

LAW MATTERS

April 2021

Volume XXXII No. 12

*Lawyers' Association for Women -
Marion Griffin Chapter*

Virtual 40th Anniversary Celebration

and

Annual Meeting

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PRESIDENT'S MESSAGE

by Sara Anne Quinn



As part of our upcoming 40th Anniversary celebration, the Anniversary Committee interviewed some of LAW's past presidents about their reflections on the past 40 years, the importance of LAW, and their thoughts about the organization moving forward. Participating in the project provided me the amazing opportunity to talk with many of our past presidents, hearing about their memories related to LAW and their connections to this organization. I am disappointed that we do not have time to share every memory and story during our annual meeting because there are so many rich stories and meaningful perspectives. Finding out how certain traditions originated and learning about the accomplishments of

members and the organization over the past 40 years has been very enriching. It provided me with a new perspective on just how much this group can accomplish moving forward.

Perhaps this process has been even more meaningful for me because I did not have the opportunity to meet with a single past president – or any member for that matter – in person this year. The lack of face-to-face connections and spending time with this phenomenal group of women is one thing I mourn the most about this past year. The pandemic certainly took us all by surprise, but I firmly believe that LAW made the most of it. In preparation for the 40th Anniversary project, past presidents were asked to think about some of the things accomplished by LAW during the year of their presidency. I am so proud of LAW's resilience, which could not have been more apparent than this past year. Without missing a step, Melanie, the board, and our committee chairs were able to almost seamlessly transition LAW to a virtual organization, ensuring that we continued having not only the odd meeting here and there but consistent and quality programming and events.

One of LAW's most meaningful accomplishments from this past year, however, was its statement on racism. In June of 2020, LAW issued a statement in the wake of the racist and violent acts against Black Americans, which happened in early 2020 and in the midst of an increasing and long-overdue conversation on racism in this country. In that statement, LAW pledged its commitment to "identifying, discussing, addressing and dismantling racism." It was my sincere desire to make sure LAW provided a platform this year to do this -- through programming, the issues we highlighted, and the voices we raised. And based on the conversations with past presidents, it is very apparent that this statement was neither radical for this organization nor the first step toward this goal. Promoting diversity in the workplace and profession and fostering dialogue about discrimination and bias are long-standing missions of LAW. The statement on racism was an effort to bring these missions to the forefront and a charge to our members. The statement is a commitment made to this community, to women in the practice of law, and the future of this organization.

As my term comes to a close, I wanted to take my last opportunity to again highlight this statement. To challenge each person out there to take an active role in dismantling racism and eradicating it from the systems in which we operate. I also want to take the opportunity to say that this statement applies to all forms of racism and the systemic barriers all minority groups experience. Because of the recent violent acts targeting Asian-Americans, it is imperative that I specifically clarify that this statement against racism very much includes racism against Asian-Americans, and especially Asian-American women. As one board year ends and a new begins, I know LAW will be in incredibly capable hands, led by women who will take this charge and keep doing the important work of making the legal profession a system that better reflects the diverse people, ideas, talents, and experiences in our community.

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LAW Matters is a monthly publication of the Lawyers' Association for women—Marion Griffin Chapter, P. O. Box 210436, Nashville, Tennessee, 37221-0436. Voicemail: 615.708.1827 Fax: 888.834.7370; www.law-nashville.org.

As the Lawyers' Association for Women—Marion Griffin Chapter celebrates its 40th anniversary this year, we are looking back on and honoring our past. As part of the celebration, we are highlighting a LAW founder and past president each month, finding out what drew them to LAW, what they remember most about their time as president, and their reflections on LAW's role in the community now and in the future.



Founder's Spotlight Juliet Griffin

What were you doing in your career at the time the Marion Griffin chapter of LAW was founded? I was a staff attorney at Legal Services of Middle Tennessee (now called Legal Aid Society of Middle Tennessee and the Cumberland).

What did you envision as the goal or purpose of LAW when it was founded? To provide an organizational voice for women lawyers, and their supporters and to serve as a vehicle to promote women in the practice of law, leadership roles, and elevation to the bench. The original articulation of the purposes of LAW was set forth in what I think was the first directory of women lawyers published in 1985.¹ That formal articulation has since expanded, as set forth on the LAW website, to include promotion of minority and new attorneys in LAW, promotion of diversity in the workplace and legal

profession, focus on discrimination and bias, quality of life, community service, technology, and enhancing knowledge and skills of LAW members.

