

# LAW MATTERS

## Virtual Marion Griffin Women's Symposium

September 23, 2021

9:00 am—1:00 pm on Zoom

## What We Have Learned From The Past Year And How We Can And How We Can Grow



Keynote Speaker

Tennessee State Representative  
London Lamar

91st District

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## PRESIDENT'S MESSAGE

by Kimberly Faye

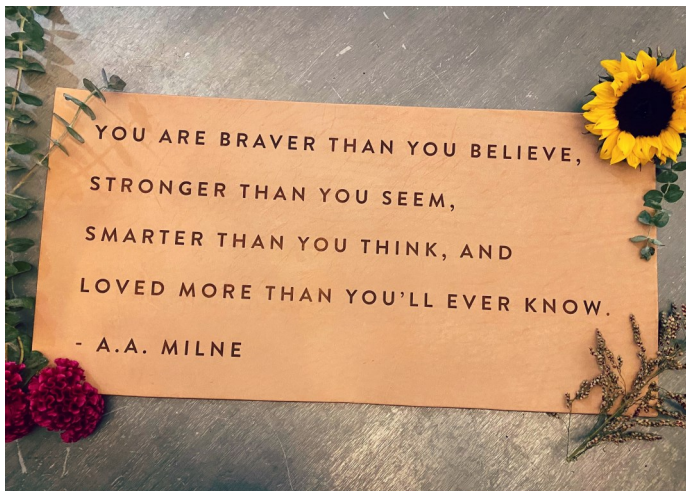


I want to start this message by reminding everyone to please sign up for LAW's 2021 Marion Griffin Women's Symposium, which will be a virtual program the morning of Thursday, September 23. LAW's biennial Symposium began in 2017, and provides a unique collaborative forum with networking opportunities for attendees, inclusive of local women lawyers, judges, law faculty, and law students. This year, the Symposium theme is "What We Have Learned From The Past Year And How We Can Grow." Given that we are slipping back into the virtual pandemic life, I believe this program will be informative and timely for our members. Those who purchase a ticket to

the Symposium are invited to attend the outdoor kick-off reception the evening of September 22, from 5:30 - 7:30 pm, at the home of Meera Ballal. A very special thank you to Meera for the large, open, outdoor space that she is providing. I hope to see many of you there!

On the topic of the pandemic, which unfortunately seems to be primarily what most of my messages are about these days, we have two updates to share with our members. First, in light of the resolution recently passed by Metro Nashville Council urging the Metro Public Health Department to implement an indoor mask mandate, and the fact that many law firms, businesses, and other organizations have already implemented indoor mask mandates, the LAW Executive Board recently voted to implement an indoor mask mandate for LAW events. That being said, the only *indoor* event on the books right now is the New Admittees' Breakfast at the Music City Center. That brings me to the second update. Although we had hoped to have more of our CLE monthly luncheons in person this year, we have decided to go virtual through at least January 2022. As an organization, we believe that is the responsible thing for us to do at this time for our members. However, that does not mean we will not look for ways to host networking and other events outdoors, especially with the weather getting a little cooler.

I end with sharing a quote that I have displayed in my house that I find to always be a much needed reminder and note of encouragement, especially in the midst of trying to balance pandemic life and some version of back to normal life. I hope that you find encouragement from it as well. "You are braver than you believe, stronger than you seem, smarter than you think, and loved more than you'll ever know." – A.A. Milne.



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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](http://www.law-nashville.org).

# 2021 Virtual Marion Griffin Women's Symposium

We will look at both substantive law changes that arose from our experience plus look at how we as attorneys can grow both in attorney well-being and personal branding. How can we maintain boundaries in the ever changing remote work environment? How can we increase our business and presence as social interactions increase?

**Breakout Session One: 9:15 - 10:15 a.m. Attendees will choose one of the following courses:**

## **What Is Your Personal Brand And Why Is It Important? - Dual Credit**

Believe it or not, you influence 68,000 people during your lifetime. Most of this happens unintentionally and without thought. Your influence can be positive or negative and your practice is profoundly impacted by this power. What if you knew how to create your brand and influence people in a way that they became more attractive to your services, your firm, and to you?

In this engaging session, former Nashvillian and LAW Member, Tea Hoffmann, of Law Strategy Corp, will explain the importance of personal branding and provide proven tactics to enhance your brand immediately.

Read more about Tea [here](#).



