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THE SUPREME COURT OF MINNESOTA  
BOARD OF CONTINUING LEGAL EDUCATION

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July 1, 1998

Fred Grittner  
Clerk of Appellate Court  
Minnesota Supreme Court  
25 Constitution Avenue Suite 305  
St. Paul, Minnesota 55155

OFFICE OF  
APPELLATE COURTS  
JUL - 1 1998  
**FILED**

Re: Report of the Board of Continuing Legal Education  
on Elimination of Bias

C2-84-2163

Dear Mr. Grittner:

Enclosed please find an original and thirteen copies of the Report of the Board of Continuing Legal Education on Elimination of Bias.

Very truly yours,

MINNESOTA BOARD OF CONTINUING LEGAL EDUCATION

*Margaret Fuller Corneille* MB

Margaret Fuller Corneille  
Director

bb

Enclosure

**STATE of MINNESOTA**

**IN SUPREME COURT**

**REPORT OF THE BOARD OF  
CONTINUING LEGAL EDUCATION ON  
ELIMINATION OF BIAS CLE**

**TO THE HONORABLE JUSTICES OF THE SUPREME COURT:**

On June 28, 1996, the Court amended the Rules of the Minnesota Supreme Court and Rules of the Minnesota Board of Continuing Legal Education to create a requirement for continuing legal education in the areas of "ethics" and "elimination of bias in the legal profession and in the practice of law." By these rule changes, each Minnesota-licensed attorney in active practice must attend three hours of continuing legal education ("CLE") accredited as "ethics CLE" and two hours of legal education accredited as "elimination of bias CLE." These requirements are in addition to 40 hours of general CLE, for a total of 45 hours of CLE in each three-year continuing legal education reporting period.

The Court also asked the Board of Continuing Legal Education ("Board") to establish an evaluation process for the review of the content of elimination of bias courses and to report to the Court its findings by July 1, 1998. This Report is submitted in compliance with that order.

The amended Rules of the Board define a course in the elimination of bias as follows:

"Course in the elimination of bias in the legal profession and in the practice of law" means a course directly related to the practice of law that is designed to educate attorneys to identify and eliminate from the legal profession and from the practice of law, biases against persons because of race, gender, economic status, creed, color, religion, national origin, disability, age or sexual orientation."

When applying for accreditation for courses under this definition, sponsors of elimination of bias courses are required to submit a narrative description stating how the course will meet one or more of the "Learning Goals for Minnesota Elimination of Bias Courses." The Board devised these learning goals in order to provide course sponsors with additional information regarding what the elimination of bias courses should be designed to teach. Adopted at the same time as the rule amendments, the "learning goals" for elimination of bias CLE courses are stated as follows:

1. "To educate attorneys about the elimination of bias or prejudice in the legal profession, in the practice of law, and/or in the administration of justice;
2. To educate attorneys regarding barriers to hiring, retention, promotion, professional development and full participation of lawyers of color, women, and those persons referenced in the "elimination of bias" definition (I.) of the Rules of the CLE Board, both in the public and private sector of the legal profession and in the practice of law;
3. To educate attorneys about the problems identified in the Supreme Court's Race Bias and Gender Fairness Task Force Reports, as well as in other studies, reports or treatises which describe bias and prejudice in the legal profession, in the practice of law, and/or in the administration of justice."

In order to accommodate the many licensed Minnesota attorneys who live or work outside of the state of Minnesota, Rule 101(I) of the Rules of the Board permits attorneys to fulfill the elimination of bias requirement by viewing videotaped recordings of accredited elimination of bias courses.

Philip L. Bruner, then the Chair of the CLE Board, appointed a Committee of Board members to conduct the evaluation of elimination of bias courses. Board member Merritt R. Marquardt was appointed to chair the Committee. The members of the Committee included Diana Gruendler, Judge Donald J. Venne, Dr. Wesley Matson, and Joanell M. Dyrstad. The Committee was fortunate to have the assistance of Kelly Karinan-Nicoloff, a graduate student at the University of Minnesota, in data collection and analysis.

