

Few Women Get Partnerships

2004 Figures Confound Those Who Saw 'Pipeline' as the Problem

By Stephanie Francis Ward

Women comprise 16.8 percent of large-law-firm partners, according to a study by the National Association for Law Placement, and many firms attribute the low percentage to a "pipeline" issue, reasoning that the number will increase as more females enter the profession.

However, to some it appears that the pipeline is clogged. In 1994, when many of this year's new partners graduated, women comprised 42.6 percent of third-year students at ABA-accredited law schools.

Cynthia Thomas Calvert is keeping track of this year's partnership announcements on her Project for Attorney Retention Weblog. Calvert is co-chair of the project, based at American University, and she finds some of the numbers surprising. At Los Angeles-based O'Melveny & Myers, for instance, no women were elevated to partner this year. Atlanta-based King & Spalding elevated one woman and nine men.

There are currently no overall figures for partnerships awarded nationwide for 2004. "Quite honestly, I expected to see more women," says Calvert, a Washington, D.C., employment lawyer. "People say it's just a pipeline issue, but it's not. Women have been coming out of law school for a long time."

Calvert also mentions Philadelphia-based Duane Morris. This year, out of eight new partners, one was a woman. "As females matriculate to partnership eligibility, their partnership will increase," says Sheldon M. Bonovitz, the firm's chairman and chief executive officer. For the most part, he says, the firm's new partners graduated from law school in 1995. That year, women comprised 34 percent of the firm's first-year associates.

"I can't say I'm surprised or not surprised," Bonovitz continued. "We just went through our roster of eligible candidates and approved the candidates who were qualified. In this day and age, I can't imagine firms doing otherwise."

When O'Melveny & Myers was contacted, the firm issued a statement on the matter, noting that the 2004 partnership class is unusual. Last year, out of 13 new partners, six were women, according to the statement. In 2002, 12 people made partner, two of whom were women. "Within our firm's values, we place an important emphasis on our commitment to diversity, and in the years ahead, we are sure that this year's class will be the exception and not the trend," the firm wrote.

Most law firms have standards to ensure they are not overtly gender-biased, but the profession still has a ways to go, says Deborah L. Rhode, a past chair of the ABA's Commission on Women in the Profession. Now, she says, gender discrimination is likely to be covert, which is often hard to prove. "We keep hearing that once upon a time there was discrimination, we're still bearing the burden for that, but laws were passed and it occurs no more," says Rhode, a professor at Stanford Law School.

Many of her law students, she says, ascribe to that theory, in part because more women have leadership roles in practice. That being said, many female partners are often hesitant to speak about gender discrimination, according to Rhode. "They worry about being pigeonholed as a

feminist. Bias in favor of other women in their positions might be viewed as extremist," she says. "A lot of women who have risen are reluctant to rock the boat because that will lose them the collegial support and career opportunities that give them a power base."

Family matters also explain women's low partnership numbers, according to Rhode. In most dual-career couples, she says, women on average are responsible for 70 percent of the household work, including child care. "If women are too committed to a firm, they're neglecting their family. Conversely, if they're putting their family first, they are inadequate professionally," Rhode continued. "A lot of women feel like wherever they are, they ought to be somewhere else."

In collecting gender information about this year's new partners, Calvert also found some encouraging numbers. At two law firms, Denver's Holland & Hart and Philadelphia-based Blank Rome, half of the new partners are women. Squire, Sanders & Dempsey, based in Cleveland, named nine new partners, four of whom are women.

"It's a question of trying to make sure the firm focuses on women, so you are better able to hire them and promote them, because you've got them in the pipeline," says Duane C. Quaini, chairman of Chicago-based Sonnenschein Nath & Rosenthal. This year, his firm plans to elevate 17 associates to partner, six of whom are women. "It comes down to a whole series of activities that are designed to make it clear that the law firm is a welcoming place for people of all kinds," he said.

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JUDICIARY UPDATE

AWLA members **Terry Chandler** (D) and **Terri Roberts** (R) were nominated by the Pima County Trial Court Commission March 30, 2004, to fill the Superior Court vacancy created by retiring judge Lina Rodriguez. Also nominated by the Commission was **Frank Dawley** (D), currently a permanent pro tem judge on the Superior Court. Terri Chandler is a commissioner in Juvenile Court and Terri Roberts is an assistant Pima County Attorney in the civil division. Governor Janet Napolitano will appoint one of the three to the position within the next 60 days.

AWLA members **Hector Estrada**, **Sally Simmons** and **Pam Treadwell-Rubin** were also interviewed by the Commission for the position. **Justice Ryan**, who presided over the interviews, commented that the quality of the candidates selected for interviews made the final selection extremely difficult for the Commission because only three names could be forwarded to the Governor.

