



Announcements

Welcome to the April - May 2008 Editions of the Notitia!

The Notitia is published monthly (usually) to our members and friends of the Section. This publication is one of the many tools the Women Lawyers Section of the Birmingham Bar Association uses to encourage the participation of women in the practice of law, to enhance the quality of life for women who have chosen law as a profession, to provide role models and mentors for women seeking to enter or grow in the profession, to provide an environment which fosters cooperation between and among women in the profession thereby enhancing the profession as a whole.

Reminders for Section Activities and Events:

All members of the Birmingham Bar Association are invited to join our Section in 2008! You can join at any time during the year. Membership runs from Dec. 1, 2007 - Nov. 30, 2008. Here is a generic membership form: [BBA Membership Renewal.pdf](#) - You will need to put your name somewhere on the form and return it to Beth Carmichael at the Birmingham Bar. You can also become a Sustaining Member of the Section by sending your additional \$30 contribution to Sidney Hoover c/o the Economic Development Partnership of Alabama, 500 Beacon Parkway West, Birmingham, AL 35209-3108. Sustaining Members are: Pam Blalock, Khristi Driver, Ashley Hattaway, Sidney Hoover, Carolyn Lam, Shirley McCarty and Teresa Minor.

Would you like to work with one of the committees or task forces in 2008 on a particular project or event? Reply to Leatha Gilbert if yes (lgilbert@gsellerslaw.com).

Please submit your articles or photos or reminders for the June - July 2008 Editions of the Notitia to Christi Graham (cgraham@burr.com) or Michelle Obradovic (michelle@wiseresolution.com).

The Leadership of the Section meets monthly at the YWCA of Central Alabama, 309 North 23rd Street, Birmingham. Attendees who have ordered a lunch will be served at 11:30, with the meeting to begin thereafter. You may bring your own lunch if you like. Regular meeting dates are **May 13**, June 10, July 08, August 12, September 09 and October 14. The November meeting will be the Annual Meeting.

Are you unsure about what is proper judicial etiquette? Not sure about how to convey thoughts by email or letter? The Women Lawyers Section of the Birmingham Bar Association is hosting a Brown Bag Lunch CLE on Judicial and Written Etiquette on **May 14th** 2008 from 11:30 until 1:00 p.m. at the Birmingham Bar Center. Tony Mc La in, General Counsel of the Alabama State Bar, and Judge Teresa Pulliam will be the presenters. Lunch is from 11:30 - 11:50 and drinks will be provided. The CLE has been approved for 1 hour of ethics credit.

The Women Lawyers Section and the Young Lawyers Section are having a joint Spring Party on **May 22nd** at the historic home of Mickey and Mike Turner.

SERVICE JURIS

Service Juris is a volunteer service initiative of the Birmingham Bar Association and the Magic City Bar Association. The **Women Lawyers Section** through the Projects Committee is also participating in the event this year. Service projects to be accomplished by the BBA on Saturday June 14, 2008 are at the following locations: Glenwood Autism and Behavioral Center; Ramsay High School; **YWCA My Sister's Closet**; Children Village and possible other locations. We need volunteers from the WLS to join in Service Juris on **Saturday, June 14th** from 9 a.m. to 12 p.m., with lunch to follow.

To sign up for Service Juris 2008 or for more info, please contact Crystal McMeekin (251-2231 or

bbfound@bellsouth.net) or Candi Williams (251-5849 or candi@handsonbirmingham.org) or Jodie Smith (254-1109 or jodie.smith@maynardcooper.com). Please indicate that that you're signing up as a member of the WLS. Thanks for your participation in this project!

Reminders for Non-Section Activities and Events:

The latest edition of the Cumberland School of Law newsletter is now available. Please point your internet browser to <http://www.samford.edu/schools/law/news/currentnews.pdf> to view the newsletter.

Momentum is a central Alabama executive women's leadership program and is making great strides in the leadership roles promising women assume in central Alabama. The women that complete this course indicate that they are building new business networks, taking back and applying higher-level business skills, and benefitting greatly from the support and reinforcement from the mentor and co-mentoring components. Applications are available at www.ywcabham.org/momentum/apply.asp We encourage all interested to apply.

