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TEN MINUTE
MENTOR

Presented by TYLA and TexasBarCLE

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TEN MINUTE MENTOR

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by Harry Reasoner

Justice **Nathan Hecht** set down his coffee, looked into the camera, and delivered a 10-minute, syntactically flawless monologue on petitions for review process in the Texas Supreme Court. When he finished, he picked up his coffee, thanked the members of the video-production crew, and quietly departed. It was a lesson in expertise, preparedness, and courtesy — a lesson that scores of judicial clerks and briefing attorneys have absorbed from Hecht during his legal career. Today, thanks to a joint project of the Texas Young Lawyers Association (TYLA) and TexasBarCLE, attorneys across the state can be mentored by Hecht and more than 100 of Texas' finest lawyers any time, day or night.

Ten Minute Mentor features short video segments on topics useful to Texas lawyers. The presenters include legal legends (Joe Jamail, Harry Reasoner), respected jurists (Dale Wainwright, Mary Murphy), experts in their fields (Robert Hirschhorn, Jeff Civins), and young attorneys. Best of all, Ten Minute Mentor is free.

The site went live in late January and already Bar leaders are straining for superlatives. **Jimmy Brill**, a sole practitioner in

Houston who was first licensed in 1957, said Ten Minute Mentor is hands-down the best service the Bar has offered attorneys.

"I think it's absolutely fabulous," he said. "And it is a wonderful fit with the Starting Practices Task Force I chair."

TYLA President **David McAtee** said Ten Minute Mentor is the most ambitious member service project TYLA has implemented. "By luck or skill — it doesn't really matter which one — we have stumbled across an idea that really resonates with Texas lawyers," he said.

McAtee conceived of Ten Minute Mentor as a response to a changing profession. "Ten Minute Mentor is in many ways an outgrowth of significant demographic changes in the profession," he said. "There are more sole practitioners and more lawyers in firms with five or fewer attorneys. There is increased billable-hour pressure and less time. There are more big cases and fewer small ones for young lawyers to cut their teeth on. The old way of mentoring almost doesn't fit anymore because too many of the realities have changed. Ten Minute Mentor is a way to do that mentoring, but in a new construct. It's more accessible and less time-consuming."

“By luck or skill — it doesn’t really matter which one — we have stumbled across an idea that really resonates with Texas lawyers.”

TYLA President David McAtee

McAtee also noted that Ten Minute Mentor dovetails with State Bar President **Kelly Frels’s** emphasis on teamwork across State Bar programs and departments.

“This was absolutely the best joint project I’ve been involved with,” said **Martin Chait**, who oversees the TexasBarCLE website. “It was the ideal joint project. It went from conception to launch in six months. TYLA delivered the goods in terms of content. We did everything else.”

At the conclusion of each Ten Minute Mentor segment, viewers are provided with links to upcoming CLE courses and online classes related to the Ten Minute Mentor segment they just watched. “We want to drive people to our other offerings and get them used to the online classroom,” Chait said. “It’s a great value to our members and hopefully it will prod them to try some of our other great products.”

Clay Scheitzach, co-chair of the TYLA Member Services Committee, said Ten Minute Mentor is a platform to provide not just CLE, but life skills.

“It’s an all-encompassing legal and life education kit.”

Scheitzach pointed out that Ten Minute Mentor is a great platform to hear young lawyers. “You go to a CLE seminar and the presenters are these battle-ried, 30-year lawyers. Many of the Ten Minute Mentor segments feature young lawyers talking about the issues that young lawyers are challenged with daily. It’s an opportunity for young attorneys to pass their knowledge on to new attorneys and teach them how to avoid mistakes. It’s good to learn from you own mistakes, but it’s easier to learn from someone else’s.”

Like Chait, Scheitzach praised the partnership between TYLA and TexasBarCLE. “It has been an enormous project and a huge team effort with TexasBarCLE,” he said. “There is no way we could have come from idea to finished product in six months without it being a complete team effort.”