To prepare for the interview, AWLA members were afforded a mock interview. Many thanks to **Erin Simpson**, **Amelia Craig Cramer**, **Nikki Chayet**, **Eadie Rudder**, **Leslie Lynch**, **Wendy Hoffman**, **Ronna Fickbohm**, **Liz Claiborne**, **Wendy Petersen**, **Grace McIlvain**, **Susan Johnson**, **Pat Mehrhoff**, **Sue Anne Welch**, **Megan Miller**, **Chris Straub**, **Eva Bacal**, **Lori Pierce** and **Susanne Gardner** for assisting with the mock interviews. Thanks also to **Anne Wurth**, **Amelia Craig Cramer**, **Beth Beckmann** and **Megan Miller** for sitting in on the actual interviews.

In other news...AWLA member **Cindy Kuhn** joins fellow AWLA members **Liz Bushell** and **Jan Wezelman** on the Pima County Trial Court Commission. Cindy replaces **Dianne Kerns** who devoted many years of hard work on the Commission. Thank you to Dianne for her outstanding contributions to this process and congratulations to Cindy on becoming a commissioner!

APRIL LUNCHEON

DATE: MONDAY, April 19, 2004
TIME: 12:00 o'clock, Noon
PLACE: The Arizona Inn, 2200 East Elm Street (The Tucson Room)
COST: \$15 Members * \$20 Non-Members * \$8 Students

RSVP: No later than **Friday, April 16**. See below for details on AWLA's new automated reservation system. If you are not on AWLA's email list-serv, to make a reservation, call **Nancy Kroell** at 818-0429 or e-mail her at awlaadmin@theriver.com. Please indicate your menu choice: Chicken Salad Tropicale **-OR-** Oriental Hoisin Salad

SPEAKER: **M.J. JENSEN: Excellent Time Management = BIG Marketing Results**

The April lunch speaker will be M.J. Jensen, Chief Idea Officer of IdeaMagic Inc. M.J. has an extensive background in Fortune 500 corporate sales, marketing and training. She has been a small business owner, an entrepreneur and is the Chief Idea Officer for *IdeaMagic Marketing & Promotions*, a full-service strategic marketing and idea company specializing in creative and affordable ideas for progressive businesses.



M.J. Jensen

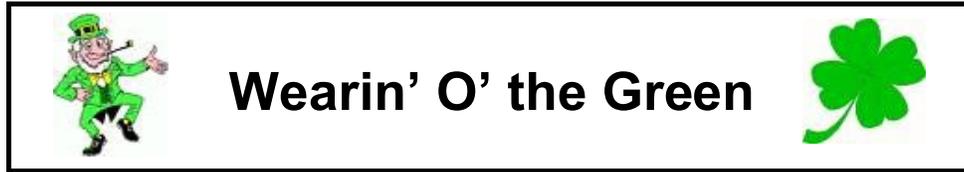
M.J. was awarded the U.S. Small Business Administration's "Women in Business Advocate of the Year" for the state of Arizona and is a featured consultant in the Small Business Makeover articles in the *Arizona Daily Star*. She serves on the board of the Tucson Chapter for the National Association for Women Business Owners and was the first Tucson Woman to be awarded the National Bridge Builder Award at the NAWBO National Conference in 2003. M.J. was just recently nominated for the YWCA Women on the Move award.

M.J. has been marketing, selling and entertaining her entire life and brings a boundless enthusiasm and visionary approach to clients and to her own company.

See you at the April AWLA Luncheon and learn how to turn your 24-hour day into 26 hours of productivity from one of the top marketing experts in Tucson. Come prepared to share ideas and brainstorm.

New Automated Lunch Reservation System!

Beginning this month, you will be receiving an email from AWLA that provides luncheon details and asks for your reservation by clicking a link in the email, which will take you to our website where you will indicate your menu choice. It's that simple!



At the March luncheon Angela Foley entertained us with her discussion of Irish art, poetry and literature. She told us about the Irish artist Paul Henry and showed us examples of his painting. She read us some beautiful Irish poetry and showed us the sculpture nicknamed "The Tart with the Cart."

Angela discussed her views on the political tensions between Ireland and England, then amused us with some Irish lawyer jokes. She told us about Irish names: O' means daughter, Mac means son, Fitz comes from the French "fils" for son, and any name ending in a "y" is old Irish. She also discussed Ann Owens Weekes' collection of Irish stories called *Unveiling Treasures*, and we learned about some great places to visit when we travel to Ireland.

Angela proudly told us that Irishman Jim Sheridan's film *In America*, about an Irish family's struggles upon arriving in the United States, was nominated for four Academy Awards. She ended her talk with a funny description of an Irishman's wonderful anticipation of his first sip of a glass of Guinness. We enjoyed having Angela speak to us in honor of St. Patrick's Day.

