

Amicus

Newsletter of the Kansas Women Attorneys Association

Fall 2004

Katherine J. Bailes, Editor

Welcome, from KWAA 2004-2005 President

by Teresa Sittenauer

This is a great time to be a member of KWAA. Our organization boasts of three members on the Kansas Supreme Court, two on the Kansas Court of Appeals, and a number of district court and magistrate judges. Many of our members serve in the Kansas Legislature as well as private practice and in government service. We've got big city lawyers, small town lawyers, and members in non-traditional legal careers, professors at both state law schools, and in-house corporate counsel. Some of our members work at home, raising their families. We all have one thing in common. We are working for the advancement of women in the legal profession.

We are advancing. Here's how we're doing it. Patricia Riley, a member of the Supreme Court Nominating Commission, is chair of our gender bias committee. She is working to find ways to get women on the district court bench and women on the local nominating committees. Amanda Kiefer, chair of our publicity committee, has organized a panel discussion sponsored by the Women Attorneys Association of Topeka, on how to balance the demands of work and family. We are planning a fall membership event in western Kansas. Our council voted to establish two \$1,000 scholarships (one for each law school) to assist a second-year law student who intends to practice in Kansas. Martha Hodgesmith organized a wonderful silent auction to raise funds for these scholarships.

We share stories, questions and concerns through our list serve, faithfully administered by Nancy Anstaett. We are working to establish a website to help us connect with a larger audience and provide more information to our members. We have hired an executive director to take on the labor-intensive tasks that have bogged us down as an all-volunteer association. His name is Steve Kearney and his job is to help us grow this association to 1,000 members.

What is it that you love about being a member of this association? Think about it for a minute.... the Lindsborg conference, the camaraderie, the networking, the support, the friendships? Share those thoughts with three other lawyers who are not already members of KWAA. Encourage them to join us in the good work of advancing women in the legal profession. Grab some membership applications and sign them up. Membership chair Susan Saidian will be happy to help you.

We're going to have a great year. I am honored to serve as your president. Call me or email me anytime with your comments and suggestions. (Contact information on page 7 of this newsletter.)



LAW S ARE PARTLY FORMED FOR THE SAKE OF GOOD MEN, IN ORDER TO INSTRUCT THEM HOW THEY MAY LIVE ON FRIENDLY TERMS WITH ONE ANOTHER, AND PARTLY FOR THE SAKE OF THOSE WHO REFUSE TO BE INSTRUCTED, WHOSE SPIRIT CANNOT BE SUBDUED, OR SOFTENED, OR HINDERED FOR PLUNGING INTO EVIL.

- PLATO

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Lindsborg at 15: It Just Keeps Getting Better

By Chelsey Langland, Topeka

Over 150 women lawyers (and several men) from 4 states and as far away as Australia gathered July 15th through 17th to celebrate the fifteenth anniversary of the KWAA annual conference. It was a great weekend filled with fun and learning.

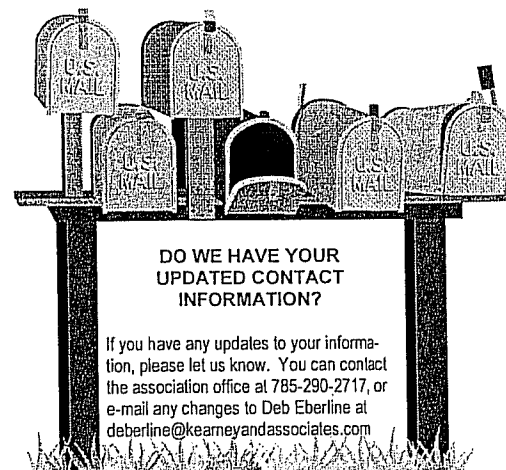
Thursday afternoon kicked off with a great ethics presentation from Brad Short. After two more CLE offerings and dinner we had the privilege of listening to two amazing women. Supreme Court Justice Marla Luckert (Topeka) reflected on the origins of the conference (see article in this newsletter) that began in part to provide a gathering place for women attorneys who didn't have access to other women lawyers. The group quickly realized that it would be an annual event and 15 years of meetings proved that group correct. Justice Luckert then had the pleasure of introducing our keynote speaker, Governor Kathleen Sebelius. Governor Sebelius noted how good Lindsborg had been to her in the past, especially last year when she took part in a candidate debate with "the guys". The governor spoke about the issues facing all Kansans, including health care and security. After a great speech, the attendees gathered for a reception at the Sandzen Gallery to sample chocolate cherry cheesecake and some beautiful Kansas art. The social opportunities continued at the patio of the Stuga, Lindsborg's quaint drinking establishment.

