

Arizona Women Lawyers Association

Southern Arizona Chapter

November 2004

Leadership Conference Inspires

Spotlights In This Issue

Leadership Conference Inspires	1-2
Electronic Case Filing	3-4
The Passage to Leadership... ..	5
November Luncheon	6
Scenes from the October Luncheon	7
AWLA News.....	8-9
Holiday Luncheon Registration Form.....	10
2004 AWLA Leaders Directory	11

Nearly 100 participants turned out for AWLA's 25th statewide convention, "Advancing Your Career: A Women's Leadership Conference," which focused on practical issues facing women lawyers today. We were extremely fortunate to have not one, but two, keynote speakers.



Professor Barbara Babcock, a professor emerita at Stanford University, regaled the crowd with tales of being one of few women law students at Yale in the early '60s, the first Director of D.C.'s Public Defender Service, and the first female law professor at Stanford when she joined the faculty in 1972. Drawing inspiration from her own "first woman" experiences, Barbara is now spearheading a women's legal history biography project and writing a book about California's first woman lawyer, Clara Shortridge Foltz. For more information on these endeavors, check out womenslegalhistory.stanford.edu, which includes enlightening background on two of Arizona's stalwarts, Sarah Herring Sorin and Justice Lorna Lockwood.

Barbara also shared a few of her own life lessons. First, look for silver linings—had it not been for the poor salary, she doesn't think she would have been hired for the PD position, which provided trial opportunities that were simply unavailable to women at the time. Next, remember that affirmative action is not easy for anyone—when people asked, "What's it like to know you got the job because you're a woman?," Barbara would respond, "It's better than not getting the job because I'm a woman!" Last, stand proudly on the shoulders of the women who came before you—the important thing is how you do your job, not how you got it.



Our second keynote speaker, **Sarah Weddington**, equally wowed the crowd with humorous tales and lessons learned during her presentation, "Some Leaders are Born Women." Concerned about the number of good women leaders who are dropping out, mainly due to fatigue, Sarah provided her own three-part recipe for success: Laughter, Learning and Leadership. Analogizing to our need for oxygen, Sarah encouraged everyone to introduce more laughter

into their lives because it's an excellent way to renew energy. She urged learning by suggesting that we fish—tell enough people about something you need and eventually

you will get help—practice, be flexible, communicate, and learn from mistakes. Finally, Sarah encouraged us all to become leaders. Find an issue you care about, and be willing to leave your thumbprint!



Roxie Bacon, herself a pioneering “first woman,” wonderfully emceed the conference, and we were fortunate to have three truly all-star panels, which focused on strategies and obstacles to success, alternative careers, and leadership and change. In addition, **Jodi Weisberg** entertained us all with a little stand-up comedy between panels. (Thanks, Jodi!)

The leadership conference also featured a (net-)working luncheon, at which we were joined by members of the State Bar’s Board of Governors. Each table was tasked a series of questions to discuss and answer. At the end of the luncheon, the table leaders gathered the data, and **Sally Simmons** raced back to her office to compile the answers. By the end of the last panel discussion, Sally returned with the results:



Top 5 ways to advance your career: networking, responding to opportunities, volunteering, publicizing yourself, and mentoring.

Top 5 characteristics in a leader: integrity, vision, communication skills, critical thinking, and inspiration.

Can we have it all? Yes, BUT not all at once; only with help; and with great difficulty and constant guilt—these were but a few of the responses!



During the business meeting held at the conclusion of the conference, outgoing AWLA State Board President **Tamara Brooks-Primera** presented AWLA’s first President’s Award to **McCarville, Cooper & Vasquez LLP** in recognition of the firm’s commitment and generosity in providing meeting space for the State Board meetings in Casa Grande over the past several years. In addition, the 2005 State Board Officers and Directors were elected. Congratulations to **Kristine Fox**, President, **Mary Grace McNear**, President-Elect, **Merle Turchik**, Vice President, **Mary Beth Pfister**, Secretary, **Marie Rios Martinez**, Treasurer, and Directors

Katherine Brauer, Christina Cabanillas, Hon. Harriett Chavez, Julia Connors, Helen Davis, Pamela Donison, Ronna Fickbohm, Margo Macartney, Paige Martin, Paula Nailon, Veronique Pardee, Terri Roberts, Elizabeth Rueter, Kelly Schwab, Georgia Staton, Hon. Ann Scott Timmer, and Lori Voepel.

Many thanks to all of the moderators, panelists and sponsors who made this event both possible and a huge success! Also, a special thanks to the offices of **Kathleen McCarthy & Associates** and **Ryan Turchik PC** for hosting our kick-off party and to Merle Turchik and the Southern Arizona chapter for organizing that event.

