

## MESSAGE FROM THE PRESIDENT

M. GRAY STYERS, JR.



### WHAT IS "PROFESSIONALISM"?

WE SAY WE WORK in the "legal profession." We follow the "Rules of 'Professional' Conduct." We aspire to dress and act like "professionals." The Wake County Bar Association promotes "professionalism" among its members and has a "Professionalism" Committee. Despite our frequent use of the term "professional" (or related words), how often do we think about what the word actually means or where it came from?

Derived from the Latin root *professus*, "to profess" is commonly defined as "to avow, or speak, publicly; to make an open declaration." A "profession of faith" is to declare one's belief publicly.

Through the centuries, the classic, traditional professions included clergy (to profess God), doctors (to profess health), military officers (to profess peace or aggression), lawyers (to profess justice), and teachers (to profess knowledge). In this last category, subspecialties include "professors" of chemistry (who profess chemistry), "professors" of English (who profess English) and "professors" of philosophy (who profess philosophy), etc. This list is not intended to exclude other occupations whose members act "professional," but these were the classic professions.

Historically, all of these "professions" shared common characteristics. For instance, their members wore unique clothing when functioning in their official capacity: military uniforms, clerical robes, academic regalia, etc. Although this tradition has not been maintained by attorneys in the United States (except among our judges, who wear the traditional black robes), a visit to higher level trial courts and appellate courts in the United Kingdom or former British Commonwealth countries will reveal the continuing legacy of "court dress" by the members of those bars.

Most professions also require specialized educational training and a license, ordination, or government commission in order to hold oneself out as a member of that profession. Our law schools and the Board of Law Examiners fulfill that role.

Traditionally, professions were also self-regulated pursuant to established standards of conduct. This characteristic gives rise to "professional licensing boards" that serve as good clients for many of our colleagues in the Wake County Bar. For our own profession, the North Carolina State Bar serves us well in that regard.

More important than dress codes, education and licensure requirements, or even self-regulation are, in my opinion, the motivations of "professionals." Historically, in the "classic" professions, a professional's calling was to provide service to others (including to the State or to the Church) rather than to accumulate wealth for themselves. Merchants, craftsman, manufacturers and businessman, can and do, lead virtuous lives, contribute to their communities and are upstanding citizens (and if working in a service industry, provide valuable services to their customer), but their income and occupational success is largely a function of the financial performance

CONTINUED ON PAGE 2

### Upcoming Events

WCBA "BOWLING & BEER" • July 31  
Join us at The Alley to bowl at 5:30 p.m. and socialize with WCBA friends. Please register and let us know if you'd like to reserve shoes, or if you're just planning to join the group.

WCBA FAMILY PICNIC • September 5  
Join for our Family Picnic at Pullen Park again this year, 4-7 p.m. Lots of fun favorites, and a new surprise as well this year!

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# WAKE BAR FLYER

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## Message from the President, continued

of their enterprise. In contrast (at least traditionally), members of the "professions" were generally compensated according to a set formula or rate for their objective advice and service.

Is this still true today? An ongoing discussion among lawyers and law school professors over the past 50 years is whether the practice of law is still a classic "profession" or whether it has become more like a business or trade. It is a goal – and, I believe, a primary goal – of the Wake County Bar Association to maintain, support and promote the professional ideals of the practice of law. Much of the work of our committees and many of our projects and initiatives – mentoring, public service, continuing education and others – have this goal at the core of those missions.

Individually, as we wrestle with the economic realities and pressures of law practice, it is easy to forget what it means to be a "professional." It is a difficult time economically for attorneys, and many of our sisters and brethren in our profession are struggling to keep the lights on, pay their staff and support their families. I don't minimize those challenges (In fact, I live them every day.)

But, it is important, at least once in a while, to ask ourselves, "What is it that we 'profess' as attorneys?" and to realize that our actions often "profess" louder than our words.

Is it profits per partner? Or is it public service and pro bono? In our public declarations, do we "profess" the rule of law, an independent judiciary and adequate judicial resources to efficiently and fairly administer justice? In our actions, do we "profess" high standards of ethical behavior, objective counsel to our clients, civility to our opponents and unwavering honesty to all? Are we called to the law by our desire to serve and assist others or to accumulate wealth for ourselves? How we answer these questions will determine whether we will continue to be a "profession," in the very best sense of the word. **WBF**

## A WINDOW INTO THEIR TIMES

### HISTORICAL NOTES FOR THE WAKE COUNTY BAR

BY MARK THOMAS | CHAIR, WCBA HISTORY COMMITTEE

**HALF A CENTURY AGO**, like today, Wake County Superior Court was regularly visited by judges assigned from other parts of the State. One of these jurists, Heman R. Clark, later settled in Raleigh and gave an interview to the Wake County Bar in 1997, in which he recalled his Wake County court experiences. He remembered well the pre-1970 courthouse, with its civil courtroom on the third floor. Often, the court proceedings were interrupted late in the afternoon by flocks of starlings which descended outside the courthouse and raised a great noise.

In that pre-digital era, Judge Clark also recalled a well-prepared defense attorney who came to trial with his exhibits and other papers in fourteen "shirt boxes". [Do we remember when men's shirts were sold in cardboard boxes?] "I thought", said Judge Clark, "that it was going to take me a year to read all those papers." One of Judge Clark's notable Wake County trials arose from the "point shaving" scandal involving State College basketball player Don Gallagher and three other members of the 1959-1960 State team, along with professional gamblers from New York and St. Louis. That type of case was a great shock to the Wake County community of the early 1960s. **WBF**

[Sources: WCBA Interview of Judge Heman R. Clark, September 1997.]

