

OWBA Network

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Date Due:	Business Card Size (3 1/2" x 2") \$40.00	Quarter Page Ad (3 1/2" x 4 1/2") \$75.00	Half Page Ad (7 1/2" x 4 1/2") \$150.00	Full Page Ad (7 1/2" x 10") \$250.00	Full Page Insert (one side) \$180.00
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Advertisement Policy

The Ohio Women's Bar Association newsletter is published quarterly. Payment must be made in advance, and proof requests must be requested at time of submission of advertisement. Preferred position may be requested but cannot be guaranteed or paid for other than those specified in brochure. The OWBA shall not be liable for slight changes or typographical errors which do not lessen the value of the advertisement. In the event of a damaging error on an advertisement for which the OWBA is liable, an adjustment will be made. The OWBA reserves the right to regulate typographical tone of all advertisements and to revise or turn away copy which it considers objectionable. The OWBA reserves the policy of no cash refunds. Any reimbursements will be made in the form of credit toward future advertisements. Camera ready artwork (black ink on white paper) or those submitted on CD in pdf file format are preferred. If not available, add \$20 and ask us for assistance.



Ohio Women's Bar Association
9705 State Road
North Royalton, OH 44133-1931



Monique B. Lampke <i>President</i>
Susan E. Petersen <i>Vice President</i>
Michele A. Shuster <i>Treasurer</i>
Robin E. Harvey <i>Secretary</i>
Pamela D. Houston <i>President-Elect</i>



Monique B. Lampke
President

A Very Busy Autumn!

President's Message

Thanks to OWBA's terrific officers and members, we have several things in the works throughout Ohio. We are kicking off a "Networking at Noon" series during the noon hour this fall with members of the judiciary in **Cleveland** (Nov. 18 with Judge Hemann of the Northern District of Ohio), **Columbus** (Oct. 18 with Judge Bryant of the Franklin County Court of Appeals), **Akron** (Oct. 26 with Judge Marsh Stormer of the Summit County Court of Common Pleas), **Cincinnati** (Nov. 17 with Judge Ethna Cooper of the Hamilton County Common Pleas Court), and watch for possible Dayton and Toledo dates as well! Feel free to sign up yourself or a friend, enjoy some lunch, and network at full speed.

Some of you may know that this year is the OWBA's 15 year anniversary. Thus, we needed to have a correlating celebration. I am thrilled to announce that OWBA's 3 founding members, **Justice Alice Robie Resnick** (Ohio Supreme Court), **Judge Pat Hemann** (Northern District of Ohio), and **Pam Hultin** (Smith & Hultin), are all on-board for the OWBA's 15 Year Jubilee which will be held on January 10, 2006 in Columbus, Ohio. The evening will honor OWBA's founding members and its past presidents and discuss the history and future of women attorneys in the state of Ohio. Please join Justice Resnick, Judge Hemann, Pam Hultin, and me during this terrific celebration in Columbus on January 10. An invitation and sign-up form are inside.

Believe it or not, OWBA is also looking into the possibility of hosting a Blood Drive this fall in Columbus in conjunction with the American Red Cross. Details will follow. The OWBA/YWCA series in Cleveland is also alive and well and kicks off this fall. Please see the inside of your newsletter for more details. OWBA recently held VERY successful golf outings in Cleveland and Columbus as well as the Heart Health Forum in Columbus. These three events were well attended, informative, and drew over 200 people! As our membership continues to increase, so do the chances for opportunities for leadership and volunteers. Have a great Fall! ■



<i>Inside this Issue:</i>	
Save the Date!	2-3
OWBA/YWCA Women's Leadership Initiative Series Luncheon Invitation	4
<i>Networking at Noon</i> (Columbus) Invitation/Registration Form	5
Legal Job Openings	6
<i>Networking at Noon</i> (Akron) Invite/Registration Form	7
ARTICLE: From Courtroom to Boardroom — Nontraditional Careers for Attorneys and Law School Grads by Kelly A. Molnar, Esq. and Shana F. Marbury, Esq.	8-11
Members in the News	11
<i>Networking at Noon</i> (Cincinnati) Invitation/Registration Form	12
<i>Networking at Noon</i> (Cleveland) Invitation/Registration Form	13
ARTICLE: How to Move Your Office (and Maintain Your Sanity) a list of advices by Barbara A. Roubanes, Esq.	14-15
OWBA Founding Members and Past Presidents Celebration	16
Annual Cleveland Golf Outing In Review	17
Awards Nominations Requested	18-19

**OWBA 2005-2006
EXECUTIVE COMMITTEE**

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Vice President.....Susan E. Petersen
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Ninth.....A. Elizabeth Cargle
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Tenth.....Barbara A. Roubanes
Columbus.....614-221-8113
Eleventh.....Margaret S. Campbell
Painesville.....440-350-3200
Twelfth.....Sen. Mag. Eva D. Kessler
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(Dayton) 800-227-9597

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(Cleveland) 216-642-3342

Laurie J. Avery
(Toledo) 419-254-1311

Sheila Salem
(Chardon) 400-285-2222

Denise A. Mueller
(Toledo) 419-247-1642



Save the Date!

OWBA Calendar of Events

DATE	LOCATION	EVENT
Tuesday October 11, 2005 12:00 Noon	via Teleconference*	Executive Committee Meeting
Tuesday October 18, 2005 12:00 to 1:30 p.m.	Cleveland	OWBA/YWCA Women's Leadership Initiative Series Luncheon: Life Plan for Leadership (with speakers Heather Lennox and Barbara Danforth). See invite on Page 4.
Tuesday October 18, 2005 12:00 to 1:00 p.m.	Columbus	Networking at Noon Series: Lunch with Judge Peggy Bryant of the Franklin County Court of Appeals. See invite on Page 5.
Wednesday October 26, 2005 12:00 to 1:00 p.m.	Akron	Networking at Noon Series: Lunch with Judge Elinore Marsh Stormer of the Summit County Court of Common Pleas Court. See invite on Page 7.
Tuesday November 15, 2005	Cleveland	OWBA/YWCA Women's Leadership Initiative Series Luncheon: Creating Your Career Board of Directors (with speaker Diana Bilimoria). See invite on Page 4. Further details TBA.
Thursday November 17, 2005 12:00 to 1:00 p.m.	Cincinnati	Networking at Noon Series: Lunch with Judge Ethna Cooper of the Hamilton County Court of Common Pleas Court from 12-1. See invite on Page 12.
Thursday November 17, 2005 12:00 Noon	via Teleconference*	Full Board Meeting

