

Women in the Profession

17th ANNUAL REPORT CARD

PENNSYLVANIA BAR ASSOCIATION

Welcome to the 2011 Pennsylvania Bar Association's Commission on Women in the Profession Report Card. This marks the Report Card's 17th year. As the practice of law has evolved, the Report Card has also evolved in order to keep it relevant. In 2010, the Report Card expanded to include profiles of women in the legal profession who practice in small/solo firms or in government agencies. By highlighting the experiences of these women, the Report Card hoped to illuminate where women are practicing and what choices led them there. The 2011 Report Card continues this new tradition with the inclusion of six attorney profiles of women active in the WIP. The 17th annual Report Card continues to provide concrete data on women practicing in large firms, as public defenders, as district attorneys and as judges and the number of women participating in the Pennsylvania Bar Association. It is the Commission's continued hope that the Report Card will help identify barriers as well as reveal opportunities for women within the profession. 2011 also marks the third year for the Commission's Honor Roll of Legal Organizations Welcoming to Women. This year we are happy to recognize five law firms and legal organizations for their contributions to the advancement of women lawyers: Duane Morris, Exelon Corp. Legal Department, High Schwartz, McNees Wallace & Nurick, and Saul Ewing.

Molly Barker Gilligan

2010-2011 Report Card Committee Co-Chair

Renee Mattei Myers

2010-2011 Report Card Committee Co-Chair

Emily K. Lewis

The Pennsylvania Bar Association



REPORT CARD MISSION

For the seventeenth 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 1995, the Report Card focused on the PBA membership and the positions and numbers of women in the organization. Sixteen 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 2011 Report Card looks at numbers and positions of women in private law firms as well as public offices, such as District Attorney and Public Defender Offices, and in the judiciary. For the second year, the report card includes profiles of women in small firms, solo practice, and government.

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.

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:

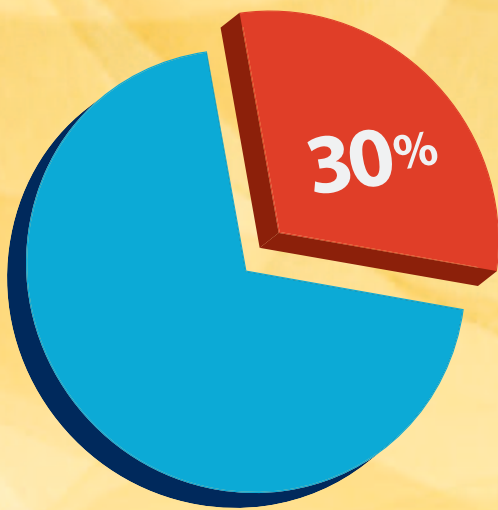
1. Identify opportunities that enable women lawyers to participate fully in the work, responsibilities, and rewards of the profession. Included in this objective are issues relating to the advancement of women within law firms, job opportunities for women, gender discrimination in the profession, and 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.

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Today in the PBA

- Women = 8,361
- Men = 19,207
- Total = 27,568

2011 REPORT CARD EXECUTIVE SUMMARY

PBA

- Women's membership in the PBA continues to increase both numerically and proportionally since the first Report Card was issued in 1995.

Women were 30% of the PBA during the 2010 Bar Year.

- Gretchen A. Mundorff, President for the 2010 Bar Year, is the second woman President of the PBA. The PBA had its first woman President, Leslie Anne Miller, in 1999.
- Women comprise 31% of the House of Delegates during the 2010 Bar Year.
- Women were 21% of the PBA Board of Governors in 1995, and were 48% in the 2010 Bar Year, 16% higher than the previous Bar Year.
- Women were 9% of the Nominating Committee in 1995, and were 41% in the 2010 Bar Year.
- In 1995, there were 38 committees with 12 women solo chairs, 32%. During the 2010 Bar Year, there were 49 committees: 24 had women solo chairs, 49%.

The President-Elect appoints the chairs of committees.

Today, the Commission on Women in the Profession has nearly 700 members, almost three times as many members as the next largest committee. Women are a majority of total committee membership, 56%.

- In 1995, there was 1 woman section chair. For the 2010 Bar Year, 5 section chairs were women, 28%. Sections elect their own chairs.
- In 1995, there was only 1 woman out of 16 section representatives to the House of Delegates. During the 2010 Bar Year, there were 5 women out of 18 section representatives to the House of Delegates, or 28%.

The Young Lawyers Division, which includes all women and men under 38, is 31% of PBA members. Women comprise 44% of the Young Lawyers Division for 2010.

- In 1995 women were 47% of the Young Lawyers Division Leadership. Women were 43% of the leadership in the Young Lawyers Division for the 2010 Bar Year - the Chair, Chair-Elect, and House of Delegates Representative were women.

Private Firms

- In the 2010 Bar Year, women were 30% of all Lawyers, 5% of Chief Administrators, 16% of Equity Partners, 19% of Partners, 21% of Partner-Administrators (e.g. Department and Practice Group Heads), and 46% of Associates on Partnership Track in responding lawfirms.

Women continue to be under-represented in higher level positions including managing partners and executive committee members and over-represented as Associates, contract and staff attorneys, per diem attorneys from temporary agencies, and part-timers.

District Attorneys' Offices

- Women are 39% of all lawyers, 12% of District Attorneys, and 27% of First Assistants in the 2010 Bar Year.

Public Defenders' Offices

- Women are 40% of all lawyers, 19% of the Public Defenders, and 31% of First Assistants.

Judiciary

State

- In 2010, elected women were 29% of the Supreme Court, 67% of the Superior Court, and 44% of Commonwealth Court.
- Philadelphia had 42 women Court of Common Pleas Judges, or 48%. Women comprised only 28% of Court of Common Pleas Judges statewide.
- Thirty-one counties had no women judges.

Federal

In 2010, appointed women were 16% of District Court Judges, 36% of Magistrate Judges, and 23% of Bankruptcy Judges.

- Eastern District: Women were 11% of District Court Judges, 42% of Magistrate Judges, and 21% of Bankruptcy Judges.
- Middle District: Women were 33% of District Court Judges and 50% of Bankruptcy Judges. There were no women Magistrate Judges.
- Western District: Women were 38% of District Court Judges, 57% of Magistrate Judges, and 17% of Bankruptcy Judges.
- In 2010 there were 3 women appointed judges, 21%, on the 14 member Third Circuit Court of Appeals. All three are from Pennsylvania.

Methodology

Sources:

- 2010/2011 Resource Guide to the Pennsylvania Bar Association.
- Pennsylvania Bar Association Membership records as of March 22, 2011.
- Data collected from surveys sent to the 100 Largest Pennsylvania Law Firms, District Attorneys, and Public Defenders in January 2011.
- Administrative Office of Pennsylvania Courts Judicial Data
- PA LAW 2010 Annual Report on the Legal Profession.
- 2010 PBA Lawyer's Directory and Product Guide.

Factors to consider:

- 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 Pennsylvania Law 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 data collected from surveys sent to the 100 largest law firms in Pennsylvania. Survey responses were voluntary. Responding firms are promised anonymity. 2011 was the twelfth year that this information was gathered.

For the 2010, counting only Pennsylvania offices of responding law firms, women were:

- 30% of all lawyers (same as 2009).
- 5% of all Chief Administrators (12% in 2009).
- 21% of Partner-Administrators, e.g. Department or Practice Group Heads (18% in 2009).
- 16% of Equity Partners (19% in 2009).
- 19% of all Partners (20% in 2009).
- 46% of Associates on Partnership Track (45% in 2009).
- 66% of all Part-Timers, 82% of Part Time Equity Partners, 70% of Part Time Partners, and 99% of Part Time Associates.

