



Editor's Note

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When I was asked to join the *IDC Quarterly* Editorial Board approximately five years ago, I did not understand the benefits that I would take from serving on the Board. At that time, my reading was focused on the areas of law in which I practiced. Serving on the Editorial Board over the last several years has expanded my horizons. And, in that process, I've learned that there are a lot of talented and intelligent people that volunteer to write for our publication. These authors write interesting and insightful columns and articles that help us all improve our practices. So, to all of the authors, thank you for your efforts.

This volume of the *IDC Quarterly* is no exception, and is filled with thoughtful pieces. The Employment Law column by Julie Bruch of *O'Halloran Kosoff Geitner & Cook, LLC* provides timely advice for conducting employee misconduct investigations. In his Civil Rights Update, John P. Heil, Jr. of *Heyl, Royster, Voelker & Allen, P.C.* discusses a recent decision examining the standard for deliberate indifference. John F. Watson of *Craig & Craig, LLC* looks at a recent finding that a successful attorneys' fee petition bars a subsequent legal malpractice claim on the basis of *res judicata* in his Professional Liability column. This volume is anchored by our Monograph discussing a recent Title VII decision from the Seventh Circuit Court of Appeals and whether legislative action would have been more appropriate, authored by Bradley J. Smith of *Keefe, Campbell, Biery & Associates, LLC*, Jessica Holliday of *Brown & James, P.C.*, Lance T. Jones of *HeplerBroom LLC* and Gabriel R. Judd of *Lewis, Brisbois, Bisgaard & Smith, LLP*.

Of course, I would be remiss not to mention the significant contributions of a few more folks. First, thank you to our immediate past Editor-in-Chief, Tara Wiebusch Kuchar. Tara not only guided us through a successful year serving in this role, but has continued to assist in any way asked to provide for a successful transition. Thank you to the current members of our Editorial Board—Catherine A. Cooke, Jeremy T. Burton, James P. DuChateau, Britta Sahlstrom, and Katie E. Jacobi—who dedicate many hours assisting our authors to create a wonderful final product. Finally, thank you to our Executive Director, Sandra J. Wulf, for coordinating all of the moving parts that contribute to the *Quarterly*, and for helping in any way asked.

I hope that you all enjoy this volume of the *IDC Quarterly*, and that you benefit from the insights of our authors as much as I have.

About the IDC

The Illinois Association Defense Trial Counsel (IDC) is the premier association of attorneys in Illinois who devote a substantial portion their practice to the representation of business, corporate, insurance, professional and other individual defendants in civil litigation. For more information on the IDC, visit us on the web at www.iadtc.org or contact us at PO Box 588, Rochester, IL 62563-0588, 217-498-2649, 800-232-0169, idc@iadtc.org.