Drew Hart, Matt Lott and Randall Li.

Judge Lawson swore in new volunteers who will be serving the various court programs throughout Monmouth County. Carmen Flores, volunteer coordinator, presented closing remarks.

Statewide, the New Jersey court system has more than 5,000 volunteers.

Essex Hosts Volunteer Recognition Dinner

by Shelly Oliver Hollis
Judiciary Coordinator

The annual Vicinage Volunteer Recognition celebration was held May 6 in Victor's Chateau in Little Falls. The event honored more than 550 volunteers who support 10 programs in the Family, Civil and Probation Divisions and the Municipal Courts.

The dinner was attended by volunteers, judges, managers and staff who serve as coordinators for various programs. Family Presiding Judge Glenn A. Grant served as master of ceremonies and presented 38 special awards to exceptional volunteers.

The keynote speaker, Margean Gladysz, spoke on the National Volunteer Week theme, "Inspire by Example." Tamara Canady, who planned the entire affair along with the Vicinage Volunteer Steering Committee, was commended for her two years of service as the volunteer programs coordinator for the Essex Vicinage. Assignment Judge Joseph A. Falcone expressed his gratitude for the great amount of work done by volunteers to help the court serve citizens. Collins Ijoma, trial court administrator, congratulated staff directly involved in ensuring a successful volunteer program over the past year.

Civil Division Recognizes Customer Service Initiative

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Cape May County has been using volunteers to assist in the Special Civil Part on small claims and landlord/tenant days. Volunteers greet litigants and direct the public to the appropriate courtrooms.

In the Camden Vicinage, the Civil Division began celebrating perfect attendance during each month. Those having perfect attendance during each month get a group photo taken. The photo is hung on the wall in a prominent area of the Civil Division. Since inception of this initiative, attendance has significantly improved and every month the size of the group has expanded substantially.

In Camden and Mercer, all staff attend regular morning "heads up" meetings with the Civil presiding judge and Civil judges where they discuss schedules, the customer

service vision and goals. Staff make a commitment to work together proactively through anticipated problems or obstacles.

In the Bergen Vicinage, children accompanying parents may receive small toys and treats donated by Civil staff. Some counties have gotten the finance division involved in these efforts as Civil and Finance must work closely together to ensure that the courts' external customers, such as litigants and attorneys, receive prompt, responsive and exceptional service.

In Hudson County, the Human Resources Division was also invited to participate with Civil in the ongoing training process and managers have reported considerable improvements.

Some vicinages, like Ocean and Essex, have customer service teams.

Civil Division Manager Mike Vuocolo notes that the improvement in Civil customer service in Ocean has had a positive effect on other areas, as well. Data entry time has been significantly shortened; papers are processed more accurately and efficiently; landlord/tenant matters are in and out the door in 14 days; Civil-Law and Special Civil staff are being promoted to positions in other divisions.

Other indicators of success include receiving more complimentary letters than complaint letters; a more cohesive staff; and a sense of working as a team. Additionally, staff have benefited by gaining more skills and have expressed significant satisfaction that the work gets done timely, consistently and uniformly.

As Judge Williams has noted, customer service is everyone's business.

Recipients of Civil Division Customer Service Awards 2004

Judge Harriet Derman, Hunterdon/Somerset/Warren

Colleen Kain, Camden
 Kristine Baker, Cumberland/Gloucester/Salem
 Bergen County Civil Division
 Tara Bonney, Cumberland/Gloucester/Salem
 Dawn Brevard-Waters, Camden
 Lisa Broome, Camden
 Andrea Caviness, Hudson
 Delores Celentano, Hudson
 Elizabeth Curtain, Hudson
 Lee Curtis, Hunterdon/Somerset/Warren
 Jean Delgrosso, Hunterdon/Somerset/Warren
 Vivian Diolivera, Passaic
 Maria Lin Fante, Hudson

Beth Galloway, AOC
 Nickie Gebel, Somerset
 Stephen Gladden, Camden
 Jane Griffith, Camden
 Rupert Haller, Hudson
 Lynn Heinze, Somerset
 Hunterdon County Civil Division
 Pattie Imbesi, Ocean
 Cecelia Jackson, Somerset

