

## President's Message

*Joyce A. Lauterbach*

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In the July 2008 ABFDE newsletter, the issue of substantiated and unsubstantiated complaints filed against Diplomates and Professional Review Procedures was discussed in some detail. Allegations in a letter of resignation from Mr. James Blanco that was published to all Diplomates were refuted, and mention was made of a lawsuit brought against the ABFDE by Mr. Blanco for alleged violation of civil rights and freedom of speech.

A court date having twice been postponed finally commenced on August 25, 2008, and on this date the lawsuit brought by Mr. Blanco was dismissed by the court. The judge had been given two choices: 1) grant an anti-SLAPP motion, which would permanently bar Mr. Blanco's suit and result in an award of attorney fees to the ABFDE; or 2) grant the motion to quash based on lack of jurisdiction, which would allow Mr. Blanco to refile his suit in a proper venue, presumably a Texas State Court in Houston where the ABFDE maintains its corporate offices. Now that Mr. Blanco has resigned from the ABFDE in a letter to the Diplomate body that does not mention accusations of the lawsuit as a basis for his resignation, there are little, if any, grounds to refile his lawsuit. On the other hand, had the judge granted the anti-SLAPP motion, which would have awarded attorney fees to the ABFDE, Mr. Blanco could have filed an appeal and the case may have gone on for some time longer.

Before the hearing date on Monday, August 25, 2008, Mr. Blanco and his attorney, under California rules, had until 4:30 p.m. on the preceding court date to contest the tentative ruling by the court. If the call was not made on the preceding court date, the court would not hear oral argument and the tentative ruling would become final. Neither Mr. Blanco nor his attorney called to contest, and Mr. Blanco did not appear at the hearing.

This decision by the court to dismiss based on lack of jurisdiction does not provide the ABFDE with the clear and

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# From the Editor

**Lisa M. Hanson**  
St. Paul, MN

We are having a changing of the guard or, in this case, the ABFDE newsletter editor. My name is Lisa Hanson, and I am going to try to take up where Ms. Singer left off. I know I have very large shoes to fill, but I think I'm up for the challenge!

For those of you who do not know me, here are few details. I am currently employed as the Section Leader of the Questioned Document Section at the Bureau of Criminal Apprehension Laboratory in St. Paul, MN. I completed my QD training in 2002 and went on to complete my ABFDE certification in 2006. I also enjoy being one of the co-coordinators helping to organize MAFS QD workshops (thank you Mr. Welch!).

I am very proud of the work we do in questioned documents and look forward to sharing any news and technical advancements of our field with you all on a quarterly basis. Please feel free to contact me with anything you find of "newsletter importance."

## Newsletter Editor Initiates New Column, "TECH-BYTES"

As I stated in my previous introduction of myself, I am very proud of the work we do in questioned documents. As a group of professionals, we need to be constantly learning and expanding our knowledge so as to stay ahead in the various subcategories that may be included in a QD examination. In addition to that, and as vitally important, we need to remain current and understand advancements in technology that can be something of interest in our cases or how we examine or document them.

This new column (see page 8 for the inaugural column by Tom Riley) will be for exactly that! Through the "Tech-Bytes" column, you can send in any "techno" news you see or hear. You can also share those fun techno-gadgets that have been useful during case work or organizing reports. This will also be the place where you can share new "technical items" that pop up in casework.

Please contact me at [Lisa.Hanson@state.mn.us](mailto:Lisa.Hanson@state.mn.us) or 651-793-2898.

**Editor** Lisa M. Hanson  
**Associate Editor** Jason Lee Miller

### Board Reports

**President** Joyce A. Lauterbach  
**Secretary** David L. Oleksow  
**Treasurer** Jeffrey S. Taylor

**Continuing Education** A. Frank Hicks

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IntelliType

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Deadline for the next issue is:

**December 20<sup>th</sup>**

**[www.abfde.org](http://www.abfde.org)**

# New Diplomates



**DAN ANDERSON** completed the FBI document examiner training and certification program in 1996 and has now served more than 12 years as an examiner at the FBI Lab. Prior to joining the FBI, Dan served with the U.S. Navy in San Diego, then continued service with the Army National Guard in Virginia.

