



# *Women in the Profession*

## 18TH ANNUAL REPORT CARD

PENNSYLVANIA BAR ASSOCIATION

*Welcome* to the 2012 Pennsylvania Bar Association's Commission on Women in the Profession Report Card. This marks the Report Card's 18th 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. In 2011, the Report Card highlighted women active in the WIP. By highlighting the experiences of these women, the Report Card hoped to illuminate where women are practicing and what choices led them there. For 2012, we have continued this new tradition by including profiles of three WIP members who also happen to be members of our judiciary. The 18th 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. This year also marks the fourth year for the Commission's Honor Roll of Legal Organizations Welcoming to Women. We are happy to recognize five law firms and legal organizations for their contributions to the advancement of women lawyers:

Ballad Spahr LLP; Duane Morris, LLP; Eckert, Seamans, Cherin, & Mellott, LLC; White and Williams, LLP; Willig, Williams & Davidson.

*Molly Barker Gilligan*  
2011-2012 Report Card Committee Co-Chair

*Renee Mattei Myers*  
2011-2012 Report Card Committee Co-Chair

*Emily K. Lewis*  
The Pennsylvania Bar Association

*Lameka L. Alladonna*  
The Pennsylvania Bar Association

### REPORT CARD MISSION

For the eighteenth 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. Eighteen 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 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. This year, the report card also includes profiles of women in the judiciary.

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.

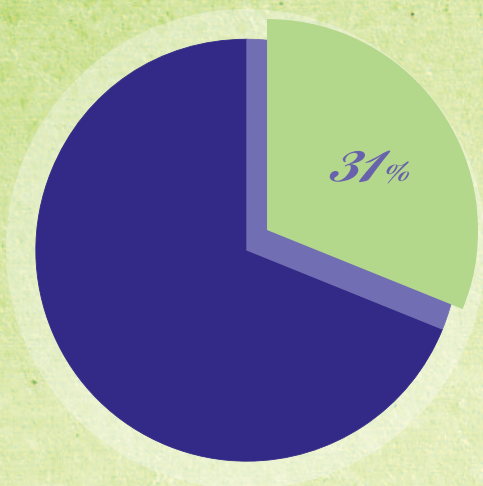
### PBA WOMEN IN THE PROFESSION MISSION STATEMENT

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 = 8,618
- Men = 18,982
- Total = 27,600

2012 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 31% of the PBA during the 2011 Bar Year.

The Young Lawyers Division, which includes all women and men under 38, is 32% of PBA members. Women comprise 46% of the Young Lawyers Division for 2011.

- In 2010, Gretchen A. Mundorff, became 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 2011 Bar Year.
- Women were 20.8% of the PBA Board of Governors in 1995, and rose to a high of 54% in the 2011 Bar Year, 6% higher than the previous Bar Year.
- Women were 9% of the Nominating Committee in 1995, and were 46% in the 2011 Bar Year.
- In 1995, there were 38 committees with 12 women solo chairs, 32%. During the 2011 Bar Year, there were 50 committees: 17 had women solo chairs, 34%.

The President-Elect appoints the chairs of committees.

The Commission on Women in the Profession had nearly 700 members during the 2011 Bar Year, almost three times as many members as the next largest committee. Women are a majority of total committee membership, 59%.

- In 1995, there was 1 woman section chair. For the 2011 Bar Year, 9 section chairs were women, 50%. Sections elect their own chairs.
- In 1995, there was only 1 woman out of 16 section representatives to the House of Delegates. During the 2011 Bar Year, there were 9 women out of 18 section representatives to the House of Delegates, or 50%.

### Private Firms

- In the 2011 Bar Year, women were 22% of all Lawyers, 16% of Chief Administrators, 17% of Equity Partners, 22% of Partners, 21% of Partner-Administrators (e.g. Department and Practice Group Heads), and 46% of Associates on Partnership Track.

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 35% of all lawyers, 12% of District Attorneys, and 27% of First Assistants in the 2011 Bar Year.

### Public Defenders' Offices

- Women are 48% of all lawyers, 15% of the Public Defenders, and 11% of First Assistants.

### Judiciary

#### State

- In 2011, elected women were 29% of the Supreme Court, 67% of the Superior Court, and 56% 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.
- Twenty-eight counties had no women judges.

### Federal

In 2011, Appointed women were 26% of District Court Judges, 38% of Magistrate Judges, and 27% of Bankruptcy Judges.

- Eastern District: Women were 16% of District Court Judges, 42% of Magistrate Judges, and 33% of Bankruptcy Judges.
- Middle District: Women were 33% of District Court Judges and 33% of Bankruptcy Judges. There were no women Magistrate Judges.
- Western District: Women were 44% of District Court Judges, 57% of Magistrate Judges, and 17% of Bankruptcy Judges.
- In 2011 there were 3 women appointed judges, 21%, on the 14 member Third Circuit Court of Appeals. All three are from Pennsylvania.