**OHIO WOMEN'S BAR ASSOCIATION
NOMINATION FORM
2006 FAMILY FRIENDLY EMPLOYER AWARD**

Your Name: _____

Daytime Telephone: _____

Name and address of the legal employer you wish to nominate:

Please describe your relationship to this employer:

If you are an employee of this employer, please describe your position with the employer and length of employment:

Name and telephone number of a representative of the nominee who would be able to provide details about the nominee's employment policies and practices:

Please explain in detail why you believe this employer is worthy of the recognition for its family friendly policies or practices. Please be specific as to any policies the employer established including, but not limited to, the following: part-time employment, part-time partnership, maternity/paternity/family leave, flexible work schedules, telecommuting and job sharing. Please feel free to attach additional comments and documentation.

Please mail, fax or e-mail all nomination materials to: Patricia A. Delaney, 90 West Broad Street, Room 200, Columbus, Ohio 43215. Fax: 614-645-6949; E-mail: . Nominations must be received no later than **January 31, 2006.**

**Nominations Requested for OWBA's 2006
Justice Alice Robie Resnick
Award of Distinction**

The OWBA is requesting nominations for the Ninth Annual Alice Robie Resnick Award of Distinction to be presented at OWBA's Annual Meeting in **Spring of 2006**. This honor is OWBA's highest award for professional excellence and is bestowed annually on a deserving attorney who exhibits leadership in the areas of advancing the status and interests of women and in improving the legal profession in the State of Ohio.

Justice Resnick was the fourth woman elected to statewide office in Ohio and the second woman elected to the Supreme Court of Ohio. She was first elected to the Supreme Court in 1998 and is currently serving her third term. This award was named after her in recognition of her pioneering efforts to establish the Ohio Women's Bar Association.

Members are invited to submit nominations, which should include the nominee's full name and address; present position; professional and/or civic accomplishments; and the reasons why the individual meets the standards for the award. Nominations should be sent to Executive Director Violet Imre (either via Mail: OWBA, 9705 State Road, North Royalton, Ohio 44133; e-mail: VioletImre@aol.com; or fax: 440-582-2856) no later than **January 31, 2006**. The recipient of the Award will be announced in the Spring Newsletter and officially presented with the Award at the Annual Meeting.

Past Recipients of this prestigious award are:

1998	Justice Alice Robie Resnick	2002	Louise P. Dempsey
1999	Pamela Nagle Hultin	2003	Magistrate Vernelis K. Armstrong
2000	Magistrate Judge Patricia Hemann	2004	Sandra J. Anderson
2001	Barbara J. Smith	2005	Mary Ann (Mickey) Rabin

Nominate someone today and continue the tradition of honoring women of excellence! ■

**Fourth Annual
FAMILY FRIENDLY AWARD
Nominations Requested**

The OWBA is seeking nominations for its Third Annual FAMILY FRIENDLY AWARD. Many legal employers recognize that alternative work arrangements ("AWA") help retain the best talent in their offices. The OWBA will recognize the legal employer in Ohio who best exemplifies the commitment to work-life balance arrangements at its 2006 Annual Meeting. Do you work for such an employer? Take time to nominate them for the 2006 FAMILY FRIENDLY AWARD! Simply fill out the nomination form on the facing page and send it to Patricia Delaney by **January 31, 2006**.

The OWBA is at the forefront of a profession-wide effort to promote meaningful AWAs in both private and public practice. The FAMILY FRIENDLY AWARD honors those employers who assure that lawyers can take care of their families and still pursue a successful career. Spread the word about your employer's family friendly policies and practices – nominate them today! They'll appreciate the recognition!

Past recipients of the FAMILY FRIENDLY AWARD are:

2003	Reminger & Reminger
2004	Bricker & Eckler LLP
2005	Cuyahoga County Prosecutor William D. Mason; and Geauga County Prosecutor David P. Joyce

Any employer previously nominated can be nominated again! Remember the deadline for nominations is **January 31, 2006**. If you have questions, please contact Patricia Delaney, Esq., Chairperson of the Part-Time Employment Committee, at 614-645-6933 or padelaney@columbus.gov. ■

**OWBA Calendar of Events
(Continued)**

DATE	LOCATION	EVENT
Friday November 18, 2005 12:00 to 1:00	Cleveland	<i>Networking at Noon Series: Lunch with Judge Pat Hemann of USDC, Northern District of Ohio. See invite on Page 16.</i>
Thursday December 8, 2005	via Teleconference*	Executive Committee Meeting
December 2005	Ashtabula	Legal Aid Pro Bono Program CLE on "Ethics, Professionalism and Substance Abuse." Attendance is free for those attorneys who take a case for legal aid.
Winter/Spring 2006	Cleveland	<i>Working Parent Forum and CLE at the Cleveland Forum with various CLE presenters, a networking lunch, and presentation from BlueSuitMom.com</i>
Tuesday January 10, 2006 5:30 to 8:30 p.m.	Columbus	OWBA's 15th Year Crystal Jubilee Honoring Its Founding Members and Past Presidents: Celebrating The History and Future of Women Attorneys in Ohio. See invite on Page 18.
Wednesday January 11, 2006	Cleveland	OWBA/YWCA Women's Leadership Initiative Series Luncheon: Visibility: Creating Leadership Buzz. See invite on Page 4. Further details TBA.
Tuesday January 10, 2006	via Teleconference*	Full Board Meeting
Wednesday February 15, 2006	Cleveland	OWBA/YWCA Women's Leadership Initiative Series Luncheon. Rainmaking: The Art & Science of New Business Development. See invite on Page 4, Further details TBA.

