



*Female Attorneys Mastering the Game  
and the Strategies that Rule*

**Hilton Baton Rouge  
Capitol Center**  
201 Lafayette Street  
Baton Rouge, Louisiana 70801

**November 16, 2012  
3.75 CLE Hours**

*(including professionalism & law office management)*

Hosted by:

Louisiana State Bar Association  
Baton Rouge Association for Women Attorneys  
Baton Rouge Bar Association  
Louisiana Association of Black Women Attorneys

This seminar addresses the unique challenges women face in the legal profession. It offers female attorneys a model for success that builds upon a woman's distinctive communication style and personality. Female attorneys will have the opportunity to discuss professionalism, law practice management, and work/life strategies.

# **PROGRAM AGENDA**

**7:30 a.m. – 8:15 a.m.**

**Registration & Light Breakfast**

**8:15 a.m. – 8:30 a.m.**

**Welcome Remarks**

*Hon. Karen K. Herman, Orleans Parish Criminal Court*

*Gail S. Stephenson, President, Baton Rouge Bar Association*

**8:30 a.m. – 9:15 a.m.**

**Professional Dress in an Increasingly Casual World**

**PRESENTERS:**

*Hon. Charlene Charlet Day, Baton Rouge Family Court, Division C*

*Hon. Alycia G. O'Bear, Deputy General Counsel; Louisiana Division of Administrative Law*

This panel discussion will dissect a role-playing fashion show to encourage participants to explore the Do's and Don'ts of Professional Fashion. Participants will discuss whether the fashions being exhibited meet the standards of appropriate professional attire for the court, office, or other legal proceedings. Participants who bring a donation of professional suits or dresses (in good condition) for the "Dress for Success" Program will receive for each item a raffle ticket to participate in a drawing for several door prizes.

**9:15 a.m. – 10:15 a.m.**

**Developing Your Professional Strategic Plan & Image**

**PRESENTERS:**

*Hon. Stephanie A. Finley, United States Attorney, Western District of Louisiana*

*Tiffany L. Foxworth, Foxworth Law Firm & Associates, LLC*

*Kimberly S. Morgan, Owner & Managing Partner, Morgan Law Firm*

*Ann Wise, Director, Louisiana Division of Administrative Law*

This panel will discuss how to develop a professional strategic plan. Panelists will address how participants can market themselves to meet their goals; how to use client dinners and alternative out-of-office venues to cultivate professional relationships; how to cultivate the interplay between community and service activities and professional development; and how alcohol can be a help or hindrance. The panel will also explore the role of social media on professional image and the importance of professional image when interviewing and networking.

**10:15 a.m. – 10:30 a.m.**

**Networking Break**

**10:30 a.m. – 11:30 a.m.**

**Mastering the Juggle: Surviving Life and the Legal Profession (*Law Practice Management*)**

**PRESENTERS:**

*Marci L. Blaize, Blaize Law Firm*

*Judge Suzan S. Ponder, Baton Rouge City Court Judge, Division E*

*Mary E. Roper, Parish Attorney, Baton Rouge Parish Attorney's Office*

This panel will address surviving and juggling the practice and life; managing a child; unexpected illnesses of parents and spouses or yourself; and dealing with death. Panelists also will provide helpful, practical tips that have helped them make their practices flow and thrive, such as utilizing organization tools, calendaring, choosing an assistant, hiring help, and other technological advances. Additionally, the panel will recommend best practice tips that participants can propose to firms and law offices to implement in order to create more inclusive environments and increase the retention rates of female attorneys.

**11:30 a.m. – 12:30 p.m.**

**Mastering Assertiveness Without Conjuring Your Inner Witch (*Professionalism*)**

**PRESENTERS:**

*Linda Perez Clark, Partner, Kean Miller, LLP*

*Mary Olive Pierson, Law Office of Mary Olive Pierson*

*Deidre Deculus Robert, Deputy Director of Public Protection Division, Attorney General James D. "Buddy" Caldwell's Office - Louisiana Department of Justice*

This panel will facilitate exercises for participants to develop communication skills and behavior models to master assertive communications that will increase their professional interactions within their offices and with opposing counsel. Additionally, the panelists will provide exercises to help participants navigate situations in which a co-worker or opposing counsel exhibits behavior that exceeds appropriate assertiveness levels and also help participants subtly coach the co-worker or opposing counsel regarding the inappropriate behavior.

