

# Arizona Women Lawyers Association

Southern Arizona Chapter

January 2004

## OVER 170 ENJOY HOLIDAY LUNCH

By Megan Miller, [megan.miller@azbar.org](mailto:megan.miller@azbar.org)

Always the place to see and be seen, the AWLA annual holiday luncheon on December 17, 2003 was a wonderful opportunity to visit with old acquaintances and meet new friends. Santa Cruz County attorney **Martha Chase** and **Marie Martinez**, a prosecutor in her office and outgoing AWLA chapter secretary, did the honors of checking in a crowd of more than 170 AWLA members and guests.

After everyone had the opportunity to mingle and exchange holiday greetings, out-going AWLA chapter president **Julia Connors** thanked her officers and board members for their work over the past year. Connors, the first AWLA president to work with an AWLA Executive Director, welcomed our new administrator, **Nancy Kroell**,

who was hired when **Pat Lewis** accepted a full-time position with the State Bar of Arizona.

The highlight of the holiday luncheon is the presentation of the Alice Truman Award. This award is presented to an AWLA member who has consistently supported and mentored women in the legal profession. The 2003 honoree was **Sally Simmons**. Connors introduced the **Hon. Elizabeth Peasley Fimbres** to present the award to Simmons.



AWLA Administrator  
Nancy Kroell



Peasley Fimbres presents  
Truman Award to Simmons

Judge Fimbres reminisced about meeting Simmons at a job interview more than twenty years ago. (She could still remember the outfit Sally wore.) Although Fimbres ended up taking another job, she and Simmons became close friends and continue to celebrate holidays and attend sporting events together. Fimbres spoke of Simmons' many accomplishments and public service (summarized by Merle Turchik in the luncheon program). However, she emphasized that Simmons remains first and foremost a wonderful role model and mentor, who has consistently supported and encouraged other women in the legal profession.



Outgoing President Julia  
Connors and Ronna Fickbohm

Simmons graciously thanked AWLA for the award (which is a colorful framed print by Diné (Navajo) artist **Glory Tacheenie-Campoy**). She noted there were many friends and colleagues at the luncheon who had been influential and supportive of her career. Simmons specifically acknowledged her appreciation for, and the presence of, her secretary **Kenna Dresback** and **Russ Jones**, one of her first mentors at Molloy, Jones.

The luncheon concluded with the announcement of the new officers for 2004. New AWLA chapter president **Ronna**



**Ann Remers, Laurel Sammons and Marianne Poston**



**Sara Derrick and Brenda Moody-Whinery**

**Fickbohm** gave Connors an engraved glasswork gift from the Philabaum Gallery and thanked her for her service. She noted that AWLA has significantly increased membership among public sector lawyers and that Connors is to be commended for her work with the AWLA state board in developing a tiered dues structure intended to make AWLA membership affordable and attractive to all women lawyers. Fickbohm concluded the luncheon meeting by introducing the 2004 steering committee members and encouraging all AWLA members to join a committee.

## Habitat for Humanity Update

During the final three months of 2003, members of our AWLA Chapter contributed a total of \$1,250.00 to the PCBA Habitat for Humanity Project. Since the last newsletter was published, we collected an additional check from **Anne Graham-Bergin**. Thanks to Anne for her generous donation.

Beginning in 2004 we will have a new committee – The Community Service Committee. **Jill Winans** has agreed to chair this committee, assisted by **Veronique Pardee**. As such, Jill will take over coordination of our participation in the PCBA Habitat Project. Please direct your donations, made out to "PCBA-Habitat for Humanity" to Jill Winans, Gust Rosenfeld, PC, One South Church Avenue, Suite 1900, Tucson, AZ 85701-1620 or, you can catch her at our monthly lunches. Jill will also be letting us know when our "work day" is scheduled. Watch for updates in future newsletters.

