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FSULAW

THE MAGAZINE OF THE FLORIDA STATE UNIVERSITY COLLEGE OF LAW



FSU College of Law's Tampa and Hillsborough County alumni pitch in for their community, page 5

▶ Board of Visitors examines the law school's role in educating lawyers for a changing profession, page 2

▶ Nancy Daniels, Florida's first woman elected as a Florida Public Defender, talks about keeping the faith, page 13

▶ The law school's highly regarded externship program lets students match legal theory with practice, page 15

▶ Professor Jean Sternlight offers her students hands-on lessons in the law, page 18

FSULAW

COLLEGE OF LAW
FLORIDA STATE UNIVERSITY
TALLAHASSEE, FL 32306-1034

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TAMPA

Alumni play a key role in developing a dynamic community

Dean's Letter

A Time of Challenge and Accomplishment

Many of the articles in this issue of *FSU Law* suggest that we all are involved in a profession that is undergoing rapid change. We as a faculty have been trying to inform ourselves about the changes in the practice of law in order to understand how our institution can best serve our students, our alumni, the legal profession and society at large. We are grateful to all of you who are helping us in this effort—Justices on the Florida Supreme Court, members of our Board of Visitors and of course our alumni and other friends. We will listen carefully to your suggestions and will do our best to act on as many of them as possible.

Some things remain constant. I hope you perceive a continuing series of accomplishments from the faculty and students of the College of Law. As indicated in the pages of this issue, a Moot Court program that has been the pride of us all has surpassed itself. This year, our moot court students, under the able supervision of Nat Stern and with the assistance of many other faculty, have won two national championships and many other honors. This spring, our international law program received an extremely positive write-up in *Florida Trend* magazine. And throughout the year, faculty have participated in the profession through the organized bar and continuing legal education, through law reform efforts and other public service activities, and through scholarly and other academic productivity. As the articles about Professors Krieger and Sternlight suggest, our faculty is in the process of enhancing the professional skills training we offer our students.

As a state school, we of course continue to be dependent upon the legislature for much of our financing. In that regard, I have two pieces of good news to report. First, for the second year in a row, the legislature has funded a special program that gives 25 of our students summer clerkships with circuit court judges (the University of Florida also receives 25 spots). We are extremely grateful to Senator Ken Jenne ('72) for this new program. It would not exist without him and we are in his debt. Second, we have just received a \$470,000 appropriation to plan the addition of a fourth floor to our law library



wing. Once again, we are grateful to Senator Jenne for his support. We are also grateful to Senator Fred Dudley for his support of this project. Although Senator Dudley is not an alum, his son Charlie ('94) is, and I am delighted to report that the Senator has taken the law school under his wing from time to time. We are in his debt. And we are also grateful to alums Phil Blank ('75) and Dave Coburn ('77) for their constant efforts to identify friends and opportunities for the College of Law.

One aspect of law school finances has changed, however. Even though we have state funding, we are increasingly dependent upon private contributed dollars. State funding will not be sufficient to support a program of excellence. Private dollars will be needed, for example, to provide the kind of strong financial support our Moot Court and Mock Trial students deserve. Private dollars will be needed to help develop programs of excellence in international law and in land use planning and environmental law. And private dollars will be needed to support and retain our most productive faculty. With your financial support, we can continue to build a nationally recognized program that will enhance the prestige of our law degree and benefit all of Florida's citizens.

I shall soon send to our senior alumni a brochure about the College of Law's part of Florida State University's current Capital Campaign. I ask each person who receives this publication to read it and to consider making a major gift to the law school during the Capital Campaign. Even if you are not now in a position to make a major gift, I ask that you read the literature and understand the critical role that your future giving must play if we are to achieve and maintain the kind of program of distinction our students and our alumni want and deserve.

Thank you.

DONALD J. WEIDNER, DEAN, COLLEGE OF LAW

The 1995 College of Law Annual Directory will be available this summer at a cost of \$25.00. To reserve your copy return this card with a \$25.00 check payable to Florida State University College of Law.

Yes, I would like to reserve a copy of the 1995 College of Law Alumni Directory.

Please mail my directory to:

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Please mail to: Florida State University ■ College of Law ■
Office of Alumni Affairs ■ Tallahassee, FL 32306-1034



About the Cover: Some of Tampa's dynamic alumni: Don Gifford, Rich Hadlow, Bill Gillen, John Mueller, Steve Anderson, Woody Isom, Chris Griffin, Tom Gonzalez, Mary Scriven, Julia Waters, Steve Sparkman and Sonny Palamino.

**THE MAGAZINE OF THE FLORIDA
STATE UNIVERSITY COLLEGE OF LAW**

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FSULAW

THE MAGAZINE OF
THE FLORIDA STATE
UNIVERSITY COLLEGE
OF LAW

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STATE OF THE LAW



A Profession in Transition

According to some of Florida's top lawyers and judges, the legal profession is undergoing a major restructuring. The group hardest hit, say the experts, is new law school graduates.

Bob Banker, of Fowler, White, Gillen, Boggs, Villareal and Banker, P.A., talks to law students interested in entering trial practice during a workshop April 7. Bob Kerrigan looks on.

Times are changing for the legal profession, and changing rapidly, according to some of Florida's most prominent lawyers and judges. It is a fact that is having a far-reaching impact on law firms, law schools and the way the law is practiced.

Members of the Florida Supreme Court and the College of Law's Board of Visitors met in early April in Tallahassee for discussions on the state of the profession and the role law schools should play in preparing new lawyers. The talks were held in conjunction with the law school's Florida Supreme Court Day program, April 6, and the College's semi-annual Board of Visitors meeting, April 6 and 7.

Participants in the discussions cited three engines of change: heightened competition for legal services, technological innovations and the increased use of alternative dispute resolution.

Although the changes are impacting all aspects of the profession, lawyers and judges suggested that new law school graduates

are being hardest hit. Jobs are more difficult to come by, say the experts, as competition forces law firms to keep a close watch on the bottom line, reducing the rate of hiring. For the first time in decades, there is downward pressure on starting salaries for new lawyers.

Another reason for the buyers' market is an unprecedented number of experienced lawyers looking for work. Primarily the victims of downsizing, hiring firms are finding these so-called "lateral hires" hard to pass up. "Large firms can hire lawyers with four or five years experience for the same salary they would pay a recent law school graduate," says Gene Stearns, of Stearns, Weaver, Miller, Weissler Alhadeff & Sitterson, P.A., in Miami. "Some new law-

yers are being priced out of the market."

Bob Banker, of Fowler, White, Gillen, Boggs, Villareal & Banker, P.A., in Tampa, put the marketplace into perspective. "Law firms are becoming leaner and meaner," he said, noting the emergence of a much more sophisticated client base. "Clients are asking more questions about how long their cases will take until resolution," he said. "They're also reviewing costs much more closely." This type of pressure from clients, Banker said, makes it more difficult for law firms to finance "on-the-job training" of new hires. Traditionally, he pointed out, firms have expected to invest two to three years in developing an effective lawyer. "Some clients now ask specifically that young associates not be used on their cases. Until a few years ago, we never had these requests," Banker added.

Jon Kaney, of Cobb, Cole and Bell, Daytona Beach, suggested that the profession may see a return to the old apprenticeship concept of the nineteenth and early-twentieth century, where new lawyers accepted lower wages for a few years in exchange for learning the legal ropes. Supreme Court Justice Gerald Kogan said that the new employment environment means law graduates will have to be more innovative and accommodating to find their place in the profession. "New lawyers may have to perform more public service work than they might expect. In other words, they may have to do what lawyers traditionally have done," he said.

Several speakers worried that law students, and those considering going to law school, have unrealistic expectations of the profession. College of Law professor Steven Gey suggested that the materialism of the 1980s and movies and television shows such as "LALaw" overemphasized the money new lawyers can expect to make and overglamorized the profession in general. Several others agreed. "The thing I would emphasize most to new lawyers is that they're going to put in some long, hard years," said Bob Kerrigan, of the Pensacola firm of Kerrigan, Estes, Rankin & McLeod.

FSU president and former College of Law Dean Sandy D'Alemberte lodged a protest during a Thursday night meeting about changes to the legal profession. "Frankly, I'm troubled by the tone of the discussion and the fact that so many see the legal profession simply in market terms.



College of Law professor Steve Gey and Board of Visitors member Randy Fitzgerald at an April 7 round-table discussion on the role of law schools in preparing lawyers for the profession.

What about the notion that the law is a good and worthy profession? What about the sheer joy of lawyering? I suggest we should not lose sight of the traditional reasons for entering the profession."

College of Law professor Mark Siedenfeld said he hoped the profession would "not give up on new lawyers. I hope law firms realize the importance of making the investment in developing good young lawyers." Another faculty member, Rob Atkinson, agreed, and suggested that there may be no answers for many of the issues being discussed.

One question posed to the experts was: What can law graduates do to enhance their employability? Several lawyers em-

Russell, P.A., Fort Lauderdale, pointed out that what law firms look for in new hires has changed. "In the old days, we focused on the top 10 percent of the class and put a premium on such law school activities as law review and moot court," he said. "Not anymore. We're broadening our focus to the top 20 percent and even deeper. We're looking for such qualities as ambition, a willingness to work hard and put in long hours, and a high-level of concern for the clients' needs. These are things more often than not associated with a blue collar work ethic."

Russell told a story about a young lawyer with average grades from a small Alabama law school who was hired by the firm partly as the result of lobbying by a major client. "No one expected him to succeed, but he turned out to be one of the most productive young attorneys we've ever had." The reason, according to Russell, was his dedication to his clients' needs. Russell said it was important that law schools make

'Things are changing rapidly, and those considering entering the profession need to understand those changes.'

phasized that students should learn all they can about the profession and the specialty they want to enter. "Law students need to talk to working attorneys to find out what's going on out there," said Peggy Rolando, partner at Miami's Shutts & Bowen. "Things are changing rapidly, and those considering entering the profession need to understand those changes."

Terrence Russell, partner with Ruden, Barnett, McClosky, Smith, Schuster &

students aware of the qualities law firms are looking for.

Supreme Court Justice Ben Overton was one of several speakers noting the impact of technology on the practice of law. The legal profession had better be ready for it, he said, because the high-tech revolution is here. He cited study results showing that between 1987 and 1994, the percentage of lawyers using computers rose from 7 to 84 percent.

Several suggested that technology is a two-edged sword, quickening the pace of the legal process and, at the same time, increasing pressure on practitioners. "Technological change is reshaping the profession, and I don't see the changes slowing down," said Randy Fitzgerald, of Lowndes, Drosdick, Doster, Kantor & Reed in Orlando. "There is, however, a price to be paid for these changes. And the price is exacting a human toll." She added, "The abilities and capabilities of human beings have not changed. Lawyers still have to read, study and comprehend the materials they work with. There will be human burn-out."

Sylvia Walboldt, of Carlton, Fields, Emmanuel, Smith & Cutler, Tampa, said the technology, too often, becomes a surrogate legal researcher. Increasingly, lawyers use technology at the expense of their own critical skills, she says. "They are not reading as carefully as they should. They are making analytical mistakes. Their writing contains more grammatical errors."

Justice Overton pointed to another dilemma that remains to be dealt with: the ethical issues introduced by technology. "How does the use of e-mail affect a client-lawyer relationship? Can confidences be maintained in cyberspace? These are issues that are going to have to be resolved."

During a Friday-morning round-table discussion examining the mission of law schools in preparing lawyers for the profession, the Visitors pointed to several areas of concern in legal education: writing and research skills, knowledge of emerging technology, and alternative dispute resolution.

Pensacola Federal Magistrate Susan Novotny suggested that law schools put more emphasis on analytical and writing skills. "The lack of analysis makes it very difficult for the courts," she says, suggesting that computerization is partly to blame because of the ease it provides in retrieving and printing documents. "Documents still need to be read and studied," she said, "just as they always have." She also suggested, as did several other participants in the discussion, that alternative dispute resolution deserves more prominence in law school curriculums. "Too many new lawyers enter the profession with a combative attitude when they should be thinking in terms of settling cases. Legal advocacy is moving out of the courtroom to the negotiating table, and law students need to understand that."

College of Law writing program direc-

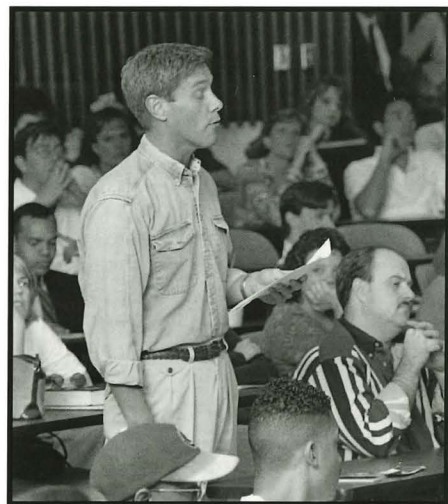


Members of the Florida Supreme Court fielded questions from a full house of students on Supreme Court Day, April 6, at the College of Law.

tor Will Murphy agreed that too many law students undervalue writing skills, noting the fact that the educational system in general often does not teach students to write adequately. "The most effective method of improving writing skills is to lower the teacher-to-student ratio," he said. "Unfortunately, achieving this is very expensive, and public law schools are short on financial resources."

College of Law professor Steve Gey criticized the American Bar Association's MacCrate Report, which recommended that law schools move away from an intellectual teaching model and toward a skills-driven model. "Students still need a background in legal theory and history," he said. "A skills-oriented approach sells them short." In discussing problems faced by law schools, Gey said that entering students often lack basic skills. "In particular, I see this reflected in poor writing skills." The MacCrate Report, he said, exacerbates the problem by suggesting that becoming a good lawyer simply requires the acquisition of a set of skills. "The result is that students are prepared to pose as lawyers but are not prepared to read and write like lawyers." Stearns agreed, saying that solid theoretical comprehension is essential for long-term success in the law.

As part of the week's activities, the Supreme Court and Board of Visitors held meetings with College of Law students. On

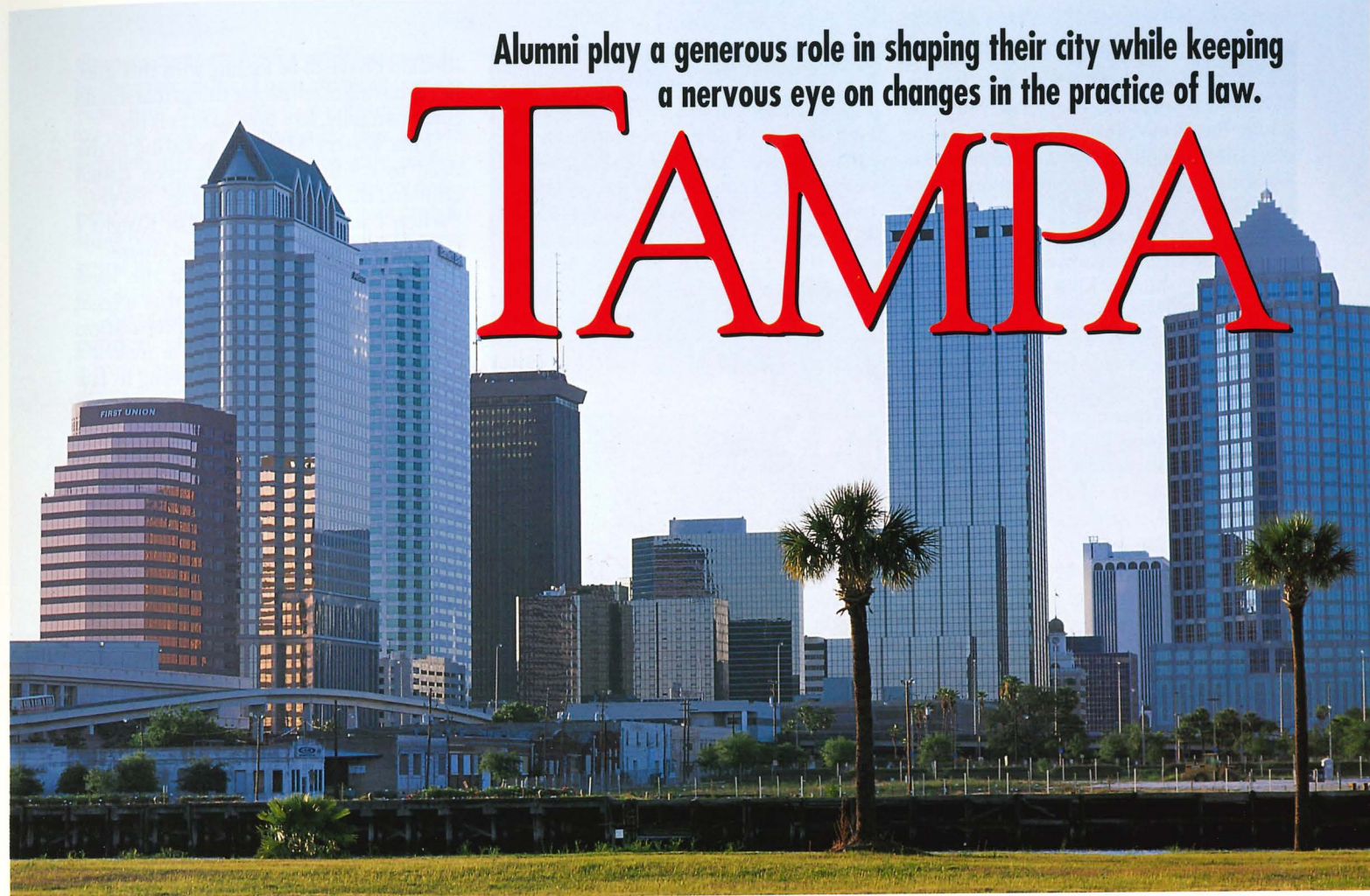


Thursday, as part of Florida Supreme Court Day, students directed questions about the profession and the judiciary to the Supreme Court justices. On Friday, students met with members of the Board of Visitors in four professional break-out groups: trial work, the judiciary, public service law and corporate and commercial law.

In each group, the students were counseled to be prepared for a struggle, first in finding a job, then in establishing themselves in their careers. To students in the trial session, Wayne Hogan, Banker, Kerrigan, and Russell brought a similar message. "You had better be prepared for long hours and hard work," said Russell. "You have to devote yourself body and soul if you want to be successful in this field." He added, however, "If you're prepared to do that, I think you'll find that the law is a great profession."

Alumni play a generous role in shaping their city while keeping a nervous eye on changes in the practice of law.

TAMPA



Tampa is a city that has come of age.

The upward thrust of the skyline, the explosive growth of its suburbs, the acquisition of major league sports franchises, including the recent addition of a baseball team in nearby St. Petersburg, the development of such recreational and cultural attractions as the new Florida Aquarium, mark a transition from a southern port city into a world class metropolitan center that its citizens are proud of.

The College of Law alumni in the Tampa Bay area exhibit their devotion to their community by their highly visible involvement in its life.

Steve Anderson '74, who chairs the Tampa Sports Authority, a group charged

with the politically sensitive issue of deciding whether to build a new stadium for the city's National Football League franchise Buccaneers, thinks it's natural that lawyers should take leadership roles. "Because of the legal training we receive, we are in a unique position to help the community. We have a responsibility to be involved."

In 1994, Bill Gillen '69 invested hundreds of hours in the United Way campaign in his capacity as Keel Club chairman. He enjoys the work so much he has agreed to a second hitch in the job of collecting larger gifts for the community-based charity. Like partners in many other large firms, he acknowledges that his commitment would not be possible without the support of the firm.

Chris Griffin '79, who is involved in childrens' projects as well as American Bar

Association assignments, figures that during a recent month he spent five work days away from his office. "That's a big chunk of time. There is no way I could do that without the firm's being behind me," he says of the support he receives from Annis Mitchell Cockey Edwards & Roehn.

Rich Hadlow '77 expresses pride in his involvement with the interdenominational Metropolitan Ministries, which provides service to the hungry and the homeless. In addition to service within his church, he's active in other outreach programs, such as Young Life, an organization aimed at teaching teenagers Christian values.

Steve Sparkman '72 brings his legal skills to the cause of building apartments for the elderly, a project sponsored by his Baptist church in Plant City, in eastern Hillsborough County.

Efforts by the city's major law firms to

provide legal assistance to those who can't afford it has also been impressive. Fowler White was awarded the 1995 Supreme Court Pro Bono Award for its services to the Hillsborough County Courthouse Assistance Project. The statewide honor goes annually to the firm with an outstanding record of pro bono service.

Work with the organized bar is another priority for alumni. Like Griffin, Gillen has been active in American Bar Association projects, serving as chair of the Toxic & Hazardous Substances and Environmental Law Committee of the Tort and Insurance Practice section. Don Gifford '72, Gillen's partner at Shackelford, Farrior, Stallings & Evans, too, has served on dozens of local and state bar committees, often in the capacity of chairperson.