Friday morning kicked off with a presentation on Title VII and a treat from Judge Marten who sang and played an appropriate song on his guitar. Our luncheon speaker was Terri Moses, a Deputy Chief of Police from Wichita. In addition to learning real things, like how women aren't always encouraged to enter law enforcement and how the number of women joining police forces is dwindling, we also learned that bullet proof

vests don't come in a C cup. After the day's CLE programs were finished we ate, drank and shopped at the Courtyard Gallery before heading out to Rolling Hills Zoo near Salina for dinner and a silent auction. The proceeds from the auction were used to fund scholarships for KU and Washburn law school students.

Bright and early Saturday morning (after a "fun" run) we convened the 2004 KWAA annual business meeting where new officers, committee chairpersons and district representatives were elected. We all gave a hearty round of applause to thank Kathy Webb (Wichita) for her great year of service to the organization as president, and we welcomed Teresa Sittenauer (Topeka) as the 2004-05 president. Teresa introduced the slate of officers as well as the district representatives. After three more hours of CLE, the Lindsborg 2004 conference concluded.

Thanks to all of the volunteers who gave countless hours to make this such an enjoyable event and a special thanks to co-chairs Wendy Tatro and Kathy Kirk (Lawrence). As a first time attendee, I really found what I'd been missing and was even inspired to serve as the Program Committee Chair for Lindsborg 2005. If you have an idea for a speaker or a CLE topic, please e-mail me at langlandc@kscourts.org. I'd like to hear your ideas and topics that interest you. For now, I'm going to crank up my new Ann Zimmerman CD (Salina attorney and Harvard grad) and look forward to next year.



History of the Lindsborg Conference

Taken from an article originally written by Judge (now Supreme Court Justice) Marla Luckert and edited by Christy Molzen.

Although the first Lindsborg Conference was held in 1990, the history of the Conference really begins in 1983 with the formation of the Women Attorneys Association of Topeka. Between 1984 and 1985, the Association had 60 members. By 1989 over 100 women in Shawnee County had joined. During this same period, the Wichita Women Attorneys Association was organized. Almost immediately, women attorneys from other parts of the state began seeking out the Topeka and Wichita associations. Women attorneys from other areas reported efforts to schedule their business in Topeka and Wichita to coincide with the monthly meetings of the two groups. Several women asked to be placed on the mailing lists to receive information. Soon, informal groups were meeting across the state. At the Topeka meetings, there were frequent discussions of how to provide the support of the organization to women across the state, especially in communities where there were few women attorneys.

In the spring of 1990, the Women Attorneys Association of Topeka decided to take action by organizing a statewide women attorneys' conference. The Association decided that such a conference should be held in a geographically central location. The Bethany College campus in Lindsborg was selected because of its location, facilities and the cultural offerings of the Swedish community. Conference offerings were planned so that participants could receive the full annual requirement of continuing legal education credit at a low cost.

The first conference, held on July 20 and 21, 1990, offered an opportunity to focus on otherwise neglected legal topics affecting the rights of women. Speakers addressed women's credit issues and how to organize community

informed of such issues. A pamphlet, *Credit and Women*, was published with the assistance of Bank IV of Kansas and distributed at its facilities throughout the state. Feminist legal theory and gender issues in the law were also conference fare. Time was allotted for visiting and giving everyone the opportunity to live-up to one of the pet phrases of the 1980's by "networking." A summer camp atmosphere prevailed. Shorts and t-shirts were the rule; pantyhose, suits and high heels were barred. With most attendees staying in the college dormitories, networking continued in small groups throughout the night. Over 75 attorneys and speakers from all parts of Kansas attended the first conference.