## **Impact of Remote Working and Post-Pandemic Changes for Transactional and In- House Lawyers - General Credit**

According to the American Bar Association, 67% of law firm professionals want to stay partially remote after the pandemic. With fully remote to partial remote work becoming the new normal for many firms, the question becomes how do you maintain relationships with clients, coworkers, and employees. This panel will focus on the challenges that transactional and in-house lawyers faced over the last year and provide suggestions for collaborating with coworkers and employees as well as developing and maintaining a relationship with clients and referral sources.

Panelists:

Laura Smith is General Counsel for Nashville Electric Service (NES), the eleventh-largest municipally owned electric system in the United States. A legal and management professional with over twenty-eight years' experience, Ms. Smith currently oversees NES's internal and external legal matters, local, state and federal government relations, compliance, claims, strategic planning, business continuity planning, and community involvement activities. Read more about Laura [here](#).



Mollie Gass is an Attorney at Rudy Winstead and Turner where practice focuses on administrative law, real estate, and general business law. Prior to entering the private sector, she was an attorney at the Tennessee Department of Health, where she focused on disciplinary actions related to inappropriate prescribing by healthcare professionals, including medical doctors, osteopathic physicians, physician assistants, and advanced practice registered nurses. Read more about Mollie [here](#).



Alé Dalton is an Associate in Bradley's Nashville office where assists clients in the healthcare industry with a wide range of transactional, operational, and regulatory matters. Her practice focuses on providing counsel during mergers and acquisitions, as well as guiding clients through issues that arise from the complex nature of operating in a highly regulated industry . Read more about Alé [here](#).



**Breakout Session 2: 10:30 - 11:30 am Attendees will choose one of the following courses:**

**Virtual Litigation - General Credit**

Description - This presentation will focus on litigating in a virtual world. The presenters will provide practical tips for taking and preparing for depositions, appearing for hearings, and participating in mediations virtually while still adhering to the Federal Rules of Civil Procedure and the Federal Rules of Evidence. This is still uncharted territory for many attorneys, but the presenters will provide lessons learned and best practices for attorneys to litigate virtually.

Panelists:

Kimberly Veirs is an Associate at Bass Berry & Sims where she represents employers in state and federal litigation related to discrimination, retaliation, and wage and hour compliance. Kimberly also counsels clients in all facets of employment law, providing counsel with respect to state and federal employment law compliance. Read more about Kimberly [here](#).



Margaret V. Dodson is an Associate at Bass Berry & Sims where she represents clients in connection with class action defense, internal and government investigations and disputes involving securities laws and consumer finance laws. With a focus on the healthcare industry, she also represents clients in the financial services and technology industries. Read more about Margaret [here](#).



Briana Sprick Schuster concentrates her legal practice on complex business and commercial litigation matters, helping companies achieve cost-effective, creative and favorable resolutions no matter how challenging the dispute. Briana also counsels clients in their contract and business negotiations to help them avoid costly future disputes, advising clients related to breach of contract, fraud, misrepresentation, interference with business relations, and other business torts. Read more about Briana [here](#).



### **How To Find Calm, Control, and Connection at Work - Dual Credit**

Description - Tara Owens Antonipillai will host a session on how to find calm, control, and connection at work. In doing so, Antonipillai will provide insight on practices that are particularly helpful for high-achieving lawyers. Antonipillai will discuss how the pandemic has particularly affected lawyers' health and wellbeing and how to integrate the lessons we have learned from the pandemic in our post-pandemic practices.

Presenter - Tara Owens Antonipillai is the Founder of Cultivate. Her expertise in professional well-being comes from a career in Big Law combined with her experience and education in mindfulness and positive psychology. She helps law firms and other organizations develop and expand workplace well-being programs. Read more about Tara [here](#).



**Keynote Session - 11:45 am - 12:45 am**

**Recent legislation regarding women and children during the 111th and 112th Tennessee General Assemblies - General Credit**



Tennessee State Representative London Lamar is a third-generation resident of Tennessee's 91st District. She currently serves as the State Representative for District 91, is the second youngest legislator in the current 112th TN General Assembly, and is the youngest woman serving in the TN General Assembly. Representative Lamar serves as Secretary of the House Democratic Caucus, and Chair of the Shelby County Delegation of State Legislators and currently sits on the notable Finance, Ways & Means, and Criminal Justice Committees. She has passed ten pieces of legislation in the State House, and 6 are public laws.

Representative Lamar graduated from Central High School in Memphis in 2009, finishing at the top of her class. She received her Bachelor of Arts degree in Political Science with minors in Sociology and Intercultural Studies in 2013 from Saint Mary's College in Notre Dame, Illinois, a pioneer in women's education since 1844, where women develop their talents and prepare to make a difference in the world. It was at St. Mary's Representative Lamar became committed to her pursuit of being a dedicated civil servant who inspires and motivates her peers to be effective change agents for their futures and their families.

