

9TH ANNUAL REPORT CARD · 2003

PENNSYLVANIA BAR ASSOCIATION

Women in the Profession



The Anne X. Alpern Award
Charisse R. Lillie



The Women in the Profession's
Firm Award for the Promotion of
Women to Leadership Positions
Ballard Spahr Andrews & Ingersoll
Lynn R. Axelroth, Managing Partner

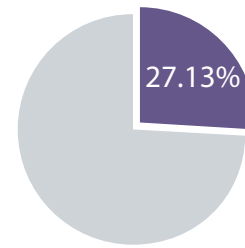


The Lynette Norton Award
Roberta D. Liebenberg



2003 Report Card Executive Summary

The 2003 Report Card is the ninth published by the Commission on Women in the Profession. What began as an overview of women's participation in the PBA has grown over the years into an overview of women's roles throughout the profession. The 2003 Report Card includes statistics on women in some of the largest law firms in the Commonwealth (based on survey results returned by 55 of the 100 largest firms surveyed), women in the offices of District Attorneys and Public Defenders (based on survey results returned by 53 of the 67 District Attorneys and 54 of the 65 Public Defenders), women in the PBA, women judges on Pennsylvania's Courts of Common Pleas and Appellate Courts, and on the Federal Courts in Pennsylvania.



Today in the PBA

■ Women = 7,688 ■ Men = 20,648
Total = 28,336

PBA

- The PBA had its first and only woman President, Leslie Anne Miller, in 1999.
- Women's membership in the PBA has continued to increase since the first Report Card was issued in 1995, while men's membership has decreased.
- Women were 23.6% of the PBA in 1995; **Women are 27.13% of the PBA today.**
- Women were 20.8% of the PBA Board of Governors in 1995, rose to a high of 45.8% in 2000, and fell to 12.5% this year.
- Women were 19.2% of the House of Delegates in 1995, rose to a high of 25% in 2000, and are 22% today.
- Women were 9% of the Nominating Committee in 1995, rose to a high of 40% in 2000, and dropped to 15% this year.
- There were 12 women chairs and 21 women vice chairs of Committees in 1995; women are sole chairs of 4 Committees and men the sole chairs of 18 Committees today.
- There was 1 woman Section chair in 1995 and there is 1 woman Section chair today; there were 6 women Section vice chairs in 1995 and there are 4 women Section vice chairs today.
- There was 1 woman Section delegate out of 16 sections in 1995; there are 3 women Section delegates out of 18 Sections today.
- Women held 57% of the leadership in the Young Lawyers Division in 1995; today, women are 45% of the leadership of the Young Lawyers Division—the chair, chair-elect, immediate past chair, and treasurer are men, and the secretary, section delegate, and ABA/YLD district representative are women.

Private Firms

- Women are 29% of all lawyers, 15% of Managing Partners, 23% of Department Heads and other major administrators, 15% of Equity Partners, 17% of Partners, 42% of Associates, and 79% of Part-Timers.

District Attorneys' Offices

- Women are 38% of all lawyers, 11% of the District Attorneys, and 25% of First Assistants.

Public Defenders' Offices

- Women are 35% of all lawyers, 22% of the Public Defenders, and 31% of First Assistants.

Judiciary

State

- There were no women judges in 41 of the 65 counties that had judges during the past two years; there are no women judges in 41 counties today.
- Excluding Philadelphia, which has 38 women judges or 42% of total judges, women comprise 14% of the Court of Common Pleas judges in the remaining 64 counties with judges, just as they did last year.
- Women are 14% of the Supreme Court, 36% of the Superior Court, and 56% of the Commonwealth Court, the same as last year.

Federal

- Eastern District: Women are 17% of District Court Judges, 36% of Magistrate Judges, and 20% of Bankruptcy Judges.
- Middle District: Women are 17% of District Court Judges. There are no women Magistrate Judges and 1 Bankruptcy Judge.
- Western District: Women are 25% of District Court Judges, 50% of Magistrate Judges, and 20% of Bankruptcy Judges.
- Two of the four women on the 12 member Third Circuit Court of Appeals are from Pennsylvania.

Methodology

The Women in the Profession Report Card was originally created to illustrate the participation and leadership roles of women in the PBA. The Report Card, produced annually, has been expanded to assess the status of women in several areas, including the judiciary.

The sources of the data are:

- 2002/2003 Resource Guide to the Pennsylvania Bar Association
- Pennsylvania Bar Association Membership records as of March 3, 2003
- Surveys sent the beginning of January, 2003, to the 100 largest firms, 55 returns, District Attorneys, 53 returns, and Public Defenders, 54 returns; only returns received by February 28, 2003 were included.
- PALAW 2002 Annual Report on the Legal Profession
- 2003 PBA Lawyer's Directory and Product Guide

Factors to be considered:

- Some members of the PBA have gender neutral names so some errors may exist.
- Sample sizes must be recognized in the interpretation of these statistics.
- Direct yearly comparisons are appropriate only for the PBA and the Judiciary, since responders and response rates can differ from year to year for the 100 largest firms, District Attorneys, and Public Defenders.
- In comparisons, women's statistics are given first.
- All percentages are of women and are rounded unless reported in greater detail

Private Law Firms

These statistics are the result of survey forms sent to the 100 largest law firms in Pennsylvania. Follow-up phone calls to firms and District Attorney and Public Defender Offices greatly increased the response rate. Survey responses were voluntary and firms were promised anonymity. 2003 was the fifth year that this information was gathered.

For 2003, women are:

- 29% of all lawyers
- 15% of all Managing Partners
- 22% of Department Heads and other lawyer-administrators
- 15% of Equity Partners
- 17% of Partners
- 42% of Associates
- 78% of Part-Timers

Women are under-represented in the higher ranking positions of Managing Partners, Department Heads and other administrators, Equity Partners, and Partners. They are over-represented in the lowest paying, least powerful and least prestigious positions of Associates and Part-Timers.