BBA Annual Picnic, June 13, 2008

Birmingham Bar Association's Legal Day of Service, which will be on June 14, 2008. If you are interested in serving on the "solo and small firm team, please let the section leadership know. You do not have to be a member of the Birmingham Bar Association to participate, so bring friends and family along. Finally, there are opportunities for financial sponsorship, so if you have always wanted to have your name on the back of a t-shirt, now is your chance. Thanks and here is some more information! **BIRMINGHAM LAWYERS TO JOIN TOGETHER FOR SERVICE JURIS 2008 ON JUNE 14** Members of the Birmingham Bar Association and the Magic City Bar Association will team with Hands on Birmingham, a local volunteer organization, for a day of service to the Birmingham community from 9:00 a.m. to 12:00 p.m. on Saturday, June 14, 2008 (the day after the Birmingham Bar Association's annual picnic). Volunteers will meet afterwards for lunch and libations. Hands on Birmingham has identified the following projects for volunteers: (1) Glenwood (the autism and behavioral health center), where volunteers will paint houses and undertake nature trail and wetlands rehabilitation work; (2) Children's Village (which cares for children between ages 6 and 19 who are orphaned, abused, neglected, or have broken family relationships), where volunteers will paint four (4) boys' rooms; (3) My Sister's Closet (an initiative of the Birmingham YWCA that assists women who are in need of career clothes for job interviews and new employment), where volunteers will sort and label donated clothing and put up new shelving; and (4) The Bell Center (which is dedicated to maximizing the potential of children from birth to three years of age who are at risk for developmental delay), where volunteers will clean a playground and toys

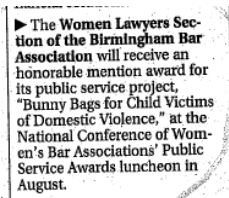
Articles

PROFESSIONAL WOMEN CLOTHING DRIVE

The WLS Clothing Drive held in March was a great success! My Sister's Closet was trilled with the quality and amount of clothing you donated. Thanks for your generosity and participation in the project. My Sister's Closet provides clothing to many area shelters, and operates a thrift store with proceeds going to the YWCA. Women using the services of the YWCA for job interviews and for work will benefit from the items you donated. A special thanks to the drop off locations of Maynard Cooper & Gale, Law Offices of Gene Sellers, Sirote & Permutt, Champion Cleaners, and the Birmingham Bar Center for their help in making the clothing drive a success.

BUNNY BAGS

[Bunny Bags Press Release.pdf](#)



NINA MIGLIONICO "PAVING THE WAY" AWARD

Presentation of the Women Lawyers Section Nina Miglionico "Paving The Way" Leadership Award honoring Edgar M. Elliott, III was held on April 24th at the Robert S. Vance Federal Building and was followed by a reception.

Resolution of the Women Lawyers Section of the Birmingham Bar Association Awarding the "Paving The Way" Leadership Award to Edgar M. Elliott, III WHEREAS, the Women Lawyers Section of the Birmingham Bar Association has established the Nina Miglionico "Paving The Way" Leadership Award to recognize and honor lawyers who have actively paved the way to success and advancement for women lawyers, and WHEREAS, the Women Lawyers Section established this award to honor a lawyer who has achieved professional excellence and who has assisted women lawyers to achieve their potential through mentoring,

acted as a positive role model or provided opportunities for professional development and advancement, and WHEREAS, Mr. Edgar M. Elliott, III has served the legal profession, his clients and the community with distinction, and WHEREAS, Mr. Edgar M. Elliott, III served as the President of the Birmingham Bar Association from 1992 to 1993 and in that role provided support and leadership essential to the establishment of the Women Lawyers Section, and WHEREAS, Mr. Edgar M. Elliott, II has acted as a mentor, teacher and advisor to women attorneys for a number of years, and WHEREAS, Mr. Edgar M. Elliott, III has provided encouragement, support and opportunity to women attorneys for the purpose of assisting them in their efforts to develop professional excellence. NOW THEREFORE BE IT RESOLVED, on this date of March 11, 2008, that the Women Lawyers Section of the Birmingham Bar Association has selected Mr. Edgar M. Elliott, III the third recipient of the Nina Miglionico "Paving The Way" Leadership Award.

UPDATES - Alabama's Ovarian Cancer Car Tag!

www.OvarianCancerCarTag.com
www.myspace.com/ovariancancercartag
alovariancancercartag@gmail.com

NPR - THIS I BELIEVE

THE HOLY LIFE OF THE INTELLECT - "If we can experience another's mind in our own, we know that love is possible."

by George Bowering

Canada's poet laureate and the author of over 80 books. A native of British Columbia, George he has worked as a professor, editor and writer. Bowering is a member of the Order of Canada, the country's highest civilian honor. Above, he stands to be recognized in the House of Commons in Ottawa in 2002. Reuters/Corbis

Listen Now [4 min 43 sec] [The Holy Life of the Intellect.mp3](#)