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Total Lawyers	F	%F	Chief Admin	Total Partners	F Partners	%F Partners	Total Equity Partners	F Equity	%F Equity	Partner- Admin	F Partner- Admin	%F Partner- Admin	Total Assoc.	F Assoc.	%F Assoc.	Total Other	F Other	%F Other	Total PT	FPT	%FPT
315	130	41%	M	NR	NR	NR	NR	NR	NR	20	8	40%	142	78	55%	64	31	48%	41	32	78%
311	109	35%	M	128	22	17%	101	13	13%	52	12	23%	152	78	51%	31	9	29%	18	18	100%
265	75	28%	M	144	27	19%	94	12	13%	67	11	16%	103	44	43%	18	4	22%	5	4	80%
251	68	27%	M	161	34	21%	94	13	14%	44	7	16%	62	32	52%	28	2	7%	19	14	74%
234	62	26%	M	110	16	15%	65	6	9%	21	4	19%	97	39	40%	27	7	26%	12	11	92%
226	88	39%	F	108	26	24%	108	26	24%	81	14	17%	91	51	56%	27	11	41%	32	21	66%
223	63	28%	M	137	26	19%	108	19	18%	76	10	13%	74	35	47%	12	2	17%	19	19	100%
172	56	33%	M	75	15	20%	64	14	22%	42	6	14%	81	33	41%	16	8	50%	10	10	100%
121	35	29%	M	73	11	15%	40	7	18%	18	4	22%	37	20	54%	11	4	36%	13	10	77%
121	35	29%	M	73	11	15%	40	7	18%	18	4	22%	37	20	54%	11	4	36%	13	10	77%
108	31	29%	M	50	13	26%	42	10	24%	37	10	27%	25	15	60%	33	3	9%	21	7	33%
100	25	25%	M	57	12	21%	39	8	21%	33	7	21%	37	10	27%	6	3	50%	NR	NR	NR
92	29	32%	M	53	13	25%	19	1	5%	NR	2	NR	NR	NR	NR	39	16	41%	0	0	0%
81	14	17%	M	38	2	5%	26	2	8%	7	1	14%	26	9	35%	17	3	18%	10	1	10%
79	15	19%	M	40	6	15%	20	3	15%	7	1	14%	31	7	23%	8	2	25%	6	2	33%
67	13	19%	M	27	3	11%	5	0	0%	NR	1	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
62	24	39%	M	37	10	27%	NR	NR	NR	13	5	38%	23	13	57%	2	1	50%	3	3	100%
57	25	44%	M	26	11	42%	NR	NR	NR	9	3	33%	28	14	50%	3	0	0%	9	5	56%
52	11	21%	M	33	3	9%	29	2	7%	8	0	0%	17	8	47%	2	0	0%	3	1	33%
52	20	38%	M	20	0	0%	17	6	35%	4	1	25%	24	12	50%	8	2	25%	1	1	100%
51	14	27%	M	30	4	13%	17	1	6%	16	4	25%	12	6	50%	9	3	33%	8	2	25%
45	6	13%	M	31	3	10%	31	3	10%	14	1	7%	13	3	23%	1	0	0%	2	1	50%
43	24	56%	M	20	11	55%	NR	NR	NR	4	1	25%	23	13	57%	0	0	0%	0	0	
43	14	33%	M	19	4	21%	15	3	20%	4	2	50%	18	8	44%	6	2	33%	5	5	100%
42	20	48%	F	24	12	50%	9	5	56%	6	5	83%	16	6	38%	2	2	100%	5	6	120%
36	10	28%	M	14	3	21%	14	3	21%	8	1	13%	20	6	30%	2	1	50%	0	0	
35	3	9%	M	20	0	0%	15	0	0%	6	0	0%	9	0	0%	6	1	17%	6	1	17%
33	11	33%	NR	21	6	29%	21	6	29%	8	2	25%	8	4	50%	4	1	25%	4	1	25%
32	8	25%	M	22	7	32%	5	0	0%	2	0	0%	2	1	50%	3	0	0%	0	0	0%
31	9	29%	M	12	2	17%	12	2	17%	5	2	40%	15	7	47%	4	0	0%	4	0	0%
30	5	17%	M	14	3	21%	14	3	21%	5	1	20%	3	1	33%	2	0	0%	1	1	100%
30	10	33%	M	15	2	13%	15	2	13%	5	1	20%	12	8	67%	3	0	0%	4	2	50%
30	6	20%	M	21	4	19%	12	1	8%	1	1	100%	6	2	33%	3	0	0%	0	0	0%
29	6	21%	M	20	2	10%	11	2	18%	11	2	18%	7	3	43%	2	1	50%	2	0	0%
28	9	32%	M	13	3	23%	10	3	30%	5	1	20%	16	5	31%	2	1	50%	NR	1	NR
28	5	18%	M	20	2	10%	11	1	9%	5	0	0%	3	2	67%	5	1	20%	0	0	0%
27	4	15%	M	16	1	6%	4	1	25%	12	3	25%	9	3	33%	2	0	0%	4	1	25%
27	9	33%	M	15	4	27%	9	2	22%	NR	NR	NR	10	5	50%	2	0	0%	2	0	0%
12	1	8%	M	0	0	0%	0	0	NR	6	0	0%	4	1	25%	8	0	0%	5	0	0%
NR	NR	NR	M	NR	NR	NR	NR	NR	NR	13	5	38%	NR	NR	NR	NR	NR	NR	NR	NR	NR
3621	1102	30%	2F/37M	1737	334	19%	1136	187	16%	693	143	21%	1293	602	46%	429	125	29%	287	190	66%

5%

NR denotes that no response was provided to the survey question.

PUBLIC SECTOR

All District Attorneys' Offices and Public Defenders' Offices returned survey forms. These high rates of return give an accurate picture to date of the status of women in the public sector.

DISTRICT ATTORNEYS

In 2010, women were:

- 39% of all lawyers in District Attorneys' Offices (42% in 2009)
- 7 women are 12% of District Attorneys (13% in 2009)
- 12 women are 27% of First Assistant District Attorneys (24% in 2009)
- Women are 25% of Part-Timers (29% in 2009). These are generally considered desirable positions because they usually supplement income from private practice.

Total Das	Total Female DAs	% F	DA	1st. Asst.	Total Admin	F Admin	% F Admin	Total Part Time	F Part Time	% F Part Time
307	169	55%	M	M	31	15	48%	22	2	9%
112	44	39%	M	M	18	5	28%	1	1	100%
53	21	40%	M	M	18	7	39%	0	0	0%
45	19	42%	F	M	3	1	33%	0	0	0%
40	0	0%	M	M	8	2	25%	2	2	100%
38	16	42%	M	F	38	16	42%	5	4	80%
32	13	41%	M	F	7	2	29%	0	0	0%
30	12	40%	F	M	3	1	33%	12	2	17%
29	10	34%	M	M	9	5	56%	0	0	0%
27	10	37%	M	M	9	4	44%	0	0	0%
26	7	27%	M	M	14	5	36%	1	0	0%
25	8	32%	M	M	5	2	40%	0	0	0%
22	8	36%	M	M	0	0	0%	0	0	0%
22	8	36%	M	M	9	2	22%	3	0	0%
15	3	20%	M	M	1	0	0%	10	2	20%
15	5	33%	M	M	3	1	33%	0	0	0%
14	8	57%	M	M	9	5	56%	7	2	29%
14	4	29%	M	M	2	0	0%	6	1	17%
13	4	31%	M	M	3	1	33%	4	1	25%
13	4	31%	M	F	3	1	33%	5	0	0%
12	3	25%	F	M	0	0	0%	7	0	0%
12	6	50%	M		3	1	33%	4	3	75%
12	4	33%	M	M	4	2	50%	3	1	33%
11	2	18%	M	M	2	0	0%	3	0	0%
11	3	27%	M	M	2	0	0%	1	0	0%
11	2	18%	M	M	0	0	0%	3	0	0%
9	4	44%	M	M	2	0	0%	3	2	67%

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Total Das	Total Female DAs	% F	DA	1st. Asst.	Total Admin	F Admin	% F Admin	Total Part Time	F Part Time	% F Part Time
8	3	38%	M	M	7	3	43%	7	3	43%
8	2	25%	M	F	2	1	50%	0	0	0%
8	3	38%	M	F	0	0	0%	3	0	0%
7	4	57%	F	M	2	1	50%	0	0	0%
7	2	29%	M	M	2	0	0%	1	0	0%
7	2	29%	M	M	1	0	0%	6	2	33%
7	2	29%	M	F	2	1	50%	2	0	0%
6	1	17%	M	M	2	0	0%	5	1	20%
6	2	33%	M	M	2	0	0%	1	0	0%
6	2	33%	M	F	2	1	50%	2	1	50%
5	3	60%	F	F	1	1	100%	3	2	67%
5	1	20%	M	M	5	1	20%	4	1	25%
5	2	40%	M	F	2	1	50%	0	0	0%
5	3	60%	M		2	0	0%	3	3	100%
4	0	0%	M	M	1	0	0%	0	0	0%
4	1	25%	M	M	2	0	0%	4	1	25%
4	0	0%	M	M	2	0	0%	1	0	0%
4	2	50%	F	M	1	1	100%	0	0	0%
4	1	25%	M	M	2	0	0%	1	0	0%
4	1	25%	M	M	2	0	0%	0	0	0%
4	2	50%	M		4	2	50%	1		0%
3	0	0%	M	M	1	0	0%	2	0	0%
3	0	0%	M	M	1	0	0%	2	0	0%
3	0	0%	M	M	1	0	0%	2	0	0%
3	1	33%	M	M	0	0	0%	1	1	100%
3	0	0%	M	M	3	0	0%	2	0	0%
3	0	0%	M	M	1	0	0%	2	0	0%
3	1	33%	M	F	2	1	50%	1	0	0%
3	1	33%	M	F	3	1	33%	1	1	100%
2	0	0%			2	0	0%	1	0	0%
2	0	0%	M	M	2	0	0%	0	0	0%
2	0	0%	M	M	2	0	0%	0	0	0%
2	1	50%	M		1	0	0%	0	0	0%
2	1	50%	M	F	1	1	100%	1	1	100%
1	0	0%	M		1	0	0%	1	0	0%
1	0	0%	M		1	0	0%	0	0	0%
1	0	0%	M		0	0	0%	0	0	0%
1	0	0%	M		1	0	0%	0	0	0%
1	0	0%	M		1	0	0%	0	0	0%
1	1	100%	F		1	1	0%	1	1	100%
1128	442	39%	12%	27%	277	95	34%	163	41	25%
			7F/59	12F/44M						

PUBLIC DEFENDERS

All Public Defenders' Offices responded. In 2010, women were:

- 40% of all lawyers in Public Defenders' Offices (37% in 2009)
- 11 women are 19% of Public Defenders (10% in 2009)
- 10 women are 31% of First Assistant Public Defenders (23% in 2009)
- Women are 19% of Part-Timers (22% in 2009). These are generally considered desirable positions because they usually supplement income from private practice.