**12:30 p.m. – 1:30 p.m.**

**Networking with Complimentary Stress-Relieving Hand and Neck Massages**

# WELCOMING DIGNATARIES

## HON. KAREN K. HERMAN

*Orleans Parish Criminal District Court*

Hon. Karen K. Herman presides over Orleans Parish Criminal District Court, Division I. After graduating from Tulane Law School, *cum laude*, in 1994, Judge Herman distinguished herself as a top prosecutor within the Orleans Parish District Attorney's Office, with over 20 murder convictions and 100 felony trials. During that time, Judge Herman was asked to lecture several times on DNA evidence and began teaching trial advocacy as an adjunct professor at Tulane. After Hurricane Katrina, Judge Herman was recruited to serve as the Executive Director of CourtWatch NOLA, a non-profit volunteer organization dedicated to transparency and efficiency in the criminal courts. After building CourtWatch into a prominent voice in the community, Judge Herman was elected to the Criminal District Court in 2008. While maintaining a full criminal docket, she presides over a Drug Court and the sole Orleans Parish Mental Health Court and serves on several judicial committees. Additionally, the Metropolitan Crime Commission has ranked Judge Herman as first in judicial efficiency for the past two years. She has lectured on ethics, professionalism, and various aspects of criminal procedure and constitutional law.



## GAIL S. STEPHENSON

*President, Baton Rouge Bar Association*

Professor Gail S. Stephenson is the president of the Baton Rouge Bar Association. She also is the Director of Legal Analysis & Writing and an associate professor of law at the Southern University Law Center. Professor Stephenson joined the SULC faculty in March 2004 as the Director of Legal Analysis & Writing. Professor Stephenson received her B.A. with honors from Northwestern State University of Louisiana in 1976, and received her J.D. from the LSU Paul M. Hebert Law Center in 1984, where she was a member of the Louisiana Law Review and Order of the Coif. She was inducted into the Paul M. Hebert Hall of Fame in 1987. Professor Stephenson served as a law clerk to Hon. Frank J. Polozola of the United States District Court, Middle District of Louisiana and for Hon. Melvin Shortess of the Louisiana First Circuit Court of Appeal. She was later promoted to the court's Administrative General Counsel, where she served until joining SULC. She also practiced corporate and insurance defense and was director of litigation with the firm now known as Henchy, Verbois & Hackenberg. She was elected to the board of directors of the Baton Rouge Bar Association in 2004, served five terms on the board, and has served as secretary, treasurer, and president-elect. She is assistant editor of the BRBA's monthly magazine, *Around the Bar*, and authors a regularly featured column, Gail's Grammar. She has been a member of the editorial board for the *Louisiana Bar Journal* since 1999. She is a consultant with LSU for the statewide notary exam. Professor Stephenson has served as a Legal Writing Institute poster mentor and was a member of the 2008 Welcoming Committee. She also is a member of Scribes.



# SUPERWOMEN FACULTY

## MARCI L. BLAIZE

*Blaize Law Firm*

Since 1998, Marci L. Blaize has represented individuals in all types of criminal cases in both state and federal courts. After graduating from the LSU Law Center in 1997, she began a judicial clerkship in the 19<sup>th</sup> Judicial District Criminal Court with Hon. Timothy Kelley. Following the judicial clerkship, Blaize was employed as an associate, then partner, with the Rothkamm Law Firm, where she began specializing in criminal defense. Since 2003 Blaize has been in solo practice. She is past president of the Baton Rouge Bar of Criminal Justice, and a member of the Louisiana Association of Criminal Defense Attorneys and the National Association of Criminal Defense Attorneys, among other local and state associations. She was appointed by the governor to serve on the Louisiana Advisory Committee on Licensing of Child Care Facilities and Child Placing Agencies and is a past board member of Court Appointed Special Advocates (CASA). Blaize has been married for 18 years to Charles Gary Blaize, Jr. and they have 2 daughters.