Dan enjoys exercising, hiking, camping, and most types of sports. Dan is married with one daughter.

Contact Info: FBI Laboratory, Questioned Documents Unit, 2501 Investigation Parkway, Quantico, VA 22135



**JOHN BARNETT** is a forensic document examiner with the U.S. Immigration & Customs Enforcement Forensic Document Laboratory. A native of Western New York, John received his BA degree from Niagara University and MFSA from Oklahoma State University. After working as an immigration inspector with U.S. Customs & Border Protection at the Lester B. Pearson Airport in Toronto, John transferred to the Forensic Document Laboratory (FDL) in 2004. It was at the FDL where he completed his two-year training program. John is a member of the American Academy of Forensic Sciences.



John resides in Bealeton, Virginia, with his wife Laurie, daughter Isabella and son Robert. They are also expecting child number three early next spring.



**LYNE DESROCHES** obtained her bachelor degree in chemistry from the University of Sherbrooke, Quebec, in 1986. That same year she joined the Industrial Commodities Division of Canada Border Services Agency (formerly Canada Customs and Revenue Agency), where she worked as an analytical chemist for 11 years. In 1997, she transferred to the Forensic Document Examination Section. She completed her formal training as a forensic document examiner and has specialized in inkjet printer identification.



**MARIE DURINA** is a forensic document examiner with the San Diego Sheriff's Crime Lab. She completed her lab's three-year training program in August 2006 under the tutelage of senior forensic document examiner, Linton Mohammed.

Marie graduated magna cum laude from Baruch College—City University of New York in 1989 with a bachelor's degree in business administration and possesses a Certificate of Achievement in Administration of Justice from Miramar College in San Diego, with a specialty in criminal investigations. In December, 2006, Marie was the first recipient of a Graduate Course of Academic Studies Certificate in Forensic Document Examination from Oklahoma State University.



Prior to being promoted to FDE at the crime lab, Marie spent over 14 years responding to crime scenes as a forensic evidence technician. At one of those crime scenes she met her husband, John Durina, a criminalist with the Firearms Unit of the San Diego Police Department's Crime Lab.

Marie is a provisional member of the ASQDE, a member of the American Society for Testing and Materials, and has applied for provisional membership to the AAFS, QD Section.



# Treasurer's Report

Jeffrey S. Taylor  
Charlotte, NC



On January 14, 2008, \$50,000.00 from recovered funds were deposited into a four-month Certificate of Deposit with an annual percentage yield of 4.0%. The CD was allowed to roll over at a rate of 2.65% on May 14, 2008, and is due to mature again on September 14, 2008. As of September 8, 2008, the value of the fund was \$51,100.72; and there is interest not yet paid in the amount of \$91.70. Current redemption amount of the fund on September 8, 2008, was \$50,864.47; however, there would be no need, nor would it be prudent, to withdraw prior to the September 14, 2008 maturity date. At this time, the Board's finances are sufficient that we will be able to allow the CD to roll over once again. Interest gained on the account has been earmarked for the AMES Fund. 🔍

## President

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decisive opinion such as in the matter of Paul M. Dougherty v. Lucien C. Haag et al. wherein Orange County Superior Court Judge Daniel J. Didier opined in favor of American Firearms and Toolmark Examiners, "A private organization whose purpose is to ensure the integrity of expert testimony actually had the gumption to censure a member whose testimony bordered on the ludicrous—roughly the equivalent of saying that a shotgun can shoot at a right angle. The organization painstakingly gave the errant member multiple opportunities to explain why his testimony wasn't as bad as it looked, and ultimately, after about four years of internal due process, his peers censured him. In our opinion, they didn't deserve a lawsuit, they deserve a medal." Although the ABFDE did not get such a clear opinion, it is also unlikely that the ABFDE will be engaged in lengthy motions, appeals, and continuances.