Total PDs	Total Female PDs	% F	PD	1st. Asst.	Total Admin	F Admin	% F Admin	Total Part Time	F Part Time	% F Part Time
226	143	63%	F	M	27	10	37%	0	0	0%
87	45	52%	M	F	8	2	25%	13	7	54%
52	9	17%	M	M	17	3	18%	0	0	0%
36	13	36%	M	F	12	6	50%	14	3	21%
31	13	42%	M	M	2	0	0%	1	0	0%
31	13	42%	M	M	2	0	0%	2	0	0%
25	8	32%	M		1	0	0%	2	0	0%
24	10	42%	M	M	3	0	0%	0	0	0%
22	3	14%	M	M	4	1	25%	15	0	0%
22	8	36%	M	M	6	3	50%	0	0	0%
21	12	57%	M	F	6	3	50%	0	0	0%
19	6	32%	M	F	4	3	75%	11	3	27%
19	9	47%	M	F	6	3	50%	0	0	0%
17	3	18%	M	M	0	0	0%	16	2	13%
17	7	41%	M	M	5	2	40%	4	2	50%
13	0	0%	M	M	0	0	0%	8	0	0%
13	2	15%	M	M	2	0	0%	7	2	29%
12	4	33%	M	M	3	1	33%	8	2	25%
11	2	18%	M	M	2	0	0%	7	1	14%
11	3	27%	F		1	1	100%	8	0	0%
9	4	44%	M	M	2	0	0%	3	1	33%
9	2	22%	M	M	2	0	0%	2	0	0%
8	3	38%	F	M	0	0	0%	6	2	33%
8	1	13%	M	M	2	0	0%	4	0	0%
7	5	71%		F	2	1	50%	1	0	0%
7	1	14%	M	M	1	0	0%	2	0	0%
7	0	0%	M	M	2	0	0%	0	0	0%

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Total PDs	Total Female PDs	% F	PD	1st. Asst.	Total Admin	F Admin	% F Admin	Total Part Time	F Part Time	% F Part Time
7	2	29%	M	F	2	1	50%	6	2	33%
7	1	14%	M	M	2	0	0%	5	0	0%
7	1	14%	M	F	2	1	50%	0	0	0%
6	1	17%	M		0	0	0%	2	1	50%
6	0	0%	M	M	2	0	0%	3	0	0%
5	1	20%			0	0	0%	0	0	0%
5	1	0%	M	M	0	0	0%	5	1	20%
5	3	60%	M	F	2	1	50%	0	0	0%
5	1	20%	M	M	2	0	0%	4	1	25%
5	2	40%	M		1	0	0%	0	0	0%
4	0	0%	M		0	0	0%	0	0	0%
4	0	0%	M	M	0	0	0%	2	0	0%
4	0	0%	M	M	0	0	0%	2	0	0%
4	1	25%	M	M	0	0	0%	1	0	0%
4	0	0%	M	M	2	0	0%	3	0	0%
4	1	0%	M		1	0	0%	4	1	25%
4	1	25%	M		1	0	0%	0	0	0%
4	0	0%	M		1	0	0%	4	0	0%
3	1	33%	M	M	1	0	0%	2	1	50%
3	1	0%	M	M	2	0	0%	3	1	33%
3	2	67%	F		1	0	0%	0	0	0%
3	0	0%	F		0	0	0%	3	0	0%
3	2	67%	M		1	0	0%	0	0	0%
3	0	0%	M		1	0	0%	0	0	0%
2	1	50%	M		0	0	0%	1	1	100%
2	0	0%	M		1	0	0%	2	0	0%
2	2	100%	F		0	0	0%	0	0	0%
2	0	0%	M	M	0	0	0%	0	0	0%
2	1	50%	F		0	0	0%	1	0	0%
2	1	0%	M		0	0	0%	2	1	50%
2	1	50%	M		1	0	0%	1	1	100%
2	1	0%	M		1	0	0%	2	1	50%
2	1	50%	F	M	2	1	50%	0	0	0%
2	1	50%	M	F	2	1	50%	1	0	0%
1	0	0%	M		1	0	0%	1	0	0%
1	0	0%	M		0	0	0%	0	0	0%
1	1	100%	F		0	0	0%	0	0	0%
1	0	0%	M		0	0	0%	0	0	0%
1	1	0%	F		0	0	0%	1	1	100%
1	0	0%	M		0	0	0%	1	0	0%
1	0	0%	M		1	0	0%	0	0	0%
1	1	100%	F		1	1	100%	0	0	0%
900	363	40%	19%	31%	156	45	29%	196	38	19%

11F/57M 10F/32M

2010 PENNSYLVANIA JUDICIARY

Philadelphia continues to have, by far, the highest number of women judges, 42 or 48%. Women comprise only 34% of Court of Common Pleas Judges statewide.*

Generally, the largest counties have the most women judges.

Twenty-nine counties have no women judges and ten counties only have 1 woman.

*Cameron and Elk, Columbia and Montour, Franklin and Fulton, Juniata and Perry, Snyder and Union, Forest and Warren, and Sullivan and Wyoming, share judges. We have not double counted the judges for these counties.

PENNSYLVANIA APPELLATE

PA Supreme Court 2 out of 7 Sitting Justices

PA Superior Court 10 out of 15 Sitting Judges

PA Commonwealth 4 out of 9 Sitting Judges

Elected women were 29% of the Supreme Court, 67% of the Superior Court, and 44% of Commonwealth Court.

PENNSYLVANIA COURT OF COMMON PLEAS-SITTING JUDGES BY COUNTY

County	F	M	%F	County	F	M	%F	County	F	M	%F
Philadelphia	42	46	48	Beaver	1	6	14	Greene	0	2	0
Allegheny	13	30	30	Bradford	1	1	50	Huntingdon	0	1	0
Montgomery	6	16	27	Cambria	1	4	20	Jefferson	0	1	0
Delaware	5	11	31	Centre	1	3	25	Lawrence	0	4	0
Lehigh	4	5	44	Fayette	1	4	20	Lebanon	0	4	0
Bucks	3	10	23	Forest/Warren	1	1	50	McKean	0	1	0
Chester	3	9	25	Indiana	1	2	33	Mercer	0	4	0
Monroe	3	3	50	Juniata/Perry	1	1	50	Mifflin	0	2	0
Washington	3	3	50	Luzerne	1	6	14	Northumberland	0	3	0
Westmoreland	3	8	27	Schuylkill	1	5	17	Pike	0	2	0
York	3	10	23	Adams	0	4	0	Potter	0	1	0
Berks	2	11	15	Armstrong	0	2	0	Snyder/Union	0	1	0
Blair	2	3	40	Bedford	0	1	0	Somerset	0	3	0
Butler	2	4	33	Cameron/Elk	0	1	0	Sullivan/Wyoming	0	1	0
Dauphin	2	8	20	Carbon	0	2	0	Susquehanna	0	1	0
Erie	2	7	22	Clarion	0	1	0	Tioga	0	1	0
Franklin/Fulton	2	3	40	Clearfield	0	2	0	Venango	0	2	0
Lackawanna	2	7	22	Clinton	0	2	0	Wayne	0	1	0
Lancaster	2	12	14	Columbia/Montour	0	2	0				
Lycoming	2	3	40	Crawford	0	3	0				
Northampton	2	7	22	Cumberland	0	5	0	Totals:	98	194	34%

2010 FEDERAL JUDICIARY

EASTERN DISTRICT

<i>District Court Judges</i>	2 out of 19 sitting Judges	11%
<i>US Magistrate Judges</i>	5 out of 12 sitting Judges	42%
<i>Bankruptcy Judges</i>	3 out of 14 sitting Judges	21%

MIDDLE DISTRICT

<i>District Court Judges</i>	1 out of 3 sitting Judges	33%
<i>US Magistrate Judges</i>	0 out of 6 sitting Judges	0%
<i>Bankruptcy Judges</i>	1 out of 2 sitting Judges	50%

WESTERN DISTRICT

<i>District Court Judges</i>	5 out of 8 sitting Judges	38%
<i>US Magistrate Judges</i>	4 out of 7 sitting Judges	57%
<i>Bankruptcy Judges</i>	1 out of 6 sitting Judges	17%

Appointed women were 16% of District Court Judges, 36% of Magistrate Judges, and 23% of Bankruptcy Judges.