### DATA REVIEWED

In carrying out its task, the Committee assembled and analyzed data from CLE courses presented since implementation of the elimination of bias requirement on July 1, 1996. The Committee reviewed the following:

1. Fifty-six (56) applications for course approval and supporting documentation for courses accredited in whole or in part as elimination of bias during the period July 1, 1996, through May 1, 1998;
2. Survey responses of attorneys in attendance at courses accredited in whole or in part as elimination of bias;
3. Survey responses of attorneys in attendance at accredited CLE courses but *not* accredited as elimination of bias.

Attached as **Exhibit A** is a chart showing the 56 elimination of bias courses studied. The data collected on each course included the following: the course title; the format (live or video replay); the name of the course sponsor; the type of subject matter

covered in the course for which elimination of bias credit was granted; the type of instructor; the number of accredited hours; the number of persons in attendance; and the number of written evaluations required from those in attendance.

Course sponsors were asked to provide copies of elimination of bias course participant survey responses. Surveys for eleven of the 56 courses were obtained. Attached as **Exhibit B** is an example of the type of survey form used by CLE course sponsors to solicit feedback from attorneys. The questions focus upon the substantive content of the program as well as upon how the material is presented.

**COMPARATIVE SURVEY RATINGS: ELIMINATION OF BIAS AND NON-ELIMINATION OF BIAS COURSES**

The chart below shows the average ratings given by the attorneys attending the eleven elimination of bias courses. The number at the left of each course name corresponds with the identifying course numbers shown on Exhibit A. The ratings were made on a 7-point scale with 7 being the highest. These scores were derived from a total of 135 responses from attorneys attending the eleven courses. The average of the ratings given for the eleven elimination of bias courses was a 5.53 on a 7-point scale.

<b>ELIMINATION OF BIAS COURSES</b>		<b>EVALUATION RATING</b>
#20	Elimination of Bias in the Legal Profession: The Tough Issues	5.9 overall
#21	Eliminating Bias in the Legal Profession	5.3 overall
#23	Elimination of Bias-The Next Step	4.5 overall
#26	Elimination of Bias in the Legal Profession	5.67 overall
#27	Elimination of Bias in the Legal Profession – Peggy Nagae	5.9 overall
#31	Hiring and Retention of Women and Minorities in the Legal Profession	5.3 overall
#35	Intersection of Race and Poverty	5.88 overall
#36	Law Clerk Orientation	4.62 overall
#40	Many Faces, One Law	6.51 overall
#52	The Future is Now	5.88 overall
#54	Update for City Attorneys	5.46 overall
		<b>Average Rating: 5.53</b>

In order to compare the elimination of bias survey results with the results obtained from CLE courses not dealing with elimination of bias, a second review was conducted of survey responses provided by attorneys attending eleven randomly selected CLE courses presented during the same time period by Minnesota CLE. These were courses that were accredited as CLE, but not accredited as elimination of bias CLE.

Below is a chart showing the titles and evaluation ratings of the eleven courses.

CLE COURSES		EVALUATION RATING
1.	1997 Taxpayer Relief . . .	6.0 overall
2.	Business Law 101	6.33 overall
3.	The Art of Real Estate	5.3 overall
4.	Medical Assistance 1998	6.3 overall
5.	Fair Labor Standards Act	5.9 overall
6.	Elder Law 1997	6.1 overall
7.	International Business Law	5.5 overall
8.	Products Liability	5.8 overall
9.	Basics of Civil Litigation	5.8 overall
10.	Mental Disabilities under the ADA	5.9 overall
11.	Child Support Process	6.2 overall
		<b>Average Rating: 5.92</b>

The chart shows that the non-elimination of bias courses received an average rating of 5.92 on a 7-point scale, compared to an average rating of 5.53 given to elimination of bias courses.

While overall the elimination of bias courses were given a slightly less positive rating by survey respondents compared to those given to standard CLE courses, the difference does not appear to be significant.

### **REVIEW OF NARRATIVE COMMENTS FROM ATTORNEYS ATTENDING ELIMINATION OF BIAS COURSES**

In addition to comparing ratings given to the courses, the Committee carefully reviewed the narrative responses provided by attendees at the eleven elimination of bias courses. The Committee reviewed all of the comments addressing the substance of the elimination of bias courses and disregarded those addressing logistics or other factors not relevant to the elimination of bias topic. The Committee rated each narrative comment as "positive", "negative", or "neutral."