***PLEASE NOTE:** All Executive Committee and Board meetings are tentatively scheduled as teleconferences, but may be changed to 'in person' meetings if it would accommodate members. Prior notice will be provided.

A Life Plan for Leadership



A four-part luncheon series for women attorneys hosted by:

**Cleveland Bar Association ~ Women in Law Section
Ohio Women's Bar Association
YWCA Women's Leadership Initiative**

Part One: Building and Revising a Life Plan for Leadership
Tuesday, October 18
12:00-1:30pm
at the Cleveland Bar Association—2nd level of the Galleria

Do you have a plan for your success? Have you identified the paths available to reach your goals? Women have a tendency to let life—and careers—happen to them, rather than strategically plotting where they want to end. And if you aim for nowhere, you are bound to succeed. We all need to take time to THINK about the direction we are headed and the steps we need to take to get to "success," however we define it.

Follow these leaders as they help you create your definition of success and provide guidance about what steps you need to make today to ensure you end up where you want to go. The speakers also will share ideas about non-traditional ways to achieve leadership positions and why and what you can do to shift the leadership paradigm. Participants will walk away with a self-contract to become a leader and the start of a life plan for leadership.

Speakers:

Barbara J. Danforth, Esq., Executive Director, YWCA of Greater Cleveland

Ms. Danforth has led this vibrant organization for the last ten years, most recently launching a new initiative to help professional women advance their careers. Prior to, Ms. Danforth served as the Legal Administrator of the Cuyahoga County Department of Children and Family Services and as Chief Prosecutor for the City of Cleveland.

Heather Lennox, Partner, Jones Day

Ms. Lennox has played an active and leading role in Jones Day's business restructuring and reorganization practice area. She has co-authored bankruptcy-related articles published in *The Business Lawyer* and the *Journal of Bankruptcy Law and Practice* and was named a 2005 Ohio Super Lawyer and one of the "leaders in her field" for 2005 by Chambers USA.

Upcoming Workshops in the Series:

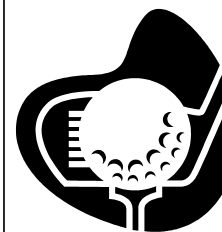
November 15
*Creating Your Career
Board of Directors*

January 11
*Visibility: Creating
Leadership Buzz*

February 15
*Rainmaking:
The Art & Science of
New Business Development*

to register visit: www.clevelandbar.org

Each workshop	\$25 members	\$40 non-members
Register for all 4 and SAVE!	\$80 members	\$140 non-members



OWBA's Cleveland Golf Outing In Review

OWBA's Annual Cleveland area Golf Outing was held on August 18, 2005 at Fowler's Mill Golf Course in Chesterland. With over 60 registered golfers, we made the best of the beautiful day on this great course. This year, our golfers had a choice of playing either the 9 or 18 hole scrambles, followed by a dinner at the end of the day. We were pleased to have sponsors who supported OWBA for this event, as follows:

Dinner Sponsor: Travel Solutions, Inc.

Eagle Sponsors: Roetzel & Andress
Weltman, Weinberg & Reis Co., L.P.A.

Birdie Sponsors: Rennillo Reporting Services

Hole Sponsors:	Executive Search & Placement Co., Inc.	Reminger & Reminger Co., L.P.A.
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	Meyers, Roman, Friedberg & Lewis L.P.A.	Weltman, Weinberg & Reis Co., L.P.A.
	National City Bank Private Client Group	
	Parise & Associates Court Reporters and Videoconferencing	

As to final game results, the rundown is as follows:

18 Hole Overall

First Place	Threesome of Halle M. Hebert (OWBA's immediate past president); Pete and Jon Oldham
Second Place	Threesome of Laura Hauser (OWBA's president 1996-97); Richard Szekelyi and David Baker
Third Place:	Threesome of Ray Mueller, Blake Gerney and Cara Staley

9 Hole Overall

Fist Place	Threesome of Janice Reith, Sandy Lucas, Sonja Rajki
Second Place	Foursome of Judy Caldwell, Leslie, Jenny, Kathy Yohman, Sue Seacrist
Third Place	Foursome of Heidi Boehlefeld, Michele Tyrpak, Rhonda Debevec Baker, Joan Aarington, Deanna Robertson

All Female Team

First Place	Foursome of Judge Janet Burnside, Dena Kobasic, Gretchen Evanco and Barbara Summers
-------------	---

Skill Shots

Longest Drives:	Dave Baker, Barbara Summers and Jan Rieth
Closest to the Pin:	Ray Mueller, Jennifer Whitney and Jan Rieth

Many thanks to all our sponsors, attendees, and donors of raffle prizes and hospitality bag items. See you Next Year!



Columbus Golf Outing In Review

OWBA joined with NAWBO (National Association of Women Business Owners) and EWG (Executive Women's Golf Association) and held a combined Golf Outing on August 29th. The outing benefited *Fore Hope*, an organization which provides a therapeutic and educational golf program for persons of all ages with disabilities to assist them with physical and emotional development with the active engagement of their families in the program. Over 90 golfers played on the absolutely beautiful day to play and show their support! **Many thanks to attendees and sponsors!** The outing was sponsored by:

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Chris Harrington Services, LLC	LexisNexis®
Contract Counsel®	The Principal Financial Group ®
Fifth Third Bank	Reminger & Reminger Co., L.P.A.
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Ohio Women's Bar Association

Advancing Leadership, Networking and Educational Opportunities for Women Attorneys

You're Invited to OWBA's 15th Year Crystal Jubilee Honoring Its Founding Members and Past Presidents: Celebrating The History And Future Of Women Attorneys In Ohio

With Keynote Addresses by OWBA's 3 Founding Members: Justice Alice Robie Resnick (Ohio Supreme Court) Judge Patricia A. Hemann (USDC, Northern District of Ohio) Pamela Nagle Hultin (Smith & Hultin)

Tuesday, January 10, 2006

5:30 p.m. to 8:30 p.m.

