

New York Law Journal

MAGAZINE®

Volume 6, Number 1
February 2007

In This Issue:
CLE Calendar

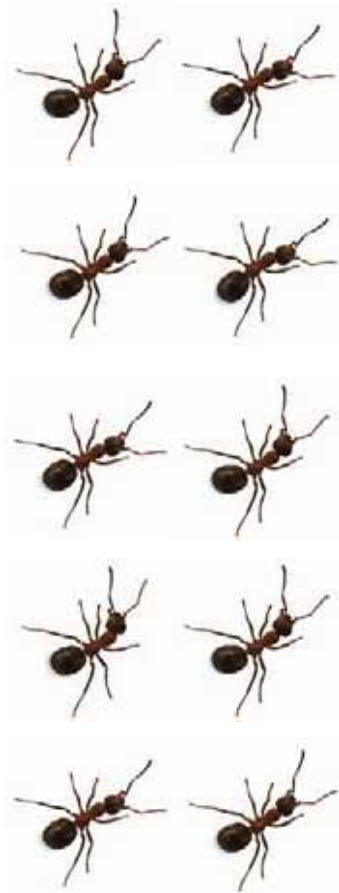
WOMEN IN THE LAW

Making It Work



- Flexible Policies And Schedules
- A Spectrum Of Initiatives
- At the Head Of Your Firm
- The Path To Judgeship
- Women of Color Who Find a Niche In-House

PLUS: • New Lawyers Over 40 and Their Supervisors Can Find Success
• Navigating the Crossroads When Personal and Career Needs Conflict



("ten ants in common")

v.



("tenants in common")

 **Smart Tools on Westlaw**

On Westlaw®, your word searches turn up more on-point results – and nothing more. It's simple. It's smart. And very forgiving. A query can contain a misspelling, a term that doesn't exactly match the author's language – even an extra space. On some systems that will waste time or worse, miss cases, statutes or regulations. But the Smart Tools® "Did You Mean?" function can catch typos, even suggest related terms. You might say **it fills the gap between what you type and what you mean.**

**For more information, go to westlaw.info
or call 1-800-977-WEST (9378).**

NEW YORK LAW JOURNAL

MAGAZINE®

Volume 6, Number 1



A place to call your own

18



Guiding and welcoming change

22



The importance of connecting

32

Features

WOMEN IN THE LAW: MAKING IT WORK

STRIVING FOR BALANCE IN A FULL-TIME WORLD

Perspectives on flexible and part-time scheduling and their effects on becoming partner.

By Wendy Davis

12

MORE THAN JUST TALK

Mentoring and business development initiatives are part of firms' conscious efforts to advance women.

By Lisa Pulitzer and Wendy Davis

14

A STRUCTURE OF THEIR OWN

Women at the head of three law firms discuss their unique routes to career satisfaction.

By Lisa Pulitzer

18

STEADY BEAT OF PROGRESS IN THE JUDICIARY

New York stands out in the national scheme, but pockets of the state are still lagging behind.

By Carla T. Main

22

MOMENTS IN HISTORY

A time line of highlights and milestones.

By Susan L. Harper

23

BECOMING YOUR OWN ADVOCATE

How women of color in-house attorneys have taken charge of their careers—through networking, strategic efforts and an organization.

By Beth Bar

30

NEW YORK LAW JOURNAL

MAGAZINE®

Departments

EDITOR'S NOTE

4

IN GOOD SPIRITS

38

Syrah and Shiraz are two names for the same grape, one of the truly 'noble' red varieties.

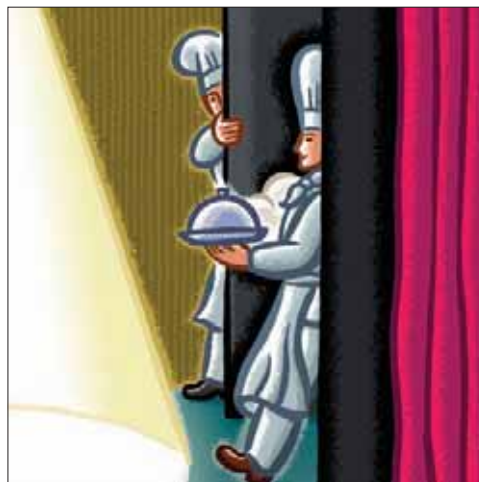
By Christopher Matthews

RESTAURANTS

41

These four chefs are on the brink of fame; will they make it to the superstar level?

By Josh Ozersky



In the wings of fame

41

TRAVEL

45

An attorney swims with sharks—really—off Fiji's Viti Levu coast.

By Daniel A. Panitz

BOOKS

46

The 'Double Indemnity' murder captured the world's attention during the Jazz Age.

By Lawrence Fleischer

IN CONCLUSION

48

Settlement, and the trial of suffragette Susan B. Anthony, took place on the New York state frontier.

By David O. Boehm



A shark dive in Fiji

45

Columns

LEGAL LINGO

6

When it comes to the emerging field of food law, semantics is the top banana.

By Adam Freedman

COACH'S CORNER

8

New lawyers over 40 face challenges, as do the younger

associates who must supervise them. That's where understanding, preparation and flexibility come in.

By Holly English



DIVERSITY IN ACTION

10

The conflicting demands of career and family can squeeze very hard, and practice area choices can overwhelm.

By Katherine Frink-Hamlett

MARKETPLACE/REAL ESTATE


47

PILES OF PAPERWORK, LATE NIGHTS AND CHINESE TAKEOUT.

Isn't it time for a search firm that works as hard as you? At Preferred Placement, we are committed to matching the right candidate with the right position. That takes dedication and expertise, but why should you settle for anything less?

To learn more, call us at 212.697.0888 or visit www.preferredplacement.com





**Our commitment
to diversity continues to
point us in the right direction.**

At Katten Muchin Rosenman, we understand that a diverse team of attorneys enhances our ability to successfully serve our clients.

Katten

Katten Muchin Rosenman LLP

The Minority Associates Committee
Diversity Committee
Women's Leadership Forum
Minority Scholarship Program

www.kattenlaw.com

575 Madison Avenue
New York, NY 10022-2585
212.940.8800



NEW YORK

CHARLOTTE

CHICAGO

IRVING

LONDON

LOS ANGELES

PALO ALTO

WASHINGTON, DC

LONDON AFFILIATE: KATTEN MUCHIN ROSENMAN CORNISH LLP



One firm. One vision. One focus. You.

Our uncompromising team of dedicated professionals maintains an unwavering focus on finding the 'perfect fit' for you.

With a track record that is unmatched in the industry, we consistently provide the opportunities our competition misses

through an unparalleled network of contacts that gets you where you want to be with enough options to know you've made the right choice.

We will get you to your goal.



CORRAO, MILLER, RUSH & WIESENTHAL

Legal Search Consultants, Inc.

Locating attorneys for the world

NEW YORK

499 Park Avenue, 22nd Floor, New York, NY 10022
PHONE: 212. 328. 6180 FAX: 212. 328. 6181

LONDON

68 Lombard Street, London, England EC3V9LJ
PHONE: +44(0) 207.477. 6517

cmrw.com

EDITOR'S NOTE

Leaders All

For the first time in these pages, we take a close look at women in the legal profession—a topic that has been the focus of studies, surveys and initiatives in the past few years. The questions for 2007 differ, of course, from those that emerged when women began graduating from law schools at the same rate as men at least 15 years ago. Now that more women have access to legal careers, to what extent are they leading and shaping the future of the profession? As judges, law firm partners, senior level in-house counsel?

Our features examine all these areas of practice, emphasizing the lingering challenges to women's advancement—such as mentoring, and balancing work and family life—and the attempts by firms, corporations and women themselves to address those challenges. It is also clear from our reporting that women perhaps more than ever are taking matters into their own hands, whether it be starting their own law firms, leading a law firm outreach project or creating novel strategies for rising through the ranks of an in-house law department. Perhaps the numbers of women leaders in the profession are not as high as we might expect, but women are definitely taking an active role in the process that determines their future.

Our next issue, to be published May 7, will be our annual look at the world of Law Firm Recruiting (and retention)—the issues that law firms, law students and lawyers struggle with as they enter, and seek to make a success in, a challenging profession.

—Dorothy Hughes
Editor, *New York Law Journal Magazine*

New York Law Journal

MAGAZINE®
February 2007

EDITOR-IN-CHIEF

Kris Fischer

EDITOR,
NEW YORK LAW JOURNAL MAGAZINE
Dorothy Hughes

PHOTO EDITOR

Rick Kopstein

DESIGN

Freeman Design

PRODUCTION MANAGER

Susan Ferguson

We welcome Letters to the Editor. They may be submitted by fax, to (212) 696-4287, or by e-mail to nylmlatters@alm.com. Letters should be sent to the attention of New York Law Journal Magazine, be of reasonable length and contain the name and address of the writer.

Copyright © 2007 ALM Properties, Inc.,
All rights reserved.

New York Law Journal Magazine is published six times in 2007 by the New York Law Journal, 345 Park Avenue South, New York, N.Y. 10010; 212-779-9200.

For subscription information: 800-888-8300, ext. 6234 or 212-545-6234.

For advertising information: 212-545-6271 or fax: 212-481-8074.

For reprint information: Syndia Torres at 212-545-6111 or reprints@alm.com.

Printed in the U.S.A.

A Publication of the
New York Law Journal
ALM

PUBLISHER

George M. Dillehay

ADVERTISING DIRECTOR

Brian Corrigan, Esq. bcorrigan@alm.com

CLASSIFIED ADVERTISING DIRECTOR

Martha Sturgeon msturgeon@alm.com

ADVERTISING SALES

Alicia Brown abrown@alm.com
(Law Firms/East)

Joel Hale jhale@alm.com
(Law Firms/West)

Gary Wm. Harty gharty@alm.com

(Display/Northeast)

Simona Kern skern@alm.com
(Display/Southeast)

Patty Martin patty@alm.com
(Display/N.J., Pa.)

Mitch Prager mprager@alm.com

(Display/N.Y.)

Marnie Maroney mmaroney@alm.com
(Display/Midwest)

Daniela Boschetti, Esq. dboschetti@alm.com

(Recruiters/Law Schools/CLE)

Danny Williams dwilliams@alm.com
(Marketplace)

Peter Hano phano@alm.com

(Charities/Associations/Retail/Restaurants)

DIRECTOR OF MARKETING

Monika Schreiner

DIRECTOR OF BUSINESS OPERATIONS

Hal Cohen hcohen@alm.com

CIRCULATION MARKETING DIRECTOR

Michael W. Bennett mbennett@alm.com

CIRCULATION FULFILLMENT DIRECTOR

Regina Conway-Jackson rconway@alm.com

ALM

CHAIRMAN

Bruce Wasserstein

PRESIDENT/CHIEF EXECUTIVE OFFICER

William L. Pollak

SENIOR VICE PRESIDENT

Jack Berkowitz

SENIOR VICE PRESIDENT

George M. Dillehay

SENIOR VICE PRESIDENT

Allison C. Hoffman

SENIOR VICE PRESIDENT

Stuart M. Williams

VICE PRESIDENT/MARKETING

Patricia Crocker France

VICE PRESIDENT/FINANCE

Robert Kondracki

VICE PRESIDENT/OPERATIONS

John W. Mason

VICE PRESIDENT/INFORMATION SYSTEMS

Iain Murray

She advises
entertainment and sports companies.

She has protected
thousands of trademarks.

She combats
counterfeiting worldwide.



She went to New England School of Law.

Joan Kupersmith Larkin
Partner, Intellectual Property Practice Group
Seyfarth Shaw LLP, Los Angeles, California
New England School of Law Class of 1976

Joan Kupersmith Larkin's career spans thirty years, and her clients include major entertainment companies, sports teams, restaurant chains and other companies here and abroad. Whether overseeing the licensing of new properties and trademarks, prosecuting thousands of trademark applications worldwide, or developing international trademark and copyright enforcement and anti-counterfeiting programs, Joan Kupersmith Larkin is at the forefront of efforts to safeguard intellectual property.



New England
School of Law

Inspired Learning

154 Stuart Street, Boston, MA 02116 • (617) 422-7210 • admit@admin.nesl.edu • www.nesl.edu

ABA-accredited

Member of the Association of American Law Schools



Insight and Experience

An international law firm with over 600 attorneys, and practices that are consistently recognized for excellence by *Chambers USA*, *The American Lawyer*, *America's Leading Lawyers for Business*, and other industry publications.

Food Fights

Milking **semantics** helps public **swallow** emerging laws governing **edibles**.

BY ADAM FREEDMAN

On Dec. 5, 2006, “trans fat” entered New York City’s legal lexicon. On that day, the Board of Health voted to ban this mysterious substance from all city restaurants, beginning July 1.

The upshot of this new law is that things like French fries, tacos, and doughnuts are going to be a lot harder to come by, at least in their beloved artery-clogging forms. But, when prohibiting something, it is always a good idea to call it by the least appealing name possible. So the new regulations don’t mention any food by name—just “foods containing artificial trans fat.”

In fact, the regulations don’t even use the word “restaurant,” opting instead for the bureaucratically bland “food service establishment,” sometimes shortened to FSE.

Semantics make all the difference: A law that takes the zing out of your morning doughnut might cause a personal crisis, but one that merely takes the trans fats out of an anonymous FSE hardly seems worth a second thought.

Just a few months before New York passed its ban, the Chicago City Council took a decidedly less euphemistic approach when outlawing the sale of foie gras in that city—the aldermen came right out and called it by its name, which in French literally means “fat liver.” Perhaps they couldn’t think of a less appetizing term.

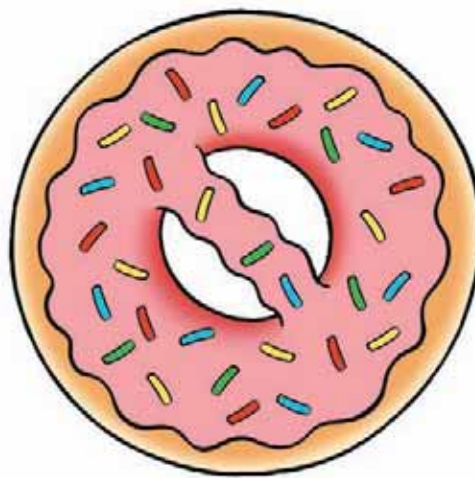
Oddly enough, the Chicago legislation goes on to define foie gras as a “rare delicacy,” which sounds positively flattering. Possibly the term “rare delicacy” was intended to convey a subliminal message: This stuff is eaten by fat cats.

In any event, Chicago, like New York, cannot bring itself to call a restaurant a restaurant. In the Windy City, residents must get their delicacies from “food dispensing establishments,” a name that suggests one might just need a prescription to get a meal there. (Thank you and don’t forget to tip your dispenser.)

But Is It Kosher?

“Food law”—the branch of law that covers trans fat and foie gras—serves to protect the public against “adulterated” food. Today’s food laws take their immediate inspiration from the 1906 Food and Drug Act, but they have an ancient lineage.

As long ago as 1607, an English legal dictionary listed the intriguing term “Ale-Tastor”: an officer appointed to supervise “the goodness of bread and ale or beer.” A



tough job, but somebody had to do it.

Going back even further, some of the first laws in human history were food laws; namely, the kashrut—or kosher laws—of the Hebrew Bible. “Kosher” is also a modern legal term: New York state has regulated the sale of kosher foods since 1915. One of the first litigants to challenge that law argued that the word “kosher” is not part of the English language, making the statute impermissibly vague. The court, however, considered that argument to be more than a little meshuga—er, unsound.

When it comes to the language of food, the law sometimes plays fast and loose. Under English common law, for example, the word “fruit” traditionally included not only things like apples and pears, but also acorns and walnuts. That’s because ancient authorities stated that if a person rented land that had oak or walnut trees, then he would have a legal interest in the “fruits” of those trees.

In 1957, a British Court held that water was not a “drink” (because nobody drives under the influence of water).

In California, a 1991 regulation defined “food products” to include seaweed but not chewing gum.

In 1973, an Australian statute rather arrestingly declared that “a reference to...eggs and egg pulp shall be construed as a reference to citrus fruit.” Not a sentence that one would want to see in a cookbook—unless citrus omelets are your sort of thing.

Litigation inspires linguistic creativity. Ten years ago, a British company was prosecuted for selling smoked trout under the label “smoked salmon.” The company’s lawyers argued that the word “salmon” is actually synonymous with trout, since

rainbow trout belongs to the genus *Oncorhynchus*—the same as Pacific salmon. The defense took a turn for the worse, however, when the judge pointed out that the company had marketed its product as Atlantic salmon.

In 1916, a British court ruled that “ice cream is not meat”—putting an end to a debate that most people didn’t know existed. The question arose because a certain Mr. Berni had been arrested for selling ice cream on Sunday, in violation of an English law prohibiting commercial activity on the Christian sabbath. In his defense, Berni argued that he fit within the “cookhouse exception” that allowed purveyors of “meat” to operate on Sundays. The judge, although sympathetic to Berni’s plight, did not buy the argument that selling ice cream was the same thing as selling meat. Berni was convicted under the Sunday Observance Act. Perhaps it should have been called the Sundae Observance Act.

Speaking of ice cream, one of the most lavishly defined terms in American food law is “frozen dessert.” The U.S. Food and Drug Administration has its own definition, as does each state. However, there has been a movement toward uniformity among the states so that—in the stirring words of New York’s statute—“there may be free movement of frozen desserts between the states.”

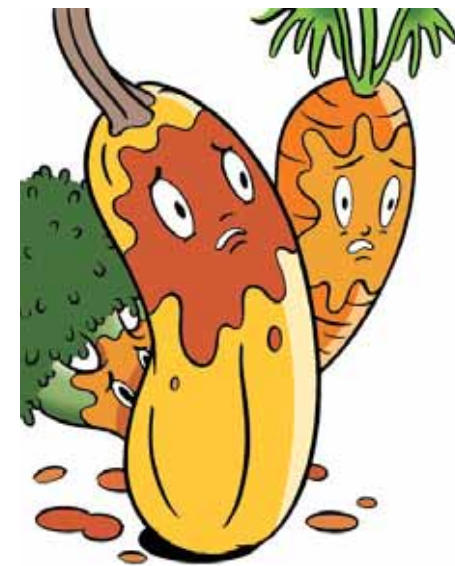
Looking at New York’s definitions, we see that “frozen dessert” means ice cream and frozen yogurt, of course, but with curious specificity also includes “French Ice Cream”—and presumably Freedom Ice



Cream while we’re at it.

Under the frozen dessert umbrella, one can find “mellorine,” stuff that looks like ice cream but is made from non-dairy fats, and even “bisque tortoni,” an Italian frozen custard that appears to have been popular in the 1950s and is, one can only assume, a rare delicacy these days.

Best of all, the frozen dessert laws cover the all-important topic of “quiescently frozen confection”—that’s the legal term for a popsicle. The phrase refers to the fact that



popsicles are frozen “at rest” (quiescently), without the churning involved in ice cream making. A Fudgsicle, in case you were wondering, is a quiescently frozen dairy confection. In other words, it has some milk in it.

Perhaps the most hotly contested word in Food Law today is “organic.” Organic foods have become a multibillion-dollar industry, leading to intense debate about the right to use the term in food packaging. The key issue is whether organic foods can contain any synthetic compound—even such seemingly harmless materials as baking powder.

Current federal regulations allow for certain non-organic ingredients in food labeled organic, but not in food labeled “100 percent organic.” When either label is used, however, federal law helpfully requires that “the product must be produced and handled without the use of...sewage sludge.” One begins to see what all the fuss is about.

Generally, food laws protect the public from unhealthy food, but every once in a while, the law steps in to protect food from people. In the 1990s, 13 states adopted “food disparagement” laws, also known as “veggie libel” laws. These are statutes meant to protect agricultural products—a group with especially tender feelings—from false and disparaging remarks.

In 1998, a group of Texas cattlemen sued Oprah Winfrey under the Texas food disparagement law for airing a program about Mad Cow Disease. During the show Ms. Winfrey vowed not to eat another hamburger, causing beef sales to plunge.

The trial court, however, ruled against the lawsuit, and the U.S. Court of Appeals for the Fifth Circuit affirmed. Probably the court thought the cattlemen were trying to milk their unsold meat for all it was worth. And that is definitely not kosher.

Adam Freedman is a lawyer practicing in New York. His book on legal language, “The Party of the First Part,” will be published by Henry Holt this fall.



“Fifty-Third and Lex and step on it.”

Business leaders are heading for Howrey. As part of our continuing firm-wide expansion, we've opened our office in the world's business capital. Here, we're focusing on the trial and litigation needs of global companies, and developing the best solutions for our clients' high stakes challenges. Whether it's antitrust, intellectual property, or domestic or global business litigation, the world's business leaders increasingly turn to Howrey. And now that we're in New York with some of the city's finest and most tenacious homegrown trial lawyers, the advantage of focus is only a cab ride away.

HOWREY^{LLP}

THE ADVANTAGE OF FOCUS[®]
ANTITRUST | GLOBAL LITIGATION | INTELLECTUAL PROPERTY

WWW.HOWREY.COM

Amsterdam Brussels Chicago East Palo Alto Houston Irvine
London Los Angeles Munich New York Northern Virginia Paris
Salt Lake City San Francisco Taipei Washington DC

PRIOR RESULTS DO NOT GUARANTEE A SIMILAR OUTCOME.
ATTORNEY ADVERTISING

Age Matters

Both new lawyers **over 40** and their **supervisors** can find **success**.

BY HOLLY ENGLISH

I graduated from a second tier law school with high honors and had a lot of extracurricular activities while in school, which I believe enabled me to get a summer associate position, clerkship and offer at a big firm (I will start this fall). But I seemed to have fewer opportunities than other students who had fewer credentials, which I attributed to my age (career services required us to put our year of undergraduate studies on our résumés). I received a bachelor's degree nearly 20 years prior to law school. Now in my early 40s, should I even hope to have an opportunity for partnership, or should I get all the experience I can and go out on my own for that level of achievement?

There's little question that older graduates face more hurdles than do younger ones. While strictly speaking age discrimination is illegal, the fact is that it occurs

every day and is difficult to prove. (I can't understand why career services "required" you to put your year of graduation on your résumé. That's exactly the sort of inquiry that an employer is not permitted to make.)

In any event, I believe you will have to be more careful about the firms you select; the opportunities at larger ones may not be what they would be if you started at a younger age. Often smaller firms have the flexibility and imagination to be more innovative and open to different sorts of applicants.

That said, you will have many advantages that a younger attorney does not, e.g., professionalism, probably a greater ability to relate to clients, skills that are transferable from your previous profession, etc., so don't sell yourself short. A major one might be that you have peers or friends who are at high levels in organizations and therefore are potential clients. Younger people simply

don't have friends who have risen high up in companies and don't have those connections, so that's a big advantage for you.

You will have to get over the initial skepticism hurdle about your age, but once you prove your abilities, and most especially that you are not averse to being given direction by people younger than you (a major bugaboo), you can take your place in a firm and excel.

Stephanie Richman, associate director of the Office of Career Services, Rutgers School of Law-Newark, advises that it's way too early to get discouraged. As she points out, you've gotten an offer, so you've passed the most difficult hurdle already, which is

convincing a firm that it ought to invest its time and resources into hiring you.

"This is a concern that we get with a lot of second career students," she comments. "Generally the response is that there is hope to obtain partnership, and it does happen." Richman doesn't think that the "big firm" aspect is more likely to jeopardize your chances: "I don't get that sense. Once you've been there, summered there, and gotten an offer, the firms extend offers with the intent and hope that whoever it is will come on board and succeed."

Richman warns that older grads must be prepared for two main lines of ques-



ILLUSTRATION BY LINDA HELTON

WE'RE NOW HEARING ARGUMENTS ON BEHALF OF CANDIDATES FOR 2007 DEAN'S FELLOWS SCHOLARSHIPS.

Quinnipiac University School of Law is now accepting nominations for our 2007 Dean's Fellows Scholarships. These full-tuition awards will be granted to full-time, first-year law students whose outstanding academic records, LSAT scores and commitment to public service demonstrate their potential for outstanding performance in the study of law. To be competitive for a Dean's Fellows Scholarship, applicants should have an LSAT score of 160 or higher, and have an undergraduate GPA of at least 3.5. Those selected will round out an already outstanding student body – our full-time 1L Class for Fall 2006 has a 25th percentile LSAT of 157 and 75th percentile LSAT of 160 with a median GPA of 3.36.

If you know someone on whose behalf you would like to make a case, please visit law.quinnipiac.edu or call 1-800-462-1944.

QUINNIPIAC UNIVERSITY
SCHOOL OF LAW

LAW.QUINNIPIAC.EDU | HAMDEN, CONNECTICUT

tions/concerns: that they won't want to work for younger people, especially if they had a high level of supervisory power in their previous job, and that they may have a questionable commitment to the law, in a second or perhaps third career. Be aware of these concerns and, even if you are not asked directly about them, address them on your own, emphasizing your commitment to the law, making sure that you have a coherent "story" about why you changed careers, and commenting that you look forward to learning from everyone as you progress in the law.

I am an experienced senior associate who will soon start working closely with a new associate who has far less experience but is much older than I am. I've met him and he seems friendly and smart, but I'm concerned how I am going to handle supervisory issues. This is a second career for him—he held very responsible positions in another industry. We discussed this during the interview process and he said convincingly he didn't mind the prospect of being supervised by younger people, but I'm still worried.

A lot of what drives problems when younger bosses supervise older folks is fear,

on both sides. The young one fears that the older one looks down on her for her lack of experience, and has no business bossing him around; the older one fears he will be seen as "over the hill," and probably does have issues around being told what to do by someone his daughter's age. So try these techniques.