**NEXT BAR FLYER DEADLINE: AUGUST 15, 2014**

# RECAP OF 2014 WCBA CHARLES BRANDON HUNT LAWYER'S BASKETBALL LEAGUE

BY JASON TUTTLE | EVERETT GASKINS HANCOCK, LLP



## FINAL REGULAR SEASON STANDINGS:

- |                          |     |
|--------------------------|-----|
| 1. Team Jason Tuttle     | 5-2 |
| 2. Team Sidney Minter    | 5-2 |
| 3. Team Jeff Monroe      | 5-2 |
| 4. Team Matt Lawless     | 5-2 |
| 5. Team Geary Knapp      | 4-3 |
| 6. Team Lawrence Cameron | 2-5 |
| 7. Team Josh Apple       | 1-6 |
| 8. Team Ryan Oxendine    | 1-6 |

**THIS YEAR MARKED** the start of a lasting tribute to the late YLD President Charles Brandon Hunt, by naming the basketball league in his honor. Charles was a skilled player, fearless competitor and team captain who will be missed by all who played with him in the league. A moment of silence in Charles' honor was observed prior to the start of the championship game.

It was another great season for WCBA basketball with more than 80 attorneys participating. The makeup of the co-ed league is quite diverse with small, medium and big firms all represented, as well as governmental, non-profit and corporate attorneys, and a few judges. There continues to be a good mix of "veteran" attorneys and new (often younger) attorneys with varying basketball skill levels. The J.D. Lewis Multipurpose Center on Garner Road continues to be an accommodating venue. The owner, Dwayne West, does a great job of making sure things run smoothly.

Congratulations to Jeff Monroe's 2014 team for winning the tournament title. Team

Monroe's championship team consisted of Doug Norreen, Jack Hardison, David Sartorio, Ben Finholt, Quinton Byrd, David Boaz, Bo Walker, John South, Chris Gorman and Grant Allison. Team Monroe won a close championship game against Team Tuttle with the game being decided in the final minutes. This makes back to back championship seasons for Team Monroe.

Registration for next season will begin in November. Please contact Ryan Oxendine at 919.848.4333 or [ryan@oxendinepricelaw.com](mailto:ryan@oxendinepricelaw.com) for interest regarding the 2015 season. **WBF**



**2014 Basketball League Champions, led by team captain Jeff Monroe, celebrate their victory immediately following the game.**



# NEWLY LICENSED ATTORNEYS SWORN IN

BY RYAN SHURMAN | EVENT COORDINATOR, SWEARING-IN COMMITTEE

ON JUNE 4, the Wake County Bar Association sponsored a ceremonial session of the Superior Court for Wake County for the purpose of swearing in 21 newly licensed attorneys. During this session, held in the James K. Dorsett Auditorium of the North Carolina Bar Center, Court was opened and called to order and the Honorable Paul Ridgeway heard motions from sponsors of the newly admitted lawyers. Members of the Wake County Bar Association and, in particular, its Leadership Development and Swearing-In committees, volunteered to move the Court to admit to the Bar new lawyers who needed personal sponsors. These 21 individuals are now fully and duly licensed to practice law in the courts of North Carolina.

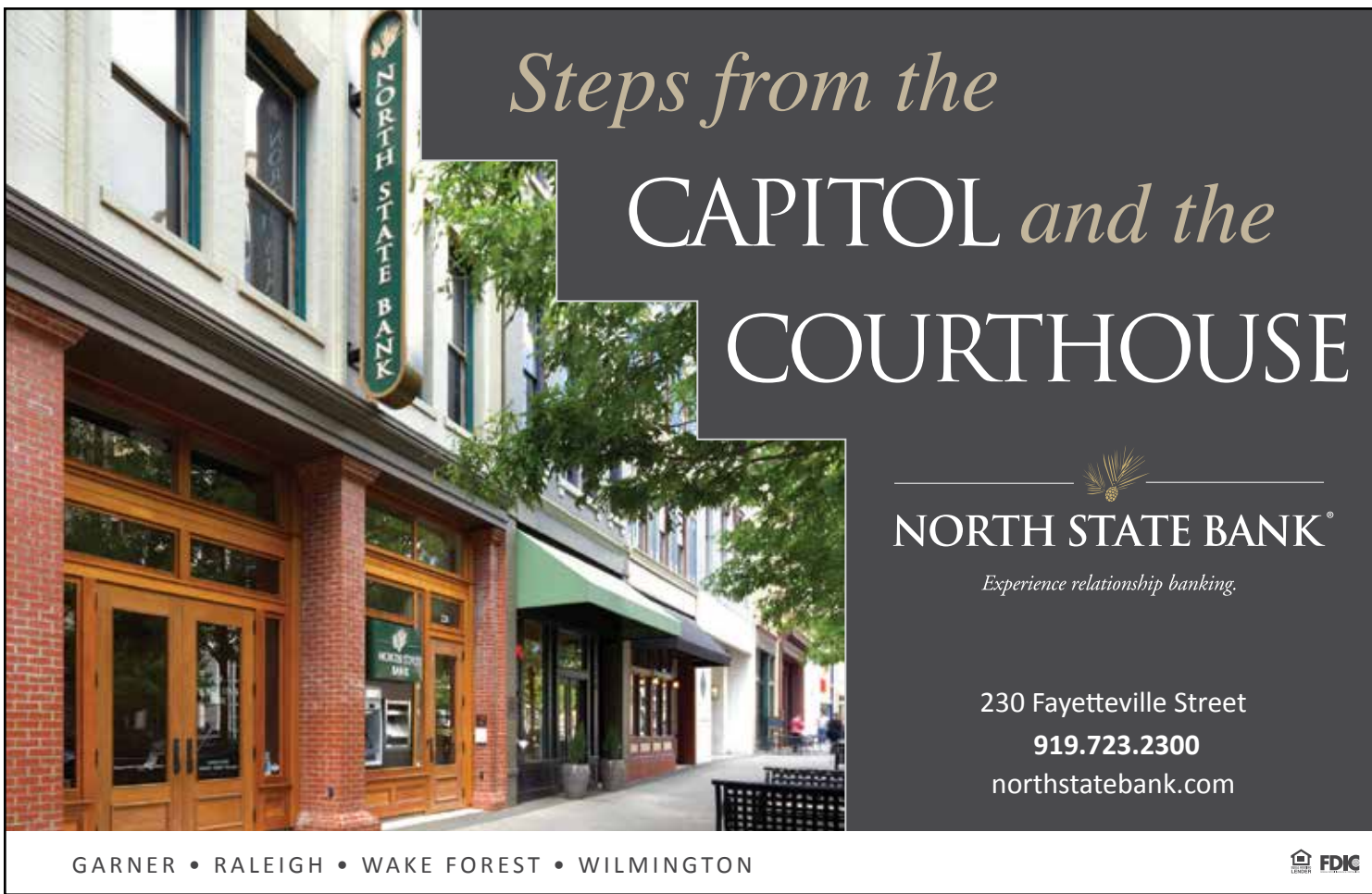
Stephen T. Smith, the recipient of the 2013 Joseph Branch Professionalism Award from the Wake County Bar Association, addressed the new attorneys with his thoughts on the meaning of professionalism. He illustrated the role lawyers play of embodying the ideals of their profession by helping people and bettering society through acts of integrity, respect and civility. He explained the relationships lawyers make with their clients and fellow members of the Bar are more important and provide greater professional value than any other measure of success. He warned against the pressures of financial security and a desire to win at any cost. Those actions are obstacles