Scheitzach thanked TYLA Treasurer **Gindi Eckel**, who oversees the Member Services Committee, and committee members **Robert Witte** and **Andrew Evans**. He also praised State Bar staff for their efforts.

“David McAtee was so enthusiastic,” Chait said. “He’s a great thinker and he had this very thought-out in his head when he proposed the project.”

Scheitzach agreed: “This was David’s creation. He pulled me aside at the Local Bar Leaders Conference and said, ‘Here’s this new thing I’m thinking about.’ We sat down and mapped out a strategy. Six months later, we have 100 segments taped with more on the way.”

TYLA and TexasBarCLE plan to regularly add to the Ten Minute Mentor library. “We hope it goes on and on,” Chait said. “As long as TYLA keeps supplying fresh, new content, we want to put it online.”

Scheitzach said the reaction has been outstanding. “Everyone’s been floored by what we’ve been able to accomplish,” he said. “They love the presenters. The presentations are in easy-to-digest segments. People tell me, ‘This is great, but you need this ...’ I say, ‘When can you tape?’”

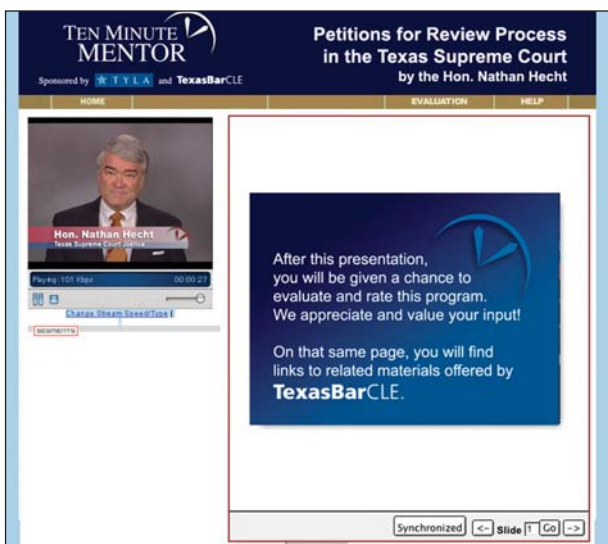
So far, the tapings have occurred in big cities, but

Witte hopes to capture a broader cross-section of the Bar when he coordinates two days of taping at the State Bar Annual Meeting, which will take place June 23-24 in Dallas. “We want to fill topics we don’t already have,” he said. “If you know leading lawyers who are going to be at Annual Meeting, let us know. There are a lot of small cities with outstanding lawyers that we want to tape.”

Brill served as young lawyer president in 1968. Since then, he said, “Things have changed a lot for the better. In those days, the State Bar tolerated the young attorneys; these days, it relies on the young attorneys. That’s where the energy is. TYLA is building up such a reservoir of future talent for the Bar. It’s a lot of fun watching them.”

But as the Ten Minute Mentor segments with Justice Hecht and other presenters make clear, it’s a lot of fun watching the not-so-young attorneys, too.

For more information, visit www.texasbar.com and click on the Ten Minute Mentor icon.



Texas Lawyers Offer Their Insights

Conducting e-Discovery

By Ophelia F. Camina
Susman Godfrey, L.L.P.

In every lawsuit, very early on, you need to identify evidence that exists in electronic form and determine how to preserve and produce it.

Identifying e-data. Whether you are identifying your own client's e-data, or the opposing side's e-data, the approach is the same. Start by asking: What types of computer programs are you using? How long have you been using them? Who has access to what programs? What are your protocols for preservation, deletion, and archiving? Have your protocols changed?

Preserving e-data. In the normal course of business, e-data is deleted, overwritten, or archived. Determine what happens to the e-data. If the e-data is not normally saved in electronic form, take steps to preserve it. In some cases, it will be important to segregate e-data to prevent the dissemination or alteration of the e-data.

Producing e-data. Try to reach agreement with opposing counsel as to how you will produce your respective e-data. Insist that you get at least one version in electronic form. If your opponent is large enough to have substantial e-data, start with a deposition of a corporate representative who is knowledgeable on IT issues. Then, follow up with specific document requests.