Below are ten representative samples of comments considered by the Committee to be "positive:"

- "I came into this course resenting the fact that the MSBA thought I needed it! I leave convinced that the course needs to be attended by every attorney, judge and firm administrator in the state, and, perhaps a bit chastened. Not necessarily a bad thing. Thanks for an eye-opening experience."
- "The interpreter and media programs were fantastic. Each of these things has arisen in my county and I learned how to better handle these situations."

- "Great CLE on elimination of bias—all attorneys should have to take this type of hands-on class."
- "Very worthwhile despite being required by Minnesota Bar."
- "Thank you both! By far, the finest CLE I have ever attended. Perhaps there is hope that "humanity"/"humanness" can become part of the legal profession some day."
- "A good start in the treatment of a difficult subject. The "Ratings" exercise was effective as a teaching tool."
- "The course helped me realize some of my biases and gave me options to deal with my biases. Good course."
- "A very good beginning for MN CLE in presenting a course which states the case for the elimination of bias requirement."
- "Had some concrete things for people to try—wonderful."
- "Does a good job of getting meaningful audience participation. Credible. Practical and useful tips were offered that we can take away and incorporate."

Below are ten quotes that are representative of what the Committee considered to be "neutral" responses:

- "The subject more effectively presented with more inter-active presentations (example-Illusion Theatre) – not dynamic enough! This isn't a tax seminar! Too much like group facilitator format used in businesses."
- "Too much time talking about the problem and not enough time talking about actual mechanics of possible solutions."
- "More suggestions of practical nature would be appreciated. Course lacked focus or goal – endless statistics are not helpful."
- "Sometimes the CLE missed concrete issues/problems of diversity and bias as it relates to the practice of law."
- "Subject still remains theoretical; the practical comments tend to dance around the realities; how can I change my practice?"
- "Good discussion generated, but presenter didn't do a good job of actually answering questions asked and was bit annoying in her style."

- "Presenters were knowledgeable and easy to listen to. Issue of bias relating to disability seemed to get lost. All hypos dealt with race and gender; disability should have been used."
- "Too focused on diversity issues within large firms and economic factors which restrict change. Want to know more about how I can become aware of biases and how to embrace differences."
- "Brought about a better awareness of biases in the legal profession, but didn't address practical ways to attempt to eliminate them."
- "Lots of identifying issues. Would like more implementation information."

The comments quoted below are representative of those the Committee considered to be "negative."

- "It's great that the downtown Twin Cities law firms are finally doing sensitivity training. Why sole practitioners need to have explained to them the economic benefits of diversity in a large law firm is another question."
- "Course did nothing to increase awareness or sensitivity of bias in the legal profession."
- "I did not appreciate having this subject matter jammed down my throat. This was a waste of time and those I visited with at this site also shared my opinion. I'm not perfect--I have my faults--however, I don't appreciate being spoon-fed this material and being forced to attend. I have better things to do. I may agree that the goal of the seminar is worthy--the process, which was mandatory, turned my stomach. Eliminate the mandatory CLE requirement--instead include a taste of the subject in all CLE programs which cover other subject matters. Provide some real life examples and leave the social workers and motivational speakers at home. Help me recognize areas of the practice where a bias occurs and I'll do my best to help stamp out the abuse. Don't lecture me--scrap the stupid graphics. What I'm listening to now as I write this is bureaucratic, symbiotic garbage."
- "The bar should not be mandatory on this. What is next?"
- "All of the presenters promoted the same political agenda, confirming my suspicion that diversity programs stifle true debate and promote intolerance."
- "This course is absolutely unnecessary. It restates the obvious. It should NOT be required for licensure. (I fit into at least 3 protected categories.) I give the speakers a lot of credit for making something out of nothing. They were gifted presenters, even though there was no content."

- “Too simplistic and formulaic—the examples were all on people with similar values and life goals—the real problem is with a collision of values and life styles that are inconsistent with a peaceful society. Shouldn’t the discussion be about reviewing and establishing values which are unbiased but still being able to establish and enforce fair working standards?”
- “Too much fluff—statistics and stories mean nothing. Spent too much time on marginally related subjects/examples. We’re attorneys, not sixth graders. Put in some challenges, some opportunity to think. All this was is a rehash of stereotypes and pat answers/descriptions.”
- “I think MCLE did the best it could with this topic, but I strongly disagree that the Supreme Court has mandated this course. I already believe that all people should be treated with respect and dignity, but I object to presenter’s comments which unnecessarily legitimize the active gay lifestyle to the detriment of the heterosexual marriage and family.”
- “I thought that the moderator was not effective. She had an agenda and was argumentative. I felt that she was there to espouse her views, but not to foster a balanced discussion.”