Janice Kidney, Hudson
 Marie Lombardo, Camden
 Lois McEady, Camden
 Ocean County Civil Division
 Jennifer Perez, Camden
 Sonal Pushko, Ocean
 Elisa Reyes, Somerset
 Paul Robinson, Camden
 Kathy Sabo, Ocean
 Sharon Smith, Somerset
 Thaddeus Smith, Hudson
 Somerset County Civil Division

Susan Statile, Hudson
 Elisabeth Strom, Camden
 Union County Civil Division
 Roberta Upton, Somerset
 Virginia Wacker, Camden
 Debra Warner, Camden
 Cheryl Williams, Middlesex
 Janet Worrell, Burlington

Camden Civil Attends Case-Flow Management Workshop

by Jennifer M. Perez, Esq.
Civil Division Manager

In January, Camden Civil Division judges, team leaders and staff attended a case-flow management workshop.

The workshop, presented by Geoff Galas and Timothy Dibble of AEQUITAS, Inc., was tailored to the Camden Vicinage and included specific reports based on Camden's organizational structure and statistical information.

The presenters, who are members of the National Association for Court Management, have worked with the Institute for Court Management for the National Center for State Courts and have presented similar workshops in the Essex Vicinage and courts in other states and countries.

Camden's workshop opened with remarks by Assignment Judge Francis J. Orlando Jr. and Civil Presiding Judge John A. Fratto and closed with comments by Trial Court Administrator Michael O'Brien and Jennifer M. Perez, the vicinage Civil Division manager.

Through the two-day workshop, participants had the opportunity to

interact without the interruption of court activity. Discussion groups and assignments focused on case-flow management techniques, establishment of realistic trial dates, management of heavy case loads and other topics.

Given the need to maintain court operations, not all staff members

could attend the workshop. After the workshop, however, a Case-Flow Management Committee was formed with team leaders and staff. This committee is working on several innovative ideas to apply the principles learned and ideas shared during the workshop.

HR and EEO/AA Staff Work Together To Recruit New Judiciary Employees

The Judiciary's human resources and EEO/AA staff are working together to recruit new employees from New Jersey colleges, universities and high schools.

Staff from the vicinages and the Administrative Office of the Courts travel throughout the state to distribute *Make a Difference* brochures and speak with students and alumni about possible job opportunities within the Judiciary. As many as 1,500 job applicants now apply for positions in the central office each month.

Recruiters have visited Rider University, Rutgers University, Fairleigh-Dickinson University and Law Career Day at Rutgers–Newark during the academic year. These visits to colleges and high schools, including Trenton Central High School, are just a beginning to recruitment efforts designed to educate prospective candidates on the benefits of becoming Judiciary employees.

The Judiciary's recruitment efforts have been enhanced by the use of new display boards to exhibit notices of vacancies and other information about Judiciary positions throughout the state. These proactive recruitment efforts will continue throughout the coming school year.

Marsi Perkins New TCA

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"It has been a joy to work with Marsi over the past several years," said Collins Ijoma, Essex trial court administrator. "She has that rare combination of true professionalism and a keen sense of humor in her approach to life and work.

"She has applied herself to learning about management and putting into practice those skills which have professionalized the growing Finance Division and improved morale throughout her unit. The true strength that Marsi brings to her new position as TCA is her love of management and understanding of the 'big picture.' I am confident that Marsi will make a great contribution to the Monmouth Vicinage and the entire state Judiciary for years to come."



Recruiting New Employees—Human Resource Division recruiters travel the state in search of the "best and brightest" prospective Judiciary employees. Shown in front of the division's traveling display are members of the HR recruitment team (left to right, front row): Barbara Levine, Betty Phelan, Denise Jenkins; (back row) Patricia Hubbert, Cheryl Whiting and Sindy Odas, supervisor.

Chief Justice Appoints Judge Carchman

Continued from page 1

Carchman as a leader who focuses on “the big picture. He is highly regarded by both the bar and the members of the court,” he said.

Lifelong Interest in Law

Judge Carchman professes a lifelong fascination with the legal profession. And the source of that interest and dedication is no mystery.

“My father, Abraham, was a lawyer,” Judge Carchman recalled recently during an interview in his Appellate Division chambers in Trenton. The judge’s chambers are filled with prints by artists such as Daumier and Motherwell, baseball photos and whimsical items, while his many diplomas, honors and awards are discreetly kept out of sight.

“My father was admitted to the New Jersey bar in 1928 and died in 1993, so he practiced about 65 years,” the judge said. “In fact, he was 65 when he took the Florida bar examination while recuperating from illness.”

