



WOMEN LAWYERS OF SACRAMENTO

December 2014 Newsletter

P.O. Box 936 • Sacramento, California 95812
www.womenlawyers-sacramento.org

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November Luncheon Highlights

Rainmakers: Born or Bred?

Speaker: Patricia Gillette

By: Kerri Ruzicka, Programs Vice-Chair

Our November luncheon featured Patricia Gillette, Partner at Orrick, Herrington & Sutcliffe in San Francisco. Patricia has been at the forefront of efforts to advance women in the legal profession. She is the founder of the Opt-In Project, a nationwide initiative focused on changing the law firm structure to retain and advance more female attorneys. Now she is expanding that focus to the issue of rainmaking and the characteristics that successful rainmakers exhibit. Patricia presented information on a new groundbreaking study on the personal characteristics of successful rainmakers.

"The Rainmaking Study" was a two-year study conducted by Lawyer Metrics. Although the purpose was to identify the characteristics of successful rainmakers, it also investigated some questions regarding differences in gender, school pedigree and family situations. Patricia stated that, whether we initially perceived a legal career as a sales career, the fact is we are sellers of our services. If a law firm or solo practice is intent on growing business, it needs to look at the development of its lawyers. What the study ultimately demonstrates is that law firms need to look at their business model to determine if they want every attorney to be a Rainmaker and if pay should be based solely on the ability to make rain or

if some attorneys are better suited and necessary as "Client Services Partner" and their value to the firm should be evaluated on merit and quality of work. Making this determination will drive how the law firm hires new attorneys and seeks to provide professional development opportunities.

The study was conducted using three research tools: (1) a survey of law firm partners and industry leaders about their perceptions of Rainmakers; (2) personality assessments measuring traits and behaviors of Rainmakers and Client Service Partners; and (3) interviews exploring the backgrounds and behaviors of law firm Rainmakers and Client Service Partners.

The study found that there are four primary traits of Rainmakers: (1) engagement; (2) dominance; (3) motivating others; and (4) risk taking. Patricia reviewed each of these traits and provided her own experience and input in describing how these traits can be implemented. She also emphasized that the study found no significant difference between men and women in the four categories. The only difference that was found during the behavioral interviews was that successful male Rainmakers typically had stay-at-home partners while women did not.



Speaker, Pat Gillette

Join Us At This Month's Luncheon

Thursday

December 11, 2014

Lucca Restaurant

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WOMEN LAWYERS OF SACRAMENTO

Come Join Us For Our Year-End Celebration Featuring

*2014 Frances Newell Carr Award Recipient
Hon. Kimberly J. Mueller*

Plus

Presentation of the 2014 CWL Tamara Dahn Scholarship

DATE: December 11, 2014

Lucca Restaurant and Bar, 1615 J Street, Sacramento, CA
12:00-1:15 p.m.

*****RECEPTION-STYLE NETWORKING ON THE PATIO*****

Please join us for a year-end reception to connect with friends old and new. In addition to mixing and mingling, we will honor this year's Frances Newell Carr Award Recipient and present California Women Lawyers' 2014 Tamara Dahn Scholarship. Prepare to be inspired! Be sure to wear appropriate clothing and footwear for the outdoor patio. Limited seating will also be available.

HEAVY HORS D'OEUVRES WILL BE SERVED IN LIEU OF LUNCH

Choice of coffee, soda or iced tea included
No host cocktails

COST: \$30.00 for current WLS members, past presidents of WLS, and judges; \$35.00 for all others, except law students, whose cost is \$25.00.

RSVP online at www.womenlawyers-sacramento.org (please use the Note function to identify name of attendee) or with confirmation of mailed check by December 9 to Kresta Daly at kdaly@barth-daly.com or Wendy Green at wgreen@hansenkohls.com. Please mail your check, payable to WLS, for receipt by December 10 to WLS, Attn: Luncheon, P.O. Box 936, Sacramento, CA 95814. Please indicate if you are a current WLS member, past president, or judge on the check. WLS is charged for cancellations. Payments must be received in advance and are not refundable. Admission at the door is subject to availability.

Please bring any unused toiletries and women's personal items to the luncheon for donation to Maryhouse, a non-profit organization that helps homeless women and children.