Don't stereotype and prejudge. It is easy to have expectations about an older "new" lawyer. However, just because he's older does not mean that he doesn't "get" things, that he's a stick-in-the-mud, that he can't work a computer, that he hates all change (demonstrably untrue as he's gone through the trouble of starting a second career), that he thinks all Gen-Xers are slackers, etc. Be careful not to prejudge, and certainly be careful not to make remarks that suggest that you have certain preconceptions based on his age ("about time to retire, isn't it?"), and that can get the firm into legal trouble to boot.

Use his broader knowledge. Just because he was in a different industry doesn't mean that that experience isn't useful. There are many dimensions to success that aren't available in law books; perhaps he can provide insight on management issues, dealing with clients, thinking strategically, or with

marketing. Remember that if he worked in another industry, very likely he is used to more advanced management methods than are generally practiced in law firms.

Set clear expectations. This is a good thing to do with anyone you're working with, but perhaps a little more so with someone who is much older than you are. It allows you to make clear what is expected so that there are fewer misunderstandings; he can ask questions to clarify those expectations; together you can set goals and deadlines.

Get some quick runs on the board. Figure out some immediate tasks to work on together with a short timeline that will establish a good working relationship. There's nothing like success in a work project to overcome initial insecurities.

Respect all around is key. This is crucial. Mutual respect drives positive working relationships; a lack thereof kills them. If you treat him with respect, and he in turn treats you properly, you will be far more likely to succeed than to fail. If you sense that he is not being respectful in his attitude toward you (for example, loftily dismissing your direction and suggesting that he knows better as a result of his greater wisdom), then you can and must discuss that dynamic with him. He doesn't need to know

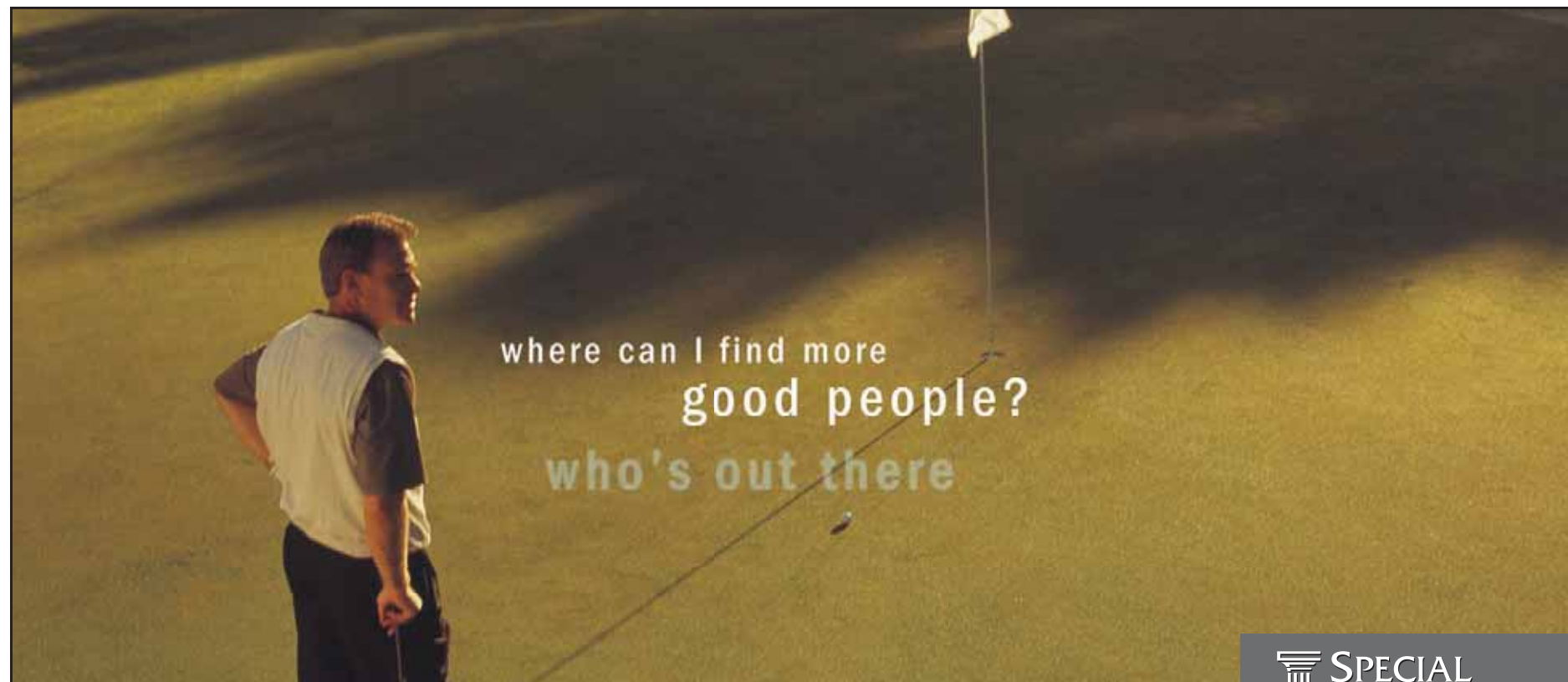
tow to you, but he must be respectful.

Keep lines of communication open. Another big killer in relationships of any sort is silence—silence that morphs into resentment, fuming, false assumptions and other unproductive activities. It is vital to keep talking. That will be more up to you than him, as you hold more power than he does. Schedule regular times to talk; make appointments to follow up on issues; and talk more face-to-face than by e-mail or phone at the beginning.

Handle critical feedback carefully. There may come a time where you have to let him know that he hasn't done a good job. Follow all the rules for good giving of feedback (be factual, not conclusory; emphasize your partnership as a team, rather than acting like a dictator), but be extra sensitive in this case so that you don't jeopardize your relationship.

If your attitude is open and nonjudgmental, you have a good chance of transforming a possible problem into a thriving and productive relationship. •

Holly English, an employment lawyer with Post, Polak, Goodsell, MacNeill & Strauchler, P.A. in Roseland, N.J., is the author of "Gender on Trial: Sexual Stereotypes and Work/Life Balance in the Legal Workplace" (ALM Publishing, 2003). She can be reached at holly.english@ppgms.com.



where can I find more
good people?
who's out there

THAT'S WHAT WE DO, EVERY DAY.® With Special Counsel, your search is over – that's because we are the leading provider of legal staffing services nationwide. Whether you need attorneys, paralegals, or other legal staffing support, we can provide the most qualified professionals – from general workload management and litigation support to project management for e-discovery and document review projects. And with specialized services like medical document review, deposition digesting, and court reporting, all of your legal needs are just a phone call away.



(212) 218-7155
(800) 737-3436
specialcounsel.com

Crossroads

When **personal needs** and the **demands** of practice are in conflict.

BY KATHERINE FRINK-HAMLETT

I am a Latino senior associate at a large New York law firm. I am on track and, so far, based upon my reviews and informal feedback, my chances to make partner look extremely favorable. I have worked very, very hard: my practice skills are excellent and I maintain exceptional client relations.

While I know that nothing is guaranteed, I feel confident that I am headed in the right direction and I have an excellent chance to make it. Notwithstanding, I am facing a very difficult crossroads.

As the mother of two small children, I feel like I am in a constant state of tug-of-war: me in the middle—my career on one side and my family on the other. Recently, some behavioral issues have occurred with my older child. We have hired a new live-in nanny and the transition has been less than smooth. My daughter spends most of her time

with the nanny and two full days a week in pre-school.

Things have gotten so bad that the pre-school has threatened to expel her on two occasions. It has been suggested that more parental time during the week with my daughter might help alleviate some of these issues. My husband's career is equally demanding and requires him to travel frequently so it's really not an option for him to spend additional time with our daughter.

I've been thinking that perhaps I should work a flexible schedule; maybe one day per week at home to help smooth the transition. I really don't want to do this since I am on track and really need to stay focused on making partner.

I've heard of other woman who have worked a flexible schedule and still made partner but all of these stories refer to white women. I have yet to hear of a diverse associ-



ate who worked a flex-time schedule and still made partner. Are there any diverse associates who worked flex-time and rose through the ranks?

Yes—very, very few. So far, I've identified two: an Asian associate who became partner and an African-American associate who became special counsel. Each worked flex-time schedules during their careers. There may be others but there isn't a great deal of available empirical evidence in this area. Furthermore, don't be dissuaded

since the pool of diverse senior associates is relatively small to begin with. Even smaller are the numbers of on-track associates who opt to work flex-time—white, black or otherwise.

And, guess what? There's a really good reason for the paucity of flex-time senior associates: It's extremely difficult to manage and oh, by the way, it's not the road well traveled to partnership.

You are right: You need to stay focused on making partner. If at all feasible, try to consider other options to help your older daughter that do not require you to adopt a flex-time schedule.

Maybe you can carve out some time over the weekend or early in the morning. Perhaps there is an available relative or good friend who is familiar with your daughter to help during the transition. Or, perhaps your husband could rearrange his schedule temporarily. Remember, your daughter has two parents—I would definitely revisit the issue of his availability.

But here's the real point: Avoid the flex-time schedule if you can at this juncture. If you can't, then you'll be encouraged by the experience of Cheryl Barnes, special counsel in the Capital Markets department of the Washington, D.C. office of

PHOTOGRAPH BY RICK KOPSTEIN



DEWEY BALLANTINE CELEBRATES DECADES OF DIVERSITY

In 1925, Dewey Ballantine hired Dorothy N. Cook, a graduate of Yale Law School, making it one of the first law firms to hire a woman attorney.

More than 80 years later, Dewey Ballantine remains committed to diversity and the hiring and promotion of women.

In keeping with tradition, Dewey Ballantine congratulates our newest female partners, **Suzanne Jaffe Bloom** and **Christine Chi**.

DEWEY BALLANTINE LLP

www.deweyballantine.com

Cadwalader, Wickersham & Taft.

Ms. Barnes is African-American and worked on a flex-time schedule after the birth of her first child, who is now 6 years old. Since her initial flex-time stint Ms. Barnes has had a second child and has gone on to rise through the ranks to become, as noted, special counsel at the firm (yeah!).

Her flex-time schedule consisted of sifting through complex documents from home each Friday for approximately one year, with baby bottles and Elmo in the periphery. Although Cheryl and the firm successfully navigated through this flex-time arrangement, Ms. Barnes admits that it was more difficult than she anticipated and further, chose not to work flex-time when her second child was born.

The flex-time plan was fairly informal. Basically, Ms. Barnes and the partner agreed that she would work each Friday from home without reduction in the amount of billable time. Further, not every Friday was completely hands off—client requirements ultimately controlled so it was understood that there might be some Friday time in the office.

Three major factors helped Ms. Barnes' flex-time arrangement with Cadwalader,

Most importantly, she worked with a partner who valued family and took seriously her concerns as a new mother. Ms. Barnes emphasizes that it is critically important to have a partner who is willing to facilitate the flex-time process—otherwise, it's doomed to failure.

Second, because of her solid track record, the partner and the firm valued Ms. Barnes as a viable contributor to the department.

Third, and not to be underestimated, the needs of Ms. Barnes' structured finance clients were somewhat cyclical so she was able to anticipate demanding periods and take advantage of schedule lulls. Keep in mind that this characteristic is not present in all practice areas but predictability makes a tremendous difference as to whether a flex-time plan is workable.

At the end of the day, everything worked out—Ms. Barnes has two beautiful children and a great position with a major law firm. However, she reiterates that flex-time can be difficult since there are several instances when it is simply more efficient to be in the office rather than working off-site. Additionally, Ms. Barnes ultimately wound up working longer hours as a result—partly to overcome any mispercep-

tion that flex-time translates to less time.

So, yes—there are women of color who flex it and rise. Just know what you are getting into—what you might be risking along the way—and proceed with your eyes wide open. Good luck!

I am an African-American female and a first-year law student at an area law school (a top 10). There seem to be so many practice areas available so I am starting to get a little overwhelmed. My preference is to pinpoint my choices and I would like some advice on those areas that offer long-term career prospects.

I've been told that it's a little early to be thinking of specific disciplines so I'm wondering when is the best time to start narrowing down my choices. Are there any areas that are particularly suitable for African-American females?

It is never too early to take ownership of your career. In fact, this is a great time to start seriously considering practice areas since early interview week takes place during fall 2007 (it's right around the corner). It's a good idea to select firms with specific practice areas in mind since some law firms have strong reputa-

tions in certain disciplines.

Practice areas are not suitable by race or gender although folks tend to gravitate towards certain disciplines. Consider navigating areas where there is a dearth of African-American female practitioners.

On the transactional side you might want to consider structured finance, private equity, distressed debt trading, consumer banking, real estate development and intellectual property (with an emphasis on software and related IT matters), tax, estate planning and ERISA. Of course, if you have a scientific background, the patent arena in IP is particularly attractive.

On the litigation side you should think about securities defense and products liability with an emphasis in pharmaceutical matters. Other great areas include special investigations and government relations (glorified term for lobbying).

Each of the areas identified works well within a firm for internal growth and also transitions well to in-house opportunities. Good luck to you also! •

Katherine Frink-Hamlett, a graduate of New York University School of Law, is president of Frink-Hamlett Legal Solutions, Inc. and can be reached at katherine@frinkhamlett.com.

THE NATURE OF DIVERSITY.

THE DIVERSITY you find in nature is the diversity you find in our work environment. It defines America as a country and Edwards Angell Palmer & Dodge as one of its leading law firms. You can see it in our nation's natural resources and in our law firm's human resources. We believe it's the driving force that keeps our economy thriving, our people vital and our clients prosperous.

EDWARDS
ANGELL
PALMER &
DODGE LLP

eapdlaw.com

Turn on the power

Boston • Ft. Lauderdale • Hartford • New York • Providence • Short Hills • Stamford • West Palm Beach • Wilmington • London (Representative Office)

Striving *for* Balance *in a* Full-Time World

Firms and lawyers grapple with flexible scheduling and prospects for partnership.

BY WENDY DAVIS

As a seventh-year bankruptcy associate at the New York office of Sheppard, Mullin, Richter & Hampton, Malani Sternstein hopes to become a partner in the not-too-distant future.

She suspects that most lawyers in her position feel likewise. After the initial angst-ridden learning curve, she said, attorneys begin to develop professional competence; bolstered by a newfound confidence, they start viewing the brass ring of partnership as within their grasp. “When they get to the fifth year, they say, ‘I’m not half bad at this. I know what I’m doing. I’m making a good living, so if I’m going to do it, I’m going to be ambitious about it.’”

At the same time, Ms. Sternstein plans to have children and, possibly, work part-time—that is, provided she can do so without hurting her standing in the firm.

“Any female lawyer is concerned about working part-time, if their goal is to be a partner,” she said. “If I could do it at least for a period of time—and not be concerned that it’s going to affect me, or

my status, or my stature, or my advancement—I would do it.”

But, she adds, that doesn’t mean it’s likely to happen. “In theory we think part-time is a possible thing in the law, but it may not be.”

Many ambitious women lawyers struggle with the issue, as do their law firms. To date, many are still developing answers.

Even in 2007, at least a quarter-century after law schools began graduating significant proportions of women, female attorneys still lag behind their male counterparts when it comes to the highest-paying, most prestigious jobs: partnerships at large firms.

“The percentages are obviously up from where they have been, but not where they should be,” said Mary Jo White, a partner at Debevoise & Plimpton and former U.S. Attorney for the Southern District of New York.

Indeed, recent studies by the National Association of Women Lawyers and the New York City Bar Association found that women account for around 16 percent of



Susan Rosenthal, left, and Malani Sternstein, of Sheppard, Mullin, Richter & Hampton.

equity partners at law firms. The NAWL based its report on a survey of the AmLaw 200, while the city bar surveyed 93 New York City firms.

“The impetus for the Survey grew from the now familiar ‘50/15/15’ conundrum: for over 15 years, 50 percent of law school graduates have been women yet for a number of years, only about 15 percent of law firm equity partners and chief legal officers have been women,” states the NAWL report. “The partnership pipeline is actually richer than these numbers suggest because, for over two decades,

law schools have graduated women in substantial numbers and law firms have recruited women at the entry level in about the same ratio as men.”

Why aren’t there more women partners? While there is no one single reason, many insiders say that part-time policies, formal and informal, play a large role in the phenomenon. Though firms allow part-time work, many lawyers feel that it’s simply not realistic to thrive while on a part-time schedule—either because their practices don’t quite lend themselves to less than full-time work, or because their

law firms, perhaps inadvertently, are not flexible to such arrangements.

Anna Brown, diversity management attorney at Shearman & Sterling, denies the firm's part-time lawyers are at a disadvantage. "I don't believe that being a part-time woman was seen as a negative for anyone," she said, referring to the firm's decisions to promote women to partnerships.

Of course, it's not only women who want to work part-time.

Many lawyers—male and female—at various times say they would prefer part-time work, for reasons ranging from family responsibilities, including caring for elderly parents, writing a book, playing in a rock band or pursuing outside interests.

But, empirically, part-time lawyers tend to be female. A recent NALP study found that, nationally, 76 percent of lawyers working part-time at law firms were women. Overall, 5 percent of law firm lawyers worked part-time—12 percent of female lawyers and 1.7 percent of male attorneys.

Pros and Cons

At the outset, it's clear that many large firms allow for part-time work—by partners as well as associates. The NALP reported that virtually all firms of at least 100 lawyers allow for part-time work, at least in some situations.

What's more, those policies appear to work for some women, as many large firms have female partners who have worked part-time at one point in their careers.

"In our firm, if you're great at what you do, you're in a position to be a partner," said Candace K. Beinecke, chair of Hughes Hubbard & Reed, echoing statements of many partners at law firms.

In fact, some firms now boast that they promote lawyers to partners even while they're on a part-time status. Weil Gotshal & Manges last November announced it had promoted two lawyers to the status "flex-time partner," a new type of partnership designed for lawyers on a long-term flex-time schedule—which, at Weil Gotshal, encompasses less than full-time work.

Many of these policies are explicitly promoted as women-friendly initiatives, designed to recruit and retain good attorneys. "By having a track that respects



Candace K. Beinecke

a different lifestyle—the opportunity to work part-time—we believe we'll be able to attract and retain more talent," said Marcia Goldstein, a partner on the management committee at Weil Gotshal.

But it's also clear that, despite the success stories, the part-time policies don't work for all women, law firms and clients. Industry observers say that even the best policies still can be derailed.

Holly English, incoming president of the NAWL and author of the 2003 book "Gender on Trial: Sexual Stereotypes and Work/Life Balance in the Legal Workplace," said many of the nearly 180 lawyers she interviewed for her book reported that cutting back on their hours hurt them professionally. "Before they went on a reduced-hours program they were a superstar and then literally overnight, they were transformed into a distinctly lesser status and, obviously, found that to be very dispiriting," said Ms. English, of counsel at the Roseland, N.J., firm Post, Polak, Goodsell, MacNeill & Strauchler.

Susan Rosenthal, managing partner of the New York office of Sheppard, Mullin, Richter & Hampton, said a part-time schedule doesn't easily lend itself to all types of legal work. "It's very hard in some parts of the practice to do it and still be given meaningful work," Ms. Rosenthal said.

While lawyers might be able to write appeals or draft briefs on their own timetables, that's not the sort of work that catapults them into the ranks of equity partners. "Really, trying to serve your client involves more than just writing a brief," Ms. Rosenthal said. It involves relationships with clients. "If you're a part-timer it's hard to make that kind of a commitment."

Others say that part-time attorneys

can handle even the most demanding cases, provided they're willing to work full-time while they're under way.

"It's possible, but you have to be flexible. Flexibility goes both ways," Ms. Beinecke, of Hughes Hubbard, said. She added that lawyers working on a flex-time schedule should be prepared to field calls and answer e-mails at home.

"The concept of people working 9-6, four days a week, would be just fine," provided they were available for emergencies, adds Alfred Youngwood, managing partner at Paul, Weiss, Rifkind, Wharton & Garrison.

Tara Kamradt, a partner at Katten Muchin Rosenman agrees: "When you're on a deal, you're on a deal and if you have to stay there all night, you're going to have to figure something out."

Different Skills

Lauren Stiller Rikleen, author of the 2006 book "Ending the Gauntlet: Removing Barriers to Women's Success in the Law," said that the key to part-time work lies in simply cutting back caseload volume. "We're all part-time to our clients," she said. "The trick is to simply take fewer cases." In other words, very few lawyers work 60 hours a week for just one client; if they can cut the number of clients they represent, they can also shed some hours.

Even beyond figuring out the logistics of part-time work—and the sudden rearrangement of schedules when emergencies crop up—a host of other issues end up discouraging women who try to work flex-time. Law firms can be hard for anyone to navigate, but part-time lawyers often find them especially riddled with hurdles, said Ms. Rikleen.

For one, there is the potential for so-called "schedule creep"—the state of affairs that results when lawyers arrange to work reduced hours, say 60 percent of typical hours for a pro-rated salary, but end

up working closer to 80 or 90 percent of a full-time schedule, for just 60 percent of their former pay. In addition, lawyers who arrange to work from home or otherwise spend less than a full week in the office end up missing out on the informal, impromptu get-togethers where relationships are forged; those relationships often result in new assignments or opportunities to meet clients.

Gleaning the biggest prizes requires not just legal skills, but political savvy and an ability to advocate for oneself—a different skill than advocating for clients, said Ms. Rikleen. Even some of the most aggressive fighters for clients shrink when it comes time to standing up for themselves, she said.

Some successful female partners acknowledge that other women may face problems, but maintain that the women need to take active steps to make sure they're getting good assignments and working with desirable clients.

Lori Leskin, a partner at Kaye Scholer who spent several years telecommuting two days a week (though still working full-time), proposes that individual lawyers need to "take charge of their careers" to make sure they're getting quality work.

Debevoise & Plimpton's Mary Jo White agrees. "You have to be very aggressive to see to it that you're getting the right assignments."

Wendy Davis is a freelance writer who reports on the legal profession.



Mary Jo White

More Than *Just Talk*

Law firms seek to equip women with tools for career advancement.

BY LISA PULITZER
AND WENDY DAVIS

At White & Case, 100 senior female associates were invited to spend a weekend in Miami last fall to network with each other and members of the firm's senior leadership team. "It was a day and a half that recognized people's personal and professional time commitments," said Kelly Hoey, manager of professional development at the firm. "The opportunity to meet with, talk to and interact with management is key to success."

The two-day retreat and other women's diversity initiatives at the firm were born out of a series of focus groups held in 2004 in response to one law partner's call for a "more diverse workplace," Ms. Hoey explained. The partner was Timothy Goodell, global co-head of the firm's mergers & acquisitions practice group and a member of its management board. Mr. Goodell announced that he wanted to see that his three daughters "come into a different work environment" than the one he grew up in.

"I'm one of five boys and I have three daughters. It was an eye-opening experience for me to view the world from a different point of view," said Mr. Goodell.

The revelation started Mr. Goodell thinking about the women in his law school class and where they might be today. "I looked around and realized that 90 percent weren't in a law firm environ-

ment," he recalled. "At this stage, you would think there would be many more women in management positions."

Concerned for the career futures of his daughters, Mr. Goodell went to Duane Wall, the firm's managing partner, in the fall of 2003 to speak about "the most important issue in law today." He walked out of their meeting with Mr. Wall's blessing and a new role—head of the women's initiative program at White & Case.

Whether via networking programs, courses in business development or new mentoring policies, law firms throughout the country are making efforts to devise initiatives designed to encourage women to remain at firms and seek promotion to partnership. They create opportunities for casual networking, mentoring and all-around assistance in navigating law firm life. Many of the law firms have incorporated special initiatives for women as part of their diversity programs. Some of the more recent additions include flexible and part-time work programs, maternity leave policies and off-site seminars and

retreats.

While heartened by the recent surge in women's initiatives at the large law firms, Holly English, president-elect of the National Association of Women Lawyers (NAWL) and author of "Gender on Trial: Sexual Stereotypes and Work/Life Balance in the Legal Workplace," said the key question is how these firms intend to measure the success of their programs. She cautioned that without a measurement plan in place, management could view many of the programs as failures.

"It's hard to look at any outcome measures without looking at how the initiative was planned and what assessments were done of a firm's needs and goals," said Ellen Ostrow, a psychologist and executive coach who specializes in personal and career coaching for women lawyers. "The women's initiatives at firms vary to such an extreme degree in terms of their stated goals—and their unstated goals. Given the reason that women within law firms pushed for women's initiatives, you would expect that the goal would be

the promotion and advancement to the women within the firm."

"Look for promotions from income to equity partner, and look at subjective measures like the quality of assignments the women are receiving and mentoring and networking opportunities," Ms. Ostrow suggested. "One of the things that always concerns me is that there are two different agendas. There's the women's agenda and the firm's agenda. Sometimes they are the same, and sometimes they are not."

Mentoring And Networking

The female attorneys at Katten Muchin Rosenman's Chicago office gather once a month for the "morning mingle"—a breakfast meeting for lawyers to talk about their cases, or other issues on their minds.

"Older women, I think, have a responsibility to try to bring along younger women—to show them, here's how you can build your informal network," said firm partner Tara Kamradt, co-chair of the firm's Women's Leadership Forum. "If I'm talking to a woman that I meet at that morning breakfast session, and she's telling me about some area of expertise that she's developing, I will refer her to a male partner that's doing something similar."

Women in the firm's New York branch, meanwhile, are planning to hold a luncheon for businesswomen in the com-



Timothy Goodell

munity to discuss estate planning. And the Los Angeles office recently arranged a wine tasting for women partners, inviting friends of the firm and clients (and some male partners, who showed up as well).