to maintaining the civility praised by our profession in its history. Smith proposed that new admittees who refuse to abandon manners and who embrace civility in their practice do not concede bargaining power, but promote satisfaction in their professional careers. He further advised lawyers to remember that law is a privilege that comes with high expectations - that lawyers must use their knowledge of the law wisely as they advocate for their clients and promote societal improvement.


The Swearing-in Ceremony Committee and Wake County Bar Association hosted a reception following the session of Court where new admittees mingled with volunteer attorneys and celebrated with their colleagues and families.

The Swearing-in Ceremony Committee wishes to extend its heartfelt appreciation to Judge Paul Ridgeway for holding a special session of Court, and to M. Gray Styers, Jr., President of the Wake County Bar Association and the Tenth Judicial District Bar, for his welcoming remarks.

We extend a special "thank you" to our sponsor North State Bank and to all of the members of the Swearing-In Ceremony Committee for their help in organizing this event, especially Lisa LeFante and Jess Mekeel, co-chairs, and Ryan Shurman, event coordinator. **WBF**




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# GENERATIONAL DIFFERENCES: FIVE TIPS FOR EFFECTIVE COMMUNICATION

BY CAMILLE STELL | LAWYERS MUTUAL

**FOR THE FIRST TIME** in American history, we have four different generations working together. Generational differences affect every aspect of work, from recruiting new employees to building effective teams. Our communication skills are being tested with so many different generations competing to speak and be heard.

## WHO ARE THE PLAYERS?

1. Traditionalists were born from 1900 – 1945. They value patriotism, loyalty, hard word and respect. They have a “top down” approach to management. They lived through World War I, World War II and the Great Depression and were greatly influenced by these major events. Their names appear on the doors of many of the law firms across our state.

2. Baby Boomers were born from 1946 – 1964 and make up the majority of partners in law firms today. Boomers are competitive, idealistic and optimistic. Boomers plan to keep working as long as they can be productive.

3. Generation Xers were born from 1965 – 1980. They are skeptical, independent and resourceful. The divorce rate tripled during their generation and both their parents worked, earning them the moniker “latchkey kids”. They often distrust the permanence of institutional or personal relationships. Many Gen Xers are your supervising attorneys.

4. Millennials were born from 1981 – 1999 and are the majority of young lawyers and law students today. Millennials are realistic, confident and appreciate diversity. Millennials feel empowered to take positive action when things go wrong – this is an excellent trait for a young professional in a client service-driven profession. Parents of Millennials included them in the day-to-day negotiations at home, so Millennials expect as much from the office. This can lead to challenges as Traditionalists and Boomers often lead their teams with a “need to know” mentality rather than inviting all team members to participate in the discussion.

Given the potential for conflict based on these generational gaps, here are five tips to help you maneuver through these challenges.

## WHERE IS YOUR SENSE OF TRADITION?

Traditionalists and Boomers value tradition. They are proud of the law firms they built. They also experience conflict with the many changes that have happened in the legal profession. They are particularly troubled by the idea that the practice of law is viewed as a business rather than a profession. As a result, they often feel Millennials have no sense of tradition or respect for the ways things have always been done.

*Solution:* Millennials, honor the past by acknowledging that many things about the law do not change quickly. If you understand the resistance, it may help you develop better language to share your new ideas. Rather than focusing on the fact that “everyone” is using the new tools or the financial benefits, you may also want to focus on how efficiencies better serve clients. Traditionalists and Boomers, remember that financially sound business decisions today provide that the firm will be around for generations to come.