Kegler, Brown, Hill & Ritter

65 E. State Street, Columbus, Ohio 43215

\$25 for OWBA members & \$50 for non-OWBA members

OWBA Event Chair

Michele Shuster

OWBA Host Committee

Pat Delaney
Angie Courtwright
Barbara Roubanes

Karen Held Phipps
Beth Bolyard
Monique Lampke

If you have questions, please contact Michele Shuster, Esq. at (614) 462-5420 or mshuster@keglerbrown.com.

(Cut along dotted line and detach)

COUNT ME IN! Yes, I will attend this event.
I am an OWBA member! (The cost is \$25)
I am not an OWBA member. (The cost is \$50)
Sponsorships \$500.00 (Includes 4 tickets & program advertisement)

Name Phone
Address Email
City State Zip

Please make all checks payable to OWBA and send your form and check by December 15, 2005 to:

Violet Imre, c/o OWBA
9705 State Rd., North Royalton, OH 44133
Business Phone: (440) 582-2769
Business E-mail: VioletImre@aol.com



Ohio Women's Bar Association

Advancing Leadership, Networking and Educational Opportunities for Women Attorneys

You are Invited to a Networking at Noon Luncheon with the Honorable Peggy Bryant of the Tenth District Court of Appeals in Columbus, Ohio

Date: Tuesday, October 18, 2005

Time: 12:00 p.m. to 1:00 p.m.

Where: Tenth District Court of Appeals
Franklin County Courthouse
373 South High Street, 23rd Floor
Columbus, Ohio 43215

Cost: \$5 for OWBA members*
\$15 for non-OWBA members*

Don't miss this opportunity to meet and network with a member of the judiciary. First come, first served, as space is limited. Attorneys and law students are welcome.

* Box lunch is being provided for members and non-members courtesy of:



(cut along line and send in to the address below)

COUNT ME IN! Yes, I will attend this event.
I am an OWBA Member. (The cost is \$5)
I am not an OWBA Member. (The cost is \$15)

Name Phone
Address Email
City State Zip

Please make all checks payable to OWBA and send your form and check by October 14, 2005 to:

Karen Held Phipps, Esq.
Law Office of Karen Held Phipps, LLC
P.O. Box 20402
Columbus, Ohio 43220-0402
Phone: 614-519-5070 Fax: 614-273-0293
khipps@columbus.rr.com

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ATTORNEY OPENINGS

Commercial Real Estate: Cleveland financial institution seeks an attorney with 5-7 years of commercial real estate experience. Support the commercial lending team by drafting loan documents and commitment letters. Reasonable working hours, no billable requirement.

Contract Attorney: Corporation in Akron, OH seeks a temporary to hire attorney to prepare, review and negotiate commercial contracts. Strong negotiation and drafting skills needed. Must be computer literate (Word, Excel, Lotus Notes, PowerPoint and Internet) and prior experience on FDA Regulatory matters a plus. Compliance background desired.

Corporate Investments Counsel: Privately-held financial services company seeks a corporate generalist with 5-10 years of experience. Top 10% of law school class and prior investment experience required.

Environmental Litigator: Downtown firm seeks Attorney with 4-7 years environmental litigation experience. Ability to address commercial as well as environmental litigation issues required.

In-House Counsel: Public company located in a smaller Indiana suburb seeks a corporate generalist attorney with 8-10 years of experience. A strong educational background and experience both in-house and at a well-respected, large law firm is required. Solid corporate and transactional experience preferred.

Lead Estate Planning Attorney: Estate Planning/Probate Attorney sought to lead group in Cleveland. Senior-level (5-7 years experience) position with \$300K in portable business required.

Leasing Attorneys: Cleveland area corporation seeks senior leasing attorney. Big-box, commercial/retail experience required. Fast-paced environment.

Real Estate: Larger Cleveland firm seeks real estate associate, lateral hire. Mid-level candidate with sophisticated commercial closing experience preferred. Entrepreneurial firm.

White Collar Crime/Corporate Investigations Attorney: White Collar Crime Attorney sought for downtown firm. Justice Department, US Attorney background practice candidates sought. Client will cover relocation costs.

PARALEGAL OPENINGS

Corporate Affairs: Westside corporation seeks corporate governance paralegal. Prior experience working w/in the Board of Directors and preparing Board minutes required. A Bachelor's degree and prior compliance and regulatory experience also preferred.

Estate Planning: Eastside boutique law firm seeks a paralegal with at least one year of estate planning experience. Strong drafting skills preferred.

IP Administrator: Cleveland firm seeks experienced Paralegal or JD candidate with extensive IP background to manage the IP practice group of a dynamic firm. Patent, trademark, docketing, USPTO filing and annuity payment experience required. Must have a proven record of outstanding interpersonal and supervisory skills.

Litigation Support: BA and Summation Certified Trainer qualifications preferred. Five plus years of law firm experience in a Litigation Management capacity needed for this dynamic position. Troubleshoot litigation support applications for large firm. Ability to use Excel, PowerPoint. Travel is essential.

Medical Records: Eastside corporation seeks paralegals with strong medical records experience for litigation support, client representative and medical analyst positions. Client account management experience preferred.

Real Estate: Eastside firm seeks candidate with at least one year of RE leasing experience. Commercial experience preferred. Hot docs proficiency a plus.

Senior Litigation Legal Assistant: Cleveland corporation seeks a paralegal with at least five years of litigation experience. Summarize depositions, perform legislative research, coordinate discovery requests and maintain case files. Professional environment working with Office of the General Counsel.

Temporary: MLS is screening candidates for upcoming temporary projects. In-house and law firm settings. Competitive hourly rate compensation for both experienced and entry-level paralegals.

Please identify the OWBA and this Newsletter as the source where you saw these listings. Reply in confidence to:

Major Legal Services® (1111 Chester Avenue, 510 Park Plaza, Cleveland, Ohio 44114) Phone: (216) 579-9782
E-mail: deborah@majorlegalservices.com
Web Page: www.majorlegalservices.com

tions, so build in some extra travel time in the first weeks while coming and going from the new space.