Total Lawyers	W	M	%W	Managing Partner	Total Partners	W Partner	M Partner	%Part	Tot. Eq. Partner	W Equity	M Equity	%Equity	Total Assoc.	W Assoc.	M Assoc.	%Assoc.
501	137	364	27%	M	285	49	236	17%	153	19	134	12%	180	82	98	46%
344	93	251	27%	1F, 3M	187	34	153	18%	108	14	94	13%	128	52	76	41%
304	109	195	36%	1F, 2M	98	15	83	15%	84	10	74	12%	178	86	92	48%
290	85	205	29%	M	112	13	99	12%	87	11	76	13%	166	61	105	37%
285	90	195	32%	M	93	13	80	14%	83	10	73	12%	185	74	111	40%
280	92	188	33%	M	111	20	91	18%	73	14	59	19%	146	65	81	45%
256	92	164	36%	F	115	26	89	23%	103	23	80	22%	114	53	61	46%
243	63	180	26%	M	122	10	112	8%	107	9	98	8%	108	47	61	44%
237	67	170	28%	M	135	29	106	21%	74	10	64	14%	93	34	59	37%
228	69	159	30%	M	124	25	99	20%	124	25	99	20%	104	44	60	42%
219	84	135	38%	M	81	16	65	20%	52	15	37	29%	126	48	78	38%
204	55	149	27%	M	100	13	87	13%	82	11	71	13%	98	41	47	42%
198	44	154	22%	M	76	14	62	18%	54	8	46	15%	64	30	34	47%
176	42	134	24%	M	86	17	69	20%	63	8	55	13%	61	19	42	31%
139	43	96	31%	M	59	11	48	19%					75	32	43	43%
139	49	90	35%	M	71	19	52	27%					68	30	38	44%
132	28	104	21%	M	75	10	65	13%					53	18	35	34%
105	23	82	22%	M	64	9	55	14%					37	13	24	35%
97	27	70	28%	M	41	4	37	10%					47	19	28	40%
90	28	62	31%	M	46	5	41	11%	41	3	38	7%	38	20	18	53%
79	18	61	23%	M	24	6	18	25%	20	5	15	25%	49	11	38	22%
78	31	47	40%	M	23	4	19	17%	10	0	10	0%	54	27	27	50%
71	20	51	28%	M	42	9	33	21%	42	9	33	21%	24	10	14	42%
63	18	45	29%	M	21	3	18	14%	8	0	8		30	13	17	43%
54	21	33	39%	M	26	5	21	19%	0	0	0	0%	26	16	10	62%
54	18	36	33%	F	16	3	13	19%					32	12	20	38%
53	6	47	11%	M	35	3	32	9%	27	3	24	11%	12	3	9	25%
52	11	41	21%	M	32	2	30	6%	31	2	29	6%	18	9	9	50%
48	18	30	38%	M	15	3	12	20%	15	3	12	20%	30	14	16	47%
48	17	31	35%	N/A	16	4	12	25%	16	4	12	25%	21	13	8	62%
40	5	35	13%	M	24	1	23	4%	24	1	23	4%	14	4	10	29%
40	16	24	40%	M	6	1	5	17%					32	14	18	44%
39	6	33	15%	M	19	0	19	0%	19	0	19	0%	15	5	10	33%
37	3	34	8%	5M	30	2	28	7%					7	1	6	14%
36	18	18	50%	F	16	9	7	56%	8	5	3	63%	19	9	10	47%
35	9	26	26%	F	27	6	21	22%	16	3	13	19%	7	3	4	43%
34	5	29	15%	M	16	0	16	0%					15	5	10	33%
34	7	27	21%	M	18	5	13	28%	4	0	4	0%	9	2	7	22%
33	7	26	21%	M	7	0	7	0%					23	7	16	30%
30	10	20	33%	M	19	5	14	26%					11	5	6	45%
30	10	20	33%	M	17	6	11	35%	0	0	0	0%	12	4	8	33%
30	5	25	17%	M	22	3	19	14%					7	2	5	29%
28	7	21	25%	M	17	2	15	12%	13	1	12	8%	10	5	5	50%
28	7	21	25%	M	12	1	11	8%	6	1	5	17%	15	6	9	40%
28	6	22	21%	2F, 1M	15	2	13	13%					13	4	9	31%
28	3	25	11%	M	18	0	18	0%					9	2	7	22%
27	9	18	33%	M	14	3	11	21%	8	0	8	0%	9	6	3	67%
26	10	16	38%	M	9	3	6	33%	8	3	5	38%	14	7	7	50%
24	7	17	29%	1F, 2M	14	2	12	14%	14	2	12	14%	8	5	3	63%
24	3	21	13%	M	16	2	14	13%	15	1	14	7%	7	1	6	14%
24	4	20	17%	M	17	0	17	0%	17	0	17	0%	4	2	2	50%
22	13	9	59%	F	11	5	6	45%	5	2	3	40%	9	7	2	78%
22	2	20	9%	M	13	2	11	15%	12	2	10	17%	5	0	5	0%
22	5	17	23%	M	12	1	11	8%	5	1	4	20%	8	4	4	50%
21	7	13	33%	M	11	2	9	18%	10	2	8	20%	10	5	5	50%
Totals																
5809	1682	4126	29%	15%	2731	457	2274	17%	1641	240	1401	15%	2657	1111	1536	42%



Public Sector

The statistics compiled as to the role of women in District Attorneys' Offices and Public Defenders' Offices are the result of the number of surveys returned. 53 out of 67 District Attorneys' Offices and 54 out of 65 Public Defenders Offices returned survey forms. The pattern of underrepresentation of women in the higher-ranking positions and over-representation in the lower-ranking positions seen in the private sector is mirrored in the public sector. However, statistics show that women in Public Defenders' Offices are better represented in leadership positions than those in District Attorneys' Offices. As with the private sector, the forms were sent out in early January, anonymity was promised to responding offices, and results were calculated as of February 28, 2003.