Women Lawyers of Sacramento - Annual Supreme Court Reception

BY: Rebecca Dietzen, WLS Vice-President

On November 3, 2014, the Sacramento bench and bar gathered in the foyer of the Stanley Mosk Library and Courts building to welcome the justices of the California Supreme Court and to honor the retirement of Associate Justice **Marvin R. Baxter** and retired Associate Justice **Joyce L. Kennard**. The reception followed the Court's oral arguments and chamber conference. It was a wonderful evening emceed by Women Lawyers of Sacramento (WLS) President Maralee Eriksen, and highlighted by remarks from Chief Justice Tani Cantil-Sakauye, Associate Justice Ming W. Chin, and Associate Justice Marvin R. Baxter. In light of Justice's Baxter's impending retirement, remarks centered on Justice Baxter's significant contributions to our state's legal community.

The Chief Justice spoke of Justice Baxter's legal career, including his many years in Fresno, first as a deputy district attorney and then as an associate and later a partner in a Fresno law firm where he practiced civil law for 13 years. She lauded his volunteer activities both in the legal community and through his alma maters, California State University, Fresno and Hastings College of the Law.

In January 1983, Baxter became Appointments Secretary to Governor **George Deukmejian** and was the Governor's principal advisor on all gubernatorial appointments made to the executive and judicial branches of government. The Chief Justice was also a part of Governor Deukmejian's team, and both the Chief Justice and Justice Baxter shared their fond memories of each other from that time. Justice Baxter served as the Appointments Secretary for six years and assisted in the appointment of more than 700 judges. These include Justice Vance Raye, whom Justice Baxter helped appoint to the Sacramento Superior Court, and his now colleague and friend, Justice Ming W. Chin, who was initially appointed to the Alameda Superior Court and then to the First District Court of Appeal. Justices Chin and Baxter shared, rather comically, Justice Chin's interview and appointment process for the Alameda Superior Court position. Justice Baxter also recalled the efforts of the administration, in conjunction with WLS and California Women Lawyers, to encourage a more diverse pool of judicial candidates, including the development of the "So You Think You Want to Be a Judge?" program, which is still regularly offered by California Women Lawyers. He described his time in Sacramento as some of his best years.

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Left to Right: Associate Justice of the Third District Court of Appeal, Ronald Robie; Hon. Emily Vasquez of Sacramento County Superior Court; Associate Justice of the California Supreme Court, Ming Chin; Associate Justice of the Third District Court of Appeal, Andrea Hoch & WLS Past President Patricia Sturdevant

Photograph taken by Mark Long, Eleakis & Elder Photography*



Left to Right: Gagan Kaur, Associate Justices Kathleen Butz and Marvin Baxter of the Third District Court of Appeal

Photograph taken by Mark Long, Eleakis & Elder Photography*

DO YOU LEAN IN?

By: *Wendy A. Green, Co-Chair Programs Committee*

This is a continuing series of articles about Sheryl Sandberg's bestselling book, Lean In



As the end of the year approaches and a new year looms on the horizon, I reflect on how I have lived my life and how I have performed at work during the past year. I assess what went well and what could use some adjustment. I set new goals for myself, both personally and professionally, and when I am lucky, I declare those goals to a select group of like-minded friends who will support me and hold me accountable during the next year. At the end of *Lean In*, Sheryl Sandberg engages in similar reflection and goal-setting. Please turn to Chapter 10 (Let's Start Talking About It) and Chapter 11 (Working Together Toward Equality).

In Chapter 10 (a long chapter in comparison to others), Ms. Sandberg reflects on the state of gender inequality as seen through her eyes. For example, when she was in high school, her local Congressman introduced her to then-Speaker of the House Tip O'Neill. The Congressman introduced her by saying she had worked hard for him all summer; Mr. O'Neill remarked that she was "pretty" and asked if she was a pom-pom girl. In college, she and her female friends tried desperately to avoid being called a "feminist" because they accepted the negative caricature of feminists as bra-burning, humorless, man-hating women who could not get a date. When she entered the workforce, she met women who told stories of dressing in manly suits with button-down shirts, wearing their hair in buns, and avoiding earrings with the hope that they could fit in and not remind people that they were women. Company retreat and team building events involved deep sea fishing and smoking cigars. Some companies did not have separate bathrooms for women. Women were dropping out of the workforce, scaling back their ambitions, and still doing full-time duty at home. No one was *talking* about gender issues for fear that others would view them as crying for help, seeking special treatment, or about to sue for discrimination. In 2005, Ms. Sandberg began to speak publicly about gender issues. She remained relatively unnoticed until she gave a TEDtalk that was posted on the internet. Women forwarded the video to their friends, colleagues, daughters, and sisters. They emailed her with stories of how they had gained the courage to reach for more opportunities. Notwithstanding the overwhelmingly positive response to the TEDtalk, however, mentioning gender