Many large law firms emphasize mentoring in their initiatives. Weil Gotshal & Manges, for one, revamped its mentoring program last year. Now, all first-year attorneys are assigned a mentor; then, as second-years, they pick their own partner-mentors. The only limit is that no partner can have more than three mentees, said partner Andrea Bernstein, chair of the firm's diversity committee.

Other firms also are devoting efforts to help women develop business, by creating networking opportunities aimed at women, with events like parties at art galleries.

"There's always been informal mentoring, but I don't think it's been as accessible to women," added Elizabeth Moore, a partner at Nixon Peabody, who co-chairs the firm's Diversity Action Committee. "People tend to mentor people who are like them." Nixon Peabody also has recently implemented a formal mentoring program designed to insure that all lawyers at the firm have at least one older colleague assigned to help them, said Ms. Moore, who was tapped by New York Governor Eliot Spitzer soon after the November election to serve as one of six co-chairs on the transition team.

Business Development

Some law firms also are attempting to teach business development skills. At Nixon Peabody, for instance, the firm brought in a communications coach to discuss business development efforts for women—and how such efforts might be different for women than men. "Oftentimes you're the only woman in a room, or one of a few women in a room," Ms. Moore said. "You have to insure that you can handle yourself in a conversation in a room full of men, that you know what the boundaries are when it comes to those kinds of situations."

For example, Ms. Moore said, conversation can devolve into locker room banter, which might make some women feel uncomfortable.

Sandra DuBoff, a partner at Phillips Nizer, a mid-sized firm, pointed out another reason why women might find it difficult to become rainmakers. Many potential clients already have lawyers—often male lawyers—and are reluctant to add to their roster of existing attorneys. "I'm not shy about asking for business," she said. "When I ask people and they say we're not adding to the list, I say, 'How many women and minorities are on the list?'"

"I don't have those deep-seated networking contacts," she added. "I don't play golf with those people giving out business and I wasn't in the fraternities with the people giving out business, so that makes it a lot harder."

Some initiatives address these subtle differences. At the White & Case retreat, in addition to spa treatments, yoga classes and power walks, participants were offered a choice of a wine tasting seminar or a golf clinic at the Jim McLean Golf School at the Doral Resort and Spa. Those activities are eminently sensible nowadays, when women attorneys are increasingly hosting client dinners and being asked to join in on weekend golf outings. In fact, the idea for the golf clinic came after a female colleague told Ms. Hoey she had signed up for golf lessons at Chelsea Piers. When Ms. Hoey had asked why, the colleague explained that one of her clients insisted she participate in a charity golf tournament.

"It's those situations where you say,

FINDING HIGHLY SKILLED PROJECT ATTORNEYS COMES AT A PRICE.

(like saving \$2 million)

Learn more about how our project attorneys and paralegals can do the same for you.

roberthalflegal.com/2million

Midtown • 212.557.7878
245 Park Avenue, 25th Floor



Robert Half® Legal

Project Teams | Project Attorneys | Legal Support | Legal Search

© 2007 Robert Half Legal. An Equal Opportunity Employer. 0506-2005

PHOTOGRAPHY BY RICK KOPSTEIN

Drexel University and Drexel Law
proudly congratulate

JOSEPH H. JACOVINI, ESQ.

Board Chairman, Drexel University
Chairman, Dilworth Paxson, LLP

on receiving the
2007 Judge Learned Hand Award
from the Philadelphia chapter of the
American Jewish Committee.



**Drexel University
College of Law**

Scientia, Ars, Officium
Knowledge, Skill, Duty



www.drexel.edu/law

Papadakis

Constantine Papadakis
President, Drexel University

Jennifer L. Rosato

Jennifer L. Rosato
Professor of Law/Acting Dean
Drexel University College of Law

I've got to suck it up and do it," said Ms. Hoey, who noted that a good deal of networking occurs on the golf course and in restaurants. Ms. Hoey recalled how her own mentor at a prior job insisted she learn to golf because it was "what everyone does in our practice" and an important way to "network."

"Having these skills is only going to help you engage and interact with a greater variety of people, which can only help you expand and develop your career," she added. "If the power-brokers are all men and that's what they're doing...you need to be doing whatever it takes to be next to the power—whether they like to play golf, or eat steak and drink red wine at a restaurant; you have to act interested and get engaged with those people however you can."

She noted that White & Case was not advocating that women attorneys play golf when she added the golf clinic to the list of offerings at the 2006 retreat, and advised that women lawyers can and should steer their outside networking activities in other, more mutually pleasurable directions once a rapport is established.

Overall, explained Ms. Hoey, the firm's retreat last fall covered many areas. "It was a combination of lectures, seminars and focus groups, concentrating on what they [senior associates] can do to further their careers not only on a professional level, but on a social level as well," said Ms. Hoey.

Proskauer Rose's two-day Women's Law Forum held last October at Long Island's Garden City Hotel, included 30 of the firm's women attorneys as well as 100 of its female clients and prospective clients. In addition to networking sessions and CLE-related seminars, women attorneys indulged in spa treatments, took golf lessons, learned how to order the "right" wine when entertaining clients, and heard "Sex and the City" author Candace Bushnell, the keynote speaker, present "Success and Sensibility: Women's Issues in Relationships and the Workplace—the Good, the Annoying and the Really Funny."

Elise Bloom, a partner in the labor and employment law department of Proskauer, organized the event. "The goal is obviously to provide an opportunity for women in-house counsel to get to know



Elizabeth Moore

each other, and to meet the female partners at Proskauer. And it gave us, the partners, an opportunity to network and get to know each other better."

Ms. Bloom said putting on and attending the conference was the single best thing she has done as a lawyer because it enabled her to become friends with other women partners and associates—effectively making her work environment a more desirable and friendly place.

Maternity Leave And Flexible Scheduling

Ms. Hoey, at White & Case, also touted the firm's most recent initiative—a new flexible work arrangement policy open to both male and female employees. "It is not a check-the-box policy, it is gender and reason blind," Ms. Hoey explained. "The firm doesn't care if you are a male in your fourth year who wants to spend four months mountain climbing, a new mother, or someone with an aging parent who needs care. The merits are evaluated on what it is you do, how you are going to get your work done, and how your proposed arrangement is going to affect your clients and co-workers."

"We've done a lot of research within White & Case and there are a lot of push and pull factors," said Mr. Goodell. "The big law firm life isn't for everyone."

According to White & Case's findings, men and women stay and leave at the same rate in the first three years at a big firm. But in years four through seven, more women are leaving, perhaps in pursuit of a greater work/life balance.

"We are trying to figure out ways to

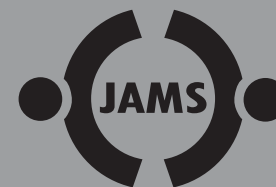
"I'm a full-time litigator. I want full-time neutrals. I can be assured of that at JAMS."



Some cases are too important to entrust to just any mediator or arbitrator. The Resolution Experts at JAMS successfully resolve the most difficult disputes every day.

When getting it right is the only option, choose JAMS.

1.800.352.JAMS • www.jamsadr.com



THE RESOLUTION EXPERTS®



JAMS has the most full-time panelists on every national listing of neutrals:
LAWDRAGON 500 Leading Judges
BEST LAWYERS ADR Listings
SUPER LAWYERS ADR Listings

help retain them in those critical years where they have a stronger pool for partnership," Mr. Goodell added.

Skadden, Arps, Slate, Meagher & Flom recently rolled out a new maternity leave policy to help new mothers return to work on a more moderate time schedule than previously possible. Flexible Return from Maternity, or FRM, "allows attorneys to come back on a reduced schedule for some period of time as a way to ease back into the work force," said Skadden's Associate Development Director Jodie Garfinkel, noting it has been requested by 99 percent of those who have gone out on maternity leave since its inception.

Under the policy, new mothers can work shorter days or fewer hours per day for up to 12 months, as long as they create a schedule that works within the confines of the practice. In addition, they can ease the separation under a program that allows new mothers to leave their infants in an on-premise child care center for a period of time up to three months.

Returning mothers, as well as male attorneys who request a scaled back or flexible schedule, also have the option for

a part-time program if they decide not to return full time.

"I think a unique thing about our program is that we don't want to get into why they want to get into the program," Ms. Garfinkel noted. "We currently have a male litigator who has five children and he works on a part-time schedule because I think his wife needs him to."

"We really have two goals, one is to retain talented attorneys, and another is to assist attorneys, especially women, in managing their lives and careers," said Kayalyn Marafioti, a partner at the firm and co-chair of its diversity committee. "That is our motivation... it is our absolute hope and our expectation."

Another new program at Skadden, "Sidebar," allows new mothers who want to stay home with their children for a longer period to remain in touch with the firm with the hope they will eventually return to work. Candidates are assigned a mentor and receive invitations to programs to keep them current. When they are ready, they can also make themselves available for ad hoc work.

"Part of the criteria is that you have

to be somebody in good standing," said Ms. Marafioti. "There is an expectation that they're interested in returning, and we would expect to be able to find a place for them."

At Dickstein Shapiro, the firm implemented a more user-friendly part-time policy almost 10 years ago in hopes of increasing the ranks of women. At the firm, lawyers can choose to work reduced hours—generally 50 percent to 80 percent (or 2.5 to four days) of a regular week, based on a 1,950-billable hour year. Pay also is prorated based on the proportion of time worked. When those lawyers are on trial, or are closing a deal, they might work longer hours, but they are then able to compensate for that by working fewer hours later.

"It was just common sense," said chairman Michael Nannes, adding that other partners viewed the part-time program as an opportunity to both make a statement and lure women to the firm. The Women's Bar Association of the District of Columbia recognized Mr. Nannes' efforts last year, bestowing upon him the 2006 "Star of the Bar" award for helping the advancement of women attorneys. Mr.

Nannes said the effort has helped the firm recruit women.

As for Mr. Goodell, he said he is aware that some at his firm may be skeptical of having a man leading the women's initiatives program. For that reason, he regularly polls the company's female lawyers for feedback, offering to turn over the reins if need be. One reason why he hasn't done so is that women have told him that having a member of the firm's management board on their side adds credibility to the push for equal opportunities.

"A great goal is to have a higher percentage of women partners, but even more important is to build a better, more inclusive work environment so everyone feels they have equal opportunities to build their own careers," said Mr. Goodell. "I want more people to feel they are happy coming to a place like White & Case to work." •

Lisa Pulitzer is a freelance writer, former correspondent to The New York Times and author of six true-crime books. Wendy Davis is a freelance writer who reports on the legal profession. New York Law Journal editorial assistant Janine Friend provided research assistance for this article.

What's New at MA3000™ ?

MA3000—the leading docketing, court data search, and calendaring application—has released SQL Version 2.0 of its software.

This updated version offers you:

- Direct links from your ECF Notice of Filings into your database
- Track, capture, and bill for your docketing time
- Links from dockets to related documents
- A more intuitive user interface
- Direct links to Judges Part rules
- New productivity tools
- Timely e-mail alerts of court data as it happens
- Integration with Microsoft Outlook.

Improvements have also been made to MA3000's already unsurpassed data retrieval capabilities. The system is now even faster and provides information available nowhere else.

- Direct link to Judges information: profiles, rules, recent decisions.
- Alerts included with PDF's of Decisions in Full
- Data from upstate New York counties
- Appellate Division Justice alerts.

For more information, call us at
212-313-9050 or
e-mail us at ma3000sales@alm.com

MA3000™
www.MA3000.com

A Structure Of Their Own

Decision makers at three firms make busy lives and work balance out.

BY LISA PULITZER

For six years, attorney Siobhan Moran worked at a large corporate firm with 800 lawyers. While the work was good, she ultimately decided to leave because there was no balance between her career and personal life. Hoping for a change, she moved to a smaller firm with 200 lawyers. But still the firm did not offer the balance she was looking for and so she left again to work briefly as in-house counsel at several Fortune 500 companies before opening her own firm in 1996 with two partners.

"We were looking for the balance, to be the decision makers, to have more control over our lives," said Ms. Moran, referring to lawyers at her current law firm, Moran • Karamouzis, where she is majority shareholder and managing partner. The firm is an eight-attorney

commercial litigation firm with offices in New York City and Long Island. "Those were the issues at the forefront for me. I can't recall any one of the three of us saying we wanted to be a women-owned firm. We just realized one day, 'we are women owned.'"

Ms. Moran is not alone in her quest to find a better work/life balance while still advancing her career into the leadership ranks of the law. Still, the number of women in partnership roles in major law firms has grown less than 4 percent during the last 10 years from about 14 percent in 1996 to 17.9 percent in 2006, according to Judith Collins, research director of the National Association of Law Placement (NALP), a Washington, D.C.-based trade group that provides legal career counseling and professional development for law students and lawyers. Ms. Collins based



Partners at d'Arcambal Levine & Ousley, from left: Aimee Levine, Michelle d'Arcambal and Jodi Ousley

her findings on an analysis of the organization's 2006-2007 "Directory of Legal Employers," the annual compendium of

legal employer data of large law firms with more than 50 employees.

Jim Liepold, the executive director of

NALP, said data is not available to explain the low number of women partners even as the number of women graduating from the nation's law schools is now equal to that of men.

"It's the million-dollar question, and it's one of the most serious and troubling challenges facing law firms," said Mr. Liepold, who noted that the issue has been receiving a lot of press of late, with experts weighing in on the causes, the recent implementation of women's initiatives such as mentoring and training sessions for women attorneys, and work/life resources such as parental leave, mother's room and back-up childcare, at a number of the nation's top law firms.

Mr. Liepold cited raising families and the rainmaking structures that men have dominated for years as possible reasons why women have fared so poorly in attaining partnership roles. He also raised the possibility that women just aren't interested in choosing that career path.

"It is really speculation," Mr. Liepold said. "We just don't have data that supports the 'why.' What's clear, and what more and more work is focusing on, is that the career pathways of men and women who are choosing private practice is not the same."

Beyond Billable Hours

Manhattan attorney Mindy Stern said she joined a large city firm right out of law school, never expecting to make it her permanent home. "What I wanted to do was to develop my own practice and to be an entrepreneur," said Ms. Stern, who is now the managing partner of Schoeman, Updike & Kaufman, a 20-attorney general practice law firm whose equity ownership recently shifted to the five women partners of the firm. "I knew I could accomplish that better at a small firm."

Ms. Moran cited other issues. "Big law firms really serve one master and that is the billable hour, and to that extent women want something different," said Ms. Moran, who began her law career at Shearman & Sterling. "It is often women who are dealing with child care and elder care, perhaps more than men. They are usually the ones who have the other responsibilities. Even if women are available to serve that one master, the way they go about it—using telecommuting and flex hours—is not traditional and I think that causes a big problem. I don't think that large law firms have embraced that concept."

"It's exhausting, but you can raise a family and become a successful lawyer in a firm," said Beth Kaufman, an equity partner in Schoeman Updike, who joined the

firm straight out of law school in 1978 as the first associate to five male partners.

"Flexibility has always been a hallmark of the firm. A few years after I came here, I started having kids," she recalled. "I never wanted to work part-time. I knew I wanted to spend a lot of time with my children and family, but I also wanted to practice as a

lawyer full-time.

"I certainly felt at times it was too much, and sometimes it is too much," said Ms. Kaufman. "Sometimes you have to devote yourself 100 percent to your job, but then you bounce back."

As much as taking care of families has fallen to women, there are still other rea-

sons why women pursue courses other than the large law firm. "It's not about being a parent and wanting more flexibility for your kids, it's about work environment, and the ability to pursue other interests and have more control over your schedule," said Aimee Levine, a partner with d'Arcambal Levine & Ousley, a five-



LawFirmBuilder

We are pleased to announce the formation of LawFirmBuilder, a virtual marketing department led by Andrea K. Stimmel. Ms. Stimmel has created award-winning websites and designed fully integrated marketing and communications programs for AMLAW 200 firms as well as leading accounting firms. She is the president of the Legal Marketing Association's Metro New York Chapter.

LawFirmBuilder is a resource to create and implement major projects such as websites; firm and practice marketing plans, and major events. LawFirmBuilder specializes in business development training and coaching.

For more information contact:

LawFirmBuilder@aol.com or 917-446-4696



Siobhan Moran, managing partner of Moran • Karamouzis

lawyer commercial litigation firm. “Even if you are a white male [at a large firm] you don’t have the control you have at your own firm.”

Ms. Levine’s partner, Michelle d’Arcambal, cited the ability to create additional flexibility for herself, both in terms of hours worked and in payment

plans and options for her clients, as the primary reason for leaving a large law firm setting to become a partner in a small, women-owned law firm in New York.

“I don’t think I wanted to end up in a women-owned law firm,” noted Ms. d’Arcambal, who, during her 20-year legal career, has held positions at both large and medium-sized corporations, including the Metropolitan Life Insurance Company. She also served as a commercial litigation partner in the New York City office of Ross & Hardies—now known as McGuire Woods—a 200-lawyer firm that at the time was based in Chicago. “I’ve been really happy in-house and at big law firms, where I worked on big cases with lots of people, and it’s been fun.

“But I’m happier now,” said Ms. d’Arcambal of her current position. “The flexibility in this firm is fabulous. I can be myself more now.”

The female partners of d’Arcambal, Levine & Ousley described their work atmosphere as “collaborative, supportive

and fun.”

“What has happened with the three of us is that the whole firm is wrapped around collaboration with each other, and with our clients,” said Ms. d’Arcambal.

One way the firm encourages collaboration is by requiring that its partners be familiar with the firm’s whole portfolio of work. Since all the partners have a working knowledge of the matters being handled by the firm, it is far easier for them to consult with an associate and shift workloads from one person to another. It also means that their clients always have the ability to seek the opinion of another partner in the firm, and to get prompt assistance should the attorney assigned to their case be out of the office.

“Things happen in our lives, personal things, and someone is always able to pick up the case,” Ms. d’Arcambal said. “At behemoth law firms, you can’t be as flexible as we are, even about getting the rate. We don’t have that kind of overhead, so we can implement different ideas of how to achieve results with fewer hours or fewer people.”

Negotiating and Drafting Contract Boilerplate

Co-Authored and Edited by Tina L. Stark with Contributing Experts

Save
10%



“This book deserves to become a standard reference text in law firm libraries and a regular source for any lawyer implementing or litigating a commercial transaction.”

—ALI-ABA Insider

Softcover. For a detailed table of contents and to order this book:

Visit www.lawcatalog.com or Call 800-603-6571

Use promo code **2110052** when ordering to receive a **10%** discount.

Ms. Levine, a graduate of the Columbia University School of Law and former corporate and commercial litigator for Willkie Farr & Gallagher, said: "I've always liked my independence, and I didn't like being in a constricted environment."

Partner Jodie Ousley, a former examining attorney for the Public Assistance and Grants Unit of the New York City Department of Investigation (DOI), said collaboration is something she values. "In my current position, it happens on a day-to-day basis. We have the flexibility to try new ways of practicing. Our clients like it, and we like it."

In the spirit of staying flexible, the firm is looking for a pool of highly trained attorneys to work on a part-time or contract basis. "We are looking for lawyers who are looking for work here and there, who want to keep their pulse on things, but are not yet ready for a full-time schedule," said Ms. Ousley.

A Formal Push

The law firms discussed in this article are members of the National Association of Minority and Women Owned Law Firms (NAMWOLF), a national trade organization based in Milwaukee, Wisc., that helps corporations diversify their outside counsel. Following a lengthy selection process, the group recognizes firms committed to diversity, and functions by establishing relationships between its member law firms and outside corporations, who sign up as corporate partners.

NAMWOLF's marketing coordinator, Tom Sergeant, reports a "startling" jump in membership applications in 2006, with 23 law firms admitted last year, up more than 50 percent from the 10 firms admitted in 2002. Currently, NAMWOLF has 47 member firms, of which 27 are women-owned. Its 100 corporate partners include PepsiAmericas, Accenture and Dupont, the recipient of the organization's 2006 Diversity Award.

The New York City Law Department recently joined NAMWOLF's Corporate and Public Entities Partnering Program. The program requires interested corporations and other entities to agree to set a goal of eventually expending a minimum of 5 percent of their outside counsel budget on minority and women-owned law firms that have been certified by a credible and recognized entity. In addition to the New York City Law Department, NAMWOLF counts the cities of Cincinnati and Indianapolis, and the housing authorities of Fort Wayne, Ind., and Columbus, Ohio, among the program's 13 members.

The expenditure is consistent with the city law department's objective, said

"The flexibility in this firm is fabulous. I can be myself more now."

—Michelle d'Arcambal

Martha Alsaro, deputy chief legal counsel for the New York City Law Department. Ms. Alsaro said her agency's goal in joining NAMWOLF is to recruit more women-owned firms to list with the law department. She also noted that a number of the women lawyers she has encountered through her work have confided that finding a position that offers "a flexible lifestyle" is their main objective when conducting a job search. "It is a relevant issue," said Ms. Alsaro.

"Since we became women-owned, we've become very valuable because of the diversity we provide corporations, whether it is because they have diversity initiatives, or because it is important to them," said Ms. Kaufman, a member of

the board of the National Association of Women Lawyers, and coordinator of a series of networking breakfasts and lunches for women litigators for the New York City Bar Association.

She lauded the foresight of the founding members of the firm, who, she said, provided all of its women attorneys with the tools they needed to succeed in the field of law. "I think it was really part of the plan to advance the people who were worthy of being advanced no matter the gender," said Ms. Kaufman, who noted that the firm's shift in equity ownership in 2004 of nearly 70 percent to its women partners did not cause friction for the men of Schoeman Updike. "I think they recognize that because of corporate di-

versity initiatives, it is a great opportunity for us and for them."

"Most of our clients didn't know we are women owned," said Ms. Moran, who is also vice chair of the Women in the Courts Committee for the Nassau County Bar Association. "I think there are a lot of small firms that are cutting edge that can do what a lot of corporate firms can do, but potential clients might be hesitant to hire a small firm. That's where organizations like NAMWOLF help."

Ms. Moran said corporations are drawn to her firm, first and foremost, for the service it can provide its clients. "I think as far as employees, associates and other partners, they are drawn to our firm more for the work/life balance we can offer," she said. "We have people, both men and women, who have other commitments. Two serve as elected officials for the Village of Rockville Centre. Their time is needed during the day, and they are free to meet those responsibilities. Most professionals know their responsibilities, and if given a structure in which they could meet both their professional and family responsibility, most people would embrace that.

"In order to get that balance, you have to make a commitment to how you are going to grow, whether you are going to handle every client that walks in the door, and a commitment to people who share your philosophy.

"We do complex corporate and commercial litigation. We have that cutting-edge work. But at the same time, there is a commitment to a work-life balance.

"If work-life balance shifts, it is not going to be long term," Ms. Moran continued. "It's sort of a seesaw. Not to say that things have not been crazy at times. I have been in cases where I have worked 20 hours a day, and I have young children.

"Those days are going to require my undivided attention—for a period of time. Then, I would have to say, how are we going to get things back to balance," said Ms. Moran.

"It's about communication and about keeping the balance." •



Mindy Stern, left, managing partner of Schoeman, Updike & Kaufman, and equity partner, Beth Kaufman

Lisa Pulitzer is a freelance writer, former correspondent to The New York Times and author of six true-crime books.

Steady Beat of Progress *in the* Judiciary

Women are more visible but rates vary widely throughout the state.

BY CARLA T. MAIN

It is all the fault of Chief Judge Judith S. Kaye. Since she ascended to lead the highest court in the state 13 years ago, Chief Judge Kaye has been known for digging in, delegating, dashing about and otherwise proceeding to drag the Byzantine judicial system of New York state into the 21st century. Now, as her 14-year term reaches an end, she has asked if she may keep on leading the New York courts until 2008 when she turns 70, the mandatory retirement age.

The result of having Chief Judge Kaye at the helm of our judicial system is this: The whirlwind created by her ubiquitous comings and goings has fostered a perception in the popular imagination that the New York judiciary is packed stem to stern with women judges. Alas, it is not. The state certainly has come a long way. But there are many pockets in the judiciary of New York where there are few women indeed.

Some might question whether in this post-feminist age, it makes any difference whether we have significant numbers of women in the judiciary, or whether we should even ask the question. "It's tremendously important," said Chief Judge Kaye, for women "to see our numbers rising" in the judiciary. "There has to be a positive impact when women assume a high position," she continued, "whether it's in the judiciary or in the corporate world. It has to be very encouraging, both as a symbol

and because any woman will look out for another woman, mentoring them, knowing there are life-balance issues." These thoughts were echoed by Justice A. Gail Prudenti, presiding justice of the Appellate Division, Second Department, who said, "I was very lucky because when I came out of law school, Sandra Day O'Connor had been named to the Supreme Court and that gave me confidence. And later on Judith Kaye was named chief judge, and once again, that was something really inspirational for me in my career."

New York has pulled slightly ahead of the national average for its overall participation of women on the bench. Twenty-nine percent of all judicial seats in the state are held by women, according to figures compiled through mid-2006 (i.e., pre-election) by the New York State Judicial Committee on Women in the Courts. The national pattern is that women comprise about 24 percent of judges in any given state, according to Drucilla Stender Ramey, executive director of the National Association of Women Judges.

What is encouraging about the New York figure is not only that it has exceeded the national average by 5 percent, but also, at least overall, women seem to have been gaining steadily in New York in recent years. Yet despite gains overall, the numbers show that women have lost ground at the Appellate Division. At the Supreme Court in



“It’s tremendously important [for women] to see our numbers rising” in the judiciary.