## GET OUT OF OUR WAY

Millennials are confident and are ready to take action. Millennials often express this in an attitude that says “tell us our goals and get out of our way.” This is reflected in the popular style of mentoring often requested by Millennials – situational mentoring. Boomers were the recipient of traditional mentoring that included hands-on training, shadowing partners in client meetings and



**CAMILLE STELL** is the Vice President of Client Services for Lawyers Mutual. Camille has more than 20 years of experience in the legal field. Contact Camille at [camille@lawyersmutualinc.com](mailto:camille@lawyersmutualinc.com) or 800.662.8843.

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# SCHOLARSHIP RECIPIENTS NAMED

BY ALKA SRIVASTAVA | CHAIR, ENDOWMENT AWARD COMMITTEE

RECIPIENTS OF THE 2014 WCBA MEMORIAL SCHOLARSHIP were each awarded \$5,000 to defray the cost of their law school tuition. The Endowment Award Committee of the Wake County Bar Association selected the scholarship recipients based on their scholastic and service accomplishments, financial need and connection to Wake County.

**AMANDA BROOKIE** is a rising second-year student at Campbell Law School. She has resided in Wake County for most of her life. Amanda received her undergraduate degree from North Carolina State University, where she earned a 3.95 GPA and graduated *summa cum laude*. At Campbell Law, Amanda is ranked in the top 25% in her class. This summer, Amanda will be an intern at Fife Law Firm in Raleigh and will also work as a research assistant for her property law professor.



**Brookie**

**LORNA KNICK** is a rising third-year student at Duke Law School. Lorna was born in Wake County and resided here for the first 18 years of her life. She completed her undergraduate education at UNC Chapel Hill, where she earned a 3.85 GPA and made Dean's



**Knick**

List for multiple semesters. At Duke Law, Lorna is an Anna Stafford Law Scholar and an editor of the "Duke Journal of Gender Law & Policy." She also volunteers her time with Durham County Teen Court and the Income Tax Assistance project. Lorna is currently working as a summer clerk at Wyrick Robbins in Raleigh.



**Pappas**

was splitting her summer working at both Pulley Watson King & Lischer and Cranfill Sumner & Hartzog. **WBF**

**EMILY PAPPAS** is a rising third-year student at Campbell Law School. Wake County has been her home since she was born. Emily graduated from Meredith College with a 3.8 GPA and she is currently ranked in the top 10 percent of her law school class. At Campbell Law, Emily is the recipient of an academic scholarship, has won awards for the highest grade in several courses, and also received the award for the best brief at the intramural moot court competition. Emily will be

## GENERATIONAL DIFFERENCES CONT. FROM PG. 5

the courtroom, participating in long lunches to hear war stories and many introductions to the pillars of the local bar.

**Solution:** Millennials will benefit from listening and learning. There is a good chance you will not get all of the mentoring opportunities that were available to the last generation of lawyers, but take every opportunity to receive an introduction, to show up at the local diner to hang out with the "regulars" and to ask for advice.

Boomers, take a new lawyer to lunch. Participate in the Wake County Bar Association Mentoring Program.

## HONOR YOUR OBLIGATIONS

Understand the requirements of the job before you take it. If working long hours and weekends is expected, your Boomer Boss will frown upon you having an excuse that prevents you from working those hours.

**Solution:** Communicate proactively and make sure everyone has the same expectations. Millennials, meet all deadlines. Attend required and suggested work events and networking events.

Boomers, make clear your expectations with regard to client contact, billing time, face time in the office, and availability after

hours. But also recognize that technology has forever changed the legal profession and be realistic in your expectations of face time.

## LEGAL WRITING

The most common complaint by Boomer Bosses about Millennials' substantive work skills is the lack of excellent writing skills. This skill is honed by practice.

**Solution:** Millennials, constantly strive to improve your writing. Learn from the edits and rewrites that your Boomer Boss makes to your drafts.

## PROBLEM SOLVING

Ultimately, lawyers get paid to resolve client problems. Learning how to analyze problems and search for solutions is a key in your development as an attorney.

**Solution:** Boomers, provide opportunities for your Millennials to listen in on negotiations. Talk with Millennials about possible solutions to client problems. Millennials, learn to listen to your client and understand what a "win" looks like for them.

Overcoming our stereotypes about generational differences will help us communicate effectively. **WBF**



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# MEMBER NEWS



Congratulations to WCBA Board member **TOM WORTH** who has been recognized twice since the last printing of the “Bar Flyer”: Tom was honored at the North Carolina Bar Association’s Annual Meeting in Wilmington in June by being named to the NCBA’s General Practice Hall of Fame. Additionally, Tom was recognized at the June meeting of the Professionalism Committee with an award recognizing his dedication to promoting professionalism. The award was presented by past president Christie C. Roeder.

Smith Debnam has expanded its family law practice with the addition of **LESLIE UNDERWOOD MARION**. Marion will represent clients in all matters involving separation, divorce, alimony, equitable distribution, child custody and child support, as well as domestic violence.



**Marion**

In June, Sunita Lough, Commissioner of the IRS Tax Exempt and Government Entities Division (“TEGE”), presented **MARTY MARTIN** with the IRS TEGE Commissioner’s Award. Martin’s award was given “in recognition and appreciation of dedication and outstanding personal contribution to accomplishing the goals and mission of the Tax Exempt & Government Entities Division and the Internal Revenue Service.” His citation noted the Commissioner’s Award “is the highest honor of the IRS Tax Exempt and Government Entities Division, and the highest honor we can personally bestow.” Martin is the principal for the Martin Law Firm

Cranfill Sumner & Hartzog LLP (CSH Law) announced that **CAROLYN PRATT** and **MELANIE PHILLIPS** have joined the firm’s Raleigh office as associate attorneys.