in work situations continues to make people visibly uncomfortable all these years later. Progress turns on our willingness to speak up about the impact gender has on us.

Feminism was not supposed to make us feel guilty or prod us into constant competitions over who is raising children better, organizing more cooperative marriages, or getting less sleep. It was supposed to make us free. In Chapter 11, Ms. Sandberg invites us to join and support her goal of true equality. First, we must decide that true equality is overdue and commit to helping women rise to the top of every industry. We need to look out for one another, work together, and act more like a coalition. We need to end the "mommy wars" and support women's choices, whether we agree with them or not. We need to include men in our coalition. We should stop competing against each other. As former Secretary of State Madeleine Albright once said, "There's a special place in hell for women who don't help other women." We need to seek out and accept leadership positions so that we can effect change that leads to fairer treatment for all women. Research suggests that companies with women in leadership roles have better work-life balance policies, smaller gender gaps in executive compensation, and more women in midlevel management. We need to be grateful for what we have but dissatisfied with the status quo.

My goals for next year include discussing and learning about the issues that matter to me, supporting the women I know, and leaning in to my life more than ever. If you are interested in more information on the concept of leaning in, I encourage you to visit www.leanin.org. I especially like the "News & Articles" section under the "Inspiration" tab, but you can also find videos and resources under the "Education" tab. Thank you to everyone who has talked to me and/or emailed me about this series of articles; it has been interesting to see which articles resonated with which people. "Let's Keep Talking."

Wendy A. Green is Co-Chair of the Programs Committee and an associate at Hansen, Kohls, Sommer & Jacob, LLP. You can reach her at wgreen@hansenkohls.com. Thank you to everyone who has talked to me and/or emailed me about this series of articles; it's important to have the conversation!

November Luncheon Highlights (*Continued from Page 1*)

Engagement

Engagement refers to the desire to be actively engaged in work-related activity. Rainmakers are highly motivated, and interested in people. They are continually looking for connections to engage people they come in contact with. They are active listeners. Patricia shared a game that she and her husband play with each other at parties and social events where they try to go through the entire event without talking about themselves. In other words, they are actively listening and engaged in making the connections with those they meet. Rainmakers are always focused on building relationships by sending handwritten notes, making personal calls, remembering anniversaries or other significant facts about the people they meet.

In meeting with clients, Rainmakers are not there to present who they are or what they can do or have done. Instead, they start off client meetings with "What do you want to talk about?" and their sales pitch is limited in time and focused on the specific things the potential client wants to know or talk about.

Dominance

Dominance refers to the ability to problem solve and understand the business of the client. Dominance is reflected in the way that the Rainmaker influences and controls the litigation or case by understanding the business of the client. It is not reflected by imposing the attorney's wishes upon the client, but rather, by giving the client options and assuring them that, no matter what choice they make, the firm will be there for them. Dominance is also reflected by in the ability to focus on the big picture and be decisive.

Motivating Others

Rainmakers see their team as the client and ensure that the client feels that camaraderie. Patricia noted that the client should be the person making the decisions unless they specifically say they do not want to. This characteristic refers to the ability to manage a team by delegation and empowerment; trusting the team players to take on increasing responsibilities, listening and encouraging them.

Risk Taking

The area of risk taking is the biggest challenge for women,

according to Patricia. The study found that attorneys in general are not risk takers, but that Rainmakers score significantly higher in this area than Client Service Partners. Patricia shared her experience of risk taking in presenting to a potential client in the Midwest. She asked her associate to come up with a crazy theory on damages they could present to the client. While they did not get that project, the client was extremely interested and hired her later on a California project. Along that same line of thinking, she also noted that Rainmakers do not hear the word, "No." They hear, "Not now." and will pursue the relationship with the potential client by inquiring why the client said "No." Many times this results in future work from that client.

