

ASSOCIATION FOR WOMEN ATTORNEYS NEWSLETTER

July 2010

AWA Drug Testing CLE

On July 20th, AWA, Mid-South Drug Testing, and Answering Advantage hosted a CLE called Drug Testing: The Legalities of How it Can Impact Your Case and Your Client. Kelly Dobbins Martino, the owner of Mid-South Drug Testing, presented the CLE and discussed areas of drug testing that would be pertinent to attorneys. She discussed methods individuals use to skew drug test results, which type of drug test to choose, updates in drug testing technology, and suggestions for implementing a work place drug testing policy.

Before an attorney requests a drug test, it is important to understand what test would be best suited for their needs. A urine test is cost effective, but there is a short window of detection for most drugs, except marijuana, and there can be issues with adulteration or substitution of the urine. Mid-South Drug Testing implements procedures, including testing the urine for adulteration and taking the temperature of the urine, to try to ensure accurate urine tests. Hair drug tests have the longest window of detection, there is no threat of substitution, and there are fewer ways to adulterate the hair sample. This method can be especially beneficial because the testing can determine an approximate time

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The CLE Speaker and Owner of Mid-South Drug Testing, Kelly Dobbins Martino

NEW: AWA Monthly Happy Hours

I hope all who attended enjoyed our AWA Happy Hour and Judicial Candidate Meet and Greet. We have decided to have happy hours monthly. It will be a great way to unwind and socialize with other female attorneys. The happy hours will be every third Tuesday of the month.

**Next Happy Hour:
August 17 5-7 at McEwen's
in the wine cellar
(120 Monroe Ave, 38103)**

The Judicial Candidate Meet and Greet was a success. Over twenty candidates came to meet and greet women attorneys. Thank you to all members who came to get to know the candidates.

**CONGRATS to the new AWA Student
Chapter Officers**

President:	Rachel Hayes
Vice President:	Liz Toecker
Treasurer:	Madeline Bertasi
Secretary:	Mandy Strickland Dloyd
In School Liaison:	Dorothy Nicole Patrick Mainord
Professional Liaison:	Diana Comes

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when an individual was using a drug. Hair testing is, however, more expensive than other forms of drug testing.

Mrs. Martino emphasized the importance of requesting a specific drug test. The general, Department of Transportation, drug test only tests for five drugs or drug types: opiates, pcp, amphetamines, marijuana, and cocaine. If you suspect an individual is abusing certain prescriptions, steroids, or other drugs, the drug might not show up in the general drug test. An attorney would need to request a drug test that would be appropriate for the individual getting tested.

There is a new, synthetic drug that has effects similar to marijuana. The street names are K2, spice, or genie, and the drug is still legal in many states. Tennessee just made the drug illegal this June, and, although it is similar to marijuana, the effects are stronger and more severe. This synthetic drug is popular with young people because it often evades detection on drug tests. According to Mrs. Martino, there is only one lab in the country that has developed a drug test for this synthetic marijuana, but the costs can be anywhere from \$500.00 to \$750.00 per test.

This CLE was very informative and very helpful for those attorneys who use drug testing in their practice or are attempting to develop a work place drug testing system. Thank you to all who came and to Mid-South Drug Testing and Answering Advantage for providing an informative CLE on drug testing. Mid-South Drug Testing and Answering Advantage provided great lunches from Jim's Place East for all the participants. Both Mid-South Drug Testing and Answering Advantage mentioned that they were so moved by our scholarship program that they were happy to contribute to our cause. Because of their generosity, money from the CLE will go towards scholarships.

ANSWERING ADVANTAGE, LLC: is a Memphis based answering service. They provide services including answering overflow calls, after hour call centers, verification of appointments, management of campaigns, conducting surveys, and a virtual receptionist.

www.answeringadvantage.com (901) 454-1111

MID-SOUTH DRUG TESTING: is a Memphis based one source testing partner.

www.midsouthdrugtesting.com (901) 320-9295

Quick Interior Design Tips and Tricks for the Busy Professional

By: Liz Flynn

If you are like most people and live an ultra busy life, then you don't have the time to think of new ways to update and refresh your interiors. Not to worry, there are some quick ways to make your living areas more updated. These are some helpful tips and tricks that I always use when redesigning or staging a home to sell or for an event, that provides the feeling of a whole new interior, but without the time (or money).