## LINDA PEREZ CLARK

*Kean Miller, LLP*

Linda Perez Clark is a partner in the Baton Rouge office of Kean Miller. She joined the firm in 2000 and practices in the business, corporate and real estate group. She represents clients in entity formation and governance, asset, stock and real estate acquisitions and sales, and in preparing and negotiating commercial contracts, including leases, in a wide range of industries, including energy. Her practice includes general business advice to large and small businesses, as well as representing energy companies in connection with exploration and production matters. Prior to joining the business and corporate area at Kean Miller, Clark handled several large class action litigation cases in state and federal court. She also serves as an assistant examiner for the Committee on Bar Admissions for the State of Louisiana.



## HON. CHARLENE CHARLET DAY

*Baton Rouge Family Court, Division C*

Hon. Charlene Charlet Day is serving her second year as judge with the Family Court of East Baton Rouge Parish. Prior to her election to the bench in April 2011, she worked as a family law attorney at the firm of Myles, Cook and Day, practicing family law for sixteen years. In addition, in her first year out of law school, Judge Day clerked for Judges William F. Kline, Jr. and Wilson R. Ramshur with the 20th Judicial District Court. Judge Day received her B.S. in Elementary Education from Louisiana State University in 1974 and her M. Ed. in Supervision and Administration in 1981 from Louisiana State University. She received her J.D. from Paul M. Hebert LSU Law Center in 1994. Prior to receiving her J.D. Judge Day taught middle school at Northwestern Middle School in Zachary, Louisiana. She received the honor of Teacher of the Year for 1988-1989, and was finalist for EBR teacher of the year in 1988-1989.





## **HON. STEPHANIE A. FINLEY**

*United States Attorney, Western District of Louisiana*

Stephanie A. Finley is a Lafayette attorney who was confirmed by the U.S. Senate in June of 2010, to serve as the U.S. Attorney for the Western District of Louisiana. She is the first woman in Louisiana appointed to serve as a U.S. Attorney. Finley is the chief law enforcement officer for 42 of the 64 parishes in the state. Prior to her appointment as U.S. Attorney, she served as the Senior Litigation Counsel for the district and was responsible for its training and mentoring programs. In her 17 plus years with the Department of Justice, Finley has prosecuted cases involving white collar crimes, violent crimes, civil rights, environmental crimes, drug trafficking, public corruption and tax evasion. She currently serves on Attorney General Eric Holder's Advisory Committee along with a number of other subcommittees and working groups. In addition to her duties as the U.S. Attorney, Finley serves as a Lieutenant Colonel and Judge Advocate in the United States Air Force. She is currently assigned to the 8<sup>th</sup> Air Force Global Strike Command located at Barksdale Air Force Base, Louisiana. Finley is a *magna cum laude* graduate of Grambling State University where she received a B.A. in political science. She is a *cum laude* graduate of Southern University Law Center where she received her J.D. in 1991 and was the Editor in Chief of the Law Review. Finley previously served as the Criminal Bar Examiner and an Assistant Bar Examiner for the Louisiana Bar, and is a frequent youth conference lecturer on the local and state level, sharing with young adults and students the perils of drug involvement.



## **TIFFANY L. FOXWORTH**

*The Foxworth Law Firm & Associates, LLC*

Tiffany L. Foxworth holds a B.S. in nursing from Southern University A&M College and is a 13-year veteran who commissioned into the U.S. Army Nurse Corp after having served as an enlisted soldier. She has also worked as a staff and travel nurse and educator of medical assistant students. Foxworth is currently a managing partner of The Foxworth Law Firm, which handles criminal defense, family law related matters, and personal injury disputes. Foxworth is a graduate of the Southern University Law Center and has practiced before city, state, appellate and federal courts in multiple jurisdictions of Louisiana.



## **KIMBERLY S. MORGAN**

*Morgan Law Firm*

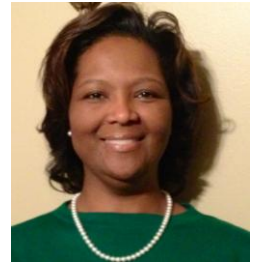
Kimberly S. Morgan is a trial attorney who has practiced law for 25 years, and is the owner of The Morgan Law Firm. She graduated from Drake University in Des Moines, Iowa in 1983. She graduated from Southern University Law School in 1987. Morgan practices in the areas of corporate litigation, insurance litigation, personal injury, juvenile law and entertainment law. In addition to trial work, she is also a law professor at the Southern University Law Center.