The elder Carchman passed the examination and went to Florida to be sworn in. “I surprised him by showing up at the ceremony,” Judge Carchman reflected. “I was sitting in a room filled with grandparents and parents doting on their sons and daughters, and I was sitting there doting on my father! I have this wonderful picture in my mind of all these young, bright-eyed, fresh-faced young people, and here is this 65-year-old man sitting in their midst.”

The judge’s father “never retired” and practiced law in Florida, trying a case in federal court a few weeks before he died at age 85.

Growing up in West Orange, Judge Carchman lived with his father, his mother, Dorothy, who is still very active, and a twin sister, Marion, who was a vice president with Paine Webber when she retired.

“My parents inspired us to succeed in a quiet way,” said Judge Carchman. “My father constantly told me that he’d rather I pursued some

other line of work, such as medicine, but when I finally told him I wanted to go to law school, he was very pleased.”

Since the age of 10, Judge Carchman used to accompany his father to the Essex County Courthouse and sit in on trials. “I literally hung around his office,” the judge recalled, “and when I was 12 or 13 years old, I was searching titles.”

Noting that retired people who

After graduation, he enrolled in the Wharton School at the University of Pennsylvania where he earned a B.S. in economics in 1963. “I had a wonderful college experience at Penn,” he recalled. “It was eye-opening. The Wharton School drew me into an entirely different mindset and way of looking at issues. I enjoyed Penn very much, but when you move from being an undergraduate to going to law school, it’s



Judge Carchman at work--Judge Carchman goes over a case in his chambers. (Photo by L. Holt)

spend a lot of time in courtrooms attending trials are affectionately called “buffaloes,” Judge Carchman added, “I guess you would have called me a junior buffalo!”

As a student at the Montclair Academy, Judge Carchman enjoyed sports and “reading everything” about history, politics and other subjects. Even today, the judge’s appetite for reading remains “voracious,” according to Del Preore, who noted that the judge reads “everything that is put in front of him.”

another, entirely different world.”

Judge Carchman received his J.D. degree in 1966 from Penn’s Law School and became a member of the New Jersey bar the same year.

He practiced law 14 years, clerking in the attorney general’s office “at a time when you *could* do so and still practice law,” the judge said. He was a member of his father’s firm, Carchman, Annich, Sochor & Shuster from 1967 to 1981. From 1973 to 1980 he was judge of the municipal

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New Administrative Director of the Courts

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courts of both Princeton Borough and Township, serving an additional year with the borough court. From 1981 to 1986, he served as Mercer County prosecutor, and was appointed a Superior Court judge in 1986.

“Serving in the municipal courts was a wonderful experience,” he said. “It is one of those experiences that expand your understanding of people and how people act.”

Judge Carchman said one thing he regretted most was that he didn’t keep a daily journal. “Even after eight years, something happened every day that was worth putting down on a piece of paper,” he said.

Learning to be a Judge

Judge Carchman said he learned to be a judge “from watching other judges and responding to their styles and decisions. At times, I would think, now there’s a judge! If I ever become a judge, that’s someone who would be a role model for me,” he said. “On the other hand, there were judges I appeared before who caused me to think, ‘If I were a judge, I would *never* act like that!’

“I had to learn to understand that what we say and do as judges has an impact on people,” he said. “People react to us, and when they see that we’re acting in a positive way, even when we decide cases against them, they feel they’ve had a fair opportunity to be heard.”

No matter which court he was serving in, the “bottom line” was the same: “There are litigants, you have to make a decision, and sometimes the policy implications of that decision may be more significant,” he said. “It all comes down to resolving the dispute before you, no matter at what level a judge is sitting.”

Judge Carchman thinks that New Jersey’s courts are doing their job well. “If you think about how many orders and issues are given daily that never come back to court, you realize

that we do a pretty good job of letting people get on with their lives,” he said.

Looking ahead

Judge Carchman said there are two primary reasons he is looking forward to new role as administrative director.

“I’m especially looking forward to working with the Chief Justice. This is a rare opportunity,” he said. “She is an exceptional person and jurist. That is the motivating factor that ‘takes me upstairs.’”

The second reason is the opportunity to work with Judiciary staff.