- ❖ For an inexpensive new art collection, I like to take unexpected items and frame them, making it into my own art collection. Postcards, personal photographs, children's artwork and photographs from books work great. I really like to find old magazines from the 1950's-1970's and cut interesting pages out to frame, such as an old advertisement. Take 6-10 pieces, frame, and group them together for an instant collection.
- ❖ Rugs and drapery are the best ways to transform a room. If you bought a new area rug and drapery, and kept everything else the same, you would be shocked at how different it will look.
- ❖ Buy some new lampshades in different shapes and sizes for a dramatic and unexpected look.
- ❖ Place drapery rods almost to ceiling height above windows, not just where the top of the window ends. This will create an illusion of more height in a room.
- ❖ In the bedroom, add a colorful or beautifully detailed duvet to the bed for a quick update.
- ❖ The best accessory to add is always fresh flowers; they immediately brighten and energize any space.
- ❖ Move a few pieces of art around to different rooms. Switch your favorite pieces from the living room to the bedroom and see what a huge difference it makes. It is still the same art, but you will see it in a whole new way.
- ❖ Add some colorful throw pillows, picture frames or some unique and interesting decorative accessories, such as a sculpture or pottery. Just by adding a few new accessories to a room, you can make it have a completely different feel.
- ❖ Add dimmer switches to every room. Not only will you save on the electricity bill, but the various lighting settings will create the different moods you want in each room

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Why So Few Women Partners?

It is no secret; there are not many women who are partners in law firms. This is not just the case in Memphis or the south, but this true for the country. Women have not always had the option to go to law school or work in a law firm, but times have changed.

In fact, in 2007, 47% of all students in law school were women.¹ According to the Bureau of Labor Statistics, in 2008, 34.4% of all attorneys were women.² The percentage of all partners who were women, however, was only 19.2% in 2009.³ From a cursory and unscientific review of firm websites, partners in bigger Memphis firms are predominantly male, and fewer than 19% of all partners in bigger Memphis firms are women. So, if women and men have equal opportunities to attend law school and women are often hired to work in law firms, why are there *still* so few women partners?

Do some women just not want to be partners? Lisa Wong speculated that may be the case in "Unequal partners in law: Bias or women's personal choice?" in the March 19, 2010 issue of the *Las Vegas Sun*. Ms. Wong noted that although law firms may hire women associates, these women do not remain on the partnership track. She states, "many women don't want to be a partner at a big law firm. And that's OK." Women do, however, have "competing responsibilities that need to be recognized and accommodated." Ms. Wong emphasizes mentoring as an effective way to keep women from "leaking" out of the partnership track. It is also important, Ms. Wong finds, for firms to recognize a work/life balance because "there is no changing that the prime years for gearing up for a partnership often coincide with a woman's childbearing years." The premise of Ms. Wong's article is that firms do need to implement more programs that accommodate the needs of women but that there are just some women who do not want to be partners in a big law firm.

Now that women have these opportunities to attend law school and to work at large law firms, does there need to be a new emphasis on making becoming a partner more feasible or even palatable? I asked some women attorneys in Memphis, both those who chose the partnership track and those who chose other paths, to answer questions about the climate for women attorneys in Memphis, and here is a sampling of the quotes I received: (*next column*)

1 ABA Market Research Department, 2009

(<http://new.abanet.org/marketresearch/PublicDocuments/cpsaat11.pdf>).

2 Bureau of Labor Statistics, "Household Data Annual Averages", (<http://www.abanet.org/legaled/statistics/stats.html>).

3 Commission on Women in the Profession ABA, Nov. 13, 2009, (<http://www.nalp.org/uploads/PressReleases/09NALPWomenMinoritiesRel.pdf>).

♦ "Female lawyers can bring enormous value to law firms. Family obligations come and go. By considering the needs and goals of the firm, firms should be able to develop a structure that allows both male and female lawyers to take a more circuitous path to partnership."

Why are there so few women partners?

♦ "[S]exism is still very prevalent in the law practice, at least, I have witnessed it in the south."

♦ "I think there are a number of old school lawyers that have issues with women because they think they are not aggressive enough, have to take time off to have children, are usually the ones that take care of the kids at home when they are ill."

♦ "I believe that it has historically been more difficult for women to build a client base as most decision-makers in corporate settings are males and tend to hire male lawyers."

♦ "[T]he firms I have practiced with somehow squeeze out all, or most, of the females, and the people that have been hired subsequently are male."

♦ "I have personally experienced a senior lawyer taking the position that a lawyer who sought a flexible schedule to satisfy family obligations could not possibly be 'hungry enough' to build a practice. I believe that the opposite is true. Women who juggle family obligations while striving to develop their skills and legal practice may be as or even more dedicated than any other attorney in the firm."

♦ "I am a mother and my priorities have changed. I don't want to kill myself with billable hours that I could be spending with my child."

♦ "I think that the traditional thinking that has plagued many law firms for years has resulted in women seeking other legal opportunities. Many women are able to make as much or even more money as corporate counsel or in public settings while working equal or fewer hours and not having the added pressure of building a client base."

♦ "[T]he male is still head of household . . . , and I think women are more prone to walking away or just not becoming partner due to the lack of desire."