ELECTRONIC CASE FILING IS COMING TO DISTRICT COURT!

Submitted By

*Ronnie Honey, Michael O'Brien, and Brian Tucek
(The U. S. District Court CM/ECF Project Management Team)*

The U. S. District Court for the District of Arizona will soon join a growing number of federal courts across the country who have already implemented the judiciary's new case management and electronic case filing (CM/ECF) system. The CM/ECF system not only replaces the courts' aging electronic docketing and case management systems, but also provides the ability for courts to maintain case file documents in electronic format and to accept filings over the Internet.

CM/ECF systems are now in use in 50 district courts, 76 bankruptcy courts, the Court of International Trade and the Court of Federal Claims and most of these courts are accepting electronic filings. The District of Arizona expects to begin live operation for electronic filing in August 2005, and extensive planning and preparations are already well underway. The court plans to covert basic docket information for all of its pending civil and criminal cases, and to maintain all filings in electronic form from the date live operations begin.

After we begin live operation of CM/ECF, attorneys will be expected to file documents directly with the court over the Internet. The system is easy to use— filers prepare a document using conventional word processing software, then save it in Portable Document Format (PDF). After logging onto the court's website with a court-issued password, the filer will enter basic information relating to the case and the document being filed, attach the document, and submit it to the court. A notice verifying court receipt of the filing is generated automatically. Other parties in the case then automatically receive electronic mail notification of the filing.

The CM/ECF system offers users several advantages. The most obvious advantage is quick and easy access to court files and documents, as well as docket information. Users can access the system to view or file documents via the Internet from any location, 24 hours per day. Postage costs, courier fees, copy fees, and storage space requirements should be significantly reduced for attorneys with the use of CM/ECF. Lost files and documents will become a thing of the past.

Once operational with CM/ECF, the court also plans to make all documents available to the public over the Internet. The Judicial Conference of the United States has developed a set of recommendations relating to privacy and public access to electronic case files. These recommendations can be viewed at www.privacy.uscourts.gov. As part of the process to develop these recommendations, public comment was sought on a number of possible approaches. The Judicial Conference's Committee on Court Administration and Case Management is overseeing the implementation of the recommendations.

There are no added fees for filing documents over the Internet using CM/ECF; existing document filing fees will still apply. Electronic access to court data is available through the Public Access to Court Electronic Records (PACER) program. Litigants receive one free copy of documents filed electronically in their cases, which they can

save or print for their files. Additional copies will be available to attorneys and the general public for viewing or downloading at eight cents per page, with a maximum cost per document of \$2.40. Directed by Congress to fund electronic access through user fees, the judiciary has set the fee at the lowest possible level sufficient to recoup program costs.

The computer equipment and software required to electronically file documents in CM/ECF is similar to that commonly found in many law firms today. The system requires the following: 1) a personal computer running a Windows (95, 98, Me, NT, 2000, or XP) or Macintosh operating system with at least 16 Mb of RAM; 2) Netscape Navigator 4.6 or 4.7, or Internet Explorer 5.5 or higher (please note that Netscape Navigator 6.0 is not compatible); 3) connection to an Internet service provider (high speed access is recommended, and the establishment of an e-mail account is necessary to receive electronic notices through CM/ECF); 4) a PDF-compatible Windows or Macintosh based word processor such as WordPerfect or Microsoft Word; and 5) software to convert documents from word processor format to PDF. Adobe Acrobat Writer versions 3.x through 6.x adequately meet CM/ECF filing requirements. Adobe Acrobat Reader, which is available for free, is needed for viewing PDF documents.

A document scanner may also be necessary to create document images in PDF format that are not created via your word processing software, such as exhibits or other supporting documents. It is recommended that the scanner have an automatic document feeder (ADF) which allows easier and faster scanning of multi-page documents.

CM/ECF is going to fundamentally change the way documents are filed, processed and accessed within the court. As part of the implementation planning, the court is analyzing its processes and procedures and will develop a set of user and administrative procedures for practitioners. With the help of the district's Local Rules Advisory Committee, the court will also analyze its Local Rules and adopt a variety of amendments that will govern practice in a CM/ECF environment.

As part of its CM/ECF implementation activities, the court is developing training and marketing plans to assure that practitioners are kept informed of our progress. The district court now has an Internet website for CM/ECF (www.azd.uscourts.gov/cmecf). This site will provide information ranging from electronic case filing demonstration videos to practical tips and critical updates. You will be able to view a video entitled, "CM/ECF: The Attorney's Perspective," familiarize yourself with CM/ECF via computer-based-training modules and a tutorial, and use the resources available on our website to prepare yourself and your organization to use CM/ECF. As the implementation timeline progresses, there will be a calendar of upcoming CM/ECF events, training registration, and easy access to rules, tips, and manuals. And while you're there, don't miss the opportunity to register to receive CM/ECF news via e-mail using our soon-to-be launched subscription service!