District Attorneys

For 2003, women are:

- 38% of all lawyers in District Attorneys' Offices
- 6 women, or 11% of District Attorneys
- 13 women, or 28% of First Assistant District Attorneys
- 23% of Part-Timers, but Part-Time Assistant District Attorney positions are desirable positions because they usually allow income to be supplemented through private practice.

Public Sector — District Attorneys

Total Lawyers	W	M	%W	DA	1st Asst.	W Adm	M Adm	Total PT	W PT	M PT	%W PT
305	147	158	48%	F	M	14	19	0	0	0	0%
93	34	59	37%	M	1F, 1M	6	11	0	0	0	0%
40	17	23	43%	M	F	8	7	2	1	1	50%
36	15	21	42%	M	M	0	4	0	0	0	0%
32	15	17	47%	M	M	3	6	0	0	0	0%
31	11	20	35%	M	F	3	4	0	0	0	0%
28	11	17	39%	F	M	2	2	0	0	0	0%
25	10	15	40%	M	M	4	5	7	2	5	29%
25	10	15	40%	M	F	4	4	4	2	2	50%
24	9	15	38%	M	F	4	4	0	0	0	0%
23	4	19	17%	M	M	2	8	0	0	0	0%
22	7	15	32%	M	M	1	4	0	0	0	0%
21	8	13	38%	M		2	6	0	0	0	0%
19	3	16	16%	M	M	0	2	8	1	7	13%
17	8	9	47%	M	F	4	3	11	5	6	45%
15	4	11	27%	M	M	0	4	1	0	1	0%
12	4	8	33%	M	M	0	1	6	1	5	17%
12	2	10	17%	M	M	2	3	7	1	6	14%
12	2	10	17%	M	F	1	1	6	1	5	17%
11	5	6	45%	M	M	0	0	8	3	5	38%
11	3	8	27%	M	M	0	1	7	1	6	14%
11	2	9	18%	M	M	0	2	2	0	2	0%
10	1	9	10%	M	M	0	4	0	0	0	0%
9	3	6	33%	M	F	1	1	4	1	3	25%
9	3	6	33%	F	M	1	2	7	2	5	29%
8	5	3	63%	F	F	3	0	5	2	3	40%
8	1	7	13%	M	M	0	1	1	0	1	0%
7	1	6	14%	M	M	0	1	7	1	6	14%
7	2	5	29%	M	F	1	0	3	0	3	0%
7	2	5	29%	M	M	0	2	0	0	0	0%
7	4	3	57%	M	F	1	1	1	1	0	100%
6	2	4	33%	M	M	0	1	6	2	4	33%
6	2	4	33%	M	F	1	1	5	1	4	20%
6	0	6	0%	M	M	0	2	5	0	5	0%
6	2	4	33%	M	M	1	0	1	0	1	0%
4	0	4	0%	M	M	0	1	1	0	1	0%
4	1	3	25%	M	M	1	2	4	1	3	25%
4	0	4	0%	M	M	0	1	2	0	2	0%
4	2	2	50%	F	M	1	0	1	1	0	100%
3	1	2	33%	M		1	2	2	1	1	50%
3	0	3	0%	M	M	0	0	3	0	3	0%
3	1	2	33%	F	M	1	1	3	1	2	33%
3	0	3	0%	M	M	0	1	2	0	2	0%
3	0	3	0%	M	M	0	3	2	0	2	0%
3	2	1	67%	M		0	1	1	0	1	0%
2	0	2	0%	M		0	1	2	0	2	0%
2	1	1	50%	M	F	1	1	2	1	1	50%
2	0	2	0%	M	M	0	2	1	0	1	0%
2	0	2	0%	M	M	0	2	2	0	2	0%
1	0	1	0%	M		0	0	1	0	1	0%
1	0	1	0%	M		0	0	1	0	1	0%
1	0	1	0%	M		0	1	0	0	0	0%
1	0	1	0%	M		0	1	0	0	0	0%
Totals 967	367	600	38%	11.32%	28.26%	74	137	144	33	111	23%

The following DAs did not respond: Armstrong, Beaver, Bradford, Clearfield, Elk, Forest, Greene, Huntingdon, Montour, Northumberland, Perry, Potter, Union, and Wyoming

Public Defenders

For 2003, women are:

- 37% of all lawyers in Public Defenders' Offices
- 12 women, or 22% of Public Defenders
- 10 women, or 31% of First Assistant Public Defenders
- 20% of Part-Timers, but Part-Time Assistant Public Defender positions are desirable positions because they usually allow income to be supplemented through private practice.