Tampa alums are a politically active group. "If you're not involved in politics, how can you have an effect on the future?" asks Tom Scarritt '83, who has worked in legislative and judicial campaigns. "I intend to stay in Tampa and want this city run by officials making good decisions."

Anderson, who followed Gifford as student body president of the University of South Florida in the late 1960s, has taken part in several local and statewide campaigns, and served, in 1990, on Governor Lawton Chiles's transition team.

Anderson, like Scarritt and Gifford, says he is shifting his focus from campaigning to working behind the scenes to help elected officials. "Right now, I think I can be most effective in helping to shape policy," he says.

For a handful of alumni, participation in the electoral process has been more than a vicarious experience. Judge Sonny Palomino '74 won two terms on the Hillsborough County School Board during the 1980s. He joins four other law school graduates, Claudia Isom '75, Christine Vogel '81, Frank Gomez '75 and Charlotte Anderson '82, who have successfully stood for election to

county and circuit court judgeships (see photo, page 12) in the Tampa Bay area.

Like other lawyers in Florida, Tampa's lawyers look at the legal profession with mixed feelings. For trial lawyers, there is undeniable regret that the rise of alternative dispute resolution and increased costs of litigation have reduced the number of cases that go to trial. Mary Scriven '87, who handles complex business litigation at Carlton Fields echoes a common sentiment among lawyers when she says, "I miss the excitement of going to court. I wish I



shouldn't have to be fooling with this stuff. We're having to tell people things that should come naturally, like how to act civilly."

Julia Waters '82 agrees, pointing to the need to confirm in writing even casual conversations with opposing lawyers. "When I started at Holland & Knight I rarely felt a need for that. It's a shame."

Despite his concerns about the legal profession, Gifford contends that a legal education remains excellent preparation for a variety of professions. He makes a point with his daughter that going to law school doesn't commit her to being a lawyer. "I deal with corporations where a large number of managers are lawyers. The reason they're good managers is that law school taught them critical thinking and a way to analyze problems that you don't get

One of the most picturesque legal settings in Tampa is the office of Rich Hadlow's firm, Bush Ross Gardner Warren & Rudy. The renovated Dixie Candy Company is on South Franklin Street, across from the Tampa Convention Center.

in other areas of education."

Sparkman agrees, suggesting that the range of vocational options for lawyers makes a legal education as viable as ever. "I think going to law school today is valuable for the same reasons that it was when I went. I didn't have a clear idea of what I wanted to do, but by looking around me, I noticed things like the large number of lawyers in the Legislature." A legal education offered other benefits for Sparkman. "As an undergraduate government major I knew how the law making process worked, but I had a broader interest in understanding the inside rules of government, how the fabric of society was held together. Law helped provide that."

Sparkman concedes that the profession is much more competitive today. "The way lawyers practice law and how legal services are delivered have changed dramatically since I started. The legal profession is also affected a lot more by the changes other institutions, such as the banking industry, go through."

Many lawyers are alarmed by the

changes competition for work has brought to the profession. "There are more lawyers right now than work to go around," says Woody Isom '75, suggesting that a once gentlemanly and gentlewomanly profession has fallen victim to marketplace competition much the same as other professions have. "I see too many young lawyers going to their offices thinking, 'How am I going to bill some hours today?'"

An unfortunate by-product of the competition, says Isom, is the role played by advertising. "A lot of it, frankly, is hardly distinguishable from used car advertising and I think it does a disservice to the law."

On the other hand, lawyers are not unsympathetic to the young attorney trying to get a toehold in a competitive field. Says Gifford, "I guess it's easy for a lot of us to say these things, now that we're entrenched, so to speak. But there are rules of the trade and rules of living that are being broken routinely."

Tampa alumni who are established in their careers have advice for prospective attorneys. Almost to a person, they make the point that new lawyers, law students and those considering going to law school need to understand that the profession has undergone profound changes. The changes, they say, are not part of a short-term trend, but represent a restructuring of the profession.

Says Scarritt, "If you don't have fire in your belly, don't get into law. If you're going to get into this profession, you're going to work incredibly hard—harder today, than you would have ten, twenty years ago." He considers it a mistake for students to go to law school because they are undecided on a career, conceding that this was the case with some of his classmates in the early 1980s. It is particularly difficult, he adds, to get on with a large firm in the current employment environment.

According to Scarritt, firms like his take a much harder look at new lawyers than they once did. "If you're going to get on with Fowler White, you have to have a range of skills, including good interpersonal skills," he says, adding, "It doesn't matter if you were editor of the *Harvard Law Review*, if you can't get along with people, you won't make it here."

Scarritt adds, "But if you can get into the profession, with this firm or any other, it can be very rewarding."



Don Gifford

A human perpetual motion machine

Ask Don Gifford what he does with his free time and he'll respond with his patented are-you-kidding chuckle. "Free time? I've never had any free time." Glancing down at a stack of folders on his desk, he adds, matter of factly. "I don't know what I'd do with free time." Gifford, his friends will tell you, is a human perpetual motion machine.

Even his decision to come to the Florida State University College of Law was a result of his implacable inclination for forward motion. He had been accepted at several law schools in his senior year at the University of South Florida in Tampa, but because he was graduating in December 1967, he was faced with the prospect of waiting until summer, or even the following fall, to begin his legal education. "FSU was the only law school that told me I could start in January. I wanted to get on with my life."

By the time Gifford began his law classes, he had also lined up a legislative job working for State Representative (and future Comptroller) Gerald Lewis. "I've been a political animal since the time I started

handing out bumper stickers in high school," says Gifford, who was student body president at USF his senior year.

Out of law school, Gifford took a job with the Daytona Beach firm of Raymond, Wilson, Karl, Conway and Barr, where friend and fellow law school grad Jon Kaney '69 worked. "I had the idea that I wanted to work for a small firm, but beyond that I didn't have a clear idea of what kind of law I wanted to practice." That soon changed. Gifford was assigned a case involving the preemptive rights of stockholders. The client, a large public company, was buying a smaller company in which no prohibition of preemptive rights existed and needed the issue cleared up. "There was no case law in Florida, so I ended up reading cases from all over the country trying to find a precedent." Gifford filed suit against seventeen classes of stockholders. During the course of the case, he realized he liked complex business litigation. "The work fascinated me, but I figured out pretty quickly that if I wanted to do it on a full-time basis I would have to work for a big firm." He made some calls back to Tampa.

His entree to Tampa and a larger firm was a fourteen-month clerkship with newly appointed federal judge Terrell Hodges. "By the time my clerkship was over I had several attractive job offers," Gifford says, adding that the judge's reputation among Hillsborough County attorneys proved to be a highly effective door opener. One of the offers came from Shackelford, Farior, Stallings & Evans, P.A. He accepted and went to work in the commercial litigation section.

Gifford has never regretted his choice to work in business law. "The work always keeps me challenged," says Gifford, who has a preference for antitrust cases. "I love the complexity. I love developing strategy, and I like the high stakes."

But it is the work Gifford does above and beyond the scope of his duties at Shackelford Farior that is truly mind-boggling. A fellow alum refers to him simply as "The Dynamo."

Says Gifford: "I have a fundamental belief that you owe something to those who have helped you." In Gifford's case, the beneficiaries of his indebtedness include the University of South Florida, FSU and his profession. His service to USF has included stints as president of the alumni association and the USF Foundation, and as co-chair of a long-range planning commission. At FSU he has been president of the National Alumni Association, the FSU Foundation and the College of Law Alumni Association. He also has served, and continues to serve, on dozens of committees, commissions and councils at both institutions.

His bar activities and affiliations fill three pages of his resume and include various presidencies and chairmanships. He is finishing a sixth—and final, he insists—year on The Florida Bar Board of Governors.

Gifford has a practical philosophy about his public service. "There's always someone who needs me, and I think I usually have something to offer," he says. "So many of the issues that I deal with in my practice require a common-sense approach. I've discovered that approach works pretty well in situations outside the law, too." He adds: "I suppose I bring a lot of experience to the game because I've been around for a long time."

Ultimately, Gifford loves being needed. "And I love to stay busy."



Mary Scriven Remembering her roots

Elected by her 1987 classmates to deliver the law school's first student graduation speech, Mary Scriven took aim at the future. "What I tried to get across was that no matter where we went, no matter how important we became, we needed to remember our roots." To Scriven, those roots meant maintaining a link to the reason she and her classmates went to law school in the first place, to ideals and friends.

Eight years later, as a corporate lawyer for Carlton, Fields, Emmanuel, Smith & Cutler, P.A., she remains faithful to that sentiment. "A big interest of mine, when I started law school, was to offer help to people who needed a lawyer. I try to do that."

One of the selling points of Carlton Fields for Scriven was its commitment to pro bono cases. "It wasn't just lip service. They go out of their way here to provide the time and resources to lawyers in this firm to get involved in pro bono."

A case she handled recently involved a woman who faced foreclosure on her home by a mortgage company. "She had borrowed money to hire a contractor to do some work on her house. Not only did he take her money and not finish the work, he left her house in ruins," said Scriven. For months, the house had no hot water, and a tarp covered a huge hole where the contractor had removed a wall. "The mortgage company wanted its money. The woman needed a decent place to live." Scriven was able to

work out a settlement between the homeowner and the mortgage company that included getting the house repaired. "That's a result you can feel good about," she says.

Scriven, who always has at least one pro bono case in progress, says the pro bono is an important counterbalance to her regular schedule of work. "I spend a lot of time on what I would call 'big money' cases," she says. "The work is challenging, but a lot of it is impersonal. In my pro bono cases I'm working one-on-one with someone who otherwise would not have representation. It's a great feeling to know I'm making a difference."

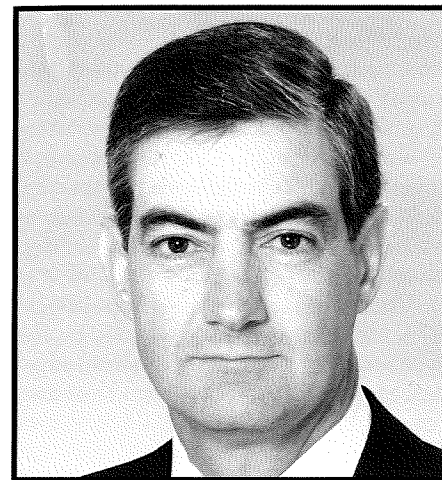
As it is for many young professionals, life is a balancing act for Scriven. In addition to her law practice at Carlton Fields, there are the demands of family and a busy schedule of professional civic activities. To complicate matters, her husband Lance is also an FSU law grad ('87), dealing with many of the same pressures.

The welfare of her two small daughters always tops Scriven's list of concerns. "How hard is it to be a family when two parents are lawyers?" she asks with a nervous laugh. "Very." In her case, she feels fortunate that she was able to establish her legal career before her children were born. "Law is a profession that demands a lot of time. There is no way around that fact. When you have a family you have to devote a lot of energy to making all the pieces of the puzzle fit together."

The Scrivens try to coordinate their schedules so that one parent is home by six every night. "We're fortunate to have a wonderful woman who has been with us since our first child was born. That makes our lives less stressful, but we still feel the pressure that most parents have of wanting to raise their own children as much as possible."

Somehow, Scriven finds time for active involvement in community and professional organizations. She is president of the Hillsborough County Association of Women Lawyers, a member of The Florida Bar Foundation, where she chairs the Law Student Assistance Committee, and second vice-president of the George Edgecomb Bar Association, an organization of African-American lawyers.

"All this work is very important, not only for myself but for my community and profession," says Scriven. "I have to fit it into my schedule."



Steve Anderson Hard work, good training and luck launch a career

Just a year out of law school, Steve Anderson and a friend were hanging out their own shingle. It's a career move he doesn't recommend to new lawyers today.

"It would be very hard to pull that off now," he says, pointing to high up-front costs, the growing sophistication of clients, and competition within the profession. "When I talk to young lawyers who want to go out on their own, I don't try to discourage them, but I have to let them know what they're up against," he says. "The legal profession has gone through enormous changes in the past two decades."

What made Anderson's brashness pay off twenty-two years ago, he says, were equal parts luck, good training and hard work.

"I was very fortunate to have gotten excellent training in my first year of practice," Anderson says of his experience with a ten-lawyer Clearwater firm he joined out of law school. Specializing in commercial litigation and personal injury work, he was able to gain his legal sea legs and, at the same time, build a client base.

Anderson wonders, though, how far he would have gotten had an old friend not asked him to handle a class-action suit for a condominium association. "We took the case, and within a few months we were representing forty or fifty associations," he

says. Anderson filed the first class-action suit in Florida under a new state law that granted condominium associations the authority to file class actions against builders and developers.

Despite the rapid growth of their workload, Anderson says it was several years before he and his partner could relax. "And," he adds, "there were an awful lot of long nights over the law books."

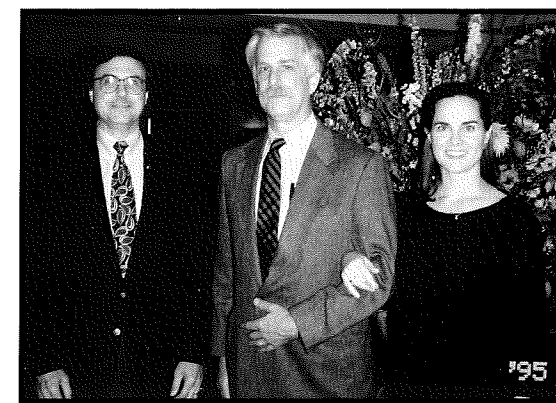
Today, his fifteen-lawyer firm, Anderson & Orcutt, P.A., still handles condominium association cases but has branched out into the broader areas of real estate law and business litigation. Anderson works closely with the Tampa Port Authority, where he serves as general counsel. The job, he says, is a perfect marriage of his legal skills and civic interests. "It's great to be able to practice law and, at the same time, be involved in something with such an important impact on the community."

Anderson's long history of community work includes a broad spectrum of causes. He serves as vice-chair of the Tampa Sports Authority and will assume the chair later this summer. The Authority is weighing the expensive question of whether to renovate Tampa Stadium or build a new one. He has also been active in Democratic politics. "I've walked a lot of streets and knocked on a lot of doors," he says. These days, though, he focuses less on campaigns and more on influencing policy. "I think I can be more effective working with elected officials to improve the system from within." He served on Governor Lawton Chiles's 1990 transition team as well as on the governor's "By the People" committee, which examined government efficiency.

Like other Tampa area lawyers, Anderson feels an obligation to offer his time to civic causes. "Lawyers are given specialized training that makes them valuable to society. I think they have a responsibility to share their knowledge and experience."

One thing that has not changed, through the years, about being a lawyer, and a point Anderson makes with young lawyers, is the fact that it is not an easy profession. "There are no shortcuts to becoming a good lawyer. Those who stand out in this field are the ones who have worked the hardest."

Woody and Claudia Isom with their favorite professor.



Claudia and Woody Isom

Raising a family and the law go hand in hand

For Claudia and Woody Isom, raising a family has never taken a back seat to their legal careers. "There has never been a question that the family came first," says Woody Isom, adding, "which is not to say it's been easy."

The Isom family took root while the couple was in law school in the early 1970s. Claudia, who is part of the law school's Iowa connection led by founding Dean Mason Ladd, grew up on a farm near Wapello, Iowa. Woody is a native north Floridian from Lake City. The two met and married in Tallahassee and had their first child, Amber, during their third year of classes. Says Woody, "Since we didn't have the luxury of childcare, Amber went everywhere with us, including to class. I figure she should get credit for about a year of law school."

Approaching their 1975 graduation, the couple had their sights set on practicing law in the Rocky Mountain area. One of their classmates, Rich Livingston, had the same plan and practices today in Grand Junction, Colorado. According to Woody, the Isoms ended up in Florida as a result of his procrastination. "I didn't get around to sending out letters until the spring of my graduating year," he says of his effort to land a judicial clerking position in a western state. "I was told rather bluntly that I was too late."

At that point, Dean Joshua Morse, for

whom Woody had worked as research assistant, suggested that Woody interview with several Tampa firms. He was offered a job with Fowler, White, Gillen, Boggs, Villareal & Banker, and accepted.

Claudia stayed home with Amber, and her work load increased in 1976, when son Jesse was born. "She made the choice to delay her career while we got the family off the ground," says Woody.

In 1979, Claudia joined the Hillsborough County State Attorney's office, later serving as a legal counsel to the Florida Department of Health and Rehabilitative Services. After Woody left Fowler White in 1986, Claudia became a partner in Isom, Pingel and Isom-Rickert.

Like much else in the Isom household, Claudia's successful run for Circuit Court Judge in 1991 was a family project. "I wouldn't have done it without their support and their help," she says, recalling envelope stuffing at the kitchen table. "It was literally an apron-strings campaign."

After spending two years on the family law bench, Claudia moved to the criminal justice division in 1994. She admits to a strong preference for criminal work: "In criminal cases you're pretty much part of the clean-up crew. The crime has been committed and you try to see that justice is served. In family law, the judge is stuck in the middle of things and often becomes part of the problem."

Woody, who has a solo plaintiffs personal injury practice, says his move from Fowler White was motivated by family considerations. "In a large firm, you don't have the flexibility to deal with family matters." His South Dale Mabry Boulevard office, several miles from downtown, backs up on a neatly kept working-class neighborhood, defined by churches and schools. "It's a comfortable location for me and my clients," says Woody, adding that it has also been convenient for him when he needs to get away to his younger son's ball games. "There's definitely a trade-off. You exchange some prosperity and success for a lower stress level." Gesturing toward his tree-shaded parking lot just outside his front door, he says, "And I always have a parking space."

With his family growing up, Woody is considering a move back to a large downtown firm. "There is a lot I miss about being in a big firm. There are the friendships, the stimulation, even the intensity,"

he says, adding he often feels isolated in his private practice. "My office manager knows what I'm thinking about and asked me the other day whether we were still in business. I told her, 'yes, we're still open for business.' At this point I'm just weighing my options."



Sheila McDevitt

A career of proving women can do the job

While some Tampa Bay College of Law alumnae point to Sheila McDevitt as a trailblazer for women lawyers in the area, McDevitt is low-key about the impact she has made. "I think my biggest contribution is making people accept the fact that a woman can do the job," says McDevitt, vice president and assistant general counsel for TECO Energy Corporation.

McDevitt says she has seen remarkable—and heartening—changes in the seventeen years since she graduated from law school. "When I got into practice in 1978, law was still very much a male domain. I think a lot of women coming out of law school these days have no idea how much things have changed in the past couple of decades."

McDevitt had been familiar with male domains long before she entered law school. She worked for the Florida Legislature on two occasions, first, from 1967 until 1969, as a research assistant for a governmental

reorganization project, and later, from 1970 until 1978, as executive assistant to Tampa State Senator David McClain. In between, she served as administrator of the Georgia Constitutional Revision Commission. Says McDevitt: "I became comfortable working in a man's world and simply devoted myself to doing the best job I could."

When she graduated from law school in 1978, McDevitt was well prepared for the legal world. "Because of my previous experience I was able to hit the ground running. I knew the issues and procedures," she says. What she had not picked up from law school or work experience, she made a point to learn on her own. "I sat in on trials and depositions. I wanted to be ready for whatever they threw at me," she says.

McDevitt joined McClain's Tampa firm, McClain, Walkley & Stuart, after graduation, concentrating in insurance defense trial work. Shortly after she opened a Pinellas County branch of the firm in 1981, she made the decision to strike out on her own. "Although I was very happy with the firm, I became disenchanted with the repetitiveness of the work," she says. "I wanted a challenge."

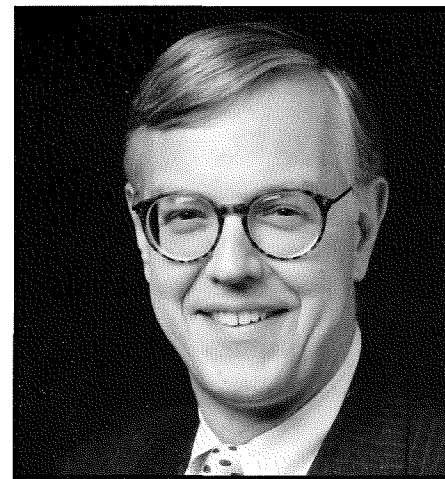
One of her first clients, it turned out, was Tampa Electric, the parent of TECO Energy. "They were looking for a lawyer to handle their governmental affairs, which I was familiar with, and," she adds, "I was looking for work." McDevitt also handled other legal matters for the company, including construction cases. In 1986, when TECO Energy opened its legal department, McDevitt was named senior corporate counsel.

Today, McDevitt manages a staff of six attorneys that oversees such personnel issues as discrimination, harassment and severance matters. "We spend most of our time practicing preventive law," she says. "And because this is a responsible company, we seldom have to go to court." She faced some of her toughest tests in 1994, when TECO underwent significant corporate downsizing. "Last year was extremely tough," she says.