AMERICAN BAR ASSOCIATION
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PROFESSION

Perspectives . . . Magazine

THE PASSAGE TO LEADERSHIP: WHEN AHA! MOMENTS BUILD CONFIDENCE

By Holly English

When Mary B. Cranston became a law firm partner at age 35, she was “euphoric—and then depressed.” Looming ahead was the “what next” question. To motivate herself, “I had to create a picture in my head.” She created a vision of herself as a litigator with \$10 million in business, met that goal, and eventually became chair of what is now Pillsbury Winthrop LLC.

Other women now at the pinnacle of their professions also had crystallizing Aha! moments that transformed them from observers to leaders. After Angela M. Bradstreet, a partner with Carroll, Burdick & McDonough in San Francisco, was advised by a jury that her personal style didn’t seem authentic; she resolved to act less like “a lawyer” and more like herself. When debating whether to take the helm of her firm, Kathleen J. Wu of Andrews & Kurth in Dallas broke down her concerns and resolved each one. Claudia Kennedy—not a lawyer, but a superachiever who was the highest-ranking woman in the Army before retiring—got a push from a mentor that kept her from resigning. These women in turn now are encouraging another generation of nascent leaders to step up to the plate.

Many leaders have pushed ahead without doing a lot of soul searching about their capacity for leadership. Martha W. Barnett, a former ABA president, is puzzled when asked whether she consciously debated becoming a leader. “I always had in my mind that if I worked hard, I could be in charge,” she says. For people like Barnett, currently chair of Holland & Knight, being in charge may come as naturally as breathing.

Even topflight women, however, describe events or insights that helped them take on new challenges. Some adjusted their internal compasses. Claudia Kennedy observed that military men didn’t wait to be offered opportunities—they just jumped in. “Women always think they have to qualify,” Kennedy asserts. The men’s attitude, she says, was “Go for it! I’m going to throw myself out there; I don’t have to wait until anybody invites me to the table, there’s going to be a place there for me.” If women do the same, she notes now, “You’re more likely to get more interesting things, be viewed as a team player.” As a result Kennedy put herself forward for advancement rather than waiting for an invitation.

Others like Bradstreet recall getting advice that just hit home. Early in her career, she was second chair on a jury trial with a male partner. “I was trying to cross-examine witnesses in an ultra-aggressive style, which may not have been appropriate for the particular witness,” she recalls. After the trial she asked the jury to rate her performance. “They said, ‘We thought you were great, but we thought you were trying to be like your supervisor. And we thought you should be yourself, because you’ve got a neat personality.’” This was Bradstreet’s critical turning point. “I thought, from now on, I’m just going to be myself, and see what follows.” It’s paid off. She now enjoys a hefty client base, is a former managing partner of her firm, and is a past president of both the Bar Association of San Francisco and California Women Lawyers.

NOVEMBER LUNCHEON

DATE: **MONDAY**, November 15, 2004

TIME: 12:00 o'clock Noon

PLACE: The Manning House, 450 W. Paseo Redondo

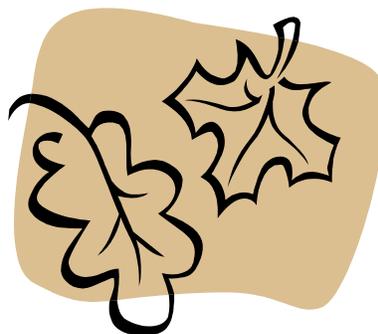
COST: \$15 Members ✖ \$20 Non-Members ✖ \$8 Students

RSVP: No later than **Tuesday, November 9, 2004**. Early reservations are required due to the Manning House's 5-day minimum guarantee policy. All members on AWLA's electronic list-serv will receive a separate email notice to RSVP for the luncheon. Please use this automated system to make your RSVP. If you are not on AWLA's email list-serv, make a reservation by contacting **Nancy Kroell** at 818-0429 or awlaadmin@theriver.com. No shows and cancellations made after the reservation deadline will be billed. Please pay at the door. Checks prepared in advance are appreciated.

MENU: The Manning House offers a delicious buffet with both standard and vegetarian fare. The November menu features Chicken Picatta, Pan Seared Cabrilla (white fish), Risotto, Seasonal Vegetables and Tossed Salad.