Pratt will join the firm’s Employment Law, Education Law and Municipalities and Public Entities practice groups, and Phillips will join the Family Law practice group.

Previously a CSH Law associate attorney and summer clerk, Pratt returns to CSH Law after spending two years counseling and representing private and public entities as well as institutions of higher education in employment and education law. Prior to entering private practice, Carolyn spent two years as a law clerk for the Honorable Martha A. Geer and the Honorable Robert C. Hunter at the North Carolina Court of Appeals.



**Pratt**



**Phillips**

She received her undergraduate and law degrees from the University of North Carolina at Chapel Hill.

Phillips joins CSH Law after spending two years as an associate family law attorney in California. In addition, she worked as a law Clerk for the Contra Costa County Public Defender’s Office and a Summer Honors Intern for the Correctional Law Section of the California Attorney General’s office. She is a cum laude graduate of the University of California, Los Angeles and the University of Michigan School of Law.



**Sullivan**

**MARK E. SULLIVAN**, principal of the Sullivan & Tanner law firm in Raleigh, received the American Bar Association’s Grassroots Advocacy Award in April for his outstanding support of military service members and their families.

Recognized as one of the nation’s leading experts in family law, Sullivan has focused his career on the needs of military families, serving as an educator, an advocate and a resource for practical assistance. He worked with the ABA to prevent the enactment of legislation that would harm military families by allowing federal courts to exercise jurisdiction in child custody cases that involve military parents.

**D. MARTIN WARF** has joined Nelson Mullins Riley & Scarborough LLP as of counsel in the Raleigh office. Warf practices in the areas of business and consumer financial services litigation. He has represented diverse clients from a variety of industries including healthcare, regulated utilities, local government, retail, banking, investment, and insurance. **WBF**



**Warf**



# REFLECTIONS ON CONNECTIONS

BY ED GASKINS, JR. | EVERETT GASKINS HANCOCK, LLP &  
MEGAN G. WEST, J.D. | DIRECTOR, CONNECTIONS MENTOR PROGRAM, CAMPBELL LAW SCHOOL

IN AN EFFORT to bridge the gap between the classroom and the profession, Campbell Law School piloted its Connections Mentor Program in January 2014 in cooperation with the Wake County Bar Association and the Tenth Judicial District Bar (WCBA/Tenth). The program's mission was to create a mutual and cooperative learning relationship between experienced lawyers, third-year Campbell Law students and newly-minted attorneys. The program's objectives included fostering a more complete understanding of the ethical and professional standards of the profession, clarifying those standards by providing real-world learning experiences and ethical discussions with highly respected members of the local bar and preparing law students and newly licensed attorneys for the transition to the profession by demonstrating how to practically use the skills learned in law school.

Mentoring sustains the practice of law primarily as a professional endeavor to serve the public. In an increasingly uncivil world, many states have adopted creeds of professionalism for their attorneys, including North Carolina, which first implemented Codes of Professional Conduct in 1973, superseded in 1985 by Rules of Professional Conduct which were fashioned after the American Bar Association's Model Rules of Professional Conduct.

The Preamble to North Carolina State Bar's Rules of Professional Conduct states:

As a public citizen, a lawyer should seek improvement of the law, access to the legal system, the administration of justice, and *the quality of service rendered by the legal profession*. As a member of a learned profession, a lawyer should cultivate knowledge of the law beyond its use for clients, employ that knowledge in reform of the law, and *work to strengthen legal education*. (emphasis added)<sup>i</sup>

In 1997, the WCBA/Tenth adopted a Creed of Professionalism, which holds in part:

The practice of law must be motivated by service rather than inspired by profit.... My word is my bond. Integrity is an absolute. Fairness and civility are essential.... To my colleagues in the practice of law, I offer concern for your welfare. As we work together, I will respect your personal and family commitments. *I will share my learning and experience so that we may all improve our skills and abilities*. (emphasis added)<sup>ii</sup>

Campbell Law's focus on professionalism permeates its core curriculum and has long employed mentorship as a means of learning and building relationships. For mentoring to succeed, the learning relationship between mentor and mentee must be reciprocal and collaborative, while remaining driven by the learning needs of the mentee.<sup>iii</sup>

This spring, 50 mentees (40 Campbell Law 3Ls and 10 newly admitted attorneys) were paired with mentors representing solo practitioners, large law firms, government organizations, in-house corporate counsel, and non-profit counsel, among others. Areas of specialization included bankruptcy, real estate, public interest, personal injury, criminal defense, criminal prosecution, media and communication, trusts and estates, intellectual property, First Amendment, business, government relations, as well as a vast assortment of general transaction law and litigation.

During the pilot phase (January-April, 2014), mentees collectively completed approximately 750 hours of fieldwork under the close supervision of their mentors, while mentors provided more than 350 total hours of guidance and management. As the program is fully implemented beginning with the Fall 2014 academic semester, each mentor will complete an average of fewer than twenty hours during the year, including the three hour mentor training CLE on September 4, the year-end reception for mentors and mentees in April, and other activities and events scheduled. The benefits to both mentees and mentors will greatly exceed the relatively small yearly time commitment from mentors.