When the Topeka Women Attorneys Association planned the initial conference, there were no plans for future programs. However, the favorable response to the first conference was so overwhelming that a consensus was reached to hold another conference the following summer. The keynote speaker for the second conference, held in July 1991, was Kansas Governor Joan Finney who observed the need for more women and minorities in the judiciary so that the makeup of the bench would reflect society.

By the second conference, there was discussion concerning the formation of a statewide women attorneys' association. Initially, consensus was not reached. Attendees were urged to ponder the idea for future discussion which continued the following year when a committee was formed to explore the idea in more detail. After some preliminary meetings, the Jennie Mitchell Kellogg Circle was incorporated and its first meeting convened on July 23, 1994. The Circle was so named to honor the first woman admitted to practice before the Kansas Supreme Court. From that point, the Lindsborg Conference also served as the annual meeting for the Circle. The Wichita Women Attorneys Association sponsored the third conference held in 1992, and again in

1993 and 1996. The Women Attorneys Association of Topeka sponsored the conference in 1994 and 1995. In 1997, the Circle took over the planning and sponsorship for the Conference. The Circle changed its name in 2000 to the Kansas Women Attorneys Association.

The 1998 Lindsborg Conference celebrated the history of women attorneys in Kansas with the newly published *Journeys on the Road Less Traveled: Kansas Women Attorneys* as its focal point. [This article is taken from Judge Luckert's contribution to the publication.] 1999 marked the 10th year anniversary of the Conference and the first time a keynote speaker's presentation was made open to the public. That year's speaker was best selling author, columnist, and commentator Molly Ivins. Another featured speaker was Dr. Harriet Lerner, noted author and senior staff psychologist with the Menninger Clinic.

As the organizer of the first two Lindsborg Conferences, then District Court Judge now Kansas Supreme Court Justice Marla Luckert explained to conference participants her motivation by comparing her trek into the legal profession to a challenging hike she had taken on a rocky nature trail. Halfway through the hike, after tumbling down an incline and climbing back up to the top, she found a rough bench that provided a welcome resting place. Justice Luckert explained that, for her, the Women Attorneys Association of Topeka, which had spurred her to develop the Lindsborg Conference, was the symbolic bench that gave her the rest she needed to reinvigorate her for the continued trek. To many other women, the Lindsborg Conference provides a similarly secure respite. It has become a place to recount the stumbles, seek help in finding solid stepping-stones, share remedies for the poison ivy and assist each other in smoothing the trail.

Upcoming Events of Interest to KWAAs Members

Law Student Award Receptions

KWAA is providing a \$1,000 scholarship to one second-year law student at KU Law and one at WU law. You are invited to attend the scholarship award receptions for each. Save these dates on your calendar.

KWAA will host a scholarship reception at Washburn Law School on September 29, 2004, to honor the 2004 recipient of the Jennie Mitchell Kellogg Circle scholarship. The reception begins at 5 p.m. in the new third floor conference room. Refreshments will be provided. The dean of the law school will be there, as will our recipient and her family. All KWAA members and Washburn Women's Legal Forum members are invited to attend. Email and paper invitations will go out shortly.

KWAA will participate in the KU Law School scholarship program and reception on September 21, 2004, at 5:30 p.m. in the Law School, Room 104. This is a reception for all KU Law scholarship recipients. The dean will acknowledge the Jennie Mitchell Kellogg Circle scholarship and KWAA, as well as introduce our recipient. A reception will follow in the Rice Room, Room 512, where we will present our plaque privately and visit with our recipient. Again, email and paper invitations to this event will go out shortly.

* Special thanks to Michelle O'Malley for organizing these opportunities for KWAA. If you have questions about either reception, please contact Michelle at momalley@fisherpatterson.com.

Swearing in Ceremonies

Friday, October 1st at 10:00 a.m. – Evelyn Wilson will be sworn in for the Shawnee County bench at the courthouse in Topeka, Kansas.

