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Please Join NNWLA on February 17, 2015 for an Ethics Presentation By Assistant Bar Counsel

Please join us on February 17, 2015, at noon at Mario's Portofino, 1505 S. Virginia Street, Reno, NV 89502, for a presentation by R. Kait Flocchini entitled "What Every Lawyer Needs to Know About Attorney Discipline and How to Avoid it." The presentation will cover the Nevada attorney discipline process and the top ten ways to avoid becoming involved in a disciplinary matter.

The cost of the luncheon will be \$25 for members in advance, \$30 for non-members in advance, and \$35 at the door. Advance payments may be made via PayPal on our website (www.nnwla.com) or by sending a check to our treasurer, Anjali Webster c/o Gordon & Silver, 100 W. Liberty Street, Suite 940, Reno, NV 89501. If you do not plan to pay in advance, please RSVP to nnwla.rsvp@gmail.com prior to the event. Please remember to note in your RSVP or with your prepayment whether you would like a vegetarian or gluten free meal. CLE credit is pending approval (including substance abuse).

Please Save the Date for the March 25, 2015 Banquet Honoring Judge Deborah Schumacher



Judge Deborah Schumacher has worked tirelessly to improve the lives of children and families, and her efforts have made a difference to thousands of Washoe County citizens. She is an innovator who continues to strive for legislative and policy changes, and who has helped improve the service delivery system for abused and neglected children in the Second Judicial District Court.

NNWLA is pleased to celebrate Judge Deborah Schumacher's years of service at its Outstanding Woman Lawyer Award banquet at the Atlantis Casino Resort on Wednesday, March 25, 2015, with cocktails (cash bar) at 5 p.m. and dinner at 6 p.m. Wine will be served with dinner, compliments of NNWLA.

Members of the NNWLA Board recently had the opportunity to speak with Judge Schumacher about her career, the challenges she faced as a woman in the legal profession and her advice for novice attorneys. A sampling of that conversation is paraphrased and appears in the following pages. In addition, please see page 4 and the attached flyer for important information on obtaining tickets for the event and paying tribute to Judge Schumacher.

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Event Highlights:

February 17: Presentation by R. Kait Flocchini regarding attorney discipline and how to avoid it at noon at Mario's Portofino.

March 25: Outstanding Woman Lawyer Banquet honoring Judge Schumacher at 6 p.m. at the Atlantis.





A Word From Our President



By Kimberly L. Goodnight

On behalf of the NNWLA Board, I want to thank everyone who attended our January membership meeting with General Counsels Mary Dugan of the University of Nevada-Reno, Katie Fellows of Hard Rock Hotels, Edie Hofmeister of Tahoe Resources, Inc., and Debra Robinson of Monarch Casinos. Our panel provided us with valuable information on how to obtain business from general counsels' offices, thoughts on flat fee and alternative fee arrangements with law firms, and discussed what qualities general counsels' offices look for when hiring outside attorneys. They also provided us with an insider's look at the life of a general counsel and shared advice on how to make the transition into a general counsel position. The Board extends our sincerest thank you to Ms. Dugan, Ms. Fellows, Ms. Hofmeister, and Ms. Robinson for taking time out of their busy schedules to meet with our membership.

This month we have the pleasure of hosting Assistant Bar Counsel R. Kait Flocchini for a presen-

tation at Mario's Portofino in Reno. As part of the Office of Bar Counsel, Ms. Flocchini protects the public by educating and assisting lawyers to practice ethically and competently and, if warranted, prosecutes disciplinary matters. In an effort to help us all steer clear of disciplinary proceedings, Ms. Flocchini will be talking to us about the attorney discipline process and the top ten ways to avoid becoming involved in a disciplinary matter. Please join us on February 17th for lunch and earn ethics and substance abuse credit at the same time.

Finally, I hope you all join us at the Atlantis Casino Resort on March 25, 2015 at 5 p.m. as we honor Judge Deborah Schumacher as this year's Outstanding Woman Lawyer. The Board is working hard to make this an event to remember. This month we have the opportunity to get to know this extraordinary woman a little bit better in an interview conducted by Jennifer Gustafson, one of NNWLA's newsletter committee members. As we can see from this interview, Judge Schumacher has accomplished great things for families and children in our community through her passion and dedication to our profession. We look forward to honoring her in March, as she is an inspiration to all of us!