Public Sector — Public Defenders

Total Lawyers	Women	Men	%Women	PD	1st Asst.	Total PT	W-PT	M-PT	%W-PT
217	121	96	56%	F	M	5	5	0	100%
83	37	46	45%	F		21	10	11	48%
46	9	37	20%	M		0	0	0	0%
26	13	13	50%	M	M	3	2	1	67%
22	3	19	14%	M	M	18	2	16	11%
20	6	14	30%	N/A	F	0	0	0	0%
20	8	12	40%	M	M	0	0	0	0%
18	3	15	17%	M	1F, 1M	8	0	8	0%
17	5	12	29%	F	M	9	2	7	22%
16	2	14	13%	M	M	15	1	14	7%
15	1	14	7%	M		13	1	12	8%
14	8	6	57%	M	F	0	0	0	0%
9	1	8	11%	M		6	1	5	17%
9	4	5	44%	M	F	3	0	3	0%
9	2	7	22%	M	M	5	1	4	20%
9	3	6	33%	F		6	0	6	0%
9	1	8	11%	M		8	1	7	13%
7	1	6	14%	M	M	2	0	2	0%
6	2	4	33%	M	F	2	0	2	0%
6	2	4	33%	M	F	1	0	1	0%
6	2	4	33%	M	F	0	0	0	0%
6	2	4	33%	M	F	2	1	1	50%
6	1	5	17%	M		4	0	4	0%
6	1	5	17%	M	M	0	0	0	0%
5	2	3	40%	M	M	3	1	2	33%
5	0	5	0%	M	M	5	0	5	0%
5	1	4	20%	M		4	1	3	25%
4	0	4	0%	M	M	4	0	4	0%
4	0	4	0%	M		4	0	4	0%
4	2	2	50%	2F, 2M	F	0	0	0	0%
4	2	2	50%	F	M	4	2	2	50%
4	0	4	0%	M	M	4	0	4	0%
4	2	2	50%	M	M	4	2	2	50%
4	0	4	0%	M		2	0	2	0%
4	1	3	25%	M		4	1	3	25%
3	1	2	33%	M		2	1	1	50%
3	0	3	0%	N/A		3	0	3	0%
3	0	3	0%	M		3	0	3	0%
3	2	1	67%	F	F	3	2	1	67%
3	0	3	0%	M	M	2	0	2	0%
2	0	2	0%	M	M	2	0	2	0%
2	0	2	0%	M	M	1	0	1	0%
2	0	2	0%	M	M	1	0	1	0%
2	0	2	0%	M	M	2	0	2	0%
2	0	2	0%	M		0	0	0	0%
2	0	2	0%	M	M	2	0	2	0%
2	1	1	50%	F	M	2	1	1	50%
1	1	0	100%	F		0	0	0	0%
1	1	0	100%	F		0	0	0	0%
1	1	0	100%	F		1	1	0	100%
1	0	1	0%	M		1	0	1	0%
1	0	1	0%	M		1	0	1	0%
1	0	1	0%	M		1	0	1	0%
1	0	1	0%	M		1	0	1	0%
Total	255	430	37%	21.82%	31.25%	197	39	158	20%



Judiciary

Pennsylvania Court of Common Pleas—Judges by County

County	W	M	%W	County	W	M	%W	County	W	M	%W
Adams	0	3	0	Elk	0	0	0	Montour	0	2	0
Allegheny	8	32	20%	Erie	2	7	22%	Northampton	1	5	17%
Armstrong	0	2	0	Fayette	0	6	0	Northumberland	0	3	0
Beaver	0	6	0	Forest	0	2	0	Perry	0	2	0
Bedford	0	2	0	Franklin	1	3	25%	Philadelphia	38	52	42%
Berks	2	10	17%	Fulton	1	3	25%	Pike	0	1	0
Blair	1	3	25%	Greene	0	2	0	Potter	0	1	0
Bradford	0	2	0	Huntingdon	0	1	0	Schuylkill	1	5	17%
Bucks	2	8	20%	Indiana	0	2	0	Snyder	1	1	50%
Butler	1	4	20%	Jefferson	0	1	0	Somerset	0	3	0
Cambria	0	5	0	Juniata	0	2	0	Sullivan	0	1	0
Cameron	0	0	0	Lackawanna	1	6	14%	Susquehanna	0	1	0
Carbon	0	2	0	Lancaster	1	11	8%	Tioga	0	1	0
Centre	0	3	0	Lawrence	0	4	0	Union	1	1	50%
Chester	4	7	36%	Lebanon	0	4	0	Venango	0	2	0
Clarion	0	1	0	Lehigh	1	8	11%	Warren	0	2	0
Clearfield	0	2	0	Luzerne	1	8	11%	Washington	2	3	40%
Clinton	0	2	0	Lycoming	1	4	20%	Wayne	0	1	0
Columbia	0	2	0	McKean	0	1	0	Westmoreland	2	8	20%
Crawford	0	3	0	Mercer	0	3	0	Wyoming	0	1	0
Cumberland	0	5	0	Mifflin	0	1	0	York	2	9	18%
Dauphin	1	7	12%	Monroe	2	3	40%	Total	84	328	20%
Delaware	4	13	24%	Montgomery	2	17	11%				

There were 86 women judges last year. There are 84 this year. Bucks and Philadelphia each lost 1 woman judge.

There were no women judges in the same 41 counties during the prior two years. Excluding Philadelphia, which has 38 women judges, or 42%, women comprise 14% of the Court of Common Pleas judges in the remaining 64 counties that have judges.

Pennsylvania State Appellate

2002

PA Supreme Court	1 out of 7 justices	14%
PA Superior Court	5 out of 14 judges	36%
PA Commonwealth Court	5 out of 9 judges	56%

2003

PA Supreme Court	1 out of 7 justices	14%
PA Superior Court	5 out of 14 judges	36%
PA Commonwealth Court	5 out of 9 judges	56%

**Federal Judiciary
District Courts**

2002

Eastern District

District Court Judges	3 out of 19 sitting judges	16%
US Magistrate Judges	4 out of 11 sitting judges	36%
Bankruptcy Judges	1 out of 4 sitting judges	25%

Middle District

District Court Judges	1 out of 4 sitting judges	25%
US Magistrate Judges	0 out of 4 sitting judges	0%
Bankruptcy Judges	0 out of 2 sitting judges	0%

Western District

District Court Judges	1 out of 6 sitting judges	17%
US Magistrate Judges	2 out of 5 sitting judges	40%
Bankruptcy Judges	1 out of 5 sitting judges	20%

2003

Eastern District

District Court Judges	4 out of 23 sitting judges	17%
US Magistrate Judges	4 out of 11 sitting judges	36%
Bankruptcy Judges	1 out of 5 sitting judges	20%

Middle District

District Court Judges	1 out of 6 sitting judges	17%
US Magistrate Judges	0 out of 4 sitting judges	0%
Bankruptcy Judges	1 out of 2 sitting judges	50%

Western District

District Court Judges	2 out of 8 sitting judges	25%
US Magistrate Judges	2 out of 4 sitting judges	50%
Bankruptcy Judges	1 out of 5 sitting judges	20%

Third Circuit Court of Appeals

The jurisdiction of the Third Circuit Court of Appeals includes Pennsylvania, New Jersey, Delaware, and the Virgin Islands. In 2002, there were 10 judges and 2 of the 4 women judges were from Pennsylvania. In 2003, there were 12 judges, an increase of 2 men, and the same 2 of the 4 women judges were from Pennsylvania.