The part of her job McDevitt finds the most intriguing, though, involves business negotiations outside of corporate headquarters. Like many large power companies, TECO is expanding its business base by building power plants and selling electricity outside of its home base. "It's an exciting, competitive field. It's also pretty

exciting." The company is building a plant in Guatemala and is negotiating to build another in Puerto Rico. "In the foreign dealings, I particularly enjoy the challenge of communication," says McDevitt. "Communication is what makes the deal."

McDevitt suggests that her effectiveness in carrying out her responsibilities has not gone unnoticed. "Women have proven we can handle demanding, complex jobs in the legal profession and do them as well as men. I feel good about whatever part I've played in proving that point."



John Mueller

No regrets about his mid-course correction

As John Mueller recalls it, the first major decision of his legal career was made at an altitude of 30,000 feet, somewhere between Tennessee and Florida.

Mueller was flying back to Tallahassee from his hometown, Cape Girardeau, Missouri, with his wife Susan. It was the Christmas break, 1977, and he had taken her there hoping to persuade her of the simple pleasures of life in the small Mississippi River town 125 miles south of St. Louis. Mueller, though, was concerned about the impression the visit had made. "My memory of the week we spent there was that it was cold and bleak and that the sun didn't shine for even an hour." His wife recalls that it rained and snowed.

After two commuter-flight hops from Cape Girardeau to Memphis, when the

couple had boarded a jet for the final leg south, and settled into their seats, Mueller asked his wife what she thought. "The real question, of course, was 'will you come live with me in Cape Girardeau?'" recalls Mueller, who had cherished a vision during his first two and a half years of law school of returning to his hometown to practice law. "I think I had pictured myself in a quaint little main street office, watching the Mississippi roll by outside my window."

"She told me that she would move there with me, but with one condition: that she could spend six months of the year in Florida," says Mueller, of his wife, a Tampa native. "At that point I knew that we would be looking for a home somewhere south of the frost line."

Eighteen years later, Mueller has no regrets about the turn of events. Following graduation from law school in 1978, he joined the Tampa office of McFarlane, Ferguson Alison & Kelly (now McFarlane Ausley Ferguson & McMullen). "It's been a wonderful experience," adding that he has learned to make do without the Mississippi.

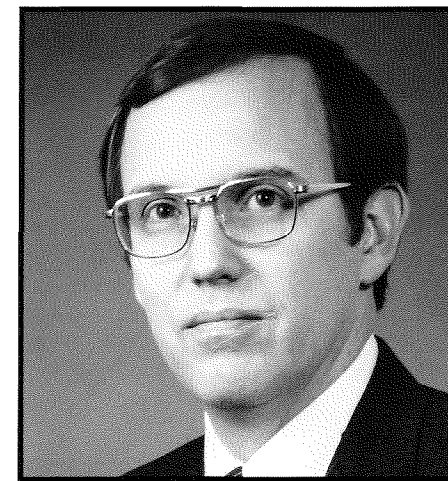
Mueller maintains his ties to the Midwest through his representation of clients in Illinois, Kansas, Nebraska and Michigan.

Mueller, who had worked as an Associated Press reporter prior to going to law school, says his early training at the Macfarlane firm provided a solid foundation for his commercial litigation, creditor's rights and bankruptcy practice. "I had the good fortune to carry the bags for one of the senior partners," says Mueller of partner Charles F. Clark, who, though retired from the firm, continues to practice law. "He was absolutely one of the best trial lawyers around," says Mueller, adding with a laugh, "He was also a very patient man."

One case in which he had an opportunity to put his training to good use, Mueller says, involved the merger of First Florida Bank and Barnett Bank three years ago. "Our challenge was to work through some serious problems in First Florida's loan portfolio," says Mueller, who was a director of the bank. After what he called "a lot of long days and nights" working with bankers and other firm lawyers on the portfolio, the bank was sold for two-and-a-half times its book value. "The results were incredibly satisfying, and it was a great deal for the shareholders."

His eight-year career in journalism, including a stint with the *Pacific Stars* &

Stripes in Vietnam, before attending law school has been a mixed blessing, Mueller says. "I had a rude awakening in law school when my legal writing instructor told me I didn't know how to write," he says. "Basically, I had to unlearn everything I had learned about concise, simple writing and learn to write like a lawyer." After seventeen years in the practice, his old instructor notwithstanding, Mueller is inclined to think that lawyerly writing would benefit from a dose of simplicity. "That is not to say," Mueller adds, "that the selection of words can be taken lightly. There are places in the law where the precise use of a word is essential." Many lawyers, he says, learn that the hard way.



Steve Sparkman

Following in the family tradition

According to the family story, when Steve Sparkman's great grandfather laid out the tax map for Hillsborough County, he put a notch in his wagon wheel tread to mark each rotation. "My friends who occasionally deal with the consequences of that original map tell me the story is probably true," he says.

As a real estate and land use lawyer with Carlton, Fields, Emmanuel, Smith & Cutler, Sparkman is not unaware of the fact that he rolls along in the same ruts that his great grandfather cut more than a century

ago. "I take a certain measure of satisfaction in that ancestral connection."

Sparkman got his start in land use issues while he was still in law school. As a legislative intern with the House Committee on Community Affairs, he helped write the 1972 legislation that established rules for developments of regional impact (DRI). After graduation from law school in 1972, he returned to his native Plant City to work briefly as a judicial aide to Judges Woodie Liles and Joseph McNulty of the Florida Second District Court of Appeal. Because of his relationship with Liles, a long-time family friend, Sparkman was soon working as an Assistant Hillsborough County Attorney. "While I was working with the county we processed eight or nine DRI applications," he says. "It was kind of fun to observe the process from both the developmental and the implementation angles."

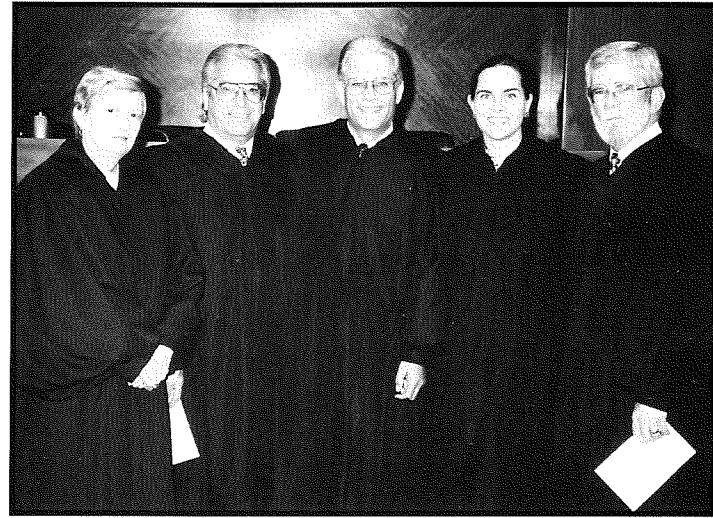
For Sparkman, his two years in the County Attorney's office was a prelude to joining Carlton Fields in 1975. "I look at my work as a progression. In the early years I was involved in land use issues—DRIs, zoning, that sort of thing. Since then, I've moved toward transactional real estate practice. Coming to Carlton Fields was an important step in my professional development." He adds: "If you want to practice in this area of the law, this is a great firm to do it for."

Though he admits to frustrations in the land use planning area, particularly when he has to explain to a client that a certain plan is not economically feasible, Sparkman says he likes having a role in building the community. "I'm a detail person, but I also enjoy being a part of the big picture of good development. I enjoy seeing a well-planned neighborhood emerge from the drawing board, seeing homes built where people can live, where kids can grow up, where they'll develop memories."

Sparkman doesn't confine his legal talents to work at Carlton Fields. An active member of the First Baptist Church of Plant City, he serves on the board of directors of a nonprofit church-sponsored project that built a 75-unit housing complex for the elderly. He took the lead in the land use and planning work involved in building the complex, which is partly funded by a U.S. Housing and Urban Development grant.

"This was a chance to use my skills on behalf of my community," says Sparkman.

"It's easy in this sort of work to develop a narrow focus." With Sparkman's assistance, the church is in the process of planning a second elderly housing facility, though it encountered temporary problems during



Tampa's FSU-educated judges: Charlotte Anderson '82, Sonny Palomino '74, Frank Gomez '75, Claudia Isom '75 and Rogers Padgett (FSU BA '60). Christine Vogel '81 is not pictured.

Sonny Palomino

Trying to teach the value of an education

When Sonny Palomino says he understands the value of an education, he knows what he's talking about. Not only is he the first member of his family to graduate from college, he is the first to graduate from high school. "I'm reminded everyday what education can do for a person."

As a Hillsborough County Court Judge assigned to juvenile detention cases, Palomino spends a lot of time trying to drive home that point. "I try to impress on the kids I see that staying in school and working hard is their way to a better life." Too often, he reports, the approach falls on deaf ears. The problem, he says, is a vicious cycle of bad homes, absent, uncaring or frightened parents, and an educational system that increasingly lacks broad public support.

His observations about public education are based on solid experience. Palomino served two terms on the Hillsborough County School Board, from 1980 until 1988, and although he enjoyed his service, he found much to be discouraged about. He is saddened to see just how deep are the roots of many of the problems he encoun-

tered in juvenile court. What troubled him most was the narrow focus and self-interest of parents. "What I firmly believe is that education will make a dramatic change for the better only when parents want the best education for all children, not just their own." He recalls the issues that brought the most parents to school board meetings during his tenure. "One had to do with the decision of whether to go from slow- to fast-pitch girls' softball. The other involved the requirements for cheerleader tryouts."

After graduation from law school in 1974 Palomino served as counsel to the Florida Senate Criminal Justice Committee before moving to the state attorney's office in Tampa. He rose to the position of Chief of Special Prosecution before leaving in 1980 to open his own law office. Palomino was appointed to the bench in December 1993 by Governor Lawton Chiles. Today, he divides his time between the ticket to elected office. "With the focus on punishing criminals, people forget that those protections are for all of us, not just people accused of crimes." She adds, "It's kind of scary."

Daniels, a graduate and former clinical professor of the College of Law, admits her message is a tough sell. "The Bill of Rights isn't appreciated much these days," she says, acknowledging a political climate in which hard-line anti-crime rhetoric is of-

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At a time when punishing criminals dominates the political agenda, Florida's Second Circuit Public Defender Nancy Daniels is more committed than ever to the principles of the Bill of Rights.



Keeping the Faith

Although her message may fly in the face of popular opinion, Second Circuit Public Defender Nancy Daniels is determined it will be delivered. "I consider it part of my job to make people understand the importance of legal protections to our way of life," she says. "Specifically, I try to make the point that the rights of the accused are also the rights that protect us all."

Daniels, a graduate and former clinical professor of the College of Law, admits her message is a tough sell. "The Bill of Rights isn't appreciated much these days," she says, acknowledging a political climate in which hard-line anti-crime rhetoric is of-

ten the ticket to elected office. "With the focus on punishing criminals, people forget that those protections are for all of us, not just people accused of crimes." She adds, "It's kind of scary."

One of the toughest groups Daniels has to convince is the Florida Legislature. By virtue of the fact that she is in Tallahassee, and because of her devotion to the cause, Daniels has taken it upon herself to lobby for the interests of her colleagues. The first woman elected public defender in Florida, she is president of the Florida Association of Public Defenders and served previously as Legislative Chair.

"It's my job to speak out against such

programs as 'three strikes and you're out,'" says Daniels. "We can make legitimate arguments against that and some other mandatory sentencing proposals. My point is that the system needs some discretion if it is to function properly. We must be able to allow for exceptions." Often, Daniels says, she deals with elected officials who have little familiarity with the criminal justice system. "It's an uphill battle," she concedes. During the 1995 session, Daniels ran head-on against an angry tide of anti-crime sentiment. In the end, the Legislature appropriated massive additional funding for prison construction and enacted a number of symbolic get-tough-on-crime

measures, including a bill ordering the state Department of Corrections to reestablish prison chain gangs.

Despite the frustrations, Daniels says there is nothing else she can imagine doing. "It's what I've wanted to do since I was in law school."

A 1977 graduate of the College of Law, Daniels clerked for the First District Court of Appeals before joining the Leon County Public Defender's office in 1979. "I was the squeaky wheel at the PD's office. I kept pestering them until they offered me a job," she says. "The work fit my idealistic sense of wanting to help people who couldn't afford a lawyer, and," she adds, "it was great preparation for what I do now."

In late 1985 she received a tempting offer. Looking to bolster a law school clinical program that had been criticized for lack of full-time leadership, then-Dean Sandy D'Alemberte offered Daniels the directorship. She accepted the post in December 1985, assuming her duties the next month. "It was an agonizing decision," she admits. "I loved my work with the public defender, but, on the other hand, this was an opportunity to continue working in criminal law and to have an impact on future lawyers. It was also a way to renew my ties to the law school." The timing of her hiring was no coincidence. The American Bar Association site accreditation survey for the College of Law was scheduled for the spring of 1987.

In addition to supervising students in the program, she coordinated a number of grants brought to the law school by D'Alemberte. One was a statewide training program for public defenders. "At first," says Daniels, "I was doing just about everything, running both the criminal and civil programs. I spent a lot of time on the road." Daniels, who had taught legal writing as a third-year law student, took to her law school duties with characteristic enthusiasm. "I found the students were hungry for practical experience. They flowered in the program." She adds, "We got good marks in

the ABA site survey, too."

Within a year, Carol Gregg, another graduate, joined Daniels at the law school, assuming responsibility for the civil law side of the program.

Daniel's philosophy of legal training has not changed since her four years on

The programs that work well operate on a small scale...it's always a handful of very dedicated people who make them work.

the law school faculty. "I'm an outspoken advocate of giving students a feel for the law. There are some areas of the law where it is critical. For example, I think it's almost impossible to learn evidence until you put it into a practical context. I can't tell you how many times—at the law school and here at the PD's office—I've seen a light bulb go on in a student's head when the theo-

retical comes to life."

In 1990, Daniels's career took another turn when she decided to run for the office of public defender. Her former boss, Mike Allen, had been appointed to the First District Court of Appeal in late 1989, and then-Governor Bob Martinez's appointee to the post lacked a criminal law background. "It was a great opportunity, and honestly, I missed the work," Daniels recalls.

She was elected in November, and because the incumbent was appointed was forced to begin the job within two weeks.

Despite a tight job market for lawyers, the public and political mood has taken a toll on the number of new lawyers interested in doing public criminal defense work. "There seems to be a lot more interest in going to work for the state attorney's office," says Daniels of the drop in the number of law school interns in her office. Last fall she advertised a meeting for students at the law school interested in a career in public defense work. "Ten students showed up," says Daniels, adding that they were a highly dedicated group. "Several years ago we would have had two or three times that number."

Like other employers, Daniels says she has a hard time turning down experienced

applicants in favor of new graduates. "But I'm obviously dedicated to bringing in new blood. We hire a lot of our successful interns. When we've seen the kind of skills and dedication they have, they're proven commodities when they apply."

Just as there is difficulty interesting interns, Daniels laments that she also has a tough time retaining new hires. "I have to admit that I'm disappointed when good young attorneys stay for only a year or two, then move on."

Despite political pendulum swings, Daniels says attorneys in her office maintain "a good attitude." "This is our line of work. We're going to be here no matter who is in political office, no matter which way the wind is blowing. And we'll be here whether the pay is good or bad," she says, noting that public defense work has never been known for being lucrative. Her Leon County Courthouse office of forty-three attorneys has a "hard-core" of about twenty who have been there for fifteen or twenty years, says Daniels. "It's what we've decided to devote our legal careers to."

"The work exacts a price," says Daniels. "Emotionally, it's hard," she says, noting that many of the same pressures exist in the prosecutor's office. "Day in and day out you're dealing with seriously troubled people, whether it's mental illness, alcohol or drugs, who have hurt other people." It can be a difficult atmosphere to work in, she concedes.

Like others working in the criminal justice system, Daniels sees no easy solution to increases in crime, particularly juvenile crime. "I've studied the issues for years, sat through more meetings than I can remember. It's obvious that home life and parenting are the bases of so many problems." Daniel's response is to take an active role in trying to help. She is involved in the Leon County Drug Court, an innovative treatment program for first-time offenders. She serves on a number of task forces and committees looking for solutions, including the local juvenile justice council.

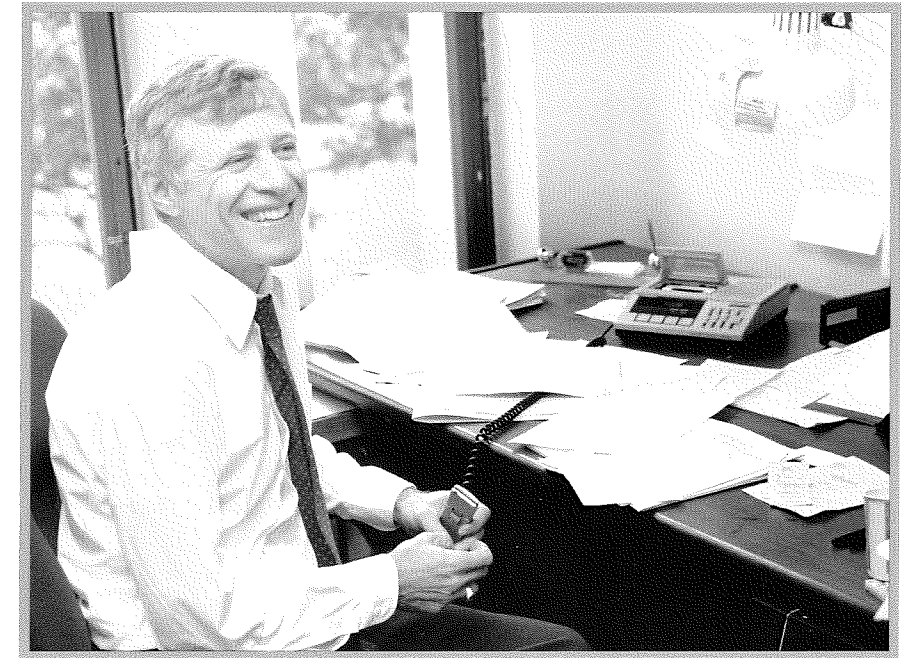
Experience has shown Daniels one thing, she says: "The programs that work well operate on a small scale, and," she adds, "it's always a handful of very dedicated people who make them work."

"Ultimately," says Daniels, "I think it's the small successes in this job that keep me going and make the work so rewarding."

By Joe Traina

The Balancing Act

Although it received high marks from the American Bar Association's 1994 accreditation site survey, and is extremely popular with students, the law school's Externship Program has some hard lessons to teach. Clinical Professors Larry Krieger and Beth Gammie, spend much of their time showing students how to deal with the conflicting emotions and expectations of legal practice.



Larry Krieger has some strong ideas about legal education. This, despite the fact that on his first try at law school he quit after one semester. In his mid-twenties and just out of the military, Krieger didn't leave for academic reasons. In fact, he ranked near the top of his class. Handling pressure and responsibility were no problem—he had managed three thousand people in the Air Force. What he disliked about law school was what he perceived as a negative environment in which people were expected *not* to succeed.

To unwind from the ordeal, Krieger did some behavioral research. "I began to study stress-based behavior, which is basically fear-based behavior, and it helped me," he says. Eventually he discovered Transcendental Meditation (TM). He became a teacher of the art and spread his knowledge wherever he went, from Eu-



Larry Krieger (top) has directed the College of Law's Externship Program since 1991. Beth Gammie joined him in 1994.

rope to South Carolina. Five years later, Krieger went back to law school at the University of Florida, but with a new mindset, and graduated with honors. From there he went on to distinguish himself during a dozen years of practice in the public sector.