Friday, October 1st at 3:30 p.m. – Nancy Caplinger will be sworn in for the Kansas Court of Appeals in Topeka, Kansas.

Wichita Women Attorneys Association

Friday, September 17th at noon – luncheon for members.

Tuesday, October 12th at 7:00 p.m. – Judges Candidate Forum at 225 North Market, Wichita – open to public.

Thursday, October 21st at 5:30 p.m. – open to all women attorneys in the Wichita area.

Contact Nancy Ogle at nancyo@woodard-law.com or 316-263-4958 for more information.

Women Attorneys Association of Topeka

Wednesday, September 22nd at noon – luncheon for members and guests – Ann Mau, candidate for Kansas Legislature, speaker.

Wednesday, October 27th at noon – luncheon for members and guests – Joyce Grover, speaker on domestic violence.

Wednesday, November 17th at noon – luncheon for members and guests – Martha Coffman, speaker on what's happening in KCC.

Contact Amanda Kiefer at kiefera@kscourts.org for more information.

Members Speaking at CLEs

October 14 – 15th, Collaborative Family Law Training (13.5 CLE hours). Held at Old Town Conference Center in Wichita, Kansas. Contact Jim Guy at 316-838-0805. (submitted by Lynn Ward)

October 15th – Kansas Bar Solo and Small Firm Conference. Held in Dodge City. Kathleen Harvey (immigration law) and Linda Skinner (ethics) will be speaking.

KWAA Council Meeting

October 23rd – time and location to be announced. Officers, District Directors and Committee Chairpersons to attend.

Pictures from the 2004 KWAA Conference



Pictured at left: Beth Cateforis (left) and Janine Cox (right) settle in to listen to one of the sessions offered at the 2004 KWAA conference.

Pictured at right: Shirley Calvin (left) and Carroll Hoke (right) live it up in the dorms at Bethany College while attending the 2004 KWAA conference.



Pictured at left: Outgoing KWAA President Kathy Webb (left) and Incoming KWAA President Teresa Sittenauer (right) take a moment to smile for the camera at the 2004 KWAA conference.

Pictured at right: Carol Boorady (left) and Ann Zimmerman (right) at the 2004 KWAA conference.



Pictured at left: Gabrielle Thompson (left), Sally Pokorney (middle) and Millie Schroeder (right) share a laugh in between sessions at the 2004 KWAA conference.

Pictured at right: Outgoing KWAA President Kathy Webb (middle) gives a big pat on the back to conference co-chairs Wendy Tatro (left) and Kathy Kirk (right) for a job well done.



Thanks to Carol Boorady for the above pictures.



**KANSAS WOMEN ATTORNEYS ASSOCIATION
NEW/RENEWAL MEMBERSHIP APPLICATION**

August 1, 2004 ~ July 31, 2005

Name _____

Firm/Agency _____

Mailing Address _____

City _____ State _____ Zip Code _____

Day Time Phone # _____ Home Phone # _____

Fax # _____ E-Mail Address _____

Areas of Practice _____

County of Residence _____ County in which office is located _____

Areas of Practice: (Check all that apply)

- | | |
|--|--|
| <input type="checkbox"/> Administrative | <input type="checkbox"/> Judiciary |
| <input type="checkbox"/> Appellate | <input type="checkbox"/> Juvenile |
| <input type="checkbox"/> Arbitration/Mediation | <input type="checkbox"/> Labor |
| <input type="checkbox"/> Bankruptcy | <input type="checkbox"/> Legal Education/Professor |
| <input type="checkbox"/> Business/Corporate | <input type="checkbox"/> Legislative |
| <input type="checkbox"/> Collections | <input type="checkbox"/> Litigation |
| <input type="checkbox"/> Corporate Counsel | <input type="checkbox"/> Medical Malpractice |
| <input type="checkbox"/> Criminal | <input type="checkbox"/> Non-Traditional/Non-Legal |
| <input type="checkbox"/> Disability | <input type="checkbox"/> Personal Injury |
| <input type="checkbox"/> Education | <input type="checkbox"/> Real Estate |
| <input type="checkbox"/> Elder | <input type="checkbox"/> Social Security |
| <input type="checkbox"/> Employment | <input type="checkbox"/> Tax |
| <input type="checkbox"/> Estate Planning | <input type="checkbox"/> Utility |
| <input type="checkbox"/> Family | <input type="checkbox"/> Workers Compensation |
| <input type="checkbox"/> General Practice | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Government Counsel | _____ |
| <input type="checkbox"/> Insurance | _____ |