Avoiding needless discovery. Never do global searches of emails. Determine which witnesses likely sent or received relevant emails. Then, do limited searches for specific, uncommon terms in the email boxes of only those witnesses. Second, back-up tapes by their very nature are redundant. Determine what time periods you are interested in. Then, search back-ups from only those time periods.

Securing Your Financial Future

By William D. Elliott
William D. Elliott, Attorney at Law

Financial security in law practice has two critical components: having your own clients and having those clients pay you recurring fee income.

Young lawyers are often bewildered by the thought of becoming client self-sufficient. Some of the beginning steps include engaging in community service (an effective way to become known); sharing a meal once or twice weekly with someone outside of the law firm (an opportunity for client development); developing a unique expertise (you could view other

lawyers in the firm as your clients); and talking to those lawyers who have their own clients to find out the keys to their success.

One of the greatest impediments to financial security in law practice is the billable hour. What started out in the 1960s as a cost-accounting measure has morphed into the primary economic engine of practicing lawyers. However, the future of successful law practice is in value billing, not the billable hour.

Clients do not like or understand billing by the hour. They want transparency and clarity in the pricing of legal services. You can build client loyalty through value billing (billing based on a fixed or flat fee for agreed upon quantity of work). The client is paying based on the value of your work rather than for how long it took you to perform a task.

Attorneys who find an alternative to billing by the hour will benefit from client loyalty. Those attorneys who can successfully create a loyal client following with systematic and regular fee income will enjoy financial security. You will also distinguish yourselves from your competition.

Do's and Don'ts of Summary Judgment Motions

By Judge Catharina Haynes
191st District Court, Dallas County

When filing a motion for summary judgment or response, there's no substitute for thorough preparation. Before writing a word, thoroughly research your position and be honest with the judge about the authorities or lack of them. Use summary judgment motions appropriately — not for "free" discovery. Understand the difference between a "traditional" motion for summary judgment and a 166a(i) "no-evidence" motion. A "traditional" motion for summary judgment requires proof and puts the burden on the movant. A 166a(i) "no-evidence" motion can only be used when the other side has the burden of proof and a reasonable time for discovery has passed. Find out if your court has any applicable local rules.

When writing your motion or response, begin with a very brief summary of the case and a sentence or two about what you want the judge to do. Then, organize your paper into sections, grouping your related grounds together with meaningful heading titles so the judge can find things easily. Put important points in the text, not the footnotes. Don't waste time detailing matters well-known to the judge — like the standard for summary judgment. Then, go back and edit, edit, edit. Before getting a signature on an affidavit, make sure the affiant has read

The *Bar Journal* asked a selection of Texas attorneys who taped Ten Minute Mentor segments to provide a brief synopsis of their topic. To stream the complete presentations, visit www.texasbar.com and click on the Ten Minute Mentor icon.

the affidavit very carefully and *every* statement is true and that the affiant is ready to be deposed on *every* statement.

In preparing for the hearing, find out the judge's practice regarding pre-hearing preparation and questioning counsel at the hearing. In light of these preferences, give some thought to your oral presentation. Please don't read your brief to the judge. Be prepared to respond to questions. Bullet outlines and similar hand-outs can be very helpful, but big blow-ups are usually unnecessary.

Nothing herein should be considered as an indication of how Judge Haynes, the 191st District Court, or any other judge or court would rule on a particular question presented.

10 Things to Know Before Appearing in Federal Court

By Katie Dukes

U.S. District Court, Western District of Texas

1. Remember the local rules. The Federal Rules of Civil and Criminal Procedure are not the only rules. Getting off on a bad footing with the court is too easy if you are not familiar with the local rules.

2. A certificate of conference must be included in a non-dispositive motion. Your motion may be stricken if you do not include it. If the motion is unopposed, add that to the title of the motion.

3. A proposed order must be submitted with a non-dispositive motion. Best to submit it with all motions. It can save the court a lot of time, especially if the motion is unopposed.