Just as the areas of specialization ran the gamut, the types of proceedings mentors and mentees undertook together also ranged widely. Mentors invited mentees to observe all manner of legal dealings: Chapter 13 bankruptcy filings, plan modifications and 341 hearings; child custody hearings; a family law settlement conference involving equitable distribution, child support and possible alimony; initial client meetings on a potential medical malpractice case and other personal injury cases; various Small Claims Court hearings; jury selection in a double murder and burglary case; review of a sample shareholder agreement; attendance at mediation on an alleged breach of contract; hearings before the North Carolina Building Code Council and the North Carolina Board of Private Protective Services; a real estate closing on residential property; a federal DWI trial; oral arguments before the North Carolina Court of Appeals and the Supreme Court of North Carolina; preparation of a brief summary of the facts and injuries at issue in a workers' compensation case; attendance at a Utilities Commission conference regarding a proposed natural gas rate increase; and hearings before the North Carolina State Bar for violating the Rules of Professional Conduct by failing to act in a timely manner.

In addition, mentees were privileged to attend numerous social, educational and networking events with their mentors, including: monthly meetings at the Craven-Everett Inn of Court, WCBA luncheons and social events, meetings of the Association of Corporate Counsel, and the Triangle Construction & Real Estate Women

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## REFLECTIONS ON CONNECTIONS CONT. FROM PG. 9

luncheons; a meeting with a general counsel for a department of the North Carolina Counsel of State; introduction to the WCBA staff; a weekly firm planning and client status meeting; a Habitat for Humanity breakfast in an effort to emphasize the importance of becoming involved in community organizations; a meeting to discuss preparing a client for negative press; a meeting with an estate planning attorney and financial advisor; and a presentation by the Professionalism Committee.

Connections program mentees submitted reflection pieces throughout the pilot program about their experiences with their mentors, noting the benefits – both expected and more surprising – of their participation:

“Through the mentorship, I gained exposure to an environment that was previously an unknown. Not only am I more equipped to launch a successful legal career, but also I have made connections that will undoubtedly be useful in networking for years to come.”

“When [my mentor] and I arrived at the Court of Appeals, we were able to meet [two of the] Judges. I was also able to meet [the] Deputy Attorney General.... I was happy to be among a cordial crowd, considering the adversarial nature of a case such as this. This friendliness among bench and bar imbues a sense of professionalism that I have come to realize is critical for the legal profession.”

“The Campbell Connections Mentor Program is a wonderful opportunity for students to learn more about the real-life practice of law, and it is a great supplement to the excellent education that we as students have received at Campbell Law.”

“When we arrived before the hearing, [the] Superior Court Judge... was kind enough to invite us back to his chambers. We discussed the [Connections] mentorship program... [and the Judge] asked about my interests and aspirations.... I felt very fortunate to be able to sit down with him. It was an unexpected experience, but was great for me [as] the mentee.”

“I am indebted to my mentor with a debt I cannot repay. I can only pass it on, which I intend to do...”

Connections mentors found their experiences to be equally positive and affirming.

“Having entered the legal profession with no connections whatsoever..., I always wished that I had a mentor to answer my questions, provide honest feedback, and help me navigate what I felt was a very intimidating profession. ...I wanted to do for someone else what no one did for me. That was my main reason in agreeing to participate in the Connections Mentor Program, and I am grateful I made that decision. Mentoring has been an extremely rewarding experience for me.”

“Even though the [pilot] program is technically over, my mentee and I have remained in touch. [O]ur mentoring relationship need not be limited to this program, but can continue as long as she needs me. [M]y long-term goal is to add mentees... that I can continue to help as they grow in the profession.”

“The most surprising things to me were how easy it was to participate, and how much I learned from my mentee, who brought a wide breadth of experience and considerable enthusiasm.”

“Our law schools teach the theory and the substance of law, but not the practice of law. Those of us who enjoy the privilege of practicing and judging must teach that as part of our professional responsibility. Thank you, Campbell, for providing... the opportunity to do so in this well-organized and inspirational program.”

“The program was very well run and user-friendly. It was sensibly set up with realistic goals and deadlines and the means of achieving them. I think the program will grow and grow.”

As the Connections Mentor Program grows, the need for mentors to inform and influence the next generation of lawyers also grows. Please consider taking this opportunity to pay forward the investment made by your mentors who saw more in you during the early years of your education and practice than you may have seen in yourself. For additional information or to sign up, please contact Megan West at [westm@campbell.edu](mailto:westm@campbell.edu) or by calling 919-865-5875. **WBF**

### **WCBA TENNIS TOURNAMENT SET FOR OCTOBER 3 AT CCC**

The WCBA Tennis Tournament will take place on Friday, October 3 at 1 p.m. at the Carolina Country Club. Trophies will be awarded to the winners and runners-up. Food and refreshments will be awarded to everyone! The entry form is available directly on the <http://www.wakecountybar.org> website. If you have any trouble signing up, email Whitney von Haam at [whitney@wakecountybar.org](mailto:whitney@wakecountybar.org). **WBF**

#### **End Notes**

- i. N.C. RULES OF PROF'L CONDUCT § 0.1 (2006).
- ii. WAKE CNTY. BAR ASS'N, CREED OF PROFESSIONALISM (1997).
- iii. LOIS J. ZACHARY, CREATING A MENTORING CULTURE: THE ORGANIZATION'S GUIDE 3 (Jossey-Bass: A Wiley Imprint, 2005).