26. Take some time once it all comes together to appreciate the impact of the total vision: the walls, paint, carpet, furniture, computers, phones, staff, office supplies, art, plants, refrigerator, and your name in lights (at least, ethically-compliant, non-misleading lights) to enjoy a well-deserved moment of peace. Congratulations! You really did it.

27. Now get to work. You've got a lot of catching up to do! ■

*Barbara A. Roubanes, Esquire
Barbara A. Roubanes Co., L.P.A.
September 2005*

*OWBA Trustee **Barbara Roubanes** became a solo practitioner in 2004 and is well versed in moving offices. For more information about moving your office, please contact Barbara A. Roubanes, Barbara A. Roubanes Co., L.P.A., 555 Metro Place North, Suite 575, Columbus, Ohio 43017, (614) 793-8113, or e-mail her at bar@roubaneslaw.com.*

OWBA Survey

We are repeating a survey we did in the Spring to further enable us to efficiently meet members' needs and plan upcoming events. Thanks to those of you who have responded to that survey, and we would ask everyone else to please take a few moments to complete the survey below:

(Optional) Name _____
Address _____
City _____ State _____ Zip _____
Phone _____ Email _____

I would consider attending events in the following areas:

_____ Akron _____ Cincinnati _____ Cleveland
_____ Columbus _____ Dayton _____ Toledo
_____ Other: _____

Please tell us what types of future events you prefer (please check all that apply):

_____ Networking activities such as:
_____ Dinners/Luncheons on specific topics like:
_____ Financial planning _____ Childcare Background Checks
_____ Family/Work Issues _____ Keynote Speakers
_____ Dinners/Luncheons - Generally _____ Golf Outings
_____ Community service projects
Types of projects: _____
Names of groups to work with: _____
_____ Awareness of medical issues affecting women such as: _____
_____ Events with other groups like:
_____ YWCA
_____ Local Women's Bar Associations
_____ National Association of Women Business Owners
_____ Other _____

Additional Comments/Suggestions for Events of Interest to You: _____

Please mail, fax, or email your completed survey to:

Monique B. Lampke
Porter, Wright, Morris & Arthur LLP
41 South High Street
Columbus, Ohio 43215
Fax: (614) 227-2100 Email: mlampke@porterwright.com

How to Move Your Office (and Maintain Your Sanity)

1. Be really, really sure that you want to move.
2. Refer to Item 1 as often as necessary to make sure you really, really want to move.
3. Have your blood pressure and cholesterol levels checked prior to signing any lease for new office space.
4. Micro-manage the details on the new space to make sure it's ready for you to move in (don't be afraid to be aggressive here – it's your space, after all).
5. Cross-examine every vendor, service provider, and technical support person well in advance to determine what the plain meaning of their jargon really is.
6. Keep all copies of service agreements, contracts, furniture proposals, negotiation emails, and the like handy to argue morning, noon, and night for as long as it takes for people to do what they promised they would do (refer to Item 5).
7. Use the slow moments (inevitably caused by the failure of telephone, computer, Internet, or other service providers to perform under their various contracts leaving you temporarily without access to your phones, computers, Internet, or other services) to bone up on contract law by rifling through your law school hornbooks you uncovered during the move and have not seen this millennium.
8. Take pictures of your family so that you will be able to recall what they look like during the period of the office move.
9. Do not assume that professional movers will be of no use since you're not moving anything but your files and small-scale office equipment – the job is bigger than you think.
10. Finalize the details of your new letterhead, business cards, envelopes, toll-free and/or regular telephone numbers, furniture, office supplies, and any other unforeseen item well in advance of the move.
11. File Notices of Change of Address with each court in which you have pending litigation (can be an effective accompaniment to a motion to continue, if necessary).
12. Call all your clients well in advance of the move and assure them that you're up to date on their respective matters, you are moving on to bigger and better things, and that your new place has free parking (or some other tangible benefit to them).
13. Update your website and all professional contact information with Martindale-Hubbell and all local, state, and national bar associations.
14. Leave your former phones up and running to overlap the period of transition with a nice message informing callers of the new numbers and location and inviting a message in either place.
15. Instruct your staff to continue checking voice-mail at both locations until the old service has terminated.
16. Terminate the old phone service only after the new one is up and running with no glitches (see Items 5 and 6 if necessary).
17. Do not try to save a few dollars by asking someone related to you by blood or marriage to put furniture together for you.
18. Do not design large-scale configurations of reception furniture using illustrated diagrams from an office supply catalog – if the manufacturer didn't bother to take a picture of it, you can bet it will look miserable.
19. Be aggressive in negotiating every lease, contract, deal, invoice, and return associated with the move – if you don't do it, who will?
20. Keep a comfortable sleeping surface, change of clothes, extra coffee, and some relatively nutritious food on hand for working 'round the clock in response to the surprise, last-minute denial of one of the motions to continue referenced in Item 11.
21. Resist the temptation to drink the entire pot of coffee made each day by your very own coffee pot symbolizing your ascension to the ranks of a law firm capable of offering coffee to guests.
22. Assume that the entire experience will cost three times more and take five times longer than your original estimates.
23. Assume that NO WORK will be done for at least one week.
24. Spend some time with your staff figuring out the little details of the new processes that will threaten to cause them to become unglued: how to process mail; how to make copies; how to print; how to file; how to manage phone calls; how to program the new phone system; how to access voice mail; how to politely explain that you are not available because you are having a nervous breakdown.
25. Assume that no matter how beneficial the new location, it will have some unforeseen, detrimental impact on at least one of your routine destina-



Ohio Women's Bar Association

Advancing Leadership, Networking and Educational Opportunities for Women Attorneys

You are Invited to a Networking at Noon Luncheon with the Honorable Elinore Marsh Stormer of the Summit County Common Pleas Court

Date: Wednesday, October 26, 2005
Time: 12:00 p.m. to 1:00 p.m.
Where: Summit County Courthouse
 209 S. High Street-3rd Floor
 Akron, Ohio 44308
Cost: \$5 for OWBA members*
 \$15 for non-OWBA members*

Grab this opportunity to meet and network with a member of the judiciary.
 First come, first served, as space is limited. Attorneys and law students are welcome.