4. Motions should always be filed by separate document. Do not bury a motion in a pleading such as a complaint or answer.

5. Look to the local rules for page-length restrictions for motions, responses, and replies. You must seek leave of court to file anything longer.

6. Parties may agree to extend response deadlines, but they must inform the court of that agreement. Otherwise, the court may grant a motion unopposed due if a response is not filed within the time limits provided in the local rules.

7. Follow the court's scheduling order. If you are unable to amend your pleading before the deadline specified in the court's order, you must seek leave of court to amend.

8. The deadline for filing a motion for attorneys' fees can often be found in the local rules. It may be deemed untimely if filed before the judgment.

9. Be aware of the different types of hearings at which you may be called to appear. An initial pretrial conference will primarily address the scheduling order and trial date. The court generally does not make rulings at status conferences and dock-et calls. A final pretrial conference will address motions in limine, objections to exhibits, and other matters raised by the parties prior to trial. Finally, hearings on motions are not evidentiary unless specified by the court.

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10. Consider consenting to the magistrate court. The magistrate judges are experienced, helpful, and can often schedule a trial at a time more convenient to the lawyers. Plus, it is best to have one judge rule on all matters in the case. Even if the case stays with the district court, chances are good that some motions will be referred to the magistrate judge for resolution or report and recommendation due to the size of the district court's caseload.

Taking Charge

By Paula W. Hinton

Vinson & Elkins, L.L.P.

This quote from Jackie "Moms" Mabley should be a lesson for all of us: "If you always do what you always did, you will always get what you always got."

Advancing in your legal career necessarily involves a commitment for you to "take charge" of change and recognize that you are the only person responsible for your having a happy and satisfying life. That satisfaction will come from your choice of the type of work you do and the people with whom you choose to work. Seek out those lawyers who can be your best mentors and those clients who have the work you want to do. While this may be difficult for young attorneys, remember that you are forming relationships with people who will affect your career and life for years to come.

Here are some guidelines for building your relationships, particularly your mentor/mentee relationships:

Communicate — Seek out your mentors, and tell them why you selected them. Open the doors and keep them open.

Question — There are no stupid questions when seeking advice. Answers help you grow.

Listen — Be ready to take advice and act on it.

Learn — from constructive criticism and improve.

Trust — If trust isn't the foundation of your relationship, then you selected the wrong mentors.

Respect — must be mutual.

Improve — Meet your goals and objectives.

As Will Rogers said: "If you want to be successful, it's just this simple: Know what you're doing. Love what you're doing. And believe in what you're doing."

Perspectives from the Bench

By Judge Mary Murphy

14th District Court, Dallas County

Judges and lawyers are charged with the highest standards of ethical conduct. Three irrefutable commandments help us meet this mandate:

Be honest. Truth is an amazing weapon. You don't have to memorize the truth. It disarms your opponents of their

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impeachment and sanctions weapons. Truth persuades the court to use its discretion in your favor and stockpiles your credibility at the courthouse.

Be respectful. Treat everyone with respect. Respect, like truth, disarms others and wins arguments. When unfair tactics are fired at you, use your respectful sense of humor, common sense, and humility.

Be prepared. Gerry Spence eloquently points out that no matter how good your research, briefing, and argument, you might as well be howling at the moon if you cannot communicate. Knowing your audience is crucial. For the trial judge with few resources, the following courtesies could help immensely:

1. Summaries, citations, headings, and brevity. Don't hide the point of your paper. Start with a brief summary, stating exactly your point and why you should win. Use meaningful headings as guideposts to focus the court. Cite specifically to those authorities that relate to a controlling legal or factual proposition. Provide the judge with highlighted copies of key authorities and papers necessary for the hearing. Be brief — less is better. If forced to elaborate, place less helpful information in appendices or footnotes.

2. Read the Rules. Judges are charged with following the law. What discretion they are allowed is much more fairly used when you follow the rules.

3. Timeliness. File timely and notify the court when a matter is resolved. Allowing the judge to spend evening hours reading your papers unnecessarily is not helpful. Neither is handing a brief to the judge at the time of the hearing after she has spent the evening hours reading your opponent's papers.