# JOSEPH BRANCH PROFESSIONALISM AWARD

*“It should be remembered that the practice of law is a profession and not a business. Law, like the ministry, medicine and teaching, must be service oriented rather than profit inspired. Integrity is an absolute: any compromise is unacceptable and civility is an essential with adversaries, clients, the Bench and Bar. The lack of civility renders the practitioner non-professional.”*

With the above in mind, the Joseph Branch Professionalism Award Committee requests nominations for the 2014 Award. Those nominated should have 25 years of active practice in the law.

Nominee's Name: \_\_\_\_\_

Business Address: \_\_\_\_\_

General Description of Nominee's Practice: \_\_\_\_\_

Contributions, in General, to the Practice of Law: \_\_\_\_\_

Service to Clients: \_\_\_\_\_

Service to Community: \_\_\_\_\_

Service to Bar and Relationships with Lawyers: \_\_\_\_\_

Quality of Legal Product: \_\_\_\_\_

Reputation Among Peers: \_\_\_\_\_

Ethical Standards: \_\_\_\_\_

Role Model for Lawyers and Citizenship: \_\_\_\_\_

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(Please use a separate sheet for additional comments)

Nominator's Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

You may be contacted by a member of the Professionalism Award Committee. All communications will be kept confidential.

Professionalism Award Nomination  
Either email to Whitney von Haam at [whitney@wakecountybar.org](mailto:whitney@wakecountybar.org)  
or send to: P. O. Box 3686  
Cary, NC 27519-3686  
**Nominations Due by August 30, 2014**



# WCBA MEMBERS CELEBRATE 50 YEARS OF PRACTICE

## **E. LAWRENCE DAVIS, III**

**HOMETOWN:** Raleigh

**LAW SCHOOL:** Duke University School of Law

**FIRST EMPLOYMENT IN LEGAL PROFESSION:** Womble Carlyle Sandridge & Rice as an associate in Winston-Salem

**MENTORS:** Calder W. Womble, William F. Womble, Leon Rice

**LAWYERS WHOM YOU HAVE MENTORED:** Zeb Barnhart, Garza Baldwin, Bill Matthews, Beth Jones, Deborah Hartzog

**FAVORITE STORY FROM PRACTICING:** Early in the past century Mr. R.J. Reynolds met B.S. Womble, a young lawyer just getting started in Winston (Salem was later added by merger). Reynolds advised Womble that if he (Reynolds) were a young lawyer and wanted to get his name around, he would pick a fight with Buck Braxton, a prominent lawyer in town. Something must have worked, as Womble was later asked to help draw up those merger papers.

**WORK THAT MOST SATISFIED YOU PROFESSIONALLY:** Helping companies go through stock offerings to raise capital, and helping to shape public policy through service in the state House and Senate.

**ADVICE THAT HELPED YOU IN YOUR PROFESSIONAL LIFE:** Advice: If there is anything questionable about a course of action, do not take it.

## **FRED GILBERT MORRISON, JR.**

**HOMETOWN:** Newport, Tennessee

**LAW SCHOOL:** Wake Forest University School of Law

**FIRST EMPLOYMENT IN LEGAL PROFESSION:** Associate Attorney with E.W. Hooper, Thomasville

**MENTORS:** E.W. Hooper, R.R. Van Landingham, Dan K Moore, William Babbit

**LAWYERS WHOM YOU HAVE MENTORED:** Dorothy Murphy, Liz Twigeon, and many others who served as law students and clerks.

**FAVORITE STORY FROM PRACTICING:** Shortly after joining Willys Hooper in the practice of law, I prepared a brief in the case of *Welch v Kearns*, 261 NC 171 (1964). After we argued the case at the Supreme Court, he took me to the old 42<sup>nd</sup> Street Oyster Bar for oysters and beer in frosted mugs – and we won the case!

**WORK THAT MOST SATISFIED YOU PROFESSIONALLY:** Conducting settlement conferences, hearing cases, rendering decisions and mentoring law students, as well as my terms at the NC Office of Administrative Hearings.



Four members were recognized for their 50 years of service at the July WCBA luncheon. From left, Judge Fred Gilbert Morrison, Jr., Judge Ralph A. Walker, Marvin D. Musselwhite and E. Lawrence Davis, III.

## **PERSON OR EXPERIENCES OR ADVICE THAT HELPED YOU IN YOUR PROFESSIONAL LIFE:**

Dr. Fred A. Vinson Sr.: “THINK before deciding and behaving.”

Judge L. Roy Hughes: “As a man thinks in his heart, so is he.”

Jesus: “Settle with your opponent quickly while on the way to court with him.”

**ADVICE YOU WOULD GIVE TO NEW LAWYERS JUST STARTING THEIR PRACTICE:** Be the kind of lawyer you would want to represent you.

## **CAREER HIGHLIGHTS**

I was born in Memphis, Tennessee, on December 16, 1939. We moved to Morristown and to Newport where I attended Newport Grammar School followed by Coker County High School (graduating in the Class of 1957). After three years at Maryville College in Maryville, Tennessee, I entered Wake Forest College School of Law in the fall of 1960 and earned my LLB degree *cum laude* on June 3, 1963.

After receiving my license to practice law on August 16, 1963, I served as an associate at E.W. Hooper, Attorney at Law in Thomasville until April 1, 1965 when then Governor Dan Moore appointed me to serve a four-year term as Solicitor of Thomasville Records Court. I also served several years as attorney for the Thomasville City Schools. I found members of the local bar very helpful as well as understanding concerning the newest member of their group. They served as excellent mentors.

My proudest moment as an attorney came in early 1969 when newly elected Governor Bob Scott appointed me to join his administration as Legal Counsel to the Governor in which position I served until becoming the first Executive Director of the North Carolina Inmate Grievance Commission on September 1, 1974. In March 1986

I accepted my current position as an Administrative Law Judge with the North Carolina Office of Administrative Hearings.