What's a favorite memory from your time with LAW? I remember having heated discussions with other women lawyers in the women's restroom at the Nashville Bar Association's annual banquet about the lack of representation of women on the Bar Board of Directors and how it was important to have a women's bar association. I remember the preliminary meetings at what was then the Capitol Club in the basement of what was then the First American Center to hammer out whether there should be a women's bar association (my memory is that that was a given) and the purpose and membership of such an association. There was considerable discussion about whether the association should be called the "Lawyers' Association of Women" or the Lawyers' Association for Women," with Mary Schaffner forcefully and ultimately successfully arguing that the organization had to be inclusive and that its name should reflect its inclusivity.

What has your membership in LAW provided for you over the years? LAW always provided both social and professional support. I remember a specific instance early on when LAW wrote to the Chief Judge of the U.S. District Court encouraging him to select me as a delegate to the Sixth Circuit Judicial Conference. Although I had previously served as his law clerk, it might not have occurred to him to select me without LAW support. (At that time, most of the delegates were white men, and the current open attendance system did not exist then.) As much as anything at that time, LAW was a vehicle to sensitize the male-dominated bench and bar to include women in areas that were theretofore reserved for men. In that respect, I think it also paved the way for my election as the first woman president of the Nashville Bar Association and my acceptance by the bar.

What has changed about LAW and/or the Nashville legal community since LAW was formed? The goals of L.A.W. have expanded to recognize the need for diversity in the profession, both in terms of minority lawyers and types of law practice. What has changed in the legal community is a greater acceptance of women in the practice of law and on the bench.

You were the first female president of the Nashville Bar Association. How have the practice of law and leadership opportunities changed for women since then? First and foremost, there are now many more women practicing law. When I graduated from law school in 1978, there were so few women lawyers that they knew most of the other women lawyers. In looking through the 1985 LAW directory, I knew most (but surprisingly not all) of the women lawyers practicing in Nashville. Now, in looking at the current LAW Board of Directors, I know very, very few. (The exceptions are the old standbys, Marietta Shipley and Nancy Corley, and, of course, Melanie Grand!) Second, there are many more women on the bench, and there are some women judges I don't know. There have been many women presidents of the Nashville Bar since 1987, many of whom I don't know. Although that makes me a little nostalgic, that's really a wonderful thing! Women in leadership positions and women judges are no longer novelties. That is not to say, however, that there is less need for LAW. The legislative attempt to oust Chancellor Lyle rebuts any idea that women (whether in the practice of law, on the bench, or otherwise) have achieved full equality. LAW's recent role in support of Chancellor Lyle clearly shows that LAW continues to have a significant role in promoting, encouraging, and supporting women lawyers and women judges. The effort to achieve full equality of women in the legal community continues to be an ongoing and much needed endeavor, and LAW remains a vital part of that noble battle.

¹"To promote the efficient administration of justice and the constant improvement of the law, especially as it relates to women; to advocate the selection of qualified women to the bench and to work for the improvement of the overall quality of the bench; to encourage the participation of women in existing bar

organizations, particularly at the committee and officer levels; to draft, lobby and monitor legislation of concern to women; to monitoring and/or participate as amicus curiae in litigation involving issues of concern to women; and to promote career opportunities for women within the legal profession and act as a clearinghouse for job openings and referrals.”



Past President's Spotlight Christen Blackburn 2019-2020

Why (and how) did you first get involved in LAW? I learned about LAW soon after I moved to Nashville. I was working at a firm with very few women lawyers and wanted to connect with other women in the profession. I wanted to find a group of both mentors and peers who could relate to my experience and help me navigate my career as a woman lawyer. Soon after joining LAW, I met Laura Baker. She took the time to introduce me to a number of amazing women, and I quickly made great friends throughout the organization. When Laura became President, she asked me to serve on the programs committee. I loved being actively involved in an organization that supported and encouraged the promotion of women lawyers. I have spent the past eight years serving in some capacity on the LAW Board, as a chair of several committees, Secretary, President Elect, President, and now as Immediate Past President.

What's your favorite memory from your time serving as LAW's president? As President from April 2019 through April 2020, my fondest memories are of all our in-person events! From LAW lunches, networking happy hours, CLEs, Lean In Circles, and other special events, I loved being able to connect in person with LAW members. However, I think my proudest memories of my time as LAW's President revolve around our kicking off a year-long celebration of the 100th anniversary of the ratification of the 19th Amendment. We joined women's organizations across the city and state at the Women's Suffrage Monument in Centennial Park. We celebrated with women leaders, judges, legislators, and elected officials at the Historic Hermitage Hotel. We gathered with women's book clubs throughout Nashville in reading Elaine Weiss's *The Women's Hour* and heard directly from the author about the ceaseless dedication and personal sacrifice these women endured to earn us the right to participate in our own government. Through these events, I was reminded how incredibly effective women can be when we come together to create change, and I was so proud that our organization could play a central role in recognizing the accomplishments of women who paved the way!