## JANUARY LUNCHEON

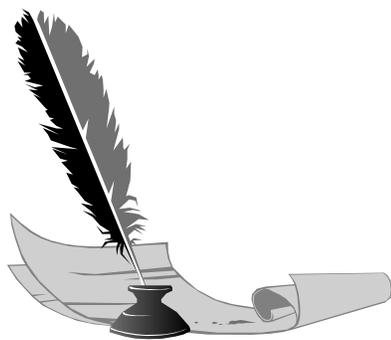
- DATE:** TUESDAY, JANUARY 20, 2004  
**TIME:** 12:00 o'clock, Noon  
**PLACE:** The Arizona Inn, 2200 East Elm Street (The Tucson Room)  
**COST:** \$15 Members  
\$20 Non-Members  
\$8 Students
- RSVP:** Call **Nancy Kroell** at 818-0429 no later than 4:00 p.m., **Thursday, January 15**, or e-mail by the same deadline to [awlaadmin@theriver.com](mailto:awlaadmin@theriver.com). Please indicate whether you would prefer a vegetarian entree.
- SPEAKER:** **SHEILA TOBIAS:** The Future of Feminism—Lessons from our Past

Sheila Tobias has been an activist in the feminist movement since 1969 when she brought Kate Millet (not yet an icon) to Cornell University to launch a women's studies program (one of the first in the country). She was a co-founder of a local NOW chapter, member of the board of the NOW Legal Defense and Education Fund (NLDEF) in the 1970s, and for several years active in Tucson's feminist newspaper, the Clarion. Currently, she is Executive Vice President of an organization of Feminist founders called "Veteran Feminists of America." Recently, she was awarded the 2003 "Woman of Courage Award" by Tucson NOW. She has taught "Women's Studies," "Gender and Politics," and "Feminist Theory" in various universities around the country.

She is the author of "Overcoming Math Anxiety," "The People's Guide to National Defense" (with Tucson's Peter Goudinoff as co-author), "Women, Militarism and War," and "Faces of Feminism: An Activist's Reflections on the Women's Movement," among other books and articles. Please remember to RSVP. ☺

### CANCELLATION POLICY

Luncheon costs have risen significantly since AWLA began meeting regularly at the Arizona Inn. Overall, our members have responded favorably to the higher quality of service and food the Arizona Inn provides. However, because of the increased luncheon costs, we must once again enforce our cancellation policy. All reservations must be made or cancelled no later than the Thursday prior to the luncheon. If you make a reservation and are unable to attend, AWLA is still billed for your meal and therefore expects payment for the cost of the luncheon if the reservation is not timely cancelled. If you must cancel at the last moment, please try to make arrangements for someone to take your seat to avoid being billed for the cost of the lunch. Thank you for your cooperation with this policy.



## NOTE FROM THE PRESIDENT

### On Being Connected...

It is the rare individual who can be isolated and, at the same time, be happy and healthy. Being connected – whether the connection is accomplished physically, emotionally, spiritually, or intellectually – to our world is an important aspect of human existence. For most of us, that world includes extended family, friends, professional associates and the greater community. We all have different people available to help us stay connected, for example that sister who always organizes family get-togethers, the friend who hounds us to socialize even when we are sure there are not enough hours in the day to attend to all of our responsibilities, and our minister or rabbi. We all use different tools, such as the professional publications we read, donations we make to charities, and the holiday greeting cards we send. This year, I would like you to think about using our chapter of AWLA as one of your tools to help you be connected. While I doubt you will see any articles in our newsletter giving you advice about how to divide your time between competing sets of parents over the holidays without leaving someone feeling hurt and driving yourself crazy, AWLA can help you maintain or strengthen your connection to your professional associates and to the greater community.

Are you feeling isolated in your practice? Come to our monthly luncheons and introduce yourself to other AWLA members there, sign-up for the work day we will schedule later this winter or early this spring with the PCBA Habitat for Humanity Project, or volunteer to help check-in members at one of the lunches (call Leigh Bernstein or Pat Mehrhoff - this is a great way to get to know members' names and connect names you do know to faces you have not yet met).

Are you a new member? Give our 2004 secretary Angela Moore a call. Angela is going to be doing monthly profiles on some of our new members, to help introduce them. Your call will help her get some basic information about you, so the rest of us can start to get to know you.

Do you want to get more involved with AWLA? Look at the end of our newsletter for the Steering Committee members and the sub-committees they are responsible for: call or e-mail the one handling the sub-committee that interests you.

Are you wondering how other lawyers who are new mothers nurture their families, carry on a successful practice, and maintain their sanity at the same time? Perhaps our Mother's Forum could provide you some of the support you are looking for. Carrie Rednour needs help to get that sub-committee reactivated, and you might be just the person for her to talk to.

