

Arizona Women Lawyers Association

Southern Arizona Chapter

October 2004

Mixin' It Up!!

AWLA's Social Committee has introduced our new Networking Happy Hour series. The first event was held on Friday, October 1, 2004 at Cuvee World Bistro, and we had a GREAT turnout of about 16 people. Networking happy hours will be held monthly on the first Friday of each month at various locations around town. Check the newsletter each month for the next location!

Spotlights In This Issue

New! AWLA Networking Events.....	1-2
AWLA Presents! Advancing Your Career: A Women's Leadership Conference & Registration Form.....	2-4
Ten Tips for Transitioning Into Leadership.....	5
October Luncheon	6
Scenes from the September Luncheon ...	7
AWLA News	8
Employment Announcements.....	10
Alice Truman Leadership Award 2004 Nominations.....	12
2004 AWLA Leaders Directory	13

Of course, we hate to be predictable, so November's "happy hour" will actually be our annual Poker Party! The Party will be held on Friday, November 6th at the beautiful home and soon-to-be bed and breakfast of Catherine Morton at 526 South Stone Avenue (opposite the Mexican consulate) in Downtown Tucson. We'll be playing Texas Hold 'Em, Omaha and 7-Card Stud. For those who don't already know how, don't worry – folks will be on hand to teach us all!



AWLA members enjoy drinks and lively conversation at the first monthly networking happy hour.



Judge Leslie Miller and Susan Freund



Ronna Fickbohm and Lisa Funk



Sally Simpson, Ronna Fickbohm, Veronique Pardee,
Judge Leslie Miller and Anne Graham-Bergin

AWLA Convention and Leadership Conference
5 MORE Reasons To Attend!

1. Have your leadership/career questions answered by our esteemed panel members.
2. Mingle with Convention speakers as well as our special invitees, members of the Judiciary, at our Friday afternoon reception.
3. Join members of the Arizona State Bar Board of Governors at lunch.
4. Earn 6.25 Continuing Legal Education Credits.
5. Spend a day thinking and talking about your career.

The Arizona Women Lawyers Association presents:

Advancing Your Career: A Women's Leadership Conference

Schedule of Events

Thursday, October 21, 2004, at the Steinfeld Mansion, Offices of Kathleen McCarthy & Assocs. and Ryan Turchik PC, 300 N. Main Ave., Downtown Tucson

5:00-7:00 p.m. Hosted Reception

Friday, October 22, 2004, at The Historic Manning House, 450 W. Paseo Redondo, Downtown Tucson

8:30-9:00 Registration / Continental Breakfast

9:00-9:05 Welcome Remarks: Roxana Bacon, Littler Mendelson Bacon & Dear PLLC

9:05-9:45 Professor Barbara Babcock, Stanford University, "A History of Women Lawyers"

9:45-10:45 Panel One: "Play the Game to Win"
Moderators: Dee-Dee Samet, Dee-Dee Samet PC; Jennifer Guerin, Chief Assistant U.S. Attorney; Hon. Ruth V. McGregor, Vice Chief Justice, Arizona Supreme Court; Patricia Orozco, Yuma County Attorney's Office; Keri Silvyn, Lewis and Roca LLP; Helen Perry Grimwood, Grimwood Law Firm

10:45-11:00 Break

11:00-11:10 Comedy Interlude featuring the stand-up humor of Jodi Weisberg

11:10-12:10 Panel Two: "Reinvent Yourself"
Moderators: Jodi Weisberg, Fresh Start Women's Resource Center; Marjorie Eskay-Auerbach, Expert Witness, Marc A. Auerback Ltd.; Nancy Laney, Executive Director, Tucson Botanical Gardens; Michelle Langan, The Michelle Langan Mediation Law Firm; Brenda Thomson, ASU Center for Law Leadership & Management; Lisa Loo, General Counsel, Arizona State University

12:15-1:45 Luncheon and Roundtable Discussions

1:45-2:30 Sarah Weddington, "Some Leaders are Born Women"

2:30-3:30 Panel Three: "Lead the Way"
Moderators: Hon. Cindy Kelly Jorgenson, U.S. District Court, District of Arizona; Pamela Liberty, Liberty O'Neill & Bibbens; Roxana Bacon, Littler Mendelson Bacon & Dear PLLC; Sarah Weddington, Author and Women's Advocate; Hon. Irma Gonzalez, U.S. District Court, District of Southern California

3:30-4:00 Roundtable Wrap-up, Closing Remarks and Gift Presentation to Outgoing AWLA State Board President Tamara Brooks-Primera

4:00-6:00 Reception

2004 AWLA Leadership Conference Registration

REGISTRATION DEADLINE: OCTOBER 8, 2004

[Participation is limited to 200, so early registration is recommended.]