—Chief Judge Judith S. Kaye

New York City, about a third of the time when litigants go to Supreme Court, a woman will be hearing their case. But take a trip upstate and litigants peering up at the bench see a lot less lipstick in some districts.

At the same time, the current representation of women on the bench may indicate a glass half-full. Justice Prudenti, who started her career in the late 1970s, noted, “When I started, women were few and far between, and many of them made their living in government service.” The passage of time has changed the landscape of the profession; now government service is not the only game in town for women lawyers, as rewarding as a career in the judiciary may be. “It took time for women in the law to develop expertise to succeed, to rise in the ranks to positions of power and authority. Look, it was only in the last 20 years that women emerged in significant numbers

in the private and public sector and developed those qualifications you need to ascend to certain positions,” said Justice Prudenti. “As a result,” she observed, “there are so many choices today.”

Patterns of Change

Chief Judge Kaye is hardly the lone woman in Albany. Three of her associate judges are women: Judges Carmen Beauchamp Ciparick, Susan Phillips Read, and Victoria A. Graffeo. In that sense, the New York Court of Appeals holds it own as one of the best courts of last resort in the nation for gender parity among its judges. In New York, Ohio and the District of Columbia, women comprise a majority on the state’s highest court. A third of the states now have female chiefs.

New York is alone, however, in the distinction of having a majority of women on the high court as well as a female chief justice.¹ At least one state, Indiana, does not have a woman on its highest court, and until recently the same was true of Oregon and Kentucky. And approximately a third of the states have only one woman on their supreme courts.

The Court of Appeals, of course, is highly visible. But drill down deeper where the media spotlight shines less often and we find wildly disparate rates of gender equity.

The Judicial Committee on Women in the Courts, chaired by former Appellate Division, First Department, Justice Betty Weinberg Ellerin, issued a formal report in 2002, which looked back over 15 years of progress since the founding of the New York State Task Force on Women in the Courts. The study took a close look at how many women sit on state courts of various types. The committee canvassed disparate courts statewide such as the Court of Appeals, County Court, Family Court, some of the District Courts, Housing Court and Criminal Court, to name a few. The Committee on Women in the Courts has continued to gather updated statistics.²

There is both good news and bad news. The general picture has improved over the years. Women have gone from 11 percent of the New York judiciary in 1986 to 25 percent in 2001 to 29 percent in 2006. Yet one must take care to consider which seats women are occupying. As they say in Lotto, “you’ve gotta be in it to win it.” The Supreme Court is often considered the prize not only for its inherent status but also because it puts a judge in the pool for selection for the Appellate Division. And the Appellate Division, in turn, can be a ripe vineyard for picking Court of Appeals judges.

In the appellate courts, the number of women depends largely on geography. In 1986, women comprised 13 percent of Appellate Division judges. Women shot up to nearly 20 percent in 1996, and finally rose as high as 26 percent in 2001. Interestingly, and perhaps not coincidentally, in the 1990s gender equity studies about the legal profession were “very much in vogue,” according to Joan Cochet, librarian specialist at the National Center for State Courts. Indeed, the NCSC online library is replete with such studies about the court system nationwide from the 1990s. After the 1990s, they virtually disappeared. Since 2000, the number of Appellate Division seats held by women actually went *down*: to 13 percent in 2006—lower than where women had started in the days of big shoulder pads. One woman, Associate Judge Victoria Graffeo,

(continued on page 27)

Moments in History Highlights of milestones and turning points. —By Susan L. Harper



1886—Katherine “Kate” Stoneman
First woman admitted to the practice of law in New York state.

1886—New York State Bar Association, founded in 1876, admitted Ms. Stoneman, who became its first woman member.



1890—University of New York (now New York University, left) held its first “woman’s law class.”

1894—M. Stanleyetta Titus First woman admitted to the New York City bar.

1899—National Association of Women Lawyers was founded in New York City, previously formed under the name The Women Lawyers’ Club.

1908—New York County Lawyers’ Association was formed and permitted women to become members from the start.



1923—Julie Regula Jenney was appointed Deputy Attorney General, becoming the first woman attorney to work in the New York State Attorney General’s office. In 1900, she became the first woman to appear before the New York Court of Appeals.



CLE Calendar & Directory

CONTINUING LEGAL EDUCATION

SPRING 2007

MARCH • APRIL • MAY • JUNE

Advertising Supplement to

New York Law Journal

ALM

Earn CLE Credits

Thursday, May 31, 2007

17th Annual Westchester Estate, Tax & Financial Planning Conference

9 CLE/CPE/CFP credits (including 1 ethics credit. May include 1 additional ethics credit, if chosen.)

- Topics include:
- An Overview of Current Legislative Developments
 - Elder Law Update
 - New Deferred Compensation Rules
 - Estate Planning for Unmarried Couples
 - And much more.

Fully accredited for CLE and CPE-CPA credits.

Think of us as your in-house charitable planned-giving department.

For more information, call the Planned Giving & Endowments Department at 1.800.997.5266 ext. 4205 or visit www.planned-giving.org.

Caring for those in need, rescuing those in harm's way, and renewing and strengthening the Jewish people in New York, in Israel, and around the world.
www.planned-giving.org

UJA Federation
of New York

NEW YORK STATE BAR ASSOCIATION

Instant Access CLE

...from NYSBA

CLE Live

More than 220 programs in convenient locations across the state

CLE On Cassette and Audio CD

Listen and learn while you commute – for full credit

CLE On Video and DVD

Top quality seminars you can view in your own home

CLE Online and On Computer CD

Instant availability, 24 hours a day, from your computer

For more info, call 800.582.2452 or go to www.nysba.org/CLE



The Center for Negotiation Strategy presents

Cutting Edge Negotiation Strategy for Lawyers

Consistently rated *one of the best* CLE programs
14 CLE credits (1 hour of ethics)

New York City

April 26-27, 2007

June 7-8, 2007

Oct. 25-26, 2007

For information on upcoming sessions in other locations, please call:
(800) 625-3734

CLE CONTINUING LEGAL EDUCATION WINTER 2007 SCHEDULE

MARCH 2007



TAX LAW

SEMINAR: Eleventh Annual New York State and City Tax Institute
DATE/TIME: March 1, 2007 8:45 a.m.-5:15 p.m.
LOCATION: The Princeton Club of New York, New York City
SPONSOR: Co-sponsored by the Tax Section and the Committee on Continuing Legal Education of the New York State Bar Association and the New York State Department of Taxation and Finance
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 7.5 MCLE Credits, includes 1.0 ethics credit



LABOR AND EMPLOYMENT

SEMINAR: Employment Law for the General Practitioner and Corporate Counsel: Current Law and Cutting-Edge Issues
DATE/TIME: March 8, 2007, 9:00 a.m.-5:00 p.m.
LOCATION: The Princeton Club of New York, New York City
SPONSOR: Cosponsored by the Labor and Employment Law Section and the Committee on Continuing Legal Education of New York State Bar Association
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 7.5 MCLE credits, includes 1.0 ethics credit

APRIL 2007



SECURITIES LAW

SEMINAR: The Investment Management Institute 2007
DATE/TIME: April 12-13, 2007, 9:00 a.m.
LOCATION: PLI New York Center
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: In accordance with the requirements of the New York State Continuing Legal Education Board, this non-transitional continuing legal education program is NOT approved for the newly admitted attorney within the first two years of admission to the Bar. It has been approved for experienced attorneys for a maximum of 10.5 credit hours, of which 1.0 credit hour can be applied toward the ethics requirement and 9.5 credit hours can be applied toward the professional practice requirement.



BANKING LAW

SEMINAR: Asset Based Financing 2007
DATE/TIME: April 16-17, 2007, 9:00 a.m.
LOCATION: PLI New York Center, www.pli.edu
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: In accordance with the requirements of the New York State Continuing Legal Education Board, this non-transitional continuing legal education program is NOT approved for the newly admitted attorney within the first two years of admission to the Bar. It has been approved for experienced attorneys for a maximum of 13.0 credit hours, of which 1.0 credit hour can be applied toward the ethics requirement and 12.0 credit hours can be applied toward the professional practice requirement.



PRACTICAL SKILLS

SEMINAR: Practical Skills: Family Court Practice
DATE/TIME: April 17, 2007, 9:00 a.m.-4:40 p.m.
LOCATION: Albany, Buffalo, Long Island, New York City, Rochester, Syracuse and Mt. Kisco
SPONSOR: New York State Bar Association (NYSBA)
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 7.0 CLE credits



GENERAL PRACTICE

SEMINAR: Women on the Move IV
DATE/TIME: Thursday, April 26, 2007 1:00 - 5:10 pm
 (Networking Reception will follow 5:10 - 7:00pm)
LOCATION: The Princeton Club, New York City
SPONSOR: The New York State Bar Association
CONTACT: NYSBA Registrar's Office - 800-582-2452
CREDITS: 4.5 MCLE credits

NEGOTIATION

SEMINAR: Cutting Edge Negotiation Strategy for Lawyers
DATE/TIME: April 26-27, 2007
LOCATION: New York, NY
SPONSOR: The Center for Negotiation Strategy
CONTACT: Lynn Luehwesmann, 1-800-625-3734
CREDITS: 14



INSURANCE LAW

SEMINAR: Insurance Coverage 2007: Claim Trends & Litigation
DATE/TIME: April 30-May 1, 2007, 9:00 a.m.
LOCATION: PLI New York Center, www.pli.edu
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.

MAY 2007



SECURITIES LAW

SEMINAR: Foreign Issuers & the U.S. Securities Laws 2007: Strategies for the Changing Regulatory Environment
DATE/TIME: May 2, 2007, 9:00 a.m.
LOCATION: PLI New York Center, www.pli.edu
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.



PRACTICAL SKILLS

SEMINAR: Practical Skills: Basic Elder Law Practice
DATE/TIME: May 2, 2007, 9:00 a.m.-4:30 p.m.
LOCATION: Albany, Long Island, New York City, Rochester, Syracuse and Mt. Kisco
SPONSOR: New York State Bar Association (NYSBA)
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 7.0 CLE credits



TRUSTS AND ESTATES

SEMINAR: Third Annual International Estate Planning Institute
DATE/TIME: Thursday, May 3 and Friday, May 4, 2007
LOCATION: New York's Hotel Pennsylvania, New York City
SPONSOR: New York State Bar Association (NYSBA) and the Society of Trust & Estate Practitioners (STEP)
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 11.0 MCLE credits



ANTITRUST LAW

SEMINAR: 48th Annual Antitrust Law Institute
DATE/TIME: May 7-8, 2007, 9:00 a.m.
LOCATION: PLI New York Center, www.pli.edu
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.

INTELLECTUAL PROPERTY

SEMINAR: The 23rd Annual Joint Patent Practice Seminar
DATE/TIME: Wednesday, May 9, 2007
LOCATION: Marriott Marquis, 1535 Broadway, NYC
SPONSOR: Connecticut, New Jersey, New York and Philadelphia Intellectual Property Law Associations
CONTACT: E-mail us at admin@jppcle.org or call (201) 634-1870; Registration: www.jppcle.org
CREDITS: New York: 7.0 Professional Practice Credits/1.0 Ethics
 Pennsylvania: 5.5 Professional Practice Credits/1.0 Ethics



PRACTICAL SKILLS

SEMINAR: Practical Skills: How to Commence a Civil Lawsuit
DATE/TIME: May 15, 2007, 9:00 a.m.-4:00 p.m.
LOCATION: Albany, Buffalo, Long Island, New York City, Rochester, Syracuse and Mt. Kisco
SPONSOR: New York State Bar Association (NYSBA)
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 6.5 CLE credits



PATENT LAW

SEMINAR: PLI's Patent Bar Review
DATE/TIME: May 16-20, 2007, 8:00 a.m.
LOCATION: PLI New York Center
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: In accordance with the requirements of the New York State Continuing Legal Education Board, this non-transitional continuing legal education program is NOT approved for the newly admitted attorney within the first two years of admission to the Bar. It has been approved for experienced attorneys for a maximum of 40.5 credit hours, of which 1.0 credit hour can be applied toward the ethics requirement and 39.5 credit hours can be applied toward the professional practice requirement.



TAX LAW

SEMINAR: Tax Planning for Domestic & Foreign Partnerships, LLCs, Joint Ventures & Other Strategic Alliances 2007
DATE/TIME: May 31-June 1, 2007, 9:00 a.m.
LOCATION: PLI New York Center
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.

JUNE 2007



PRACTICAL SKILLS

SEMINAR: Practical Skills: Collections and the Enforcement of Money Judgments
DATE/TIME: June 4, 2007, 9:00 a.m.-4:45 p.m.
LOCATION: Albany, Long Island, New York City, Syracuse and White Plains
SPONSOR: New York State Bar Association (NYSBA)
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 7.5 CLE credits



SECURITIES LAW

SEMINAR: Hedge Funds 2007
DATE/TIME: June 6, 2007, 9:00 a.m.
LOCATION: PLI New York Center, www.pli.edu
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.



CORPORATE LAW

SEMINAR: Corporate Compliance and Ethics Institute 2007
DATE/TIME: June 7-8, 2007, 9:00 a.m.
LOCATION: PLI New York Center, www.pli.edu
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.

NEGOTIATION

SEMINAR: Cutting Edge Negotiation Strategy for Lawyers
DATE/TIME: June 7-8, 2007
LOCATION: New York, NY
SPONSOR: The Center for Negotiation Strategy
CONTACT: Lynn Luehwesmann, 1-800-625-3734
CREDITS: 14



PRIVACY LAW

SEMINAR: Eighth Annual Institute on Privacy Law: Evolving Laws & Practices in a Security-Driven World
DATE/TIME: June 25-26, 2007, 9:00 a.m.
LOCATION: PLI New York Center
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.

CLE CONTINUING LEGAL EDUCATION

PROGRAMS SORTED BY SUBJECT

ANTITRUST LAW

SEMINAR: 48th Annual Antitrust Law Institute
DATE/TIME: May 7-8, 2007, 9:00 a.m.
LOCATION: PLI New York Center, www.pli.edu
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.

BANKING LAW

SEMINAR: Asset Based Financing 2007
DATE/TIME: April 16-17, 2007, 9:00 a.m.
LOCATION: PLI New York Center, www.pli.edu
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: In accordance with the requirements of the New York State Continuing Legal Education Board, this non-transitional continuing legal education program is NOT approved for the newly admitted attorney within the first two years of admission to the Bar. It has been approved for experienced attorneys for a maximum of 13.0 credit hours, of which 1.0 credit hour can be applied toward the ethics requirement and 12.0 credit hours can be applied toward the professional practice requirement.

CORPORATE LAW

SEMINAR: Corporate Compliance and Ethics Institute 2007
DATE/TIME: June 7-8, 2007, 9:00 a.m.
LOCATION: PLI New York Center, www.pli.edu
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.

GENERAL PRACTICE

SEMINAR: Women on the Move IV
DATE/TIME: Thursday, April 26, 2007 1:00 – 5:10 pm (Networking Reception will follow 5:10 – 7:00pm)
LOCATION: The Princeton Club, New York City
SPONSOR: The New York State Bar Association
CONTACT: NYSBA Registrar's Office – 800-582-2452
CREDITS: 4.5 MCLE credits

INSURANCE LAW

SEMINAR: Insurance Coverage 2007: Claim Trends & Litigation
DATE/TIME: April 30-May 1, 2007, 9:00 a.m.
LOCATION: PLI New York Center, www.pli.edu
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.

INTELLECTUAL PROPERTY

SEMINAR: The 23rd Annual Joint Patent Practice Seminar
DATE/TIME: Wednesday, May 9, 2007
LOCATION: Marriott Marquis, 1535 Broadway, NYC
SPONSOR: Connecticut, New Jersey, New York and Philadelphia Intellectual Property Law Associations
CONTACT: E-mail us at admin@jppcle.org or call (201) 634-1870; Registration: www.jppcle.org
CREDITS: New York: 7.0 Professional Practice Credits/1.0 Ethics
 Pennsylvania: 5.5 Professional Practice Credits/1.0 Ethics

LABOR AND EMPLOYMENT

SEMINAR: Employment Law for the General Practitioner and Corporate Counsel: Current Law and Cutting-Edge Issues
DATE/TIME: March 8, 2007, 9:00 a.m.-5:00 p.m.
LOCATION: The Princeton Club of New York, New York City
SPONSOR: Cosponsored by the Labor and Employment Law Section and the Committee on Continuing Legal Education of New York State Bar Association
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 7.5 MCLE credits, includes 1.0 ethics credit

NEGOTIATION

SEMINAR: Cutting Edge Negotiation Strategy for Lawyers
DATE/TIME: April 26-27, 2007
LOCATION: New York, NY
SPONSOR: The Center for Negotiation Strategy
CONTACT: Lynn Luehwesmann, 1-800-625-3734
CREDITS: 14

SEMINAR: Cutting Edge Negotiation Strategy for Lawyers
DATE/TIME: June 7-8, 2007
LOCATION: New York, NY
SPONSOR: The Center for Negotiation Strategy
CONTACT: Lynn Luehwesmann, 1-800-625-3734
CREDITS: 14

PATENT LAW

SEMINAR: PLI's Patent Bar Review
DATE/TIME: May 16-20, 2007, 8:00 a.m.
LOCATION: PLI New York Center
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: In accordance with the requirements of the New York State Continuing Legal Education Board, this non-transitional continuing legal education program is NOT approved for the newly admitted attorney within the first two years of admission to the Bar. It has been approved for experienced attorneys for a maximum of 40.5 credit hours, of which 1.0 credit hour can be applied toward the ethics requirement and 39.5 credit hours can be applied toward the professional practice requirement.

PRACTICAL SKILLS

SEMINAR: Practical Skills: Family Court Practice
DATE/TIME: April 17, 2007, 9:00 a.m.-4:40 p.m.
LOCATION: Albany, Buffalo, Long Island, New York City, Rochester, Syracuse and Mt. Kisco
SPONSOR: New York State Bar Association (NYSBA)
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 7.0 CLE credits

SEMINAR: Practical Skills: Basic Elder Law Practice
DATE/TIME: May 2, 2007, 9:00 a.m.-4:30 p.m.
LOCATION: Albany, Long Island, New York City, Rochester, Syracuse and Mt. Kisco
SPONSOR: New York State Bar Association (NYSBA)
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 7.0 CLE credits

SEMINAR: Practical Skills: Collections and the Enforcement of Money Judgments
DATE/TIME: June 4, 2007, 9:00 a.m.-4:45 p.m.
LOCATION: Albany, Long Island, New York City, Syracuse and White Plains
SPONSOR: New York State Bar Association (NYSBA)
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 7.5 CLE credits

SEMINAR: Practical Skills: How to Commence a Civil Lawsuit
DATE/TIME: May 15, 2007, 9:00 a.m.-4:00 p.m.
LOCATION: Albany, Buffalo, Long Island, New York City, Rochester, Syracuse and Mt. Kisco
SPONSOR: New York State Bar Association (NYSBA)
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 6.5 CLE credits

PRIVACY LAW

SEMINAR: Eighth Annual Institute on Privacy Law: Evolving Laws & Practices in a Security-Driven World
DATE/TIME: June 25-26, 2007, 9:00 a.m.
LOCATION: PLI New York Center
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.

SECURITIES LAW

SEMINAR: The Investment Management Institute 2007
DATE/TIME: April 12-13, 2007, 9:00 a.m.
LOCATION: PLI New York Center
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: In accordance with the requirements of the New York State Continuing Legal Education Board, this non-transitional continuing legal education program is NOT approved for the newly admitted attorney within the first two years of admission to the Bar. It has been approved for experienced attorneys for a maximum of 10.5 credit hours, of which 1.0 credit hour can be applied toward the ethics requirement and 9.5 credit hours can be applied toward the professional practice requirement.

SEMINAR: Foreign Issuers & the U.S. Securities Laws 2007: Strategies for the Changing Regulatory Environment
DATE/TIME: May 2, 2007, 9:00 a.m.
LOCATION: PLI New York Center, www.pli.edu
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.

SEMINAR: Hedge Funds 2007
DATE/TIME: June 6, 2007, 9:00 a.m.
LOCATION: PLI New York Center, www.pli.edu
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.

TAX LAW

SEMINAR: Eleventh Annual New York State and City Tax Institute
DATE/TIME: March 1, 2007 8:45 a.m.-5:15 p.m.
LOCATION: The Princeton Club of New York, New York City
SPONSOR: Co-sponsored by the Tax Section and the Committee on Continuing Legal Education of the New York State Bar Association and the New York State Department of Taxation and Finance
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 7.5 MCLE Credits, includes 1.0 ethics credit

SEMINAR: Tax Planning for Domestic & Foreign Partnerships, LLCs, Joint Ventures & Other Strategic Alliances 2007
DATE/TIME: May 31-June 1, 2007, 9:00 a.m.
LOCATION: PLI New York Center
SPONSOR: Practising Law Institute
CONTACT: Customer Relations, (800) 260-4PLI, www.pli.edu
CREDITS: This continuing legal education program has been approved in accordance with the requirements of the New York State Continuing Legal Education Board.

TRUSTS AND ESTATES

SEMINAR: Third Annual International Estate Planning Institute
DATE/TIME: Thursday, May 3 and Friday, May 4, 2007
LOCATION: New York's Hotel Pennsylvania, New York City
SPONSOR: New York State Bar Association (NYSBA) and the Society of Trust & Estate Practitioners (STEP)
CONTACT: Debra York, CLE Registrar, 1-800-582-2452, dyork@nysba.org
CREDITS: 11.0 MCLE credits

(continued from page 23)

ascended from the Appellate Division to the Court of Appeals during that time period, but that alone would not explain such a rapid, 50 percent decline.

The presiding justice of the Appellate Division, Second Department, is a woman—Justice Prudenti—as are three of her associate justices (Justices Anita R. Florio, Sondra Miller and Gloria Goldstein). But look beyond there, and the ranks of women start to thin appreciably. At each of the First and Third Departments, one woman is on the bench: Justices Angela Mazzarelli and Karen Peters, respectively. And in the Fourth Department, Justices Nancy Smith, Elizabeth Pine and the newly appointed Erin Peradotto preside. The gender disparity in the appellate courts is not unique to New York state, says Ms. Stender Ramey, of the National Association of Women Judges. One sees it in many states around the country.

Geography too plays a very big role in a woman's chances of gaining an elected seat on the Supreme Court. Women currently hold slightly more than a quarter of all of the Supreme Court elected seats in the state. To be sure, that's more than double the number of seats held by women 10 years ago. In courts outside of New York City, only 11 percent of Supreme Court judges in 2001 were women. Today, that percentage has gone up, but largely because the numbers in Nassau and Suffolk counties have improved.

In the Fourth Judicial District, comprised of 11 counties with nearly 5 percent of New York's population (840,000 people), there are no women serving in elected seats on the Supreme Court. According to the office of Judge Vito Caruso, administrative judge of the Fourth Judicial District, four women sit as acting Supreme Court judges there. In the Fifth Judicial District, which includes Syracuse and Utica, two of the 17 elected Supreme Court justices are women: Bernadette Romano and Deborah Karalunas. In the Sixth Judicial District, including well-known towns like Binghamton, Oneonta, Elmira and Cortland, Justice Judith O'Shea is the administrative judge for the district. She used to be the lone woman on the Supreme Court in her district—elected or appointed—until Elizabeth Garry was elected last fall.

The Eighth Judicial District is an exception to this pattern. Headed up by Administrative Judge Sharon H. Townsend, the district includes Buffalo and Niagara, and is the second largest district outside of New York City. Unlike other upstate districts that have a paucity of women, 10 of the 26 elected Supreme Court seats are held by women. In addition, Judge Townsend noted, "a significant number of our family, county and city court judges are women." It's hard to say exactly why



"It's really important to know yourself. Develop an area of expertise. Have mentors in life."

—Justice A. Gail Prudenti

this is so, but Judge Townsend posits that "it is a combination of us having some really fabulous women, not that other districts don't, who have really worked hard and established themselves. And we have political parties—we have to give them credit—they've realized that women attract women voters." Judge Townsend pointed out that in the Eighth District region, voting for a woman judge often transcends party partisan politics. "A woman will be able to cross over party lines to vote for a woman." Having campaigned for office seven or eight times herself, Judge Townsend observed, "women are very excited to campaign for a woman and to vote for a woman."

Clearly, women hold many important positions in New York's judiciary and often occupy the bench in significant numbers in some districts. What continues to lag behind is critical mass consistently throughout the judiciary in all districts. However, within the inner workings of the court system, one can find women in larger numbers if one knows where to look.

Women judges are well represented in the Integrated Domestic Violence Court (IDV Court). Women also played key roles in the development of the IDV Court. The court is administered by Judge Judy Harris Kluger, deputy chief administrative judge, Court Operations and Planning. The IDV Court is part of the One Family-One Judge program, a reform set in motion by Chief Judge Kaye. The IDV courts assign domestic violence, matrimonial and criminal cases concerning a single family to one judge in order to avoid conflicting orders and improve results for families. The court grew out of pilot programs in New York criminal courts, explained Judge Kluger. As of January 2007, "there will be 37 courts, with 24 men and 17 women presiding," said Judge Kluger. Asked about the significance of women on the bench, she responded: "I feel the bench should look like the community."

IDV judges are given intensive training and bear complex responsibility. The ratio of women to men presiding on IDV Courts is far closer to 50/50 parity than the proportion of women in the judiciary generally in New York state. The Third Judicial District (which includes Albany County), is a striking illustration. Justice Leslie Stein is in charge of the Rensselaer County IDV Court in that district. She is one of only two women who sit on the Supreme Court in her county; the remaining 12 elected justices are men. And in the Fourth District, where no women hold elected seats on the Supreme Court, Judge Barbara Potter, elected to the Family Court, presides over the IDV Court.