In 2004 we intend to offer more social opportunities. If you have ideas about a social event our membership might enjoy, or would like to participate in putting such an event together, get a hold of Merle Turchik. We also have started a new sub-committee devoted to community service, to help us all stay connected to the greater community. Jill Winans

will be handling this committee. She would welcome your ideas and assistance. We intend to offer CLE opportunities. Maybe you've thought of, or will think of, a CLE program that would appeal to either our membership in general or a segment of our membership. If so, please share those ideas with Susan Villarreal.

The officers and steering committee members of our chapter will be taking advantage of this monthly newsletter, as one of our tools to stay connected to you. We want you all to know what the sub-committees are doing. Watch for periodic reports over the coming year. And, please, consider how you might use AWLA to strengthen at least some of the connections that keep you happy and healthy. Also consider how you might further improve those connections by offering your ideas and your time to our organization. How do you want to be connected? Let us know! – *Ronna Fickbohm, Chapter President.*

## Women on the Move

Congratulations to AWLA Members **Constance Trecartin, Betty Jo Cather, Susan Freund** and **Kay Richter** for completing the Bobbi Olson Tucson Half Marathon on December 7, 2003.

**Kerry Milazzo** has accepted a position in the Tucson office of the United States District Court for the District of Arizona as a Pro Se Staff Attorney.

**Susan Boswell**, managing partner of the Tucson office of Quarles & Brady Streich Lang LLP, has been elected chair of the Law Practice Management section of the American Bar Association.

**Brenda Moody Whinery** was named a shareholder of Mesch, Clark & Rothschild PC after joining the firm's bankruptcy section in September 2002 after approximately four years as the U.S. Trustee for the District of Arizona and as acting Trustee for the Southern District of California, Hawaii, Guam and the Northern Mariana Islands.

Send your Member News to [AWLAADMIN@THERIVER.COM](mailto:AWLAADMIN@THERIVER.COM)

### Join the Newsletter Committee

We're working on an articles schedule for 2004 and need your help! Even just one article is all that's required and we'll do the editing! Contact Amelia Craig-Cramer at 740-5750 or [aamcramer@msn.com](mailto:aamcramer@msn.com) to find out more.

# ON THE LOOKOUT FOR BUSINESS

## Women Rainmakers Group Reveals What It Takes to Find Clients

*By Molly McDonough*

Ask for the work.

That's rule No. 1 for women rainmakers. Then follow up with handwritten thank-you notes and office visits. This is still a weak point for many women, says Barrie Drum, a nonlawyer associate member of the Women Rainmakers group of the ABA's Law Practice Management Section.

"Women have problems asking for the work and being more aggressive and finding ways for exposure," says Drum, managing director of Citigate Global Intelligence & Security, which handles financial investigations, intelligence gathering, and workplace security issues. And most women wouldn't even think of placing a cold call. But that's what women—and men—should be doing if they want to bring in new business in a bad economy.

While ethics rules bar lawyers from making cold calls to solicit business directly, they can make them to develop contacts. "Cold calling is back, across the board," Drum says. So is finding out where to meet people locally and making face-to-face contacts.

Apparently, that's what women want anyway. In an e-mail survey of about 700 of its members last fall, the Women Rainmakers group found that members prefer "meet-'n'-greet"-style gatherings to the academic and professional development programming offered at midyear and annual meetings. The group communicates via an ABA listserv and, at one point, reached a peak of 2,000 members. The survey also revealed the top 20 marketing tips for women rainmakers.

Some of the tips centered on business fashion, such as: Only buy clothes with pockets for business cards. Another recommended purchasing—and freely handing out—pens with your firm name and phone number printed on the side.

But a common theme emerged: Always be on the lookout for business. "Tell everyone you meet that you are a lawyer and would like to help them with their legal needs," one advised.

Martha Fay Africa, a founding member of Women Rainmakers and managing director of legal recruiting firm Major Hagen & Africa in San Francisco, says members crave active local chapters where they can share anecdotes and war stories on a more regular basis than the larger ABA meetings. But because the group lacks personnel and money, Africa says it will be up to active women to take the initiative to organize local gatherings. Women Rainmakers will, however, eventually provide Web-based resources on the Law Practice Management Section's Web site. The group already has 12 years of professional development videos available.