What has changed about LAW and/or the Nashville legal community since you first got involved in LAW? Since I first became involved in LAW, I have seen many more women become leaders in the legal community, which I attribute in large part to the support and encouragement of LAW. I have seen women lawyers promoted to practice leaders, managing partners, and presidents of their firms. More and more women are becoming General Counsel for Nashville's largest businesses. Women have been elected and appointed to Chancery, Criminal, General Sessions, and our appellate courts. In fact, women now make up the majority of our State's highest court! And as women continue to rise in leadership, I notice the effects of their influence. Law firms and companies are embracing the value of diversity in our profession and are making changes to ensure there are more opportunities for women to succeed and thrive in the practice of law.

What do you hope LAW's role is in the Nashville legal community going forward? I hope LAW continues to provide an inclusive and dynamic environment for member networking and mentorship for women lawyers. I also hope to see LAW continue its mission of promoting the constant improvement of the law, especially as it relates to women. I hope LAW continues to serve as an advocate for the increased numbers of women on the bench and in firm and corporate leadership, promotes career and community service opportunities for women, and fosters public dialogue about unjust societal discrimination and bias in the profession, as it has for the past 40 years.

LAW's 2021 ATHENA Award Nominees

LAW is thrilled to announce its 2021 for the Nashville ATHENA Award Program: Laura Smith for the ATHENA Award and Michelle “Shellie” Handelsman for the ATHENA Young Professional Leadership Award. The traditional ATHENA Award celebrates women who demonstrate excellence, creativity, and initiative in their profession, contribute to their community, and mentor other women. The ATHENA Young Professional Leadership Award highlights emerging women leaders between the ages of 25-40 who demonstrate excellence in their profession and improve the quality of life for others in the community while serving as role models for other young women both personally and professionally. The recipients of these awards will be announced on June 25, 2021, at the 31st Annual Nashville ATHENA Award and Scholarship Program.

ATHENA Award Nominee: Laura Smith



Laura Smith is Vice President and General Counsel for Nashville Electric Service (“NES”), the 12th largest publicly-owned electric utility in the nation. As Vice President and General Counsel, Smith oversees all internal and external legal matters; local, state, and federal government relations; community involvement; claims; regulatory compliance; economic development; and business continuity and strategic planning. Smith joined NES in 1993 as a newly-licensed lawyer. Over her career at NES, she has held both legal and business-centric positions until being appointed Interim General Counsel in 2010 and Vice President and General Counsel in 2013.

Smith is a recognized leader within the Nashville legal community. In 2019, she served as president of the Nashville Bar Association (“NBA”). She served as an NBA board member from 2016 through the present, Secretary in 2009, and Assistant Treasurer/Treasurer in 2004-2005. She became a Fellow of the Nashville Bar Foundation in 2010 and the Tennessee Bar Foundation in 2016, honors which recognize leadership in the bar and the broader community. She earned the honor of “Best of the Bar” by the Nashville Business Journal in 2017, 2018, 2019, and 2020.

In 2018, Smith was admitted to the bar of the United States Supreme Court. She co-chaired the inaugural Marion Griffin Women’s Scholarship in 2017.

An avid community volunteer and nonprofit leader, Smith has served as chair/president of the boards of a number of local organizations, including The Women’s Fund of the Community Foundation of Middle Tennessee, FiftyForward (formerly Senior Citizens, Inc.), CABLE, Big Brothers of Nashville (now NeedLink Nashville), Women in Numbers (WIN), and the Nashville Women’s Political Caucus (now Women’s Political Collaborative of Tennessee). Smith is a board member for Habitat for Humanity of Greater Nashville and the Nashville Bar Foundation and has previously served on the boards of the Center for Nonprofit Management, Girl Scouts of Middle Tennessee, and Urban League of Middle Tennessee. Smith is an alumna of Leadership Donelson-Hermitage (2003) and Leadership Nashville (2008). In 2015, she accepted an invitation to join the Tennessee Chapter of the International Women’s Forum, a membership organization of more than 7,000 accomplished women from 33 nations.