Client Service Partners

The initial survey found that Client Service Partners are believed to possess superior attributes in planning, integrity, and quality focus. They are more likely to focus on intellectual, abstract legal questions while Rainmakers focus on the practical and business challenges of their clients. The Client Service Partners in the study received high scores in eagerness to learn, and their commitment and to self-improvement through learning. However, they are more hesitant to take control and are more likely to point to outside factors that would impede their progress. Rainmakers suggest that Client Service Partners are unable to develop clients because they are more focused on the legal issues and fail to relate to the client on a personal level and make decisions.

Conclusion and Implications

Patricia shared that firms will not exist without Client Service Partners, which is why it is important for each firm to determine the role that Client Service Partners play in the structure of the firm and reward accordingly. She believes that the successful firms of the future will reward on contribution, not just on ability to make rain. She also believes that some attorneys who believe they are Client Service Partners should consider that they may just need to stretch their comfort zone a little bit to become successful Rainmakers, while other attorneys may be perfectly comfortable as Client Service Partners. However, the implication is that an attorney, who firmly embraces his or her Client Service Partner role, needs to ensure that they are in a good match with a firm who values their contribution.

Annual Supreme Court Reception — Continued from Page 3

Justice Baxter went on to be appointed and confirmed as an Associate Justice of the Court of Appeal, Fifth Appellate District (headquartered in Fresno), in December 1988. He was elevated to serve as an Associate Justice of the Supreme Court of California in January 1991 and, in 2002, was re-elected to a new term of office which began on January 7, 2003. Justice Baxter is a member of the Judicial Council of California and chairs its Policy Coordination and Liaison Committee. He commended the Chief Justice's great leadership of the Judicial Council of California and described her as "the best person for the job."

Justice Chin, after conceding defeat on his effort to convince Justice Baxter to forgo retirement, vowed to ensure Justice Baxter stays active in retirement. First up is a vacation next year with their wives to South America.

Associate Justice **Carol A. Corrigan**, Associate Justice **Kathryn M. Werdegar**, and Associate Justice **Goodwin Liu** also attended. Associate Justice Joyce L. Kennard (ret.) and nominee Professor **Mariano-Florentino Cuéllar**, due to calendar conflicts, were unable to attend.

WLS is pleased to have hosted this historical and significant event, which would not have been possible without the contributions of its sponsors, *Boutin Jones, Inc.*, *Jay-Allen Eisen Law Corporation* and *King, Williams & Gleason, LLP*.

Rebecca Dietzen is an attorney with the Department of Health Care Services and is the Vice President of Women Lawyers of Sacramento. She can be reached at rad@rdietzen.com

Let's Do Lunch! By: Wendy A. Green, Programs Co-Chair

WLS holds its monthly luncheons on the fourth Thursday of the month (with a few exceptions) at Lucca Restaurant in Sacramento. The Programs Committee challenges you to commit to attend at least six luncheons so you can enjoy the networking, camaraderie, and wonderful presentations (that usually come with the bonus of MCLE credit) which WLS is proud to provide to its membership. 2014 was a great year, we are looking forward to another great year in 2015.

MCLE Multiple Activity Provider Status Obtained

Prior to this year, WLS offered MCLE credits under the SCBA's provider status, which involved some paperwork for the committee and sometimes created record-keeping challenges when a member's MCLE certification was audited by the State Bar. In order to ensure our members never have any issue with compliance based on an activity provided by WLS, we are proud to announce that WLS is now authorized by the State Bar of California as an MCLE Multiple Activity Provider, which means that WLS has the authority to offer California MCLE credit for legal education activities without seeking prior approval from any other organization or from the State Bar (so long as the activities meet the standards for approval in the MCLE Provider Rules). It was a lengthy process that we started in 2013, and we are pleased to have completed all of the administrative hurdles so that we can offer this member benefit. We endeavor to offer credit for every activity we can, but if there is any doubt that an activity might

not meet the standards, we do not offer credit so that our members do not find themselves out of compliance later. The requirements for MCLE credit have changed in some respects in the past few years, so what may have qualified for credit a year or so ago may not necessarily qualify now. If you are curious, what does and does not qualify is published on the State Bar website. You can also obtain a copy of the requirements from the author of this article (Wendy Green) via email.