Please tell us about area of particular interest to you. Your responses will assist in seating you during the luncheon roundtables with leaders in the field of greatest interest to you.

Name: _____

Address _____

City _____ State _____ Zip _____

Work Phone _____ Email _____

Year First Admitted to Practice _____ Number of Years in Active Practice _____

Area of Practice (please describe) _____

Indicate the areas of most interest to you:

- | | |
|---|--|
| <input type="checkbox"/> Getting ahead in private practice. | <input type="checkbox"/> Preparing to become a political leader. |
| <input type="checkbox"/> Preparing for a career in the judiciary. | <input type="checkbox"/> Becoming a community or civil leader. |

Please identify any issues affecting the pursuit of leadership goals that you would like to see addressed at the conference.

- | | |
|--|---|
| <input type="checkbox"/> Balancing family and career. | <input type="checkbox"/> Dealing with gender equality issues. |
| <input type="checkbox"/> Finding Time for career planning. | <input type="checkbox"/> Other concerns: _____ |

Registration Fee Includes Thursday & Friday Receptions, Breakfast and Lunch:

- \$100 AWLA Member
- \$150 Non-Member (Join AWLA below and pay the member price!)
- \$ 25 Law Student

Please Check All That Apply:

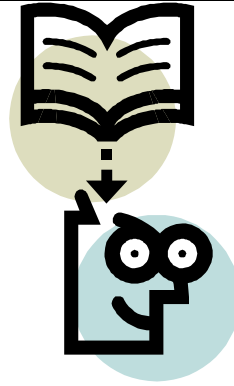
- I will attend the Thursday Reception (free for conference registrants)
- I will attend the Friday Reception (free for conference registrants)
- I will attend the Thursday Reception but not the Conference (\$20 or \$25 for both receptions)
- I will attend the Friday Reception but not the Conference (\$20 or \$25 for both receptions)
- I am requesting a vegetarian meal for Lunch on Friday

2005 AWLA Membership Application:

- \$100 Sustaining Member – receives special recognition at events.
- \$ 75 Private Practice with income of \$50,000 or more per year.
- \$ 50 Private Practice with income less than \$50,000 per year.
- \$ 50 Public Practice or Judiciary
- \$ 10 Law Student

Mail your Registration/Application and checks payable to AWLA to:

AWLA
P. O. Box 8448
Tucson, AZ 85738-8448



TEN TIPS FOR TRANSITIONING INTO LEADERSHIP

1. **Do good work.** You have to be a competent lawyer to gain the respect of your colleagues.
2. **Have a vision.** Visualize what you want and go for it.
3. **Be authentic.** You can borrow characteristics and techniques from other people, but make sure your personal style is one you are comfortable with, not one you're forcing yourself into.
4. **Revise set assumptions.** For instance, you can mentally retool "getting business" (often seen negatively as pestering or badgering people) into an effort to help people.
5. **Break down your concerns.** Take apart the challenge to see what skills and talents are necessary and examine each to allay your fears.
6. **Seek out mentors and role models.** Not only can they give you specific get-ahead tips, but they also can intervene at critical times to keep you on a path or help energize you to move up to the next level.
7. **Start with baby steps.** You don't have to aspire to run the firm or to be captain of the helm at the state bar association. Try simply being a great supervisor or running a small firm initiative.
8. **Set concrete goals.** For instance, determine that you'll call five new prospects a week.
9. **Set stretch goals.** "I've seen people who tell me that they just couldn't possibly stand up and give a big speech," declares Martha Barnett, "and I say, 'You're going to do it – on Thursday. Let me help you.'" Going to goals that seem out of reach is the way to keep excited and renewed about your work.
10. **Be passionate.** Or "figure out what you love," as Ellen Ostrow urges. Working on something you care about makes otherwise burdensome leadership tasks fun and rewarding.

OCTOBER LUNCHEON

- DATE:** MONDAY, October 18, 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, October 12, 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 October menu features Petite Grilled Salmon, Beef Tips Bourguignon, Spinach Salad, Seasonable Vegetables and Roasted Potato Quarters.
- TOPIC:** Please join us for a Presidential Debate between local Republican Party Chairman John Munger and local Democratic Party Chairman Paul Eckerstrom. This promises to be a lively forum!