In her nonprofit service, Smith has led a number of important endeavors. As president of Big Brothers of Nashville, she spearheaded a board-driven effort to save the hundred-year-old organization from financial and operational ruin. With CABLE, she directed the effort to address gender equity on the boards of publicly-traded companies, culminating in a state-wide study—the first of its kind in Tennessee—examining the gender composition of boards for companies headquartered in the state. And at FiftyForward, she was a core team member in the decision to re-brand the organization formerly known as Senior Citizens, Inc.

Smith is the recipient of a number of honors and distinctions, including Nashville Lifestyles Women in Business (2017), the YWCA Academy for Women of Achievement (2014), Big Brothers Big Tribute (2010), and the Nashville Business Journal’s Women of Influence (2008).

A native of Miami, Florida, Smith received her Bachelor of Arts in Political Science (1989) from the University of Florida and her Juris Doctor from the University of Florida College of Law (1992). She lives in the Germantown historic neighborhood of Nashville with her 85-pound rescue dog, Barkleigh.

ATHENA Young Professional Leadership Nominee: Michelle Handelsman



Michelle “Shellie” Handelsman owns her own law practice, Handelsman Law, and practices in the areas of estate planning and probate law, entertainment and sports law, intellectual property law (copyright and trademark), and business law. She handles both transaction work and civil litigation.

Originally from Pittsburgh, Pennsylvania, she received her Bachelor of Music in Performance *summa cum laude* from Berklee College of Music in Boston, Massachusetts. Handelsman is licensed to practice law in Tennessee, Pennsylvania, and the U.S. District Court for the Middle District of Tennessee.

Handelsman earned her law degree *cum laude* from Belmont University College of Law, where she was a founding member of both the Belmont Law Review and Board of Advocates, and was a research assistant to the Honorable Alberto Gonzales. Previously, she worked as an attorney at Shuttleworth PLLC, the Law Office of John Cobb Rochford, the Everhart Law Firm, and the Law Offices of George B. Handelsman. Additionally, she worked as an unemployment appeals hearing officer for the Tennessee Department of Labor Appeals Tribunal, a legal intern for the Nashville Predators, and a legal intern for the Volunteer Lawyers and Professionals for the Arts.

Handelsman serves as co-chair for the Nashville Bar Association’s Entertainment, Sports & Media Law Committee and on the executive board for LAW. She is also a member of the Estate Planning Council of Middle Tennessee, the Nashville Sports Council, the Country Music Hall of Fame, and the Tennessee Bar Association.

In 2018, Handelsman received the Nashville Bar Association's President's Award. In 2019, she was awarded the CLE Excellence Award from the Nashville Bar Association and graduated as part of the 2019 Nashville Bar Foundation Leadership Forum Class. In March 2020, Handelsman was awarded the Rising Star Award from LAW.

In her spare time, Handelsman competes in Spartan races, plays softball for the Nashville Bar Association’s Lawyers’ League, goes to concerts and sporting events, and spends time with her golden retrievers, Dakota and Decker.

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New Member Spotlight

Mallory Atcheson

Where are you from? Tell us about your path to practicing law. I am originally from Illinois. I grew up in a small town in Southern Illinois and went to college at the University of Illinois before moving to Nashville in 2012. I-L-L!

I always knew I wanted to go to law school. My father was a part of the criminal justice system, so I always imagined I would end up being a prosecutor; however, the law school classes that intrigued me the most ended up being the corporate and discovery ones, so right out of law school I took a job consulting for Deloitte & Touche.

What do you do professionally, and what is your favorite part about your job? I am currently Head of Legal Data Analytics at the law firm of Nelson, Mullins, Riley, Scarborough & Encompass. In this role, I lead a team of counsel and analytics technologists to advise and defensibly utilize technology to enhance litigation strategy and save clients time and money pertaining to information governance, privacy compliance, electronic discovery, and litigation. My favorite part of this job is the cutting-edge nature of it. This type of technology for strategy and savings is relatively new, so many of the cases I get to work on are defining the legal landscape of this industry in the future.

What brought you to Nashville? My hometown in Southern Illinois is just a few hours away, so it was always a town I knew that I wanted to come to. I love the small-big town atmosphere, live music, and endless activities around town. When the opportunity arose after college, I moved to Nashville and haven't looked back!

Tell us about your family. I am married to my wonderful husband, Alex, who is in the technology space for a company out of Silicon Valley called Keep Truckin.' We have a four-year-old corgi named Ginsburg and the most adorable and wild one-year-old daughter, Myer Mae.

What are your hobbies? In my free time I love spending time with my daughter, attending concerts, and painting.