LWA Activities Benefit Clinics

by Roopali Desai

The Law Womens Association at the U of A's College of Law raised \$5,000 through its annual auction. The bulk of the money will be donated to the Domestic Violence Clinic and Child Advocacy Clinic. Many thanks to AWLA members for helping making the auction such a HUGE success.

LWA's first Tennis Tournament also was a big success and a lot of fun! It was a beautiful day and many students and faculty came out to play.



WOMEN ON THE MOVE...

AWLA Members Anne Graham-Bergin, Merle Turchik, Ronna Fickbohm, Megan Miller and Hon. Jane Eikleberry enjoyed a morning hike at Catalina State Park on February 29.

UPCOMING EVENTS

Racial Profiling, 9/11, and Defense of Marriage Act

The Southern Arizona Chapter of the AzCLU is proud to announce that on **April 16**, it will be hosting **Laura Murphy**, a truly extraordinary woman. Since 1993 Ms. Murphy has headed the ACLU Federal Legislative Office in Washington D.C. She is the first woman and the first African-American to be appointed as Director of that office. In that position she won recognition and numerous awards for her work lobbying Congress to promote and protect our rights. She was named one of the most influential lobbyists in Washington D.C. by the oldest paper there – the Roll Call. The Black Caucus honored her for the hard and effective work she had done to protect minority rights. The American Bar Association named her to its standing committee on Elections.

Ms. Murphy has appeared on Jim Lehr's News Hour, Firing Line, and many other national broadcasts. She is a woman who has a lot to say. She will be speaking April 16th on Racial Profiling, 9/11 issues and the proposed Marriage amendment at the Viscount at 4855 E. Broadway, commencing at 6:30 p.m. She will be introduced by **Congressman Raul Grijalva**. Her talk will be free and open to the public!

Prior to her introduction, there will be a reception in her honor at the same location, commencing at 5 p.m., with hors d'oeuvres and a no-host bar. Attendance at the reception is \$25, \$10 for students. Reservations for the reception should be made by **April 9** and mailed to 2122 E. Mitchell, Tucson, Az. 85719. If you have questions, call Emojean K. Girard at 520-888-8225 or Helen Mautner at 520-326-4029.

Brown v. Board of Education

Governor Janet Napolitano and the Hayzel B. Daniels Bar Association cordially invite you to celebrate the 50th Anniversary of *Brown v. Board of Education* on **May 1**, 8:30 a.m. to 11:00 a.m., at the Arizona State University's Gammage Auditorium. Present and Past Justices of the Arizona Supreme Court, including Justice Robert J. Corcoran, Justice Stanley G. Feldman, Justice Andrew D. Hurwitz, Justice Charles E. Jones, Justice Frederick J. Martone, Justice James Moeller, Justice Michael D. Ryan, and Justice Thomas A. Zlaket will participate in oral argument reenactments.

Tickets are free but required for entry. For tickets, please call 602-542-2025 or email brown50@az.gov by **April 23**.

AWLA Salutes this Month's New Sustaining Members:

Jeanette Boulet

Membership questions? Email awlaadmin@theriver.com

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MARK YOUR CALENDARS

- April 8 Steering Comm Mtg, Gust Rosenfeld (Noon)
- April 19 Monthly Lunch Mtg, the Arizona Inn (Noon)
- April 25 Deadline for Newsletter Items

ARIZONA WOMEN LAWYERS ASSOCIATION
2004 MEMBERSHIP APPLICATION OR RENEWAL
(January - December)

Name: _____

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AWLA's newsletter will be sent electronically to e-mail listed above. Check here if you require paper delivery:

Areas of Practice: (Select up to 5):

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Probate | <input type="radio"/> Products Liability (Both) |
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| <input type="radio"/> Commercial Litigation | <input type="radio"/> Natural Resources | <input type="radio"/> Victim's Rights |
| <input type="radio"/> Domestic Relations | <input type="radio"/> Personal Injury (Plaintiff) | <input type="radio"/> Worker's Compensation (Applicant) |
| <input type="radio"/> Education, School Law | <input type="radio"/> Personal Injury (Defendant) | <input type="radio"/> Worker's Compensation (Defendant) |
| <input type="radio"/> Elder Law | <input type="radio"/> Personal Injury (Both) | <input type="radio"/> Worker's Compensation (Both) |
| <input type="radio"/> Employment / Labor (Plaintiff) | <input type="radio"/> Planning & Zoning | |
| <input type="radio"/> Employment / Labor (Defendant) | | Other: _____ |

Other State Bar Admissions: _____

Please return this application and a check made payable to AWLA for 2004 dues in the amount of

\$100 - Sustaining Member* \$75 - Regular Member \$50 - Public Atty OR Private Earning <50K \$10 - Student

Send to: AWLA, P.O. Box 2525, Tucson, AZ 85702-2525

We need your help and involvement on committees. Please check those that interest you.

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AWLA

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