New/Membership Dues: \$50.00

Renewal/Membership Dues: \$50.00 (Current members please wait until the end of the year to renew)

Law Student Membership Dues: Complimentary

Make checks payable to the: **Kansas Women Attorneys Association**

Mail payment and membership application form to:

KWAA

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New Officers for the Kansas Women Attorneys Association

The new officers for Kansas Women Attorneys Association (KWAA) were elected at the council meeting held July 17, 2004 in Lindsborg, Kansas. They are:

Teresa L. Sittenauer, President

Currently employed at Fisher, Patterson, Saylor & Smith in Topeka, Kansas where she maintains a civil litigation practice, focusing primarily on cases involving civil rights and constitutional issues, as well as specializing in an appellate practice. Teresa formerly served as a research attorney for the Kansas Supreme Court and for Retired Chief Judge Patrick Brazil of the Kansas Court of Appeals. A graduate of Washburn Law School, she is a native of Johnson County, Kansas.

Patricia E. Hamilton, President Elect

Currently employed at Wright, Henson in Topeka, Kansas, where she maintains a bankruptcy practice. Patricia is a former law clerk to the Honorable John T. Flannagan, U.S. Bankruptcy Judge, and was previously employed at Blackwell, Saunders in Kansas City. She has held numerous leadership positions since graduating from Washburn Law School. Patricia is a native of Concordia, Kansas.

Wendy Tatro, Secretary

Currently employed as Assistant General Counsel for the Kansas Corporation Commission where she practices in the areas of utility regulation and employment law. Wendy was in private practice in Lawrence after graduating from the University of Kansas in 1998. Before law school she worked for a natural gas pipeline, married and had two children. Wendy is a native of Hutchinson, Kansas.

Nancy Ogle, Treasurer

Currently employed at Woodard, Hernandez, Roth & Day, LLC in Wichita where she specializes in memorandums and appellate briefs for medical malpractice defense and commercial litigation. Nancy worked as a research attorney for Justice Harold Herd, U.S. District Court Judge Patrick Kelly and U.S. District Court Magistrate John Thomas Reid after graduating from Washburn Law School in 1990. Before law school she worked as a librarian and holds a Masters in Library Science. Nancy is a native of Hutchinson, Kansas.

In addition to new officers, several committee chairpersons were appointed. These include:

- Annual Conference Chairperson, Becky Sanders, Topeka
- Archives Committee Co-Chairs, Gabrielle Thompson and Carol Boorady, Topeka
- Awards Committee, Mary Feighny, Topeka
- Career Development, Anne Burke Miller, Manhattan
- Gender Bias Committee, Patricia Riley, Topeka
- Membership Committee, Susan Saidian, Wichita
- Newsletter, Katherine Bailes, Overland Park
- Publicity Committee, Amanda Kiefer, Topeka
- Scholarship Committee, Michele O'Malley, Topeka
- Supreme Court in Review, Trish Thelen, Wichita

Managing Your Life Balance: Advice for Women Attorneys from the Trenches

By Pat Comeford, Esq., President & Founder of The Esquire Group - Reprinted with permission from The Esquire Group

As professional women, we all deal with the challenge of "life-balance." This is especially true for women attorneys. Wherever you are on the career continuum - at a firm or in-house - and whatever your family structure, there is always a difficult balancing act between family and work responsibilities that must be constantly juggled.