Fantastic Luncheon Presentations

What a year we have had! We were fortunate to have some of the most impressive people come and speak to us during our monthly luncheons. In January, Jerome Fishkin and Lindsay Slatter gave an ethics presentation about legal bullying. In February, retired Sacramento County Superior Judge Alice Lytle shared what it was like to be the first African American woman, and for almost 20 years the only African American woman, to serve on that bench. March featured a panel of impressive women lawyers (WLS Past President Karen Goodman, Fredericka McGee, and WLS Past President and Frances Newell Carr Award recipient Patricia Sturdevant), moderated by Hon. Emily Vasquez, who discussed hurdles women face in the legal profession. In April, Noreen Farrell of Equal Rights Advocates discussed the status of women's rights fifty years after passage of the Civil Rights Act of 1964.

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Let's Do Lunch! *Continued from Page 6*

Programs Co-Chair Kresta Daly explained criminal concepts all civil lawyers should understand. Hon. David Brown gave us an overview of law and motion in June, and Hon. Judy Hersher offered her perspective of women in the courtroom during the July luncheon. In August, we had a wonderful appellate presentation by WLS members Peg Toledo and Athena Roussos, as moderated by Justice Robie of the Third District Court of Appeal. WLS member, author, and coach Cami McLaren presented time management tools in September to help us better manage our energy and be more productive. Anne Bothwell discussed social media marketing in October, and in November, we had the privilege of hearing Patricia Gillette discuss the characteristics of what makes some people good rainmakers. And if you were wondering ... WLS offered MCLE credit for nine of those eleven presentations!

2015 Luncheon Presentations

We have some amazing speakers lined up for 2015 and you will continue to have many opportunities to earn MCLE credit. Though the slate is not finalized, we currently have scheduled two ethics presentations, one presentation for the elimination of bias credit, and a presentation that will satisfy the requirement for the prevention of substance abuse. At least four other luncheons will qualify for general substantive credit. Come and meet the former Presiding Judge of the State Bar Court, Hon. Lise Pearlman (Ret.), who will be speaking in February. Richard Carlton from the State Bar of California will speak in April. Hon. Brian Van Kamp (Ret.) will speak in June, and this year's Frances Newell Carr Award recipient, Hon. Kimberly Mueller, is speaking in September. It's going to be an exciting year.

Farewell

After serving as Co-Chair of the Programs Committee for the past three years, I am moving to another committee beginning in 2015. It has been an amazing experience to be a part of this committee and I am grateful for the opportunity. I want to thank my former Co-Chair Julia Reeves, who converted the luncheon program into a well-oiled machine and made it easy for me to take the reins when she moved to a different committee. I also want to thank my current Co-Chair Kresta Daly, and our Vice Chairs Kelly Babineau, Mia Rosenfeld and Kerri Ruzicka, for their hard work. Though we make it look easy, a lot of time and effort goes into the monthly luncheons and the women on the Programs Committee work all year to bring you the best luncheon programs possible. Kresta and Kelly will Co-Chair the committee next year with their two Vice Chairs, Kristine Scribner and Vanessa Hunter. I am confident they will continue to provide WLS members with the great programs you have come to expect.

Announcements & Other News

Save the Date



2014 WLS Luncheon Schedule

Lucca Restaurant and Bar, 1615 J Street, Sacramento

Lucca
RESTAURANT & BAR

- December 11

Announcements & Other News

Help Educate Future Jurors!

Operation Protect and Defend is a nationally-recognized Sacramento program initiated by former Federal Judge Frank Damrell. Operation Protect and Defend is seeking attorney volunteers to educate urban high school students about their rights and responsibilities under the law. We provide teachers and students with a focused curriculum, followed by a day of classroom dialogue with judges and attorneys and culminating in both essay and arts contests and recognition of winners at the annual Law Day dinner.

This is the second year of our curriculum focus on due process issues related to jury selection, responsibilities of jurors, pre-trial publicity and the right to a fair trial. Time commitments are minimal in relation to the great impact this program has on students, many of whom are receiving recognition for the first time in their school career.