Representative Lamar is a strong supporter of public education in her district. She engages parents and community members in failing school districts to utilize their voices and vote on policies that impact the school system and its students. An advocate for national, state, and local policies that support families and healthcare, she has run several state and local campaigns that contributed to helping other goal-oriented community leaders get elected into office.

She served as President of the Tennessee Young Democrats from 2015-2019. During her tenure, she encouraged youth to make changes in their communities through civic engagement programs, voting and running for offices at all levels. She holds memberships in the National Organization of Black-Elected Legislative Women (NOBEL Women), National Caucus of State Legislators, and National Black Caucus of State Legislators. She is a graduate of Emerge Tennessee 2017 Fellowship, New Leaders Council (NLC) Nashville 2015 Fellowship and was selected as the Memphis Flyer's Top 20 under 30 Class of 2015, Memphis Top 40 under 40 Class of 2017, and The New Tri-State Defender Legends and Leaders Awardee! She also served as Vice-Chairwoman of the Black Caucus of the Young Democrats of America.

# August Membership Meeting Recap

## By Amanda L. Bradley



On August 17, 2021 LAW met for our monthly CLE/lunch meeting, offered as both an in-person event and in a virtual format. The topic was “Ethical Issues for Attorneys Serving on Nonprofit Boards.” In keeping with our nonprofit theme, the meeting was held at Helping Our Music Evolve (HOME), a Nashville nonprofit that is a music community center where musicians and music lovers of all genres can learn, grow and experiment. HOME makes it easier for the music community to find each other, access the industry and leverage the professionals who can help them further their careers.

Lawyers are invited to join the boards of nonprofit corporations for a variety of reasons, the best of which relate to the judgment and analytical and communication skills lawyers may bring to bear. Service on nonprofit boards, however, often presents lawyers with irresistible opportunities to exercise their legal training, with potential ethical implications. This program re-

viewed the most troublesome of those ethical considerations, including issues relating to whether simply serving as a director can create a lawyer-client relationship, present conflicts of interest, or raise concerns regarding competence.

Our panel consisted of Miranda Christy, Tabitha Robinson, and Ed Landquist. Miranda Christy is an attorney at Dodson Parker Behm & Capparella P.C. where her practice focuses largely on finance, business transactions, and real estate, advising various clients on acquisitions, dispositions, financing, development, and leasing. She also counsels non-profit organizations and has experience in conservation easements and conservation finance. Tabitha Robinson is a staff attorney at Nashville Electric Service with a focus in workers' compensation, bankruptcy, probate, tort law, contracts, policy drafting, and internal affairs. Tabitha volunteers for and serves on the boards of many area nonprofit community and professional organizations. Ed Landquist is a co-founder of Patterson Intellectual Property Law. His practice is focused on patent, trademark, and copyright litigation, intellectual property counseling, trademark prosecution, and technology law. During his 30 year law career, Ed has immersed himself in volunteering for many area nonprofit community and professional organizations serving in dozens of leadership roles. He is also serves as General Counsel for the Tennessee Bar Association.

We thank our esteemed panel for speaking on this topic, and HOME for hosting the event.



*Amanda is a 2021-2022 Newsletter Editor. She practices mainly family law with the firm of Hartzog & Silva, PLLC in Franklin, Tennessee.*

# Time Management and Productivity

By Amanda L. Bradley

Time management and productivity are some things I struggle with not just as an attorney, but as a woman diagnosed with ADHD as an adult. My day inevitably starts with me walking into my office with a game plan of what needs to get done that day, and by 10 a.m. that plan is shot. In the private practice of law we are often not the masters of our own schedules. Things come up, and plans have to be adjusted. Here are a few life hacks I've implemented to help me have a more productive work day.

**The Pomodoro Method** – The Pomodoro Method is the single biggest tool I use to help stay focused on whatever task I'm working on. The theory behind it is you operate on a timer of 25 minute-increments of productivity followed by 5-minute breaks. After four Pomodoro cycles, you get a 15-minute break. I downloaded this [Google Chrome extension](#) to use and the little tomato icon pops up with a countdown timer so I can visually see how much time I have left to focus. It helps me focus in short spurts and put off the distractions or urges to "just check something online" that often leads to a rabbit hole of Facebook scrolling, because with the timer, I can see a break is coming soon. I reward myself during my 5-minute Pomodoro breaks to check my personal email, Facebook, or Twitter, and then the timer alerts me that the break is over and it's time to get back to work. Reluctantly, I close that other window, and restart the Pomodoro timer and back to work I go.