## **HON. ALCYIA G. O'BEAR**

*Deputy General Counsel; Louisiana Division of Administrative Law*

Hon. Alycia G. O'Bear has been a member of the Louisiana State Bar Association since 1999. She is a graduate of Tulane University and Southern University Law Center. O'Bear operated a solo practice for ten years, while working as an Assistant District Attorney, 18<sup>th</sup> Judicial District Court. O'Bear has worked as an Administrative Law Judge since 2006, with the State of Louisiana, Division of Administrative Law. She currently acts as Deputy General Counsel for the agency.



## **MARY OLIVE PIERSON**

*Law Office of Mary Olive Pierson*

Mary Olive Pierson is a native of Baton Rouge. She attended LSU and then went on to obtain her law degree at the LSU Paul M. Hebert Law Center. Pierson has actively practiced law for 42 years. Before starting her successful solo-practice in 2004, she worked at the office of Perry M. Johnson; as a clerk to the 19<sup>th</sup> Judicial District Court; at the Law Office of Clint L. Pierson; as a law clerk for Hon. Pike Hall of the Louisiana Second Circuit Court of Appeal; and for the Law Office of Brown, McKernan, Monsour & Screen and its successor firms. Her current law practice focuses on the areas of lender liability, complex and multi party litigation, commercial contract disputes, and criminal law, limited to white collar crime. She is a member of the American Bar Association, the Louisiana State Bar Association, the Baton Rouge Bar Association and has a current AV rating with Martindale-Hubbell. She has been on the Board of Directors of Campfire Girls, the St. Joseph's Academy Advisory Board, the Sisters of St. Joseph's Statewide Development Board, the Capital Area Family Violence prevention Center, Inc., the YWCA Board of Directors; the Capital Area Network, the Gulf Coast Conservation Association and a Ducks Unlimited sponsor. In her spare time, Pierson loves to fish in Louisiana.



## **HON. SUZAN S. PONDER**

*Baton Rouge City Court Judge, Division E*

Hon. Suzan S. Ponder is a Baton Rouge City Court Judge. She was elected to Division E in May, 1993. Judge Ponder handles civil cases with a jurisdictional amount of \$35,000 and misdemeanor criminal cases. She presides over the Sobriety Court, which was started in January, 2011; Baton Rouge City Court is the only misdemeanor court which was selected to house this specialized court. Judge Ponder served as an Assistant District Attorney and was in private practice before being elected to City Court. Judge Ponder served on the Board of Directors of the Paula G. Manship YMCA, as co-chair of the Baton Rouge Bar Association 75<sup>th</sup> Anniversary Gala, and has participated in First United Methodist Church "Friend Read Along" program. She belongs to the Louisiana State Bar Association, Baton Rouge Bar Association and City Judges' Association, where she served as past president, secretary and treasurer. Her undergraduate degree is from LSU, and she earned her J.D. from Southern University Law Center in 1983. She is married to Warren D. Ponder and they have two children.



## **DEIDRE DECULUS ROBERT**

*Deputy Director of Public Protection Division, Attorney General James D. "Buddy" Caldwell's Office - Louisiana Department of Justice*

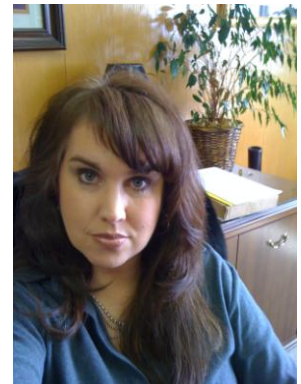
Deidre Deculus Robert is a native of Mamou, Louisiana. She is a graduate of LSU and the Southern University Law Center. Robert served as an Assistant City Prosecutor in Baton Rouge for several years before her appointment as Special Assistant Parish Attorney in the Personnel Section of the Parish Attorney's Office in Baton Rouge. She worked in the area of Labor and Employment law for approximately eight years and held the position of Personnel Section Chief for two years prior to accepting an appointment with the Louisiana Attorney General's Office in 2011. Robert is currently the Deputy Director of the Public Protection Division of the Louisiana Attorney General's Office. She is active in her state and local bar organizations, administers the scholarship program for the Greater Baton Rouge Louis A. Martinet Legal Society, and serves as a volunteer in the East Baton Rouge Head Start Program.