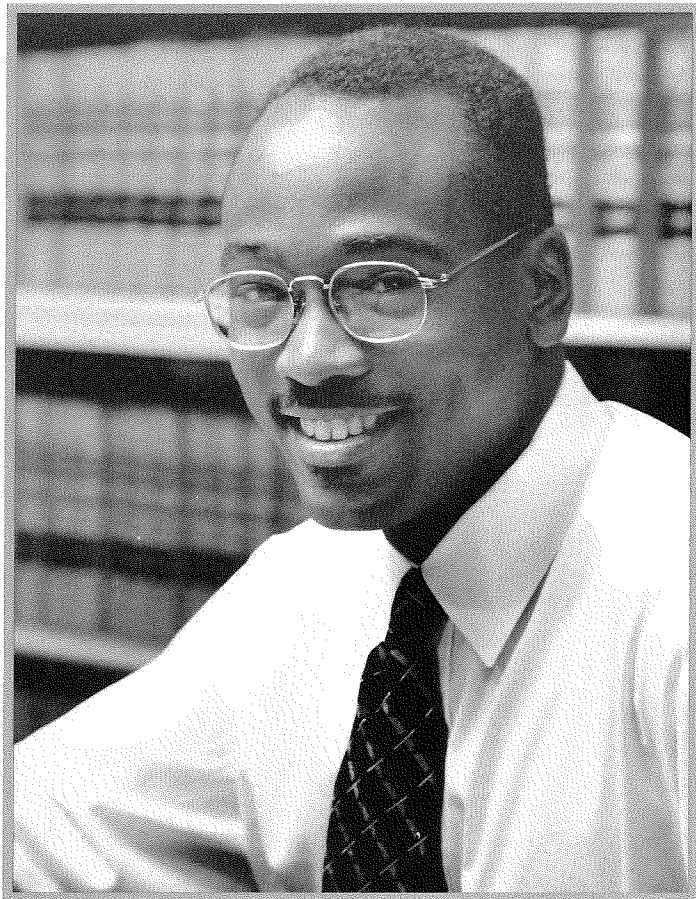
In 1991 Krieger brought his practical experience to the College of Law's externship program. Today, the program offers students with 48 completed credit hours the opportunity to try their hand at legal practice within public agencies and courts throughout Tallahassee and the state of Florida. While the experience provides knowledge of the practical aspects of law, the program also emphasizes the students' ability to translate their daily experiences through reflection, so that they may learn and grow into the role of lawyer.

The first thing that Krieger teaches his students is how to make mistakes—or, rather, how not to be afraid of making them. Students who have long kept as their goal scoring 100 on an exam must face the reality of losing on a regular basis when they begin their externship. It is a reality inherent in a profession that deals with human conflict, Krieger says.

"They're dealing with rape victims who really got raped. It's not an appellate issue, you know," says Krieger, giving a hypothetical horror story of the type that a lawyer must survive, "and the confession is going to be suppressed because it wasn't taken properly, so their rape is going to go unredressed. They're having to deal with things like that."

Over his career, Krieger has noticed that few active attorneys take the opportunity to share their thoughts and emotions about job stress. "For every achievement and joy, there is also a hard lesson to learn and a heartache," he notes. "But as attorneys, they have a job to do, and so the work goes on." Unfortunately, Krieger says, the unexpressed anxiety often reveals itself in the form of anger, depression and addiction. To combat such occupational hazards, he tries to share with the students some of his tension-reducing strategies. "It's more fun to do your job if you're not tired or tense. That's the bottom line."

An FSU externship is often the first time that the students' work affects people other than themselves. The pressure can be enormous, says Krieger, and fear of failure can be deadly to the students' effectiveness if they let it control their emo-



Damian Fletcher at the Attorney General's office: "Lawyers, these days, are going to have to go out there and make it on their own. We need to learn how to do it, not just how to read it."

tions. That is why he insists that students quickly drop their drive for perfection and understand the reality of time limitations. They have to learn to make the most of each situation, he says.

"Krieger's message is really a refreshing one," says third-year student Ed Birk who worked spring semester at the Leon County State Attorney's office. "Once you give up this illusion of perfection—and perfectionism is nothing more than an illusion—you can relax about it a little bit and know that you'll do your best, learn from your mistakes and do better next time. It opened the door, for me anyway, to try different things." Birk is editor of the *Law Review*.

Third-year student Dianne Menck credits the two externships that she took with helping define her professional objectives. She worked first with Legal Services of North Florida, then with Second Judicial Circuit Judge Charles McClure. Following her experiences, she has decided to pursue a job in some aspect of the judiciary.

"That's the area where I hope to prac-

tice. That's where I expect to be, in court," said Menck. "I've had the opportunity now to observe it from the judges' point of view—what they see as good lawyering, what they take into consideration when they're making their decisions."

Damian Fletcher worked in the employment division of the Attorney General's office. He feels that the age of apprenticeship is long past. Graduating law students are finding it increasingly difficult to get jobs with firms that will take them under their wing and groom them for the future.

"If a firm hires you, they throw you in a library and you never get to practice," said Fletcher. "Lawyers, these days, are going to have to get out there and make it on our own. We need to learn how to do it, not just how to read it."

While this sentiment has made externships more popular with students around the country, it has also raised questions from law professors as to their value in the law school setting. Krieger, who is

chair of the externship committee of the Association of American Law Schools, is actively involved in formulating clinical programs that will prove effective in conjunction with the law students' overall learning experience.

One of Krieger's first additions to the law school's externship program was to bring students together to discuss their work experiences, what the American Bar Association would call a "classroom component." It is an attempt to enable students to think for themselves, and to learn from the lessons they encounter in their externships.

"There's an old proverb, that no one can teach anyone anything, but anyone can learn anything she wants to learn," Krieger says. With his patient, patient smile, he explains: "In other words, the teaching process is really a learning process that goes on in a student's head, and that learning process is primarily the responsibility of the student."

Since the 1994 fall semester, clinical professor Beth Gammie has been "the other half" of the externship leadership team. A recent law school (University of Illinois, 1990) graduate herself, Gammie feels empathy with students and their trials with professionalism. She also shares Krieger's common-sense approach to teaching, encouraging students to "think practical."

When students read an appellate opinion, says Gammie, they have the facts laid out before them, and they're not forced to think through the practical considerations of the case. There is a critical adjustment, she says, students must make when turning from the theoretical to the practical. For example, she cites a situation in which a student is faced with the need for expert testimony in a case. The student can't just turn a textbook page and read about which doctor said what; the student has to find a doctor to get an opinion.

"How do you go about doing that? Do you look in a phone book?" Gammie asks. "I think academia is good at teaching legal doctrine, and that's essential, but I don't think that theoretical vs. practical should be a question of either or; they should complement each other."

In the course of an externship, abstract concepts become concrete. When third-year student Adam Hersh worked part-time at the First District Court of Appeals during the fall semester, he had a firsthand



Dianne Menck feels her externship in the court has strengthened her chances for getting into trial law. "I've had the opportunity to observe [lawyering] from the judges' point of view—what they take into consideration when they're making their decisions," she says.

opportunity to see how appellate decisions are put together. During spring semester he worked with the Gadsden County State Attorney's office, where he not only analyzed the record but made it.

"You can read a book on how to select a jury, but until you select a jury, the book is not going to be nearly as helpful," says Hersh. "I read about picking a jury after I'd done it, and it was enlightening because I had concrete examples to go by. An externship gives you real-life experiences that you then bring to the textbook, and the two enhance each other," he says.

Krieger doesn't think an externship is for all students. He became chief trial counsel for the state comptroller without such an experience. It is best, he believes, to offer the most diversity possible in the college's curriculum.

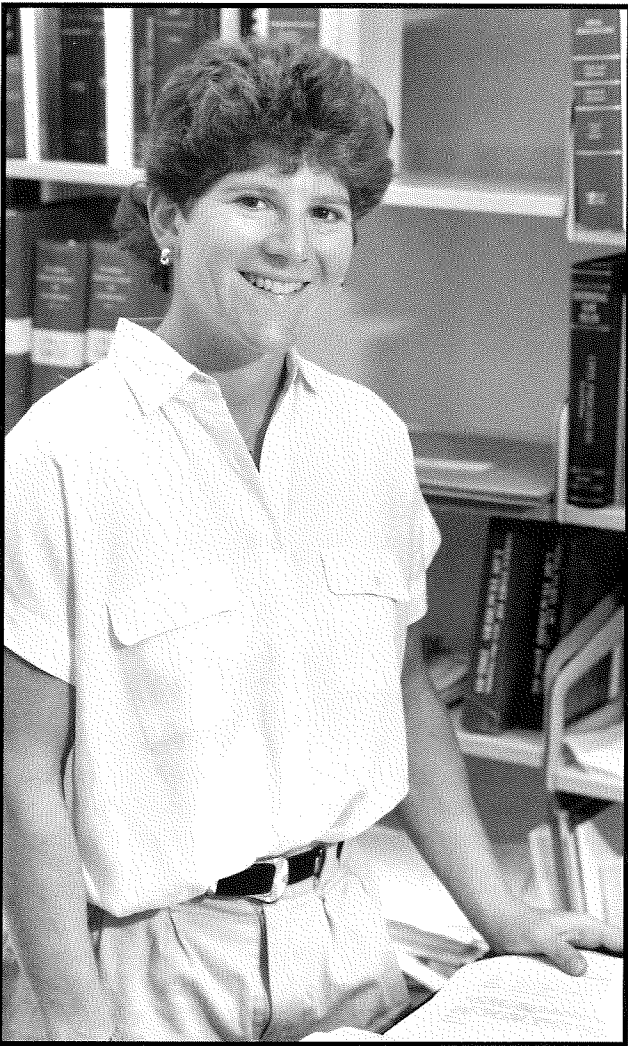
"Some students learn well in applied learning settings," says Krieger. "Others want to spend their time in law school focusing on as much theoretical knowledge in as many different fields of law as they can. They say they'll learn to practice when they get out. I think we should give

students the choice, and this school is doing a pretty good job of that."

While Krieger may not require students to snatch the gavel from his hand before graduation, he does wish them the good fortune of realizing wisdom through experience. Before growth can begin, he says, fear must be vanquished.

"What I hope, and what I believe is true for at least a significant number of the students, is that when they finish any one of our externships, they'll be better prepared to have a fulfilling career as an attorney," Krieger says. "They will have learned not just the raw skills, but how to think of themselves as attorneys, how to learn from their experiences, how to be reflective on a daily basis," he says. "We all learn a lot when we ask ourselves the important questions, like, 'What do I need to change, not only about my legal skills but about my ethics, about my emotional balance, about my attitudes toward this profession and myself?' It's a real maturing experience if it's done right. I don't know how many other schools do it this way, but that's how we try to do it."

By David Morrill



Lessons

College of Law Professor Jean Sternlight, who brings her experience as a lawyer to the classroom, argues for improved relations between academic theory and the practice of law. Both legal academics and working lawyers would be the beneficiaries, she says.

Just inside the door of her office at the College of Law hangs a framed photograph that reminds Jean Sternlight of the limits of the justice system. A memento of one of the first cases she handled for a Philadelphia law firm in 1987, it is a picture she likes to describe to her law students.

The black and white print shows an eleven-year old girl sitting alone on a Little League bench. The girl's male teammates, obviously distancing themselves from her, sit far down the bench. "The picture is an illustration of the fact that in the law you sometimes win, but, at the same time, you lose," she says.

"Legally, it was an open and shut case," says Sternlight, a third-year professor at the College of Law. "It was clear the girl would have to be allowed to play." The case received intense coverage from the

Philadelphia media, a fact that presented an added burden for a brand new lawyer. "I'd had no training in media relations, and there I was, in the spotlight." Keeping the girl off the team became a cause celebre in the lower-middle class Philadelphia neighborhood where the Little League team played. "It was a neighborhood where the 'good old boy' ethic died hard," says Sternlight, recalling that "there were literally mob scenes at the ballpark. Parents didn't want their little boys' image tarnished by having to play with a girl."

Although Sternlight won the case, and the little girl was allowed to join the team, the judge's decision came so late in the Little League season that only a handful of games remained to be played. "The question was, of course, was justice really served?" she asks.

The Brooklyn-born Sternlight remem-

bers her seven years of practice, primarily as a plaintiffs' employment lawyer at the highly regarded firm of Samuel and Ballard, with mixed feelings. "On occasion, I could get great results for my clients. I felt wonderful when that happened," she says. "But what I faced, on a constant basis, was the inadequacy of the legal system. I had to advise the vast majority of people who came to me for help that the legal system could not offer them a remedy. Even if their case was legally sound, I had to tell them that it would not make economic or emotional sense to pursue it. Then there were the times where people were treated very unfairly, but not illegally, and I had to tell them they had no case."

In addition to the frustration, the work became emotionally draining, says Sternlight, who admitted a preference for other aspects of practice. "These cases tend

of the Law

to be drawn-out and tend to bog down in large amounts of tedious discovery," she says. "What I really enjoyed was the writing." In fact, Sternlight became the firm's principal brief writer, eventually lecturing lawyers and managers on employment law. Ultimately, it was that interest that prodded her into pursuing an academic career.

She had considered teaching while she was a student at Harvard Law School. "A couple of my professors had suggested I might make a good teacher." She kept it in mind as a future possibility. "One thing I was sure about was that if I were going to teach, I would need some practice experience first."

For Sternlight, bringing the experience of the law office and courtroom to the classroom is essential. "I'm a strong advocate of using what I learned in practice in my teaching," she says. "In my civil procedure course, for example, I try to teach from the standpoint of the litigator."

Sternlight often uses her old case files in class to teach students the procedures they will use and the problems they may encounter in handling a case. "It brings home the point to show students a real case," she says. "Having been there, makes

come across my desk. Seeing and handling the documents made the issues come alive."

During her first two years on the faculty, Sternlight taught a pre-trial litigation seminar she says provided students valuable hands-on lessons. "They learned to write complaints, answers, motions and responses to motions. Every week they got a personalized critique of their work and did in-class oral exercises," she says. "Obviously, there's a limit to what a law school can do in terms of this kind of training. We're not here to teach students everything they'll run into in the legal world. But I definitely think we should offer more practice-oriented courses than we do. The problem, of course, is that some of this kind of teaching is very expensive because it requires a low faculty-student ratio."

Sternlight is writing an article that reflects her teaching philosophy. Entitled "The Symbiotic Relationship Between Legal Theory and Legal Practice: Advocating a Common Sense Jurisprudence of Law and Practical Application," the article incorporates some of her experiences as both a lawyer and a law professor.

It is also, she says, about the antagonism between the practitioners and theorists, those in practice and those in academia. "When I told my law partners in Philadelphia that I was going to leave to go into teaching, they told me I was crazy, that

no one worth anything was a legal academic. According to them, professors dealt mostly with 'theoretical baloney.' On the other hand, when I began to interview for

'What I argue in the article is that some legal theory can be very useful to the practice of law. Similarly, some of the practice skills and knowledge can improve academics' theories.'

it easier for me to teach." She adds, "The reason I take this approach is that I didn't fully understand the process until I started clerking for a judge and saw the papers

teaching positions, I was told that the practitioners were a bunch of ignorant deadheads, allowing, of course, for the fact that they might have been intelligent at one time—when they were in law school."

According to Sternlight, who teaches family law and alternative dispute resolution in addition to civil procedure, not only does the enmity do a disservice to the profession, it hurts legal education. "My feeling was, 'what a tragedy.' What I argue in the article is that some legal theory—that supposedly 'theoretical baloney'—can be very useful to law practice. Similarly, some of the practice skills and knowledge can improve academics' theories." Sternlight says the chasm cannot be bridged simply by making theory less theoretical. "There needs to be a willingness to come up with a theory of application for the theory, so to speak. There's a lot of interest in doing the theoretical work but no one is doing the application work, showing how the theory can be applied in practice," she says. In the article, Sternlight provides examples of how this can be accomplished.

Sternlight's personal experience proves to her that matching theory with practice is also an effective classroom strategy. "I've had a lot of success in my classes using role playing exercises, bringing in speakers and showing movies to illustrate how concepts and theories play out in practice. Too often, even if a student understands the theory, it's difficult to make the connection between the theory and a policy argument that a court can understand and accept."

Although Sternlight says she doesn't miss the life of a litigator, she would like to keep her practice skills sharp. "Once I've gotten more established at the law school and developed further as a researcher, I would like to join the bar and take on some pro bono appellate cases," she says. "Appellate work doesn't demand as much time as trial work, and you tend to deal more with major legal issues."

Thinking of the Little Leaguer sitting alone on the bench in Philadelphia, Sternlight cherishes the hope that a stronger connection between the teaching and the practice of law can improve our system of justice. "That's what it's about, ultimately, making the legal system more just."



Moot Court appellate team finishes one of its most successful years ever while a reorganized mock trial team makes a fresh start

While the College of Law's Appellate Moot Court team had a banner year, the Mock Trial team spent 1994-95 working hard to establish a new identity.

The appellate team turned in one of its best years ever, winning two national championships and a regional championship among numerous honors.

On March 26, a team of Florida State University law students defeated a Chicago-Kent College of Law team to win the Cardozo/BMI National Entertainment Law Moot Court Competition. Third-year FSU law students Danielle DeVito and Alexandra Renard were judged the winners of the appellate competition involving a question of copyright infringement.

In addition to taking top team honors, FSU won Best Brief and Best Oralist (Renard), Second Best Oralist (DeVito), and Best Oralist in Preliminary Rounds (Renard) awards. Thirty-six law schools participated in the competition. According to Theodora Zavin, vice president and special counsel at BMI, "In the many years in which we have co-sponsored this event with Cardozo Law School, I cannot recall a year when a single team won all the major prizes," she said. "Ms. Renard and Ms. DeVito were so impressive that I understand one of the judges asked them both whether they would be interested in interviewing for positions with his law firm. This, too, is a first," she added.

A month earlier, another moot court team, Christopher L. Smith of Ft. Lauderdale and Jeanne M. Craddock of Jacksonville, defeated a team from the University of Cincinnati Law School to win the National Security Law Moot Court Competition at George Washington University in Washington, D.C. Moot court teams from George Washington, Howard, South Texas and George Mason universities also participated in the competition.

Craddock was also honored for presenting the Best Oral Argument in the competition. At issue in the competition was the authority of the president of the United States to order the abduction of an



Chris Smith and Jeanne Craddock took top team honors in the National Security Law Moot Court Competition at George Washington University in February.

alien terrorist by U.S. agents and the question of whether U.S. courts had jurisdiction to try the suspected terrorists. The terrorists allegedly had planted bombs in American highway tunnels. The bombs were defused after the FBI, through physical coercion, received confessions from the suspects.

According to Smith and Craddock the victory was particularly satisfying because the judges of the event were experts on the subject. The panel included members of military courts of appeal and White House Counsel Abner Mikva. "It's rare that the judges of a competition are so knowledgeable about a case," said Craddock. "It meant we really had to know our material."

Although Professors Margaret Baldwin and Steven Gey coached the team, other faculty members were involved in the intensive practice sessions. "By the time we got to the finals, we knew the issues," said Smith. "Our professors made sure that we were substantively prepared."

Southeast Regional winners, with a chance at another national championship, was the team of Brett Berlin, Michael Buckner and Greg Chabon. After winning the Southeast Regional Competition of the ABA National Appellate Advocacy Competition, the team will represent the College of Law in the ABA National Competition to be held in Chicago in August.

Twenty-seven teams from state and private universities in seven southeastern states competed. Seeded fourteenth after the preliminary rounds, the FSU team went on to best the third-ranked, undefeated University of Georgia team in the semi-finals and to defeat sixth-ranked Marshall Wythe (William and Mary).

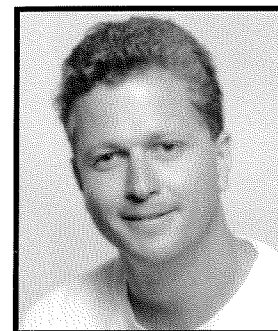
Honors also were garnered by other appellate team members in a number of competitions. Suzanne Aranda and Michael Carlson were winners and Julie Guider and Nicola Boothe-Perry semi-finalists at the Florida Bar Robert Orseck Moot Court Competition. Also recognized as Best Oralists were Carlson (final round) and Boothe-Perry (preliminary round).

Jacqueline Blanton and Jessica Varn won first-place honors at the Florida Workers' Compensation Law Moot Court Competition in September. Amy Ray and Kimberly Rockwell were semi-finalists at the John Marshall National Moot Court Competition. Lina Bond and Christopher Smith were semi-finalists at the National Health Law Moot Court Competition. And John Bevis, Jennifer Scheff and Colleen Sheridan were quarter-finalists at the William F. Starr Insurance Law National Moot Court Competition.

The trial team is moving under the college's moot court umbrella. Previously, the program had been sponsored by the

Student Trial Lawyer Association. The team started the 1994-95 season with an intramural event sponsored by Bobo, Spicer, Ciotoli, Fulford, Bocchino, DeBevoise & LeClainche, P.A.

The mock trial team's best finish came at the ATLA Mock Trial Division Regionals in February in West Palm Beach, when the FSU team advanced to the semi-finals round of the competition. Members of the advancing team were Kirk Rogers and Omar Arcia (advocates) and Kym



Steve Blount

Johnson and Bob White (witnesses). Also participating in the competition were Frank Vinas and Deborah Byles (advocates) and Mark Edleman and Ronetta Lewis (witnesses).

1994-95 Trial team officers were Steve Blount, President, Phyllis Williams, Vice President, Kim Redmon, Treasurer; Ed Koch, Intercollegiate Chair; and Deborah Byles, Secretary. The appellate team advisor was Professor Nat Stern, while the trial team was advised by Professor Jean Sternlight. Professors Meg Baldwin, Steve Gey, Will Murphy, Mark Seidenfeld and Orin Slagle served as coaches while a number of other faculty served as practice round judges.