THIRD CIRCUIT COURT OF APPEALS

The jurisdiction of the Third Circuit Court of Appeals includes Pennsylvania, Delaware, and the Virgin Islands. There are 3 women appointed judges, 21%, on the 14 member Third Circuit Court of Appeals. All three are from Pennsylvania.

PBA MEMBERSHIP

PENNSYLVANIA BAR ASSOCIATION MEMBERS BY COUNTY

County	M	F	%F	County	M	F	%F	County	M	F	%F
Adams	51	23	31%	Erie	390	110	22%	Northumberland	65	12	16%
Allegheny	2530	1211	32%	Fayette	93	34	27%	Out-of country	21	8	28%
Armstrong	25	11	31%	Forest	1	0	0%	Out-of-state	2073	1064	34%
Beaver	134	42	24%	Franklin	99	47	32%	Perry	20	4	17%
Bedford	16	7	30%	Fulton	4	1	20%	Philadelphia	3196	1616	34%
Berks	436	151	26%	Greene	19	9	32%	Pike	19	2	10%
Blair	99	33	25%	Huntingdon	24	3	11%	Potter	10	5	33%
Bradford	34	11	24%	Indiana	56	17	23%	Schuylkill	131	42	24%
Bucks	510	210	29%	Jefferson	23	9	28%	Snyder	18	1	5%
Butler	113	54	32%	Juniata	12	3	20%	Somerset	60	18	23%
Cambria	142	39	22%	Lackawanna	454	128	22%	Sullivan	4	1	20%
Cameron	2	1	33%	Lancaster	519	215	29%	Susquehanna	24	5	17%
Carbon	48	19	28%	Lawrence	81	14	15%	Tioga	29	7	19%
Centre	140	75	35%	Lebanon	83	26	24%	Union	23	11	32%
Chester	586	262	31%	Lehigh	416	149	26%	Venango	45	11	20%
Clarion	28	7	20%	Luzerne	332	81	20%	Warren	23	10	30%
Clearfield	39	10	20%	Lycoming	150	62	29%	Washington	233	86	27%
Clinton	32	4	11%	McKean	23	5	18%	Wayne	36	11	23%
Columbia	34	12	26%	Mercer	112	33	23%	Westmoreland	349	114	25%
Crawford	69	31	31%	Mifflin	29	5	15%	Wyoming	13	7	35%
Cumberland	382	185	33%	Monroe	107	30	22%	York	371	130	26%
Dauphin	1153	625	35%	Montgomery	1733	730	30%				
Delaware	703	323	31%	Montour	15	5	25%				
Elk	19	3	14%	Northampton	344	131	28%	Totals:	19207	8361	30%

In 2010, the female membership of the PBA was 30%. With some exceptions, women are more heavily represented in large urban counties, e.g., Philadelphia and its surrounding counties in the east and Allegheny in the west.

PBA LEADERSHIP

EXECUTIVE OFFICERS

In the 2010 Bar Year, one Executive Officer of the PBA was a woman: President Gretchen A. Mundorff. The remaining officers were male: President-Elect Matthew J. Crème, Jr., Vice President Thomas G. Wilkinson, Jr., and Immediate Past President Clifford E. Haines.

BOARD OF GOVERNORS

The PBA Board of Governors is comprised of: PBA Executive Committee (President, President-Elect, Vice President, and Immediate Past President) (1 woman); other PBA Executive Officers (Chair of the House of Delegates, Secretary, and Treasurer (1 man and 2 women); three representatives from the Young Lawyers Division (1 man and 2 women), 1 Zone Governor from each of the 12 zones (5 Zones have women Governors); one minority Governor-at-large (a man), one woman Governor-at-large and one Unit County Governor (a woman).

- In 2010, 12 women were 48% of the 25 members of the Board of Governors.

NOMINATING COMMITTEE

The Nominating Committee selects one candidate for each of the top offices of the PBA to be presented to the House of Delegates. The Committee consists of: all Zone Governors, the unit county Governor, the minority Governor, the woman Governor, the five living immediate past presidents of the PBA, the immediate past chair of the YLD, 2 committee and 3 section representatives, a representative from the Conference of County Bar Leaders Executive Committee, a representative of the Executive Council of the Commission on Women in the Profession Committee and a representative of the Executive Council of the Minority Bar Committee.

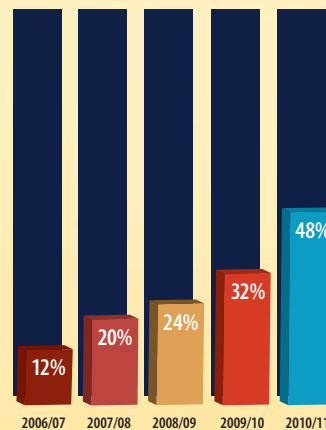
- In 2010, 12 women were 41% of the 29 members of the PBA Nominating Committee.

EXECUTIVE OFFICERS



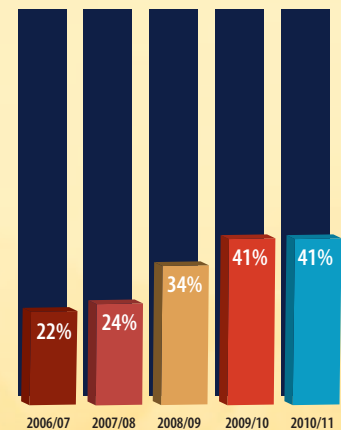
2010
Women = 1 Men = 3

BOARD OF GOVERNORS



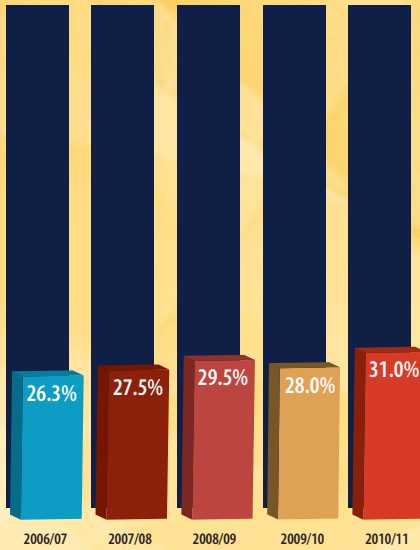
2010/11
Women = 12 Men = 13 Total = 25

NOMINATING COMMITTEE



2010/11
Women = 12 Men = 17 Total = 29

HOUSE OF DELEGATES



2010/11

Women = 122 Men = 273 Total = 395

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 (overwhelmingly men); one representative of each county bar association; the immediate past PBA Secretary, Treasurer, and Zone Governors; representatives of sections and of the Young Lawyers Division; the Attorney General of Pennsylvania; state delegates to the ABA House: the Court Administrator of Pennsylvania; and deans of Pennsylvania law schools, among others.

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

In 2010, 122 women were 31% of the 395 members of the House of Delegates.

HOUSE OF DELEGATES BY ZONE

The percentage of women Delegates has been consistently high for Zone 3.

- Zone 3 – 44% Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry, York

In 2010, Zones 1, 6, 10 and 12 are also high.