PHOTOGRAPH BY RICK KOPSTEIN

Moments in History

1925—Ruth Whitehead Whaley First black woman admitted to the bar in New York state.

1935—New York Women's Bar Association was founded.



1937—The Association of the Bar of the City of New York (now known as New York City Bar Association) founded in 1870, opened its doors to women.



1939—At 31 years old, Jane Matilda Bolin was appointed to the Court of Domestic Relations (New York City Family Court) and became the first black woman judge in the United States. She died in January at the age of 98.



1940—Birdie Amsterdam First woman elected to the Municipal Court of the City of New York.

In 1958, she became the first woman elected to the New York Supreme Court.

1949—At the age of 26, Charlotte Smallwood was elected District Attorney of Wyoming County, becoming the first woman district attorney in New York.

PHOTOGRAPHS BY UNDERWOOD & UNDERWOOD/CORBIS (NYC BAR ASSOCIATION); BETTMANN/CORBIS (AMSTERDAM)

Elected Versus Appointed

Complicating matters is the open-ended question of how men and women will gain access to the bench in the future in New York. The state stands at a crucial precipice now because of the recent decision in *Lopez Torres v. New York State Board of Elections*. The decision by the U.S. Court of Appeals for the Second Circuit upheld the highly controversial decision made earlier in the year by Eastern District Judge John Gleeson. *Lopez Torres* invalidated as unconstitutional New York's unique judicial nominating convention system. Judge Gleeson had ruled that the system violated the rights of voters and the rights of candidates who lack the backing of party leaders.

But the jury is still out on whether women fare better in states where judges are elected or where they are appointed through a merit-based evaluation system. Conventional wisdom has usually leaned toward women having an advantage in merit-based systems. "Most people do better in appointed systems because it takes so much money to run for office," said Ms. Stender Ramey, of the National Association of Women Judges. "Appointed systems tend to level the playing field."

Justice L. Priscilla Hall of Supreme Court, Kings County, has held both appointed and elected positions. She was appointed to Criminal Court in New York City by Mayor Koch and to the Court of Claims by Governor Mario Cuomo. "Women are being elected much more easily than they used to be," said Justice Hall, who generally sees advantages for women in the electoral process.

Justice Prudenti said she has "been elected three times" and has also "been through the qualification system, the screening process," and therefore "sees value in New York's hybrid system." Reflecting on the latter process, she said she has grown to appreciate its importance, and has a deep respect for the thoroughness and seriousness of purpose with which the committees approach the screening process in New York, which she agreed is like an FBI background check.

Chief Judge Kaye said that over the years she has become much more equivocal about the perfect system. "After all of my years in the court system and in life, I have to tell you I see advantages and disadvantages in both systems, for women in particular and for minorities," said Chief Judge Kaye. "I don't know the perfect system."



"It is essential to maintain your integrity and your reputation from day one."

—Justice L. Priscilla Hall

Chief Judge Kaye is awaiting the final report of the Feerick Commission. "I appointed that commission long before [*Lopez Torres*] to show us ways to make the present system better. But if you look at recent people arriving on the bench, the number of women and minorities being appointed versus the number of women and minorities being elected, they currently are doing better in the elected system than in the appointed system, ironically. I would find it very difficult to choose one system over the other for women."

Indeed, the appointed systems can have hidden pitfalls for minorities and women because appointments require final approval by governors. Governors, after all, are politicians. If the governor of a state has a particular political mind-set and a candidate has run afoul of that viewpoint or if he is simply disinclined to appoint women, it may be tough to be appointed, regardless of the merit system. Ms. Stender Ramey pointed to the record of Governor Frank Murkowski of Alaska as a cautionary tale. He appointed 20 men to the bench and one woman. Many of the men were appointed the first time their name came up in the queue. Judge Margaret Murphy made the grade her third time up at bat.³

While Alaska may seem an extreme example, those who have watched the course of appointments to New York courts might not be very surprised by it. "Pataki primarily appoints Republican men from upstate. That means he appoints primarily white men," said Dennis Hawkins, executive director of the Fund for Modern Courts, a non-partisan organization that has sparred with the Pataki administration over the years seeking reform in the selection of New York's judiciary. At the moment, the judicial seats that are subject to gubernatorial

appointment in New York are the Court of Appeals, the Court of Claims and the Appellate Division. As noted above, women have not filled seats in great numbers on the Appellate Division. And according to the Women in the Courts 2002 survey, women are underrepresented on the Court of Claims.

And a governor can go out of his way to appoint whom he wants, where he wants. Consider this: Governor Pataki, before departing from office in December 2006, appointed E. Michael Kavanagh of Ulster County to serve on the First Department, Appellate Division. Even though Mr. Kavanagh is not a native of New York City, he

PHOTOGRAPHS BY RICK KOPSTEIN

Moments in History

1966—Constance Baker Motley Appointed to the U.S. District Court for the Southern District, becoming the first black woman appointed as a federal judge in New York.



1977—Ann T. Mikoll of Buffalo became the first woman outside of New York City to be elected to the Supreme Court and the first woman judge to be appointed to the Third Department. **M. Dolores Denman** was appointed to the Appellate Division, Fourth Department, becoming the first woman to be appointed there. In 1991, Justice Denman became the first woman to be appointed presiding justice of the Fourth Department.



1979—Amalya Lyle Kearse Appointed to the U.S. Court of Appeals for the Second Circuit, becoming the first woman and the second black judge on the federal appeals court in Manhattan.

1980—Women's Bar Association of the State of New York was founded.



1981—Elizabeth Holtzman was elected Kings County District Attorney, becoming the first woman elected district attorney in New York City. In 1990, she became the first woman elected Comptroller of New York City.

1983—Judith S. Kaye became the first woman appointed to the Court of Appeals; she became its first female chief judge in 1993.

would fit right in at the First Department, since Mr. Pataki had previously appointed judges to that court from other counties outside of the First Department, including Oneida, Albany and Putnam. These appointments were men. As a recent New York Law Journal article pointed out, Mr. Pataki's judicial appointments tended overwhelmingly to be white males. (See also "Pataki Imports 75 Percent of First Department Picks," NYLJ, Feb. 28, 2006.) Overall, women fared better in judicial elections as an avenue to the bench during Mr. Pataki's tenure in Albany.

But the governor is not the only person who appoints judges in the State of New York. Away from the hothouse of Albany partisan politics, women fill other appointed judicial seats in substantial numbers. In New York City, Criminal Court judges are appointed by the Mayor of New York through his Advisory Committee on the Judiciary. "In the City, the Mayor appoints Family, Criminal and some Civil and Interim Civil Court judges," Justice Joseph M. Luria, presiding judge of the New York City Family Court, stated in an e-mail interview. In addition, justices are designated to the Appellate Term by Chief Administrative Judge Jonathan Lippman; they must be selected from the Supreme Court. It's interesting to note that while women may lag behind men when it comes to elected seats on the Supreme Court, they fill appointed seats on the Supreme Court in great numbers. "That's because *we* appoint them," said Chief Judge Kaye, referring to herself and Judge Lippman. For example, Civil Court judges can be assigned as acting Supreme Court justices (in either the Civil or Criminal divisions). However, that taste of glory may be fleeting; Supreme Court justices sitting in non-elected seats are not eligible for appointment to the Appellate Division.

Establishing Yourself

No matter what reforms come as a result of *Lopez Torres*, the key thing on the path to becoming a judge, said Justice Prudenti, is to keep in mind that "it's really important to know yourself. Develop an area of expertise. Have mentors in life." Justice Prudenti observed that many younger lawyers make the mistake of trying to be all things to all people, instead of discovering what they are really good at and then excelling at



"A woman will be able to cross over party lines to vote for a woman."

—Justice Sharon H. Townsend

that niche in the law, whether it is writing, or trying cases or some other area. In order to become a judge, you must "know your strengths and weaknesses," said Justice Prudenti, not only for your own personal growth, but also so that others see you excel.

Justice Hall emphasized, "It is essential to maintain your integrity and your reputation from *day one*. All those people you have cases with, your adversaries: How did you treat them?" Justice Hall pointed out that these are the very same people that "the commission will go back to" during the investigation to determine if you are fit for the bench.

"Be involved," said Justice Prudenti. "In the bar association, in the chamber of commerce, dare I say—in your local political party—so the people know you and respect you." The reason is not simply one of networking, but rather one of reputation building. It is important, according to Justice Prudenti, to build one's reputation *before* one ascends to the bench. Being known in the community and building a good reputation before going on the bench is like having credit at the bank. "People look at you differently," and will respect the decisions you make on the bench, she explained.

Judge Townsend said, "Get involved politically and work on judicial campaigns. Be exposed to people from *both* parties." And some advice is universal and disarmingly basic. Noted Justice Hall: "You'll have to sign a waiver for the committee to obtain your tax records. So pay your taxes—on time!" •

1. See National Center for State Courts, "Judicial Section and Retention Membership on State Courts of Last Resort, by Sex," by Walt Latham, March 21, 2004, last updated by NCSC librarian specialist Joan Cochet as of September 2006. Available at http://www.ncsconline.org/WCDS/Pubs/pubs1.asp?search_value+121.

2. See generally "Women in the Courts: A Work in Progress, 15 Years After the Report of the New York Task Force on Women in the Courts." New York State Judicial Committee on Women in the Courts. April 2002.

3. See Web site of the Alaska Judicial Council at <http://www.ajc.state.ak.us/Selection/apptlog9.htm>.

Carla T. Main writes often on law and society. She is a former editor of the National Law Journal, an affiliate of the New York Law Journal Magazine.

1985—Betty Weinberg Ellerin
First woman appointed as justice of the Appellate Division, First Department; in 1999 she became the first woman to serve as presiding justice of that court.

1988—Dorothy Chin Brandt First Asian-American woman to serve as judge in New York state; she was elected to Civil Court of New York. In 1939, her grandmother, Gun Lou Chin, became the first Chinese-American to serve on a jury in Queens, New York.



1992—Sonia Sotomayor First Hispanic woman appointed to U.S. District Court for the Southern District of New York.



2004—Edith I. Spivack retired from the New York City Law Department. She joined the department in 1934 and continued there for more than 70 years, serving under 10 mayors and 23 corporation counsels. At age 85, she stepped down from her position as executive assistant corporation counsel, but continued coming to the office, mentoring young attorneys. She completed her service at the department at the age of 94, and died at age 95.

Susan L. Harper is a securities litigation attorney with Baritz & Colman and a freelance reporter with the New York Law Journal.

Sources: Julie Gick, Principal Law Librarian, New York Supreme Court Civil Term, Legal Firsts: Women and Minorities Parts I and II (unpublished compilations on file with New York Supreme Court Civil Term Library); Historical Society of the Courts of the State of New York, "Appellate Division, Fourth Department, 100th Anniversary," online booklet; "Appellate Division, Third Department, 100th Anniversary," online booklet; "Appellate Division, Second Department, 100th Anniversary," online booklet; "Appellate Division, First Department, 100th Anniversary," online booklet; "The Invisible Bar, The Woman Lawyer in America: 1638 to the Present," by Karen Berger Morello (1986 Random House, Inc.); "Raising the Bar: Pioneering Women Lawyers in the New York State Attorney General's Office," March 14, 2005, New York State Office of the Attorney General; New York University School of Law; Columbia Law School; American Bar Association; Fordham Law School; University of Michigan Law School; Wellesley College; Hughes Hubbard & Reed; New York Courts Online; U.S. Courts online; National Association of Women Lawyers; New York County Lawyers' Association; New York City Bar Association; New York State Bar Association. Ted Pollack, senior law librarian, New York Supreme Court—Criminal Term, New York County Public Access Law Library provided research guidance.

Becoming Your Own Advocate

Three in-house attorneys define their strategies for success.

BY BETH BAR

After just four years in the legal department at Metropolitan Life Insurance's legal department, Taa R. Grays holds an officer-level position, and she says she believes her work and leadership at bar associations helped get her there. Joycelyn McGeachy Kuls, who has been in-house at Merrill Lynch for 10 years, did not let a lack of formal mentoring stand in her way; she formed her own network of advisers over time. And as senior employment counsel in MTV Networks' business and legal affairs department, Fania Washington found that while large law firm life wasn't for her, she learned terrific skills as an associate that translated easily to her work in-house.

As women of color, these attorneys overcame professional obstacles and challenges and are now leaders inside and outside of their companies. They all agree that part of their success is due to the development of very individual career strategies.

"Your career is your own," said Ms. Grays, a 1997 graduate of Georgetown University Law Center. "It is on your own to steer."

"Isolation" and "invisibility" are two words often used by women of color to describe their experience in the legal profession. But the attorneys interviewed for this article, along with many of their peers, are not waiting for the system to change or for opportunities to be handed to them. They have decided that if they are going to stay true to their ambitions, they have to make it happen themselves.

"I had to figure out a way to succeed, flourish and take charge in an environment I couldn't change," said Ms. McGeachy Kuls.

"You have to be your own advocate," said Katherine Frink-Hamlett, Diversity in Action columnist for the New York Law Journal Magazine and president of Frink-Hamlett Legal Solutions. "You have to reach out to people who are at the point professionally where you want to be and you have to ask them 'how did you get there?' This is a thinking and a planning process."

As an extraordinary example of creating opportunities, Laurie N. Robinson founded an organization that brings together women of color who work in-house. As chief operating officer of Corporate



Taa Grays

Counsel Women of Color, Ms. Robinson developed talents that worked to her advantage as in-house counsel at CBS Broadcasting. Ms. Robinson said her employer has recognized her leadership abilities and created a new position. In addition to serving as an assistant general counsel in the company's labor and employment division, Ms. Robinson is now the director of training and development at CBS. (See sidebar.)

Power of Networking

Ms. Grays, 34, began her career at the Bronx County district attorney's office, investigating organized crime and public corruption.

At about the five-year mark she knew she wanted to continue developing as a litigator but not in the criminal arena. She interviewed at MetLife for a position in securities litigation, despite the fact she had little previous experience in the field. "I emphasized my managerial and litigation skills, and my ability to 'put together cases,'" she said.

Ms. Grays' transition to in-house was a smooth one, in part because the attorney who eventually became her manager had also been a prosecutor. As a result of their similar backgrounds, she said, her manager knew how she thought about a case.

"We spoke the same language," Ms. Grays said.

As she progressed through MetLife—she was promoted this year to an officer-level position within the legal department—Ms. Grays became active in local, state and national bar associations, becoming a regional director for the National Bar Association, and co-chair of the Women's Bar Association of the State of New York's equal opportunity committee. She was elected president of the Association of Black Women Attorneys in 2000.

"The networking I did [as president] has been invaluable," said Ms. Grays, whose aunt, New York State Supreme Court Justice Marguerite Grays, introduced her to the organization. "As a result, I am a known quantity. People who are in the bar associations, people I network with, understand where I work and what I do. It only helps my company."

Ms. Grays acknowledged that in-house female attorneys, whatever their race, do not often seek out bar leadership positions.

"A lot of it is where women are professionally when they do go in-house,"

she said. "Many make the move because they want to reduce the pressures of practicing law. They want to start a family, or spend more time with their families. They are not looking to take on extracurricular activities."

Ms. Grays said that "20 or 30 years from now" she could envision becoming a judge or seeking out a leadership position beyond that of the in-house sphere. To that end, she said, she will remain an active bar leader.

Developing Allies

Like Ms. Grays, Ms. McGeachy Kuls, 41, began her legal career at the Bronx district attorney's office after graduating from Howard University School of Law in 1992.

She applied for the position in Merrill Lynch's securities law department in 1996, knowing the company was looking for an attorney with strong litigation experience. She successfully marketed herself as an attorney with that background.

"I told them 'I know how to try a case, think on my feet and interview witnesses,'" Ms. McGeachy Kuls said.

She said the transition from the district attorney's office to in-house life was a challenging one largely because of a lack of mentoring opportunities.

"Going from the courthouse in the South Bronx to offices in the World Financial Center was like walking through the looking glass," said Ms. McGeachy Kuls, who is now in Merrill Lynch's employment law department. "My professional world changed completely. I had to learn how to be a lawyer in a different context, but I didn't have many examples around me to follow."

At times, Ms. McGeachy Kuls said, she felt isolated and invisible, but never thought of leaving her job.

"I knew I would find the same or similar challenges at the next place I went," she said. "If I decided to leave, I wanted it to be my decision. I wanted to leave on my own terms."

It was at this point that Ms. McGeachy Kuls took steps that opened doors for her. For one, she said she networked with other men and women of color through organizations like Corporate Counsel Women of Color and the Minority Corporate Counsel Association.

She also found it helpful to speak with attorneys in other areas of the law, and found the wisdom and encouragement she was looking for. "You might not

Getting access to the legal market takes one simple tool.



ALM is the world's leading communications company focused on the practice and business of law. It is home to the premier media brands within the \$200 billion U.S. legal market — including *The American Lawyer*, *Corporate Counsel*, *The National Law Journal*, *LegalTech* and *Law.com*.

ALM publications, events and online properties address the ongoing information needs of today's legal professionals. Because these needs are so expansive, ALM products cover a vast range — from legal and business news to governmental compliance to competitive intelligence to lifestyles.

Our offerings are so relevant and imperative to the lives and practices of lawyers that one out of every two uses an ALM product. In total, ALM reaches nearly 1 million legal and business professionals annually. We are the cross-media resource to reach the legal community. Formerly known as American Lawyer Media. ALM. Where business thrives and legal matters.

www.alm.com | 800-888-8300

ALM

Law | Business



PHOTOGRAPH BY NOBERT KULS

Joycelyn McGeachy Kuls

be fortunate enough to find a 'mentor' to help you navigate your career path," she said. "Keep your ears open and take good advice from every source."

Today, Ms. McGeachy Kuls is upbeat about her job and her career. "I like and respect the people I work with and believe I am making a positive contribution to the firm's business objective," she said.

Her advice to other women of color: develop allies within your organization.

"You need someone to identify with and who can understand the shorthand of the stresses you might be under," Ms. McGeachy Kuls said. "Someone you can go to for advice, encouragement and support."

She offered a word of advice to those developing a career advancement strategy: "Try to attend one networking event each month."

Law Firm Route

Ms. Washington, who was recently promoted to Vice President, Employment Counsel, at

MTV Networks, is a graduate of the University of Virginia School of Law. Prior to working at MTV, she spent seven years as an associate in the New York office of a large law firm. While at the firm, she developed experience in a variety of areas, including commercial litigation, arbitration and collective bargaining. She also represented companies that were being audited for not complying with federal affirmative action laws.

"I worked with varied clients, from union and government clients to major Fortune 100 companies," Ms. Washington, 34, said. "I worked on matters that involved discrimination, harassment, disability discrimination, and general advice and counsel, [and] handled matters in state and federal court and before administrative bodies like the Equal Employment Opportunity Commission and arbitrators."

Eventually, however, as she gained

Feeling At Home

Organization strikes a chord with in-house counsel women of color.

Something was in the air at the Hilton New York when more than 500 women gathered, some from as far away as Europe, to attend Corporate Counsel Women of Color's annual conference in October.

They were drawn, of course, to speakers from high-ranking posts at UPS, the BET Network and Scripps Network, and panel discussions on salary and benefits negotiation, developing strategies for advancing through the ranks of the in-house legal department and other topics. But the event was also a unique opportunity for women of color to make connections they do not find so easily on a day-to-day basis.

"You look around, and see that a woman who, for example, has natural hair is succeeding in corporate America," said Joycelyn McGeachy Kuls, a director and senior counsel in Merrill Lynch's employment law group, who attended the conference. "It may be superficial, but it is also important. There is always this question 'how much of myself can I be and still be successful?' When you see that [a wide variety of women] are succeeding, it is empowering."

Ms. McGeachy Kuls is not alone. Only in its third year, Corporate Counsel Women of Color (CCWC) has struck a chord with attorneys all over the country, and boasts 1,700 members.

The energy at the conference reflects the driven, outgoing personality of its

founder and CEO Laurie N. Robinson, who conceived of and breathed life into the not-for-profit organization in 2004.

"People connected with [what I am doing] because they realized they were not alone and because they had renewed hope discovering and knowing that there were other smart, educated and talented diverse women out there like them," Ms. Robinson, 34, said.

Forming Connections

A 1998 graduate of Indiana University School of Law-Bloomington, Ms. Robinson is assistant general counsel at CBS Broadcasting, in its labor and employment division. After she started CCWC, she became director of training and development at CBS.

Ms. Robinson's own career path sparked the vision that eventually became Corporate Counsel Women of Color. She began as an associate at Epstein Becker & Green and later Seyfarth Shaw. Her experiences were positive, she said, but she yearned for more exposure to partners of color. Many New York City law firms, she said, "didn't foster mentoring relationships."

Ms. Robinson joined the National Bar Association and Minority Corporate Counsel Association. But she also reached out beyond formal groups. Ms.



Laurie N. Robinson

PHOTOGRAPH BY FRICK KOPSTEIN

seniority, the assignments narrowed and Ms. Washington said she was not getting the variety of work she wanted.

"My skills weren't growing. I wasn't being challenged," she said.

She also said the daily stresses of fighting for the best assignments from partners and overcoming presumptions because she was a woman of color grew draining.

"As a woman of color, I had to try twice as hard to get the best assignments," Ms. Washington said. "That doesn't mean I didn't get the assignments, but there was this feeling like I had to justify to others that I was just as qualified as the next person."

According to a report released last year by the American Bar Association's Commission on Women in the Profession, entitled "Visible Invisibility: Women of Color in Law Firms," Ms. Washington is not alone. The report cites the possibility that women of color may face "exclusion from informal networks, inadequate institutional support, and challenges to their authority and credibility."

Ms. Washington made the leap in-house after a head hunter told her of a



Fania Washington

position at MTV. In interviewing for that job, Ms. Washington said she stressed the diversity of skills and knowledge that she gained while working in the law firm.

Ms. Washington said her experience at MTV has been "overwhelmingly positive."

"The breadth of experience and complexity of the work has been wonderful," she said. "It's exciting and the issues and matters are challenging, requiring all the skills I have and [allowing me] to learn new ones."

She said her co-workers at MTV are helpful and supportive.

"Release from the stress of billable hours allows us to really talk with one another about the matters that we are working on," Ms. Washington said. "Most importantly, for the most part, my ability to do my job has been presumed from day one. It is not something that I must prove on a daily basis." •

Beth Bar is a staff reporter for the New York Law Journal.

Robinson made cold calls to partners of color at other law firms, including Conrad Harper of Simpson Thacher & Bartlett. Additionally, she was referred to Willie E. Dennis, a partner at Kirkpatrick & Lockhart Nicholson Graham and to Pamela Jones Harbour, a former partner at Kaye Scholer who is presently a commissioner at the Federal Trade Commission. Through those connections, she developed further contacts.

For Ms. Robinson, who grew up in Ft. Washington, Md., networking was a natural part of her childhood. In the early 1970s she lived in a predominantly white community, but her father, a lawyer who also practiced labor law, made a concerted effort to connect with the families of color in the neighborhood.

"With his detective work, we knew all the black doctors, lawyers and other professionals of color in our community," she said. "He was a connector. When we went to the gas station he would meet new people and pass out his card. If we went grocery shopping, he would do the same thing. He was always networking."

Ms. Robinson's own formidable networking skills eventually landed her a position as an assistant general counsel at CBS Broadcasting in 2002. She was happy with the move, but still saw a need to seek out colleagues in the field.

"There was a void with respect to people of color being able to connect because we were tucked in our individual organizations," Ms. Robinson said.

Ms. Robinson took her networking efforts to the next level. She compiled a directory of women of color who worked for corporations, published their names and contact information, and distributed the complimentary directory to about 200 people.

Within months, Ms. Robinson transformed the directory into a not-for-profit organization that became Corporate Counsel Women of Color. Now, the organization has members from all over the United States and abroad, including from Tokyo, Switzerland and Africa.

Ms. Robinson has recently been recognized by the Minority Corporate Counsel Association as among the Diversity & the Bar's 2007 Top Up-And-Coming Young Black Lawyers.

'Affirming and Uplifting'

During one presentation at the October conference, entitled "Negotiate Your Worth," the women were asked to ponder a famous quote by noted suffragette Sojourner Truth in an 1867 speech at the First Annual Meeting of the American Equal Rights Association.

"We [women] do as much, we eat as much, we want as much....What we want is a little money."

"How far have we come?," Rhonda Joy McLean, an associate general counsel at Time Warner Inc., asked attendees.

Katherine C. Lee, an attorney at Verizon Wireless, later urged participants to "make it rain in corporate America day in and day out," but to maximize your salary and benefits, you must do so strategically.

"You have to protect your reputation," added Ms. Lee, a senior counsel at the company. "Think of yourself as a brand name. Figure out a marketing plan to ensure that people know your value."

Ms. McGeachy Kuls described the organization's events as uplifting and affirming. She said that being in a room with so many different and successful women of color is an extremely powerful experience.

Another lawyer who attended, Fania Washington, noted the conference's long-lasting effects. "It is an opportunity for fellowship and mentorship and an opportunity for learning," said Ms. Washington, a senior counsel at MTV. "You get solid, real-world advice that you are able to take away and apply."

Conference participants also took time for shopping, live performances and an outing to Broadway's "A Color Purple," followed by a chance to meet with its cast members.

Next month CCWC will host programs for law students and new attorneys at Howard University School of Law and in Manhattan. The group's third annual conference is scheduled for Oct. 3-5. The organization's Web site address is <http://www.ccwomenofcolor.org/>.