A total of 135 narrative comments was tallied; of those, 66 or 49% were deemed to be positive; 37 or 27% were deemed to be negative; and 32 or 24% were deemed to be neutral.

### **OBSERVATIONS AND CONCLUSIONS OF THE EVALUATION COMMITTEE WITH RESPECT TO ELIMINATION OF BIAS DATA**

After reviewing all of the narrative comments and the other data available, the members of the Evaluation Committee agreed upon the following general observations with respect to the manner in which the CLE elimination of bias requirement is being carried out during the first two years of the requirement:

1. Attorneys who attended elimination of bias courses who completed questionnaires appear to be actively engaged in the learning process and are forthright in expressing their likes and dislikes with respect to all aspects of these courses.
2. Respondent attorneys express impatience with elimination of bias courses that are not substantive programs. Attorneys react more favorably to those programs that deal with bias in the practice of law rather than bias in society at large.
3. Attorney respondents seem to want programming that is closely tailored to the issues dealt with on a day-to-day basis by the attorneys in the audience.



4. When the audience views the material as less than intellectually challenging, the program tends not to receive high ratings. Negative reactions occur when the material is presented from the perspective of having the "right" answers or the "politically correct" approach to the subject of elimination of bias in the profession. Those courses which proceed from a viewpoint that allows a broad exploration of difficult issues tend to be received more positively. Not surprisingly, those programs that approach the subject from a didactic point of view seem to be less effective at opening minds.
5. The Minnesota State Bar Association's Minnesota CLE is producing videotapes of accredited elimination of bias programs and distributing them to attorneys who live or work outside of the State of Minnesota, thereby allowing out-of-state attorneys to fulfill the requirement.

The following are the conclusions of the members of the Evaluation Committee after review and consideration of the data:

1. Elimination of bias CLE programming is being produced by local CLE sponsors in a manner consistent with the Rules of the Minnesota Board of Continuing Legal Education and is being offered to Minnesota attorneys in numbers which will permit attorneys to fulfill the requirements. In the past sixteen months, 56 courses have been accredited in whole or in part as elimination of bias. Videotaped replays are available. Upon request by out-of-state attorneys, videotaped cassettes are mailed by Minnesota CLE.
2. The reaction of attorneys to elimination of bias programming is mixed. Numerical ratings generated by attorneys attending elimination of bias courses compared to other CLE programs, show that the reactions of attorneys attending elimination of bias programs is not significantly more negative than the reactions of attorneys attending other types of CLE programs. There does not appear to be an overwhelmingly negative reaction to this CLE requirement on the part of licensed attorneys.

### **CONCLUSION**

Over the past 24 months, sponsors of CLE programs have produced a variety of seminars covering a range of topics within the general definition of elimination of bias. The initial reaction of Minnesota attorneys to the elimination of bias requirement is mixed. Some programs have been extremely well received, generating high praise for course presenters. Other programs have not been successful. Many of the negative comments appear to be critical of the approach or the presentation of the program, rather than of the underlying message.

The Board of Continuing Legal Education will continue to monitor the elimination of bias courses for which accreditation is sought. The Board will also monitor compliance by

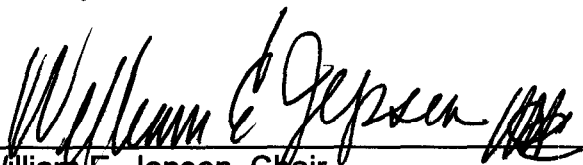
Minnesota attorneys. Monitoring will be particularly conscientious throughout the first reporting period for attorneys subject to the new requirement—July 1, 1996, through June 30, 1999. The first attorney-reporting deadline is August 30, 1999. The Board will keep the Court apprised should any significant changes occur in the quantity or quality of the elimination of bias courses or in the attendance trends by Minnesota attorneys.