I believe that the human intellect is the closest thing we have to the divine. It is the way we can join one another in spirit. Sometimes when you are listening to a great jazz musician performing a long solo, you are experiencing his mind, moment by moment, as it shifts and decides, as it adds and reminds. This happens whether the player is a saxophone player or a bass player or a pianist. You are in there, where that other mind is. His mind is coming through your ears and inside your mind. The first time I heard Charlie Parker playing "Ornithology," I was delighted. I was about 11 years old. You are so much alone with your mind as a kid, so when you hear someone else's mind improvising, you feel an excitement you will never get from some music that just wants to keep a steady beat. I got that delight again when I first heard great improvisatory poetry. When I read "The Desert Music" by William Carlos Williams, the book fell out of my hands and made a loud splash on the library's concrete floor. Later I would hear the poet Philip Whalen call this kind of poetry "a graph of the mind moving." Yes, it is. It can happen with prose, too — sentences you hear in your head and know how they felt inside another's. I believe that if there is a god, this is what he wanted us to do. It is the holy life of the intellect. If we can experience another's mind in our own, we know that love is possible. We understand why the great poet Shelley wrote a poem to what he called "Intellectual Beauty," and called it an invisible power that moves among the things and people of this Earth. It descended on him when he was a youth looking for wisdom from the words of the dead. Intelligence literally means "choosing among." Shelley called it the spirit of delight. It is the gift of wit, which literally means the kind of seeing that makes you smile and clap your hands together. I believe that this provokes what the Greeks called agape, the Romans called caritas, and what we settled for as love. It's greater than hope and faith, according to St. Paul of Tarsus in an otherwise questionable letter to the Corinthians. If you want to hear it happen rather than suffer any more of my apostolic prose, listen to the improvisation by John Coltrane in his immortal album called "A Love Supreme." There we are: A fine intellect, a tenor saxophone and a reach for perfect prayer.

RECIPES

Fresh air food for family fun at the beach, mountains, park or even your own back yard. Good times!



- **Aged Crottin**, goat's milk, France: Goat's milk cheese. As it ages, this perfect little cheese takes on a harder texture and a stronger, gamier flavor, and is equally delicious. This is a lovely cheese that pairs well with Sancerre and Sauvignon Blanc. Made in the heart of France in the verdant Loire Valley.

- **Ossau Iraty Piment d'Espelette**, sheep's milk, France: 7.5 ounce piece. A paprika-dusted sheep's milk cheese. This variety is lightly coated in AOC-protected Piment d'Espelette, the famous Basque paprika. The nutty, sweet, and toasty characteristics of the cheese are augmented by the brightness and warmth that the pepper imparts. Pair with Zinfandel, Tempranillo, or Syrah. Made in the French Pyrenées.

- **Crater Lake Blue**, cow's milk, Oregon: 7.5 ounce piece. The American Cheese Society's 2004 Gold Medal Winner in the Blue category. A cow's milk blue cheese, best described as a blend of Roquefort and Bleu d'Auvergne. Robust and sweet with a rich, buttery finish, this cheese avoids the intensity of Roquefort yet is livelier than the mild Auvergne. Try with a sweeter fruitier wine like Sauternes, or with sherry. Made in Central Point, Oregon, by Rogue Creamery.



Tartufole - Truffle Cheese

This is black truffle-infused cheese is usually made with sheep's milk, but our Cheese Guy, Kent Rand, tracked down a version made with cow's milk. This semi-soft Italian cheese is available only during the Spring and Summer and boasts a balance between the earthy flavor of

black truffles and the rich flavor of goat's milk cheese. Kent recommends this cheese served in a sandwich with rare roast beef, sourdough and mesclun with just a drizzle of balsamic vinegar. It pairs well with Rieslings, as well. Either way, it looks like it's time for a picnic.

Fattoush with Grilled Lamb

INGREDIENTS:

The lamb
 2 pounds boneless leg of lamb
 1 teaspoon salt
 1 teaspoon freshly ground black pepper
 2 tablespoons olive oil
 2 teaspoons paprika
 2 pita bread rounds, cut into 1-inch triangles
 The vinaigrette
 5 tablespoons olive oil
 2 tablespoons red wine vinegar or fresh lemon juice
 2 teaspoons dried mint leaves, crushed
 2 garlic cloves, minced
 1/2 teaspoon salt
 The salad
 1 red onion, chopped
 1 pound ripe tomatoes, cut into 1/2-inch cubes
 1 head butter lettuce, torn into bite-size pieces
 1 cucumber, peeled and cut into 1/4-inch-thick slices
 1 cup fresh Italian parsley leaves
 1/2 cup fresh mint leaves
 1/2 cup coarsely chopped fresh basil leaves

INSTRUCTIONS:

To make the lamb: Prepare a fire in a grill. Rub the lamb with the salt and pepper. Combine the oil and paprika and rub over the lamb. Let stand for 20 minutes. Place on an oiled grill rack and grill 10 minutes. Turn and grill another 10 minutes, or until the meat is browned and an instant read thermometer inserted into the thickest part reads 135° for medium-rare. Remove from the grill and let stand, loosely covered, for 10 to 15 minutes before slicing into 1/4-inch-thick slices.

Preheat oven to 350°.

Place the pita triangles on a baking sheet in a single layer and bake until lightly golden, about 15-20 minutes. Remove and cool.

To make the vinaigrette: In the bottom of the serving bowl, combine the olive oil, vinegar, dried mint, garlic and salt together and mix well. Taste for salt and add more if desired.

To make the salad: Add the onion, tomatoes, lettuce, cucumber, parsley, fresh mint and basil to the vinaigrette and toss to coat. Add the pita bread and half of the lamb and toss again. Garnish with the remaining lamb and serve.