Prior to the lawsuit having been filed against the ABFDE, complaints arising out of two cases in California were filed against Mr. Blanco. The first complaint was filed with the ABFDE in 2004, and the second in 2005. At the time, lawsuits arising out of those cases were still pending; and because the Professional Review Procedures 1.D. stated, "If the complaint involves pending litigation, no action will be taken until final adjudication of all court proceedings," assignment to a Professional Review Committee (PRC) was held in abeyance until all suits were final in late 2006 to early 2007.

Per PRC procedures, a letter was sent to Mr. Blanco in February 2007 providing him an opportunity to respond to the complaints. In March 2007, copies of all complaints and responses were sent to a PRC. Intentionally, individuals chosen to serve on the committee were as far removed from California, SWAFDE, Mr. Blanco, and the complainants as possible. Independently, the committee members unanimously came to the same finding and collectively made a recommendation for some disciplinary action based on their findings, to be presented to the Board of Directors for a final decision.

(continued on page 6)



# Commentary on “From the Board Room”

by Joyce Lauterbach

The minutes of the 2008 Board of Directors meeting published in the July newsletter generated discussion and debate on two issues.

One Diplomat and Past Director correctly noted that a motion to amend Bylaws Article IX by removing the word “mail” was not legitimate because the president cannot make a motion. The amendment was sent back to the Rules and Procedures Committee (RPC), which proposed a more complete revision that was adopted unanimously by the Board of Directors. The revised Article IX is published in this newsletter.

In the July 2008 newsletter, the following was published on page 4:

## **Adoption of the 2007 BOD Meeting’s Minutes**


“The minutes of the April, 2007 Board of Directors meeting were adopted unanimously with modification. Secretary Dave Oleksow asked for the inclusion of an omitted statement about the use of the word ‘collaboration’ to describe the relationship between ABFDE and LaTrobe. At the 2007 meeting, Oleksow had asked that the record reflect that the relationship between ABFDE and LaTrobe was not a ‘collaboration’ but rather that the ABFDE allowed the dissemination of the Hammond Pilot Test to Diplomates for informational purposes only.”

The major issues involved referring to the test as the “Hammond Pilot Test” and the use of the word, “collaboration.” Webster’s Ninth New Collegiate Dictionary defines “collaborative” as: “1. to work jointly with others or together esp. in an intellectual endeavor 2. to cooperate with or willingly assist an enemy of one’s country and esp. an occupying force 3. to cooperate with an agency or instrumentality with which one is not immediately connected.”

After the controversial trip to Australia, Mr. Hammond brought the first pilot test that he had prepared to the 2006 BOD meeting, where there was lengthy discussion about the original concept of “error rate” testing, and the Directors had their first opportunity to review the pilot test that would later be disseminated for Diplomates’ review. It was decided that the test was to be voluntary and used for self-

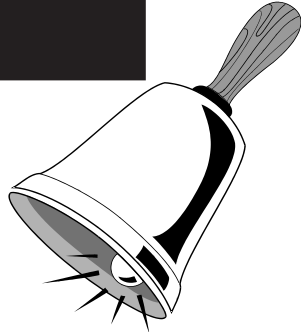
evaluation. There was some objection to incorporating both the ABFDE and LaTrobe logos on the front of the notebook, but the majority of the Board approved the use of ink jet printing for the questioned and known signatures and the test design for the initial pilot test.

A letter sent with the first pilot test stated that the test offered by the ABFDE was designed by Mr. Hammond in collaboration with Forensic Expertise Profiling Laboratory at LaTrobe University. Mr. Hammond is of the opinion that the pilot test should be referenced as a “collaborative” testing project with Dr. Found, FEPL, and LaTrobe. The strength of any “collaborative” agreement with LaTrobe and the ABFDE was not so clear to all Directors. Some agree that the barrage-style pilot test was designed and prepared by Mr. Hammond with assistance from Dr. Found; however, “the ABFDE and LaTrobe were not collaborating/partnering together as a team. That is, the ABFDE pilot test project was not a ‘team’ effort with Latrobe.” In May 2006, another Director, in response to a petition signed by 70 Diplomates, stated that “a clear separation may need to be communicated that Found is not keeping statistical information on diplomates, and Derek is preparing the test.”