Calling all employers

The Career Center is making it easy to employ FSU students and alumni in non-legal jobs. With the support of the FSU Alumni Association, the Center is offering employers Seminole JobLine, a 24-hour phone-based employment listing service. Employers are invited to list entry-level opportunities for students as well as professional positions for alumni. Employers may list in four job categories: full-time career opportunities; part-time, temporary, or summer jobs; internships; and volunteer positions. The Seminole JobLine is easy to use and costs only \$15 per position listing. For more information, call Brian Ray at (904) 644-9773.

In addition, the College of Law placement office continues to operate its job posting service free of charge.

Law school hosts planning session for Eastern European program, also Latvian and Bosnian judges and lawyers

The College of Law hosted a two-day meeting, April 21 and 22, to plan the establishment of an Eastern European law program. The program would involve a one-year law curriculum involving FSU and the Central and Eastern European Law Initiative (CEELI).

Meeting participants included faculty from seven law schools, including FSU, the University of Florida and Stetson University, as well as representatives of the American Bar Association, CEELI, and students from Latvia and Albania. Issues under consideration at the meeting included funding, location, academic curriculum and calendar and the involvement of U.S. law schools in the proposed program.

According to project director Donna Stinson, the program would include both full-time faculty and visiting American professors. "Legal Education in Eastern Europe has had a hard time keeping pace with the political changes in that area," she said. "This program would draw on American academic and legal experience to build a solid core of study for Eastern European students interested in entering the profession." Stinson said the curriculum would have an international focus, concentrating on areas of the law applicable across national boundaries.

The law school also helped entertain groups from Latvia and Bosnia in May and June in other CEELI coordinated projects.

Latvian lawyers and judges visited Tallahassee May 20-27, while members of the Bosnian Constitutional Court were in Tallahassee June 15-18. Both groups met with Florida judges and lawyers, including members of the Florida Supreme Court, the First District Court of Appeal, The Florida Bar and Second Circuit Public Defender's Office. The Latvians are part of a group that operates a new judicial training center which Stinson helped to establish in 1993.

Both visits were funded by a grant administered under the United States Agency for International Development.

GOOD PRESS

Florida Trend reports on international programs

The business magazine *Florida Trend* reported on the success of the College of Law's international programs in its spring international issue.

Under the headline, "FSU helps rewrite international laws," the article chronicles the efforts of the law school's Caribbean Law Institute.

The article begins: "When the Caribbean nation of Dominica passed a new 'companies bill' in December, part of the credit goes to the faculty and students at the Florida State University College of Law."

The article also notes other FSU international law programs, including exchange programs with Caribbean law schools, the summer law program at Oxford University, and the school's sponsorship of the *Journal of Transnational Law & Policy*.

Princeton Review gives law school high marks

The *Princeton Review*, a comparative guide to the nation's law schools, had the following to say about the College of Law:

"In its relatively short history, Florida State has matured from a tiny start-up operation into a midsize public law school that is widely regarded as one of the finest in the Southeast."

"The strength of Florida State's academic program stems in large part from its faculty, which is large and very well qualified."

"In terms of both gender balance and ethnic diversity in the student body, however, Florida State puts both [the University of Florida and the University of Miami] to shame. In both categories, FSU is among the top fifth of all law schools nationally and well ahead of every other school in the region."

"Students . . . give mostly positive reviews to their faculty and to the school's overall atmosphere."

The *Review* is aimed at prospective law students and their parents.

CLASS NOTES

RECOGNITIONS

'69

Stephen G. Watts' law office has relocated to 611 Druid Road, Suite 107, Clearwater, FL 34616. Also, he began serving as mayor of Belleair in April.

'70

Curt Kiser, former State Senator, has joined the law firm of Holland & Knight as a partner. He will be working in both the St. Petersburg and Tallahassee offices. He has also been named Chairman of the 1995 Sesquicentennial Commission celebrating Florida's 150 years of statehood.

William E. Johnson announces the relocation of his office to 3751 Maguire Blvd., Suite 150, Orlando, FL 32803, phone (407) 894-1195.

'71

Robert G. Kerrigan of Kerrigan, Estess, Rankin & McLeod has joined the state of Florida's "legal dream team" in the litigation against the tobacco industry. His address is P.O. Box 12009, Pensacola, FL 32589.

'72

Joel D. Bronstein is pleased to announce the formation of Bronstein, Carlson, Gleim & Smith, P.A. Offices are located at Suite 1100, South Trust Bank Building, 150 Second Avenue North, St. Petersburg, FL 33701, phone (813) 898-6688.

Canter Brown, Jr.'s book, *Fort Meade, 1848-1900*, was published by the University of Alabama Press in April. Brown is an adjunct professor in history and political science at Florida A&M University in Tallahassee.

C. David Fonvielle of Fonvielle & Hinkle has joined the state's "legal dream team" in the litigation against the tobacco industry. His office is located at 3375 Capital Circle N.E., Building A, Tallahassee, FL 32308, phone (904) 422-7773.

Milton A. Galbraith, Jr., formerly city attorney of Clearwater, has become associated with Bonner, Hogan & Coleman, P.A. Offices are located at

613 S. Myrtle Ave., Clearwater, FL 34617, phone (813) 461-7777.

J. Wayne Hogan Brown of Terrell, Hogan, Ellis, McClamma & Yegelwel, P.A. has joined the state of Florida's "legal dream team" in the litigation against the tobacco industry. His office is located at Blackstone Building, Suite 804, 233 E. Bay Street, Jacksonville, FL 32202.

Palmer Williams is now a partner in Moore, Williams, Bryant, Gautier & Donohue. His address is P.O. Box 1169, Tallahassee, FL 32302, phone (904) 222-5510.

'73

John Marshall Kest of Wooten, Honeywell and Kest, P.A. was the recipient of the 1995 "Children Must Count" award presented to him for his advocacy on behalf of children. The award was presented by the Orange County Citizen's Commission for Children.

Frank A. Kreidler was selected by the Dean of Admissions at the United States Naval Academy to receive the Dean of Admissions Award. He is a commander in the United States Navy Reserve. His office is located at 1124 South Federal Highway, Lake Worth, FL 33460-5244, phone (407) 586-6226.

Peter W. Mettler announces the change of his firm name to Mettler & Matwiczzyk.

William L. Townsend, Jr. announces the change of his firm name to Walton & Townsend. His address is PO Box 250, Palatka, FL 32178, phone (904) 328-9676.

'74



Carl D. Motes has been elected a member of the Federation of Insurance and Corporate Counsel. He is a share-

holder in residence in the Tallahassee office of Maguire, Voorhis & Wells, P.A.

'75

Catherine Brunson was elected Circuit Court Judge in the 15th Circuit last November.

Nicholas R. Friedman has become of counsel to Jerome H. Shevin, P.A. Offices are located at New World Tower, 30th Floor Penthouse, 100 N. Biscayne Blvd., Miami, FL 33132, phone (305) 358-8400.

Eleanor Hill has been nominated by President Clinton to be the Inspector General for the Department of Defense. She has served as the Chief Counsel and Staff Director of the U.S. Senate Permanent Subcommittee on Investigations since 1987.

Thomas F. Lang is a shareholder in the firm Wells, Allen, Lang & Morrison, P.A., practicing in the areas of banking and securities and entertainment and sports law. His offices are located at 340 N. Orange Avenue, Orlando, FL 32802-3628, phone (407) 422-8250.

Mel R. Martinez of Martinez & Dalton, P.A., in Orlando has been elected president of the Orlando Utilities Commission.

'76

Roy L. Glass of St. Petersburg received a Meritorious Service Award from the Florida Bar Health Law Section. He also has been accepted as a master in the Pinellas Inns of Court.

'77

James O. Cunningham and Mary Ann Morgan '86 announce the change of their firm name to Billings, Cunningham, Morgan & Boatwright, P.A. Offices are located at 330 E. Central Boulevard, Orlando, FL 32801, phone (407) 425-2000.

Bruce A. Minnick of Mang, Rett & Minnick, P.A., in Tallahassee is president-elect of the Federal Bar Association, Tallahassee Chapter.

Robert W. Wells, Jr. has become a shareholder in Popham Haik Schnobrich & Kaufman, Ltd. He concentrates in the area of environmental law. Offices are located at 4000 International Place, 100 S.E. Second St., Miami, FL 33131, phone (305) 530-0050.

'78

Randall O. Reder has been elected as a director of the Northwest Area Council of the Greater Tampa Chamber of Commerce. He will be working with the governmental affairs committee. He also announces the relocation of his offices to 1319 W. Fletcher Ave., Tampa, FL 33613.

'79

Raymer Maguire is now a partner in Fixel & Maguire. His offices are located at 200 E. Robinson Street, Suite 1250, Orlando, FL 32801, phone (407) 841-0443.

'80

Lewis G. Gordon announces the relocation of his office to 1320 S. Dixie Highway, Suite 700, Coral Gables, FL 33146, phone (305) 662-4232.

'81

Kathie Emrich has been appointed Assistant Division Director and Counsel for the Department of Insurance, Division of Insurance Fraud. Her office is located at 200 E. Gaines Street, Tallahassee, FL 32399-0325, phone (904) 413-4020.

Clark R. Jennings has been appointed to the position of general counsel for the Florida Department of Citrus. His address is Florida Department of Citrus, P.O. Box 148, Lakeland, FL 33802.

Mary M. Piccard has been named vice chair of the Florida Board of Bar Examiners.

Julie Thornton and **J. Thompson Thornton** have changed their firm name to Thornton, Davis & Murray, P.A. Offices are located at the World Trade Center, Suite 2900, Miami, FL 33102.

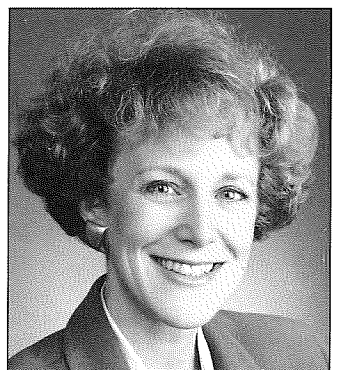
'82

Vivian Garfein, chief of the Department of Environmental Protection's Bureau of Surface Water Management, has been promoted to district director of DEP's Central District Office in Orlando. Her office is located at 3319 Maguire Blvd., Suite 232, Orlando, FL 32803, phone (407) 894-7555.

Tann H. Hunt announces the relocation of her office to 902 N. Gadsden Street, Tallahassee, FL 32303, phone (904) 681-9333. She is the author of "Surrogacy and Related Matters" in The Florida Bar Continuing Education publication, *Adoption, Paternity, and Other Florida Family Practice*, Third Edition, 1994. Kelly Marlin King '94 has become associated with her firm.

Roberta J. Karp has become a senior partner with Walton Lantaff Schroeder and Carson, practicing in the firm's West Palm Beach office at 1645 Palm Beach Lakes Blvd., Suite 800, West Palm Beach, FL 33401, phone (407) 689-6700.

Christine K. Vogel is serving as the Hillsborough County Court Judge. Her office is located at 302 N. Michigan Ave., Plant City, FL 33566.



Susan G. Connelly formerly of Sonnenschein, Nath & Rosenthal has become the Director of Community Development for the town of Vail, Colorado. Her office is located at 75 South Frontage Road, Vail, Colorado 81657, phone (970) 479-2138.

Four alumni join Florida's "legal dream team" in suit against "Big Tobacco"

A *Miami Herald* headline called them the "Legal Dream Team." They are the attorneys who have agreed to assist the State of Florida in its suit against the tobacco industry to recover health care costs. Of the nine attorneys in the group, four are College of Law graduates: David Fonvielle '72, Tallahassee, Wayne Hogan '72, Jacksonville, Tim Howard '86, Tallahassee, and Bob Kerrigan '72, Pensacola.

The attorneys are working at no expense to the state and will be compensated on a contingency basis if the suit is successful.

RECOGNITIONS

'83

Tamara Karen Cain is now working at The Investment Company Institute. Her office is located at 1401 H Street Northwest, Suite 1200, Washington, D.C. 20005-1200, phone (202) 326-5825.

'84

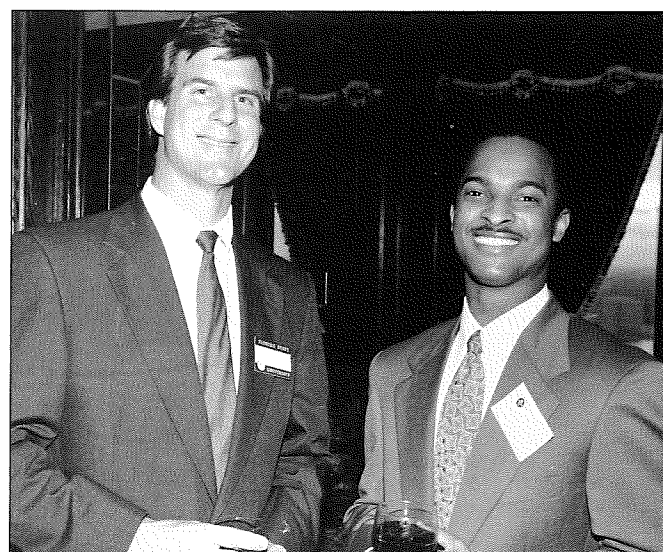
Charlotte Anderson was elected Hillsborough County Court judge in November.

Phyllis Hampton (formerly Phyllis Slater) was recently married. She has also been appointed Assistant General Counsel in the Governor's Legal Office. Her office is located at The Capitol, Rm. 209, Tallahassee, FL 32399-0001, phone (904) 488-3494.

Mark D. Hildreth is now a shareholder at Abel, Band, Russell, Collier, Pitchford & Gordon. His address is PO Box 49948, Sarasota, FL 34236.

Sam A. Mackie has published two books entitled *Florida Civil Procedure* and *Florida Evidence* as treatises and guides for Florida practitioners. He is a sole practitioner in Orlando, Florida, specializing in business and administrative law, and civil litigation. His office is located at 550 N. Bumby Ave., Suite 220, Orlando, FL 32803, phone (407) 894-0820.

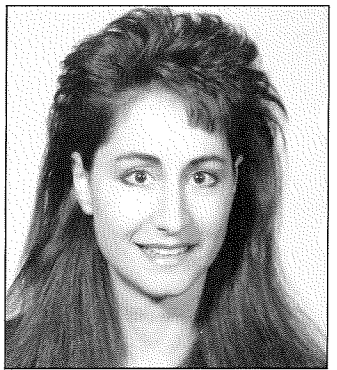
Thomas K. Marshall has joined Drymon, Scheb & Toale, P.A. The new firm name is Drymon, Scheb, Toale & Marshall, P.A. He concentrates in the areas of commercial litigation, personal injury, and criminal defense. Offices are located at 1605 Main St., Suite 705, Sarasota 34236, phone (813) 366-3290.



Alums Bob Cole and Reginald Luster at a Jacksonville law school reception in March.

Judy Rice was recognized by the Governor and Cabinet in April for being the recipient of a Distinguished Individual Award for the 1994 Davis Productivity Awards for state employees. She was the lead attorney for the Department of Transportation team, which negotiated and developed an agreement with the Transportation Development Group Trust.

Barbara Sanders announces the relocation of her office to 80 Market Street, Apalachicola, FL 32320, phone (904) 653-8976. She practices in the areas of real estate, criminal defense, administrative and government law.



Hala Sandridge has received her Board Certification in Appellate Law from The Florida Bar. She practices with Fowler, White, Gillen, Boggs, Villareal and Banker, P.A., in Tampa.

Daniel T. Vogt is now working with the Guardian ad Litem Program. His office is located at the Leon County

Courthouse, Rm. 442, 301 S. Monroe Street, Tallahassee, FL 32301, phone (904) 488-7612.

'85

Melville G. Brinson has joined the law offices of Smoot, Adams, Edwards & Green. His address is P.O. Box 60259, Fort Myers, FL 33906-6259.

Suellen Fagin has relocated her offices to 300 Garfield Ave., Suite 100, Winter Park, FL 32789, phone (407) 645-1779.

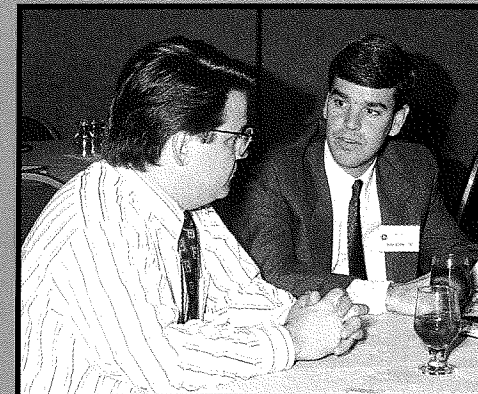
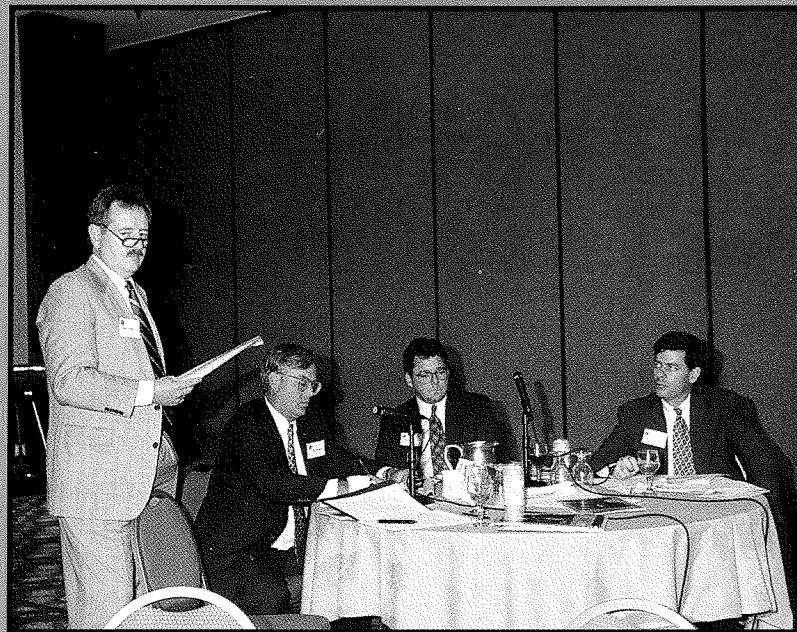
Mark E. Holcomb has joined the Tallahassee office of Holland & Knight. He practices in the areas of state and local taxation, commercial law and banking. Offices are located at 315 S. Calhoun Street, Tallahassee, FL 32301, phone (904) 224-7000.

William D. Townsend has joined the firm of Holland & Knight. His office is located at 315 South Calhoun Street, Tallahassee, FL 32301, phone (904) 224-7000.

Raymond M. Warren has joined the Office of the State Attorney, 7th Judicial Circuit in New Smyrna Beach. His address is Suite 2, 161 N. Causeway Blvd., New Smyrna Beach, FL 32169.

'86

Robert Evans was elected Circuit Judge in the Orlando area last November.



College of Law alumni discuss the mission of the Alumni Association at a May meeting in Orlando. At left, Doug Stowell, Dean Don Weidner, Fred Baggett and Peter Kramer. Above, John Little and David Corry. Look for a special report on the association in the Fall issue of FSULaw.

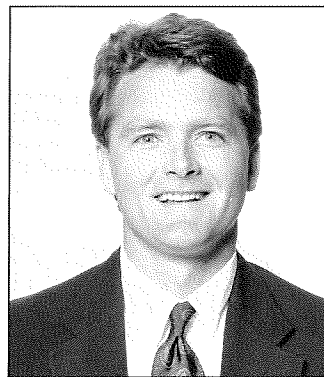
William H. Garvin has joined the firm of Fonvielle & Hinkle. His office is located at 3375 Capital Circle N.E., Building A, Tallahassee, FL 32308, phone (904) 422-7773.

J.A. Jurgens announces the opening of his firm at 1555 Howell Branch Road, Suite 200, Winter Park, FL 32789, phone (407) 629-4966.

William A. Leavell, III was elected District Court Judge in North Carolina's 24th Judicial District in November of 1994. His offices are located at 111 Forest Hill Drive, Spruce Pine, NC 28777.

Mary Ann Morgan and **James O. Cunningham '77** announce the change of their firm name to Billings, Cunningham, Morgan & Boatwright, P.A. Offices are located at 330 E. Central Boulevard, Orlando, FL 32801, phone (407) 425-2000.

Ann J. Tipton and **Henry W. Tipton** announce the change of their firm name to Lozier, Tipton, Tipton & Thames. Offices are located at One Pensacola Plaza, Suite 222, 125 West Romana Street, Pensacola, FL 32501, phone (904) 469-0202.



Robert C. Shearman has been named a shareholder with the law firm of Henderson, Franklin, Starnes & Holt, P.A. He concentrates in maritime litigation, insurance, civil rights, and employment discrimination defense. His office is located at 1715 Monroe Street, Fort Myers, FL 33902.