“Judge Williams’ tenure has been remarkable,” Judge Carchman said. “He has overseen the unification of our court system, and our high level of excellence is a tribute to his leadership. He has put together a professional staff that is extraordinary. I am impressed with their professionalism, insight, understanding of the system and the issues. In many ways, they’re going to be guiding *me*. I sincerely look forward to working with them.”

Del Preore thinks that working with staff leaders will be one of Judge Carchman’s greatest strengths. “He is easy to work with and very much in tune with management,” he said. “He doesn’t micromanage. Judge Carchman is very well read, intelligent and uses these qualities in the decision-making process all the time.”

Judge Carchman believes in maintaining the excellence of New Jersey’s court system and does not foresee dramatic changes with his administration. “There’s a stability in place which frankly does not call for any dramatic change at this moment,” he said. “Obviously, issues develop requiring attention, modification and movement, but this is part of the dynamic of the office.”

Judge Carchman resides in Princeton with his wife of 37 years, JoAnn, a retired director of community

relations for the Princeton University Art Museum. They have two daughters, Becca and Jenny. Becca, a physician specializing in pediatric intensive care at the University of North Carolina Hospital, is married to the writer, David Levine. They are the parents of the Carchmans’ granddaughter, Mia. Jenny is a producer for PBS who will marry Seth Bomse, a film editor, in September.

When not spending time with his family, reading and following sports in his free time, Judge Carchman has been known to pick up a straw hat and cane to celebrate with an old friend, in this case Judge Neil H. Shuster. Del Preore played background keyboard as Judge Carchman, Judge Jack M. Sabatino and Michael Paglione, a Mercer attorney, performed some musical theater at the Mercer Bar Association’s talent show in May.

“It was a pleasure to work with Judge Carchman,” said Del Preore. “The administration of the Judiciary will continue to be in good hands.”

—Linda Brown Holt

New AJs Announced

New Jersey Chief Justice Deborah T. Poritz has announced the appointment of new assignment judges for the Hudson County and Essex County Vicinages.

Judge Maurice J. Gallipoli, presiding judge of the Hudson Civil Division, will become assignment judge for Hudson County on Sept. 1, upon the retirement of Assignment Judge Arthur N. D’Italia.

Judge Patricia K. Costello, presiding judge of the Hudson Family Division, will become assignment judge in Essex County on Aug. 1, when Assignment Judge Joseph A. Falcone moves to the Appellate Division.

Judge Richard J. Williams Retiring Sept. 1

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In Judge Williams' office today, a visitor may note three shelves filled with binders containing substantive policy initiatives undertaken while the administrative director was in office. Ranging from five-page memos to book-length texts on topics ranging from child custody and drug courts to domestic violence and court security, these documents have one thing in common: the development and implementation of programs to help people who seek justice in New Jersey's courts.

"Judge Williams' unique leadership abilities were evident from the onset of his judicial career," noted Theodore Fetter, deputy administra-

During his years in what is now the Atlantic-Cape May Vicinage, Judge Williams was highly regarded by his co-workers and associates.

"Judge Williams was widely respected by everyone," recalled Assignment Judge Valerie H. Armstrong recently. "He continuously looked to the future, inspiring us to improve even when we were confident we had a successful product."

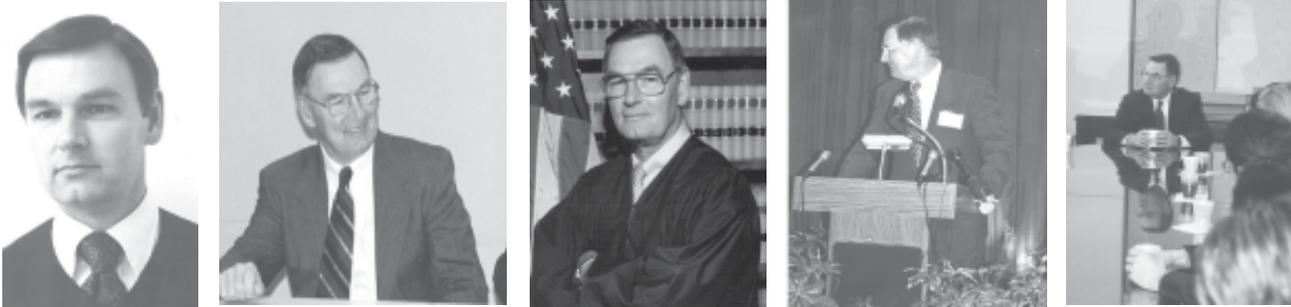
Judge Armstrong said that he instilled in each division a "true sense of accountability. His style was participatory, and he really understood the workings of every division," she said.