—Beth Bar

DIRECTORY OF METRO RECRUITERS



ABELSON LEGAL SEARCH

1600 Market Street, Suite 505
Philadelphia, PA 19103
Phone: (215) 561-3010
Fax: (215) 561-3001
Please visit and register:
www.abelsonlegalsearch.com
E-mail:
abelson@abelsonlegalsearch.com
Contact: Cathy B. Abelson

Abelson Legal Search – meeting the legal staffing needs of law firms, primarily in PA, DE, NJ, and US and international corporations by providing experienced attorneys, paralegals and senior administrative staff on a permanent or temporary basis. Our record of successful placements and many repeat clients testifies to our efficient, cost effective work, utilizing skilled professionals and sophisticated data management techniques. Member, NALSC.

BERMAN INTERNATIONAL

898 Ethan Allen Highway
Ridgefield, CT 06877
Phone: (203) 431-3555
(800) 839-7004
Fax: (203) 431-3356
Principal Contacts:
Deborah Frati, Esq.
E-mail: DFrati@BermanInternational.com
Micki Averick, Esq.
E-mail:
MAverick@BermanInternational.com

Berman International places attorneys in law firms, corporations, investment banks, management consulting firms and accounting firms. We have a strong presence in the New York City Market. We also place attorneys in virtually every major city in the U.S. and abroad. Berman International is a member of the NALSC.

ALEXANDER AND STERLING

E-mail: info@alexanderandsterling.com
New York, NY: (212) 935-1066
Washington, DC: (202) 296-5727
Los Angeles, CA: (323) 935-3332
Palo Alto, CA: (650) 330-1131
Houston, TX: (281) 531-5000
London: (+44) 20-77-99-33-73
Toll Free: (877) 935-3300
Fax: (281) 531-5040
E-mail: www.alexanderandsterling.com
Head of Legal division and firm:
William (Bill) Sonne, CEO
E-mail: bills@alexanderandsterling.com
Date founded: 1976
Recruiters placing attorneys: 15
Percentage of business devoted to placing attorneys: 100%
Geographic areas covered: Worldwide
Placement specialties: All areas

Alexander & Sterling has specialized in partners globally since 1976 with our main cliental being the top 25 global firms. Predominantly, Alexander & Sterling performs retainer searches for partners in all practice areas. With 30 years of partner searches, Alexander & Sterling has gained the confidence of the major law firms and the respect of partners globally. Call and ask for Bill Sonne at any of our locations and you will be patched to him in seconds and in confidence. Bill possesses the knowledge and contacts to help you with your important career decisions.

CONDUIT RECRUITING CORP.

145 W. 45th St., 8th Floor
New York, NY 10036
Phone: (212) 768-2121
Fax: (212) 768-2821
Email: info@conduitrecruiting.com
Website: www.conduitrecruiting.com
Contact: Mark P. Arrow

Conduit is a full service legal recruiting agency that places Permanent and Contract legal professionals with national and international law firms, corporations and financial institutions.

We cover the full range of permanent legal hiring representing top level junior, midlevel and senior associates, partners, compliance professionals, paralegals and groups as well as the placement of contract professionals including attorneys, paralegals and legal secretaries at all levels. This year approximately half of our placements were in-house and half were at law firms. A large percentage of our in-house placements are exclusives or co-exclusives.

Each Conduit client benefits from our commitment to personalized attention, customized searches and innovative technology - the cornerstones of our business. We are dedicated to fostering partnerships with our clientele to ensure mutually beneficial matches. With our dynamic client base, access to high-caliber candidates and comprehensive market knowledge we are a clear partner for your search.

Conduit connects people and defines careers.

ANN ISRAEL & ASSOCIATES, INC.

730 Fifth Ave., Suite 900
New York, NY 10019
Phone: (212) 659-7730
Fax: (212) 659-7731
E-mail: aisrael@annisrael.com
Website: www.attorneysearch.com
Principal Contacts: Ann M. Israel
Colleen Williams, Esq.

Ann Israel & Associates, Inc. dedicates itself to serving the attorney search and consulting needs of the legal community. With a large and diverse network of contacts, along with one of the most sophisticated and extensive data bases known in the legal search profession, we offer a broad range of attorney recruiting and consulting services to law firms and corporations including the placement of associates, partners and in-house attorneys as well as mergers and/or acquisitions of practice groups or law firms.

Ann Israel writes a weekly syndicated advice column for the global legal community called "Advice for the Lawlorn," which can be found by direct link from our home page at www.attorneysearch.com. We encourage you to visit the column frequently and submit any questions you may have. The column has been running every week for over twelve years and all of the past columns are archived for your convenience. The link for the archives is also available from our home page. Additionally, Ann served on the Board of Directors of the National Association of Legal Search Consultants (NALSC) for well over a decade and was the president of the organization for four years. Ann Israel & Associates, Inc. fully subscribes and adheres to the NALSC Code of Ethics.

Our experienced recruiters pride ourselves on the long-lasting and positive relationships we have established throughout the years with our candidates and our clients. We are committed to serving them at the highest level of ethics and professionalism known in the attorney search community. For those of you who command this level of dedicated service, we welcome the opportunity to meet with you.

CORRAO, MILLER, RUSH & WIESENTHAL LEGAL SEARCH CONSULTANTS, INC.

499 Park Ave., 22nd Floor
New York, NY 10022
Phone: (212) 328-6180
Contacts: Laura S. Corrao, Esq.
Robin S. Miller, Esq.
Renée Berliner Rush, Esq.
Lauren M. Wiesenthal, Esq.
68 Lombard St.
London EC3V 9LJ, England
Phone: 44-207-477-6517

Preeminent global search firm specializing exclusively in the placement of exceptional attorneys throughout the world. Our client roster includes law firms, investment and commercial banks and financial institutions, and corporations (domestic and international). We conduct retained and contingency partner, counsel and associate searches, and M&A of groups and firms on a global basis. Additionally, we engage in select consulting assignments on behalf of our law firm and corporate clients globally. All four principals and all consultants of the firm have previously practiced law.

www.cmrw.com

Locating Attorneys for the World

AUDREY GOLDEN ASSOCIATES LTD.

633 Third Ave., 8th Floor
New York, NY 10017
Phone: (212) 661-5123
Fax: (212) 867-8068
E-mail: info@agalegal.com
Website:
www.audreygoldenassoc.com
Contact: Audrey S. Golden,
President

Audrey Golden Associates, Ltd. ("AGA"), founded in 1972, is today one of the largest and most respected legal search firms in the country. AGA is staffed with a top-notch team of attorneys and professional consultants whose goal is to be fully acquainted with both the professional qualifications and long-term personal and career goals of the attorneys and paralegals we represent. Currently we have 52 consultants placing attorneys and paralegals in temporary and permanent positions, both nationwide and internationally. Fifty percent of our business is in the partners and mergers division, which consists of five additional attorneys. Don't let a GOLDEN opportunity pass you by!

GERARD PARTNERS LLC

100 Park Avenue, 16th Floor
New York, NY 10017
Phone: (212) 627-4500
E-mail: egerard@gerardpartners.com
Contact: Edward Gerard Esq.,
President

Mr. Gerard has over twenty years experience in law firm partner placement.

The firm specializes in:

- Retained Partner Search
- Practice Group Acquisitions
- Law Firm Mergers
- In-House Search

DIRECTORY OF METRO RECRUITERS



HANK-KROSS LTD

500 Fifth Ave., Suite 1130
New York, NY 10110
Phone: (212) 382-0505
Fax: (212) 382-0987
E-mail: jmkross@hankkross.com
Website: www.hankkross.com
Contact: Judith Kross

Date founded: 1991
Recruiters placing attorneys: 4
Geographic areas covered: US, Europe and Asia
Placement specialties: In-house into financial institutions, entertainment companies and manufacturing companies as well as associates, counsels and partners in law firms
2006 placements: 50% in-house, 50% law firms
Mergers: none
Fees: negotiated
Notes: Our recruiters bring a deep understanding of the markets and a personal supportive attitude to career transition and placement

KLEIN LANDAU ROMM & SCHWARTZ

1001 Avenue of the Americas,
11th Floor New York,
NY 10018
<http://www.klrs.com>
Phone: (212) 512-0523
Fax (212) 512-0524
E-mail: nyklrinfo@klrs.com
Principals:
Arthur Schwartz

KLR handles permanent placements. 75% of business is from placing individual partners and associates in law firms; 15% is from mergers of law firms and acquisitions and transfers of practice groups; and 10% is from placing in-house counsel. Provides legal recruiting and consulting services to a national clientele of law firms and companies. Recruits for all substantive practice areas. For more information visit: www.klrs.com

HIRECOUNSEL

575 Madison Ave., Suite 3000
New York, NY 10022
1-800-371-6020
Phone: (646) 356-0550
Fax: (646) 356-0565
www.hirecounsel.com
COO & National Managing Director:
Willa R. Fawer, Esq. (646) 356-0550
Offices:
Atlanta: Janelle Richards (404) 942-3450
Chicago: Eric Arnold (312) 624-7668
Hartford: Amy Doering (860) 249-7020
Houston: Nicole Davis (713) 651-0893
Los Angeles: Brian Hartstein (213) 223-2031
New York: Zelda Owens (646) 356-0529
Philadelphia: Denise Asnes (215) 246-3451
Pittsburgh: Denise Asnes (412) 255-3719
San Francisco: Brian Hartstein (415) 568-2144
Stamford: Amy Doering (203) 564-1980
Washington, D.C.: Thomas Soha
(202) 349-3870

HIRECounsel is dedicated to providing our clients with the finest temporary, temp-to-perm and permanent associates, paralegals, litigation support, coders and data entry personnel available. We keep this promise by offering our candidates an industry-leading benefits package and by hiring smart, experienced staff, all of whom are attorneys and paralegals themselves committed to responsive, active service. HIRECounsel is a certified member of the Women's Business Enterprise National Counsel (WBENC), which certifies that a company is woman owned and over 600 major corporations and government agencies recognize us to fulfill diversity mandates. In addition, we offer the most complete and comprehensive legal staffing solutions in the industry. With one call, you can set in motion a powerful combination of top legal personnel, technology support and space management immediately, anywhere in the country.
www.hirecounsel.com

KLEIN LANDAU & ROMM

1725 K Street, NW Suite 602
Washington, D.C. 20006 USA
<http://www.klrs.com>
Phone: (202) 728-0100
Fax (202) 728-0112
E-mail: info@klrs.com
Principals: Gary E. Klein, Esq.
David P. Landau, Esq.
Barry M. Romm, Esq.

KLR handles permanent and temporary placements in all substantive practice areas. 65% of business is from placing individual partners and associates in law firms; 25% is from placing in-house counsel; and 10% is from mergers of law firms and acquisitions and transfer of practice groups. KLR provides legal recruiting and consulting services to a national clientele of law firms and companies. Each of the three principals of the company is a licensed attorney with five or more years of law practice experience and 20 or more years of legal recruiting experience. For more information visit: www.klrs.com

JURIS PLACEMENTS, INC

600 Germantown Pike, Suite F
Lafayette Hill, PA 19444
DC: (202) 558-6303
NYC: (646) 519-7481
PHL: (610) 825-7751
Fax: (215) 689-1442
www.jurisplacements.com
Principal: Mitchell Satalof - CEO/IP
mitch@jurisplacements.com
Recruiters Steven Becker - DC/VA
(202) 558-6303
steve@jurisplacements.com
Irv Seldin, Esq. - NY/NJ
(646) 290-5757
irv@jurisplacements.com

Juris Placements is a national search firm that specializes in the recruitment and placement of lateral associates, partners and counsel primarily in the **New York City to Washington, DC** metro areas.

Our client base has grown to over 350 firms and employers - including many of the fastest growing global as well as national and boutique firms. We assist groups as well as individuals seeking change.

While we work in all practice areas, founder and CEO, Mitch Satalof focuses almost entirely on intellectual property, where he is considered one of the more knowledgeable recruiters in the field.

KLEIN WINDMILLER, LLC

230 Park Ave., 10th Floor
New York, NY 10169
Phone: (212) 808-3038
Fax: (212) 808-4082
E-mail: contact@kwrecruit.com
Website: www.kwrecruit.com
Principal Contacts:
Nancy Klein, Esq.
Marlene Windmiller, Esq.
Amy Banet, Esq.
Bonnie Miller
Donna S. Kramer, Esq.

Klein Windmiller, LLC was established in 1998 as an alternative to the mainstream approach to legal recruiting.

As former practicing attorneys, we utilize a strategic and highly personalized methodology throughout each stage of the search process. We are able to achieve optimal results by understanding the short term and long term objectives of our clients and candidates.

Klein Windmiller, LLC has five full time recruiters who work in teams to offer the full benefit of their expertise and perspective. We place associates and partners with international, national and local law firms, financial institutions and a variety of corporations in every substantive practice area. We also offer career counseling, resume and interview preparation services.
www.kwrecruit.com

KENDALL-PARKER ASSOCIATES LLC

1120 Ave. of the Americas, 4th Floor
New York, New York 10036
Phone (212) 626-6824
Fax (212) 626-6819
Contact:
John H. Parker, Esq., President
212-626-6821
Hazel S. Kandall, Chairwoman
212-626-6823
Richard D. Kirschner, Esq., Senior Vice-President
212-626-6825
Thomas M. Jaburek, Vice-President
212-626-6826
Jane Piesman, Esq., Vice-President
212 626-6828
Carla L. Edwards, Asst. Vice-President
212-626-6824

Kendall Parker recruiters have been active in legal search and placement for almost twenty-five years and are exclusively engaged in permanent placement. Searches are conducted on both a retained or contingent basis. Kendall Parker is client driven and its search activities cover a broad range of practice areas depending upon client growth and needs. Kendall Parker also conducts national and international searches. Consulting services are offered to clients regarding growth, reorganization, attorney retention and compensation structure.

LAWSON LEGAL RECRUITERS

51 JFK Parkway,
First Floor West
Short Hills, NJ 07078
www.lawsonlegal.com
Principals:
Gayle Moran, Esq.
gmoran@lawsonlegal.com
Phone: (973) 763-3065
Fax: (973) 763-3064
Richard Davis, Esq.
rdavis@lawsonlegal.com
Phone: (908) 903-0003
Fax: (908) 903-0043

In-House • Mergers • Partners Associates • Practice Groups

Lawson Legal Recruiters is a national legal recruiting firm specializing in permanent attorney placements at both law firms and in-house. Our recruiters are attorneys, who draw their experience from decades of practicing at the most prestigious law firms, corporations, and government agencies in the world. We provide our candidates with hands-on, personal and responsive service, and handle each resume with the utmost confidentiality and integrity.

❖ ADVERTISEMENT ❖



DIRECTORY OF METRO RECRUITERS

LEGAL SUPPORT PERSONNEL

20 West 55th St., 2nd Floor
New York, NY 10019
Phone: (212) 695-3999
Fax: (212) 695-9646
E-mail:
info@legalsupportpersonnel.com
Contact: Brenda Pace, President
Website:
www.legalsupportpersonnel.com

Legal Support Personnel (LSP) has provided high-quality legal staffing for New York law firms and corporate legal departments since 1994. As New York's premier legal placement agency, we provide temporary paralegals, attorneys, and litigation support staff to the city's most prestigious firms. Our staff has personal experience in the field as paralegals, paralegal managers and placement professionals, so we understand your needs. We focus on professional and personal client service and carefully screen candidates for temporary, temp-to-perm and direct hire positions as well as document review and e-discovery project support.

THE PETERSAN GROUP, INC.

PETERSAN LEGAL TEMPS

270 Madison Ave., 15th Floor
New York, NY 10016
Phone: (212) 981-4500
Fax: (212) 981-4560
E-mail: resumes@petersan.com
Principal Contacts:
Andy Aaron, Carol Crossdale, Esq., Gwen Feder, Esq.,
Sandra Friedman, J.D., M.S.W., Peter Goldfeder,
Peter Gosule, Michael Hutt, Esq., Jane C. Irwin, Esq.,
Daniel S. Lux, Esq., Sarah Marshall, Esq.,
Melissa B. Musman, Esq., Lee Presser, Esq.,
Stephen Rado, Esq., Larissa Straker, Esq.,
Nancy Samanich White, Esq., Rachel Yoel, Esq.

Founded in 1994 by Sandra Friedman, Peter Goldfeder and Peter Gosule, three legal search consultants with over 50 years of combined experience, we specialize in placing attorneys at all levels and in all areas of expertise with financial institutions, consumer product, pharmaceutical, health care, entertainment and other Fortune 500 companies. We also represent leading law firms worldwide. Our state-of-the-art database enables us to identify the most qualified attorneys for all your legal hiring needs.

PeterSan Legal Temps, placing temporary attorneys as well as temporary and permanent paralegals with law firms and corporations worldwide. Contact Andy Aaron at andyaaron@petersan.com
Please visit our website at www.Petersan.com.

LUCAS GROUP

52 Vanderbilt Avenue
2nd Floor
New York, NY 10017
www.lucasgroup.com/nylegal
Managing Partner Contact:
New York: Neil Handwerker, Esq.
Tel: (212) 599-2200
Fax: (212) 599-2014
Email: nhandwerker@lucasgroup.com
Web: www.lucasgroup.com/nlj

Lucas Group Legal Search is a respected leader in attorney placement worldwide. Founded in 1970, Lucas Group is one of the premier national and international executive search firms. With offices in the U.S. and Europe, we are committed to providing the most professional and confidential human capital services. Lucas Group Legal Search strives to attain a level of satisfaction exceeding expectations to enhance your professional success and that of your organization.

www.lucasgroup.com/nylegal

PITTMAN & ASSOCIATES

336 East 43rd Street
New York, NY 10017
Phone: (212) 370-9600
Fax: (212) 370-9608
E-mail: attysearch@pittlemanassociates.com
Website: www.pittlemanassociates.com
Heads of firm:
Steven H. Pittleman, Esq., Linda J. Pittleman, Esq.
Date founded: 1993
Recruiters placing attorneys: 10
Percentage of business devoted to
placing attorneys: 100%
NALSC (firm membership)

Pittleman & Associates is staffed by attorneys who graduated from top law schools including NYU, Columbia and Duke Law Schools and who practiced at top corporations and law firms including United Artists, HBO, Davis Polk, Simpson Thacher, etc. We have placed attorneys for the past 20 years into legal and non-legal positions with the leading investment banks, corporations and law firms internationally. Our extensive client list includes companies in the fashion, entertainment and publishing industries as well as major investment banks and consulting firms. We also conduct searches for the full range of law firms, from the largest organizations to prestigious boutiques. Our Technology Division specializes in new media, including patent positions. Our watchwords have always been integrity and performance.

MAJOR, LINDSEY & AFRICA

551 Fifth Avenue, 22nd Floor
New York, NY 10176
Phone: (212) 421-1011
Toll Free: (866) MLA-SEARCH
E-mail: newyork@mlaglobal.com
Managing Partner: Jonathan Lindsey
Partner: Marjorie Grossberg
Managing Directors: Todd Caissie, Brian Davis, Michelle Foster, Barbara Kerner, Neda Khatamee, Jacquelyn Knight, Susan Landon, Jeffrey Liebster, Corin Lindsley, Jennifer Loss, Michael Magness, Sharon Mahn, Janet Markoff, Dimitri Mastrocola, Sheri Michaels, Lawrence Mullman, Lisa Munoz, Ann-Marie Neville, Dan Panitz, Lisa Rothblum, Lisa Scriboni, Anna Tsiroluk, Lee Udelsman

Voted "Best U.S. Legal Search Firm" in the most recent national survey conducted by Euromoney's Worldlaw Business magazine. The American Lawyer has said we were "...in a league apart from other headhunting firms." We offer intelligence, professionalism, integrity, and decades of experience successfully placing top-flight attorneys, from senior partners and practice groups to junior associates, as well as General Counsel (for Texas Pacific Group, C.R. Bard, Inc., Blockbuster, Columbia University and dozens of others) and other in-house attorneys. Fifteen domestic offices, Hong Kong and London. Member NALSC. Contact us in confidence, or visit us at www.mlaglobal.com.

PREFERRED PLACEMENT, INC.

370 Lexington Ave, 27th Floor
New York, New York 10017
Phone: (212) 697-0888
Fax: (212) 983-1588
E-mail: attorney@PreferredPlacement.com
Principal Contacts:
Anne Angowitz, Esq.
Stuart Angowitz, Esq.
Peter Dranoff, Esq.

Known for over eighteen years of integrity, honesty and individual attention to clients and candidates. Experience placing attorneys at all levels of responsibility and experience with companies and law firms on both a retained and contingency basis. While a significant number of placements are completed with law firms, approximately 70% of annual placements are with in-house legal departments. Places attorneys at all levels of responsibility and experience. Specialists in consulting with legal management to carefully screen appropriate candidates. Member of NALSC.

MESTEL & COMPANY, INC.

575 Madison Ave., Suite 3000
New York, NY 10022
1-800-804-8544
Phone: (646) 356-0500
Fax: (646) 356-0545
www.mestel.com
Offices:
Boston: Sarah Minifie Esq. (617) 217-2870
Chicago: Adrienne Kalyna Esq. (312) 624-7660
Houston: Avery Ellis Esq. (713) 651-0899
Los Angeles: Lyndon Parker Esq. (213) 223 2036
Miami: Curtis Lando Esq. (305) 913-7529
New York: Ty Rugman (646) 356-0500
Washington, D.C.: Avery Ellis Esq. (202) 349-3882

Mestel & Company the leading national attorney placement firm is comprised of a team of experienced professionals whose reputation for honesty, integrity, trust, dedication and perceptive career judgment spans almost two decades. Our services range from placing partners, associates and general counsel to facilitating complex firm and department mergers. We have long standing professional relationships with the largest law firms in the U.S. and Europe to mid-sized and small firms, from Fortune 500 companies, banks and investment banks, to closely held businesses.
www.mestel.com

ROBERT HALF LEGAL Specialized Legal Staffing

245 Park Avenue, 25th Floor
New York, NY 10167
Phone: (212) 557-7878
Fax: (212) 973-1030
E-mail:
new.york.midtown@roberthalflegal.com

Robert Half Legal is North America's leading provider of attorneys, paralegals, and legal support on a project and direct hire basis. We offer clients the benefits of an international network of skilled legal professionals whenever and wherever the need arises. Account Executives with extensive legal industry experience are skilled in identifying and matching client and candidate needs.

For more information contact us at roberthalflegal.com or at 212-557-7878

❖ ADVERTISEMENT ❖



DIRECTORY OF METRO RECRUITERS

SAGE LEGAL SEARCH LLC

SAGE \saj\adj: proceeding from or characterized by wisdom, prudence and calm good judgment

Phone: (212) 867-6322

Fax: (212) 937-1915

E-mail: info@sagelegalsearch.com

708 Third Ave., 6th fl, NY, NY, 10017

Website: www.sagelegalsearch.com

Principal Contacts:

Robin Cohen, Esq.

Judy Simon, Esq.

Sage Legal Search places attorneys in firms and corporations nationwide in all practice areas, with special emphasis in patent, trademark, copyright, litigation and corporate law. All of our recruiters are experienced attorneys who have spent many years on both sides of the recruiting process. They pride themselves in providing ethical, insightful and focus search services.

SAGE LEGAL SEARCH - Bringing the right attorney and the right position together

SPECIAL COUNSEL, INC.

600 Fifth Ave., Suite 1200

New York, NY 10020

Phone: (212) 218-7155

Fax: (212) 218-7170

E-mail:

newyork@specialcounsel.com

Website: www.specialcounsel.com

Contact: Carine Hodges,

Executive Director

Special Counsel is the largest provider of legal staffing services to corporate legal departments and law firms nationwide. Services include customized staffing and project management for e-discovery and document review projects of any size and location, as well as providing experienced legal professionals for general workload management, litigation support, and business transaction support. Specialized services include permanent placement of legal professionals at all levels, deposition digesting, and court reporting services through Alderson Reporting.

Please visit specialcounsel.com and aldersonreporting.com

SIVIN TOBIN ASSOCIATES, LLC

The Chanin Building

122 East 42nd Street, Suite 1507

New York, NY 10168

Phone: (212) 660-3900

Fax: (212) 660-3939

E-mail: info@sivintobin.com

Website: www.sivintobin.com

Principals: Eric Sivin, Esq.

David Tobin, Esq.

The two principals of Sivin Tobin have an aggregate of 40 years of legal recruiting experience and the firm's recruiters include former law firm partners, in-house counsel, a law firm recruiting coordinator and law school placement director. Over the years, they have placed a myriad of lawyers at firms and companies throughout the US and internationally. Many of those attorneys were placed in or have risen to senior positions in their organizations, providing Sivin Tobin with a range and breadth of contacts throughout the legal community, which is second to none. The firm's leading position in partner and practice group movement also enables it to work on associate positions which other firms do not have access to, enhancing its service in that area. The firm has a strong presence in the in-house legal community and is an industry leader in intellectual property placement and in diversity recruiting.

TOBY SPITZ ASSOCIATES

110 East 59th St., 29th Floor

New York, NY 10022

Phone: (212) 319-0990

Fax: (212) 319-1555

E-mail: TobySpitz@jdsearch.com

Website: www.jdsearch.com

Contact: Toby Spitz, President

Toby Spitz Associates Inc., successor to Corporate Counsel Search, Inc. founded in 1984, places full-time attorneys in law firms and corporations. We also facilitate mergers of law firms and partner groups. Four of our five recruiters are attorneys who practiced in law firms and in-house. Each recruiter works in a specialized area of the law so that he or she is familiar with the hiring needs and qualifications for attorneys in the particular specialty. We place in all practice areas, with an emphasis on corporate, litigation, intellectual property, regulatory, labor, real estate, and benefits. The firm is a member of the National Association of Legal Search Consultants and Toby Spitz is a former Member of the Board and Vice President of the organization. Further information about Toby Spitz Associates, Inc. is available at www.jdsearch.com.