Pennsylvania Bar Association Members by County

County	W	M	%W	County	W	M	%W	County	W	M	%W
Adams	15	45	25%	Elk	4	18	18%	Montour	5	14	26%
Allegheny	1192	2980	29%	Erie	87	406	18%	Northampton	86	334	20%
Armstrong	7	32	18%	Fayette	32	85	27%	Northumberland	10	70	13%
Beaver	32	148	18%	Forest	1	1	50%	Out-of-state	1009	2186	32%
Bedford	3	22	12%	Franklin	34	85	29%	Perry	8	14	36%
Berks	127	439	22%	Fulton	2	6	25%	Philadelphia	1745	3945	31%
Blair	29	90	24%	Greene	7	26	21%	Pike	7	26	21%
Bradford	11	43	20%	Huntingdon	3	27	10%	Potter	3	14	18%
Bucks	172	516	25%	Indiana	14	53	21%	Schuylkill	40	140	22%
Butler	40	101	28%	Jefferson	5	32	14%	Snyder	5	18	22%
Cambria	30	158	16%	Juniata	1	13	7%	Somerset	12	61	16%
Cameron	0	3	0%	Lackawanna	100	440	19%	Sullivan	1	4	20%
Carbon	13	43	23%	Lancaster	172	500	26%	Susquehanna	4	22	15%
Centre	46	131	26%	Lawrence	13	87	13%	Tioga	4	32	11%
Chester	228	610	27%	Lebanon	32	93	26%	Union	9	27	25%
Clarion	6	27	18%	Lehigh	135	403	25%	Venango	10	54	16%
Clearfield	10	45	18%	Luzerne	74	345	18%	Warren	4	29	12%
Clinton	1	28	3%	Lycoming	35	158	18%	Washington	66	207	24%
Columbia	12	39	24%	McKean	2	33	6%	Wayne	9	32	22%
Crawford	24	76	24%	Mercer	21	108	16%	Westmoreland	111	375	23%
Cumberland	132	343	28%	Mifflin	5	31	14%	Wyoming	8	13	38%
Dauphin	591	1271	32%	Monroe	25	110	19%	York	96	352	21%
Delaware	263	712	27%	Montgomery	648	1717	27%				

Total Members 28,336 Women = 7,688 Men = 20,648 Percentage Women = 27.13%

The female membership of the PBA continues to increase, as does the female percentage of the total PBA membership. Women are now 27.13% of the members of the PBA.

With some exceptions, women are more heavily represented in large urban counties (e.g., Philadelphia in the east and Allegheny in the west) and their surrounding suburban counties (e.g., Bucks, Chester, Delaware, and Montgomery in the east and Butler, Fayette, and Westmoreland in the west).

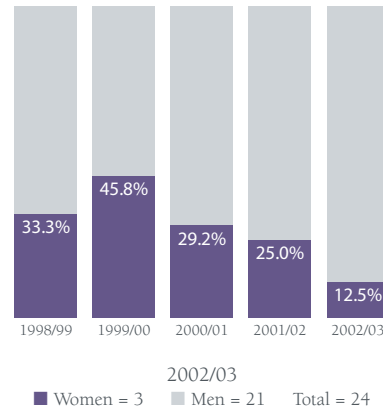
Board of Governors

The PBA Board of Governors manages and carries out policies established by the House of Delegates. The Board is comprised of:

- PBA general officers (President, President Elect, Vice President, Chair of the House of Delegates, Secretary, and Treasurer)
- the Immediate Past President
- three representatives from the Young Lawyers Division
- one Zone Governor from each of the 12 zones
- two governors-at-large (one minority governor and one woman governor)

The participation of women on the Board of Governors grew during the 1990s. This was due in part to the 1991 Bylaws amendment establishing the position of an at-large governor to represent women's interests. The steady improvement from 1995/96 to 1999/00 was reversed in 2000/01 as the number of women on the Board decreased by 4 from the previous year. Last year, 6 women comprised 25% of the Board. This year, 3 women comprise 12.5% of the PBA Board of Governors.

- Women were 20.8% of the Board of Governors in 1995, the first year the Report Card was issued.
- Women comprised a high of 45.8% of the Board in 1999/00.
- Today women comprise only 12.5% of the Board.



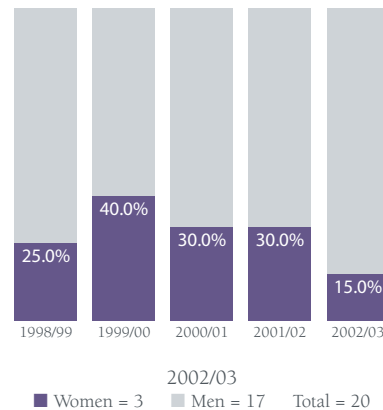
Nominating Committee

The Nominating Committee selects one candidate for each of the general offices of the association to be presented to the House of Delegates for consideration. The Committee, derived from the Board of Governors, consists of:

- all zone governors
- the minority governor
- the woman governor
- the five living immediate past presidents of the PBA
- the immediate past chair of the Young Lawyers

This year there are only 3 women on the PBA Nominating Committee, and they comprise 15% of the Committee.

- Women were 9% of the Nominating Committee in 1995, the first year the Report Card was issued.
- Women comprised a high of 40% of the Nominating Committee in 2000/01.
- Today women comprise only 15% of the Nominating Committee.





House of Delegates

The House of Delegates sets the policy of the PBA and is comprised of the following members: PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary, and Treasurer); all Zone Governors; one member from each zone for each 100 active members; one additional member from each unit membership zone; living former PBA presidents and chairs of the House; one representative of each county bar association; the preceding secretary, treasurer and Zone Governors; delegates of sections and of the Young Lawyers Division; the Attorney General of Pennsylvania; state delegates to the ABA House; the Court Administrator of Pennsylvania; deans of Pennsylvania law schools.

This year 90 women comprise 22% of the House of Delegates. The percentage of delegates does not mirror the percentage of women PBA members, which is 27.13%.