A letter dated May 15, 2007, sent to Dr. Bryan Found stated, “The American Board of Forensic Document Examiners wishes to thank you for the information, instructional material, and assistance that you provided Derek Hammond in preparing the pilot test offered by the ABFDE to its Diplomat body. Originally the ABFDE wanted to explore the feasibility of implementing an ‘error rate testing’ program modeled after the University of LaTrobe program, however, at the last Board of Directors meeting, the Board decided that it will not be pursuing the project.” It would seem that these statements clearly describe a level of “collaboration” between Dr. Found and Mr. Hammond; however there were no statements of affiliation between LaTrobe and the ABFDE. It was in the spirit of this understanding that the Minutes from 2007 were approved and accepted with modification. 

# Continuing Education

A Frank Hicks  
Long Beach, CA



## October 2008

### 1-3 Midwest Association of Forensic Scientists (MAFS) 37th Annual Meeting

Hotel Fort Des Moines  
Des Moines, IA  
(800) 532-1466

Todd Welch (Program Chair)  
Lansing Forensic Laboratory  
7320 North Canal Road  
Lansing, MI 48913  
(517) 719-5473  
Welcht@michigan.gov

### 20-23 Skill-Task Training, Assessment & Research, Inc. (ST<sup>2</sup>AR)

**Workshop: Emphasis on Handwriting and Signature Examinations, Digital Photography, Dichroic Filters and Ink Jet Technology**

Skill-Task Training, Assessment & Research, Inc. (ST<sup>2</sup>AR)  
9360 West Flamingo Road, Suite 110-400  
Las Vegas, NV 89147

Jan Seaman Kelly (Program Chair)  
(702) 828-3963  
qdwatdog@aol.com


This list of opportunities available to Diplomates seeking recertification credits may not be all inclusive. Provide details of upcoming meetings or workshops for this newsletter to

A. Frank Hicks  
Rile & Hicks  
100 Oceangate, Suite 670  
Long Beach, CA 90802  
(562) 901-3376 / Fax (562) 901-3378  
afhqd@yahoo.com.

## President

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A copy of those findings and the recommendation of the committee were forwarded to Mr. Blanco, and Mr. Blanco was given an opportunity to appear before the Board of Directors to provide further argument and/or evidence. Several factors, and demands by Mr. Blanco, caused delays in setting a hearing date before the Board of Directors in 2007; and the hearing was to commence at the regular Board of Directors meeting in May 2008. Mr. Blanco did not avail himself of the opportunity to be heard by the entire Board of Directors. Rather, he filed and published a lawsuit against the ABFDE alleging a violation of his civil rights and freedom of speech, primarily based on the exclusion of his legal counsel. However, per the ABFDE Professional Review Procedures V.D.3. which were reiterated to Mr. Blanco, each written notice must include "Notice that the respondent may, within fifteen (15) days of receipt of the notice, submit a written acknowledgment of his/her intention to make either an oral presentation before the Board or provide a written statement to further explain the circumstances. The oral presentation cannot be made by a person other than the respondent; no legal counsel or other agent may be present." He resigned on the eve of his hearing before the Board and also published his letter of resignation.

The California Association of Criminalists has a provision for Notification of Results to Membership that requires a summary of facts and sanctions, if any, be prepared and distributed to the membership. Specific identifying information is excluded in a case where no violation has occurred but is included where the CAC Board or membership has determined that there was a violation. One Diplomate has requested that the Board have a similar provision to publish the findings and recommendations of a PRC once the case is disposed of. Regarding this suggestion, the ABFDE is a certifying body rather than a membership organization. Second, there is currently no provision in the ABFDE Rules and Procedures Guide that allows for this. General counsel for the ABFDE may be asked about the advisability of this. 

# Bylaws Changes

by Dave Oleksow

Due to concerns regarding compliance with FSAB requirements and general review, the Rules and Procedures Committee was asked to evaluate and suggest changes to Article VI,

Board of Directors, and Article IX, Elections and Terms of Office of the bylaws. The following suggested changes were discussed and unanimously approved by the Board of Directors.