## **MARY E. ROPER**

*Parish Attorney, Baton Rouge Parish Attorney's Office*

Mary E. Roper is the Parish Attorney for East Baton Rouge Parish, serving as the chief legal advisor to the Mayor-President, the Metropolitan Council and the various departments of the city and the parish. She previously served in the capacity of First Assistant Parish Attorney, as the Section Chief of the Legislative Section for Parish Attorney's Office and as an Assistant City Prosecutor. She has practiced law for over 19 years. In addition to her work in the public sector, Roper has maintained a private practice as a solo practitioner, focusing primarily on criminal defense, personal injury and appellate work.



## **ANN WISE**

*Director, Louisiana Division of Administrative Law*

From its formation in 1996, Ann Wise has served as the founding Director of the Division of Administrative Law, Louisiana's central administrative hearings panel, which handles over 20,000 adjudications for a variety of state agencies. Previously, she worked as senior attorney for the state's Office of Financial Institutions, and had been Deputy Secretary of the Louisiana Department of Culture, Recreation and Tourism. Wise received her J.D. from the LSU Law Center in 1980. She is the chair of the National Central Panel Directors' Conference, and is the host/organizer of the 2012 National Conference in New Orleans. Wise was appointed by the ABA Judicial Division as the 2012-13 co-chair of the State, Local and Central Panel Administration Adjudication Committee of the National Conference of Administrative Law Judiciary. For five years, she was an instructor in the Loyola Law School, Skills Course Program on Title VII Discrimination Law and Administrative Law. Wise is a member of the Louisiana Society of Certified Public Managers, of both the National and Louisiana Associations of Administrative Law Judges; the American, Louisiana and Baton Rouge Bar Associations, and is vice president of the Baton Rouge Association of Women Attorneys. She is also active with the Women's Council of Greater Baton Rouge and is a graduate of Leadership Class 2009 of the Baton Rouge Area Chamber of Commerce. She was selected by the *Baton Rouge Business Report* as the Capital Region's "Fittest Executive" in December 2009 and again in 2011.



## **Special Thanks To Our Superwomen Models:**

Brittany Bryant  
Erin T. Campbell  
Carla S. Courtney-Harris  
Trenika Fields

Deontrinele A. Green  
Michelle A. Jackson  
Jan M. Reeves  
Tiajuana Robinson

Gail A. Stephenson  
Emily Ziober

## ***Special Thanks to Dillard's Department Store in the Mall of Louisiana for Hosting and Coordinating the Superwomen Fashion Show***

## **Special Thanks To Our Door Prize Donors:**

Dillard's Department Store  
Go Ya-Ya's Restaurant  
Hilton Hotel

LSBA Diversity Department  
Massage Emporium  
Orient Expressed

## **Special Thanks To Our Planning Committee:**

Ann Gregorie  
Janette L. Jurado  
Kelly McNeil Legier

Tara L. Mason  
Jan M. Reeves  
Ann Wise



## **Louisiana State Bar Association Diversity Statement**

The Louisiana State Bar Association (LSBA) recognizes that achieving diversity in the legal profession is an evolutionary process that requires the Association's continued effort and commitment.

The LSBA is committed to diversity in its membership, Board of Governors, staff, House of Delegates, committees and all leadership positions. Diversity is an inclusive concept that encompasses race, ethnicity, national origin, religion, gender, age, sexual orientation and disability.

The LSBA is a richer and more effective Association because of diversity, as it increases our strengths, capabilities and adaptability. In addition, a diverse group of talented legal professionals is important to the success of law firms, law departments, public service organizations and other organizations that include attorneys.

Through increased diversity, the LSBA and its members can bring more varied perspectives, experiences, backgrounds, talents and interests to the practice of law and the administration of justice.