Judge Williams' successful leadership style—based on listening

appeal to a panel of assignment judges if they disagreed with what the Administrative Office of the Courts (AOC) had proposed for their portion of state funding."

The appeal of one vicinage was heard by Judge Williams, Judge Edward Beglin of Union and Judge Peter Ciolino of Bergen. Despite an eloquent request for more funds presented by the very top leaders of the vicinage, the appeal was denied. The panel ruled that the AOC had already been too generous and that the vicinage could "get by" on even less!

"You can hear Judge Williams' voice in that ruling," Fetter noted. "It very much set the tone for what the



tive director. Fetter has known and worked with Judge Williams since the latter became a judge in the early 1980s after serving as Atlantic County prosecutor. Judge Williams served as Family Division presiding judge before becoming assignment judge in 1985.

"In any group he joined, Judge Williams quickly became a leader," said Fetter. He recounted an incident during an assignment judges' retreat in the 1980s. The facilitator—a national expert in court management—told Fetter and then-Administrative Director Robert D. Lipscher, "You have one particularly extraordinary assignment judge in your group, clearly a leader in the state. And that judge," the consultant continued, "is Dick Williams."

to what others have to say, inviting full participation and building consensus—led to his appointment to key roles in statewide committees during the 1990s.

Most significant among these was the Strategic Planning Committee which created the architecture for the development of policy and procedures that the Judiciary follows today. According to Fetter, Judge Williams was one of a "very small number of people" who were especially influential in shaping the Judiciary's strategic plan.

"An example of Judge Williams' way of thinking and leading occurred when we were moving toward state funding of the trial courts," said Fetter. "At that time, vicinages could

character of state funding in the New Jersey courts would be. We were not going to argue for the particular interests of each vicinage. We were going to advocate for the budget interests of the entire justice system."

In 1999, Chief Justice Poritz appointed Judge Williams as administrative director to succeed Judge James J. Ciancia, who moved to the Appellate Division.

"I accepted the position because it gave me a chance to play a greater role in shaping a vision for the Judiciary's future," said Judge Williams, reflecting on his decision to accept the challenge. "I'd been involved in unification as part of the Strategic Planning Committee. This was a chance to really get involved in it."

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Leaves Impressive Legacy of Policy Leadership

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From the start of his tenure, Judge Williams emphasized three themes as Judiciary staff worked together on the implementation of unprecedented policy initiatives developed by the Chief Justice, Supreme Court and Judicial Council. Those themes are:

- unification;
- continuous improvement; and
- building public trust and confidence.

“In terms of unification, I think we have had a remarkable degree of success,” Judge Williams noted. “Certainly, the idea of equitably allocating our resources has been

so many people into the policy development process,” observed Frank Hoeber, a special assistant in the Office of the Administrative Director. “He has an amazing capacity for understanding where a particular group of people is coming from. He takes complicated things and makes them simple. He gets to the core of complex problems.”

Judge Williams is also satisfied that the second theme of continuous improvement has become a lasting part of Judiciary culture.

“Our work in reducing backlog over the years has been a clear demonstration that we can improve continuously and can still get better,” Judge Williams said. “Our e-payment

confidence of all the people representing the great diversity of this state,” he said.

Judge Williams’ achievements not only have resulted in the implementation of statewide programs such as drug courts, but also included identifying alternative funding sources for programs such as the rebuilding of the Judiciary’s technology infrastructure.

“New Jersey’s citizens have been well-served by Judge Williams’ intellect, his management skills and his dedication to public service. He has truly made a difference that will benefit the administration of justice for years to come. We all will miss him,” said the Chief Justice.



pretty well achieved. And in terms of creating consistent practices and procedures across the state, I think we’ve come an awfully long way.”

It was in the process of unification and the development of statewide standards and best practices that Judge Williams’ gifts as a leader were especially evident. Under his participatory style of leadership, the vicinages, not the AOC, had ownership of unification.

Typically, when asked what he considered his greatest accomplishment, Judge Williams was quick to reply, “I’m proudest of the people I work with. The Judiciary is composed of incredibly talented and dedicated people.”

“His personal modesty is emblematic of the way he has brought

program is an example of how we can use technology to offer better service to people. Not only do we have the only statewide program like this in place in the country, but we are continuing to make it better.”