## ARTICLE VI. BOARD OF DIRECTORS

### 3. Qualifications of Directors

- b. Every person elected as a Director shall be a Diplomate of this Board. One (1) position on the Board of Directors may be held by a qualified public member who cannot be a Diplomate of the Board.

## ARTICLE IX. ELECTIONS AND TERMS OF OFFICE

### 4. Election of Directors

- a. No less than one-half (1/2) of the members at large of the Board of Directors shall be elected by Diplomates at-large whenever a vacancy exists. These members shall be elected from a ballot consisting of a slate of candidates prepared by the Nominations Committee. A provision will be made on the ballot for write-in candidates. Such elections shall require a simple majority affirmative vote. In the event of a tie vote, a majority affirmative vote by the Board of Directors shall break the tie.
- b. No more than one-half (1/2) of the members at large of the Board of Directors shall be elected by the members of the Board of Directors whenever a vacancy exists. Such elections shall require a majority affirmative vote.
- c. One (1) position on the Board of Directors may be filled by a public member. A public member will be elected by the Board of Directors.

### 6. Vacancies Among Directors

A vacancy resulting from an unexpired term or resignation in the office of a Director shall be filled by vote of the remaining Directors as soon as practicable after the vacancy occurs and for the unexpired term of said office as long as Article IX4.b is satisfied. Otherwise, the vacancy shall be filled by vote of the Diplomates as soon as practicable. Such election may be conducted by ballot.

## ARTICLE XVI. AMENDMENTS

These Bylaws may be amended, altered, or repealed, in whole or in part, in the following ways:

- a. Upon two-thirds (2/3) affirmative vote of the Directors present at a meeting of the Board of Directors at which a quorum is present, provided that a copy of the proposed change(s) has been submitted to all Directors at least thirty (30) days prior to such meeting;
- b. Upon two-thirds (2/3) affirmative vote by ballot of the Directors within thirty (30) days after a copy of the proposed change(s) has been submitted to all Directors, (A ballot may be USPS or electronic. The Secretary shall maintain a copy of all ballots, whether by USPS or electronic, for the record.)
- c. By the unanimous written consent of all members of the Board of Directors.

## Tech-Bytes

# The HP Tablet PC TX1100

by Thomas Riley

Michigan initially purchased the HP Tablet PC TX1100s for use with our new laboratory information system with the intent of replacing everyone's desktop PC. They were to be used at both the desktop and bench for all computing needs, including note-taking and report-writing.

However, it has not worked out this way. The tablets are small, lightweight, and easy to carry. I have used it for PowerPoint presentations and to take to meetings. This is about where the positive ends. Unfortunately, they are difficult to operate at times, and the model itself leaves a bit to be desired. Ours is set up in the ESDA room so we can input information into our worksheets electronically while running ESDAs. Here are a few more pros and cons:

### Pros:

- Small, compact and lightweight.
- Stylus stored in tablet can be used for writing directly onto the screen of the tablet, as if it were a sheet of paper.
- Keyboard and touch mouse are connected to the tablet and fold compactly into a small unit that can be easily carried.
- Separate base unit from which the tablet

detaches houses the CAR and input/outputs for network, mouse, keyboard, USB, and video.

- An external monitor can be connected that allows for larger viewing than the built in tablet screen.
- Two power supply units come with the tablet, so one can stay plugged into the base unit, and you have one to carry with you if you detach the tablet and take it anywhere
- It has wireless capability.

### Cons:

- Very heavy and awkward base that is difficult to use, and the detach/attach mechanism fails along with the connection failing.
- The stylus is easily lost and not securely housed.
- The processor is only 1000 mhz, and the RAM is limited to 512 mb, so this particular model is slow. Newer models appear to operate better.
- The tablet monitor is very small (using an external monitor helps offset this somewhat).

Michigan may be upgrading the existing ones. I have been given one to try out here in the unit. Maybe there will be more to follow in an additional "Tech Bytes" column in the future. ☺

## ABFDE Workshop

by Dennis Ryan

The Board held the Business Records workshop on August 16, 2008, in Asheville, NC, the site of the annual ASQDE meeting. The workshop covered practical problems, including an altered medical record, a "cut and paste" photocopy problem, and problems involving emails and EDD results with a twist.