SEARCHING FOR THE BEST RECRUITER?



Leave it to the pros!

Find them in the

New York Law Journal
MAGAZINE

DIRECTORY OF
Metro Recruiters

May 7, September 4, December 10, 2007

Diverse recruiter experts with varied expertise across all key practice areas.

-For further information, contact Daniela Boschetti at 212-545-6219. E-mail: dboschetti@amlaw.com.

❖ ADVERTISEMENT ❖

You Say Syrah...

And I say **Shiraz**, but by whichever name, it's a **great** and **global grape** with many different expressions.

BY CHRISTOPHER MATTHEWS

Syrach. Shiraz. Two names, the exact same grape and many different expressions from one of the world's truly "noble" red varieties. Indeed, Syrah has truly become an international grape, a stellar performer in both hemispheres, and very fashionable at the moment, especially under the Australian Shiraz nameplate.

But this is no flash in the pan: In the right spot, Syrah consistently gives dark, full, aromatic and deeply fruited wines (blackberry is signature) with spicy, peppery and floral qualities. With its fine tannins and inherently good performance in oak (courtesy its high anthocyanins), Syrah also can age magnificently, morphing into incredible complexity, with notes of earth, leather, even truffles.

Yet within this potential greatness, it has global, down-to-earth appeal. Explains Master Sommelier **Tim Gaiser**, currently Education Chair for the American Chapter of the Court of Master Sommeliers (and a big Syrah fan): "It grows well in many places. It has a wide range of flavors and expressions, and a seductive texture—fine, soft tannins, not hard, like Cabernet Sauvignon. So, you can have a really soft, supple fruit-driven wine, but still have some structure."

Syrah needs a warm, even hot, dry climate and poor soils, which are necessary for it to achieve both adequate ripeness and low yields. Unripe Syrah is an astringent, unpleasant experience. On the other hand, if it is too ripe or over-cropped, it loses acidity and aromatics, becoming a diluted version of its potential self. It needs a measure of restraint, despite a penchant for heat.

Inherently food-friendly, Syrah/Shiraz offers a multitude of accessible, versatile and affordable options to accompany just about any menu, from autumnal and holiday feasts to winter comfort meals to the summer barbeque.

It's a Name Game

The Syrah/Shiraz names have inspired elaborate theories about exotic origins—perhaps via ancient Syracuse in Sicily, or from the medieval Persian capital of Shiraz, brought back to France by returning Crusaders.

Romance aside, science, through DNA fingerprinting, indicates that Syrah is indigenous to the **Northern Rhône** valley in France, the probable progeny of two obscure local grapes, Dureza (red) and



Syrah, the sole red grape of the Northern Rhône wine districts, can achieve amazing complexity in some of the most revered 'appellations' in all winedom, such as Hermitage, shown above.

Mondeuse Blanc (white). Here, it has excelled for centuries among the steep, rocky riverbanks and dramatically terraced vineyards. The sole red grape of the Northern Rhône wine districts, it can achieve amazing complexity and longevity, albeit in relatively small quantities, in some of the most revered *appellations* in all winedom: **Hermitage**, **Côte-Rôtie** and **Cornas**.

Like many Syrah fans, Gaiser's first jaw-dropping moment was with an aged Côte-Rôtie: "It had the earthy complexity of a great Burgundy, yet the power and intensity of a great Cabernet, and a truly unique set of aromas and flavors."

The Northern Rhône remains one of the two great benchmarks of Syrah, i.e., "the Francophilic style," for those who don't like

bombastic alcohol but prefer expressive *terroir*, taut structure and all those heady aromas. For more affordable and fruit-forward Northern Rhône options, the less exalted districts of **St. Joseph** and **Crozes-Hermitage** offer good value. A recent find, the **2004 Cuilleron Syrah**, a relatively rare *vin de pays* from the region with snappy black fruit, pepper and smoke, would make for a great, versatile dinner companion.

While Syrah reaches great heights in its birthplace, it has spread far and wide, especially in the last few decades, spurred by its reputation as an "improving variety" throughout the Southern Rhône and the Midi in France, and as the hip new grape in previously terra incognita like California and Washington State.

The first and by far most successful colonization took place in the 1830s, when Syrah cuttings were taken to **Australia**. There, Syrah, mistakenly dubbed Shiraz, flourished in the warm, arid climate, quickly becoming the most planted grape on the continent.

But familiarity can breed contempt, and like Zinfandel in California, Shiraz's ubiquity led to disregard in the 1970s and '80s and, consequently, a shift to Cabernet Sauvignon as the favored red grape. In fact, a "vine improvement" program in the 1980s even uprooted some century-old Shiraz vines in the name of modernization. Fortunately, the tide turned: A coterie of Australia winemakers, mostly in the dry **Barossa Valley** north of Adelaide, "rediscovered" old vine Shiraz, claiming it as a national treasure.

Barossa is the other great Syrah standard, potentially the most powerful, hedonistic wine anywhere, brimming with seductive fruit but with earthiness and complexity in the mid-palate—the best of both worlds. Here, the ideal is the legendary **Penfolds Grange** which, like Hermitage, is not available to mere mortals. Fortunately, good mid-range Barossa (\$20-\$30) does exist, such as the consistently delicious (and balanced) **Piping Shrike**. Still, at alcohol levels often well over the 15 percent level, the brawnier Barossas can simply blow away your palate. Caveat tippler.

And yet, even at the lower end of Shiraz, **Rosemount's Diamond Label**, for example, though much less complex than Barossa types, is full of jammy fruit, balanced and great to drink, at a price point and quality that California wines have difficulty matching.

As in the Southern Rhône, Shiraz/Syrah is an important blending partner Down Under, too, in some cases more traditionally (i.e., with Grenache), but most famously not (with Cabernet Sauvignon). Call it a new world innovation, but the popular Shiraz-Cabernet combo is being emulated in other countries, too, including France's Provence!

Mondo Syrah

California has also proven fertile ground for Syrah, with some 10,000 new acres planted in the last decade, most successfully in the Central Coast and Santa Barbara County. Relatively cool spots by California standards, these regions have produced some fabulous Syrah from producers like **Qupé** (the Bien Nacido Cuvée) and **Ojai**. While these also have fruit, they are not like Australian

Shiraz—they have less alcohol and more floral and pepper elements, closer to the Northern Rhône style.

Compared with the almost dot-com-like craze for California Pinot Noir in recent years – largely “Sideways” induced – Syrah’s Golden State success has been quiet and steady. The current Syrah vogue has roots all the way back into the early 1980s, when a few maverick California vintners who admired Rhône wines, like **Randall Graham** (Bonny Doon) and **Joseph Phelps** (Joseph Phelps Vineyards), decided to work with Rhône-style wines and grapes...in California.

They were the original “Rhône Rangers,” a group that has now grown into a 200-strong member organization promoting some 22 Rhône grape varieties in the United States, from California to the Finger Lakes. By the Rangers’ own official reckoning, however, Syrah represents about half of all the Rhône grapes grown in California, the clear beneficiary of their efforts, having come into its own as a varietal wine. And it should not be confused with **Petite Sirah**, another coming grape in California originally from southern France (a.k.a. Durif).

While California rules in terms of Syrah acreage in the United States, the most excit-

ing region for Syrah in this country could be **Washington State**. From only 200 acres of Syrah in 1992, over 40 Washington wineries are now making Syrah, some of it phenomenal. The high altitude desert, multiple soil types and the very steep learning curve of the state’s wineries have experts like Gaiser predicting that Washington will be making Syrah on a level with California in the next five to 10 years.

The Syrah/Shiraz names have inspired elaborate theories about exotic origins, but science, through DNA fingerprinting, indicates that Syrah is indigenous to the Northern Rhône valley in France, the probable progeny of two obscure local grapes.

Columbia Winery, McCreary and Reininger are some noteworthy producers to explore. Over the holidays I enjoyed the **2003 Powers Syrah** (Columbia Valley), a middle weight, blackberry delight (\$16), which paired beautifully with Asian-spiced roast duck.

Other hot Syrah spots around the globe are **Chile, South Africa** (where Shiraz was introduced at the same time as Australia), and yes, **France**. In the vast vineyards of the hot Midi, principally Languedoc-Roussillon, Syrah is a major player in a shift to a more

commercial, “fighting varietal” approach in the *Vin de Pays d’Oc* category.

Capitalizing on Syrah’s international reputation, brands like **Les Jamelles** present well-made and affordable, if less complex, wines to compete with Australia at the lower end of the market. Even among more artisanal producers across the *appellations* of the Languedoc, as well as in the huge Southern Rhône region, where

In a sense, Syrah has become the Merlot of southern France, albeit with much more personality—and cachet.

Could Syrah become a victim of its own success, a la Merlot? Possibly, but not likely. Syrah is just more versatile, with a far broader range of expression. And for Gaiser, because so many world class Syrah-based wines are made in different parts of the planet, and with so many places coming

blending with other grapes (i.e., Grenache, Mourvèdre and Carignan) is de rigueur, Syrah’s presence continues to grow at the expense of other grapes. It is used to add color, tannin, black fruit and structure to the mix (for more on the Southern Rhône, see this column in the February 2005 issue of the New York Law Journal Magazine).

A testament to its versatility—and ability to “improve” wines—it also figures into rosés across southern France (and California, too!), infusing hue and spice into pink blends.

on line, like in Chile and South Africa (where they are yet to make their best wines), he believes Syrah will eventually unseat Cabernet Sauvignon as the world’s leading grape for serious, profound red wines.

A bold prediction, perhaps, but the best evidence is in the drinking...and it bodes well.

Christopher Matthews, a press and communications specialist, is also an independent wine consultant and educator. He can be reached at cematthews42@yahoo.com.

Event Planners - Let us help you create Summer Associate events in one of our wine cellar venues or in the WineBar!

"Madly Stylish"
The Daily News

"CITISEARCH 10 BEST NEW BARS IN 2005"

WINEBAR
Restaurant
Open Daily in Soho

CITISEARCH "BEST STORE IN SOHO - 2005"

vintage
New York

Over 200 wines from 65 New York wineries available for sampling in 2 unique tasting rooms!

Wine Classes!
Food & Wine Events!

482 Broome Street in Soho
212-226-9463

2492 Broadway @ 93rd Street
212-721-9999

Open 7 Days a Week

DRINK LOCAL. EAT LOCAL.

vintagenewyork.com



WE'VE BEEN SERVING
THE DELMONICO STEAK
TO PRESIDENTS,
CELEBRITIES AND
FINANCIAL POWERHOUSES
FOR OVER 160 YEARS.

OPEN LUNCH & DINNER

DELMONICO'S

PRIME STEAKS • FRESH SEAFOOD • EXTENSIVE WINE LIST

56 BEAVER STREET (3 BLOCKS FROM THE NY STOCK EXCHANGE) T: 212.509.1144 F: 212.509.3130

WWW.DELMONICOSNY.COM

MURANO



RISTORANTE

207 West 36th Street
212 695-5220

www.muranoristorante.com

DELMONICO'S Now Open Saturday Night

Classic Prix Fixe

Lobster Newburg
Tender Main Lobster in a brandy cream sauce

**

Delmonico's Steak
16 ounce boneless rib eye

**

Baked Alaska
Butter pecan ice cream wrapped in meringue

\$50.00

Excludes tax tip and beverages

Full Menu also Available
Delmonico's Restaurant 56 Beaver Street N.Y.C.
212 509.1144



141 West 38th Street
212 944-7420
www.arnoristorante.com



50 West 77th Street
212 769-9191
www.scalettaristorante.com



1608 First Avenue
212 327-4700
www.one83restaurant.com

Chefs on the Brink

Of fame, that is. These four haven't yet made it to superstar level but they are the ones to conjure with.

BY JOSH OZERSKY

The trajectory of cheffy fame is a long one, and few cooks traverse its full length. Nearly all of them start out the same way, as a tireless cog in someone else's kitchen machine, chopping up onions and seething with ambition.

After a time, some get promoted to sous chef (head assistant) and then eventually chef de cuisine (the guy who actually runs the kitchen). Finally, if all goes well, they get their own restaurant somewhere, where they can make a point of cooking the way they wanted to all along.

It is at this point that the arc becomes steep: Most chefs get no farther in their careers—if they get that far. The ones that do, though, are richly rewarded.

First they see their name in the restaurant's press release; then in some guy's blog; then in *The New York Times*. Eventually, they ascend into the stratosphere, and find themselves, at 40, within sniffing distance of a cookbook deal.

The very summit of the profession, of course, is a rarefied plane occupied by jet-setting millionaires, one-name megastars juggling a dozen or more restaurants and smiling for the cameras. The chefs at this level in New York are household names, at least in food-centric households like my own. But who make up the next generation of top toques, as they say in the lifestyle magazines?

Here are four Executive Chefs whose names are ones to conjure with in food circles, but who haven't quite made it to the superstar level yet. My bet is that they will, but bad luck and poor press happen to the best of men, and so you never know.

Number One: Michael Psilakis

Of the four chefs profiled here, Michael Psilakis is the closest to the brink. He's already the mind behind two critically acclaimed restaurants. Onera, an haute Greek on the Upper West Side, got a lot of love, if not much business, for its elevated treatment of Greek cooking, particularly via Psilakis' offal tasting dinner, a tour de force of organ meats.

And Dona, the ambitious Greek-Italian fusion restaurant that was owned by Donatella Arpaia, had already been admitted into the small circle of the city's great restaurants, at least by me. News around



the New Year that Dona was closing, a victim of its landlord's desire to develop a big hotel in its building (Dona closed Jan. 6), was greeted with horror by the restaurant's many admirers.

Not that Psilakis is going anywhere soon. Onera will become a more casual, home-cooking restaurant, and the Aqua Pazza space, owned by the Arpaia family, will become the home to Anthos, a grandly ambitious, formal restaurant conceived as a kind of Greek Del Posto.

Anthos will be a star vehicle for Psilakis; but most New Yorkers still don't know who he is. That's a real shame, because his virtuosity is rare among young chefs.

There are the flashy, baroque flourishes, the fireworks that every chef of spirit unveils to attract attention. You could see them in signature dishes at Dona like his crudi, individual serving spoons pairing several disparate but perfectly suited elements, like uni paired with crushed fava beans, caviar and burrata cheese, or white tuna, smoked trotter, preserved lemon, kumamoto oyster, cucumber gelée and yogurt. I know that doesn't sound good, but trust me, it was.

But Psilakis isn't just about weird, showy stuff; his pastas and meat dishes

are equally imaginative, but totally grounded in the flavors he's working with. Everyone's favorite pasta at Dona was the gnudi, light as air sheep's milk ricotta dumplings dressed with black truffle butter, crispy speck and sage. It couldn't have been simpler, or better. I had the best partridge of the last five years there, delicate as a Faberge egg, and in the next course a venison chop you could hit someone with, equally as balanced and composed. Even when Psilakis screws up, it's interesting.

What he does in his next restaurant has me actively excited, like a long-suffering football fan whose team has just made it to the Super Bowl.

Number Two: Marco Canora

Strictly speaking, Marco Canora isn't a chef on the brink. He's 38, an established figure with a restaurant, Hearth, at 403 East 12th Street, that is universally respected within the food community. Unlike Michael Psilakis, he has never been accused of excess; he's the epitome of the good cook who stays in his kitchen and gets the job done right.

"Our shtick has always been that we don't have a shtick," he says of Hearth's approach.

It's not surprising, given the line of descent: Canora made his bones at Gramercy Tavern under Tom Collichio, and later was chef de cuisine at Craft. Collichio's aesthetic, underscored by the name of his Craft franchise, is basically the same as Canora's: dedication to ingredients, and a selfless willingness to let them speak for themselves.

Hearth, though, is a conceptual improvement over Craft, whose build-it-yourself menu is so stripped-down that it almost reduces the chef to an abstraction. Canora's Italianate menu seems understated, but everything works so perfectly together, and is so lovingly executed and plated, that you can see why he has the reputation of a cook's cook.

Roasted and braised domestic lamb with lamb sausage, buttercup squash and chanterelle mushrooms is a kind of endpoint; there's nothing to add to it, and nothing to say about it. But what it loses in buzz it gains in flavor, which seems to be the way Canora likes it:

"My food is about the flavor, not about the chef or a sexy description or a complicated technique. We try to put the food itself in the forefront of everything we do."

Number Three: Sam Mason

On the other side of the aesthetic spectrum from Marco Canora is Sam Mason, the rangy young wunderkind set to open his first restaurant this spring.

Mason is something of a rock star in chef circles. He's a crush object for any number of female foodies and cooks all over town, and his far-out, high-concept desserts at wd-50 inspired a cult following.

Mason is one of the new breed of experimental chefs, influenced by the wizardry of Spain. A tank of liquid nitrogen is as essential to him as a spatula. But it would be a mistake to call him a molecular gastronomist; Mason is too playful, excited and improvisational for that. His desserts at wd-50 were famous for sounding horrible but tasting like nothing on earth.

His fascination with technological tools, which admittedly borders on the unnatural, is all at the service of a noble project: He just isn't interested in making dishes that anyone has ever tasted before.

He's a Cook's Cook

Marco Canora, the chef-owner at *Hearth*, was the man behind *Craft* when that restaurant won a James Beard Award for the best new restaurant of 2002. His back-to-basics Italianate cooking has earned wide praise, and Canora a reputation as something of a cook's cook. Canora will be opening a second, as-yet-unnamed restaurant later this year in the *Michaelangelo Hotel*.

*Marco, given how much critical love *Hearth* has received, why isn't there a spinoff restaurant yet?*

There are a few reasons. One is that I'm a big advocate of consistency and standards. It takes time to set up those kind of things. So I've been very hesitant to open up a place and very shortly after go and do something else and take myself away. I wanted to instill the in the cooks the importance of execution, and the best way to achieve that is by example. You can't achieve that if you're not around.

That's the main reason that there hasn't been an expansion. But there have been other reasons, like the nature of finding a good real estate deal in this town. We don't have a person working full-time searching for a real estate deal, like the celebrity chefs. They can afford that. Celebrity equals huge business. Just look at *Bar Americain*! But if a deal's available for peons like Paul [Grieco, *Hearth's* co-owner] and me, it's a horrible deal.

But you're a well-known and well-respected chef.

But not like a Vongerichten or a Bobby Flay. I'm kind of a big name but not in the terms that everybody knows who you are, and your restaurant's packed. I don't have that kind of profile yet.

How old are you, Marco?

I'm 38. I got a late start. I didn't buckle down and take what I do seriously until I came back and started working at *Gramercy Tavern* when I was 28 years old. That was the beginning of my career as a

chef. Up until then I had been working in restaurants and had been interested in food, but it was no more than a way to get a paycheck. I was busy having fun, partying, driving my motorcycle across country.

I had just gotten back from San Francisco, and created a list of 20 restaurants that I would apply to. I met Tom Collichio for the first time and we hit it off pretty well, and he offered me a job. In one year I worked every station in the kitchen and the following year I was promoted to sous chef. It was a pretty quick escalation, but I was pretty surprised that I wasn't surrounded by more ambitious cooks. I told Tom that I had no desire to move around. I wanted to stay in one place and learn how it works.

So when did you begin to blossom as a chef?

I grew up in a cooking family. I always had a sense of what good food was because I grew up on good food.

I always had a sensibility of freshness, because I grew up with a garden. My mom was born and raised in Tuscany and instilled those sensibilities in me from a very young age, and that really made a difference in my progression as a cook. But as far as the functionality of a cook, and dealing with 240 covers on a Saturday night, the way we did at *Gramercy Tavern*, that was a learning curve for me, and it was just a product of my devotion and seriousness at the time.

I was always good in the kitchen. I always had great knife skills. That came from my two years at *Dean & DeLuca*. Every day they go through 45 gallons of soup. You can imagine the amount of carrots and onions and celery I diced on a daily basis. So my knife skills were really honed.

The way you learn something in this business is repetition. I'm a huge advocate of learning that way, over the schools. I don't tell cooks it's a bad idea to go to school. But you only get good by working every day.

But Mason may be a different case. His desserts at *wd-50* were not just theoretically interesting; they were actually good. His banana sous vide in whiskey caramel with smoked chocolate ice cream and Guinness stout foam would have been easy for a Rotarian to like, and his more



The execution side matters a lot, obviously. But New York diners and critics really need to see a sexy-sounding menu item, one that seems novel and imaginative.

That's always been a huge challenge for me, especially when I opened *Hearth*. Our shtick is that we have no shtick. What makes our restaurant different is that we're going to focus on great food and great service and a great wine list, and consistency. That's our niche.

We've seen so many places come and go in this Manhattan world with high-concept shtick—our food is based on this tiny island in Greece, our interior is going to be a David Rockwell [6 million dollar] spectacle...but when it comes down to it, people want you to deliver. We stuck to our guns, served great food at a price point people perceived value in, and that's it.

But you wouldn't have succeeded if you were just turning out lasagna and spaghetti carbonara.

There's no question that we are trying to do visually pleasing food, and that we're not trying to do comfort food here. It's definitely more thought out, with higher execution involved.

ambitious ones, like coconut-lime ravioli, or his caramelized apple with miso ice cream and preserved plums, are even more rewarding for being so challenging and exciting.

Taylor, his new restaurant, will feature a menu that is about half sweet and half

You know, I try to be inventive and keep it interesting without alienating the guest. If you read the menu descriptions, I intentionally keep them very short and very sweet. I don't go into, "This squash is from this farm, prepared this way, and I do this with it."

Oh, it's red-wine braised octopus with celery? Then they get it and they see that there's celery hearts, celery leaves, celery root, there's some celery root puree, there are some toasted celery seeds on there for crunch...I'm always a big advocate of not flaunting.

When I made a menu and sent it out with my business

plan, I thought, this doesn't do my food justice. But the investors came and ate it, and they had eaten my stuff at *Craft*, and they knew I had the chops to execute these dishes. If I had been Joe Schmo and given them that menu, the response would have been, "So what?" But I did more with it than it seemed.

I'm not an innovative chef. I'm into execution and depth of flavor. And that's what people want. At the end of the day it's really satisfying.

So now, is the next step another restaurant? Are you ready to take it to the next level and become a culinary superstar?

(Laughs.) Right now that's not something I'm aspiring to. It's not my dream to be the next Jean-Georges and have 14 restaurants worldwide. But I'm not averse to growing and expanding, slower track.

I do like the idea of something in another country. To do a restaurant in Tokyo or London or Milan or Bermuda. I think I can take the template of *Hearth*, and if I do it somewhere far away I could reproduce it exactly. And I think Paul and I have the chops to do that. But no, I'm on the slow track.

—Josh Ozersky

BOBBY VAN'S

Steakhouse

NOW HAS 4 NEW YORK CITY LOCATIONS!!

NEW 135 West 50th Street
(btwn 6th & 7th Aves.)
212.957.5050

NEW 25 Broad Street
(across from NY Stock Exchange)
212.344.8463

230 Park Avenue
(corner of 46th St.)
212.867.5490

31 E. 54th Street
(btwn Park & Lexington Aves.)
212.207.8050

I am in meat heaven ...I find myself
picking up the bone and gnawing at it.
- Ruth Reichl, *The New York Times*

Bobby Van's yield the crustiest, blackest,
most delicious [steak] exterior in the city.
David Rosengarten, *Gourmet*

**#1 in 2005 & 2006 on
Tom Horan's America's Top Ten Steakhouse**



one big, disgusting think tank." The day I visited them at their test kitchen, they were trying out Mason's butterscotch-miso pork belly, served with whiskey and cider-spiked broth and cold green apple slices. It was, like so much of what Mason does, unreal.

Number Four: Shane McBride

Shane McBride doesn't look like a chef. He looks like a bouncer. You wouldn't want to get him mad at you. A Gainesville, Fla. native, he's big and looks like a brawler. But his food is subtle, precise and orderly, a model of classical training.

McBride, the least well-known of the four, was trained by Christian Delouvrier, the venerated chef at Lespinasse, last seen working with Alain Ducasse at his restaurant in the Essex House. Delouvrier was a French chef's French chef, and McBride absorbed all the right lessons from him in four and a half years of tutelage.

"With Christian it was all about just cooking technique. The way he does things, the way he roasted things and braised things was really exacting and precise, but also incredibly rewarding as

a result. He would marinate short ribs for 12 days, giving them an almost ridiculous depth of flavor."

McBride, though, is not serving classical French food at 7Square at 224 West 49th Street, but rather elevated American food cooked with French technique. So

The trajectory of cheffy fame starts with chopping onions in someone else's kitchen and ends (for the lucky ones) on a rarefied plane occupied by jet-setting millionaires, one-name megastars juggling a dozen or more restaurants and smiling for cameras.

his braised short ribs have the unmistakable flavor of root beer; his "dirty rice risotto" is an intensely, robustly harmonious blend of tasso ham, duck confit and andouille sausage. The flavors go crazy, but the food is nothing if not immaculately self-contained; everything is fastidiously plated, and the kitchen, predictably, is like an operating room.

"I'm trying to have fun," McBride says. "I'm trying to do some cooking that might sound serious but is not. That's what this restaurant was all about. It's less serious, a little less stuffy than Lespinasse. I look

at it like Miles Davis, taking notes away rather than adding to it. Stripping things down. After all those years of fine-dining experience, I've stripped it down to the black skillet and the good meat."

The four chefs here aren't the only ones on the precipice of greatness. You

nique to casual Asian food turned the city upside down, and whose best work is going underappreciated at his new restaurant, Momofuku Ssäm Bar; plus a half dozen others.