* Box lunch is being provided for members and non-members who RSVP by **October 21st**.

(cut along line and send in to the address below)

_____ COUNT ME IN! Yes, I will attend this event.
 _____ I am an OWBA Member. (The cost is \$5)
 _____ I am not an OWBA Member. (The cost is \$15)

Name _____ Phone _____

Address _____ Email _____

City _____ State _____ Zip _____

Please make all checks payable to OWBA and send your form and check by **October 21, 2005** to:

Cara L. Staley, Esq.
Oldham & Dowling
195 S. Main Street, Suite 300
Akron, OH 44308
Phone: 330-762-7377 Fax: 330-762-7390
cstaley@oldham-dowling.com

From Courtroom to Boardroom - Nontraditional Careers for Attorneys and Law School Grads

by Kelly A. Molnar, Esq. and Shana F. Marbury, Esq.

We all know that an education is our ticket to the career of our dreams. An undergraduate degree can produce teachers, engineers, accountants. A medical school education can produce doctors. A law school education can produce lawyers – right?

While law school is certainly meant to train our nation's attorneys, a law school education is, at its heart, a solid, advanced education that can prepare a student for much more than courtroom battle. A plethora of "nontraditional" or "alternative" applications for a legal education exist in the work world. While the list of nontraditional careers profiled here are by no means exhaustive, perhaps they will give an attorney who has spent one afternoon too many wondering what is on the other side of private practice an idea for the future.

Entrepreneurs

Do you have the entrepreneurial itch to strike out on your own? An attorney or law school grad could easily join the growing ranks of small business owners and operate any number of commercial endeavors such as, running a bed and breakfast, opening a flower shop or a book store, or capitalizing on any special skills you have by starting a consulting firm.

Laurie Danis received her law degree from The Ohio State University where she met her husband, Peter. Following law school, Laurie briefly clerked for a law firm and also worked for the Ohio Secretary of State's office. After working in the legal department for the Ohio Department of Rehabilitation and Correction, Laurie decided that the action was in the field. She then became the Deputy Warden at the Dayton Correctional Institution where she headed up the industry shop, training and educational programs for inmates. This position, itself arguably a nontraditional legal career, was still not satisfying for Laurie. "I wanted to work with my husband and I wanted to do something I felt passionate about. I am a nurturer, not a fighter," she explains. On the very night that Laurie and Peter welcomed their first child into the world, the couple made the decision to leave their successful careers and open a gourmet pizza and pasta restaurant in Columbus.

Today, Laurie and Peter are owners of two Figlio Wood Fired Pizza locations in the Columbus area and are co-owners of a third location in Dayton. Additionally, they have recently opened a new restaurant called Vino Vino Winebistro which is also in the Columbus area. Peter handles the day-to-day operations of the restaurants and Laurie handles menu devel-

opment. Together, they tackle the strategic planning and hiring decisions. "Our legal educations have been invaluable in the operation of our restaurants because we know enough to know when we need help," Laurie says. So what is Laurie's advice for those that are thinking about jumping to a nontraditional career? "Follow your passion! Life is too short to be miserable in your work life."

Nonprofit Organizations

This world needs all the help it can get. There are nonprofit organizations for every imaginable cause and they need the dedication, commitment and thorough attention to detail that attorneys and law grads often have in spades. Can you make your community a better place?

Louise Alluis began her career as a social worker focusing on areas such as child development and community mental health. While pursuing her Masters in Social Work at The Ohio State University, Louise often socialized with a group of friends who were all attending law school and had formed their own study group. Louise thoroughly enjoyed the intellectual stimulation of discussing issues of law with them. She was so good at it, all of her friends suggested that she herself attend law school. Louise had a long-standing interest in seeking a legal education so she soon took them up on their suggestion and began pursuing her law degree at Capital University. Louise looked to law school to provide additional skills-based training in areas such as strategic thinking. Upon graduation, she followed her heart and returned to the nonprofit sector.

Currently, Louise is the Executive Director of On My Own, Inc., a Columbus-area nonprofit organization that promotes independent living for adults with mild developmental disabilities. As the Executive Director of a ten-person staff, Louise has very diverse duties. Because the organization is small, Louise says she must know a little bit about everything. She thrives on the "pace, creativity and strategic thinking" that comes along with her position. In fact, Louise greatly relies on her legal education because of the training in critical thinking and persuasive writing – skills she often employs in grant writing and fundraising letters of appeal. Her legal background has also fostered a sensitivity to risk management that Louise applies in making operational decisions.

Louise could not be happier with her "alternative" career path. Although she has never been in private practice, Louise says if she had it all to do again, she would use her legal training the same way.



Ohio Women's Bar Association

Advancing Leadership, Networking and Educational Opportunities for Women Attorneys

You are Invited to a Networking at Noon Luncheon with the Honorable Pat Hemann of the United States District Court, Northern District of Ohio

Date: Friday, November 18, 2005
Time: 12:00 p.m. to 1:00 p.m.
Where: Federal Courthouse
 7th Floor, Judges Lunchroom
 801 W. Superior Avenue
 Cleveland, OH 44113
Cost: \$5 for OWBA members*
 \$15 for non-OWBA members*

Meet Judge Hemann and discuss "Tips for Women Lawyers from the Bench." First come, first served, as space is limited. Attorneys and law students are welcome.

* Box lunch is being provided for members and non-members by ImageNet of Cleveland, Ltd., 65 Erieview Plaza, Suite 100, Cleveland, Ohio 44114.

(cut along line and send in to the address below)

_____ COUNT ME IN! Yes, I will attend this event.
 _____ I am an OWBA Member. (The cost is \$5.)
 _____ I am not an OWBA Member. (The cost is \$15.)