A Conversation with the Honorable Deborah Schumacher

Judge Deborah Schumacher was born and raised in Chicago, Illinois. She graduated from Valparaiso University with honors. She received her master's degree in United States History from the University of Chicago and her law degree from the University of Notre Dame. At Notre Dame, she met her husband. After graduation, they travelled west to San Francisco.

In San Francisco, Judge Schumacher worked as an associate for McCutchen, Doyle, Brown & Enerson. She loved the firm and had great mentors; however, Judge Schumacher knew that she wanted to start a family. At the time, her firm employed 180 attorneys with only two women partners. Neither of the women partners had children. Judge Schumacher witnessed other women attorneys in her firm struggle to fulfill the competing demands of motherhood and the firm's high billable hour requirements. She knew that she did not want to sacrifice her family to meet the firm's demands.

Judge Schumacher and her husband moved to Reno, Nevada to be close to her husband's family. Judge Schumacher became an associate, and then a partner, at McDonald, Carano, Wilson LLP—practicing in the fields of commercial litigation and bankruptcy. During this time, she and her husband adopted a child. It was their journey through the adoption process that piqued Judge Schumacher's interest in family law. She began to volunteer her time with Catholic Community Services doing pro bono work for their adoption program.

One day, at a charitable event, Judge Schumacher was seated next to the Honorable Scott Jordan. At the time, Judge Jordan was a family division hearing master in the Second Judicial District Court. As Judge Jordan described his role as a hearing master, Judge Schumacher was struck by his passion for his daily work.

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A Conversation with the Honorable Deborah Schumacher

When the next part-time hearing master position opened up, Judge Schumacher obtained the blessing of her firm and applied for the position. In November of 1992, Judge Schumacher was appointed to the Second Judicial District Court as a part-time hearing master.

For the next five years, she continued to practice commercial litigation and bankruptcy at McDonald, Carano, Wilson, while she simultaneously adjudicated family matters as a part-time hearing master. In April of 1997, Governor Bob Miller appointed Judge Schumacher to the bench to fill a vacancy in the Second Judicial District Court's Department 5—which was then transferred to the family division. Since her appointment in 1997, she has worked tirelessly to improve the lives of families that appeared before her and to advance the court system.

In December of 2014, Judge Schumacher retired. However, she hopes to soon return to the bench as a Senior Judge. If commissioned as a Senior Judge, she will have the opportunity to preside over criminal, civil, and family law matters as necessary to assist her fellow judicial officers.

Career Challenges:

At the beginning of Judge Schumacher's judicial career, she spent many late nights in her chambers. At the time, there were only three judges assigned to the family division and the caseloads were unmanageable.

Over the years, the court has evolved to better meet the needs of Washoe County's citizens. There are now six judges assigned to the family division. Further, the court is organized into discrete business units so that each judge is responsible for a limited number of subject matters during a given time period. These changes have enhanced the court's case management, and have benefitted both the judiciary and the families it serves.

Career Rewards:

In family law, emotions run high and conflict is inherent. Judge Schumacher opines that a family division judge must "digest a steady diet of family dysfunction," which can be taxing on the soul. Yet for Judge Schumacher, that toll never lasted for long. Each and every day on the bench she was reminded that her work was truly meaningful. In her practice as a commercial

litigator, there were times when her heart and soul were simply not as invested in her client's monetary return. But as a family division judge who adjudicated high-conflict family matters on a day-to-day basis, Judge Schumacher quickly became aware that her work *mattered*. This knowledge motivated her to become the best judge she could possibly be, and carried her through the emotionally devastating cases and her long career on the bench.

Seasoned Advice:

Early in her judicial career, Judge Schumacher received some helpful advice from a fellow district judge. The Honorable Charles McGee counseled her that in order to ensure a long and happy judicial career, it was not sufficient to devote her efforts to the never-ending stream of individual cases. Rather, she needed to become involved in larger, long-lasting systems change.

Systems Change:

Judge Schumacher has certainly taken Judge McGee's advice. She has participated in numerous efforts to improve the lives of children and families in our community and nationwide. She believes that her best large-scale professional efforts have been spent working with the National Council of Juvenile and Family Court Judges ("NCJFCJ"). Judge Schumacher was NCJFCJ's lead judge for the District's "Model Court" project in the area of improving the handling of foster care cases. She is also a member of NCJFCJ's Board of Trustees.