Volunteer opportunities include:

- Coordination with high school government and art teachers;
- Planning for January attorney CLE luncheon
- Participating in "Dialogue on America" classroom visits
- Selecting essay contest winners;
- Coordinating April 2015 art show reception and Law Day dinner.

Please contact Kelly Lincoln, klincoln@boutinjones, or Ann Kanter, akanter@kanterlaw.com and let us know your interest in participating!

WLS Accepts & Publishes Readers' Announcements

If you have an announcement to share with the WLS members, please email the Newsletter Co-Chairs, Ellen Arabian-Lee at ellen@arabian-leelaw.com and Alissa Strong at astrong@hansenkohls.com. We will endeavor to publish your announcement in an upcoming edition of the WLS Newsletter (space permitting). The submission deadline for each issue is the 1st of that month. Please attach any digital photos or art that you would like to accompany your post.

ARE YOU A MEMBER OF WLS? HAVE YOU RENEWED YOUR WLS MEMBERSHIP?

Please remember to return your membership application/renewal form (located at the end of this newsletter) and payment to WLS.

Award Nominations



Northern California Super Lawyers Nominations

Northern California Super Lawyers is now accepting nominations. Nominations opened on June 23, 2014 and close on December 12, 2014. To learn more about the nomination process, please visit www.superlawyers.com/california-northern.

Super Lawyers is a rating service of outstanding lawyers from more than 70 practice areas who have attained a high-degree of peer recognition and professional achievement. The selection process is multi-phased and includes independent research, peer nominations and peer evaluations.

Super Lawyers Magazine features the list and profiles of selected attorneys and is distributed to attorneys in the state or region and the ABA-accredited law school libraries. Super Lawyers is also published as a special section in leading city and regional magazines across the country.

California Women Lawyers Rose Bird Memorial Award Nominations

The Rose Bird Memorial Award was established in 2000 in honor of the first woman to serve as Chief Justice of the California Supreme Court, Rose Bird. Each year CWL accepts nominees for the Rose Bird Memorial Award who are evaluated for excellence as a jurist and longstanding and/or groundbreaking public service and inspiration to women lawyers in California. Those eligible for consideration are from the northern portion of the State. The nomination deadline is January 9, 2015. For more information please see the CWL website at http://www.cwl.org/events_programs/northern_california_rose_bird_memorial_award.aspx



WOMEN LAWYERS OF SACRAMENTO

Mission Statement: Women Lawyers of Sacramento supports and encourages every woman lawyer in her career aspirations and helps promote a society that places no limits on where a woman's skills and talent can take her. Women Lawyers of Sacramento dedicates itself to (1) promoting the full and equal participation of women lawyers and judges in the legal profession, (2) maintaining the integrity of our legal system by advocating principles of fairness and equal access to justice, (3) improving the status of women in our society and (4) advocating for equal rights, reproductive choice, equal opportunity and pay for women, and current social, political, economic, or legal issues of concern to the members of Women Lawyers of Sacramento.

Foundation Mission Statement: Women Lawyers of Sacramento Foundation is the charitable arm of Women Lawyers of Sacramento. This charitable organization seeks to address the unmet needs of women and children and raises funds to support legal educational opportunities and community programs that satisfy these needs.

Principles: Women Lawyers of Sacramento is premised on the belief that women deserve equal rights, respect and opportunities in the workplace and in society at large. Women Lawyers of Sacramento endeavors to support and enhance the participation and representation of women in significant leadership and management positions in the legal profession. Women Lawyers of Sacramento also strives to eliminate all forms of bias, discrimination, and harassment, including all forms of violence against women and children, and supports diversity in the legal profession, in legal education, and in society in general. We work toward these goals through mentoring, legislative and administrative advocacy, community service, networking, educational seminars, and open forums of discussion focused on advancing and supporting women.

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2014 WLS Board Liaisons

Judicial Liaison: Justice Andrea Hoch, Third District Court of Appeals

Past-President Liaison:
June Coleman, Kronick Moskovitz, Tiedmann & Girard

JOB ANNOUNCEMENT
Posted: December 2014

Assistant Professor of Lawyering Skills for the Water Resources Law Program

University of the Pacific, McGeorge School of Law invites applications for the position of Assistant Professor of Lawyering Skills for the Water Resources Law program. The position may lead to a long term contract with ABA Standard 405(c) status and protections, although the initial term is for one year.