But in a way, I'm glad that none of them have reached the pinnacles (or depths)

could easily name four more, or 10 more, of comparable talent. There is Zak Pelliccio, the brilliant, pork-happy young chef who has shaken up the city with his eclectic cooking at Chickenbone Café (now closed), 5 Ninth and Fatty Crab; Anna Klinger, whose virtuosic but homey Italian cooking at Al Di La in Brooklyn has made the place almost impossible to get into; Will Goldfarb, another mad scientist in the dessert kitchen, whose Room 4 Dessert is already a shrine for the gastronomically adventurous; David Chang, who by applying classical tech-

of media exposure and moguldome. The sooner they do, the sooner they will leave the kitchen, designating the cooking to flunkies, and concentrate more on signing book deals and looking for sweetheart leases than on the thing that makes them matter in the first place. Let's hope these chefs on the brink stay on the brink. •

Josh Ozersky is the editor of New York Magazine's restaurant blog, Grub Street, and the author, as "Mr. Cutlets," of "Meat Me in Manhattan: A Carnivore's Guide to New York" (Ig Publishing 2003). Visit him online at www.mistercutlets.com.

COMPASS

"...an **intriguing** new American menu that works well with its snazzy quarters and courteous service."
ZAGAT SURVEY, 2007

"**Compass** has emerged as the **best restaurant** on the Upper West Side, thanks to (chef) Fraser's sophisticated American cuisine."
— John Mariani, *Esquire* Nov. 2006

Restaurant Week continues throughout the year
3 course dinner \$35*
*tax & gratuity not included

RESTAURANT WINE BAR PRIVATE DINING
208 WEST 70TH STREET NEW YORK NY 10023
TEL 212 875 8600 FAX 212 875 8400
www.compassrestaurant.com

Tony May's

SANDOMENICO

Located at the Southernmost border of the legendary Central Park. San Domenico brings the style, hospitality and cuisine of modern Italy to New York. "The pastas at San Domenico simply shock the competition". W. Grimes, '03 NYT

San Domenico NY 240 Central Park South
For Reservations - 212-265-5959 WWW.Restaurant.com/sandomenicony
Private Party Rooms available for corporate events

Swimming With Sharks

Think practicing law in New York City is tough? For a real **challenge** try tangling with a tiger named Scarface off **Fiji's Viti Levu** coast.

BY DANIEL A. PANITZ

I've been a water person about as far back as I can remember. Can't get enough of it really. Swimming, boating, waterskiing, surfing and, of course, scuba diving. After I realized the world is two-thirds water, it became a kind of personal responsibility to explore as much ocean as I could—at least the tropical parts.

Last fall, I had the opportunity to dive the famed Shark Reef just off the Viti Levu coast in Pacific Harbour, Fiji. One of the last places on Earth where they feed sharks by hand and without cages, the Shark Reef has been protected from fishing boats for years, almost ensuring shark encounters. Despite these known dangers, divers venture into the reef daily.

Since I no longer eat shark, I figured, karma and professional courtesy gave me good odds I wouldn't be the one for dinner that day.

The night before the dive, my two friends and I raised our glasses after they nervously agreed to join me—only to bow out in the pre-dawn hours.

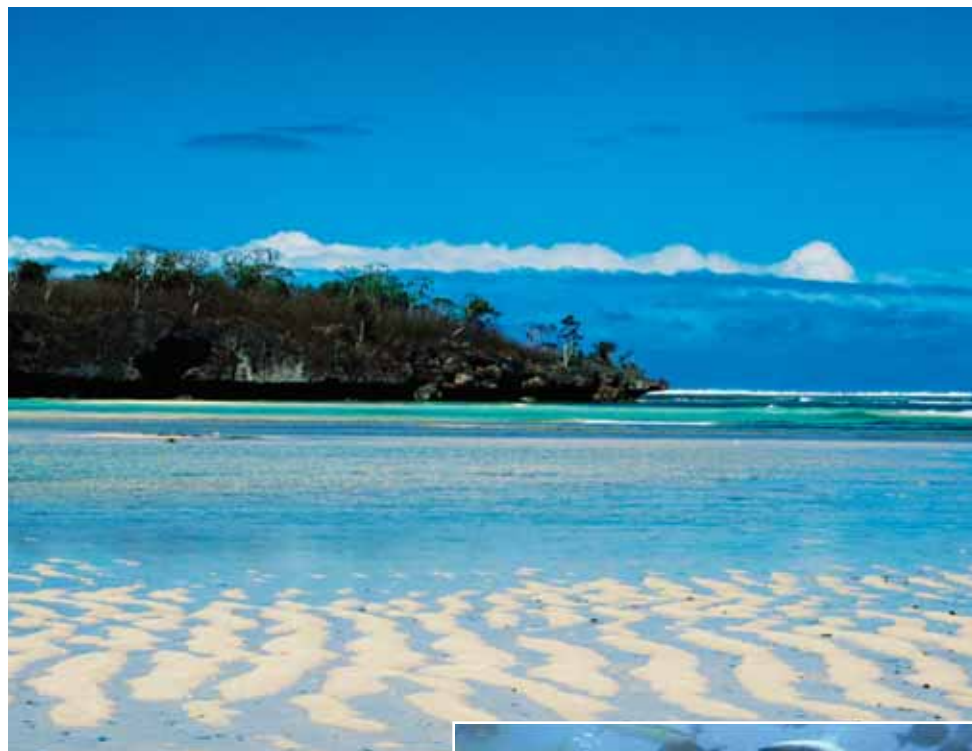
At one time, the Fijian Islands to me were just a romantic idea, an archipelago of more than 330 sparsely inhabited tropical islands nestled in the South Pacific. Now I was on my own and about to enter its shark-infested waters.

At first light, the dive boat captain set a course 30 minutes southwest of Pacific Harbour, toward the Viti Levu coast. Ten of us made the trip, just about all strangers from Australia, Germany and the United States. Several of the others had recently made the same dive and were back for more, but this was of little comfort.

Eager Sea Life

After we arrived at Shark Reef and a pre-dive briefing, the crew began dumping raw fish parts into the ocean. A whirling circle of eager sea life quickly appeared, with large fish beginning to break the water's surface. "Shouldn't we be safely below before starting a feeding frenzy?" I thought.

Hundreds of fish converged as we descended on our first dive. I was immediately taken with the vast array of large tropical fish surrounding us—grouper of unusually large size, prehistoric-looking jewfish, giant trevallies, humped potato bass, shiny red wrasse, glistening rainbow runners and reflective red snappers. About a dozen yellow fin tuna glided just overhead, turning the light above into a florescent yellow hue of



A deserted beach in Fiji. At right, a dive master reaches out to pet Scarface, the tiger shark.

cartoon-like quality.

We took positions on the reef behind a rock wall after reaching 100 feet as the dive masters 10 feet below opened a chum buffet for the swarm of circling fish. It took no more than a minute for the sharks to show up.

Two white-tip reef sharks about five feet in length were the first to arrive. They quickly blazed a path to the chum through the tightly packed crowd of circling fish. Their behavior suggested a path of least resistance toward the easiest meal available rather than eating the convenient live prey. The sharks passed within inches as they made their way in and out to feed.

More and more sharks began to arrive during our two dives that morning—large adolescent schooling grey reefs, sleek and agile black tips, dog-like lemon sharks and the big kahuna, a tiger shark.

The smaller sharks fed in a violent thrashing manner, the larger more slowly. Sheer awe and a hyper-awareness of everything around me predominated my mind.

And then it happened.

Scarface

A 10- to 12-foot tiger shark was spotted about 25 feet away. With its bold vertical



stripes and ominous presence, there was no mistaking this king of the ocean. The tiger can easily eat a full-grown man in one shot and the "all business" expression on this one's face suggested that was a distinct possibility.

The tiger seemed almost half as wide as it was long as it approached slowly with an apparent confidence in where it ranked on the food chain. I could feel my heart beat in every limb as it came within two feet of our group. I had nothing to repel this monster should it graze off course and get "curious" about what a New York City attorney might taste like.

Adrenaline, excitement and fear coursed through my mind and body. I knew this adventure could go horribly wrong but I was strangely reassured it would not. The tiger, whom the dive masters later said was named Scarface, circled in and around us for the next 20 minutes. After several feeding passes, Scarface came within several inches

Escape Plan

FREQUENT FLIERS: Air New Zealand, United, American Airlines, Quantas. Round-trip fare is about \$2,100 to Nadi, a 16-hour flight.

WHERE TO STAY: At \$130/night and 15 minutes from the airport, the Anchorage Beach Resort is a good choice in Viti Levu.

www.anchoragefiji.com

Pacific Harbour, about 90 minutes from the airport, has a variety of accommodations, but none beat the open-air Hot Stones Villas, which sit on a lagoon. Your villa comes with a private chef and personal pool. A three-bedroom villa runs \$595/night; two bedrooms are \$395/night (both with a three-night minimum).

www.hotstonesvillas.com

MEET SCARFACE: Bega Adventure Divers is the most acclaimed dive shop in the region. A two-tank dive runs around \$130.

www.fiji-sharks.com

of me—a bit too close for comfort.

Scarface soon doubled back on the dive master after being hand fed and the dive master was forced to take action to protect himself.

This has all the potential of becoming a Siegfried and Roy show gone bad, I thought.

Minutes later we were signaled to slowly make our ascent. Everyone kept in a tight group, given the number of sharks still circling. I soon found out this was the most dangerous time for us.

As we rose to about 30 feet, Scarface made a B-line for one of my diving companions, Helen. I was no more than two feet away. With only camera apparatus between herself and the massive tiger shark, Helen thrust her camera into Scarface's nose.

Time seemed to stand still as our dive master frantically reached the scene with a hooked pole. Fortunately, the camera gear and pole were enough to repel a curious and obviously still hungry Scarface.

This was no petting zoo. •

Daniel A. Panitz is with Major, Lindsey & Africa's New York office.

Middle-Class Murder

Snyder's trial lacked the **drama** and political intrigue of other **famous cases**, but the tale of a **Queens housewife** gone bad captured the world's attention.

BY LAWRENCE FLEISCHER

Landis MacKellar, a retired economics professor at Queens College, City University of New York, gives us the third full-length study of the so-called "crime of the century," the 1927 murder trial of Ruth Snyder and her corset salesman/boyfriend. The pair were accused of bashing in the head of Snyder's husband.

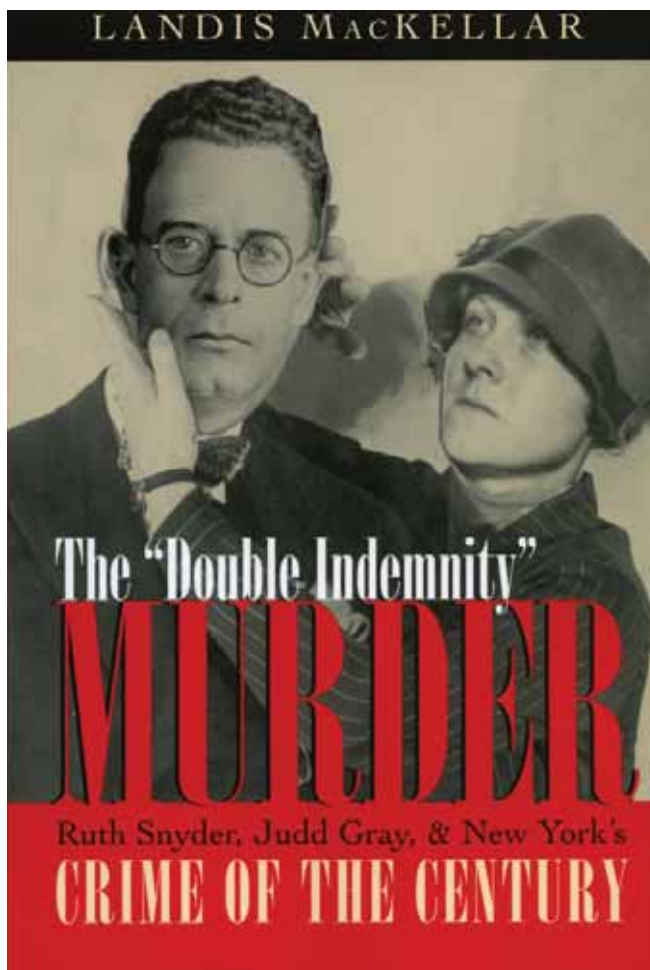
With "The 'Double Indemnity' Murder," MacKellar follows in the footsteps of John Kobler, whose 1938 epic account included substantial portions of the court transcripts, and Leslie Margolin, who offered a somewhat pulp-ish but still useful account in the late 1990s. Both of the other books are now out of print, so MacKellar has the field to himself.

The case was the basis of Billy Wilder's 1944 film noir classic "Double Indemnity"—the greatest American film, in my opinion—starring Barbara Stanwyck and Fred MacMurray, and written by Raymond Chandler based on James M. Cain's tough, cynical novel.

The subtitle of MacKellar's book, "crime of the century," is a hugely hyperbolic term given to many minor-league affairs. But it fits the Snyder case for at least one reason alone: More literary works—both fictive and non-fiction—have referenced that trial than any other 20th-century trial in America. This includes such famous cases as Sacco-Vanzetti, Scottsboro, and the Rosenbergs, which are all arguably way ahead of the Snyder case not only in terms of innate drama but also by virtue of the political issues they raised.

Tabloid Tale

By contrast, the case H.L. Mencken referred to as the affair "la Snyder" and what Damon Runyon aptly called "the dumbbell murder" raised no real issues, either political or legal. It has more of a banality-of-evil quality, a sordid tabloid story of the Jazz Age over insurance policies and lust that was elevated to international proportions and but for Hitler's ascendancy might have been made into an opera by Brecht, Weill, and Lenya, who were deeply attracted to the case way over in Berlin.



The reason was the simple chutzpah of a middle-class housewife from Queens and her undergarment/drummer pal who would commit such mayhem and blame it on two passing Italian thugs, as if Sacco and Vanzetti escaped to do a botched robbery and murder job.

In fact, Ms. Snyder and her paramour, Judd Gray, sprinkled the crime scene with Italian newspapers in a ridiculous attempt to lead the police on a wild pasta chase.

Indubitably, the flapper-momma angle also played a role in the intense interest in the case. One of its legacies is

The 1928 execution of Ruth Snyder was snapped secretly by Daily News photographer Tom Howard.

the fact that The New York Times and The New Yorker continue to refer to Snyder as the first woman electrocuted in New York, when she was in fact the third.

Poor forgotten Martha Place and Mary Farmer. Place, of Flatbush, Brooklyn, strangled her step-daughter in 1895, was refused a commutation by then-Governor Theodore Roosevelt, and electrocuted in 1899. Ten years later, Farmer, a Jefferson County housewife, was electrocuted at Auburn Prison for murdering her neighbor in order to claim the neighbor's property with fraudulent deeds.

Aiding the historic myopia of the newspaper of record and the supposed greatest engine of fact checking is the fact that Snyder alone had her picture taken in the act of death. The image was snapped secretly during her 1928 execution at Sing Sing by Daily News photographer Tom Howard, the grandfather of actor George Wendt of "Cheers" fame. James Cagney later played a character loosely based on Howard in a film called "Picture Snatcher."



In still another movie based on the case, Rita Hayworth played a too gorgeous Snyder in "The Story on Page One," directed by Clifford Odets.

Perhaps Snyder's greatest defender was America's greatest 20th-century critic, Edmund Wilson, who deplored tabloid vulgarity and eloquently compared her to Thomas Hardy's "Tess of the d'Urbervilles," another woman who killed a husband in a bad marriage.

Wilson's account, along with Sophie Treadwell's remarkable 1928 play "Machinal," are unique in their essential sympathy for a character otherwise belittled or condemned.

Lacking Analysis

While MacKellar gives us a well-written, if not lapidary, account of the trial using court transcripts and period papers, the book has an overall feeling of a second draft.

There is virtually no analysis of important cultural studies of the period, such as Charles Ponce De Leon's excellent "Self Exposure, Human Interest Journalism and the Emergence of Celebrity in America 1890-1940" (University of North Carolina, 2002).

It appears that MacKellar and his editor were content to tell a sort of Joe Friday story—"Just the Facts ma'am."

He leaves out Wilson, as well as the great Gene Fowler, who was an actual witness to Snyder's execution and wrote a brilliant article, which stands along with Clarence Darrow's Leopold and Loeb summation as the two greatest Jazz Age accounts to advocate against capital punishment.

Even a greater loss in MacKellar's account is any reference to Fowler's reworking of the article in the orgiastic climax to his great but neglected novel "Trumpet in the Dust" (1928), which was largely based on the Snyder case, and its effect on one newsman's views on life and death. Fowler was haunted by the case and all of his life associated the sounds of toasters with the sound of Snyder's flesh meeting the wooden electric chair.

In short, MacKellar's semi-scholarly book is the best full-length account, but those who want the real thing will have to wait for a truer cultural tale of a case that integrates the tabloid taste of cheap whiskey with a broader story of endless iconic images.

Lawrence Fleischer is counsel to Gotlin & Jaffe.



Any Jet.
Any Time.
Any Place.



David Rome
Blue Star Jets

Direct: 212-389-2412 • 866-JET-TIME ext. 112
Cell: 516-384-3418 davidrome@bluestarjets.com

WANT TO PURCHASE
MINERALS AND
OTHER OIL/GAS
INTERESTS

Send details to:

P.O. Box 13557

Denver, Colorado 80201

**AKC Registered Male and Female
English Bulldog Puppies For Sale**

The males are \$750, while the females are \$900 (shipping not included) Vet checked; both comes with good health guarantee; up to date shots and de-worming and have been micro-chipped before going to their new family. They are very loveable and sociable. 50 lbs full grown, lovely colors, compact in size, sweet in nature and cheerful in character.



For more information about these puppies,



please contact me via email
slaxoonet1@yahoo.com



Tre Laghi
Creative European Travel

*Your Specialists In
Italy, France & Switzerland*

An Extraordinary Blend Of Exercise, Culture & Cuisine

- Luxury Walking Tours
- Culinary & Wine Experiences
- Spa Adventures
- Alpine Fly Fishing
- Custom Trips For Friends, Family & Unique Corporate Events

Call: 800-293-1117
www.trelaghi.com

SKATEBOARDS, TRIKES, SOCCER, SHUFFLEBOARD, PICKLEBALL™, VOLLEYBALL, BASKETBALL TENNIS, ROLLER HOCKEY, SPEEDMINTON™, PADDLE TENNIS, DODGEBALL PARTIES... AND MORE!



The Court For Your Game!™

- COURTS FOR EVERY SPACE & BUDGET
- 1/2 COURT BASKETBALL
- FULL COURT BASKETBALL
- MULTI GAME COURTS
(PLAY UP TO 15 GAMES)
- TENNIS COURTS
- INDOOR GYMS
- PUTTING GREENS



BounceBack™
Suspended Surfacing



SnapSports Tristate
snapsports.com

SnapSports is a trademark of Snap Lock Industries Inc. SLC, UTAH

CALL FOR A FREE ESTIMATE TODAY!
(877) HoopsNJ
466-7765

"Serving NJ, NY and CT"

To Advertise In this section contact Danny Williams at 212 - 545-5950
or e-mail dwilliams@alm.com

On Our Western Frontier

After the Revolutionary War, **Western New York** was shaped by settlers and history, including the **trial** of suffragette **Susan B. Anthony**.

BY DAVID O. BOEHM

There is more than verdant land, open space and lakes in the western part of New York state—there is history, and there are stories, going back to the time of the founding of this country. This is the land of the Seneca Nation of Indians, not to mention the location of the courthouse where Susan B. Anthony was tried for illegal voting. Space is limited here for more than this briefest look at a part of New York's western frontier, but step back for a moment to the late 18th century, for a look into a state very different from the one whose shape we see today.

At the end of the Revolutionary War, farmers seeking lands more productive than those in their stony, unyielding eastern mountains came to western New York, which was then a dense wilderness. These farmers were joined by others who had served in Sullivan's army when it came, in 1779, to drive out the occupied Seneca Nation and were enchanted by the grand expanse of country before them.

Many others came to settle the fertile land that lay west of the so-called "Preemption Line" that crossed the area claimed by Massachusetts. (The Preemption Line was the boundary dividing the American Indian lands of western New York State awarded to New York from those awarded to the Commonwealth of Massachusetts by the Treaty of Hartford of 1786.)

Much of the vast area of Western New York belonged at that time to the wealthy landowners of the Phelps and Gordon Tract, the Morris Reserve and the Holland Land Purchase Company which were eager to obtain the revenue from the sale of their land to the new settlers.

The Settlers Got Down to Work

On their arrival, the hardy pioneers hewed down the great hardwood trees on their property, then cleared and harrowed the land, which would become their farms, and on which they erected their sturdy log cabins.

Others opened stores and shops, taverns and mills. Soon villages were established, including the buildings of small churches, their choirs sung by ladies of the settlement. It was not long before the new attorney arrived and opened his office on the single street that ran through the village, his shingle hanging from the limb of a tree outside his window.

The upstate attorney became a general-



ist, trying civil and criminal cases. He was a conveyancer and a drafter of wills, skilled in many areas of the law in the manner of Justice Robert H. Jackson, who came to the U.S. Supreme Court, in 1941, from his Jamestown law practice in the Western county of Chautauqua.

Ontario County was initially created in 1789 and embraced many of the counties in what is now the Seventh Judicial District. The entire legal business of the scattered settlements was conducted in Canandaigua, which is today the county seat of the much reduced Ontario County.

By Chapter 58 of the Laws of 1821, signed by Governor DeWitt Clinton, the Western counties were trimmed and the new counties gathered into judicial districts. The Seventh Judicial District incorporated seven counties, including a new Livingston county and the smaller Ontario County.

The original courthouse in Canandaigua was replaced in 1858, and in this new courthouse, in 1873, Susan B. Anthony, the suffragette leader (shown in the engraving above), was tried for having illegally voted

in the presidential election (on behalf of Ulysses S. Grant).

Suffragette on Trial

Although Susan Anthony was living in Rochester, the U.S. Attorney successfully sought a change of venue because of Anthony's local popularity and her trial was held in Canandaigua. Henry Selden, a former Court of Appeals judge, was Anthony's counsel, and co-counsel was Eugene Van Voorhis, father of the great Court of Appeals judge John Van Voorhis.

The federal judge, Ward Hunt, prohibited Anthony from testifying and directed the jury to return a verdict of guilty, which it did. The following day, Judge Hunt sentenced Anthony to a fine of \$100, which she deliberately never paid. The story is told that when the judge imposed sentence, the arm on the statue of Justice on the courthouse dome fell to the ground, prompting James Glynn, a witty Rochester lawyer, to note that when Justice is not vindicated, it is amputated.

According to the late J. Robert Houston,

a keen and engaging County Judge of Livingston County, there was another incident involving the same statue of Justice, which remains atop the Canandaigua courthouse gazing toward the distant southern end of Canandaigua Lake, where the Seneca Nation is claimed to have had its ancestry.

The story was of Red Jacket, the great Seneca Indian chief who was famous for his eloquence and wisdom. His Indian name was Sagoyewotah—"He keeps them awake." It was he who opposed the relinquishment by the Senecas of their ancient hunting lands and revered burial grounds by the Treaty of Big Tree in 1797.

As told by Judge Houston, Red Jacket appeared at a trial in the Canandaigua courthouse in support of a claim by a fellow Seneca tribesman. Unfortunately, his claim was rejected.

Red Jacket was incensed by what he regarded as the result's unfairness and, as he departed, he observed the statue of Justice.

"Who is that?" he asked.

"That is Justice," the lawyer replied.

"Justice!" the angry Red Jacket said. "And where does he now live?"

Even the Cities Flowered

Because of its rich farmland, Livingston County raised abundant harvests of wheat proudly bearing the brand "Genesee," named for the western county.

The wheat was carried north to the many grist mills in Rochester which, during the Civil War, became known as the "flour city." Years later, beautiful nurseries were established by the Ellwanger and Barry families, and the name was changed to the "flower city," which it still bears.

The beautiful, alluvial plain of Livingston County, named "Pleasant Valley" by the Indians, attracted many early immigrants from Ireland and Scotland, as the villages of Scottsville and Caledonia attest. They traveled inland by boat. Judge Houston held in his possession a preserved stub of the Erie Canal boat ticket on which his great, great grandmother traveled to Livingston County after arriving from Ireland.

And thus, among other small but consequential milestones, began the development of what was to become the great Empire state. •

David O. Boehm is a former judge of the Appellate Division, Fourth Department.

GENDER ON TRIAL:

*Sexual Stereotypes and Work/Life Balance
in the Legal Workplace*

by Holly English

Save
10%



Gender on Trial:

Sexual Stereotypes and Work/Life Balance in the Legal Workplace

by Holly English

*“Gender on Trial is destined to be an
important resource for law students,
practitioners, and scholars.”*

Prof. David B. Wilkins

*Kirkland and Ellis Professor of Law and Director of the Program on the Legal Profession,
Harvard Law School*

Softcover. For a detailed table of contents and to order this book:

Visit www.lawcatalog.com or Call 800-603-6571

Use promo code **2110052** when ordering to receive a **10%** discount.

ATTORNEYS WE'VE PLACED

REMEMBER US
WHEN THEY'RE
EMPLOYERS.

General Counsel, Hedge Fund
Managing Director, Investment Bank
Division GC, Fortune 500 Corporation
Department Chair, AmLaw 100 Firm
Managing Partner, Top Tier Boutique

PITTMAN & ASSOCIATES

Where the best attorneys find the best jobs.