Continuous improvement has resulted in the expansion of the Judiciary’s employee development program under Judge Williams.

“With the new employee orientation and our leadership development programs, we are well on our way to having a comprehensive system of staff development at all levels,” Fetter said.

The success of the third theme, public trust and confidence, is more difficult to measure, Judge Williams conceded. “It is important that we be able to serve and earn trust and

The man who led the Judiciary’s 9,000-some staff by listening, clearly articulating goals and letting people do what they do best now would like to spend more time with his family: his wife Tanna; daughter, Kristen; son, Daniel; daughter-in-law, Amy; and new grandson, Luke. The Williamses reside in Linwood in Atlantic County, where Judge Williams enjoys gardening, golf and visiting the beach.

“Somebody has to teach my grandson how to play baseball,” he said with a laugh.

As for any words of advice to his successor at the Judiciary, Judge Philip Carchman, Judge Williams is confident that the transition will be a seamless one. “My only advice is that he should enjoy the ride,” he said. “It’s a wonderful journey.”

--Linda Brown Holt

Appellate Presiding Judge Sylvia B. Pressler Retires: Reflections on a Career Passionately Committed to Justice

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one or two women in each class. Now I understand that about half of law students are women. Do I attribute this to the women's movement? Absolutely."

Judge Pressler served as research assistant to Professor Thomas A. Cowan in her last year of law school, and clerked for Judge Milton B. Conford where she was the state's first female appellate law clerk.

"Judge Conford was a wonderful appellate judge and my mentor," she said. "My association with him was the keystone of my professional life. He was so progressive and enthused about the role of women. He spoke at my first swearing in and said that women were the great, untapped resource of the law. If we were going to be moving forward as a society, that was a resource society would have to encourage."

A Brilliant Career

After a stint as a lecturer at Rutgers Law School, Judge Pressler served as associate editor for the *New Jersey Law Journal* and reporter for the N.J. Supreme Court Coordinating Committee on the Revision of the Court Rules. She served as first assistant county counsel in Bergen County from 1967 to 1968. In the '60s and early '70s, she also served as Englewood city solicitor, hearing examiner with the Division on Civil Rights and a partner in Okin & Pressler and successor firms. She was appointed to the Supreme Court Committee on Civil Practice in 1965, which she chaired from 1988 to the present.

During the '60s, Judge Pressler came to know Chief Justice Joseph Weintraub. "He was a great Chief Justice...and presided over a great Supreme Court," Judge Pressler said in the Chief Justice Weintraub Lecture at Rutgers this spring. "I came to know him pretty well, and my profound awe and admiration of the man

and jurist were unbounded...his legacy will endure."

Judge Pressler was appointed to the Bergen County Court in October 1973.

"When I came on the bench, there were four other women judges in New Jersey," Judge Pressler said, noting that New Jersey lagged behind several other states, notably New York, in the number of women lawyers and judges. "We're probably not as diverse yet as we should be, but we're making progress," she said.

Appointed to Superior Court in 1976, she was assigned to the Appellate Division in 1977 and appointed presiding judge for Part E in 1984. She has served as presiding judge for administration for the past seven years.

Judge Ciancia attributes to Judge Pressler much of the success of New Jersey's Appellate Division, which he calls "the largest and best working unified appellate court in the nation."

Though claiming no role in its success, Judge Pressler affirmed in the Weintraub Lecture, "I know for sure that there is no other court in the nation as productive as ours or that delivers its dispositions more promptly. I am enormously proud of this court and its work product."

"She is incredibly modest and gracious," said Judge Ciancia, reflecting on Judge Pressler's personal qualities. "You can work with her and not feel that you are a lesser luminary. She listens and is open and flexible, even though she has very strong views on issues. And through it all, there is never any rancor or nastiness, and there is always a joke at the end. She has an incredible, irreverent sense of humor. She's a 17-year-old in a 70-year-old's body!" he added with a laugh. "Humor tends to make our work a little more bearable."

And the work of the courts can be overwhelming at times. Judge Pressler sees the enormous pressures

and crushing workload of the courts as one of the major challenges judges must face today. In the Weintraub Lecture, she observed,

We are all like the miller's daughter in "Rumpelstiltskin," who had to transform a box of straw into gold every week. We are all like the sorcerer's apprentice, who can't turn it off, but there's no wizard around the corner eventually to do it for us. We have only our own unremitting diligence to rely on.