Light American Potato Salad

INGREDIENTS:

3 pounds red-skinned potatoes
 1/4 cup light mayonnaise
 1/4 cup nonfat plain yogurt
 3 tablespoons low-fat buttermilk
 1 tablespoon distilled white vinegar
 1/4 cup chopped parsley
 1 teaspoon celery seed
 1 cup thinly sliced celery
 3/4 cup minced sweet onion (such as Vidalia)
 Salt and pepper to taste

INSTRUCTIONS:

Instructions: Cook potatoes in a large pot of boiling salted water until just tender. Drain. Cool. Cut into 2-inch pieces. Whisk together mayonnaise, yogurt, buttermilk, vinegar, 2 tablespoons of the parsley and the celery seed. Combine potatoes, celery and onion in a large bowl. Add dressing and toss to coat. Season with salt and pepper. Sprinkle with remaining 2 tablespoons parsley.

Asparagus with Tarragon Vinaigrette

INGREDIENTS:

1 1/2 pounds asparagus
 1/4 cup extra virgin olive oil
 1/4 cup minced fresh tarragon
 3 tablespoons champagne vinegar
 2 tablespoons minced shallots
 1/2 teaspoon salt
 1/4 teaspoon pepper

INSTRUCTIONS:

Instructions: Snap off woody ends of asparagus. Steam spears until they turn bright green and are tender, but not soft, and a fork easily penetrates thickest part, about 4 to 7 minutes, depending on thickness. Drain and pat

dry. Place in a baking dish.

Mix together oil, tarragon, vinegar, shallots, salt and pepper. Pour over still-warm asparagus. Cover. Turn from time to time. Serve at room temperature.

Vegetarian Pan Bagnat

INGREDIENTS:

4 large crusty rolls
 4 to 6 tablespoons olive oil, or as needed
 2 to 3 tablespoons red wine vinegar, or as needed
 4 to 6 garlic cloves, chopped
 Pinch oregano
 2 or 3 sliced ripe tomatoes
 1/2 red pepper, thinly sliced
 1/2 green pepper, thinly sliced
 1 or 2 cooked beets, peeled, sliced
 Handful green beans, cooked al dente
 1/2 red onion, very thinly sliced
 2 hard-cooked eggs, peeled, sliced
 8 black Greek-style olives, pitted and halved
 Handful mesclun leaves
 8 to 15 basil leaves, chopped

INSTRUCTIONS:

Instructions: Slice rolls open and pull some crumbs from centers to slightly hollow out (reserve crumbs for another use). Drizzle insides of rolls with several tablespoons of olive oil and about half as much vinegar. Sprinkle with a bit of chopped garlic, then with oregano. Top with a layer of tomatoes, peppers, beet slices, green beans and onion, anointing vegetables as you go with olive oil, vinegar and garlic. Top with egg slices, olives, mesclun and basil. Close up very tightly. Press together. Wrap well. Let sit at least 2 hours before eating.

GARDENING FOR APRIL AND MAY

Traditional Culture and Horticulture in Alabama – People have cultivated the environment in Alabama since prehistoric times. Many Indian land use practices were adopted by early settlers and later immigrants, who also brought their own plants and gardening traditions with them. Whether the purpose of a garden is to put food on the table or to simply look beautiful, a gardener works in partnership with nature to achieve the desired result. A garden may be the creation of an individual, but often represents a community aesthetic as well. Many of the preferences, beliefs, and practices associated with gardening, and even the plants themselves, are handed down through generations or passed on to those who share an interest. This exhibit provides a sample of gardening and yard decorating traditions in the state. <http://www.arts.alabama.gov/act/garden/index.html>

“Glorious Gardens” Features Eight Premiere Local Gardens - Seven homes and one urban farm will showcase their exceptional Birmingham gardens to the public for only two days. Collectively, the gardens will form the Glorious Gardens Tour - Saturday, May 3rd from 10:00 a.m.-5:00 p.m. and Sunday, May 4th from Noon-5:00 p.m.

This popular garden tour benefits The Gardens’ educational mission and allows the public a unique glimpse into gardens that offer tranquility, privacy and clever use of limited space. The tour will feature gardens in a variety of styles, sizes and scales, offering an exceptional way to educate visitors in intimate settings.

Admission is \$25 per person and grants access to all the gardens on the Glorious Gardens Tour. Tickets may be purchased at Birmingham Botanical Gardens, Leaf & Petal at The Gardens Gift Shop or at many of the local garden and accessory shops including: Colliers Nursery, Hanna’s Garden Shop, Leaf and Petal, Little Hardware, Oak Street Garden Shop, Plant Odyssey, Smith & Hawken, and Sweet Peas.

Admission tickets may also be purchased by visiting www.bbgardens.org or calling 205.414.3965.

Featured Gardens:

Katherine & Gary Ard
 Overhill Road

This private garden is arranged in seven outdoor rooms: porch, pool, pool house, terrace, orchard, alley and parterre. The garden rooms share a common system of proportions with the house.