My life apart from the law revolves around my wife Carolyn; golden-doodle Barrister; my local church (First Presbyterian of Raleigh); studying books concerning the life of Christ; watching baseball, football, and basketball games; and reading legal novels. I was active in the Thomasville and Raleigh Jaycees; served as president of the North Carolina Jaycees in 1972-1973; and filled several offices in the Thomasville Masonic Lodge.

During the past 18.5 years as an Administrative Law Judge with Office of Administrative Hearings, one of my most enjoyable duties has been supervising and mentoring law student externs from area law schools during the spring, fall and summer sessions. Based on my observations of these young men and women, I predict good things in the future for the legal profession. They will make it happen! *Possumt quia posse videntur.*

### **MARVIN D. MUSSELWHITE, JR.**

**HOMETOWN:** Clinton, North Carolina

**Law School:** Duke University School of Law

**FIRST EMPLOYMENT IN LEGAL PROFESSION:** Poyner Geraghty Hartsfield & Townsend - 1963

**MENTORS:** N.A. Townsend, Marshall Hartsfield, John Geraghty

**LAWYERS WHOM YOU HAVE MENTORED:** Among others, John Shaw and Cecil Harrison

**FAVORITE STORY FROM PRACTICING:** Federal Judge Merhige from Richmond came to Raleigh to clean up the court docket. Cecil Harrison and I went before him representing a business in a suit brought by a female employee alleging sex discrimination. On Monday, without the opportunity to put on any evidence, Judge Merhige told us that he knew our client discriminated and he wanted the case settled. Plaintiff's attorney and I were told to report to him every day as to progress. After reporting on Tuesday and Wednesday without agreement, the Plaintiff's attorney (who was not from Raleigh) asked me to report without him. On Thursday I reported to Judge Merhige that there was no progress. He asked me if attorney's fees for the Plaintiff were keeping us apart and I reported yes. He told me to tell Plaintiff's attorney that if he was looking for sympathy in his courtroom, he would only find it in a dictionary. We settled the case that afternoon.

**WORK THAT MOST SATISFIED YOU PROFESSIONALLY:** Legislative Lobbying and Governmental Relations

**ADVICE YOU WOULD GIVE TO NEW LAWYERS JUST STARTING THEIR PRACTICE:** Know the issues and the law. Be open minded. Diligently prepare and be respectful to opposing parties.

### **RALPH A. WALKER**

**HOMETOWN:** Morganton, North Carolina

**LAW SCHOOL:** Wake Forest University School of Law

**FIRST EMPLOYMENT IN LEGAL PROFESSION:** Prosecutor in Guilford County

**LAWYERS WHO MENTORED YOU:** Wallace C. Harrelson and William L. Osteen

**LAWYERS WHOM YOU HAVE MENTORED:** Lawyers appearing before me in court and my law clerks on the Court of Appeals

**FAVORITE STORY FROM PRACTICING:** I asked my new parale-

gal to draft a complaint and include "The Plaintiff's prayer for relief be granted". When I received the draft it stated, "The Plaintiff in prayer grants the relief in this complaint".

**WORK THAT MOST SATISFIED YOU PROFESSIONALLY:** Practicing law and serving as a Judge.

**PERSON OR EXPERIENCES OR ADVICE THAT HELPED YOU IN YOUR PROFESSIONAL LIFE:** Listening to others for advice; working with lawyers and judges to improve the legal profession.

**ADVICE YOU WOULD GIVE TO NEW LAWYERS JUST STARTING THEIR PRACTICE:** Seek advice from lawyers, judges, and court officials. Be prompt and courteous to clients; always practice law with honesty and professionalism. **WBF**

## **BarCARES**

A program ready to help you and your family.

**919.929.1227 or 1.800.640.0735**

## **2014 FAMILY PICNIC AT PULLEN PARK**

All the good things that make  
the WCBA Family Picnic fun:

- Wilber's BBQ - with hot dogs and mac 'n' cheese for the kids!
- 2014 Wakie - the traditional stuffed animal
- Rides on the Train and Carousel
- Magician
- Ice cream treats



**FRIDAY, SEPTEMBER 5 - 4-7 P.M.**

**SIGN UP ONLINE:**

**[WWW.WAKECOUNTYBAR.ORG](http://WWW.WAKECOUNTYBAR.ORG)**

# ARE YOU INTERESTED IN SERVING IN A LEADERSHIP POSITION?

## DON'T BE SHY! LET THE NOMINATIONS COMMITTEE KNOW

Please fill in the short questionnaire and return to the Nominations Committee:

Name:

Firm:

Type of Practice:

Phone number:

Email address:

How long have you been a member of the Tenth Judicial District Bar?

Are you currently a member of the WCBA?

Please list bar committees or other bar-related activities on which you have served.

Briefly describe why you would like to get involved in the leadership of the WCBA and Tenth Judicial District Bars.

Is there a leadership position of which you are particularly interested? If so, what?

Suggestions, if any, for improving our Tenth Judicial District Bar and WCBA.

We also have this form available to fill out on our website. Go to [www.wakecountybar.org](http://www.wakecountybar.org), and look for the news items about Interest in Serving a Leadership Position.

Please return form to Nominations Committee  
c/o Tenth Judicial District and WCBA  
PO Box 3686  
Cary, NC 27519-3686  
[Whitney@wakecountybar.org](mailto:Whitney@wakecountybar.org)