SAVE THE DATE!
AWLA'S HOLIDAY LUNCHEON
WILL BE AT THE ARIZONA INN
TUESDAY, DECEMBER 14



Scenes from the September Luncheon



**Darlene Chavira Chavez introducing
Beth Anderson and Cameo**

At last month's luncheon, Beth Anderson from the Pima County Attorney's Office, along with her leader dog Cameo, gave an interesting and insightful presentation about the unique challenges she faces as a non-sighted attorney working criminal cases. In addition, Leslie Cohen from the Arizona Center for Disability Law spoke about the services offered by the Center and the types of cases it handles.



Beth Anderson and Cameo



**Leslie Cohen from the
Arizona Center for Disability Law**



AWLA NEWS



Mark Your Calendars

- Oct 14 Steering Committee Meeting at Gust Rosenfeld (Noon)
- Oct 16 Mothers' Forum: Bring Your Kids to the Zoo!
- Oct 17 2004 AIDSWALK at Rillito Downs
- Oct 18 Monthly Luncheon Meeting at the Manning House (Noon)
- Oct 21-22 25th Annual AWLA Convention and 2nd Leadership Conference
- Oct 25 Newsletter Submission Deadline to Kris Page-Iverson or Jane Hall
- Nov 5 AWLA Poker Party
- Nov 15 Monthly Luncheon meeting at the Manning House (Noon)
- Dec 14 Holiday Luncheon at the Arizona Inn



Members on the Move (and other important moments!)

moved to

a new firm, hung out their own shingle, gotten married, had a baby, and any other information that might be of general interest to our membership. To start us off, **Mary Judge Ryan** and **Merle Turchik** recently opened their new firm, Ryan Turchik PC, at the Steinfeld Mansion in Downtown Tucson. **Darlene Chavira Chavez** and Elaine deBrito have also opened a new law firm: Chavez & deBrito, P.C. on East Second Street. Also, **Traci Riccitello** recently joined Gabroy, Rollman & Bossé, P.C.

CONGRATULATIONS and THANKS to Kristine Fox for all of her years of dedication and excellent work on the monthly newsletter! As you may have heard via the AWLA grapevine, Kristine has graciously passed her newsletter responsibilities to Kris Page-Iverson, Lewis and Roca LLP, and C. Jane Hall, Asylum Program of Southern Arizona.

Please call or e-mail Jane Hall (955-2925; CJHall@webmail.azbar.org) or Kris Page-Iverson (629-4421, kpage@lrlaw.com) with any information you'd like to share.



Mothers' Forum

Bring your kids to the Zoo!! We will meet at 10 a.m. on October 16th at the Reid Park Zoo. If you would like to attend, please RSVP to Carrie Rednour at 790-4061 or carrierednour@earthlink.net.

ATTENTION WALKERS!

Please join the first AWLA team to walk in the October 17, 2004 AIDS WALK. We will meet between 7:30 and 8:30 a.m. at Rillito Downs, River & First Avenue, under the "Meeting Place" banner on the grassy area. The 4K Walk will start at 8:30 a.m. 100% of AIDS WALK Funds stay in Southern Arizona and are used to help provide critical services to people infected with and affected by HIV/AIDS. There is a \$10 Walker registration fee and no minimum sponsorship requirement. AWLA will walk as a team and enjoy lunch together after the Walk. If you would like more information, please call Veronique Pardee at 977-6461. Let's show AWLA's commitment to the community by having a big turnout for this event!



Steering Committee Retreat

The steering committee retreat was a lovely event at the beautiful foothills home of Megan Miller. Committee members brought yummy munchies, salad and dessert items, which everyone consumed happily throughout the event. We discussed each committee, how its work is going and what could be better. All in all, an enjoyable and productive event!



AWLA Sock and Underwear Drive to Benefit the Amphi Foundation Clothing Bank

A big thanks to the members of AWLA for your generous contributions to the Sock and Underwear Drive! We were able to deliver a large box filled with new underwear and socks and more than \$615.00 in donations to the Amphi Foundation Clothing Bank. As socks and underwear are particularly essential and in constant demand, our donations will greatly benefit the lives of eligible students and their families and may serve as the sole difference between a child attending school or not. This was a great success. THANK YOU!