Last year, each of the 12 zones had women delegates; this year Zone 11 has no women delegates and Zone 4 has 1.

Annual fluctuations in membership, as well as other factors, affect the number of representatives in a particular zone. The members of the House of Delegates are selected by election within each zone.

- Women were 19.2% of the House of Delegates in 1995, the first year the Report Card was issued.
- Women comprised a high of 25% of the House of Delegates in 2000/01.
- Today women comprise 22% of the House of Delegates.

Since 1996, only the following zones have consistently had high percentages of women Delegates:

- Zone 3 — Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry, York
- Zone 12 — Allegheny

This year, the following Zones have less than 20% women Delegates:

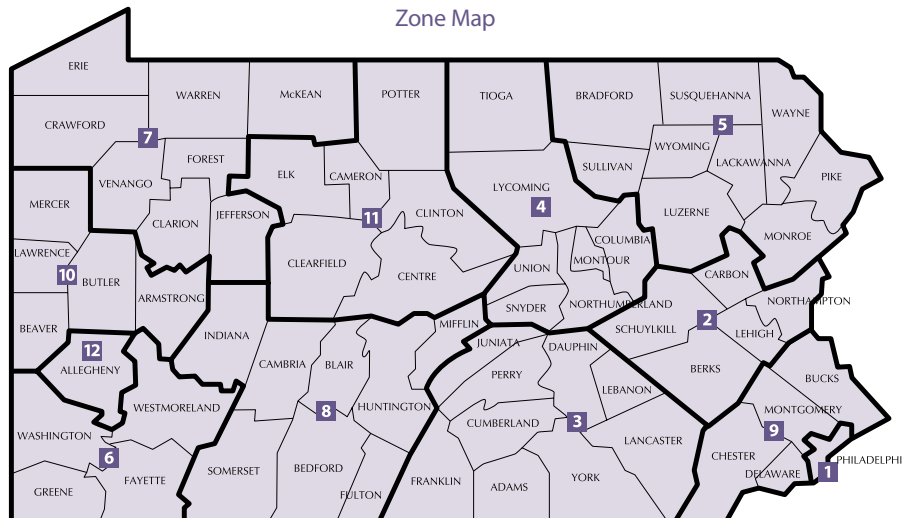
- Zone 2 — Berks, Carbon, Lehigh, Northampton, Schuylkill
- Zone 4 — Columbia, Lycoming, Montour, Northumberland, Snyder, Tioga, Union
- Zone 5 — Bradford, Lackawanna, Luzerne, Monroe, Pike, Sullivan, Susquehanna, Wayne, Wyoming
- Zone 7 — Clarion, Crawford, Erie, Forest, Jefferson, McKean, Warren, Venango
- Zone 8 — Bedford, Blair, Cambria, Fulton, Huntingdon, Indiana, Mifflin, Somerset
- Zone 9 — Bucks, Chester, Delaware, Montgomery
- Zone 11 — Cameron, Centre, Clearfield, Clinton, Elk, Potter



House of Delegates — by Zone

	1998/99			1999/00			2000/01			2001/02			2002/03		
	W	M	%W	W	M	%W	W	M	%W	W	M	%W	W	M	%W
Zone 1	14	44	24%	13	46	22%	11	52	18%	13	59	18%	19	58	25%
Zone 2	3	23	12%	3	23	12%	2	26	7%	2	28	7%	5	25	17%
Zone 3	12	28	30%	14	28	50%	16	31	34%	22	39	36%	19	39	33%
Zone 4	2	9	18%	0	11	0%	0	12	0%	1	14	7%	1	13	7%
Zone 5	2	21	9%	2	22	8%	2	21	9%	3	21	13%	4	20	17%
Zone 6	4	12	25%	4	13	24%	6	13	32%	5	17	23%	5	17	23%
Zone 7	2	14	13%	1	16	6%	1	16	6%	3	16	16%	3	14	18%
Zone 8	1	13	7%	1	13	7%	1	14	7%	3	14	18%	3	14	18%
Zone 9	10	41	20%	10	44	19%	10	41	19%	11	49	18%	11	49	18%
Zone 10	4	8	33%	4	8	33%	3	10	23%	3	11	21%	3	11	21%
Zone 11	1	9	10%	2	8	20%	2	8	20%	2	10	17%	0	12	0.0%
Zone 12	15	28	35%	15	29	34%	15	31	33%	18	39	32%	17	41	29%

Zone Map



Committees

In 2002/03, there are 42 active PBA Committees. Each committee addresses an area of concern in the practice of law. Generally committees have chairs and vice chairs and can have co-chairs and/or co-vice chairs.

Participation of women on committees continues to fluctuate from year to year. In reviewing the percentage of women on committees, it is important to keep in mind that women today represent 27.13% of the total PBA membership.

In 1995, there were 38 committees, with 12 women chairs and 21 women vice chairs.

Today, with 42 committees, women are sole chairs of 4 committees, 20%, and men are sole chairs of 16 committees.

The President-Elect appoints leadership for committees.

Last year, 12 committees were below 20% women membership. This year, the following 7 committees have below 20% women membership:

- 16% Amicus Curiae Brief*
- 17% Judicial Administration
- 10% Lawyers Assistance
- 16% Legal Ethics & Professional Responsibility*
- 10% Professional Liability
- 3% Senior Lawyer
- 19% Sports, Entertainment & Art