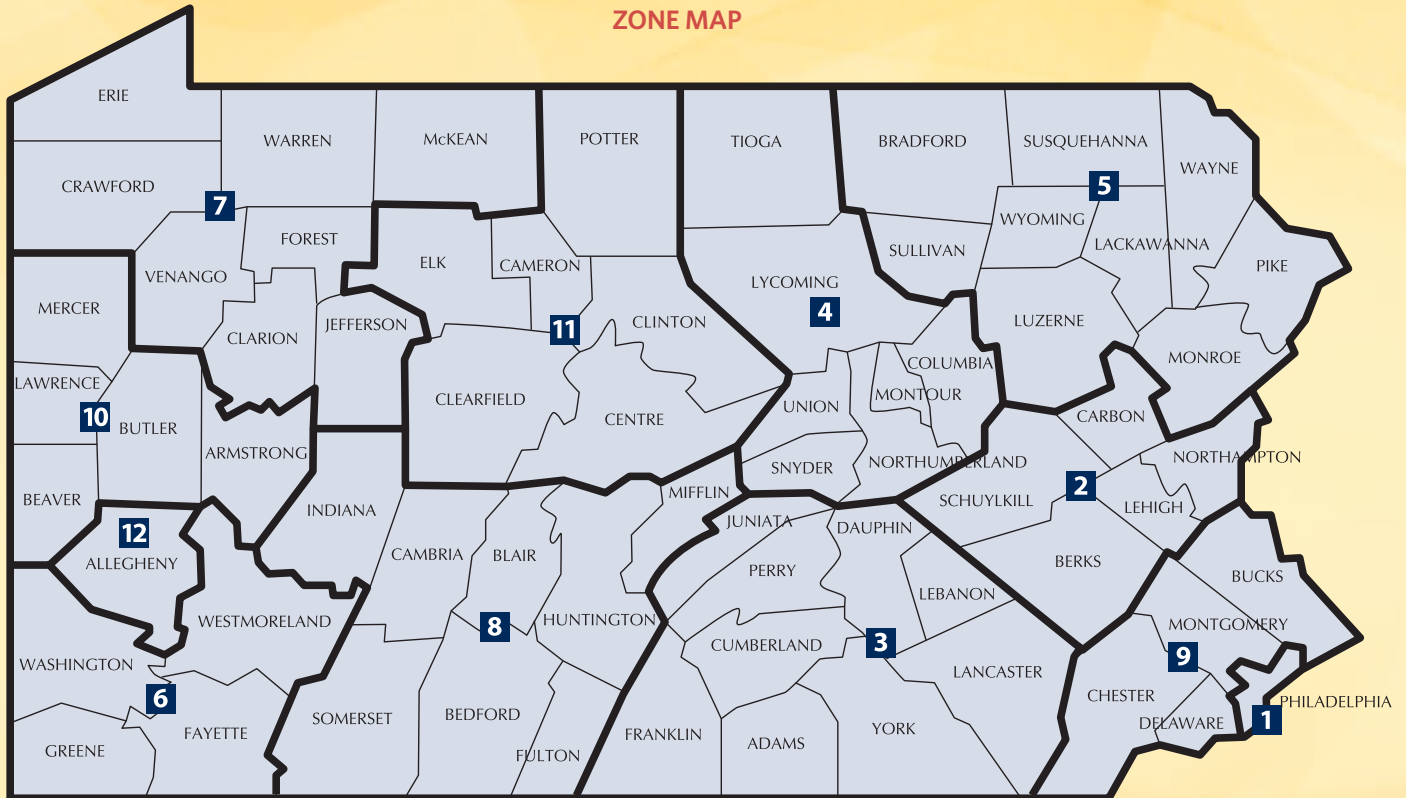
- Zone 1 – 38% Philadelphia
- Zone 6 – 41% Fayette, Greene, Washington, Westmoreland
- Zone 10 – 51% Armstrong, Beaver, Butler, Lawrence, Mercer
- Zone 12 – 36% Allegheny

Women in the Profession

17th ANNUAL REPORT CARD

2006/07			2007/08			2008/09			2009/10			2010/11			
F	M	%F	F	M	%F	F	M	%F	F	M	%F	F	M	%F	
19	51	27%	26	51	34%	25	49	34%	23	47	33%	24	40	38%	Zone 1
5	21	19%	5	22	19%	5	23	18%	4	24	14%	6	22	22%	Zone 2
20	36	36%	23	39	37%	25	39	40%	22	31	42%	28	36	44%	Zone 3
3	11	21%	5	10	33%	4	9	31%	1	10	9%	2	12	15%	Zone 4
3	21	13%	4	20	17%	4	16	21%	5	19	21%	5	19	21%	Zone 5
6	16	27%	5	15	25%	5	14	27%	7	13	35%	8	12	41%	Zone 6
2	15	12%	3	13	19%	3	11	22%	4	11	27%	4	14	23%	Zone 7
5	13	28%	2	15	12%	2	13	14%	2	14	13%	2	15	12%	Zone 8
15	50	23%	14	49	22%	16	48	26%	13	46	22%	15	54	22%	Zone 9
5	8	38%	5	9	36%	7	8	47%	6	8	43%	7	7	51%	Zone 10
4	8	33%	3	9	25%	3	7	31%	4	8	33%	3	9	26%	Zone 11
16	38	30%	15	38	28%	16	38	30%	13	34	28%	18	33	36%	Zone 12

ZONE MAP



COMMITTEES

In the 2010 Bar Year, there were 49 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. In reviewing the percentage of women on committees, it is important to keep in mind that in 2010 women represented 30% of PBA membership and 42% of committee members.

In 2010, there were 49 committees: 24 committees had solo women chairs, 49%; 21 committees have solo men chairs, 43%. The number of solo women chairs increased from 2009 by 10%.

The President-Elect appoints leadership for committees.

The Commission on Women in the Profession is the largest committee in the PBA.

Committee	2006/07		2007/08		2008/09		2009/10		2010/11	
	F	%F	F	%F	F	%F	F	%F	F	%F
Access to Justice									6	30%
Agricultural Law	12	26%	16	31%	16	31%	20	39%	15	39%
Alternative Dispute Resolution	55	32%	61	34%	59	33%	56	34%	43	33%
Amicus Curiae Brief*	2	17%	3	23%	2	20%	2	20%	3	30%
Animal Law	54	56%	71	66%	63	61%	72	63%	55	69%
Appellate Advocacy	44	41%	50	42%	56	47%	60	48%	41	49%
Bar/Press*	3	23%	3	17%	1	11%	1	11%	1	11%
Bylaws	5	31%	4	24%	4	25%	4	24%	5	33%
Charitable Organizations	28	37%	29	40%	31	44%	27	43%	15	43%
Child Advocate Pro Bono							17	81%	16	76%
Children's Rights	59	73%	77	78%	73	83%	63	78%	45	79%
Civil & Equal Rights	17	29%	32	43%	33	45%	29	44%	30	45%
Community & Public Relations	11	30%	16	42%	16	47%	14	50%	12	55%
Corrections System	8	25%	9	24%	13	38%	9	28%	12	43%
Editorial*	5	26%	4	24%	5	28%	5	25%	6	30%
Federal Practice			17	33%	27	42%	26	43%	37	49%
Gaming Law	22	20%	20	20%	19	23%	13	18%	8	15%
Gay/Lesbian Rights	24	55%	28	60%	26	51%	14	48%	16	59%
Government Lawyers	98	47%	111	51%	122	50%	131	51%	125	50%
Health Care Law	49	33%	54	39%	48	40%	49	42%	23	31%
In-House Counsel	31	36%	35	37%	31	36%	32	40%	24	44%
Insurance Staff Attorney	11	24%	11	26%	11	27%	13	33%	12	27%
Judicial Administration	18	24%	22	28%	22	29%	20	32%	17	39%
Judicial Campaign Advertising*	7	39%	7	41%	6	38%	6	35%	6	33%
Judicial Evaluation*	7	50%	8	44%	7	54%	8	50%	9	56%
Judicial Independence Commission*	13	25%	10	21%	10	21%	10	21%	8	18%
Law Related Education	14	64%	18	62%	15	52%	18	56%	14	45%
Lawyer Advertising Task Force*			2	10%	2	11%				
Lawyers Assistance	5	14%	6	17%	5	15%	6	16%	5	17%

In the 2010 Bar Year the following committees have below 30% women membership:

Senior Lawyers Committee	9%
Bar/Press Committee	11%
Professional Liability Committee	15%
Gaming Law Committee	15%
Lawyers' Assistance Committee	17%
Judicial Independence Committee	18%
Legal Ethics & Professional Responsibility Committee	18%
Military and Veterans Affairs Committee	26%
Unauthorized Practice of Law Committee	26%
Insurance Staff Attorney Committee	27%
Statutory Law Committee	29%

Committee	2006/07		2007/08		2008/09		2009/10		2010/11	
	F	%F	F	%F	F	%F	F	%F	F	%F
Legal Ethics & Professional Resp.*	14	19%	14	19%	15	21%	13	17%	13	18%
Legal Services for Exceptional Children	38	54%	32	53%	39	60%	36	58%	31	57%
Legal Services to Persons with Disabilities	19	42%	16	43%	21	49%	20	54%	18	62%
Legal Services to the Public	35	56%	38	54%	37	59%	43	64%	34	58%
Legislative Relations Task Force*	2	29%	1	13%	6	26%				
Loan Forgiveness Implementation*			15	48%	11	44%				
Long Range Planning Strategic Goals					9	43%				
Medical and Health Related Issues	18	32%	29	46%	26	43%	19	38%	18	53%
Member Benefits and Services	12	36%	11	35%	12	39%	11	38%	9	43%
Military and Veterans*	13	17%	11	18%	11	20%	17	30%	14	26%
Minority Bar Association	58	51%	100	56%	75	57%	109	59%	145	60%
Outreach to Children Initiative*			11	42%	8	40%				
PABAR-PAC*	1	17%	2	33%	3	17%	6	30%	6	30%
PBA Constitutional Review Commission									12	40%
PBA Diversity Task Force									12	46%
PBA Leadership Recruitment & Development*					7	58%	6	50%	5	45%
Plain English	18	46%	18	43%	17	47%	21	57%	13	37%
Presidential Planning*	10	38%	8	31%	8	30%	7	37%		
Professional Liability	5	7%	11	15%	9	13%	8	11%	9	15%
Professional Practice Standards*	3	17%	2	15%	2	15%				
Professionalism	17	30%	18	34%	22	42%	18	35%	11	30%
Quality of Life/Balance	21	58%	27	68%	21	64%	21	62%	17	63%
Review & Certifying Board*	6	46%	3	33%	8	62%	5	56%	3	75%
Senior Lawyers	3	5%	3	8%	4	9%	4	9%	3	9%
Sports, Entertainment & Art	14	29%	16	30%	17	32%	17	37%		
Statutory Law	9	26%	13	30%	13	33%	12	30%	9	29%
Technology & PBA Website*			5	23%	4	19%				
Unauthorized Practice of Law	16	20%	18	23%	13	21%	13	23%	11	26%
Women in the Profession Commission	427	97%	635	97%	674	98%	720	98%	568	98%
Totals	1377		1813	49%	1815	52%	1851	54%	1678	56%

*Denotes committee entirely appointed by the PBA President-Elect.