Through NCJFCJ, Judge Schumacher has worked to initiate systems change on both the local and national level. On the local level, the Second Judicial District Court's family division has implemented time certain calendaring, court orders are now disseminated to parents at the end of each hearing, the court has enacted established protocols governing a child's presence in the courtroom, and legal counsel is now provided for children. In short, since Judge Schumacher's appointment to the bench, the Second Judicial District Court's processing of foster care cases is greatly improved.

(Continued on page 4)





A Conversation with the Honorable Deborah Schumacher

On the national level, Judge Schumacher has undertaken significant legislative work as Legislative Chair of NCJFCJ. On Capitol Hill, she met with Members of Congress to discuss the renewal of the Violence Against Women Act ("VAWA"). Currently, she is working to provide information to congresspersons for the reauthorization of the Juvenile Justice and Delinquency Prevention Act.

Evolution of the Legal Profession:

When NNWLA asked Judge Schumacher what changes she would like to see in the legal profession, Judge Schumacher responded that the profession continues to be unfriendly to parents. "[Parenting] healthy children takes genuine time and attention. It doesn't make you less of a professional." Judge Schumacher notes that many law firms do not offer a path to advancement for women lawyers who wish to step back for a period of years to undertake the essential job of raising children. She hopes that our profession continues to grow in this regard as more and more women become attorneys in Nevada.

Advice for Novice Attorneys:

Judge Schumacher advises novice attorneys to "do whatever you can to move yourself to a place where you like your work." Judge Schumacher recognizes the constraints of today's job market, but emphasizes that pro bono work in an attorney's field of interest is invaluable to both personal and professional growth and happiness. After all, Judge Schumacher's pro bono work gave her the knowledge and experience to pursue a career as a family division judge!

Outside Interests:

Judge Schumacher and her husband have three children and a grandchild. Besides spending time with family, she enjoys reading, walking, cooking, gardening, quilting and as much neurobiology education as a layperson is able to absorb.

NNWLA's Comment and Additional Information Regarding the March 25, 2015 Event:

This year marks the 35th anniversary of the Women's History Movement and the National Women's History Project. The Project's 2015 theme is "Weaving the Stories of Women's Lives." As the National Women's History Project states:

Accounts of the lives of individual women are critically important because they reveal exceptionally strong role models who share a more expansive vision of what a woman can do. The stories of women's lives, and the choices they made, encourage girls and young women to think larger and bolder, and give boys and men a fuller understanding of the female experience. Knowing women's achievements challenges stereotypes and upends social assumptions about who women are and what women can accomplish today.

Judge Schumacher's story encourages us to dream with our eyes open, to think more expansively, and to remember that each of our individual efforts have the potential to effectuate large-scale improvements in our legal system. NNWLA welcomes all members of our legal community to celebrate Judge Schumacher's accomplishments at a dinner in her honor on March 25, 2015.

Individual tickets may be purchased for \$50 and tables for \$400. Electronic payments will be accepted for the event as it approaches (more details will follow via e-mail). In the meantime, you may send a check for your ticket to our treasurer, Anjali Webster c/o Gordon & Silver, 100 W. Liberty Street, Suite 940, Reno, NV 89501. Please include the memo notation "OWL Ticket" on your check and indicate whether you would like a chicken, salmon, or vegetarian meal.

You may also pay tribute to Judge Schumacher by purchasing a full or half page in the full-color program book which will be distributed during the ceremony. Half page tributes (5" x 3.875") may be purchased for \$75 and full page tributes (5" x 8") may be purchased for \$125. Please mail your payments for the tribute booklet to our treasurer, Anjali Webster c/o Gordon & Silver, 100 W. Liberty Street, Suite 940, Reno, NV 89501. Please include the memo notation "OWL Tribute" on your check. The electronic file of the tribute must be received no later than **February 27, 2015** to meet printing deadlines. Files must be the appropriate dimension, in .png format, and at least 400 DPI. For additional information or to submit a tribute, please contact Katie Hoffman at khoffman@fclaw.com.





Northern Nevada Women Lawyers Association

Outstanding Woman Lawyer 2015 Award Banquet

**Honoring
Judge Deborah Schumacher**

**March 25, 2015
Cocktails at 5 p.m. Dinner at 6 p.m.
At the Atlantis Casino Resort**



Tickets: \$50 per person or \$400 for a table of 8. Tickets may be purchased via PayPal at NNWLA.com.