'87

W. Andrew Hamilton's new mailing address is 4100 W. Kennedy Boulevard, Suite 105, Tampa, FL 33609.

Dominic C. MacKenzie is now a partner at Holland & Knight. He is a member of the litigation department and concentrates in medical malpractice defense, product liability, and personal injury. His office is located at 50 North Laura Street, Suite 3900, Jacksonville, FL 32202, phone (904) 353-2000.

J. Scott Nooney has become a member of the firm of Harris, Guidi, Rosner, Dunlap & Mordecai, P.A. His office is located at 1837 Hendricks Avenue, Jacksonville, FL 32207, phone (904) 398-9002.

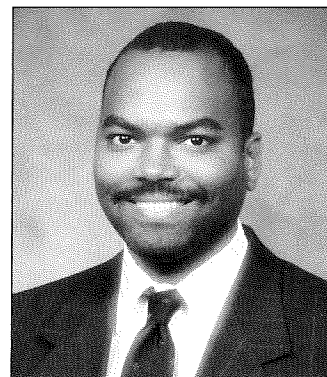
David G. Pius announces the opening of his firm at 2460 Lanrell Street, Tallahassee, FL 32303, phone (904) 386-1662.

Tim Ramsberger has joined the Atlanta Committee for the Olympic Games (ACOG) as the Venue Manager for Indoor and Beach Volleyball for the 1996 Atlanta Olympic Games. His office is located at 270 Peachtree, Atlanta, GA 30303.

'88

Joseph C. Coates, III has become a

partner of Steel Hector & Davis. His offices are located at 1900 Phillips Point West, West Palm Beach, FL 33401-6198.



Michael W. Jackson has been sworn in as a municipal judge in Selma, Alabama. Formerly a prosecutor for the 4th Alabama Judicial Circuit, he is the youngest judge in the state of Alabama at age 31. His address is Selma Municipal Courthouse, P.O. Drawer L, Selma, AL 36701.

Theo J. Karaphillis has joined the law firm of Richards, Gilkey, Fite, Slaughter, Pratesi & Ward, P.A. He concentrates in general commercial litigation.

His office is located at 1253 Park Street, Clearwater, FL 34616, phone (813) 443-3281.

David M. Lindsey has become a partner of Steel Hector & Davis. His offices are located at 200 S. Biscayne Boulevard, Miami, FL 33131-2398.

Reginald Luster has become an assistant United States attorney in the Middle District of Florida.

Robin Caldwell Nystrom has joined the office of the Senate President. The office is located at The Capitol, Suite 409, Tallahassee, FL 32399-1100, phone (904) 487-5229.

John A. Rogers, Jr. has received the Certified Association Executive (CAE) designation from the American Society of Association Executives (ASAE). He is Senior Vice President and General Counsel for the Florida Retail Federation in Tallahassee. His offices are located at 100 E. Jefferson Street, Tallahassee, FL 32301, phone (904) 222-4082.

Cathy M. Sellers has become a partner of Steel Hector & Davis. Her offices are located at 215 S. Monroe Street, Suite #601, Tallahassee, FL 32301-1804.

John Van Laningham has become a partner of Steel Hector & Davis. His offices are located at 215 S. Monroe Street, Suite #601, Tallahassee, FL 32301-1804.

Belinda Caspi Wiseman announces the relocation of her office to 275 West 96th Street (#26 B), New York, NY 10025, phone (212) 961-1878.

'89

Orlando L. Evora is now a partner in Honigman Miller Schwartz and Cohn. He concentrates in real estate law. His office is located at 390 N. Orange Ave., Suite 1300, Orlando, FL 32801, phone (407) 649-0300.

J. Alfred Stanley, Jr. has become associated with Osborne, McNatt, Shaw, O'Hara, Brown & Obringer. Offices are located at One Enterprise Center, Suite 1400, 225 Water Suite, Jacksonville, FL 32202, phone (904) 354-0624.

Carolyn Whitney West has become a partner of Maurice Jay Kutner, P.A. The firm will now be known as Kutner and West, P.A. Her office is located at 12th Floor - Courthouse Plaza, 28 West Flagler Street, Miami, FL 33130, phone (305) 377-9411.

'90'



David M. Corry has joined the firm of Bricklemeyer Smolker & Bolves, P.A. He concentrates in eminent domain, environmental and commercial litigation. His office is located at 111 East Madison St., Suite 2400, Tampa, FL 33602, phone (813) 223-3888.

Miguel M. de la O, David E. Marko '91, and Cheng-Shou Wang '90 announce the opening of the law firm de la O, Marko & Wang. The firm concentrates on civil and criminal litigation, and domestic and international corporate work. Offices are located at One Biscayne Tower, Suite 2600, 2 South Biscayne Boulevard, Miami, FL 33131, phone (305) 358-2000.

Enrico G. Gonzalez has become a partner in the firm King & Fox, P.A. The firm is now called King, Fox & Gonzalez, P.A. Offices are located at 401 E. Kennedy Boulevard, Tampa, FL 33602, phone (813) 228-9819.

Rafael Gonzalez of Barrs, Williamson, Stolberg & Townsend, P.A. spoke at the Florida Bar Bridge the Gap Seminar in Tampa on the topic of Workers' Compensation. He presently serves as Vice Chair of the Hillsborough County Bar Association Workers' Compensation Section and Chair of the Social Security Division. His office is located at 401 East Kennedy Boulevard, Tampa 33602, phone (813) 228-9819.

Katrina H. Guensch has joined Rogers, Dowling, Fleming & Coleman, P.A. Her office is located at 34 E. Pine Street, Orlando, FL 32801, (407) 849-6459.

Albert Kelley has been named President and Executive Director of Phoenix Rising International, Inc., a non-profit corporation dedicated to the physical and psychological rehabilitation of burn victims. His address is 402 Appelrouth Lane, Key West, FL 33040.



Ricardo A. Reyes of Ruden, Barnett, McClosky, Smith, Schuster & Russell, P.A. has been elected President of the Broward County Hispanic Bar Association. His term runs from March 1995 through February 1996. His address is 200 East Broward Boulevard, Fort Lauderdale, FL 33301, phone (305) 764-6660.

Cheng-Shou Wang, Miguel M. de la O '90, and David E. Marko '91 announce the opening of the firm of de la O, Marko & Wang. The firm concentrates on civil and criminal litigation, and domestic and international corporate work. Offices are located at One Biscayne Tower, Suite 2600, 2 South Biscayne Boulevard, Miami, FL 33131, phone (305) 358-2000.

T. Lee Bodie has joined Taraska, Grower & Ketchan, P.A. Offices are

'91

located at 111 N. Orange Ave., Suite 1700, PO Box 538065, Orlando, FL 32853, phone (407) 423-9545.

Katherine Castor has joined the firm of Broad and Cassel. Her office is located at 100 N. Tampa Street, Suite 3500, Tampa, FL 33602.

Ramon de la Cabada is working in the North Florida Bureau of the Office of Statewide Prosecution in Tallahassee as a registered lobbyist. His office is located at 2020 Capital Circle S.E., Alexander Bldg., Suite 300, Tallahassee, FL 32301.

David E. Marko, Miguel M. de la O '90, and Cheng-Shou Wang '90 announce the opening of the firm of de la O, Marko & Wang. The firm concentrates on civil and criminal litigation, and domestic and international corporate work. Offices are located at One Biscayne Tower, Suite 2600, 2 South Biscayne Boulevard, Miami, FL 33131, phone (305) 358-2000.

Andrew L. McIntosh formerly of Holland & Knight has become associated with Broad and Cassel. Offices are located at 390 N. Orange Ave., Suite 1100, Orlando, FL 32801, phone (407) 839-4200.

Stephanie Olin has been named Program Director for her local CASA (Court Appointed Special Advocate) program. She also serves as Advisory Board Chair for the Beta Nu Chapter at Florida State University. Her office is located at the Leon County Court-

Bishop Dansby '75 taking steps to introduce Russians to the free market concept with land title systems

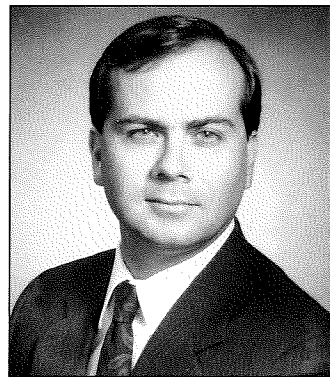
Bishop Dansby is helping Russians to make the transition to a free-market society. As president and founder of AMCAD, a Harrisonburg, Virginia-based consulting firm that designs automated property, title registration and mapping systems for local governments, he has been helping create property registration systems for several Russian cities since last October. The concept of land ownership is one that has been difficult for the Russians to grasp, though. "There are still factions . . . divided over whether people really ought to be allowed to own land," Dansby says. "It's almost as if there's too much power in individuals owning a part of the geography." Dansby says the first step to encouraging private ownership of land is establishing an accurate and legally binding land title and transfer system. So far, AMCAD has helped establish land title systems in three Russian cities.

house, Room 442, Tallahassee, FL 32301, phone (904) 488-7612.

Paul A. Vazquez has joined the firm of Fonvielle & Hinkle. His office is located at 3375 Capital Circle N.E., Bldg. A, Tallahassee, FL 32308, phone (904) 422-7773.

William B. Willingham has joined the firm of Rutledge, Ecenia, Underwood, Purnell & Hoffman, P.A. His office is located at 215 South Monroe Street, Suite 420, Tallahassee, FL 32301, phone (904) 681-6788.

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Michael P. Bruyere, an associate with the law firm Macfarlane Ausley Ferguson & McMullen, spoke at the American Bar Association Affiliate Outreach Program Conference in Washington, D.C. He gave a presentation on children's witness and waiting rooms. He has also been appointed a Vice Chair of the Access to Legal Services Committee of the American Bar Association.

John A. Grant has joined Dennis & Bowman, P.A., in Tallahassee in the firm's civil litigation section. His address in P.O. Box 15589, Tallahassee, FL 32317, phone (904) 422-3345.

David P. Hartnett has relocated his offices. His address at the firm Zack, Hanzman, Ponce, Tucker Korge & Gilliespie, P.A. is One International Place, Suite 2800, Miami, FL 33131, phone (305) 539-8400.

Brian H. Kirkland has become associated with Moore, Hill, Westmoreland, Hook & Bolton, P.A. Offices are located at Sun Bank Tower, 220 W. Garden St., P.O. Box 1792, Pensacola, 32598, phone (904) 434-3541.

Nancy R. Rossell has joined the Office of the Public Defender in Key West. Her office address in P.O. Box

4127, Key West, FL 33041.

Steven L. Rachin has joined the *Journal of Drug Issues*. His address is P.O. Box 4021, Tallahassee, FL 32315, phone (904) 668-6669.

'93

Scott I. Bortz has joined the Law Office of Jack Weiss, P.A. His office is located at 701 S.W. 27th Avenue, Miami, FL 33135.

Alexander Caballero has joined the law firm of Fowler, White, Gillen, Boggs, Villareal and Banker, P.A. as an associate. He concentrates in insurance defense. His office is located at 501 East Kennedy Blvd., Tampa, FL 33601, phone (813) 228-7411.

Scott Eugene Denson has joined the firm of Allenstein & Associates. He concentrates in employment law. His office is located at 141 South Ninth Street, Gadsden, AL 35901, phone (205) 546-6314.

Victoria E. Heuler has relocated her offices. Her address at Granger, Santry, Mitchell & Heath, P.A. is 2833 Remington Green Circle, Tallahassee, FL 32317, phone (904) 385-3800.

Rebecca L. Jenkins has joined Powers, McNalis, Moody & Gipelle practicing insurance defense and coverage litigation in Lake Worth. Her address is 2328 10th Avenue N., Suite 601, Lake Worth, FL 33461.

Taina Leinonen has joined the firm of Lammi & Leinonen, P.A. She concentrates in probate and real estate law. Her office is located at 508 Lucerne Avenue, Lake Worth, FL 33460, phone (407) 585-6484.

Mary-Evelyn Lytle has joined Bush & Derr, P.A., in Tallahassee, practicing legal and medical malpractice defense. Her office is located at 2874 Remington Green Circle, Suite A, Tallahassee, FL 32308, phone (904) 32308.

Brian Newman has joined the law offices of Mowrey & Newman. Offices are located at 515 N. Adams Street, Tallahassee, FL 32301.

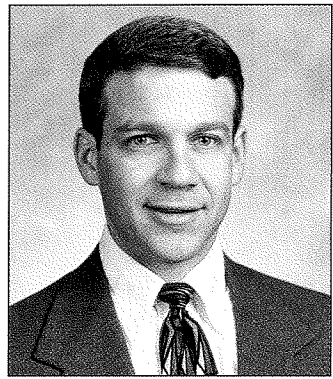
Joni B. Parker has opened an office for general practice. Her address is 114 N. Toombs Street, Valdosta, GA 31601, phone (912) 333-5232.

Carlos A. Rodriguez has joined Allen, Dell, Frank & Trankle in Orlando. His

address is 101 E. Kennedy Boulevard, Suite 1240, Tampa, FL 33602, phone (813) 223-5351.

Joseph Barry Schimmel has joined the firm of Cohen, Chase & Trautman. He concentrates in taxation and estate planning. His office is located at 9400 S. Dadeland Blvd. Suite 600, Miami, FL 33156.

Mitchell H. Sens has joined the law office of Charles H. Groves practicing family law, consumer protection and landlord-tenant law. His office is located at 12550 Biscayne Boulevard, Suite 303, N. Miami, FL 33181, phone (305) 892-2990.



Kenneth E. Spahn has joined the firm of Bond, Schoeneck & King, P.A. He concentrates in real estate law and commercial transactions. He has also authored two articles, one in the *Stetson Law Review* entitled "The Beach and Shore Preservation Act: Regulating Coastal Construction in Florida," and one in the *Nova Law Review* entitled "The Right of Publicity: A Matter of Privacy, Property, or Public Domain." His offices are located at 1200 N. Federal Highway, Suite 420, Boca Raton, FL 33432-2847, phone (407) 368-1212.

Susan Lynne Stephens has joined the firm of Holland & Knight. She concentrates in environmental law. Her address is P.O. Drawer 810, Tallahassee, FL 32301, phone (904) 224-7000.

Daniel C. Thomas has opened an office specializing in criminal, juvenile, and family law. The office is located at 1122 Monticello Street, Suite 8, Covington, GA 30210.

Bruce I. Wiener is practicing land/use, eminent domain, land and real property law in Tallahassee. His office is located at 1300 Thomaswood Drive, Tallahassee, FL 32312, phone (904) 385-0070.

Jonathan D. Kaney, III has joined the

'94

Allen Belluccio has joined the Office of the Public Defender. He concentrates in criminal law. His office is located at 421 Third Street, West Palm Beach, FL 33401.

Hugh R. Brown has joined the Agency for Health Care Administration Department of Business and Professional Regulation as a prosecutor for the Board of Medicine. His office is located at Northwood Centre, 1940 N. Monroe, Suite 60, Tallahassee, FL 32399-0792.

Jennifer Susan Brubaker has joined the firm of Rose, Sundstrom, & Bentley. She concentrates in administrative law. Her office is located at 2548 Blairstone Pines Drive, Tallahassee, FL 32301.

Tracey J. Brunyansky has joined the Panama City office of McConaughay, Roland, Maida & Cherr, P.A., practicing workers' compensation defense law. Her office is located at 825 Jenks Avenue, Panama City, FL 32401, phone (904) 784-2599.

Rebecca O. Cunningham has joined Apgar, Pelham, Pfeiffer & Theriaque in Tallahassee, practicing land use and environmental law. Her offices are located at 909 E. Park Avenue, Tallahassee, FL 32301, phone (904) 222-5984.

Jody B. Gabel has joined Lutz, Webb, Partridge, Bobo & Baitty, P.A., in Sarasota, practicing health care and personal injury and wrongful death law. Jody's office is located at One Sarasota Tower, Two North Tamiami Trail, Sarasota, FL 34236, phone (813) 951-1800.

Gloria C. Gonzalez has been appointed assistant state attorney for Dade County. Her address is 1469 NW 13 Terrace, Miami, FL 33125, phone (305) 324-2900.

V. Paige Hammond has joined the law firm of Parker Skelding Labasky Corry Eastman & Hauser, P.A. Her office is located at 318 North Monroe Street, Tallahassee, FL 32302, phone (904) 222-3730.

Tanya Jean Higgins has joined the Office of the Public Defender in Tallahassee. She concentrates in criminal defense. Her office is located at the Leon County Courthouse, Suite 401, 301 S. Monroe Street, Tallahassee, FL 32301, phone (904) 488-2458.

Jonathan D. Kaney, III has joined the firm of Cobb Cole & Bell. His office is

located at 150 Magnolia Avenue, Daytona Beach, FL 32115, phone (904) 255-8171.

Kim Annette Kellum is now working with the Special Disability Trust Fund. She concentrates in workers' compensation. Her office is located at 535 John Knox Road, Tallahassee, FL 32303, phone (904) 488-4896.

Russell S. Kent has become associated with the firm Gray, Harris & Robinson. He concentrates in commercial litigation. His office is located at 201 E. Pine Street, Suite 1200, Orlando, FL 32801, phone (407) 843-8880.

Kelly Marlin King has become an associate with the Law Office of Tann H. Hunt. Her office is located at 902 N. Gadsden Street, Tallahassee, FL 32303, phone (904) 681-9333.

Tricia A. Krinek has become associated with Henderson, Franklin, Starnes & Holt, P.A., in Fort Myers, practicing in the firm's family law section. Her address in P.O. Box 280, Fort Myers, FL 33902, phone (813) 334-4121.

Robert F. Kohlman is an appellate law clerk for Judge James R. Jorgenson at the Third District Court of Appeal in Miami. His address is 2001 SW 117th Avenue, Miami, FL 33175, phone (905) 229-3244.

Kimberly A. Lankarge has joined Drage, deBeaubien, Knight, Simmons, Romano & Neal in Orlando. Her address is 120 S. Orange Avenue, Orlando, FL 32301, phone (407) 422-2454.

Suzanne Mann has joined Messer, Vickers, Caparello, Madsen, Goldman & Metz in the firm's health care and professional licensing section. Her address is P.O. Box 1876, Tallahassee, FL 32302.

Laurie A. Mack has become associated with Carlton, Fields, Ward, Emmanuel, Smith & Cutler, P.A. Offices are located at One Harbour Place, P.O. Box 3239, Tampa, FL 33601, phone (813) 223-7000.

Bruce Meeks has joined the Florida Department of Revenue's Child Support Enforcement Legal Unit. His office is located at 1170 Capital Circle, NE, Tallahassee, FL 32301, phone (904) 488-9902.

Guy V. Murray has joined the State Attorney's Office. He concentrates in criminal law. His address is 330 East

Bay Street, Jacksonville, FL 32202.

Scott Rhodes has joined Brewer, Krause, Brooks & Mills practicing employment, insurance law and tort defense in Nashville, TN. His office is located at 611 Commerce Street, Suite 2600, Nashville, TN 37203, phone (615) 256-8787.

Sten Thiel Sliger has joined Nabors, Giblin & Nickerson practicing local government law and litigation. His address is Barnett Bank Bldg., Suite 800, Tallahassee, FL 32301, phone (904) 224-4073.

Richard W. Smith has joined the firm of Sheppard & White, P.A. His office is located at 215 Washington Street, Jacksonville, FL 32202.

John Marc Tamayo has joined the firm of Frost, O'Toole, & Saunders, P.A. He concentrates in personal injury and commercial litigation. His office is located at 395 S. Central Ave., Bartow, FL 33830, phone (813) 533-0314.

Shira Renee Thomas has joined the Florida Department of Environmental Protection practicing administrative and environmental law. Her address is

DER, Twin Towers, 2600 Blair Stone Rd., Tallahassee, FL 32399-2400, phone (904) 488-9730.

Alan Gifford Williams has joined the firm of Fowler, White, Burnett, Hurley, Banick, Strickroot. His office is located at 100 S.E. 2nd Street, International Place, Miami, FL 33131.

Mark Anderson has joined the Anderson Law Office in Panama City. His address is P.O. Box 23, Panama City, FL 32402-0023.

Russell Badders has joined Beggs and Lane in Pensacola, practicing public utility law and civil litigation. His address is 3 W. Garden Street, Pensacola, FL 32501, phone (904) 432-2451.

Stephanie Leesue Brennan has joined the Family Court Intake Unit at the Orange County Courthouse. Her office is located at 65 East Central Blvd., Room 728, Orlando, FL 32801, phone (407) 836-2340.

Charles Graham Carothers, Jr. has joined Macfarlane Ausley Ferguson & McMillan in Tampa practicing in the firm's real estate and land use section. His address is P.O. Box 1531, Tampa, FL 33601, phone (813) 273-4200.

Dione C. Carroll has joined the staff of the Governor's Commission for a Sustainable South Florida practicing environmental law. Her office is located at 1550 Madrug Avenue, Suite 220, Coral Gables, FL 33146.