There was a great deal of dialogue among the 51 attendees, both new and old. The attendees were evenly split among Diplomates and non-Diplomates who had a wide range of experience.

All joined in the exchange of ideas. Some feedback from the attendees included: "This has to be one of the best—if not the best workshops I have attended. I really believe the success of the training forum was the chemistry of (and between) the instructors and attendees;" and "This was a great learning opportunity..."

Many thanks to the attendees for their participation and input into future workshops and to presenters Lloyd Cunningham, Frank Hicks, Dennis Ryan, Dave Oleksow, and Howard Rile.

For those of you not able to attend, we are already working on the next workshop; more details to follow. ☺



# How to Make Typographic Grids

by Kathleen Annunziata Nicolaidis

Bill Flynn and I taught a workshop called “Typography—Testing to Testimony” at the recent ASQDE meeting. One typographic tool discussed was line spacing grids printed on acetate. Grids, used correctly, provide an effective and easy means of spotting misalignments in suspect documents. Here are instructions for producing grids. Be sure to produce incremental grids on a single, verified printer on one day. A paper describing my research on grids is being considered for publication in the ASQDE Journal. If you haven’t used these tools yet, I recommend waiting for further information before using them in case work. Misapplication may result in misleading conclusions.

## HOW TO MAKE A GRID USING WORD 2000/2003

1. Go to Tools.
2. Select Options.
3. Select General tab.
4. After Measurement Units, select Points. Select OK.
5. Go to Table.
6. Select Insert.
7. Select Table.
8. In Insert Table box, enter 2 for Number of Columns and 50 for Number of Rows. Select OK.
9. Adjust width of table by moving the mouse over each column margin until a double line with an arrow pointing outward on each side appears, and then left click the mouse, holding it while moving the cursor to broaden the column.
10. Move the mouse over the top of the columns until you see a fat, black, down arrow and left click to select the entire table.
11. Go to Table.
12. Select Table Properties.
13. In the Table Properties box, click on the Row tab.
14. Under Size, check Specify Height and enter in the desired line spacing of the grid (such as 11.2). (You can even specify to the hundredth decimal place, such as 11.25.)
15. After Row height is entered, select Exactly. Select OK.
16. Insert or delete rows as necessary to fit onto one page. Do this by clicking to the left of a row to select it, go to Table, select Insert (or Delete), and Rows Above.
17. Adjust width of table by moving the mouse over each table margin until a double line with an arrow pointing outward on each side appears, and then left click the mouse, holding it while moving the cursor to broaden the column.
18. Make the first column narrow. Use this column to number each row.
19. Go to View.
20. Select Header and Footer.
21. Label grid (put point size in Header and printer and date in Footer) and then Close.
22. Print out on acetate.
23. If a grid at a different point size is needed, I suggest creating a new table as it is easy to produce an erroneous grid by modifying the row spacing of an existing one. I also suggest you save each grid; you never know when you’ll need to print another.

## HOW TO MAKE A GRID USING WORD 2007

1. Select the Microsoft Office Button (in the upper left-hand corner).
2. At the bottom of the panel, select the Word Options button.
3. Select Advanced.
4. Scroll down to Display section.
5. After Show measurements in units of, select Points. Select OK.
6. Go to Insert.
7. Go to Table.
8. Select Insert Table.
9. In Insert Table box, enter 2 for Number of Columns and 50 for Number of Rows. Select OK.

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## Grids

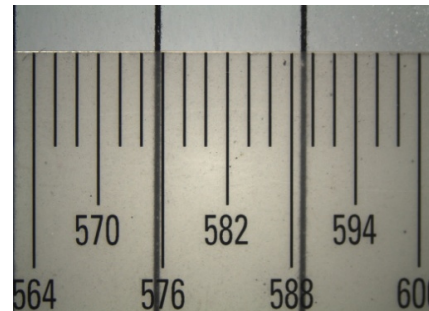
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10. Adjust width of table by moving the mouse over each column margin until a double line with an arrow pointing outward on each side appears, and then left click the mouse, holding it while moving the cursor to broaden the column.
11. Move the mouse over the top of the columns until you see a fat, black, down arrow and left click to Select the entire table.
12. When the entire table is selected, right click the mouse.
13. Select Table Properties.
14. In the Table Properties box, click on the Row tab.
15. Check Specify Height and enter in the desired line spacing of the grid (such as 11.2). (You can even specify to the hundredth decimal place, such as 11.25.)
16. After Row height is entered, select Exactly. Select OK.
17. Insert or delete rows as necessary to fit onto one page. Do this by clicking to the left of a row to select it, go to Table, select Insert (or Delete), and Rows Above.
18. Make the first column narrow. Use this column to number each row.