Respectfully submitted,



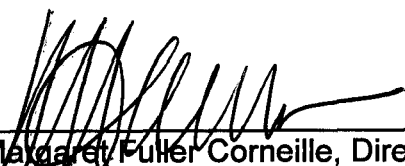
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Date: \_\_\_\_\_

*July 1, 1998*

	Title	Original Date	Format	Sponsor	Topic	Instructor	App Hrs	Attendees	evls
1	"Open Meeting" Law	Sep. 25, 1997	live	MN State BAR Assn.	confidentiality	attorney	1	unknown	
2	18th Annual Summer Program	29-May-97	live	U of M Law School	affirmative action, ethics	professor	1	46	
3	1996 Annual Meeting	Nov. 22, 1996	live	MN Co. atty assn.	cult. diversity, ethics	attorney	2	unknown	
4	1997 MCAA Annual Meeting	Nov. 20, 1997	live	MN Co. atty assn.	immigrants, hate & bias crimes	lawyers	1	unknown	
5	4th Annual Civil Litigation Institute	Nov. 22, 1998	live	MN CLE	minority clients	attorney	2	162	
6	9th Employment Labor Law Institute	Mar. 26, 1997	live	Business Development Associates	sex, harassment, discrimination	attorney	2.75	20	
7	Affirmative Action	Jun. 6, 1997	live	Mn Atty. General Office	affirmative action	lawyer	1	unknown	
8	Annual Conference of Judges	Dec. 3, 1997	live	Nat. Assn. Of Admin, Law Judg.	bias elimination in judicial decisions	judges	3	unknown	
9	Certified Mediation Skills	Jan. 17, 1997	live/video	MN CLE	ethics, mediation, gender	judges/attys	1	18	
10	Children's Mental Health...	Nov. 6, 1997	live	MN Disability Law Center	ethnicity, cultural bias	psychologists, attys	1	unknown	
11	Civil Mediation Skills Training	Sep. 26, 1997	live	MN CLE	cultural, gender issues	attorney	2	unknown	
12	Cultural Diversity Awareness	Jul. 29, 1997	live	State of MN off. of adm. hearings	diversity, cultural awareness	consultant	3.25	85	
13	Cutting Edge Issues in Empl. Law	Jun. 4, 1997	live	U of M Law School	mental dis. , harassment	professor	1.5	62	
14	Damage Actions...	Nov. 8, 1998	live	MN State BAR Assn.	domestic abuse	attorney	1.5	unknown	
15	Development of Rules...	Jul. 23, 1997	live	MN Dept. of Labor & Industry	medical, employee relations	various	1	45	
16	Diversity & General Practice of Law	Feb. 16, 1998	live	Lifelong Learning for Lawyers	ethnicity	lawyer	4	unknown	
17	Diversity Issues for Lawyers	Dec. 18, 1997	live	DC BAR	domestic viol, diversity, etc.	Lauren N. Nile	3.75	2 from MN	35
18	Diversity Tolerance	Nov. 19, 1996	live	Office of Atty General	diversity, gender, ethnicity	attorney	3	30-45	
19	Elim. Of Bias in Legal Prof. - Gender Iss.	Apr. 16, 1998	live/video	MN CLE	gender	attorney	2.75	unknown	
20	Elim. Of Bias in Legal Prof. - Tough Issues	8-May-97	live	MN CLE	ethnicity, gender, "other"	attorney	2.75	114	8
21	Eliminating Bias in the Legal Profession	Oct. 14, 1998	live/video	MN CLE	diversity practices	attorney	2.75	unknown	14
22	Elimination of Bias	Jul. 24, 1997	live	MN Tenth Judicial District	ethnicity, gender	lawyer	2	20	
23	Elimination of Bias - The Next Step	Jan. 27, 1998	live/video	MN CLE	gender, children, minorities	attorney	2.75	183	48
24	Elimination of Bias for Bench and Bar	Jan. 22, 1998	live	MN Anoka Co. BAR assn.	welfare, interpreters, culture	judge	2.25	unknown	
25	Elimination of Bias in Agency Practice	Apr. 22, 1998	live:video	Prof. Neil Hamilton	ethnicity, gender	professor	2	19	
26	Elimination of Bias in the Legal...	5-May-97	live	William Mitchell Col. Of Law	diversity, ethnicity	consultant?	1.5	61	13
27	Elimination of Bias in the Legal...	Jul. 10, 1996	live/video	MN CLE	bias in practice	consultant	2.25	49	27
28	Ethics and Diversity Seminar	Nov. 14, 1997	live/video	MN Trial Lawyers Assn.	gender	attorney	2.25	unknown	
29	Ethics/ Elimination of Bias	Oct. 24, 1997	live	MN Hennepin Co. Dist. Court	ethics, disability	judges/attys	2	unknown	
30	Growing Our Own Opportunities	Apr. 2, 1998	live	William Mitchell Col. Of Law	minority recruit. and retention	lawyers, students	4.25	unknown	
31	Hiring and Retention of Women & Minorities	Nov. 13, 1996	live/video	MN CLE	gender, ethnicity	attorney	2.5	unknown	
32	ICWA Training	Apr. 8, 1998	live	MN-MPLS American Indian Center	racism, economic status	lawyer	1	unknown	
33	Identifying Bias in Our Own Backyard	Mar. 12, 1997	live	Henn. Co. BAR assn.	Am. Indian culture	various	1	unknown	
34	Indian Child Welfare Act	Jan. 30, 1998	live	7th Dist. Public Defender's Office	Am. Indian culture/children	judges/attys	5.5	unknown	
35	Intersection of Race & Poverty...	Nov. 24, 1997	live	So.MN Regional Legal Serv., Inc.	ethnicity, poverty discrimination	judges/attys	3.5	165	54
36	Law Clerk Orientation	Oct. 20, 1997	live	Continuing Ed, Judicial Bd.	interpreters		9	unknown	46
37	Labor Law & Labor Arbitration	Dec. 9, 1997	live	MN Labor Arbitration Institute	ethnic, gender bias	law professor	1	unknown	
38	Latino Experience in MN Courts	Oct. 30, 1997	live	1st Judicial District	gender, ethnicity	judges, attys, staff	3.25	unknown	
39	Listening as a Tool...	Sep. 18, 1997	live	St. Paul atty office	intercultural relations	judge	1	75	
40	Many Faces, One Law	Jun. 30, 1997	live	MN Law & Politics	ethnicity, gender	various	2.25	70	9
41	Municipal Judge's Seminar	Oct. 2, 1997	live:video	ND Muni. Judges(Steven C. Ekman)	cult. Differences, indigency	judges, profs	2.5	unknown	
42	New Ethics Rules - Rule 114	Oct. 23, 1997	live	MN State BAR Assn.	"neutrality"	attorney	1	unknown	
43	Women in the Law	Oct. 24, 1997	live	MN State BAR Assn.	gender	attorney	1.5	unknown	