Kurt E. Decker has taken a position with The Florida Bar in Tallahassee, working as a legal editor of continuing legal education publications. His address is 650 Apalachee Parkway, Tallahassee, FL 32301.

Shirley J. Esperanza has joined Beck, Spalla & Barrios, P.A., in Tallahassee, practicing eminent domain law. Her address is 1026 E. Park Avenue, Tallahassee, FL 32301.

Luis A. Espino has joined Mishan Sloto Hoffman & Greenberg, practicing commercial litigation and real estate law. His office is located at 200 S. Biscayne Blvd., Miami, FL 33131, phone (305) 379-1792.

Sara E. Galloway has joined Judith Hawkins, P.A. in Tallahassee. Her office is located at 1637-A Metropolitan Blvd., Tallahassee, FL 32308, phone (904) 386-6336.

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Send to The Office of Career Planning, FSU College of Law, Tallahassee, FL 32306-1034

James W. Gustafson, Jr. has joined Freeman, Hunter and Malloy, practicing medical malpractice law. His office is located at 201 E. Kennedy Blvd., Suite 1950, Tampa, FL 33602, phone (813) 222-8200.

Anthony D. Johnson has joined Barrett, Hoffman, Hall & Enfinger in Tallahassee. His address is P.O. Box 930, Tallahassee, FL 32301, phone (904) 222-9000.

Martha Lee Lombardy has joined Johnson & Bussey, P.A., practicing personal injury, products liability and workers' compensation law. Her address is P.O. Box 531086, Orlando, FL 32853-1086.

Elizabeth Joy Maykut has joined Granger, Santry, Mitchell & Heath in Tallahassee. Her office is located at 2833 Remington Green Circle, Tallahassee, FL 32308.

Lacey C. Powell has joined Powell, Powell & Powell in Crestview, practicing personal injury, wrongful death and medical malpractice law. Lacey's office address is P.O. Box 277, Crestview, FL 32536, phone (904) 682-2757.

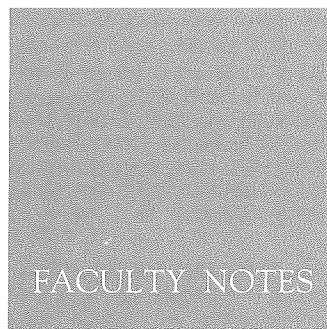
Neibra K. Washington has joined the Offices of Legal Services of North Florida, practicing general civil law. Her office is located at 1131B Live Oak Street, Quincy, FL

'95

Nicky Boothe-Perry has joined Hurley & Rogner, P.A. Her office is located at 201 South Orange Avenue, Suite 640, Orlando, FL 32801, phone (407) 422-1455.

CORRECTION

In our Winter 1995 edition we mistakenly reported that **Robert A. Pell**, Class of 1985, was relocating his offices to Indiana. His offices remain at 405 Oak Avenue, Panama City, FL 32402-0651. We regret the error.



Rob Atkinson has coauthored *Federal and State Taxation of Exempt Organizations*, published by Warren, Gorham & Lamont.

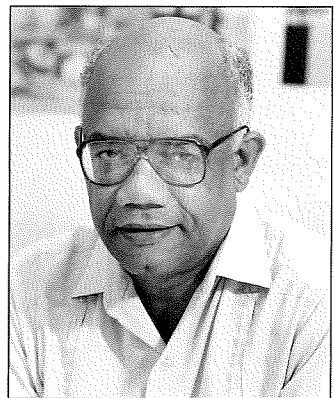
April Cherry presented a talk entitled "Reproductive Laws in the 1990s: Is Choice What We Want?" to the Tallahassee chapter of the National Council of Jewish Women at their March 19 annual dinner. On April 12, she presented the keynote address for the Multicultural Student Support Center's Annual Award Ceremony honoring the senior class.

Donna Christie was elected to chair the National Resources Law Section of the Association of American Law Schools. She also has written a casebook, *Coastal and Ocean Law*, published by John Marshall Publishing.

Chuck Ehrhardt's 1995 edition of *Florida Evidence* has been published by West Publishing Company.

Beth Gammie's article, "Human Rights Implications of the Export of Banned Pesticides," appeared in the latest *Seton Hall Law Review*.

Steve Gey's article, "Is Moral Relativism a Constitutional Command?" has been published in the *Indiana Law Journal*.



Elwin Griffith's article, "The Quest for Fair Credit Reporting and Equal

Opportunity in Consumer Transactions," was published in *The University of Memphis Law Review*, Vol. 25, no. 1.

Adam Hirsch's article on spendthrift trusts was published recently in the *Washington University Law Quarterly*.

Lawrence Krieger was elected to chair the Externship Committee of the Association of American Law Schools, Clinical Section.

Sylvia Lazos was recognized for her participation in the First Mid-Atlantic People of Color Legal Scholarship Conference held in March at Howard University School of Law, Washington, D.C.

Joshua Morse is serving on the American Bar Association's Senior Lawyers' Division Committee of Wills, Probate and Trusts.

Jarrett Oeltjen's pocket UCC Forms has been published by West Publishing Company.

Jean Sternlight has been appointed Director of Education and Research of the Florida Dispute Resolution Center, a joint project of the Florida Supreme Court and the College of Law.

Jack Van Doren's article, "Positivism and the Rule of Law, Formal Systems or Concealed Values: A Case Study of the Ethiopian Legal Systems," was published recently in the *Journal of Transnational Law & Policy*.

Don Weidner has published an article in the *Journal of Legal Education*.

John Yetter's *Florida Civil Trial Practice Manual* has been published in a revised edition.

Steve Gey and **Nat Stern's** recent letter addressed to the Florida House Republican Office on the subject of a proposed constitutional convention was quoted in *Gun Week*, a weekly national newspaper for gun rights activists.

Anthony "Tony" Palizzi, former faculty member, has been named executive vice president and general counsel for the K-Mart Corporation. He was a member of the faculty from 1967 until 1969.



Richard Lillich

Richard Lillich will fill College of Law's Edward Ball Chair in international law

Richard B. Lillich has been named Edward Ball Eminent Scholar in International Law at the College of Law.

Lillich, currently serving as Howard W. Smith Professor of Law at the University of Virginia, is one of the world's foremost experts in international business and human rights law. He is the author or editor of more than a dozen books, including the textbook, *International Human Rights: Problems of Law and Policy*, now in its second edition.

A previous holder of the Ball chair during the fall of 1992, Lillich will spend spring semester of the next five years at the law school.

Lillich is a consultant to the U.S. Department of State and has argued several cases before the Iran-U.S. Claims Tribunal. He has also been a consultant for the U.S. Department of Justice and the United Nations.

He is president of the Procedural Aspects of International Law Institute and has served as a member of the Executive Council of the American Society of International Law. He also serves on the boards and advisory councils of the International Human Rights Law Group, the International Law Association and the British Institute of International and Comparative Law.

Lillich's recent teaching assignments, in addition to duties at the University of Virginia, include Visiting Fellowships at All Souls College, Oxford, and the Max Planck Institute in Heidelberg, Germany.

According to Dean Donald Weidner, Lillich's appointment is a milestone in the development of the College of Law's international law program. "We're putting an emphasis on building our curriculum in the international law area," Weidner said, "and attracting a scholar of Professor Lillich's caliber is a major step in our effort."

Distinguished Visitors

The Tobias Simon and Edward Ball Eminent Scholar Chairs brought some of the nation's top legal experts to the College of Law in 1994-95. The following articles report on these visitors and the lessons they taught.



MARTY COWAN: RECALLING HIS YEARS IN THE KENNEDY JUSTICE DEPARTMENT

When people recall the John F. Kennedy administration, with its "Camelot" ambience, tax attorneys don't usually come to mind. But College of Law Visiting Professor Martin Cowan, who worked as a tax attorney at the Justice Department during those years, recalls feel-

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Class of 1985 Oven Park

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ing that his work seemed vital to the country, even idealistic.

"There was a pride in what we did," recalls Cowan, "even for us tax lawyers, a group most people don't think of as having a great deal of social significance. We understood that we were helping generate the revenues that allowed all the other programs to run, from social welfare and social assistance programs to maintaining the department of defense. We also had the freedom to insist on taking a position that we thought was right, and we had a great deal of input

into exactly what the law was going to be, right down to those of us at the lowest level. It was a lot of fun for a young person just out of law school. It was a very exciting time, definitely one of the highlights of my career."

After retiring from the New York City firm of Milbank, Tweed, Hadley & McCloy in 1993, Cowan decided to become more involved in academic aspects of the law. After a career of filling the needs of clients, he says, he wanted to pursue his own philosophical interests. When Dean Don Weidner, who had met Cowan at a bankruptcy reform continuing legal education program, heard

of the former New York lawyer's scholarly interests, he brought Cowan's name to the attention of the law school's appointments committee.

The opportunity to teach, says Cowan, has proved to be a rich addition to his life's work. Over the years Cowan has been active in many bar association activities, including chairing the real estate committees of the tax sections of both the ABA and the New York State Bar and working on the tax committee of the New York City Bar Association. "From time to time I see reports that some of my work has been

JANELL BYRD: FIGHTING IN THE TRENCHES FOR CIVIL RIGHTS

At a time when the nation's affirmative action programs are under attack, Simon Chair Visiting Scholar Janell Byrd gave College of Law students a view from the front lines. Byrd, who since 1987 has been staff counsel for the NAACP's Legal Defense and Educational Fund, has worked on several high-profile cases involving present-day discriminatory practices. In recent years she has made numerous appearances on television news programs as NAACP counsel and spokesperson on anti-discrimination issues.

With many modest affirmative action programs currently under attack, Byrd has turned her attention to several significant cases. She fought to continue scholarships for high-achieving black students at the University of Maryland, and to continue an affirmative action admissions program at the University of Texas School of Law, where the black enrollment is approximately 5 percent. It is unfortunate, says Byrd, that in today's highly charged racial climate, these programs, which were designed simply to raise the ratio of diversity above 0 or 1 percent, are being perceived as huge threats.

"When I look at the direction our country is heading, I see a very negative and harmful approach," says Byrd. "I'm not sure that anybody who looks at the history of discrimination—as well as current discrimination—in this country, can honestly and rationally believe that now is the time to eliminate the remedies that were designed to address and correct the harms that came from that discrimination. It just doesn't make any sense."

Byrd has chosen to use her legal education to become a warrior for the underprivileged and the underrepresented. True equality, according to Byrd, goes beyond affirmative action. It is not enough, she adds, simply having minorities equally represented in the work place. "They need also to be

introduced into the mentoring system that gives white males the enormous advantage that is often overlooked."

True equality requires that people have a commitment to diversity, says Byrd. "There must be a commitment to making America the best that it can be, an inclusive nation instead of an exclusive nation, where we send the most disadvantaged to the margins of society and isolate them. More and more we are creating a 'concentration camp' structure here, one where you can just lock people up and throw away the key. That just won't take care of the problem that's been created by this society in terms of its discrimination and lack of care and concern for the poor."

As a Simon Chair Eminent Scholar, Byrd joins a roster of distinguished civil libertarians who have been brought to the College of Law. Tobias Simon, in whose honor the chair was endowed, was a civil rights attorney, a crusader for prison reform, and a respected appellate authority who served as a visiting professor at the College from 1974 until 1976. The Tobias Simon Eminent Scholar Chair in Public Law was created in 1987 with an endowment by the late Ucola Collier Katzentine, one of Simon's long-time friends and clients.



incorporated into the law," he says. "There are parts of the law that, after a career of thirty years, I can look back on and feel good about the fact that I had input into. The educational process is part of that."

Barry Lynn: SEPARATING CHURCH AND STATE

Warning that the "religious right" will settle for nothing less than "total victory," civil libertarian and frequent talk show guest Barry Lynn told an audience at the College that it has never been more important to maintain separation between church and state.

Simon Chair Visiting Scholar Barry Lynn is executive director of Americans United for Separation of Church and State. In addition to holding a law degree from Georgetown University, he is an ordained minister in the Church of Christ. His long-time interest in church-state issues, has made him a regular co-host, with Republican presidential candidate Pat Buchanan, of Mutual Broadcasting System's *Buchanan and Company*.

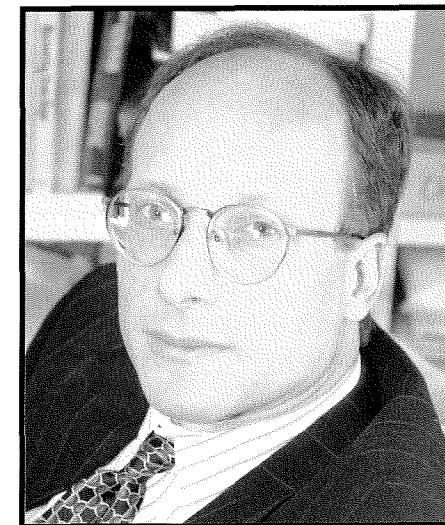
In his speech, Lynn advised listeners to watch out for the growing role of the religious right in national and local politics. Calling it a misconception that the religious right is "conservative," Lynn said, "As a matter of fact, I think it is the most radical movement in the history of this country. Their goal is to establish a theocracy."

JOEL TRACHTMAN: COMMERCE AND THE ENVIRONMENT SHOULD BE COMPATIBLE

Despite what he calls a "traditional divide" between business and environmental interests, Ball Chair Visiting Scholar in International Law Joel Trachtman sees increased awareness of the importance of building bridges between the two. In February talks at the College, Trachtman discussed the grow-



The office of the Volunteer Lawyers' Resource Center in Tallahassee has been officially named the Steven Goldstein Building. The College of Law Associate Dean was responsible for bringing many Simon Chair scholars to Tallahassee.



Joel Trachtman

ing recognition of the relationship between trade and the environment and their value to one another.

Recognition is one thing, accomplishment another, though, noted Trachtman. "The U.S. and other developed countries have a tendency to condemn other nations for not sharing our values and environmental concerns. These nations tell us that, yes, they want clean water. They also

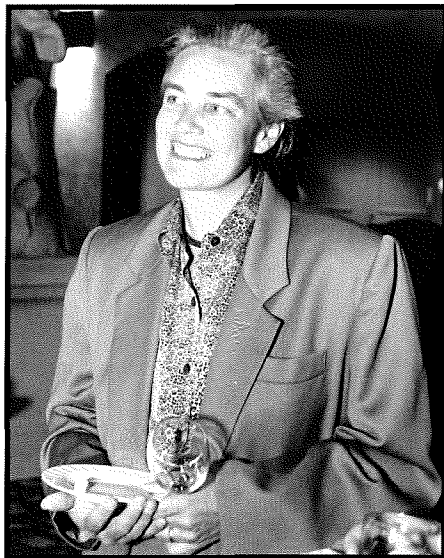
want a good education for their children." But, he said, "first they need commerce."

Before joining the faculty at The Fletcher School of Law and Diplomacy, Tufts University, Trachtman practiced international business and finance law for nine years with the New York firm of Shearman & Sterling.

Trachtman left the firm to "pursue theoretical interests," he said. "I like looking at regulation from a policy standpoint, not just to see how to get around it for a client." His practice background, he says, added an important dimension to his teaching career.

MARTHA FIELD: OUR VALUE SYSTEM MOLDS OUR LEGAL SYSTEM

Martha Field, another Visiting Simon Chair Scholar, had not planned on going to law school when she was a Radcliffe student studying Chinese history. An undergraduate law class designed for students



Martha Field

We're not dealing with settled law. We're really asking the question, 'What should the law be?' And there's no way to think about it in these new, very sensitive, very personal areas, without reflecting on your own values."

Field shows her students how value systems also permeate the classroom and how issues become less concrete. She shifts the focus from what should be inherently right or wrong to the students' ability to persuade. "What I try to do is to teach them to first think hard about the problems and how they think the problems ought to come out. Everyone recognizes that there is no one correct answer, and that we will have disagreements among ourselves," says Field. "I try to get them to articulate their position in a way that will be persuasive—using legal precedent. We're talking about persuading a judge or a legislator, someone who requires substantial proof beyond an opinion."

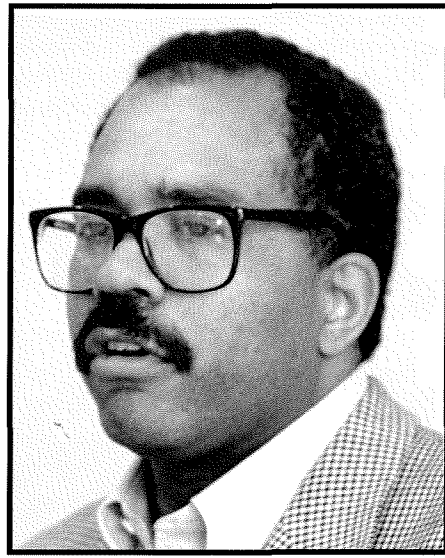
who were not bound for law school changed her mind.

The course was taught by Paul Freund, a constitutional law professor at Harvard Law School. Said Field, "I discovered that I liked the case method and the way lawyers thought about things."

Field became a professor herself at Harvard Law School in 1978. However, she earned her J.D. from the much-smaller University of Chicago Law School, the kind of law school where everybody gets to know one other. Field says that she enjoyed the sense of closeness there. And it was the chance to work in that kind of environment that induced Field to agree to become a Simon Chair, when the late College of Law Associate Dean Steve Goldstein made her the offer.

"I like small law schools," says Field. "And I've very much enjoyed being at FSU for the sort of warmth and supportiveness and contact with the students that exists here."

Over the years Field has been involved with many private rights issues, from surrogate motherhood to the rights of the mentally handicapped. She likes students to see how these issues can often become confusing when varied personal value systems clash. "It is inevitable that everyone within the court system—the litigants, the judges, the legislators—will be bringing their personal views and values into the equation," says Field. "In so many private rights cases, what we're really trying to do is decide how the law should mold itself.



Randall Kennedy

RANDALL KENNEDY: LOOKING AT THE FUTURE OF CIVIL RIGHTS LITIGATION

Randall Kennedy, a returning Simon Chair Visiting Scholar, was certain of one thing, even during his student days at Yale Law School. His area of the law would be civil rights litigation. When James Vornberg, a former Harvard Law School Dean, invited him to think about teaching instead, Kennedy was willing to shift the direction of his career, but not its substance.

Kennedy, who was included in *Time* magazine's "Fifty for the Future," a feature in the December 5, 1994 issue on future American leaders, has written extensively about the intersection of race relations and the law. His work encompasses a wide set of topics ranging from race relations and how the law is shaped to more private aspects of social life such as marriage and romance.

"I guess one reason I'm interested in this area is because it gives me such a large canvas on which to paint," says Kennedy. "It is obviously one of the most vexing subjects troubling American life, so there

are a lot of people who are interested in it, and I've been very gratified with the response my work has received from other scholars."

One of Kennedy's most recent projects is a book, scheduled for fall release, on race relations and the administration of criminal justice. He feels that for many African Americans there is an ambivalence toward the law, stemming from a criminal justice system that, historically, has been hostile to their interests. A good example, one which Kennedy discussed in a spring semester lecture at the College of Law, is the Fugitive Slave Act of 1850. This Federal law was passed by Congress and signed by the president to carry out "an egregious miscarriage of justice."

"The law should, of course, be our protection. It should embrace us all and protect us all," says Kennedy. "But what happens when the law is an engine of oppression that erodes people's confidence in the law and turns people against it? I think that has something to do with the current crisis in law and order."

Kennedy has taught at FSU on several occasions, including an earlier stint, 1991, as a Simon Chair Scholar. "I enjoy Tallahassee, and more specifically I've enjoyed the law school and the students and faculty members here," he says. "One person who was instrumental in bringing me down here, and one of the people I enjoyed the most, Steve Goldstein, unfortunately is no longer with us. I miss him very much."

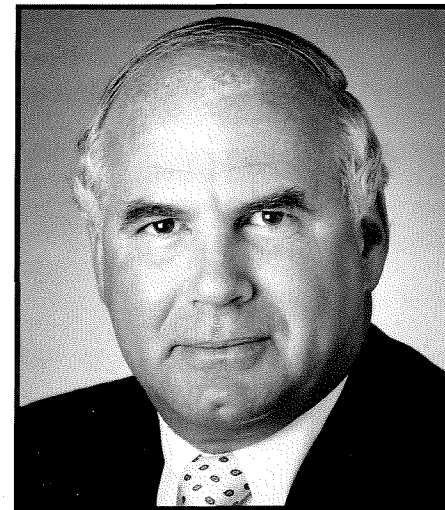
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tween juvenile court in Tampa and civil court in Plant City.

Like most judges working juvenile cases, Palomino has to focus on his successes. "If you don't, you can get cynical in a hurry." He says his biggest challenge is simply getting through to the kids who come before him. "I feel great when I know that I've got a kid's attention, when I know he's scared and uncomfortable being there. Those are the ones who probably won't be back," he says. "But there are far too many cases," Palomino admits sadly, "where I know the kids will be back, and will commit more crimes."