Committee	1998/99			1999/00			2000/01			2001/02			2002/03		
	W	M	%W	W	M	%W	W	M	%W	W	M	%W	W	M	%W
Agricultural Law	11	37	23%	14	36	28%	11	33	26%	11	38	23%	11	43	20%
Alternative Dispute Resolution	43	110	28%	51	139	24%	47	132	26%	41	134	23%	48	134	26%
Amicus Curiae Brief*	0	11	0%	0	9	0%	1	9	10%	2	9	18%	2	10	17%
Bar/Press*	3	16	16%	4	15	21%	4	11	36%	6	11	35%	5	8	38%
Bylaws	5	8	39%	3	9	25%	3	8	27%	4	8	33%	5	10	33%
Charitable Organizations							11	23	32%	20	52	28%	26	45	37%
Children's Rights	46	20	70%	59	18	77%	60	23	72%	45	22	67%	51	29	64%
Civil and Equal Rights	21	53	28%	39	74	35%	29	57	34%	20	58	26%	21	62	26%
Client and Community Relations*	14	27	34%	24	37	36%	14	31	31%	12	38	24%	11	28	28%
Committee on the Corrections System	14	27	34%	16	35	31%	8	36	18%	10	30	25%	18	34	35%
Council on Judicial Independence				20	46	30%	18	48	27%	12	45	21%	11	44	20%
Delivery of Legal Services to the Needy II	13	18	42%	13	20	39%	12	21	36%	11	19	37%	12	20	37%
Editorial Board*	5	13	28%	5	13	28%	5	13	28%	5	13	28%	4	12	25%
Equal Justice for the Poor	22	37	38%	25	33	43%	20	25	44%	24	32	43%	25	28	47%
Government Lawyers	108	174	38%	130	180	42%	101	135	43%	121	156	44%	141	207	41%
Health Care Law	56	169	34%	76	154	33%	58	108	35%	61	109	36%	52	116	31%
In-House Counsel	28	75	27%	51	128	29%	45	122	27%	38	85	31%	33	71	32%
Insurance Staff Attorney										16	57	22%	17	49	26%
Judicial Administration	24	118	17%	23	137	14%	13	96	12%	12	84	13%	15	81	17%
Judicial Campaign Advertising Board*	6	10	38%	5	10	33%	5	10	33%	5	10	33%	7	11	39%
Judicial Evaluation Commission*	7	11	39%	7	11	39%	6	11	35%	7	11	39%	6	11	35%
Lawyers Assistance	8	37	18%	7	42	14%	3	36	8%	4	40	91%	4	35	10%
Law-Related Education*										9	9	50%	10	8	55%
Legal Ethics & Professional Responsibility*	12	53	19%	13	53	20%	12	48	20%	13	46	22%	14	52	21%
Legal Services for Exceptional Children	30	35	46%	36	33	52%	30	28	52%	31	22	59%	26	22	54%
Legal Services to Persons with Disabilities	11	30	27%	9	42	18%	14	33	30%	16	33	33%	19	33	37%
Medical and Health Related Issues	17	43	28%	23	52	31%	21	39	35%	18	38	32%	27	45	38%
Medical Society/Bar Association*	3	7	30%	4	6	40%	2	12	14%	2	11	15%	2	7	22%
Membership Development	9	17	35%	12	17	41%	10	17	37%	8	21	28%	9	21	30%
Minority Bar	34	53	39%	35	48	42%	34	49	41%	28	41	41%	38	42	48%
PBA Comm. on Women in the Profession	139	2	99%	171	3	98%	171	3	98%	162	3	98%	234	5	98%
PABAR-PAC*	42	6	40%	5	5	50%	42	5	44%	4	6	40%	3	7	30%
PBA Task Force on Quality of Life/Balance				26	28	48%	5	30	46%	24	26	48%	19	26	42%
Plain English	4	6	40%	20	28	42%	20	34	37%	15	26	37%	17	25	40%
Professional Liability	9	62	13%	8	68	11%	10	57	15%	5	61	8%	6	63	9%
Professional Practice Standards													3	12	20%
Professionalism	24	57	30%	22	61	27%	18	60	23%	14	54	21%	18	55	25%
Senior Lawyers	4	123	3%	4	129	3%	3	86	3%	3	85	3%	2	72	30%
Sports, Entertainment & Art	13	64	17%	15	84	15%	15	69	18%	14	64	18%	14	59	19%
Statutory Law	16	42	28%	12	42	22%	16	37	30%	10	44	19%	12	33	27%
Unauthorized Practice of Law	12	44	21%	7	56	11%	11	63	15%	18	65	22%	18	66	21%
Visions and Trends*										2	12	14%	7	11	38%

*denotes appointed committee



Sections

Membership in any section is open to any PBA member who pays the section designated annual dues. Sections elect their officers, council members, and House of Representatives delegate.

Today, there is 1 woman chair out of 18 chairs, or 6%, compared to last year when there were 3 women chairs out of 18, or 17%. There are 3 women delegates, compared to 2 last year.

- There were 1 woman section chair and 6 women vice-chairs in 1995, the first year the Report Card was issued.
- There are 1 woman section chair and 4 women vice-chairs today.
- There was 1 woman section delegate out of 16 sections in 1995. There are 3 women section delegates out of 18 sections today.

Women are substantially under-represented in comparison to section membership on the councils of 5 sections:

	Membership	Council
Aeronautical Law	20%	0%
Criminal Law	16%	0%
Education Law	28%	17%
Labor & Employment	30%	20%
Real Property	17%	5%

Women have consistently been unrepresented or underrepresented in the leadership of 3 of these sections: Aeronautical Law, Criminal Law, and Labor & Employment Law. This year, there are no women on the councils of 2 of these 3 sections: Aeronautical Law and Criminal Law.