Be Honest. Be Respectful. Be Prepared. You will honor our profession and yourself.

Litigation from the Plaintiff's Perspective

Ralph C. "Red Dog" Jones
Parham, Jones & Shiver, L.L.P.

My Ten Minute Mentor segment is presented from the plaintiff lawyer's perspective and answers some fundamental, but very important, questions pertaining to a plaintiff's lawyer's practice. How do you generate business? What factors should be considered before deciding whether to take a case? What does a plaintiff's lawyer need to know about establishing the fee agreement and how to work up a new case file? What happens if you get fired with or without just cause? How do you close a file, and what are your obligations at the end of the case?

I urge lawyers to examine whether they have the time, staff, and financial resources to handle the case. If the case is manageable from a resource standpoint, then how do you work up the case? It is critical that trial issues and jury questions are examined and researched at the beginning of the case and that

you prepare the case as if it is going to trial. Most important, remember that it is your obligation to help protect and preserve your clients' rights to a trial by jury. It has worked for more than 200 years and provides an even playing field for those in need of representation.

Legal Argument

By Harry M. Reasoner
Vinson & Elkins, L.L.P.

First and foremost, be prepared.

Second, be professional. Petty remarks or personal attacks demean the process.

Third, change places in your own imagination with the court. What does that judge need to know to decide the case?

Fourth, you cannot be too clear. As Daniel Webster put it: "The power of clear statement is the great power at the bar."

Fifth, questions. If you get questions, rejoice. The whole purpose of oral argument is to address the judge's questions, to aid the court in understanding. You should answer any question immediately. Answer with candor.

Sixth, always go for the jugular. How many appellate opinions turn on more than three or four points?

Seventh, the structure of the argument. A balanced and persuasive statement of the case is critical. If the court agrees with a fair statement of the facts, it is often clear what legal principles apply.

Eighth, state the controlling legal rules of law. These are the rules; this is the underlying rationale and purpose of the rules; here is how they apply in this context. The law is about fitting rules to meet ends. Make clear to the court how that works in your case.

Ninth, don't be boring. Read very little. It makes judges' eyes glaze. Use visual aids for statutes and complex relationships.

Finally, when you've said what you have to say, sit down.

Marketing Yourself to Clients

By Mark Shank
Hughes and Luce, L.L.P.

The first step in marketing legal skills is to gain expertise. Young lawyers must spend their early years learning their craft well with the aid of experienced lawyers. You must be a technically proficient lawyer; more important, your clients and prospective clients must believe that you are a technically proficient lawyer.

Once you have developed expertise, "access the decision maker." You must make people who are purchasing legal services — the decision makers — believe that you are the right person to solve their legal problems. How will you do that?

Bar work: Referrals from other lawyers through conflicts

or otherwise, can be a virgin source of legal business. Bar work also provides you an excellent opportunity to demonstrate to many lawyers at once that you are someone who is thoughtful, reliable, and a problem solver.

Community work: Many successful business people devote their time to boards or community projects. The key is to interact in a way that causes them to believe that you ultimately would be a person worthy of handling their legal issues — a problem solver. I try to take important positions on boards which use the peculiar expertise and skills of a lawyer.

Listening skills: Lawyers tend to forget that marketing involves good listening skills. Lawyers tend to talk when they ought to be listening to their clients and learning about their problems.

Follow up: A recent movie focused on the phrase, “ABC,” meaning “always be closing.” For lawyers, I think that really means “always be persistent.” It may take many efforts and many months to nurture a contact into a legal relationship. You must continue the follow-up in a way that is appropriate. Clients like persistence in their lawyers, and they want to see that quality in you.

Negotiation Techniques for the New Attorney

By Howard L. Nations

Law Office of Howard L. Nations

Plaintiff’s counsel who understand a few basic points of insurance claims negotiations can be more effective for their clients. First, insurance companies are highly motivated to settle cases. It is not economically feasible for insurance companies to litigate cases to a conclusion, given the high cost of defense since the advent of the partner/multiple associates/multiple paralegal team utilized to defend a simple case.