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Printed on Xerox Workcenter C424 6/3/08

19. Go to Insert.
20. Go to Header and then Edit Header.
21. Label your grid (put point size in Header and printer and date in Footer) and then double click in document area to close the header and footer.
22. Print out on acetate.
23. If a grid at a different point size is needed, I suggest creating a new table as it is easy to produce an erroneous grid by modifying the row spacing of an existing one. I also suggest you save each grid.



### GRID VERIFICATION INSTRUCTIONS

#### Taking the Measurements

- Center E-ruler's "0" line on top of row 1, align it straight down the length of the grid and secure it with Post-it notes
- Take measurements at bottom of rows 10, 20, 30, 40, and 45 (or 50 if on A4 paper)

#### Interpolation

- Ruler graded in denominations of 2
- If line centered between two marks, interpret as the odd number
- If line falls alongside a mark, interpret as half

#### Calculations

- Line spacing = points / # of lines
- Overall line spacing of a grid = average of five-line spacing (10, 20, 30, 40, 45) measurements taken for each grid
- All measurements rounded to two decimal spaces

#### Verification

- Line spacing of incremental grids should increase approximately .05 pts. -- if it does not, produce and verify another grid



Q and A**Director-at-Large**

by President Joyce Lauterbach

After the last newsletter, there were a few questions regarding the ABFDE Board's at-large position. There was a concern that it was the intent of the ABFDE to eliminate this position. This is not the case.

In the last newsletter, it was reported that the ABFDE had originally thought that FSAB would require an at-large member, but had since learned that this was not an FSAB requirement and that other FSAB accredited organizations did not have an at-large member on their boards.

To clarify the position of the Board, it was not and is not the intent of the Board to eliminate the at-large position on the Board. Rather than require that the ABFDE "will have" an at-large member, however, the bylaw provision has been changed so the ABFDE "may have" an at-large member.

When Professor Andre Moenssens resigned from the ABFDE, there was less than one year remaining on his second term. It is very difficult to appoint an individual who has never been to a Board meeting for such a short period of time and who, therefore, would be there basically in name only. Secondly, there is no definition or criteria set out to define what qualifications, if any, that this at-large member must bring to the Board. An ad hoc committee has been asked to work on a set of criteria and/or qualifications for an at-large member of the Board. And last of all, there are individuals who would be proud to be on this Board but have conflicts with their own schedules or positions at the current time.



## 2008-09 Board of Directors

**Terms for Directors****Officers**

Joyce A. Lauterbach, President  
2nd term ends in 2009

Donna O. Eisenberg, Vice President  
1st term ends in 2009

David L. Oleksow, Secretary  
1st term ends in 2010

Jeffrey S. Taylor\*\*, Treasurer  
2nd term ends in 2011

**Directors** (1st term ends)

Dennis J. Mooney (2009)

Carl R. McClary\*\* (2011)

Dennis J. Ryan\*\* (2011)

A. Frank Hicks\*\* (2012)

L. Jim Josey\*\* (2012)

Jan M. Johnson\* (2010)

**Board Make-Up****Federal Agency**

Donna O. Eisenberg  
Joyce A. Lauterbach  
Carl R. McClary

**State Agency**

Jan M. Johnson

**City/County Agency**

Jeffrey S. Taylor

**Private Practice**

A. Frank Hicks

L. Jim Josey

Dennis J. Mooney

David L. Oleksow

\*Appointed to unexpired K. Singer term

\*\* Elected by Diplomates at large

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