High Resolution Photos:



Ann & Lucian Bloodworth
Canterbury Road

The Bloodworth garden features a formal lawn surrounded by a gravel path with a unique wall fountain as a focal point. Other highlights include a rose adorned arbor, beech trees and camellias.

High Resolution Photos:



Lynn & Steve Briggs
Surrey Road

This playful garden includes a terrace of eco-friendly, loose laid, native stone, indigenous plantings and permeable gravel pavings. A new cutting garden will soon provide a year-round source of flowers.

High Resolution Photos:



Michael Dyer & Dale Gann
Glocca Morra Farm
Pump House Road

Once home to the late artist, Arthur Stewart, this garden features hosta, camellias, hydrangeas, roses, coneflower, lilies, phlox, iris, ginger and many more varieties. Unique to this garden is a 4,000 square foot greenhouse which houses thousands of rare orchids from all over the world.

High Resolution Photos:
COMING SOON

Fran Griffin
Country Club Road

The Griffin garden is truly a unique summer Southern garden with a variety of plants, color, heights and textures. Perennials include coneflower, black-eyed susan, bee balm, salvia and daylilies.

High Resolution Photos:





June & Joe Mays
Country Club Road

This lush hillside garden features a series of rooms – off a central axis – including a Charleston-style courtyard, a woodland garden, scented plants, grasses and water features.

High Resolution Photos:



Edwin Marty
Jones Valley Urban Farm
7th Avenue North & 25th Street

JVUF strives to be a model sustainable urban farm, teaching youth and the Birmingham community about sustainable agriculture and nutrition through outdoor experiential education.

High Resolution Photos:



Louise & John Wrinkle
Beechwood Road

This lush two acres of woodland are accessible by a network of paths and includes a collection of holly, azalea, native plants. This garden boasts an incredible Belgian fence made of native crabapple.

High Resolution Photos:





Resources

State Supreme Court Mediation Case Summaries (1999 - 2005)

Sorted by subject matter of case: 1. Enforcement of Mediated Settlements. 2. Confidentiality. 3. Duty to Mediate/ Condition Precedent/ Judicial Power to Compel. 4. Sanctions/ Attorneys' Fees/ Mediation Costs. 5. Mediation-Arbitration/ Hybrid Process. 6. Ethics/ Malpractice (Lawyer; Neutral; Judicial). 7. Miscellaneous
http://www.hamline.edu/law/adr/Mediation_Case_Law_Project/State%20Supreme%20Court%20Cases%20by%20Subject%201999-2005%2005-24-06.pdf

Federal Circuit Court Mediated Case Summaries (1999-2005)

Tuesday, 11th March 2008

Sorted by subject matter of case: 1. Enforcement of Mediated Settlements. 2. Confidentiality. 3. Duty to Mediate/ Condition Precedent/ Judicial Power to Compel
 4. Sanctions/ Attorneys' Fees/ Mediation Costs. 5. Mediation-Arbitration / Hybrid Process. 6. Ethics/ Malpractice (Lawyer; Neutral; Judicial). 7. Miscellaneous
http://www.hamline.edu/law/adr/Mediation_Case_Law_Project/Federal%20Circuit%20Court%20Cases%20by%20Subject%201999-2005%2005-24-06.pdf

American Bar Association Section of Dispute Resolution - Task Force on Improving the Quality of Mediation

Thursday, 3rd April 2008

http://www.abanet.org/dispute/documents/Final_Report_TaskForce_Mediation_Quality.pdf

Will Your Emotions Get the Upper Hand

http://www.pon.harvard.edu/email/0803jia/nl_sl_0803_a.pdf

Published by the Program on Negotiation at Harvard Law School, this issue of, 'Negotiating: Helping you build successful agreements and partnerships,' looks at managing your emotions in a negotiation.

Alternative Dispute Resolution Practitioners' Guide

http://www.usaid.gov/our_work/democracy_and_governance/publications/pdfs/pnacb895.pdf

Published by the United States Agency for International Development, this is resource for understanding the progression of ADR programs in the developed and developing worlds and the creative design of the various systems.

INTERNATIONAL MEDIATION INSTITUTE – THE HAGUE

<http://www.imimmediation.org/>

Lange Vijverberg 12

2513 AC The Hague

The Netherlands

Van Lanschot Bankiers

Account number: 22.56.54.431

IBAN: NL53 FVLV 0225 6544 31

BIC: FVLBNL22

VAT number

IMI 81.77.76.709.B01

International Mediation Institute, centered in the Hague, has been created as an international public policy initiative following research and analysis by three non-profit dispute resolution bodies: Netherlands Mediation Institute (NMI), Singapore Mediation Centre/Singapore International Arbitration Centre (SMC/SIAC) and International Centre for Dispute Resolution/American Arbitration Association (ICDR/AAA). It is lead by Michael Leathes, who is well known and well respected in the European ADR community and is based in the UK. IMI competency certification is primarily for those with international expertise in two different competency areas. The Professional Mediator Competency Certification is for mediators who would like to provide users of their mediation services an assurance that the mediator they have selected will meet high and proven standards of competency and are subject to disciplinary action for any failure to uphold those standards. The Intercultural Mediator Competency Certification will additionally demonstrate the capability to mediate across cultural differences and is only available only to mediators who hold the IMI Professional Certification.