What is your favorite quote, piece of advice, or a motto you try to live by? "Do not go where the path may lead. Go instead where there is no path and leave a trail." Ralph Waldo Emerson

What woman inspires you the most and why? Evident by my dog's name, Ruth Bader Ginsburg is an inspiration to me. I would not be able to be the woman I am today without the path she forged for all of us and am eternally grateful for her courage and commitment.

Legal Observer Training CLE Recap

By Emily Warth

On March 10th, LAW hosted a CLE with Tom Castelli and Stella Yarbrough of the ACLU. During the informative session, Tom and Stella educated the group on some of the basics of the first amendment and free speech, including how the government can lawfully restrict speech, such as restricting where, when and how one exercises their First Amendment rights, and also highlighted some recent legislative acts and proposed legislative acts that might further curtail the ability to protest and march for various causes.

Tom and Stella also gave an overview of the role and requirements of a legal observer. A legal observer is charged with serving as an impartial observer at marches, parades, rallies, protests, and vigils. By serving in that role, a legal observer documents police interactions with demonstrators and serves as a deterrent for abuse. Thomas and Stella then walked through the do's and don'ts of serving as a legal observer, including maintaining neutrality, what to document, how to identify potential risks while observing and what to do when you do, and how to interact with the police while serving as an observer. It was a great session that educated

What to Document

- **Dialogue:** What is being said? Who is saying it (police/protestors)?
- **Interactions:** What happens when two different groups of demonstrators intersect? Who is speaking? Is there physical contact?
- **Physical Limitations:** Are the police physically limiting demonstrators? Are the demonstrators following those limits? Who is not? How are the police responding?
- **Law Enforcement:** How are they speaking? Who are they talking to? Are they cautioning/threatening/reprimanding protestors? Are they asking for ID? Are they recording protestors? Are they wearing riot gear?

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Emily is a 2020-2021 Newsletter Editor. She is an Assistant General Counsel at Asurion.

Recap of “A Shot in the Arm for the Workplace: A Look at how COVID-19 Vaccine Policies Can Help (or Potentially Hurt) the Return to In-Person Workforces”

By Hannah Kay Hunt Freeman

LAW held a CLE on March 23 about whether employers can encourage or even require employees to be vaccinated as part of an effort to return to the pre-pandemic workplace. The three speakers were Perry Scanlan, Phd, and Jane Semler, both Professors of Allied Health Sciences at Austin Peay State University, and Kara Shea of Butler Snow LLP. During the session, the group provided an overview of COVID-19 and its variants, the effectiveness of vaccines, and the legal frameworks at play when implementing workplace vaccine policies.

After touching on the likelihood of how the COVID-19 variants may continue to spread and the effectiveness of the currently available vaccines, the panelists discussed the unique legal issues spurring from whether employers may issue vaccine mandates in light of the fact that the FDA approved the vaccines through emergency use authorizations, resulting in a lack of clarity on the ramifications of whether employers can presently mandate vaccines. Kara Shea noted her concerns over employers’ potential liability under claims not covered by the EEOC or OSHA, such as state laws covering retaliation and wrongful termination. Kara further examined how employers may approach encouraging or requiring vaccinations under current federal law, guidance from federal agencies, and pending state legislation, as 23 states have introduced legislation banning employers from requiring workers to get vaccinated against COVID-19 or other infection diseases. The session closed with legal and practical considerations employers should examine in determining their approach to employees’ vaccination status and creating safe, healthy workplaces during the pandemic.

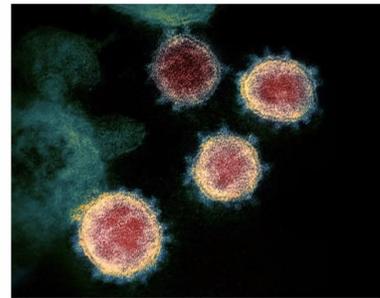
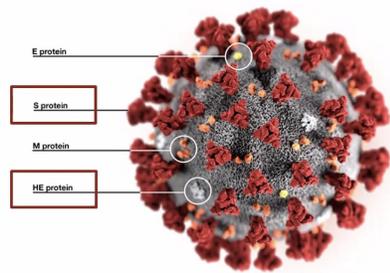


Photo courtesy of National Institute of Allergy and Infectious Diseases

SARS-COV-2 KEY MEMBRANE PROTEINS



Hannah Kay Hunt Freeman is a 2020-2021 Newsletter Editor. She is an attorney with Butler Snow LLP, where she is a member of the Commercial Litigation Practice Group, as well as the Appellate Group and Construction Law Task Force.

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