Name _____ Phone _____

Address _____ Email _____

City _____ State _____ Zip _____

Please make all checks payable to OWBA and send your form and check by **November 14, 2005** to:

Heidi P. Chylla, Esq.
 1301 E. Ninth Street, Suite 500
 Cleveland, OH 44114
 Phone (216) 781-5515
 Fax (216) 781-1030
 hchylla@hcsattys.com



Ohio Women's Bar Association

Advancing Leadership, Networking and Educational Opportunities for Women Attorneys

You are Invited to a Networking at Noon Luncheon with the Honorable Ethna Cooper of the Hamilton County Common Pleas Court

Date: Thursday, November 17, 2005
Time: 12:00 p.m. to 1:00 p.m.
Where: Hamilton County Courthouse
Room 375
1000 Main Street
Cincinnati, OH 45202
Cost: \$5 for OWBA Members*
\$15 for non-OWBA Members*

Don't miss this opportunity to meet and network with a member of the Judiciary. First come, first served, as space is limited. Attorneys and law students are welcome.

*Box lunch is being provided by for members and non-members by Records Express.

(cut along line and send in to the address below)

_____ COUNT ME IN! Yes, I will attend this event.
_____ I am an OWBA Member. (The cost is \$5.)
_____ I am not an OWBA Member. (The cost is \$15.)

Name _____ Phone _____

Address _____ Email _____

City _____ State _____ Zip _____

Please make all checks payable to OWBA and send your form and check by **November 11, 2005** to:

Robin E. Harvey, Esq.
Baker & Hostetler LLP
312 Walnut Street, Suite 3200
Cincinnati, OH 45202-4074
Phone: (513) 929-3484 Fax: (513) 929-0303
rharvey@bakerlaw.com

She sums it up by saying: "I'm always looking forward to the next day - that's how I know I'm in the right place."

Another lawyer who has embraced the nonprofit path is Yvette Ittu. Yvette's background is a mix of the "traditional" and the "alternative." She has held several positions for the City of Cleveland, including the chief financial officer post for Cleveland Public Power. Yvette also served as the Chairperson of incoming Cleveland Mayor Jane Campbell's transition team and acted as Interim Finance Director during the first quarter of Mayor Campbell's new administration. While in law school, Yvette had every intention of working for a law firm and specializing in public law and/or public finance. However, after graduation, Yvette first worked as Finance Director for the City of Lakewood for several years. Thereafter, she was in private practice at Calfee, Halter and Griswald in their Public Finance Group. While she greatly enjoyed her work in private practice, Yvette could not pass it up when an opportunity arose to work for the Greater Cleveland Partnership (GCP) and Cleveland Development Advisor's Inc. (CDA).

Today, Yvette is the Chief Financial Officer of GCP, a nonprofit business organization that mobilizes private sector leadership, expertise and resources to create jobs and improve the long-term economic vitality of the Northeast Ohio region. She is also Vice President of CDA, an affiliate of GCP that is responsible for the management of real estate investment funds initiated, and in part capitalized, by GCP members. Yvette's duties include overall financial management of GCP and several CDA funds focusing on real estate and neighborhood development. Yvette feels that having a legal background allows her to see her work from a slightly different perspective. Skills developed in law school, such as tax law analysis and contract negotiations, come in handy on a daily basis. Since Yvette has a wealth of experience in finance, she says her current position is "actually like going back to my roots." For Yvette, it's the combination of the "traditional" and the "alternative" that has resulted in a career she loves.

Mediation

If you have spent any time in practice, you have probably had occasions where it was obvious that you wouldn't be filing yet another motion if the parties would just sit down and talk. Private mediation and, to a lesser extent, arbitration may give the parties a greater sense of ownership in solving their issues long before they ever get to the courthouse steps.

After receiving a bachelor's degree in education and a law degree from the University of Akron, Shirley Cochran spent eleven years as a litigator for the Ohio Attorney General's Office. Shirley knew from that experience that litigation wasn't necessarily the best way to

resolve disputes. Shirley eventually became involved in Franklin County's Settlement Week where the Common Pleas Court shuts down for a week and the Courthouse is used to conduct mediations. Believing in the power of informal dispute resolution, Shirley became a contract employee for the Ohio Supreme Court where she helped set up mediation programs for several rural counties. After her contract with the Court was up, she started her own private mediation practice in Columbus. She briefly worked as a Mediator Magistrate for the Clermont County Court of Common Pleas but Shirley has since returned to her private mediation practice and also trains new mediators.

In her practice, Shirley conducts mediations on behalf of a variety of clients. For instance, she mediates employment based claims between employers and employees. She also sees an increasing number of insurance companies that attempt to mediate accident claims before a suit is filed. Although mediation has a reputation as being a more cost-effective way to settle disagreements, it is also useful in other instances. "Mediation can help when there really isn't a traditional legal remedy or for whatever reason the dispute isn't appropriate for a courtroom, such as a libel or slander case where economic damages can't be proven," Shirley explains. Before jumping from private law practice to mediation, Shirley cautions to "make sure you don't jump from the frying pan into the fire." Private mediators still have a lot in common with those of us in law practice, namely the struggle to find clients, determine a fair fee, and the other usual headaches that come with running a practice. Private mediators also have to deal with a general public that is unfamiliar with their work. "Most people don't know about mediation as an option. People don't get into disagreements and then say 'I'm going to call my mediator,'" she laughs. However, Shirley knows that resolving conflicts through mediation rather than litigation is still a better fit for her. "Helping people resolve their disputes together instead of just advocating for one side or the other just works better for me," she says.

Education

Opportunities abound for attorneys and law school grads at our nation's various school systems. Public schools, private schools, charter schools, colleges and universities all have a need for talented administrators and educators. (This is one area where additional certifications may be required or highly desirable depending on the position you are attempting to fill, so be sure to do your homework!)

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Like many law school grads, Alyson Alber began her legal career in traditional private practice. After graduating from the University of Virginia Law School, Alyson worked in the Cleveland office of Squire, Sanders and Dempsey in such areas as public law, labor and employment, and school law. Although Alyson was happy with her work in private practice, when an opportunity to work in the career services office at a local law school came up, she immediately recalled a career counseling session she had prior to law school. During the career testing, in addition to law, she scored a high interest in education administration.