**Give yourself set times to check email** – we can spend our days responding to emails and nothing else if we're not careful. To maximize productivity, give yourself set times every day to check and respond to email, for example, first thing in the morning, after lunch, and at the end of the day. Close your email application at all other times to remove the temptation to respond to emails "real quick" instead of working on whatever project you need to focus on. And for goodness sakes, turn off those pesky notifications at the bottom of your screen that alerts you to new emails! It's visually disruptive and breaks your concentration for whatever requires your attention. If leaving your email inbox regularly closed totally sends you in a panic, give yourself permission to close it at least when you are working on a task that requires high concentration. Those emails will be waiting on you when you finish.

**Find tech that works for you** – I use Evernote and Workflowy - these are websites I access from my lap top but also have aps for my phone, so I always have access to them. [Evernote](#) bills itself as a productivity app to "Remember everything and tackle any project with your notes, tasks, and schedule all in one place." It features templates for lists, calendars and notes and has the ability to scan and save notes or clip web pages, add tags and sort into notebooks. Evernote is where I save snippets of information I know I'm going to need in the future. [Workflowy](#) was recommended to me by another attorney last year. I've only begun to tap into what all it can do, but it is a web-based outliner. Workflowy as drag and drop nested lists that you can expand or collapse with a click of a button. It's helpful for me to collapse what I don't need to see to eliminate visual clutter. I use Workflow checklists for monthly billing and tasks for open cases. Both Evernote and Workflowy have free and paid versions. The free versions suit my needs just fine.

I hope some of these tips help. If you have other tips you'd like to share with the LAW community, please send them to me [here](#).



*Amanda is a 2021-2022 Newsletter Editor. She practices mainly family law with the firm of Hartzog & Silva, PLLC in Franklin, Tennessee.*



## Board Spotlight

### Treasurer

# Leighann Ness



**Where are you from? Tell us about your path to practicing law.** I was born and raised in Hendersonville, Tennessee. My sister and I were the first in our family to go to college. I finished undergrad at San Diego State University in 2000. I was ready to start working, so I took a random administrative job. I eventually started working for a healthcare company managing some litigation matters, where I worked with attorneys on a regular basis. I realized I could do what they did, so, I started the process of taking the LSAT and applying to law schools. It was the best decision I ever made. I loved law school and have loved everything I have done since!

**What do you do professionally, and what is your favorite part of your job?** I work for HCA Healthcare as an operations attorney serving our physician practice operations and development/acquisitions in Dallas, Austin, and El Paso, Texas. I love that I work with the local teams to help them accomplish their goals, and that we have to work together to overcome many obstacles along the way. It is always challenging, but also rewarding.

**What leadership roles have you had with LAW?** I have served as First and Second Year Director, Secretary, Archives, and Treasurer.

**What is your favorite part of LAW?** I like that we are a community of similarly situated people with the same struggles and desires. It is helpful to see that we are not alone and see and learn from the ways that others manage their work, family, and free time to create balance.

**Describe yourself.** Hmmmm. This is always difficult. If I think about what my close friends might say, I think they would describe me as loyal, loving, accepting, and hard working. The thing I could probably work on most is that I worry a lot . . . mostly about things that are not in my control or that happened in the past or might happen in the future. Practicing and teaching yoga is my favorite hobby, which helps me tremendously with feeling more balanced, present, and peaceful!

**It's a Saturday night in Nashville (pre-COVID-19) - what are you up to?** Probably just hanging out with friends. At this point, I barely remember pre-COVID life! Through COVID, I became much closer with several of my neighbors. On Saturday nights now, we are all usually together out on the lake or at one person's house or another, playing games, listening to music, letting our kids play, etc.

**Facebook or Instagram?** I have had Facebook since I started law school in 2009, and just joined Instagram a few weeks ago, but only to get ideas for teaching yoga classes. I do not spend much time on social media, but I do like seeing what friends far away are doing sometimes!

**Phone call or text?** Mostly text.

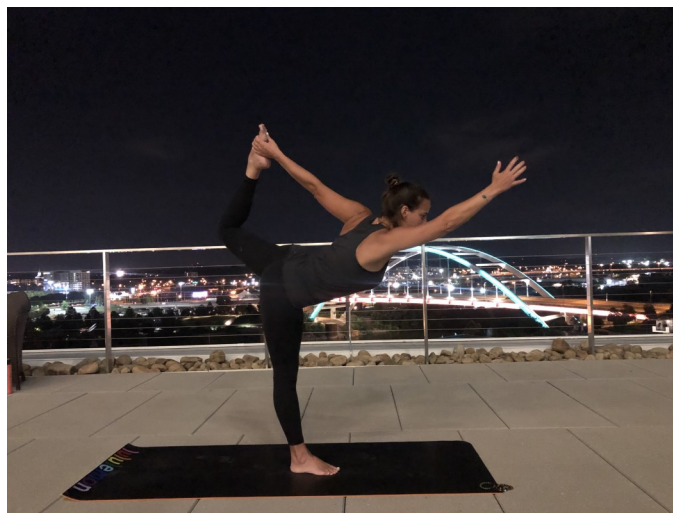
**Netflix or Hulu?** Netflix! *Schitt's Creek* was my latest binge. Loved it so much!