TOPIC: "Getting Your House In Order"

AWLA member **Susan Villarreal** will speak to us about how to write a will, what you need for a power of attorney, medical powers of attorney and other estates and trusts issues we should all know about. This can be helpful for identifying when it is appropriate to refer your client to an estates and trusts attorney and for our own personal matters.



Scenes from the October Luncheon



John Munger (R)

Moderator Lynn Wood



Paul Eckerstrom (D)

At the October luncheon at the Manning House, founding AWLA member Lynne Wood moderated a debate between Paul Eckerstrom, the Pima County Democratic Party chair, and John Munger, the Pima County Republican Party chair. Both agreed to waive openings, and Lynne asked them a series of questions which they each had two minutes to answer. Her questions covered women's votes, health care, and what one thing each would encourage us to do before the election. Both speakers agreed that the war in Iraq and the economy are the two most decisive issues in Arizona and nationally. They disagreed about the causes of the deficit and what should be done about taxes and the outsourcing of jobs. Paul Eckerstrom said we all need to vote, volunteer and get our friends to vote. John Munger said we need to get beyond the sound bites and recognize all that has been accomplished. In answer to a question about appointments to the Supreme Court, Mr. Munger said President Bush does not have a litmus test but looks for people who will decide cases using the law, not personal feelings. Mr. Eckerstrom said that President Bush wants Scalia- and Thomas-like justices who will overturn *Roe v. Wade*, while John Kerry wants the right to privacy upheld. They both also answered questions about the war in Iraq and Michael Moore's visit to Tucson. We thank Mr. Eckerstrom and Mr. Munger for their time, and thank Lynne Wood for her help in moderating this debate.





AWLA NEWS



Mark Your Calendars

- Nov 18.....Volunteer Lawyers Program Awards Luncheon
.....at Marriott University Park
- Dec 11..... Mothers' Forum at Paint Yourself Silly (see below)
- Dec 14..... Holiday Luncheon at the Arizona Inn
- Dec 20..... Monthly Luncheon meeting
..... at the Manning House (Noon)



Members on the Move (and other important moments!)

Congratulations to Alyce Pennington of Deconcini McDonald Yetwin & Lacy, P.C., who has been named 2004 Attorney of the Year by the Volunteer Lawyers Program! The awards luncheon will be held on Thursday, November 18 at the Marriott University Park.

Also, Jane Butler, formerly Legal Counsel for the Tucson Unified School District, has moved to the Office of the Attorney General in Tucson. Congratulations on your move, Jane!



Mothers' Forum Event

Bring your kids (ideally ages 3 or so & up) to Paint Yourself Silly to paint a wonderful pottery piece for the holidays! Join us at 6546 East Tanque Verde Road on Saturday, December 11th from 1 – 3 p.m! Cost is \$2.50 admission per person, plus the cost of the ceramic, which starts at \$9 for a 6 inch tile and up. We must have a minimum of eight people for this event. Please RSVP by December 1 to Deanna Conn at 770-8715 or dconn@quarles.com.

AIDS Walk 2004



AWLA's small but spirited AIDSWalk team.
From left to right, AWLA members Jill Winans, Kristine Fox, Kathy Brauer (and friend Dawn) and Veronique Pardee.



New Online Directory

In addition to providing a hard-copy version of our 2004-2005 Membership Directory, AWLA is pleased to announce that a searchable version is now available online at our websites. For your convenience, you can search by first or last name, firm or organization, or practice area. To access the online directory:

1. Go to our website on the Internet: www.awla-southeraz.org.
 2. Click on "Members."
 3. Enter your User ID and password at the log-in screen, and then click on "Next."
- Note:** User IDs and initial passwords were e-mailed to members in late October. If you did not receive this information or have lost it, contact Nancy Kroell at 818-0429 or awlaadmin@theriver.com.
4. Click on "Search the online directory."

*AWLA's Annual Holiday Luncheon
and Presentation of the
Alice Truman Award*



Tuesday, December 14, 2004
11:30 a.m.
The Arizona Inn
2200 East Elm Street

\$15 Students v \$20 AWLA Members v \$35 Non-Members

Invitations specifying the menu and identifying this year's Truman Award recipient will be e-mailed to all members by December 1. Due to the large turnout expected, prepayment is required to facilitate faster check-in. If you are not on AWLA's e-mail listserv, please RSVP by mailing this form and a check in the correct amount to AWLA, PO Box 8448, Tucson, AZ 85738.

NAME _____ VEGETARIAN PLATE? _____

NAME _____ VEGETARIAN PLATE? _____

NAME _____ VEGETARIAN PLATE? _____

2004 AWLA Southern Arizona Leaders

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