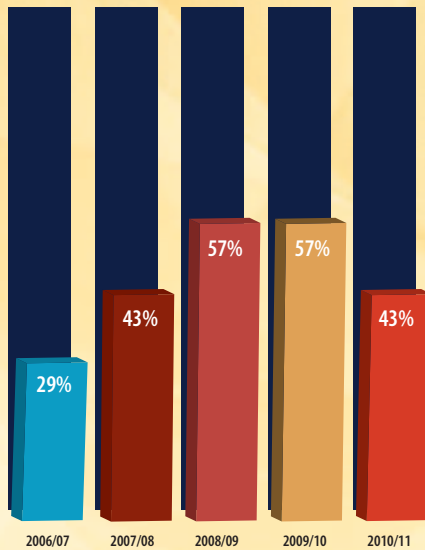
SECTIONS

Section membership is open to any PBA member who pays section dues. Sections elect their officers, council members, and House of Delegates representatives.

In the 2010 Bar Year, there were 5 women chairs out of 18 chairs, or 28%, which is a slight decrease compared to 2009 when there were 6 women chairs, or 33%. There are 5 women representatives to the House of Delegates out of 18, or 28%.

		F	M	% F	Chair	Vice Chair	Sec/Treas	Section Del.
Administrative Law	Council	15	14	52%	M	F	F	F
	Members	84	152	36%				
Aeronautical & Space	Council	2	5	29%	M	F		M
	Members	5	25	17%				
Business Law	Council	9	20	31%	M	M	F/M	M
	Members	302	1170	21%				
Civil Litigation	Council	14	28	33%	F	F	M/M	M
	Members	396	1773	18%				
Criminal Law	Council	2	8	20%	M	F	M	F
	Members	107	454	19%				
Education Law	Council	2	4	33%	F			M
	Members	75	161	32%				
Elder Law	Council	20	13	61%	M	F	M/F	F
	Members	207	556	27%				
Environmental and Energy Law	Council	4	11	27%	M	M	M/M	F
	Members	96	348	22%				
Family Law	Council	28	33	46%	F	M	M/F	M
	Members	619	646	49%				
Intellectual Property	Council	6	24	20%	M	M	M/F	M
	Members	72	227	24%				
International & Comparative Law	Council	0	5	0%	M			M
	Members	36	75	32%				
Labor & Employment Law	Council	7	13	35%	M	M	F/F	M
	Members	227	491	32%				
Municipal Law	Council	3	15	17%	F	F	M	M
	Members	92	563	14%				
Public Utility Law	Council	6	9	40%	M	F	F/F	F
	Members	47	108	30%				
Real Property, Probate, & Trust Law	Council	8	17	32%	M	M/F	M/F	M
	Members	448	1748	20%				
Solo & Small Firm Practice	Council	11	23	32%	F	M	F/F	M
	Members	183	582	24%				
Tax Law	Council	6	14	30%	M	M	F	M
	Members	115	526	18%				
Workers Compensation Law	Council	11	40	22%	M	M	M/M	M
	Members	170	570	23%				
	Council Totals	154	296	52%	5 of 18	8 of 17	13 of 26	5 of 18
	Member Totals	3281	10175	32%	28%	47%	50%	28%

YOUNG LAWYERS DIVISION



2010/11
Women = 3 Men = 4 Total = 7

YOUNG LAWYERS DIVISION

The PBA Young Lawyers Division represents 31% of the PBA’s membership. Members are lawyers who are 38 years of age or younger or have been practicing law for five years or less, regardless of age.

There are 8,559 members of the Young Lawyers Division, 3,808 women, or 44%, and 4,748 men, or 56%. Women hold 43% of the leadership positions, 3 of 7 offices.

- The Secretary, Treasurer, and Immediate Past Chair, ABA/YLD District Representative were men.
- The Chair, Chair-Elect and House of Delegates Representative were women.

AWARDS

In 2009, the Commission on Women in the Profession chose to establish an Honor Roll of legal organizations welcoming women professionals. Nominations are accepted for Pennsylvania firms, corporate law departments or other organizations of lawyers providing legal services, either public or private. The Honor Roll honors those firms that have instituted programs or initiatives that help women lawyers continue and advance in their professional careers.

The Women in the Profession’s Firm Award for the Promotion of Women to Leadership Positions was presented from 2002-2008 to recognize the firm among the 100 largest in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm.

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.

Honor Role of Legal Organizations Welcoming Women Professionals

- 2011** Duane Morris LLP | McNees Wallace & Nurick LLC | High Schwartz LLP | Saul Ewing LLP | Exelon Corporation Legal Department
- 2010** Duane Morris LLP | Eckert Seamans Cherin & Mellott LLC | Lavin, O’Neil, Riccit, Cedrone & DiSipio | Littler Mendelson P.C. | Meyer, Darragh, Buckler, Bebenek & Eck, P.L.L.C. | White and Williams LLP | Willig, Williams & Davidson
- 2009** Cozen O’Connor | Hangley Aronchick Segal & Pudlin, P.C. | Hangley Aronchick Segal & Pudlin, P.C. | K&L Gates | Meyer, Darragh, Buckler, Bebenek & Eck, P.L.L.C. | Buckler, Bebenek & Eck, P.L.L.C. | Oliver, Price & Rhodes | Raynes McCarty | Hangley Aronchick Segal & Pudlin, P.C. | K&L Gates | Meyer, Darragh, Buckler, Bebenek & Eck, P.L.L.C.

The Women in the Profession’s Award for the Promotion of Women to Leadership Positions Within the Firm chosen from the 100 Largest Firms.

- 2008** Willig, Williams & Davidson
- 2007** No Firm Award
- 2006** Lavin, O’Neil, Ricci, Cedrone & DiSipio
- 2005** Houston Harbaugh
- 2004** Woodcock Washburn
- 2003** Ballard Spahr Andrews & Ingersoll
- 2002** Willig, Williams & Davidson

The Anne X. Alpern Award to a Pennsylvania woman attorney who has had a significant professional impact in Pennsylvania, who has demonstrated leadership in her profession and community, and who has participated in mentoring activities.

- 2011** Roberta Jacobs-Meadway
- 2010** Hon. Linda K.M. Ludgate
- 2009** Hon. Cynthia A. Baldwin
- 2008** Kathleen D. Wilkinson
- 2007** Ann L. Begler
- 2006** Hon. Maureen Lally-Green
- 2005** Hon. Sandra Schultz Newman
- 2004** Hon. Donetta W. Ambrose
- 2003** Charisse R. Lillie
- 2002** Lila G. Roomberg
- 2001** Nora Barry Fischer
- 2000** Hon. Carolyn E. Temin
- 1999** Leslie Anne Miller
- 1998** Professor Marina Angel
- 1997** Hon. Phyllis Beck
- 1996** Professor Esther Clark
- 1995** Joy Flowers Conti

The Lynette Norton Award to an outstanding woman litigator who has demonstrated leadership in mentoring other women attorneys and who is devoted to assisting other women who follow in the profession.

- 2011** Ann Thornton Field
- 2010** Lynn E. Rzonca
- 2009** Mary Sue Ramsden
- 2008** Kimberly A. Brown
- 2007** Carolyn P. Short
- 2006** Elizabeth Maguschak
- 2005** Melinda C. Ghilardi
- 2004** Kerry A. Kearney

PROFILES



Gretchen A. Mundorff

Founding partner of Watson Mundorff Brooks & Sepic, LLP, Connellsville, Pennsylvania

What did you do before you started your current position? I was an associate with the firm of McCue & Watson in Connellsville. One of the founding partners of McCue & Watson, Charles Watson, and I left that firm to start Watson & Mundorff in September, 1989. Prior to my work with McCue & Watson, I was an associate with Coldren DeHaas & Radcliffe in Uniontown, Pennsylvania.

Law school: Marshall-Wythe School of Law, College of William and Mary in Virginia, Williamsburg, Virginia

How long have you been at Watson Mundorff Brooks & Sepic, LLP? Since the firm's inception on September 14, 1989. I was a founding partner in the predecessor firm known as Watson & Mundorff, now Watson Mundorff Brooks & Sepic, LLP.

What do you do? I have a civil litigation practice which includes plaintiffs' personal injury actions (including medical malpractice actions) and family law litigation. I am also the solicitor for the Fayette County Zoning Hearing Board and act as solicitor for a number of other municipalities.