Checks: To purchase a tribute or to pay for banquet tickets by check, please send payment to Anjali Webster c/o Gordon Silver, 100 W. Liberty Street, Ste. 940, Reno, NV 89501.

Tributes: Honor Judge Schumacher with a tribute in the ceremony's program booklet. Electronic files of the tribute must be in .png format, at least 400 DPI, and be received at khoffman@fclaw.com by Feb. 27, 2015.

- Full page tributes (5"x8") are \$125
- Half-page tributes (5"x3.875") are \$75

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January 5, 2015 NNWLA Board Minutes

1. Present: Kimberly Goodnight, Lauren Berkich, Anjali Webster, Jennifer Gustafson, Sally Bassett, Diana Zuccarini, Katie Hoffman, Katie Brady, Tara Zimmerman.
2. Bank Balance: \$2,313.33.
3. Introduction of 2015 Board Members: discussion of expectations and meeting calendar.
4. Discussion of Upcoming Events: January 20th General Counsel dinner; February 17th lunch; and March 25th OWL dinner—assignment of tasks associated with each event among Board members.

NNWLA 2015 Mentoring Circle Statement of Interest

Full Name: _____

Employer: _____

Office Address: _____

Office Phone: _____ **Office Fax:** _____

Home Phone: _____ **Email:** _____

Primary Practice Area(s): (1) _____ (2) _____ (3) _____

The following information will help NNWLA best evaluate the particular needs and composition of each Circle:

Are you currently in a mentoring circle? yes no

If yes, which one are you currently in? _____

If yes, would you like to stay in your current circle or change? stay change

How many years have you been in practice? _____

What type of environment do you practice in?

small firm (less than 5 lawyers) mid-size firm (less than 10 lawyers)

large firm (more than 10 lawyers) in-house academic solo practitioner

public interest counsel government

In what primary geographical location would you most be interested in meeting with a Mentoring Circle?

Downtown Reno South Reno Sparks Carson City

Other (specify _____)

When would you prefer to meet with a Circle? (rank preferences)

Breakfast Lunch After Work

Would you be interested in acting as a facilitator of your particular Mentoring Circle?

yes no maybe

Although the Circles do not necessarily have a set format, we will provide a list of potential topics for discussion. What topics would you like to see a Mentoring Circle discuss?

Do you have any suggestions to improve the Mentoring Circle experience?

I am a current NNWLA member or will become one before participating in a Mentoring Circle. (initial your consent) _____

Please return your Statement of Interest by February 13, 2015 to:

Marilee Breternitz
c/o Robertson, Johnson, Miller & Williamson
50 West Liberty Street, Suite 600
Reno, NV 89501

2015 Northern Nevada Women Lawyers Association Membership Registration

Name: _____

Telephone (work): _____

Mailing Address: _____

Fax: _____

E-Mail: _____

(Personal information will not be published or provided to third parties)

State(s) and Years (s) admitted to practice:

_____ Nevada _____

_____ Others: _____

Membership Type/Annual Dues:

- _____ Fewer than two years of practice in Nevada - \$50.00
- _____ Government attorneys (regardless of years of practice) - \$50.00
- _____ Retired attorneys (regardless of years of practice) - \$50.00
- _____ More than two years of practice in Nevada - \$75.00
- _____ Sustaining member - \$125.00

Please make checks payable to "Northern Nevada Women Lawyers Association" or NNWLA and remit to:

Anjali Webster
c/o Gordon & Silver
100 W. Liberty St., Ste. 940
Reno, NV 89501

More information about you (check all that apply):

My practice areas include:

- _____ Solo practitioner
- _____ Fewer than 5 attorneys in firm
- _____ 5- 10 attorneys in firm
- _____ More than 10 attorneys in firm
- _____ Contract Attorney
- _____ Employed by Government
- _____ Agency/Court
- _____ Judicial Law Clerk
- _____ Not currently practicing
- _____ Seeking employment

What subjects/activities would you like to see as topics for the monthly lunch meetings?

- _____ political/legislative issues
- _____ family law issues
- _____ career options
- _____ local legal community issues
- _____ other (please specify) _____
- _____ mentoring
- _____ stress management
- _____ CLE credit
- _____ issues particular to women practicing law

Do you have any suggestions as to activities and/or events that you would like NNWLA to sponsor or participate in during 2015? _____

Other comments: _____