Sections	W	M	%W	Chair	Vice	Sec./Treas	Section Del.
Administrative Law							
Council	2	7	22%	W	W	M	M
Members	66	200	25%				
Aeronautical Law							
Council	0	2	0%	M			M
Members	9	37	20%				
Business Law							
Council	5	9	36%	M	M	MM	M
Members	469	1907	20%				
Civil Litigation							
Council	6	14	30%	M	M	WM	M
Members	623	3045	17%				
Criminal Law							
Council	0	6	0%	M	M	M	M
Members	124	675	16%				
Education Law							
Council	1	5	17%	M			M
Members	98	247	28%				
Elder Law							
Council	6	18	25%	M	M	WM	M
Members	160	458	26%				
Environmental Law							
Council	4	7	36%	M	W	WW	M
Members	95	441	18%				
Family Law							
Council	16	11	59%	M	WM	MM	M
Members	654	969	40%				
Intellectual Property							
Council	4	8	33%	M	W	WM	M
Members	91	333	21%				
Int'l. Comp.							
Council	2	5	29%	M		M	M
Members	38	123	24%				
Labor & Employ.							
Council	2	8	20%	M		M	M
Members	346	816	30%				
Municipal Law							
Council	2	13	13%	M	M	M	M
Members	122	852	13%				
Public Utility							
Council	3	5	38%	M		W	W
Members	55	161	25%				
Real Property							
Council	1	18	5%	M	M	WM	W
Members	533	2578	17%				
Solo & Small Firm							
Council	8	20	29%	M	M	WM	W
Members	186	858	18%				
Tax Law							
Council	3	12	20%	M	M	M	M
Members	181	847	18%				
Workers Comp							
Council	6	9	40%	M		MM	M
Members	225	977	18%				
Council Total	71	177	29%	1/17	4/9	8/17	3/15
Member Totals	4,075	15,524	21%				

Young Lawyers Division

The PBA Young Lawyers Division represents slightly less than one-third of the association's membership. Members are lawyers who are 36 years of age or younger or have been practicing law for five years or less, regardless of age.

The leadership positions in the Young Lawyers Division are:

- Chair
- Chair-Elect
- Immediate Past Chair
- Secretary
- Treasurer
- Division Delegate
- ABA/YLD District Representative

This year there are 9,038 members of the Young Lawyers Division, 3,828 women, or 42.3%, and 5,210 men.

This year, just as the last three years, 43% of the leadership positions, 3 of 7 offices, are held by women.

- The chair, chair-elect, immediate past chair, and treasurer are men.
- The secretary, division delegate, and ABA/YLD district representative are women
- In 1995, the first year the Report Card was issued, women held 57% of the leadership positions in the Young Lawyers Division.



PBA Women in the Profession Mission Statement

The mission of the Pennsylvania Bar Association ("PBA") Commission on Women in the Profession is to assure full and equal participation of women in the PBA, the legal profession, and the justice system. In order to achieve this mission, the Commission is to:

1. Identify opportunities that enable women lawyers to participate fully in the work, responsibilities, and rewards of the profession. Included in this objective are issues relating to the advancement of women within law firms, job opportunities for women, gender discrimination in the profession, and ways and means by which women can utilize the Bar Association as a continuing organization to help solve and resolve problems unique to women in the profession.
2. Monitor the current status of women in the legal profession, identify their career paths and goals, and promote their advancement and achievement.
3. Develop educational programs to address discrimination against women lawyers and the unique barriers they encounter in pursuing their professional careers.
4. Make recommendations to the PBA Board of Governors and House of Delegates for action on issues the Commission identifies.
5. Make recommendations to the Courts, legislature, and other groups within the justice system on issues the Commission identifies through approval of the Board of Governors and House of Delegates.

Report Card Mission

For the ninth year, the PBA Commission on Women in the Profession has prepared a Report Card. Originally patterned after the ABA Report Card, the PBA Commission on Women in the Profession Report Card has evolved every year. It has changed and expanded with the hope of illuminating the roles of women in the Pennsylvania Bar Association and the legal profession.

Starting in 1994, the Report Card focused on the PBA membership and the positions and numbers of women in the organization. Nine years later, this is still an important focus of the Report Card, but the Report Card has grown to include more information on women within the profession. The 2003 Report Card looks at numbers and positions of women in private law firms as well as public offices such as District Attorneys and Public Defenders. For the fourth time, numbers on women in the judiciary are reported.

The Commission on Women in the Profession issues this Report Card yearly to serve as a measure of the evolving participation of women in the legal profession in Pennsylvania. The Commission hopes, in keeping with our Mission Statement, the Report Card will help identify barriers as well as reveal opportunities for women within the profession.

The Women in the Profession's Award for the Promotion of Women to Leadership Positions was established last year to recognize the firm among the 100 largest firms in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm. The important leadership positions in most firms which carry the greatest prestige and monetary awards are managing partner, equity partner, and department/section/practice group head. The representation of women in substantial percentages in these categories shows a firm's commitment to utilize and reward the talents and abilities of all of its most accomplished lawyers. By honoring a firm, the award recognizes standards which other firms can aspire to meet and highlights successful tactics which other firms can emulate.

It remains the belief and goal of this Commission that with all members working together, we will create a strong and vital profession and PBA. Together we will be prepared to meet the challenges facing our society and profession.

Awards

The Women in the Profession's Award for the Promotion of Women to Leadership Positions chosen from the 100 Largest Firms in Pennsylvania

- 2003 Ballard Spahr Andrews & Ingersoll
 2002 Willig, Williams & Davidson

The Anne X. Alpern Award to a Pennsylvania woman attorney who has been an outstanding legal professional and mentor for other attorneys

- | | |
|----------------------------|-----------------------------|
| 2003 Charisse R. Lillie | 1998 Professor Marina Angel |
| 2002 Lila G. Roomberg | 1997 Hon. Phyllis Beck |
| 2001 Nora Barry Fischer | 1996 Professor Esther Clark |
| 2000 Hon. Carolyn E. Temin | 1995 Joy Flowers Conti |
| 1999 Leslie Anne Miller | 1994 Hon. Genevieve Blatt |

The Lynette Norton Award to a Pennsylvania woman attorney who has been an outstanding litigator and has demonstrated leadership in mentoring other women attorneys

- 2003 Roberta D. Liebenberg

2003 Report Card Committee

Marina Angel, Chair and Report Card Author, Temple University School of Law
Bunny Baum, Director of Judicial Services and Court Related Education, Admin. Office of PA Courts
Karen Engro, Associate Clinical Professor of Law, University of Pittsburgh
Renee C. Mattei-Myers, Reed Smith, LLP
Diann Stinney, PBA Committee Relations Coordinator
Martin W. Milz, Research Assistant, Temple University School of Law, Class of 2004

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