"I've got too many kids who think the system is a scam," he says. "I had a kid in April who had been to school for a total of eighteen days since classes started in August," adding, "Sometimes you don't know where to start."



Bill Gillen

Keeping pace with a growing legal specialty

Although Bill Gillen has been out of law school for more than twenty-five years, he still feels like a student.

His area of practice, toxic and hazardous substances tort law, has been a "learn-

as-you-go" experience, says Gillen, a 1969 graduate of the College of Law. "This is an area of the law that didn't exist when I was in law school."

Gillen's work centers on the highly complex area of multi-party litigation. "The number of mass tort cases in the area has mushroomed in the last ten years, mostly as a result of the Environmental Superfund," he says. A recent case involved the Polk County Courthouse. Built in the mid-1980s, the structure was diagnosed with "sick building syndrome," with scores of the building's workers suffering from a variety of ailments. Gillen has also been involved in breast implant litigation, and lawsuits following the disastrous DuPont Plaza hotel fire in San Juan, Puerto Rico, in 1986.

Gillen's involvement in the emerging area of law goes beyond his lawyering responsibilities. He served as chair in 1991-1992 of the American Bar Association's Toxic and Hazardous Substances and Environmental Law Committee of the Tort and Insurance Practice Section. "To give you a rough idea of the rate of growth in the practice area, when I was committee chair three years ago, there were 2,000 section members. Today there are more than 3,000."

Because of their cost and complexity, mass tort cases are prime candidates for alternative dispute resolution, says Gillen. "These cases do not lend themselves to a courtroom resolution, typically. The information is difficult for a jury to understand and it can easily tie up a judge for six months to a year," he says. "The nature of the issues requires the involvement of very specialized people, which means you often fly in your witnesses from all over the country. Besides environmental scientists you deal with experts in medical specialties such as immunologists and toxicologists. And then there are the experts in highly specialized blood analysis."

According to Gillen, one of the most contentious emerging areas of the law involves determining damages of probability of disability due to exposure to toxic substances. "It can be a real can of worms."

Like his Shackleford, Farrior, Stallings & Evans partner Don Gifford, Gillen is a master of juggling schedules and responsibilities. In addition to a full complement of public service work, he is president of the board of Directors of the Henry B. Plant Museum in Tampa and is active with the

Junior Achievement Program.

His biggest public service challenge, says Gillen, is his work with Hillsborough County United Way. He is beginning his second term of chairing the Keel Club of the Leadership Giving Campaign, which collects donations in the \$1,000 to \$10,000 range for the charity. Gillen estimates he devoted more than 400 hours last year to the effort, talking to CEOs and making presentations to professional groups and boards of directors. "It's something I get a lot of satisfaction from because it's helping the community." Under Gillen's leadership, the Keel Club had its best year ever in 1994, bringing in more than \$2 million of the \$11 million United Way total.

Gillen admits that the challenge of hazardous substances tort law keeps him on his legal toes. "I feel we're on the cutting edge now. In twenty years much of this will be spelled out in black and white. In the meantime, all you can do is try to stay up-to-date," he adds. "It's an exciting area of the law."



Julia Waters

A call for civility within the profession

Bankruptcy attorney Julia Waters prefers professional life as a legal specialist. "It is not in my nature to be a generalist," says the Holland & Knight partner who started with the firm 13 years ago in the general litigation section. "There is a certain comfort level in working with the same judges

and lawyers," she says. "I spend more of my time concentrating on legal issues, less on personalities."

But there is another reason for her preference. "There is much more civility within the bankruptcy bar than there is within the bar in general," Waters says. "Because of our small numbers, we are able to maintain a high level of trust and cooperation. This is not the case, unfortunately, in other areas of practice."

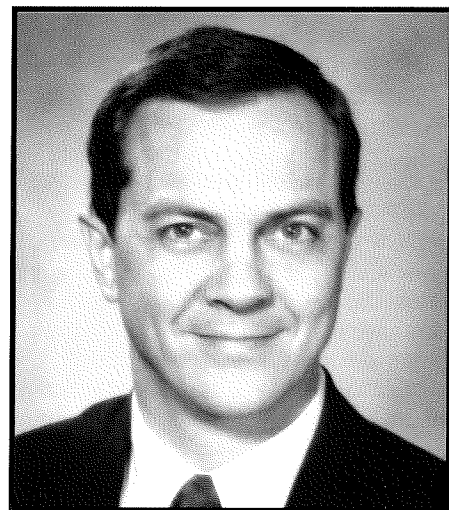
Like a growing number of lawyers, Waters worries about the erosion of professional ethics and manners among her colleagues. The Hillsborough County Bar, she says, is also concerned, but because of its rapidly growing numbers it is hard-pressed to find a remedy. "The bar has become so big, so quickly, that it's likely you won't know the lawyer on the other side of a given case," she says, adding that it is increasingly necessary to protect yourself against opposing counsel. "I've had instances where I'll have a conversation with a lawyer, and shortly afterward a FAX will arrive reviewing the discussion—and it bears no resemblance to what we talked about. Of course, they've told their client their version." She adds, "You get into situations where everything is a fight. Whether it's setting up a meeting, making a date for a deposition or clearing a date with the judge's calendar. A few years ago, that wasn't the case."

Waters attributes much of the deterioration in professional propriety to competition. "There are a lot of lawyers out there scrapping for the same work," she says, adding that one of the by-products is what she calls the "Rambo lawyer syndrome." "There are those who feel a need to puff up their toughness. A lot of it is driven, I think, by clients who think their lawyer has to be mean and tough. It's a shame. Ultimately, of course, the client suffers too."

When Waters wants a model of professional civility, she need look only as far as her old friend, Florida's late Governor Leroy Collins. "Beyond being a gentleman, Leroy Collins was the personification of the best that a lawyer can be," she says. She met Collins while she was working on her master's thesis at the University of South Florida in the mid-1970s. The thesis focused on Collins's work with President Lyndon Johnson to help defuse racial tensions in the South. According to Waters, Collins provided generous assistance, not

just on her college project, but later, in her professional life.

"I give him part of the credit for making me believe I could succeed as a lawyer," she says, recalling one of the confidence boosters he provided when she started with Holland & Knight. "He was one of our clients and when he was in Tampa he would drop by to see me. I remember some of the firm's senior grey heads asking, 'Why does he want to see a first-year lawyer?'" She adds, "I'll never forget what his friendship and support meant to me."



Tom Scarritt

Tying Tampa to the global community

Tom Scarritt has never quite overcome the wanderlust that beset him as an undergraduate at the University of the South in Sewanee, Tennessee. "I was an English major at Sewanee and pretty early on decided I had to go to England." After taking a semester off to study at the London School of Economics, he was torn about where to finish his education. "I loved England and Europe and considered very seriously staying at the School of Economics and going after a British degree."

Although he returned to Tennessee to finish his B.A., he faced another decision his senior year when he was awarded a Rotary scholarship for a year's study in France. He had already accepted an offer

to attend the College of Law in the fall of 1979. "I decided to do both," says Scarritt, who took a year off from law school at the end of his first year to attend the University of Grenoble. He returned to Tallahassee in 1981 and finished his degree.

"It was a great experience," says Scarritt, despite the logistical problems. "I felt that my legal education was actually enhanced by the year I spent at Grenoble," he says. During law school, Scarritt served as chief justice of the Student Government Supreme Court and executive editor of the *Law Review*.

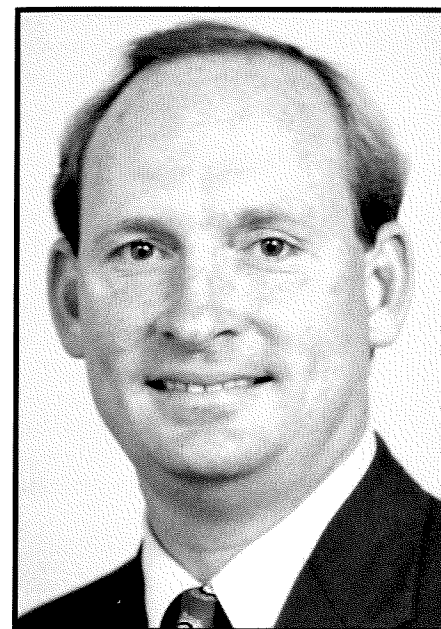
When he joined Fowler, White, Gillen, Boggs, Villareal and Banker, P.A., after graduation, Scarritt could not rid himself of his cosmopolitan interests and told his employers that he wanted to practice international law. "They said, 'What's that,'" according to Scarritt. "Of course I didn't know."

Although the bulk of his work today is insurance defense and commercial law, he finds time for international law. Six years ago Fowler White started an international law department. Scarritt calls himself a "de facto member." He serves as litigation counselor to the department and has published articles on international law issues.

Scarritt is active in Legal Network International, a consortium of thirty law firms from twenty-five countries, serving as the group's secretary. The network has been instrumental in a number of efforts to introduce western legal concepts to Eastern Europe, including staging a mock trial in Poland three years ago. "Although we have an educational mission, our real purpose is to refer work back and forth," he says. "I can pick up the phone and reach a law firm anywhere in the world to handle a case."

Outside of the office, Scarritt has been involved in a number of public service projects, including the Big Brothers, Big Sisters program in Hillsborough County. He has also taken an active role in several political campaigns, recently working in fellow FSU law graduate Charlotte Anderson's successful race for county judge. "I've always had an interest in getting good people into public office," says Scarritt, adding, "Maybe it's because politicians are probably the only group held in lower esteem than lawyers."

Looking down the road, Scarritt wants to increase his involvement in international work. "It's just something I can't get out of my blood," he says.



Rich Hadlow

Charity where the rubber meets the road

If you want to bring a smile to Rich Hadlow's face, ask him about his work with Metropolitan Ministries in Tampa.

"I've been involved in a lot of public service causes—and I've enjoyed them all—but I have to say that this project has been the most satisfying," he says.

Hadlow serves as President of the Board of Directors of the Ministries, an interdenominational Christian charity that provides food and shelter for the hungry and homeless in the Tampa Bay area. "This is a ministry where the rubber truly meets the road. We are doing what the Christian church should be doing."

The numbers are impressive. Within the past year, the ministry has housed more than 500 families and served 800,000 meals. Although Hadlow has volunteered in direct services, including, on occasion, doing duty on the soup line, the majority of his work has been on board projects and providing legal services.

"The spirit of the place is what I enjoy most," says Hadlow. "We have a large group of volunteers, people from all religions, from Baptists to Jews, who spend their time making a difference in the lives

of people who need help." He explains that one of the guiding tenets of the ministry, which receives 80 percent of its funding from private individuals, is that you must nourish the body before you nourish the spirit. "If people are hungry or have no place to stay, we don't proselytize them. We deal with their immediate physical needs first."

A 1977 graduate of the College of Law, Hadlow continued his legal training at the University of Florida, earning an LLM in tax law. When the tax lawyers of the Orlando firm that Hadlow was set to join broke off to form their own firm, he had cause to rethink his plans. "I began to have second thoughts about practicing exclusively in the area," he says, adding, "I started noticing a tendency for tax lawyers at big firms to get pigeonholed." In 1978 Hadlow joined Holland and Knight's Tampa office in the corporate and securities section.

Today, practicing with Bush Ross Gardner Warren & Rudy, Hadlow continues to work primarily in the corporate and securities areas. "What I like about it is being an integral part of a process. Clients come in with a business objective, and I'm able to assist them in reaching that objective," he says. "I'm a partner in raising money and watching their business grow."

Hadlow's first-floor office at Bush Ross displays some of the mementos of his professional and civic efforts through the years. There's a picture of the University of Tampa, where Hadlow has served on a board of businesses in support of that institution. A 1920s photograph shows the Bush Ross office when it was the Dixie Candy Company. Displayed on a side table are several brochures about the Metropolitan Ministries. Picking up one of the brochures, Hadlow describes the physical and spiritual rehabilitation of some of the permanent residents of the Ministries who have broken alcohol and drug addictions and now help maintain the facilities. "That's something you can feel great about. Those are true success stories."



Chris Griffin

Kinship to community and profession

Chris Griffin can't recall a time when he didn't feel a kinship to his community. "I remember, as a child, sitting around the dinner table, listening to my parents talk about what was going on around town. It wasn't just about the news of the day but about the people who were making an impact in Tampa. From an early point it just seemed natural that I would be involved in trying to make life better here."

Today, Griffin's plate veritably overflows with community and professional public service projects. The 1979 graduate of the College of Law and partner with Annis, Mitchell, Cockey, Edwards & Roehn, is active in such civic efforts as the Hillsborough Children's Contsituency and the Hall of Fame Bowl football game committee. However, the bulk of his energy is focused on organized bar activities, many dealing with children's and gender equity issues—issues, he says, that have both local and national importance. He is co-chair of an American Bar Association committee on domestic violence. He is also co-chair of the ABA litigation section committee that is planning its 1996 annual meeting in Orlando.

When the Tampa-born Griffin served as chair of the ABA Young Lawyers section in 1988-89, he focused on two issues: children and the homeless. "It was a natural choice because when you look at the people who most need the help of the legal system it's children and people without homes." The two groups are not mutually exclusive, he says.

Although his interest in women's rights goes back to his college days, he says his family brings the issue home. "Because of my wife and daughter, I take equal opportunity personally." Griffin says there were significant increases in the number of women entering the legal profession in the 1980s and early 1990s. "Today, I think we've hit a plateau of women in the profession. I don't think it's necessarily a backlash. I don't think it's mean-spirited. It's simply a case of more people chasing limited opportunities and limited dollars."

He also feels that some issues traditionally considered women's issues are being recognized as affecting all lawyers. "How do we spend more time with our families? How can we be more satisfied with our life as a lawyer? These are family issues that are important to all lawyers, not just women. The profession is becoming more aware of this fact."

Griffin joined Carlton Fields out of law school in 1979. With a number of other attorneys, he moved to Annis Mtichell in 1992 where he handles business tort cases.

In his community work, Griffin relishes the bonds of his childhood. "What is especially gratifying for me is to work with some of the same people who were active in community affairs when I was growing up, and who are responsible for making Tampa what it is today. I've watched these people bring things like the airport, the stadium and the Buccaneers to this area. I want to be able to have something to do with the way this community looks fifteen or twenty years from now."

Griffin's bar work requires a large commitment of time. "I'm fortunate to be with a firm that is so supportive of my work," says Griffin, noting that during a recent month he spent five work days away from the office on bar-related projects. "You can't do that without an organization behind you that believes in what you're doing," adds Griffin.



Tom Gonzalez

Looking for more changes in labor law

Tom Gonzalez likes labor law because it hits close to home. "It involves real-life problems," he says. "Will someone keep a job? Will someone get a promotion? These are flesh and blood questions because people's livelihoods are at stake."

Although Gonzalez's interest in the area dates back to his childhood, when his family was involved in factory management, he gives credit to FSU law professor Bill McHugh for helping to set him on a career course. "He was able to show me the potential of labor law as a practice," says Gonzalez. "He also made me begin to think about the fact that it was something I might enjoy."

Gonzalez joined Shackelford, Farrior, Stallings & Evans out of law school in 1975, spending most of the next eight years developing his labor law practice. In 1983, several Shackelford Farrior partners, including Gonzalez, started their own firm, Thompson, Sizemore & Gonzalez, which, over the years, has developed into one of Hillsborough County's premiere labor law practices. The firm represents such clients

as the University of South Florida and Tampa Bay area governments, including Hillsborough County and the cities of Tampa, St. Petersburg and Clearwater. Gonzalez recently stepped down from the post of Tampa city attorney. The firm has also represented such corporate clients as Tampa Electric and General Telephone.

One of the chief challenges of labor law, according to Gonzalez, is its rapid change. "When I was starting out, labor law dealt mostly with union and management issues," he says. "Now we deal more with such issues as civil rights, Title VII and liability."

In too many instances, Gonzalez thinks labor case law has gone beyond the original intent of legislation. "A lot of laws were passed based on good intentions, but the courts have been extremely broad in their interpretations." The consequence, he says, is that companies and government find themselves hamstrung. They pay a high cost to comply with often confusing regulations, only to find they are liable for legal action from employees, sometimes as a result of compliance, he says. "They're put in a damned-if-they-do, damned-if-they-don't position." Managers are having to spend too much time worrying about legal issues, says Gonzalez, and they can't concentrate on improving delivery of their products and services.

He cites the Americans with Disabilities Act as legislation he feels is often misinterpreted by courts. "Here's a case where the law was supposed to deal with traditional disabilities such as sight and hearing loss or impairment of a limb. Today you have people who are stealing from companies, then claiming they suffer from kleptomania and therefore are handicapped."

Gonzales cites California's experience as evidence that the tide is turning. "You simply reach a point of critical mass, and California, like it does in a lot of things, reached that point before most other states." He says California is vigorously revising its laws and, in many cases, rolling back regulation. "California has always been a trend-setter and I think you'll see other states following its lead."

Adds Gonzalez, "We're in for more changes."

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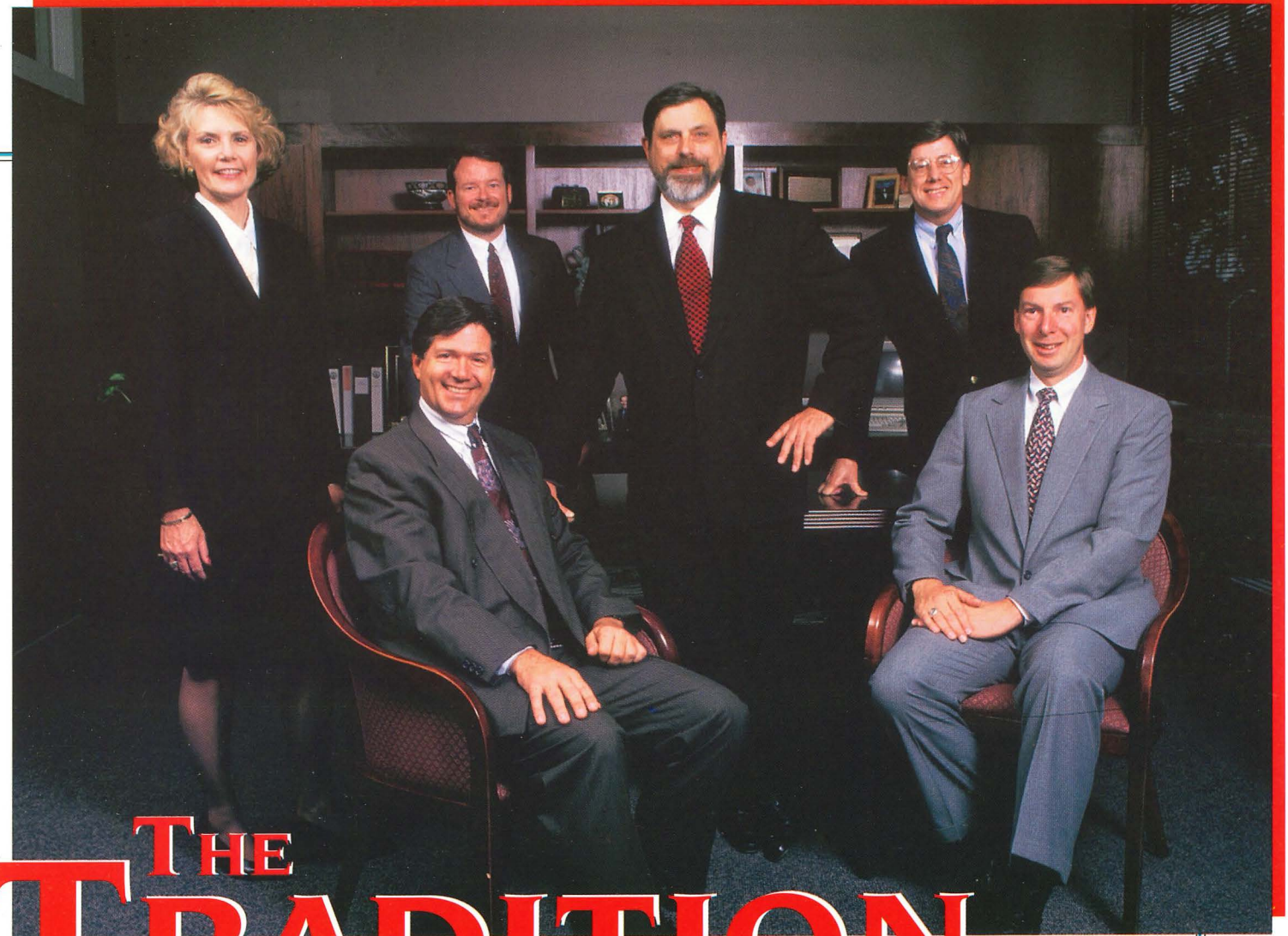
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