How do top women associates handle the challenge of maintaining a contented family and a successful litigation career? What is the secret to obtaining General Counsel status while raising children? After speaking with several women in the Minneapolis legal community, some familiar and recurring strategies from leading attorneys arose:

1. Define Your Environment.

You may be surprised to know that yes, you DO have a choice regarding the environment in which you will work. There is a perception (and perhaps a reality) that women lawyers with young children tend to draw back from the commitment and necessary marketing it takes to become a partner, and somewhere along the way they "jump ship" or leave the practice of law altogether. To combat this trend leading firms and companies are working with their women attorneys, creating flexible work arrangements and flexible schedules.

Managing partners and general counsel find such programs beneficial because this willingness to work with an attorney and her family creates a loyal employee and oftentimes an individual eager to exceed

the "normal" goals. If your firm or company culture is not supportive of flexible time or an alternate partnership path, do some research by talking to experienced search consultants to find which organizations might support both your career and family needs. They are out there.

2. Organize Your Chaos

This concept is not as simple as "using your time well." Beyond merely multitasking, it requires you to apportion time for each sector of your life: work, family, play and quietude, and committing to that model. Like it or not, life for women attorneys is just too hectic now to float through the day and hope you will get to all the things you want to do. This latter approach is the surest way to bring about tension and

2004 - 2005 KWAA Council Members

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Managing Your Life Balance continued from page 6...

stress. Use a system to prioritize your day, your week, and your year — and select a system that will work for you. An excellent book, *Time Management from the Inside Out* by Julie Morgenstern, has some great suggestions for selecting one that will actually help you. The attorneys that I spoke with stated that getting into the habit of writing out a strategy each and every day reduces their anxiety about obligations and task completion. At the end of the day, one attorney has rituals that help her relax and assuage the tension - she keeps that time to herself sacred and purposeful.

3. Stop Feeling Guilty.

Your children do not need huge amounts of time to be able to connect with you; it is important however, to maintain a constant and reliable presence in their lives. If you are a person that thrives on exertion and the excitement of the deal or complex litigation, be true to yourself. Let the guilt go and focus on the fact that you are a better person for your children because the pursuit of your career makes you a whole person. Remind yourself that part of what you are doing is role modeling. For one Twin Cities lawyer, another part of managing that guilt is creating a comfortable arrangement her husband and a loved and trusted childcare provider. Finding ways to convey your availability and interacting in your children's lives should be frequent, but do not have to be complicated.

4. Work Hard, Work Smart.

Keep your priorities set at the office and tackle the important matters you would most like to neglect. If you are lucky enough to have flexibility in your

schedule, spend your precious time working on the important tasks rather than getting sidetracked by the trivial. Taking care of many simple, insignificant things will shorten the to-do list, but will not get you closer to a real sense of accomplishment.

All of us go through periods of complete pandemonium where time at the office exceeds the normal routine. If you are feeling overwhelmed, ask for assistance and remember to delegate. Employers routinely tell us that the ability and willingness to delegate is an earmark of success. Don't fall into the trap of doing it all.

5. Develop Resources.

When it comes to the home and kids, take up offers to help. Most interviewed cited family members as their greatest resource. Another way to find family time is to indulge in hiring a cleaning person a couple times a month and take your kids to the park for the day instead. You can also find out if there are other people in the neighborhood with similar situations; suggest sitting for one another one night a week so you have an evening off without worrying about finding a babysitter.

On the professional front, women attorneys are recognizing the need to network more than any other career tool. Okay, so you do not have time to go to the cocktail party because you have a toddler you need to pick up at 5 p.m. There are seminars during the day — some even geared toward women's issues. Call some alumnae or colleagues you have not seen in a while for a quick lunch or a breakfast meeting instead. Once you find ways to share your experiences with peers

and you will soon discover many creative solutions for time management and career improvement.


While there are many definitions of success, it is important that we learn from the strong women who have become our role models in the legal community. It is as important that these leaders share their knowledge with the next generation of women lawyers.



The Kansas Women Attorneys Association is in the process of creating a website. The website address is www.kswomenattorneys.com.

If you have any suggestions or information you would like posted on the website, please contact Amanda Kiefer at kiefiera@kscourts.org.



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