Alyson pursued the position and in 2001 became the Director for Career Services at Case Western Reserve University School of Law. Alyson spends most of her time counseling current law students and alumni on career choices and directions. She also devotes a significant amount of time to employer development, which includes encouraging legal employers to recruit at Case. Alyson also plans and coordinates workshops for current students on topics such as interview preparation and alternative careers in the law. She finds that she does draw much from her legal background working in career services, as she spends time working with legal employers and communicating their requirements to the students and alumni she serves.

Alyson has found a different level of career satisfaction with her work in the career services area. Working on career development issues has afforded a lower stress level for Alyson than the more traditional private practice. Alyson says that she is able to enjoy her current position without the "adversarialness" that sometimes occurs in the litigation arena. She also finds she has a greater ability to predict her schedule and generally has fun when she is at work. What does Alyson suggest for lawyers who may be interested in making the switch from a traditional practice to working in career services or another administration position? "Keep your eyes open for opportunities," Alyson says. If you have a specific interest in career services, Alyson suggests getting involved with recruiting activities at your current firm and keeping in contact with the career services office at your alma mater to explore your alternatives.

Publishing

The publishing world offers an array of positions for those holding a legal education or with practical experience. There are thousands of publications with a legal bent that must be staffed. Who better

than someone with a law degree or a practicing attorney seeking refuge from the demands of billable hours?

Fed up with the gamesmanship that is too often a part of private practice, Nola Werren stumbled into her dream job. Nola was a judicial attorney for the Honorable Norman J. Putman for the Ohio 5th District Court of Appeals, briefly worked as a freelance appellate brief writer, and then spent a few years in private practice. Finally in 1997, Nola landed a job with State and Federal Communications, Inc. in Akron. State and Federal Communications issues three different loose-leaf publications on procurement, lobbying, and campaign financing laws in all fifty states. For the first six or seven years, Nola oversaw the updating of the publications which are done online each month and in hard copy format every six months. Since 2003, Nola has had the position of compliance associate where she provides personalized consulting services to three large Fortune 500 companies which have lobbyists all across the country. Nola often speaks at national conferences about lobbying and campaign finances. "We are the experts," Nola explains. "We are known on a national level and have a nationwide client base. It's a unique niche market right here in Akron."

A law school education is, of course, useful when a primary part of your job description is reading and interpreting statutes. But those skill sets aren't the only thing that is necessary. "In this job, we highly value the communications skills, critical thinking and analytical abilities that you learn in law school because no one can possibly know the law in all fifty states," Nola says. And although Nola never imagined in law school that this would be her career, she is sure that she is where she belongs. "I really did stumble into this position but I know I provide an invaluable service and that this is what I was meant to do."

One connection all of our alternative career seekers have is working in an area where their interests and hearts lie. What are you passionate about? Do you never miss a Browns or an Indians home game or religiously follow your favorite local band? A career as a sports or talent agent may be right for you. Do you dream of authoring the Great American Novel? Writing could be your destiny. Have you always had a knack for picking stocks or been able to give great financial advice? The world of investment banking may suit your skills. Do you have knowledge of an operational field or do you love the challenge of making organizational processes run more efficiently? A budding career as a management consultant may be around the corner. Is politics in your blood? Political consulting may be up your alley.

Whatever your passion, the options are endless. Some alternatives may require additional training or certifications in order for your dream to come true so

you will need to do some investigation before planning your leap. Need more information or ideas? Stop at the library and pick up America's Greatest Places to Work with a Law Degree by Kimm Alayne Walton, J.D., The Lawyer's Career Change Handbook by Hindi Greenberg, or any of the countless other books on changing careers. Combine your passion and your legal education and create an alternative that is right for you. Your possibilities are only limited by your imagination. ■

Kelly Molnar is an estate planning and probate associate attorney at Witschey Witschey & Firestone, Co., LPA in Akron. Shana Marbury is the Manager of Inclusion Initiatives and Associate General Counsel for the Greater Cleveland Partnership in Cleveland.



Editor's Note:

In the last edition (Summer 2005) of the OWBA Network Newsletter, we published a very informative, detailed article entitled Ohio Tort Reform. The article failed to give proper credit to its author, **Robin E. Harvey**. The front page listed Ms. Harvey as the author, but the author's name was omitted from article itself. Our apologies for the oversight, and our thanks for the excellent article and information provided therein. ■

Columbus Heart Health Forum a Healthy Success!

On September 13, 2005, approximately 60 attorneys, both female and male, gathered at the OWBA's Heart Health Forum in Columbus, Ohio. Speakers included Dr. James Falko from Ohio Health Network, Jill Shaw from the American Heart Association and Gail Hogan. Topics included the importance of good health, the warning signs of heart disease, heart attacks, and strokes, and the many ways to balance work and family with good health. A special thanks to Special Counsel, Hyatt and Sweet Illusions for their donations at this event and an extra special kudos to co-chairs Angie Courtwright (Columbus) and Barbara Roubanes (Columbus) for putting this terrific and informative event together. ■



Members in the News

Former OWBA President
Debra J. Horn (2001-02), has

been elected Vice President of Finance for the National Conference of Women's Bar Associations ("NCWBA") for 2005-06). Ms. Horn is a partner in the Cleveland law firm of Meyers, Roman, Friedberg and Lewis, and specializes in litigation with an emphasis on business and commercial disputes in both state and federal courts as well as through arbitration and mediation.

OWBA's Bar Associations Liaison Committee Co-Chair **Karen Held Phipps** has recently relocated and started her own private practice. Her new contact information is as follows:

Karen Held Phipps, Esq.
Law Office of Karen Held Phipps, LLC
P.O. Box 20402
Columbus, Ohio 43220
Telephone: (614) 583-9165
Facsimile: (614) 583-9171
Email: khipps@columbus.rr.com



Congratulations to OWBA's Vice President **Susan E. Petersen** on the birth of her third child, a beautiful baby girl named Katherine Elizabeth Paige Petersen. Parents and the new addition are doing well. Best wishes to the entire family!

Thank You!



We wish to express our gratitude to Anne L. Roman (Meyers, Roman, Friedberg & Lewis) for her financial donation to OWBA in honor of Mickey Rabin's receiving the 2005 *Justice Alice Robie Resnick Award of Distinction* at our Annual Meeting in April.