The primary function of an insurance claims supervisor is to convert open files to closed files. The plaintiff’s attorney who understands this will seek ways to assist the claims person to pay a higher settlement by fully evaluating and carefully documenting all of the plaintiff’s claims.

Documentation of claims is a key element in establishing the negotiating range within which settlements may be achieved because claims personnel cannot generally settle a case for more than is documented in their files. This is because of the fear of closed claims review. The role of the plaintiff’s negotiator should be to simultaneously motivate and assist the insurance carrier to pay full compensation by carefully and thoroughly documenting each of the plaintiff’s claims.

Maximum results will be achieved in settlement negotiations by dealing directly with the person who has full authority to settle plaintiff’s claim, regardless of the amount of money you are negotiating. Negotiate directly with the individual who has full authority to settle your case and sufficiently document each of

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your claims so as to assist that person to pay full compensation.

Finally, the higher up the hierarchical ladder you go, the easier it is to settle a claim. The vice president in charge of claims has all of the authority needed to settle a case and, having arrived at this exalted position, sees the big picture, has been burned a few times at the courthouse, understands fully the high costs of defense, and is both susceptible to direct persuasion and authorized to pay.

Building a Network

By David A. Chaumette

Shook Hardy & Bacon, L.L.P.

Few graduate from law school with an understanding of how to build a network. A network will not appear overnight; it takes patience and a lot of work. But it has to be for everyone because of the benefits and the security it can provide your law practice. Here are some hints:

First, do the best legal work that you can. Who wants a network if everyone in that network thinks you are a mediocre lawyer? Drill down in your area to develop expertise.

Second, discover your comfort zone and start inside of it. Do not get involved solely to build a resume. Join because you enjoy it — and the benefits will come.

Third, grow within that zone. Take a leadership role in that thing you love. Soon, you will be seen as a leader, which will give you an opportunity to network with others who can help you reach your goals.

Fourth, stay involved with the people from school. Ultimately, the greatest networking tool is growing older. Stay in touch with your classmates — but be real — and when you get a chance, update your alumni magazine about your life.

Finally, care about those around you. People notice and you never know how your kind words may help you.

These tips are just the beginning, but they represent important first steps in building your own network. Good luck.

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Who Was Your Mentor?

JEFF BLACKBURN

Jeff Blackburn, Attorney at Law

I started practice in Amarillo in 1983, when I was 26. I had a tiny office, a one-line telephone that never rang, and lots of time to kill. I used to go down to the courthouse to study trials and get business.

Watching other lawyers work was bad for business but great for my education, and the most educational lawyer I met was John Mann.

John was at the top of his game. He seemed bigger than life to me, a real West Texas people's lawyer in the tradition of Warren Burnett. He tried every kind of case and lots of them. He never seemed to tire, and he usually won.

John eventually hired me — the job had long hours, low pay, and an even smaller office. When I came to him with a question about a case, he would never give me a straight answer. Instead, he would ask me questions. This approach wasted time, energy, and generally made me crazy.

Now I realize that John gave me a gift in all of that indirection. He gave me self-confidence and the ability to draw my own conclusions. He gave me the tools I needed to become a real lawyer. I've never stopped thanking him for that, and I never will.

JAMES E. BRILL

James E. Brill, Attorney at Law

J. Harris Morgan from Greenville is the premier person who served as my mentor. I met him in the 1960s after hearing one of his dynamic lectures on law practice management. As a public speaker, Harris was one of the best in the state. He helped me in many ways. For one, Harris gave me the opportunity to write *Texas Probate System*, a book that launched and defined my professional career as a probate lawyer. He was also instrumental in getting me to serve in various leadership positions with the State Bar and the American Bar Association.