The Water Resources Law program at Pacific McGeorge consists of a J.D. with an environmental concentration, a J.D. to LL.M fast track for working professionals, a LL.M in water resources in domestic or international law, and a J.S.D. in international water resources law. The curriculum emphasizes interdisciplinary water resources classes; simulations and case studies; a robust field placement experience; and advanced substantive law course work. The combination of water resources and environmental science, technology and economics, with strong legal coursework and hands-on training, makes this program unique among other water resources law graduate degrees. Pacific McGeorge has a substantial network of alumni leaders at all levels of water law practice, water resources policy development and government regulation in California. The educational program is expanding with the launch of the McGeorge Water Resources Law Institute, conducting multidisciplinary research, providing a forum for developing collaborative solutions, and facilitating reforms to address challenges relating to water law and policy, including water supply, economic development, and environmental protection.

Responsibilities of the position include classroom teaching; development of online water resources courses, outreach to government, non-profit, and industry practitioners to assist with field placements and jobs for our graduates, leading research projects with J.D. and LL.M students that are interdisciplinary across the University, and helping to build the Water Resources Law program. The position has leadership growth opportunity as the McGeorge Water Resources Law Institute intersects with and broadens the graduate educational program in water resources.

Qualifications include a minimum of 5 years of experience in the field of water resources law; a thorough understanding of water regulation; and the ability to work effectively with diverse students, and other constituents. Admission to practice in California and knowledge of California law, policy and politics is strongly preferred but not required.

University of the Pacific, McGeorge School of Law is an equal opportunity employer dedicated to workforce diversity. We are particularly interested in candidates whose experience in teaching, research or community service has prepared them to contribute to our commitment to diversity and excellence. The University seeks to recruit and retain a diverse workforce as a reflection of our commitment to serve the people of California, to maintain the excellence of the University, and to offer our students richly varied disciplines, perspectives and ways of learning and knowing.

To apply, visit <https://pacific.peopleadmin.com/>. Application review will begin on Monday, January 5, and will continue on a rolling basis until the position is filled.



WOMEN LAWYERS
OF
SACRAMENTO

2015 Membership Application

January 1, 2015- December 31, 2015

(If you join on or after October 1, 2014, you will get the remainder of 2014 FREE)

APPLICANT INFORMATION

- Please do not include my information in the membership directory
- New Member (Referred by: _____)
- Renewal

Name _____ CA Bar Number _____ Year Admitted _____

Firm/Office _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____ Email _____

Area(s) of Practice _____

APPLICANT STATUS

Active Member: (Member of the CA/Other State Bar, including retired attorneys and law school faculty)

- \$55: 0-5 years in practice/gross income under \$50,000
- \$65: 6-10 years in practice
- \$75: Over 10 years in practice
- \$100 or more: sustaining donor
- \$1500 or more: lifetime membership

Associate Member:

- \$25: Law school graduate not yet admitted to Bar
- \$25: Law school student (Specify year: _____)

Honorary Member: (Justices, Judges, WLS Past Presidents)

- Dues Waived

Add-ons:

- \$85 : California Women Lawyers dues (40th Anniversary pricing EXTENDED! WLS members receive discount off the \$175 annual dues)
- CWL Law School Student Complimentary
- \$____: Foundation donor (tax deductible) \$____ TOTAL enclosed by check payable to WLS. Please return to **WLS Membership, P.O. Box 936, Sacramento, CA 95814**

COMMITTEE PARTICIPATION

Check those WLS committees in which you are interested in participating or receiving more information:

- Career Advancement & Retention
- Grants & Awards
- Development (WLS Foundation)
- Judicial & Other Appointments
- Legislation & Bar Delegation
- Membership
- Newsletter
- Publicity/Community Relations
- Programs
- WLS Mentor/Mentor Circle Leader (Identified in Directory)

Questions? Please contact Membership Committee Co-Chairs

Heather Johnston at hjohnston@trainorfairbrook.com or Shelley Ganaway at Shelley.Ganaway@gmail.com