Here are some other top marketing tips for women rainmakers:

- Tell people you would like to have them as a client and ask how you can achieve that goal.
- Visit your clients' offices regularly. (You will always come back with something new to do.)

- Have lunch with other lawyers who practice outside your area of emphasis for cross-referrals.
- Give away useful information at face-to-face meetings without charge.
- Go to conferences, lunches, etc. (If you're not there, you can't get the business.)
- Gain acceptance and support from male colleagues by finding ways to work together that are of mutual benefit, rather than "taking them on."
- Use "leveraged networking." It's more efficient to establish relationships with people who can refer you to clients than it is to find and establish relationships with prospective clients themselves.

*Editor's Note: This article originally appeared in the ABA Journal's eReport. Reprinted with permission of the ABA Journal.*

ARIZONA ATTORNEY GENERAL'S OFFICE  
CIVIL LITIGATION ATTORNEY

ANNOUNCEMENT: #A03-89  
POSITION: # AAG0244AHO  
TUCSON OFFICE  
SALARY IS COMMENSURATE WITH EXPERIENCE

The Civil Division/Liability Management Section, has an opening for a full-time attorney in the Tucson office to defend the State in complex medical malpractice/personal injury litigation.

Minimum Qualifications: Candidates with a minimum of 8 years of litigation experience are preferred. Admission to the Arizona State bar is required; include date(s) of admission in Arizona and any other state(s).

The Attorney General's Office does not discriminate on the basis of disability, and persons with a disability may request a reasonable accommodation. We appreciate any such requests be made as early as possible to allow time to arrange the accommodation. All inquiries will be handled in strict confidence to the extent provided by law.

To apply forward a cover letter indicating the position desired, and resume by 5:00 p.m., Wednesday, January 28, 2004, to: Virginia Herrera-Gonzales, Chairperson/Hiring Committee, c/o Human Resources, Office of the Attorney General, Human Resources Section, 1275 W. Washington, Phoenix, AZ 85007. 602-542-8000 (FAX), [attorney.recruiting@ag.state.az.us](mailto:attorney.recruiting@ag.state.az.us) (email); [www.ag.state.az.us](http://www.ag.state.az.us) (Website)

## 2004 AWLA Southern Arizona Officers

<b>Chapter Officers:</b>	<b>Work Phone:</b>	<b>E-mail Address:</b>	<b>Position:</b>
Ronna Fickbohm, Esq.	(520) 320-1300	fickbohm@gabroylaw.com	President
Darlene Chavira Chavez, Esq.	(520) 791-4104	dchavez2@ci.tucson.az.us	Co-Vice President
Lori L. Pierce, Esq.	(520) 791-4104	LPierce1@ci.tucson.az.us	Co-Vice President
Angela C. Moore, Esq.	(520) 318-0001	Angela.Moore@azbar.org	Secretary
Katherine M. Brauer, Esq.	(520) 740-4222	kbrauer@sc.co.pima.az.us	Treasurer
<b>Steering Member:</b>	<b>Work Phone:</b>	<b>E-mail Address:</b>	<b>Committee:</b>
Leigh H. Bernstein, Esq.	(520) 622-0400	bernstein@elder-law.com leigh.bernstein@azbar.org	Luncheon Support
Nikki A. Chayet, Esq.	(520) 791-3260	nchayet1@ci.tucson.az.us	Website
Julia K. Connors, Esq.	(520) 740-2726	jconnors@sc.co.pima.az.us	Past President
Amelia Craig Cramer, Esq.	(520) 740-5750	acramer@pcao.co.pima.az.us	Newsletter
M. Jan Florez, Esq.	(520) 628-6949	florez@apltwo.ct.state.az.us	Leadership Conference
Kristine M. Fox, Esq.	(520) 205-4263	kristine_fox@azd.uscourts.gov	Newsletter
Anne C. Graham-Bergin, Esq.	(520) 577-1544, ext. 5013	agraham@bass-associates.com	Judicial Appts
Wanda E. Hofmann, Esq.	(520) 388-7137	wanda.hofmann@ag.state.az.us	Law Students
Marie Martinez, Esq.	(520) 375-7780	mmartinez@co.santa-cruz.az.us mariemartinez_@hotmail.com	Membership & Social
Patricia Ann Mehrhoff, Esq.	(520) 791-4104	pmehrho1@ci.tucson.az.us	Luncheon Support
Megan E. Miller, Esq.	(520) 325-7500	megan.miller@azbar.org	Judicial Appts
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Terri A. Roberts, Esq.	(520) 740-5750	terri.roberts@azbar.org	President Elect
Merle Joy Turchik, Esq.	(520) 791-4221	mtuchi1@ci.tucson.az.us	Social
Susan C. Villarreal, Esq.	(520) 784-0604	scv@villarrealaw.com	CLE
Jill D. Winans, Esq.	(520) 628-7070	jdwinans@gustlaw.com	Community Service