	Title	Original Date	Format	Sponsor	Topic	Instructor	App. Hrs.	Attendees	evls
44	Practical Issues in the Justice Syst..	Sep. 9, 1997	live	Henn. Co. atty office	disability, children, abuse	various	1.5	unknown	
45	Presumed Guilty	Apr. 8, 1997	demo	Hennepin Co. BAR assn.	ethnicity, gender, sexual orientation	panel:lawyers, jud	2	unknown	
46	Public Perceptions of Justice	Sep. 27, 1997	live	Supreme Court CLE	perceptions of bias in judicial system	judges, profs, attys	0.75	unknown	
47	Quality Criminal Defense Conference	Oct. 23, 1997	live	Tenth Judicial Dist. Pub Def Off	immigrants, deportation	attorney	1	58	
48	Rule 6.1 Aspirational Goals...	Mar. 15, 1997	live	Legal Services Coal.	class, ethnicity, children	attorney	2	unknown	
49	Since the Beginning	Jan. 16, 1998	live:demo	MN State BAR assn.	ethnicity, gender	panel/lawyers	1	unknown	
50	Somalian Culture & American Legal Sys.	1-May-98	live	Henn. County Atty's Office	immigration, dispute res., cult. barriers	social workers	1.5	unknown	
51	Southeast Asians & American Legal Sys.	Apr. 3, 1998	live	Henn. County Atty's Office	immigration, dispute res., cult. barriers	social workers	1.5	unknown	
52	The Future is Now	na	video	MN State BAR assn./CLE	multiculturalism, ethnicity	consultant	?	49	49
53	Trial Advocacy	Jun. 29, 1997	live:video	MN Co. atty assn.	ethnicity, ethics	judges/attys	1	unknown	
54	Update for City Lawyers	Feb. 21, 1998	live	MN Gov't Training Service	diversity (multiculturalism)	lawyer	2	125	41
55	What Legal Service Advocates Need to ...	Sep. 19, 1997	live	Legal Services of NW MN	Hispanic, Am. Indian/ atty relationships	attorney	2.5	unknown	
56	Practice Without Prejudice	Apr. 18, 1998	live:video	Peacemaker	workplace bias, human rights	judges, attys, other	3	unknown	
57	Women in the Law	Oct. 24, 1997	live	MN State BAR Assn.	gender	attorney	1.5	unknown	