To gain an IMI Certification in Professional Mediation Competency, a mediator must secure at least 100 Competency Performance Points from four categories: Training Certified Mediators must complete and pass a mediation training program meeting the minimum standards specified by IMI [5]. Completion of such a course will earn 5 Points, which may be credited each year without undergoing further training. Subsequent training undertaken as part of a Personal Development Plan, such as advanced mediator courses, master classes, etc. will qualify for Education Points. Training = 5 Points, carried forward annually **Education** Certified Mediators appoint a designated Mentor and agree an annual Personal Development Plan. This may include further training. Certification by the Mentor of Completion of the Plan qualifies for all required Education Points. Education = 20 Points per annum. **Experience** Certified Mediators must have acted as a mediator in at least

15 cases and their Feedback Digest must summarize the comments by parties and/or their advisers on their performance in at least 10 cases in the previous 36 month period. Certification by the designated Mentor that the Feedback Digest complies with these minimum requirements qualified for all Experience Points.

Experience = 50 Points per annum. Leadership Certified Mediators are expected to contribute to the advancement of the mediation profession via Leadership Initiatives. These must be recorded with a designated Mentor. Each hour spent on Leadership Initiatives each year earn 5 Leadership Point. Leadership = Minimum 25 Points per annum.

JOB ANNOUNCEMENT

WORLD BANK - Manager, Mediation Services
Vacancy # 080762 - Location: Washington, DC

The World Bank Group's multi-access, multi-option Conflict Resolution System (CRS) includes three core services: Ombuds; Mediation; and the Appeals Committee. The CRS coordinates closely with other elements of the WBG's internal justice system, the World Bank Administrative Tribunal and the Office of Ethics and Business Conduct. The CRS also liaises with a range of associated institutional services such as Human Resources, the Legal Department, the Department of Institutional Integrity and the Staff Association. The CRS supports staff through provision of specialized services—from informal counseling to formal adjudication of cases. These services are available to both present and former staff located in Washington D.C. and over 100 locations around the world.

The Manager of Mediation Services will be responsible for managing the Mediation Services of the WBG and report to the Office of the President. For administrative purposes, Mediation Services works in coordination with the other units of the Conflict Resolution System (CRS). The Manager of Mediation Services will, for the most part, oversee mediation cases and ensure quality standards; he/she will conduct mediation as the need arises. Mediations will largely be conducted by external mediators assigned from a roster of qualified mediators from the different regions of the WBG.

Duties and Accountabilities:

1. Manage mediation services to facilitate resolution of conflicts and grievances between and among staff and managers in all Bank Group offices.
2. Develop and maintain a roster of qualified external mediators, with the skills profile required for Bank Group mediations;
3. Provide training to external mediators to familiarize them with Bank Group policy, procedure and culture;
4. Assign cases to assure quality of and provide oversight and administrative support to external mediators;
5. Manage the Mediation Services team and office;
6. Periodically review the procedures and performance criteria for the mediation process and make or propose changes as necessary;
7. Work collaboratively with other CRS services in addressing work place conflict;
8. Monitor implementation of mediation agreements;
9. Identify and flag systemic issues emerging from successive mediations for management's attention;
10. Provide periodic and analytical reports to management on trends, institutional issues, and emerging themes;
11. Contribute to CRS-sponsored projects and activities;
12. Develop and deliver outreach and learning activities on mediation and conflict management to help staff and management efficiently utilize mediation as part of the CRS.
13. Develop, adapt and disseminate mediation practices that are appropriate for the various cultures and countries in which the Bank Group works.
14. Remain informed of best practices and state-of-the-art approaches in the field of mediation and continually seek improvement in the quality and array of professional services provided by the unit.

Selection Criteria:

a. Advanced degree in relevant discipline (Law, Organization Behavior, Psychology, Counseling, Conflict Resolution, Education or other social sciences) with a minimum of 12 to 15 years of relevant experience. b. Professionally trained in workplace mediation which includes at least five years in a multinational organization and/or a multi-cultural environment, an administrative tribunal, or a state or national court system, as a mediator involving various types of employment disputes, including termination, performance, discrimination, sexual harassment, compensation and benefits cases. Experience with the public sector in countries with high mediation norms would be useful. c. Proven skills in managing people and resources in a team-based environment. d. Excellent oral and written communication skills in English; knowledge of other languages would be desirable. e. Ability to maintain confidentiality, to inspire trust and to demonstrate high personal integrity. f. Experience with dealing with people from multiple cultures.