JUDGE ELISABETH EARLE

County Court at Law No. 7, Travis County

James Branton, a former president of the State Bar of Texas, gave me my first job while I was in law school and was my boss at Branton & Hall in San Antonio. Mr. Branton has a great ability to champion an idea and stay with a project until its goals have been achieved. He has the respect and admiration of many, and his integrity, dedication, and professionalism are something to always strive for. Justice Mack Kidd taught me the importance of a jurist being fair, impartial, and a passionate champion of justice for all.

JUDGE SUSAN CRISS

212th District Court, Galveston County

Jim James of Bryan is one of the most brilliant criminal trial lawyers. He took me under his wing when I was a law clerk in the Galveston County District Attorney's Office. He taught me trial strategy and how to enjoy being in a courtroom — the sheer fun of it. I have not made a career decision without asking his advice.

Judge Susan Baker and Justice Bea Ann Smith have also served as my mentors. Judge Baker was the first woman judge to serve in Galveston County. She has set an example for me as a public servant. She is always looking for ways to make the justice system better. Justice Smith is the person who got me involved in the National Association of Women Judges, an organization based on mentoring, and the "Color of Justice" project. Both of these women have provided a great deal of emotional support to me. As a judge, it can be hard to find someone to talk to, but I can always turn to Judge Baker or Justice Smith.

J. CHRYS DOUGHERTY

Graves, Dougherty, Hearon & Moody, P.C.

I was 31 when Ireland Graves, my 60-year-old father-in-law, made me his full partner in his appellate law practice, Graves & Dougherty. For the next 20 years of his active practice, I learned from him daily.

I saw him practice law in as nearly the grand manner as possible, with the highest stands of excellence in technical practice, of legal ethics, and of personal conduct. In the thoroughness of legal research and skill in legal writing and oral presentation and in the care of infinite detail, he was unsurpassed.

He tried to write simply so the appellate judges could really understand the issues. He avoided multisyllabled words and legal Latin terms in favor of writing clear, understandable English. Sometime he would take a text home to Mrs. Graves, a University of Texas English major, to be sure it was understandable to a non-lawyer. As a result, he and his partner's briefs were compelling and convincing.

Coupled with that was the way Judge Graves treated other lawyers. He never criticized them personally. Instead, he was careful to limit what he said, both privately and in public, and what he wrote to the errors of their arguments.

The most memorable example of his ethical principles was when I was with him in the office as he discussed his planned appellate argument with his client in a multimillion dollar case. The client insisted repeatedly that he take a particular position and make a particular argument. Judge Graves refused because he believed the argument untenable and, in addition, was contrary to a position he had previously presented to the same high court. He said in substance, "If you want that position argued that way, you simply have to get another lawyer. I will not make that argument."

Equally instructive to me was the way Judge Graves lived his life away from the law, in the man he was, and the rich legacy of memories he left all who knew him.

EDWARD F. FERNANDES

Akin Gump Strauss Hauer & Feld, L.L.P.

James DeAnda, who served as chief judge of the U.S. District Court for the Southern District of Texas, used to be my law partner. I learned from him a commitment not only to client service, but to community service. He taught me professionalism, persistence, and perseverance. He had a wonderful way of approaching advo-

cacy from a subtle perspective. He wouldn't advise me or others on what we should do, but asked us to consider another perspective, which is a much more effective way to get people on board.

DANIEL D. HU

U.S. Attorney's Office, Southern District of Texas

Judge Norman W. Black of the U.S. District Court for the Southern District of Texas, whom I clerked for, taught me to be civil, patient, and courteous.

JAMES C. HARRINGTON

Texas Civil Rights Project

My mentor was David Hall, director of Texas RioGrande Legal Aid. I learned two things from David: Fight hard and be very thorough. I can think of one time when I was about to go into a deposition and David told me to make sure that I go over the rules and understand the expectations. Because I did, I caught a lawyer — a seasoned lawyer — not following the rules, which ended up being a huge help in settling the case.

ORRIN L. HARRISON III

Akin Gump Strauss Hauer & Feld, L.L.P.