**DON'T FORGET....**  
**Renew Your Membership Today!**

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

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

Firm or Agency: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Work Phone: (    ) \_\_\_\_\_ Work Fax: (    ) \_\_\_\_\_

Email: \_\_\_\_\_ Year Admitted to Arizona Practice: \_\_\_\_\_

Political Party affiliation (optional—for internal use only; i.e., recruitment/nominations): \_\_\_\_\_

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 3):

- |   |   |  |
|---|---|--|
| <input type="radio"/> Administrative                  | <input type="radio"/> Employment / Labor (Both)               | <input type="radio"/> Products Liability (Defendant)     |
| <input type="radio"/> Anti-Trust                      | <input type="radio"/> Environmental Law                       | <input type="radio"/> Products Liability (Both)          |
| <input type="radio"/> Arts and Entertainment          | <input type="radio"/> Estate Planning, Wills, Trusts, Probate | <input type="radio"/> Professional Liability (Plaintiff) |
| <input type="radio"/> Banking and Finance             | <input type="radio"/> Guardianship / Conservatorship          | <input type="radio"/> Professional Liability (Defendant) |
| <input type="radio"/> Bankruptcy                      | <input type="radio"/> Immigration                             | <input type="radio"/> Professional Liability (Both)      |
| <input type="radio"/> Business Transactions           | <input type="radio"/> Indian Law                              | <input type="radio"/> Public Attorney                    |
| <input type="radio"/> Civil Rights, EEOC (Plaintiff)  | <input type="radio"/> Insurance                               | <input type="radio"/> Real Property and Land Use         |
| <input type="radio"/> Civil Rights, EEOC (Defendant)  | <input type="radio"/> International Law                       | <input type="radio"/> Regulatory                         |
| <input type="radio"/> Civil Rights, EEOC (Both)       | <input type="radio"/> Judiciary                               | <input type="radio"/> Retired                            |
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| <input type="radio"/> Corporation / Partnerships      | <input type="radio"/> Law Student                             | <input type="radio"/> Tort Liability                     |
| <input type="radio"/> Criminal Law (Prosecution)      | <input type="radio"/> Mediation / Arbitration                 | <input type="radio"/> Utilities                          |
| <input type="radio"/> Criminal Law (Defense)          | <input type="radio"/> Municipal Law                           | <input type="radio"/> Victim's Rights                    |
| <input type="radio"/> Commercial Litigation           | <input type="radio"/> Natural Resources                       | <input type="radio"/> Worker's Compensation (Applicant)  |
| <input type="radio"/> Domestic Relations              | <input type="radio"/> Personal Injury (Plaintiff)             | <input type="radio"/> Worker's Compensation (Defendant)  |
| <input type="radio"/> Education, School Law           | <input type="radio"/> Personal Injury (Defendant)             | <input type="radio"/> Worker's Compensation (Both)       |
| <input type="radio"/> Elder Law                       | <input type="radio"/> Personal Injury (Both)                  |  |
| <input type="radio"/> Employment / Labor (Plaintiff)  | <input type="radio"/> Planning & Zoning                       | Other: _____   |
| <input type="radio"/> Employment / Labor (Defendant)  | <input type="radio"/> Products Liability (Plaintiff)          |  |

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.*

- |   |  |   |
|---|--|---|
| <input type="radio"/> CLE                   | <input type="radio"/> Membership       | <input type="radio"/> Community Service |
| <input type="radio"/> Judicial Appointments | <input type="radio"/> Mother's Forum   | <input type="radio"/> Social            |
| <input type="radio"/> Law Students          | <input type="radio"/> Newsletter       | <input type="radio"/> Steering          |
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\* Sustaining Members receive special recognition in the directory and at AWLA events.

**AWLA**

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