Bankwide Managerial Selection Criteria:

- Selecting, coaching and appraising staff. Attracting and selecting highly effective staff, to build a team diverse in gender and nationality. Appraising accurately their ability and potential; giving candid performance feedback; rewarding desirable behaviors; providing support for professional development efforts linked to business objectives.
- Planning and managing staff to achieve quality results. Developing realistic plans with available human resources; establishing high standards of performance and demonstrating a commitment to excellence; empowering staff by removing obstacles to achieving business goals; focusing on results and delivering what is promised, on time and within budget.
- Encouraging innovation in an open, team-based environment. Creating an environment conducive to teamwork and continuous learning; building alliances and promoting open communication and collaboration to achieve joint objectives.
- Inspiring trust. Maintaining high standards of personal integrity, establishing straightforward, productive relationships, treating all individuals with fairness and respect; demonstrating sensitivity for cultural and gender differences.
- Influencing and resolving differences across organizational boundaries. Gaining support and commitment from others even without formal authority;

resolving differences by determining needs and forging solutions that benefit all parties; promoting collaboration and facilitating teamwork across organizational boundaries.

This is a 5 year term appointment with the possibility of one five-year renewal, subject to a rigorous review of past performance by a panel comprising representatives of management and staff.

HOW TO APPLY

This vacancy (#080762) will be posted on the World Bank web site until May 5, 2008.

<http://extjobs.worldbank.org/external/default/main?>

[pagePK=64273552&piPK=64273556&theSitePK=1058433&JobNo=080762&order=descending&sortBy=job-req-num&location=WAS&menuPK=64262364](http://extjobs.worldbank.org/external/default/main?pagePK=64273552&piPK=64273556&theSitePK=1058433&JobNo=080762&order=descending&sortBy=job-req-num&location=WAS&menuPK=64262364)

After that date, inquiries may be sent to kkouagou@worldbank.org.

Karen Kouagou
HRSER (Executive Search)
The World Bank
Phone: +1 (202) 473-5816
Fax: +1 (202) 522-2958
E-mail: kkouagou@worldbank.org

Continuing Legal Education

ABICLE - ALABAMA BAR INSTITUTE FOR CONTINUING LEGAL EDUCATION

4/25/08 Divorce from A to Z - Tuscaloosa--University of Alabama Law School

5/2/08 Appellate Practice - Tuscaloosa--University of Alabama Law School

5/9-10/08 City & County Government - Orange Beach, Alabama--Perdido Beach Resort

5/16/08 Intellectual Property - Tuscaloosa--University of Alabama Law

5/23/08 Professionalism-May - B'ham--Cahaba Grand Conference Ctr, (formerly HealthSouth) U.S. 280E

ALABAMA CENTER FOR DISPUTE RESOLUTION

Contact Judy Keegan for more information at judy.keegan@alabar.org or www.alabamaadr.org

BASIC MEDIATION TRAINING (3-day, 20 hour CLE course with 3 hours of ethics) - TROY SMITH
(800) ADR-FIRM or www.mediationmedia.com or troy.smith@mediationmedia.com

BIRMINGHAM BAR ASSOCIATION

On demand CLE available at www.birminghambar-u.org.

CUMBERLAND SCHOOL OF LAW CLEs:

Call 205-726-2391 to register by phone.

Online Courses available anytime: <http://cumberland.fastcle.com/store/provider/provider.php?>

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LORMAN CLEs:

Contacts

2008 Officers:

Chair - Leatha Gilbert
Chair - Elect Pam Blalock
Immediate Past Chair - Ashley Hattaway
Secretary - Rhonda Caviedes Andreen
Treasurer - Sidney Hoover
Corresponding Secretary - Frances King Quick
Historian - Linda Cole
NCWBA Representative - Pat Moore
Liaison with Alabama State Bar Women's Section - Sherrie L. Phillips

Executive Board

Board Term Expires in 2008

Shayana Boyd Davis, Patricia N. Moore, Leatha Gilbert, Susan Bevill Livingston, Monica B. Graveline

Board Term Expires in 2009

Deane Corliss, Gail Barber, Katy Willis, Candi Peeples, Sidney Hoover, Shirley McCarty

Board Term Expires in 2010

LaBella Alvis, Mary Lynn Bates, Honora Gathings, Alicia Haynes, Hon. Virginia Vinson

2008 Committee Chair and Co-Chair Assignments:

Membership

(Assists in updating membership databases and organizes a project or event that will increase membership and improve retention.)

Rebecca Amthor, Chair

Hon. Teresa Pulliam, Co-Chair

Newsletter and Public Relations

(Publishes the Notitia in collaboration with other Committees and the BBA, liaison with the Birmingham Bar Journal, the Alabama Lawyer and local media outlets.)

Christi Graham, Chair

Michelle Obradovic, Co-Chair

Social and Entertainment

(Plans Annual Meeting, another large event and several social gatherings.)

April Rogers, Chair

Janine Smith, Co-Chair

Programs

(Plans a large program and special programs in addition to the Annual Meeting.)

Tameka Wren, Chair

Theresa Minor, Co-Chair

Projects

(Identifies projects benefiting the YWCA and organizes events benefiting other non-profits and coordinates charitable donations.)