I have a picture hanging on my office wall of my mentor, Stanley E. Neely. At 55 years old and already a successful attorney, he didn't need to take a 24-year-old law student under his wing, but he did. He taught me, Nathan Hecht, and Harriet Miers how to organize a big lawsuit, gave us the tools to prepare for trial, and showed us how to work with clients. He helped boost my law practice by sharing his clients with me.

MONICA W. LATIN

Carrington Coleman Sloman & Blumenthal, L.L.P.

Mentoring is so much more than just being a good boss or supervisor. I was fortunate to have many mentors early in my career, including U.S. District Judge Barbara Lynn and former State Bar President Betsy Whitaker. They were interested in more than whether I was doing quality work, but also my professional development and personal satisfaction, and greatly influenced the lawyer I became. I think all lawyers need to "pay it forward," serving as mentors or role models for younger lawyers when the opportunity arises. In doing so, we not only benefit the individual lawyer, but we improve the profession overall by continuing the tradition of camaraderie and professionalism that is too easily forgotten in the modern practice.

MARCOS G. RONQUILLO

Godwin Gruber, L.L.P.

I practiced law with Adelfa B. Callejo in the early 1980s. She is a legend in the Latino bar and Latino business community. She taught me client development, marketing, and the business aspects of running a successful law practice.

SCOTT O. RENICK

Strong Pipkin Bissell & Ledyard, L.L.P.

The person I think of first is an attorney I clerked for while in law school, Bill Berchelman of San Antonio. Once, he asked me, "What kind of lawyer do you want to be?" I told him, "I want to be like Atticus Finch." He said, "Then always remember to ask yourself, 'Have I tangibly helped someone today?'" I went to law school because I wanted to help people. I know this is

easy to lose sight of, so I try to remember what Bill told me and ask myself that question every day.

JUDGE MARY LOU ROBINSON

U.S. District Court, Northern District of Texas

I have been a judge for 50 years and was an attorney for five years before that. When I began practicing law, there were no women out here to be mentors, although my school teachers were always very encouraging and supportive of my desire to go to law school. Back then, girls didn't do that. Now, I am a mentor through the Rotary Club and was instrumental in getting our club to mentor both boys and girls.

JEFF RUSK

The Rusk Law Firm, P.C.

I had the opportunity to learn from two great attorneys, Wayne Fisher, a plaintiffs' lawyer in Houston, and John Coates, who was a defense attorney in Austin but is now deceased. From these men, I learned the proper and ethical manner in which to represent both sides.

JAIME SAENZ

Rodriguez, Colvin, Chaney & Saenz, L.L.P.

From 1986 to 1988, I worked as a briefing attorney for Judge Filemon Vela of the U.S. District Court for the Southern District of Texas. One of his rules was that interns had to commit to work for him for two years. Judge Vela wanted us to see all sides and be fully exposed to how the justice system works as a whole. On a daily basis, he sat down with us, took time to evaluate the good and the bad in our justice system, and gave us advice on how we as lawyers could do better for our clients.

JUDGE REBECCA SIMMONS

408th District Court, Bexar County

Twenty-two years ago, I was lucky enough to join a law firm in San Antonio that had great women lawyers. As a five-year lawyer at the time, Diann Bartek was incredibly busy, but took the time to pay attention to new lawyers.

Most striking was Diann's sense of humor, which put clients and opposing counsel at ease. Her humor and style won more cases, motions, and negotiations than any of the aggressive tactics I watched other lawyers employ.

She was generous with her time and her door was always open. After work she would often get a group of young lawyers together at a restaurant where we discussed the issues of the day.

Not only was she devoted to the firm, but she also took seriously her obligation to mentor younger lawyers. She encouraged participation in bar activities and networking opportunities. Although I was never able to match Diann's humor and style, I learned a lot about practicing law with a little warmth and humor and working to better the legal system in my community.

Through the Bexar County Women's Bar Association, I met great role models such as Jane Macon.

DIANE M. SUMOSKI

Carrington Coleman Sloman & Blumenthal L.L.P.

Judge Barbara Lynn was a partner at my firm before she became a judge. She taught me how to think like a first chair lawyer inside and outside of the courtroom.