Employment Announcements

COMMERCIAL REAL ESTATE TRANSACTION ATTORNEY

The Wells Fargo Law Department seeks two attorneys with not less than 4 years' experience in commercial credit transactions, with significant loan transaction negotiation and documentation experience and a strong background in both the UCC and real estate lending. One position will be located in San Francisco or Minneapolis and will provide legal support for the commercial lending area of Wells Fargo's Private Client Services Group. The other position will be located in San Francisco, Los Angeles, Minneapolis or Phoenix and will provide legal support to Wells Fargo's Commercial Banking Group. Candidates for both positions must have strong communication, analytical and writing skills, and the ability to assume client responsibility and work independently. J.D. from an accredited law school and appropriate state bar membership is required.

Please be sure to include your return home street address. We encourage minorities, women and other protected classes to apply.

Apply online today at
www.wellsfargo.com/jobs
requisition # 455160



CHARTER FUNDING



NAVIGATING YOUR WAY HOME™

*Purchases, refinances
and home equity loans!*



04 AWLA Leadership Conference

proudly sponsored by:
Barbara D. Smith
Senior Loan Officer

(520)

901-7151

barbara.smith@charterfunding.com

BK#0903385

ALICE TRUMAN LEADERSHIP AWARD
2004 Nomination

DESCRIPTION: *The annual Alice Truman Leadership Award is given to that member of the Southern Arizona Chapter of AWLA who best demonstrates outstanding leadership in her career and community.*

CRITERIA: *The recipient shall be a person who has both been a role model for women lawyers and demonstrated support and encouragement for the advancement of women in the legal profession. The recipient shall not be a current member of the Steering Committee.*

PAST RECIPIENTS: Hon. Alice Truman and Jan Wezelman (1999)
Dee-Dee Samet (2000)
Hon. Lillian Fisher (2001)
Barbara LaWall (2002)
Sally Simmons (2003)

NOMINATION: *I nominate the following Southern Arizona AWLA member for the Alice Truman Leadership Award:*

Name: _____

Address: _____

Telephone: _____ Email: _____

NOMINEE'S QUALIFICATIONS (attach separate page if necessary):

NOMINATED BY: _____
(Name)

(Address)

(Telephone/Email Address)

Return the Nomination Form by November 5, 2004, to AWLA, P.O. Box 8448, Tucson, AZ 85738, or fax to Ronna Fickbohm at 320-0717.

2004 AWLA Southern Arizona Leaders

<u>Chapter Officers:</u>	<u>Work Phone:</u>	<u>E-mail Address:</u>	<u>Position:</u>
Ronna Fickbohm, Esq.	(520) 320-1300	fickbohm@gabroylaw.com	President
Darlene Chavira Chavez, Esq.	(520) 791-4104	chavez@qwest.net	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
<u>Steering Member:</u>	<u>Work Phone:</u>	<u>E-mail Address:</u>	<u>Committee:</u>
Leigh H. Bernstein, Esq.	(520) 622-0400	bernstein@elder-law.com	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
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
C. Jane Hall	(520) 955-2925	CJHall@webmail.azbar.org	Newsletter
Wanda E. Hofmann, Esq.	(520) 388-7137	wanda.hofmann@ag.state.az.us	Law Students
Marie Martinez, Esq.	(520) 375-7780	marie.martinez@azbar.org	Membership/Social
Patricia Ann Mehrhoff, Esq.	(520) 791-4104	pmehrho1@ci.tucson.az.us	Luncheon Support
Megan E. Miller, Esq.	(520) 490-8346	megan.miller@azbar.org	Judicial Appts
Paula C. Nailon, Esq.	(520) 626-6107	nailon@law.arizona.edu	Law Students
Kris Page-Iverson	(520) 629-4421	kpage@lrlaw.com	Newsletter
Veronique Pardee, Esq.	(520) 292-4056	vpardee@scfaz.com	Community Service
Caroline Pinkney-Baird	(520) 318-9376	caroline@pinkneybaird.com	Mother's Forum
Carrie L. Rednour, Esq.	(520) 790-4061	carrierednour@earthlink.net	Mother's Forum
Terri A. Roberts, Esq.	(520) 740-5750	terri.roberts@azbar.org	President Elect
Merle Joy Turchik, Esq.	(520) 490-3976	merle.turchik@azbar.org	Social
Susan C. Villarreal, Esq.	(520) 784-0604	scv@villarrealaw.com	CLE
Jill D. Winans, Esq.	(520) 628-7070	jdwinans@gustlaw.com	Community Service

AWLA

**Post Office Box 8448
Tucson, AZ 85738-8448**

Forwarding and Return Postage Guaranteed
Address Correction Requested

Visit us on the web at www.awla-southernaz.org
And www.awla-cochise.org