What attracted you to your current position? By the time I was in my late 20's, I knew that I wanted to have my own law firm and, to a certain extent, control my own destiny with respect to the manner in which I practice. I also knew that I was a "country girl" at heart and wanted to remain in my hometown of Connellsville and be near my parents and other extended family members. Founding Watson & Mundorff with my partner, Chuck Watson, seemed to be a natural fit.

How did the quality of life figure into your decision to pursue your current position? I wanted to be in my home town, close to my family and in a firm in which I controlled my own practice and made my own decisions. I also wanted to be in a firm that supported my Pennsylvania Bar Association activities and desire to run for leadership positions. Also, because I am such an outdoorsy person, I wanted to stay in the Laurel

Highlands where I enjoy the recreational activities which are provided by the area's beautiful hiking and biking trails and the pristine Youghiogheny River.

Who have been your mentors? My earliest mentors were my parents, Jack and Kitty Mundorff, who instilled in me the thought that I could do anything that I wanted to do and be anything that I wanted to be. My parents taught my sister, Jennifer, and me concepts of fairness, equality and inclusion at very early ages and fostered concepts of racial, ethnic and gender fairness and equality in our home. My father was my earliest example of a male feminist.

I had the great good fortune to work closely as an associate with past PBA President Ira Coldren at his firm as a young lawyer. Mr. Coldren became not only a mentor in my substantive law practice but, also, my PBA mentor. He made it possible for me to attend PBA Young Lawyer Division events and supported my desire to become chair of the PBA YLD. As a young lawyer, I also had the good fortune to work with Tom Hollander, a consummate trial lawyer from Pittsburgh who mentored me throughout the course of a complex medical malpractice case. Tom taught me the valuable lesson as a young lawyer that one could be a fierce advocate for one's client while remaining true to core values of personal integrity, ethics and concepts of fairness and decency.

I would be remiss if I did not note that as the second women President of the PBA, I am deeply indebted to our trailblazer, past President Leslie Miller, for all of her mentoring of me over many years. I worked with Leslie when she gave birth to the WIP. Leslie has been there for me each time I ran for another office within the Pennsylvania Bar Association. A brilliant and eloquent speaker, I can remember being almost spellbound listening to her both around the Board of Governors table and when she would deliver her address at the House of Delegates meetings. I feel both honored and privileged to call Leslie my mentor and my friend.

How are you involved in the PBA? I am currently serving as the PBA President. I have served as YLD chair, chair of the PBA Bar Institute, Zone 6 Governor, PBA Secretary, PBA Vice-President and President Elect. I'm also a member of the PBA House of Delegates, and a member of the Pennsylvania Delegation to the ABA House of Delegates. Additionally, I served for two terms on the board of the Pennsylvania Bar Institute and I am a Life Fellow of the Pennsylvania Bar Foundation.

How did you become involved in the PBA? While working closely as an associate with past President Ira Coldren while he was President of the Pennsylvania Bar Association, I was mentored by Mr. Coldren to become involved in the PBA YLD and supported by him and the firm in my decision to run for YLD chair.

Why did you become involved in the PBA? I first became involved in the PBA for the social network that the PBA provided to me as a young woman trial lawyer in Fayette County. When I came to the Bar in Fayette County as a young lawyer whose interest was in trial work, I did not have much of a peer group or network which I could readily identify in Fayette County. The Pennsylvania Bar Association provided me with a social network. Once I became involved in the PBA YLD, I became on fire with all of the good work that the Pennsylvania Bar Association provides, not only to our members, but to those we serve, our clients. The PBA is an amazing organization with an amazing group of people doing terrific work. We are also an extended family which, of course, appeals to my sense of the importance of family in one's life. I feel both honored and privileged to have had the opportunity to serve as PBA President. I have truly loved this job!



Melinda C. Ghilardi

First Assistant Federal Public Defender, Federal Public Defender's Office, Middle District of Pennsylvania, Scranton

Law School: University of Pittsburgh School of Law

What did you do before you started your current position? I was an Assistant District Attorney in Lackawanna County.

How long have you worked at the Public Defender's Office? Twenty-five years

What do you do? I represent indigent individuals who are under investigation for or have been charged with federal crimes.

What attracted you to your current position? Honestly, it was the salary that first attracted me to the Federal Public Defender's Office. After I began my practice, I realized I found my dream job. I have the intellectual stimulation of practicing cutting-edge federal criminal law while being able to help people who really need guidance. In essence, I am a social worker who practices federal criminal law, which is perfectly suited to my personality.

Who have been your mentors? My mentor is my fellow Bar member and husband, Sid Prejean. He encourages and supports me in my profession as well as in life. He taught me how to

listen to others. He showed me how to be an effective leader. Other than my mother, he is my biggest cheerleader!

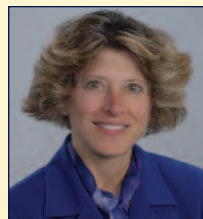
Do you find your gender to be in any way a disadvantage in your current work? When I first began to practice, on occasion clients would indicate they felt a bit uncomfortable with a young woman standing between them and the jail house door. I remember one client asking me if I was old enough to drink! With time, the aging process and a bit more experience, those concerns have faded.

Do you find your gender to be in any way an advantage? I use my "woman's intuition" to my advantage on a regular basis.

PBA Involvement: I am the co-chair of the Commission on Women in the Profession as well as Delegate from Zone 5. I am also a Past President of the Lackawanna Bar Association.

How did you become involved in the PBA? I attended the very first Annual Conference sponsored by the WIP. I became a member of the Commission at that meeting. A few years later I was asked to serve as the Secretary of the WIP. Then one of the Past Presidents of the Lackawanna Bar Association, Michael McDonald, nominated me for the Lynette Norton Award the year I was Bar President, and the rest is, as they say, history! Michael also appointed me to the House of Delegates as a representative from Zone Five, when he was our Zone Governor. I am honored to be a WIP co-chair this year with my friend Bernie Munley.

Why did you become involved in the PBA? I became involved in the WIP to build a network of female attorneys throughout the Commonwealth. There is power in numbers, and women in numbers are super powerful!



Sara A. Austin

Partner at Austin Law Firm LLC

Law School: Marshall-Wythe School of Law (William & Mary)

What did you do before you started your current position? I was a Partner in two other law firms and an associate at a firm prior to that.

How long have you been at Austin Law Firm LLC? 6-1/2 years.

What do you do? In general, I handle cases involving employment law, corporations, homeowners/condo associations, bankruptcy/workouts, estate planning, and civil litigation.

What attracted you to your current position? I wanted to be able to decide on the culture in which I would provide services to clients (while retaining the right to accept or reject cases).

Did the quality of life figure into your decision to pursue your current position? A bit. While as a partner at prior firms I had the ability to accept or reject cases and control my work schedule, being the owner of the firm gives me absolute control (at least from my end - not from the court's end).

Who have been your mentors? The federal judge for whom I clerked was a wonderful mentor; he taught me to listen to both sides' arguments, research the issues, and then make a decision. I have also learned from many senior lawyers that you can represent your client's interests while still maintaining professionalism toward opposing counsel.

I did not have a female attorney mentor; I did not get involved in WIP until a few years ago and I regret the delay. Had I only known at the outset the help having as a mentor a female attorney could provide ... I am now at the point that I can serve as a mentor to those with less experience than myself, but also be mentored by those with more experience. I have found that regardless of the position of a female attorney in a case, she remains willing to mentor opposing counsel. What a wonderful thing to be able to say.

Do you believe that law school prepared you for your current position? On substantive law, yes. On practice, no. But in the years since my graduation, both my law school and most law schools have added many more practicums (classes, internships, etc.).

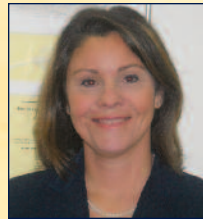
Do you find your gender to be in any way a disadvantage in your current work? No. I think of myself as an attorney who is female, not a female attorney. I hope that others do the same.

Do you find your gender to be in any way an advantage? To the extent that clients still want a female attorney (rather than just an attorney regardless of gender), I can obviously fill the request.

How are you involved in the PBA? I am currently PBA's Zone 3 Governor, and a Member of the House of Delegates, I was the Zone 3 YLD co-chair and am active in various committees, sections and commissions including the Audit and Nominating committees, the Labor and Employment Law Section, and of course the WIP.

How did you become involved in the PBA? Long-distance while clerking for a federal judge, then more actively once I moved to Pennsylvania.

Why did you become involved in the PBA? It is the thing to do! It gave me substantive assistance in my practice areas while providing both social and networking outlets.



Sarah C. Yerger

Pennsylvania Office of Attorney General

Law School: Widener University School of Law

What did you do before you started your current position? I worked as Assistant Counsel with the Pennsylvania Department of Labor and Industry. When I began practicing law at L&I, I worked as in house counsel doing Unemployment Compensation, Workers Compensation, Labor Law, and employer tax.