**TITLE OF COURSE**  
**Date of Course**  
**Minnesota CLE Conference Center**  
**338-2142**

**FACULTY:** Please rate the following, using a scale of 1 to 7, with 7 being the best:

**NAME: First Speaker** **Title of Presentation**  
*Information Content: 7 6 5 4 3 2 1 (circle one)* *Speaking Style: 7 6 5 4 3 2 1 (circle one)*

**Comments:** \_\_\_\_\_

**NAME: Second Speaker** **Title of Presentation**  
*Information Content: 7 6 5 4 3 2 1 (circle one)* *Speaking Style: 7 6 5 4 3 2 1 (circle one)*

**Comments:** \_\_\_\_\_

**NAME: Third Speaker** **Title of Presentation**  
*Information Content: 7 6 5 4 3 2 1 (circle one)* *Speaking Style: 7 6 5 4 3 2 1 (circle one)*

**Comments:** \_\_\_\_\_

**NAME: Fourth Speaker** **Title of Presentation**  
*Information Content: 7 6 5 4 3 2 1 (circle one)* *Speaking Style: 7 6 5 4 3 2 1 (circle one)*

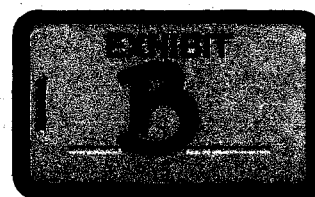
**Comments:** \_\_\_\_\_

**NAME: Sixth Speaker, Moderator** **Title of Presentation**  
*Information Content: 7 6 5 4 3 2 1 (circle one)* *Speaking Style: 7 6 5 4 3 2 1 (circle one)*

**NAME: Seventh Speaker** **Title of Presentation**  
*Information Content: 7 6 5 4 3 2 1 (circle one)* *Speaking Style: 7 6 5 4 3 2 1 (circle one)*

**NAME: Eighth Speaker** **Title of Presentation**  
*Information Content: 7 6 5 4 3 2 1 (circle one)* *Speaking Style: 7 6 5 4 3 2 1 (circle one)*

**Comments:** \_\_\_\_\_



**COURSE TITLE**

Date

Minnesota CLE Conference Center

**EVALUATION****SPEAKERS**

(Ratings: 7=Excellent; 1=Poor)

	<u>Knowledge</u>	<u>Materials</u>	<u>Delivery</u>	<u>Overall</u>
Session				
• Speaker	7654321	7654321	7654321	7654321
<i>Comments:</i>				
Session				
• Speaker	7654321	7654321	7654321	7654321
<i>Comments:</i>				
Session				
• Speaker	7654321	7654321	7654321	7654321
<i>Comments:</i>				
Session				
• Speaker	7654321	7654321	7654321	7654321
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	<u>Moderator</u>	<u>Conference Center Staff</u>	<u>Facilities</u>	
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<i>Comments:</i>				

**SEMINAR**

A. Did this seminar meet your expectations?  
 Yes  No If not, why?

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B. Additional comments or suggestions:

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E. OVERALL RATING OF THE SEMINAR:

7 6 5 4 3 2 1

**FUTURE SEMINARS & PUBLICATIONS**

A. What areas or topics would you like future seminars to address?

\_\_\_\_\_  
\_\_\_\_\_

B. What areas or topics would you like additional publications on?

\_\_\_\_\_  
\_\_\_\_\_

Please contact Program Attorney Gretchen Otto at (612) 227-8266 or (800) 759-8840 with any comments.

*Thank you for your time and consideration, we value your input.*

**Has Your Address Changed?** *(Please let us know so that we can fax you credit reports and update you on programs.)*

Please make any changes or corrections below:

Company: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

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