## Stretch N Sip – a Soothing Success

On Wednesday, September 1, 2021, LAW members gathered on the rooftop patio of law firm K&L Gates in downtown Nashville, overlooking Ascend amphitheater and the Cumberland River, for a little yoga and networking. This outdoor event was sponsored by the LAW Health & Wellness Committee. With time for wine and networking both before and after the class, the hour-long yoga class was led by LAW board member Leighann Ness. Leighann works for HCA as in-house counsel, but she recently achieved her teacher accreditation at Santosha Yoga in Hendersonville where she teaches in her free time. Leighann also teaches private classes for neighbors and small groups such as bridesmaids on a wedding weekend or any sort of women's or co-ed group get together.

LAW members were treated to a gorgeous sunset on this summer night, and a relaxing flow yoga class to help de-stress and unwind mid-week. It was a great chance to reconnect with fellow LAW members and meet new members who have joined post-pandemic. Everyone agreed that the event was a welcome respite in the middle of otherwise crazy work and personal schedules.

The LAW Health & Wellness Committee hopes to host another Stretch N Sip event this fall while the weather is still nice. Keep your eyes posted to future newsletters and social media. This is an event you won't want to miss.

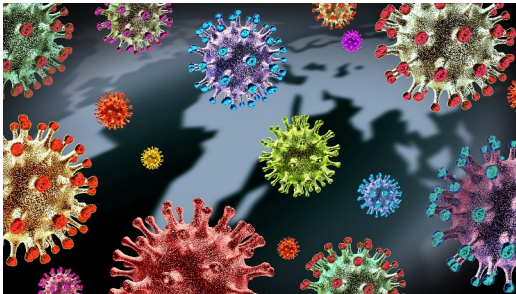


## UPCOMING VIRTUAL OCTOBER MEMBERSHIP MEETING

OCTOBER 19, 2021 12:00 Noon

### Tales from the Trenches: How Women Lawyers Mobilized to Change Traditions, the Law and the Bench

In the 1970s and 1980s, the state's growing population of women lawyers worked to effect change everywhere from the Nashville Downtown YMCA to the Tennessee Supreme Court. Hear from the trailblazers about their experiences and how those lessons can be applied to today's challenges.



### COVID-19 SAFETY ACKNOWLEDGEMENT – LIABILITY WAIVER AND RELEASE OF CLAIMS

Link to LAW's Covid-19 Safety Acknowledgement - Liability Waiver and Release of Claims for indoor events. To review this document click [here](#).



### 2021 NEW ADMITTEES' BREAKFAST POSTPONED

The New Admittees' Breakfast and the fall swearing-in ceremony will not be held on November 2nd, due to the bar exam results having a late release date this year of October 29th. We are working with the Supreme Court and the Music City Center to find a mutually acceptable date before the end of the year to reschedule the events.

# EVENT OF INTEREST TO LAW MEMBERS



## Celebrate The Power Of Women

Together We Can Make An Impact.



Impact 100 Nashville is excited to partner with N.A.W.J. Tennessee members for a networking mixer to share how we can put our minds and resources together to better our community. Please join us on Tuesday, October 12, 2021 at 6:00 p.m. at the Virgin Hotel Club. To date, thousands of Impact100 women across 60 chapters have joined forces to give more than \$90 million to transform their communities.

**60 Chapters.  
Countless Stories.**

**To Register Please Visit**

[Nashville.impact100council.org](https://Nashville.impact100council.org)  
or scan the QR code



At Least 100 Women  
Come Together



Each Woman  
Donates \$1,000



\$100,000  
is donated to a  
Local Charity

**Thank you to our Sustaining Members who support the programs,**

**Mission and purposes of LAW above and beyond the Sliding Income Scale categories.**

Mallory Acheson	Sherie Edwards	Monica Mackie	Amber Rutherford
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Chancellor Claudia Bonnyman	Laura Heiman	Karen Scott Neal	Judge Jane Stranch
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