Crystal McMeekin, Chair

Marcie Braswell, Co-Chair

Service Award

(Coordinates Law School Scholarships.)

Brendette Green, Chair

Anne Mitchell, Co-Chair

2008 Task Force Chair and Co-Chair Assignments:**Pinstripes and Pearls**
(panel discussion)

Khristi Driver, Chair

Deloris Simmons Owens, Co-Chair

Leadership Development

(assist section members in becoming leaders)

Frances Heidt, Chair

Carolyn, Lam, Co-Chair

Back Issues

January, February, March and April 2007 Editions of the Notitia: [2007 Notitia January through April Editions.pdf](#)

May 2007 Edition of the Notitia: [May 2007 Notitia.pdf](#)

June 2007 Edition of the Notitia: [June 2007 Edition of the Notitia.pdf](#)

July, August and September 2007 Editions of the Notitia: [July, August, September Editions.pdf](#)

October 2007 Edition of the Notitia: [October 2007 Edition of the Notitia.pdf](#)

November 2007 Edition of the Notitia: [November 2007 Edition of the Notitia.pdf](#)

December 2007 Edition of the Notitia: [December 2007 Edition of the Notitia.pdf](#)

January 2008 Edition of the Notitia: [January 2008 Edition of the Notitia.pdf](#)

February 2008 Edition of the Notitia: [February 2008 Edition of the Notitia.pdf](#)

March 2008 Edition of the Notitia: [March 2008 Edition of the Notitia.pdf](#)

ListServ

The WLS has a Yahoo! listserv that is maintained by Candi Peeples. To join: (1) send an email to bba_women-subscribe@yahoogroups.com (That's bba "underscore" women "dash" subscribe @ yahoogroups.com); (2) when you receive an email back from Yahoo! asking you to confirm the fact that you want to be on the list serve, follow the directions in the email. To post messages to the Section, send an e-mail to bba_women@yahoogroups.com. Candi can be reached at 205-871-9550 or candi@shawanderson.com. Online help can be found at the following link: <http://help.yahoo.com/help/us/groups/>

What are the options for reading group messages in email? For each group you belong to, you have the option to control both the frequency of email message delivery and the format of messages:

Frequency Options

- Individual Emails

Messages are delivered one at a time to your email inbox. This is the best option if you want to keep up on the latest posts immediately. Email attachments, if included in a message and allowed by your moderator, will be sent directly to you.

- Daily Digest

Messages are delivered in batches of 25 or daily, whichever comes sooner. This is the

best option if you want to receive fewer mail messages and don't need up-to-the minute posts in your inbox. Email attachments are not available in digests.

- Only Special Announcements

This means you will receive email messages only when the group moderator posts a "Special Announcement" message. This is a good option if you want to pass on day-to-day discussion for very busy groups but do want to receive important updates from the group moderator. Keep in mind that usage by each moderator will vary. (The moderator may choose to never use this feature, in which case you would never receive email messages, or may choose to use it frequently.)

- No Mail / Web Only

The best option to choose if you prefer to only read messages on the web. Also useful if you need to temporarily put message delivery on hold, for example while you are on vacation. However, keep in mind that (while rare) some groups do not enable the "message archive" feature and for these groups it is not possible to read messages on the web. It is a moderator decision on whether to enable the message archive feature.

Format Options

- Full Featured

Includes links giving you instant access to all group features (photos, calendar, profiles, polls, files, etc.), the ability to see all messages to a topic, and a "recent activity module" providing information on new activity in the group over the last seven days. Definitely the best choice for groups that use more than just the message features or groups where you want to take advantage of the message archive.

- Traditional

Emails are delivered "as is", without the addition of any links back to the group, except in the footer of the email. The right choice if your email client does not effectively support the "Full Featured" format.

To set any of these options, go to the "Edit Membership" page of your group:

<http://groups.yahoo.com/group/GROUPNAME/join> (where "GROUPNAME" is the name of your group). Message frequency options for groups can also be changes from the "Edit My Groups" page:

<http://groups.yahoo.com/mygroups?o=2&edit=1> Additional help can be found at:

<http://help.yahoo.com/help/us/groups/messages/messages-01.html>

Guidelines for posting messages

The Women Lawyers Section wants the list-serve to be an active tool, however it is recognized that too much irrelevant traffic will defeat the purpose of the list-serve. The following are some guidelines to use in posting messages. These guidelines are not intended to scare anyone from posting messages or other valuable information. Rather, experiences with other list-serves suggest that guidelines will keep our list-serve running smoothly and effectively.

The following types of messages are NOT appropriate.

- 1) Marketing by list members or others.
- 2) Political announcements or petitions.
- 3) Political solicitation, including campaign materials.
- 4) Any other message not directly related to or of particular interest to section members . This category includes jokes (even funny ones), warnings about internet scams and viruses and chain messages.
- 5) Any kind of inflammatory, discriminatory or personal attacks.

Thank you for adhering to these guidelines!