How long have you been with the Attorney General's Office? 11 1/2 years

What do you do? I handle employment and 1st, 4th, 8th, and 14th Amendment constitutional cases defending the Commonwealth of Pennsylvania and its employees. I also defend challenges to constitutionality of statutes.

What attracted you to your current position? I no longer wanted to advise clients on how to prevent lawsuits, I wanted to handle the lawsuits.

How did quality of life figure into your decision to pursue your current position? Quality of life did not play a role because I wanted to litigate, which can be a stressful practice area. When I switched from one government position to another, I found the OAG position to be more travel intensive, and more difficult with discovery deadlines and court imposed deadlines and, therefore, much more stressful, particularly in the first few years when I was learning the job. Now that I have children, the demands of litigation can make it difficult at times. However, I value public service, and I see myself as

doing justice and serving the people of the Commonwealth every day. Feeling that my work makes a difference and impacts others in a positive way, enhances my quality of life.

Who have been your mentors? One female attorney at L&I encouraged me to get involved in the PBA and when she saw my interest in litigation, she encouraged me to find a more litigation intensive job. Another mentor was a male attorney at the OAG- I was his agency liaison on a case and he encouraged me to look for work in the litigation section. Once I got the position, I sought his advice and guidance on my own cases.

Do you believe that law school prepared you for your current position? Yes, in that law school teaches you how to think like a lawyer and write well.

Do you find your gender to be an advantage or disadvantage in your current work? I do not believe gender is a disadvantage or an advantage in the work I do.

How are you involved in the PBA? I got involved in the PBA WIP in the late 90's and chaired the Annual Meeting and Retreat Committees and served as the Co-Vice Chair for several years, then served on the Executive Committee for several years. I am also active in the PBA Government Lawyers Committee, where I have served on the Social Subcommittee and Professional Development Subcommittee.

Why did you get involved with the PBA? With both the committees that I became active in, I got involved because I had an affinity with the groups- women lawyers and government lawyers. I believe I attended a WIP Retreat and enjoyed meeting female lawyers from all across the state and decided I should be around those wonderful women more. And with the Government Lawyers Committee, I was asked to captain a team for Relay for Life, and had a great time giving back in the community, and met capable and hardworking government practitioners who I wanted to get to know better.

How did you become involved in the PBA? I became involved in the PBA because my mentor at the time highly recommended it for professional development. However, as I noted above, many of the activities and committees I participated in did more than just professional development as it promoted personal growth and even personal and professional friendships.



Shelley B. Goldner

Adjunct Professor of Business Law at La Salle University

Law School: George Washington University

What did you do before you started your current position? I worked in a law firm where my practice focused on employment law and commercial litigation.

How long have you worked at La Salle University? One year.

What do you do? I teach business law to undergraduates and MBA Students.

What attracted you to your current position? I love helping students explore new concepts. It is intellectually stimulating to help them learn how to approach the topics and consider all sides of an issue. Many of them are not used to considering the strengths of viewpoints different from their own. I help them see that a strong argument can be made for any standpoint and that understanding the other side of an issue helps them build a stronger stance for their own position.

Who have been your mentors? In the early years of my career, I had no real mentors. There were no senior women in any of the firms in which I worked. There were few women in the firms and all were in their first few years of practice. Although excellent work product was expected, there was no mentoring in terms of career development. Through bar association activities, I was able to start to build a professional network (even though the term "network" was not then in common parlance) and learn from others active in the bar association. I was fortunate enough to meet some wonderful women through both the PBA and the Philadelphia Bar Association who became wonderful friends and mentors to me. But, I must add that I have learned equally important lessons from the young lawyers with whom I've developed friendships. I am a strong believer in mentoring up, down and sideways. All of these women have been instrumental to me whether to brainstorm about how to handle a thorny or complex legal issue, workplace politics, or work-life balance.

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How are you involved in the PBA? I am the immediate past co-chair of the Women in the Profession, have served on its Executive Council for a number of years and have chaired in and/or participated on many committees, projects and activities. I try never to miss the Fall Retreat or the Annual Meeting. I am also on the Executive Committee of the Minority Bar Committee where I co-chair the Nominations Committee. I regularly participate in the Diversity Summit. I served in the House of Delegates for about four years. I also participate in a number of other committees such as Employment Law and Federal Courts.

How did you become involved in the PBA? I attended a WIP In-Person Conference Call, met Kathleen Wilkinson (who is an avowed bar junkie), and the rest is history. Having an involved member reach out to get you involved makes all the difference in the world.

Why did you become involved in the PBA? Kathleen Wilkinson (who you remember is a total bar junkie) touted the benefits and opportunities of bar involvement, asked me to work on the first WIP Mid-Year Meeting (together with Phyllis Epstein and Reneé Bergmann) and got me hooked. It was rewarding and fun and I met some wonderful friends/mentors.



Phyllis Horn Epstein

Owner at Epstein, Shapiro & Epstein, P.C.

Law School: Temple University School of Law

What did you do before you started your current position? I have worked at my present law firm almost directly from graduating law school in 1980. I was first employed as an associate and since then made partner and owner.

How long have you been with Epstein, Shapiro & Epstein, P.C.? Thirty years

What do you do? I assist clients with Tax and Estate Planning and Litigation, with Trust and Estate Management, in Tax controversy matters before the IRS, and with elder law and LGBT community issues.

What attracted you to your current position? I was attracted by the opportunity to work at a high level in my field in an environment that was conducive to client involvement from the outset. The firm was supportive of my career in terms of mentoring and encouraging Bar Association involvement.

How did quality of life figure into your decision to pursue your current position? In a smaller firm I have been able to enjoy the flexibility and control that has led to a satisfying quality of life. The independence that I have enjoyed has allowed me to have a satisfying career in the practice of law, enjoy the association of my peers in Bar Association activities, write books, teach and most importantly, be a presence in the life of my son who is now grown and away at college. By being a partner/owner of a smaller firm, I was able to have the flexibility to attend school events, be there for breakfast, dinner and family vacations. I am able now to fly out to Boston for a birthday visit or parents' weekend.

Who have been your mentors? My husband and law partner J. Earl Epstein has been my mentor and supporter for the past thirty years. He has encouraged my career in myriad ways from client involvement, Bar Association liaisons, and by offering the benefits of his expertise in my own professional development.

I have benefited from the many friendships I have made at the Pennsylvania Bar Association's Women in the Profession Commission. I am not going to mention names at the risk of omitting someone however I cannot overemphasize how important these associations have been to me both personally and professionally.

How are you involved in the PBA? I served as Co-Chair of the Commission for Women in the Profession from 2006-2008. I was Secretary from 2004-2005. Presently I am the editor of the Commission's newsletter Voices and Views although I have expressed my intention to step down from that position this year to allow others the opportunity of leadership. I served as a member of the House of Delegates from Zone One (2007-2010) and anticipate assuming the role of Treasurer this May at the Annual Meeting. I am currently a liaison from the IRS/Practitioner Liaison Steering Committee an independent organization of tax lawyers, accountants and IRS officers.

How did you become involved in the PBA? I have always been a member of the PBA however it was not until 2004 when I wrote Women-at-Law: Lessons Learned Along the Pathways to Success (ABA 2004) that I had the opportunity to meet

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many women of the PBA as I interviewed them about their careers and balancing. In particular, I was most fortunate to interview Kathleen Wilkinson, then co-chair of the Women's Commission. Kathleen brought me into the Commission by encouraging me for the position of Secretary. Lila Roomberg who I also interviewed encouraged me by sharing the position of editor of the Commission's newsletter *Voices and Views* where I have been editor since 2004.

Why did you become involved in the PBA? I strongly believe in Bar Association involvement for career development and associations. Simply stated, being active in the Bar Association makes you a better lawyer. My professional communities include the American Bar, Philadelphia Bar and Pennsylvania Bar Associations. I have made efforts throughout my years of practice to maintain an active presence in each. In addition to my activities with the PBA I am on the executive council of the Business Law Section of The Philadelphia Bar Association and editor of a new publication *The Insider*. I am an active member of the ABA Tax Section and the ABA Women's Commission where I am on the publications committee and serve as liaison to the Tax Section. These connections broaden my professional network and practice expertise.

While researching for my book, *Women-at-Law*, I came across instances where women in the latter part of the 19th century sought admission to the Professional Bar of their state and were denied application. In 1875 The Wisconsin Supreme Court refused the application of Miss Lavinia Goodell and in that opinion stated: "There are many employments in life not unfit for female character. The profession of the law is surely not one of these." In my life and in my work I have endeavored to encourage women to the practice of law and to remain active in the profession rather than leave. I believe, contrary to Wisconsin Supreme Court Justice Ryan, that the character of my colleagues is not only suited to the practice of law but has been a positive influence on the profession. The practice of law is the beneficiary of its women lawyers. While the numbers of women in the profession have improved since I began practicing in 1980, we must be vigilant to the slow rate of progress and "leaky pipeline" issues which result in the decline in numbers of our most senior women lawyers. We should look back on our progress with satisfaction and yet never take our progress for granted.