♦ "[S]ome of our female colleagues don't help us out. I had a partner tell me one time that you can either be a super mom or a super attorney. . . . I disagree with that."

What are the solutions?

♦ "I think that with modern technology there just is not any excuse not to give the female a chance. The law office is somewhat portable."

♦ "I believe that law firms could retain more women by understanding that there should not be one path to partnership."

♦ "My experience with mid-size to large law firms is that the senior partners (the majority of which are still male) are just beginning to see the benefits that women on various career paths may offer the firm."

♦ "Law firms should recognize that the days of a young lawyer beginning and ending his career at the same firm are long gone. The traditional idea of a male lawyer with a stay-at-home wife is more and more uncommon as two-income households become the necessity. Lawyers are also much more mobile"

Is it okay if some women just don't want to be a partner?

♦ "I agree with the *Las Vegas Sun* article and understand that partnership is not necessarily the goal of every lawyer, male or female."

♦ "[T]here are probably a good number of female attorneys that don't want to be partners. The job is stressful and, for some, unfulfilling."

♦ "Honestly, why would someone want to be a lawyer? . . . There is a lot of empirical data documenting that starting with law school, rates of depression, suicide and substance abuse among attorneys exceeds the general population by 10-15%."

Quick Interior Design Tips and Tricks

Con't:

- ❖ Make your entryway really bold. Make a statement with a dramatic paint color, artwork, or lighting fixtures. It is the first place in your home that someone will see and gather their first impressions.
- ❖ Get rid of clutter! This is my #1 rule in designing a space. It makes everything seem so much nicer, cleaner, and more spacious. So hide it, organize it, just get rid of it!

For the especially busy individual, there is a new trend in the interior design world. It is known as e-design, mail order design, or virtual design. Whatever you want to call it, it is interior design work that is done via e-mail, mail or phone conversations. This means not having to figure out a time to reschedule your life to meet the designer in person; it is all done on your time schedule. How it works is that the client will fill out a questionnaire and take a few photos and then email it to the designer. The designer then creates a custom design that includes floor plans, design board/booklet, fabric swatches and a shopping list. The booklet is then mailed to the client. E-design has caught on in recent years because of the flexibility of it and the fact that it is typically a fraction of the price of traditional face-to-face interior design work.

Liz Flynn is a recent graduate of the University of Memphis. Liz has a degree in Home Furnishings and Fashion Merchandising, is working with a local interior designer, and is working on starting her own interior design firm, Stella Interiors. To get more interior design advice from Liz, contact her at StellaInteriors1@gmail.com or 901-484-2503.

UPCOMING EVENTS:

- PRACTICE AND PROCEDURE CLE: "MOTION SICKNESS" OCTOBER 28TH
- AWA HAPPY HOURS (EVERY 3RD TUESDAY, NEXT ONE AUG. 17TH AT MCEWEN'S)
- COOKING LESSONS FROM JUDGES (DATES TBA)
- MENTOR/MENTEE RECEPTION (DATES TBA)
- CLE BREAKFAST SERIES. THIS CLE WILL FOCUS ON DIFFERENT ATTORNEY PATHS AND HOW TO SHAPE YOUR CAREER. (DATES TBA)

QUICK TIP: YES! You do have time.

We are all busy people, but you can find time to exercise. AWA Past President, Laurie Christensen, commutes 30-40 minutes *each way* for work and still finds time to exercise. She exercises in the morning before work, schedules a personal trainer during lunch, and has joined Memphis Runners Club. If she can find time, you can too!

"As a former 'slug', the benefits of exercising to my mental and physical well-being have been wonderful."

AWA Cooking Classes: Taught by Judges

On July 22, Judge Karen Williams hosted a group from AWA and taught them how to make some wonderful appetizers. Judge Williams's menu included:

- Sea Anemone Canapés
- Stuffed Apricots with Plum Sauce
- Stuffed Tomatoes
- Smoked Catfish Pate with Homemade Crackers
- Fried Pickles
- Artichoke Appetizers
- Figs with Prosciutto
- AND more

Thank you Judge Williams for your hospitality and recipes! Judge Kay Robilio will be teaching the next cooking class in the end of September, and her menu features spaghetti.

MENTORS NEEDED: Please e-mail E. Haavi Morreim at hmorreim@uthsc.edu if you are interested in being a Mentor to a University of Memphis Law School student. Remember how clueless you were in law school? This is a great opportunity to provide advice and answer questions for a needy law student.

The MBA is looking for applicants for the **MBA Leadership Forum**. The deadline for applications has been extended until FRIDAY, AUGUST 13. Please encourage the young attorneys you know to apply. The application and instructions are on the MBA website (www.memphisbar.org).