Ultimately, however,

Doing the right thing for the right reason has to be what we're about. That often requires some modicum of moral courage. It often requires us to be aware of the individual baggage we each carry about and not let it get in the way. And it always requires just plain hard work. I think we have been doing pretty well. It is my hope and my expectation that each of us and those who succeed us will remain sufficiently on guard to continue to do so.

While she has not announced retirement plans, colleagues know that Judge Pressler will spend more time with her family: husband, David, to whom she has been married for 50 years; and their two children and three grandchildren. She enjoys gardening, music, cooking, travel and reading everything from history to the latest Janet Evanovich mystery.

"Judge Pressler is delightful in every way," said Judge Ciancia. "She reminds me of Anne Bancroft. There's a film with Mel Brooks (*To Be or Not to Be*) that opens with the two of them singing 'Sweet Georgia Brown' in Polish. I can just imagine her doing that. It would be a good exit song for her!"

—Linda Brown Holt

Law Day Celebrates “Brown v. Board” Legacy

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Middlesex County Law Day activities were sponsored by the Middlesex Vicinage, Middlesex Cultural and Heritage Commission, and the Middlesex Bar Association.

Monmouth—Students from throughout Monmouth County who won art and essay contests were honored May 3 during the observance of Law Day. The Monmouth Vicinage and the Monmouth Bar Association sponsored the annual event.

Following a video presentation by Chief Justice Deborah T. Poritz, Assignment Judge Lawrence M. Lawson spoke on the theme of this year’s Law Day, “To Win Equality by Law: Brown v. Board at 50.”

The program included the unveiling of a portrait of the late

Judge Theodore J. Labrecque, Jr., a member of the Judiciary as well as a past president of the Monmouth Bar Association, and at the time of his appointment to the bench, president-elect of the New Jersey State Bar Association.

The program included the presentation of the fourth annual Monmouth Bar Association Abraham J. Zager Award for Professionalism to retired Appellate Judge Francis X. Crahay. In addition, retired Supreme Court Justice Daniel J. O’Hern presented the Mock Trial Award named after him to the Monmouth County Academy of Allied Health and Science, this year’s county champions.

Law Day activities included essay and poster contests sponsored by the

Monmouth Vicinage Advisory Committee on Minority Concerns.

The Monmouth Vicinage honored its more than 600 volunteers at a dinner at the Freehold Gardens Hotel, Freehold. Linda Crowley, a volunteer on the Juvenile Conference Committee, was presented with the John A. McCormick Volunteer of the Year Award. Also honored were those who have volunteered for 5, 10 and 25 years. Judge Lawson swore in new volunteers. The vicinage announced 33 new volunteers this spring.

Union—The Union Vicinage observed Law Day May 3 in the courtroom of Assignment Judge Walter R. Barisonok. Students from several Elizabeth area middle schools competed in essay, poster, and spoken word/rap/poetry contests on the theme, “To Win Equality by Law: Brown v. Board at 50.”

Awards were presented by Stephen Brown, president of the Garden State Bar Association; Ronald Chen, associate dean of Academic Affairs at Rutgers-Newark Law School, representing the Asian Pacific American Bar Association; and Natalie Candela of the Union County Prosecutor’s Office, representing the Hispanic Bar Association.

Speakers included: Angel Estrada, chairman of the Union County Board of Chosen Freeholders, Vincent DeTrollo, undersheriff of Union County, and Albert Cernadas, first assistant prosecutor, Union County Prosecutor’s Office.

A special award was presented to Appellate Judge Rudy B. Coleman, former Superior Court judge in the Union Vicinage, for his years of service as chair of the vicinage’s Law Day program.

Musical selections were performed by the Terence C. Reilly Jazz Ensemble. Family Division Judge Frederic R. McDaniel, co-chair of the Minority Concerns Advisory Committee for the Union Vicinage, was chair of the Law Day program.

Staff Tell, “How I Make a Difference,” During Law Day Ceremony in Trenton



Chief Justice Deborah T. Poritz (left) and Laura Jones of Purchase and Grant Administration during the Law Day ceremony.

Chief Justice Deborah T. Poritz and five members of the Judiciary staff spoke about the importance of making a difference during a Law Day observance in the Central Office. Judge Richard J. Williams, administrative director of the courts, delivered opening and closing comments.

Staff speakers, recommended by their supervisors, who spoke about, “How I Make a Difference,” were: Carol Venditto, Drug Court Program; Carol Lambard, Office of Communications; Laura Jones, Purchase and Grant Administration Unit; Joann Johnson, ATS/Municipal Court Systems, Information Technology Office; and Edwardo Ruiz, Organizational Development and Training Unit.

Texts of their remarks are posted on the InfoNet (search for “Law Day contest”).

In honor of Law Day, the Judiciary also held a statewide essay contest. Staff members were encouraged to submit a 250-word entry on how their work makes a difference in the lives of New Jersey citizens.

Joan Reyna of the Bergen Vicinage received the \$100 first prize. Bonney Parker of the Ocean Vicinage and Kira Struble of the Passaic Vicinage both received honorable mentions and a \$20 prize.



Tech-KNOWLEDGE-y

One Voice, One Vote, Many Clicks

by Janet Bastien, Project Manager, Information Technology

When candidates toss their hats into the ring today, they better be sure they've posted a Web site as well. It's no longer the era of the Fireside Chats; without a Web presence, they may as well not be running. Log on to make informed choices in exercising one of our most important inalienable rights.

Start where it all began and take a look at the very first U.S. election held in 1789. Visit "The Papers of George Washington" at www.gwpapers.virginai.edu. Hosted by the Virginia University Press, this site contains all things about George Washington you'd ever want to know (even that he didn't really chop down a cherry tree; I hope they don't host a site about Santa Claus). The Father of our Country won the first election with a total of 69 electoral votes.

So what's an electoral vote? Just in case you participated in a NASA project after the 2000 election or were for some other reason absent from this planet, the Electoral College has been around ever since the first George's election and is crucial to campaign strategy. You don't actually vote for the President, you vote for your state's electors who then go off to Electoral College and vote in your behalf. Why the middleman? Ask the Federal Election Commission at www.fec.gov and they will tell you all about how the Electoral College works, the distribution of electoral votes and other facts, such as voter turnout since 1960.

The Office of the Federal Register coordinates the functions of the Electoral College and reports them to the National Archives and Records Administration (NARA). Check out the NARA research room to learn about U.S. elections or obtain electronic access to essential U.S. documents, from the Declaration of Independence to the 1970 meeting of Richard Nixon and Elvis Presley. A public trust that safeguards the records upon which our democracy depends, NARA can be found at www.archives.gov.

The U.S. Library of Congress hosts the American Memory Historical Collections at <http://memory.loc.gov/>

ammem/ammemhome.html, "a gateway to rich primary source materials relating to the history and culture of the United States." They offer more than 5 million items from over 90 collections. You can actually listen to Theodore Roosevelt address the right of the people to rule.

Of course, there was no Internet voting in Teddy's days, and there isn't now either, but at www.fec.gov/voteregis/vr.htm, get The National Mail Voter Registration Form to register to vote from anywhere in the United States. You still have to follow the registration deadlines of your state and send it snail mail.

To decide which candidate is most aligned with your views and values, take a short quiz at www.SelectSmart.com. Then link to a page on that candidate or the opponent for more details, or to the home pages of various interest groups aligned with the questions in the survey.

Many organizations rate politicians and office holders for both the Presidency and congressional seats and some give them report cards. Visit the Web site of the causes aligned with your interests to see if they rate the candidates. Another site, www.politicalweb.info, rates the sites of the major presidential candidates.

Of course, the major news sites such as CNN will be hot on the campaign trail. Go to <http://instruct1.cit.cornell.edu/Courses/eng1288.5/288News.html>, hosted by Cornell University, for a listing of news organizations around the world so you can see what your candidate is thinking as well as what others think of what he's thinking. For real global thinkers, go to www.newseum.org/todaysfrontpages, where you can see 241 front pages from 32 different countries and link directly to that publication's Web site.

By Nov. 2, the Internet can provide you with as much useful information for voting as Washington has red tape. Exercise your voting finger by clicking your mouse and arming yourself with information to make the right selection.

NEW JERSEY JUDICIARY



Integrity • Independence
Fairness • Quality Service

Mission Statement of the New Jersey Court System

We are an independent branch of government constitutionally entrusted with the fair and just resolution of disputes in order to preserve the rule of law and to protect the rights and liberties guaranteed by the Constitution and laws of the United States and this State.