### Methodology

#### Sources:

- 2011/2012 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 2012.
- Administrative Office of Pennsylvania Courts Judicial Data
- PA LAW 2011 Annual Report on the Legal Profession.
- 2011 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. Follow-up phone calls to firms, District Attorney, and Public Defender Offices increased response rates. Survey responses were voluntary. Responding firms are promised anonymity. 2012 was the thirteenth year that this information was gathered.

**For 2011, counting only Pennsylvania offices of responding law firms, women were:**

- 22% of all lawyers, a decrease from 30% in 2010.
- 16% of all Chief Administrators, an increase from 3% in 2010.
- 21% of Partner-Administrators, e.g. Department or Practice Group Heads, the same as 2010.
- 17% of Equity Partners, an increase from 16% in 2010.
- 22% of all Partners, an increase from 19% in 2010.
- 46% of Associates on Partnership Track, the same as 2010.

# Women in the Profession

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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
348	89	26%	Male	168	40	24%	94	13	14%	40	8	20%	68	33	49%	18	3	17%	21	16	76%
329	112	34%	Male	135	23	17%				33	5	15%	165	82	50%	29	7	24%			
233	91	39%	Male	106	23	22%	106	23	22%	111	21	19%	103	57	55%	24	11	46%	31	22	71%
227	55	24%	Female	113	19	17%				20	5	25%	90	31	34%	24	5	21%	8	7	88%
163	46	28%	Male	73	16	22%	68	15	22%	44	6	14%	78	28	36%	12	2	17%	8	6	75%
129	39	30%	Male	76	18	24%	58	11	19%	12	2	17%	36	14	39%	17	7	41%			
123	31	25%	Male	52	11	21%	23	2	9%	1	0	0%	46	18	39%	2	0	0%	3	0	0%
121	20	17%	Male	52	11	21%	23	2	9%	1	0	0%	46	18	39%	0	0		3	0	0%
115	43	37%	Male	75	14	19%	49	4	8%	17	2	12%	2	1	50%	13	4	31%	5	5	100%
112	46	41%	Male	31	3	10%	10	0	0%	10	0	0%	37	18	49%	44	25	57%	0	0	
111	32	29%	Male	71	13	18%	46	6	13%	55	13	24%	37	18	49%	3	1	33%	13	11	85%
110	28	25%	Male	71	14	20%	68	11	16%	24	3	13%	32	12	38%	7	2	29%	5	2	40%
60	7	12%		10		0%	10		0%		2			7		35		0%			
57	23	40%	Male	27	11	41%				9	3	33%	26	12	46%	4		0%	9	4	44%
53	23	43%	Male	35	11	31%	35	11	31%	15	6	40%	16		0%	2	2	100%	4		0%
43	24	56%	Male	19	10	53%				4	1	25%	24	14	58%				2	2	100%
40	18	45%	Female	22	11	50%	8	4	50%	5	4	80%	16	6	38%	2	1	50%	6	5	83%
38	5	13%	Male	21	0	0%	15	0	0%	7	0	0%	11	4	36%	6	1	17%	6	1	17%
34	10	29%	Male	16	6	38%	9	1	11%	3	0	0%	9	3	33%				2	1	50%
33	11	33%		21	6	29%	21	6	29%	7	2	29%	8	5	63%	4	0	0%	4	1	25%
31	8	26%	Female	16	3	19%	16	3	19%	10	2	20%	9	3	33%	6	2	33%	6	2	33%
28	9	32%	Male	16	4	25%				5	1	20%	12	5	42%						
3		0%	Female	3		0%	3		0%	10	8	80%	3		0%	3		0%	2		0%
<b>2541</b>	<b>770</b>	<b>30%</b>	<b>4F/25</b>	<b>1229</b>	<b>267</b>	<b>22%</b>	<b>662</b>	<b>112</b>	<b>17%</b>	<b>443</b>	<b>94</b>	<b>21%</b>	<b>874</b>	<b>389</b>	<b>45%</b>	<b>255</b>	<b>73</b>	<b>29%</b>	<b>138</b>	<b>85</b>	<b>62%</b>

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

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### PUBLIC SECTOR

Most 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 2011, women were:

- 35% of all lawyers in District Attorneys' Offices that responded (39% in 2010)
- 8 women are 12% of District Attorneys (12% in 2010)
- 15 women are 27% of First Assistant District Attorneys (27% in 2010)
- Women are 22% of Part-Timers (25% in 2010). 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
113	44	39%	M	M	7	19	37%	1	1	100%
55	17	31%	M	M	1	8	13%	0	0	
46	21	46%	F	M	2	8	25%	0	0	
38	17	45%	M	M	1	5	20%	0	0	
36	16	44%	M	M	16	36	44%	3	2	67%
33	13	39%	M	F	2	7	29%	1	0	0%
31	11	35%	F	M	1	4	25%	11	1	9%
30	13	43%	M	M	4	8	50%	1	0	0%
27	9	33%	M	M	0	2	0%	1	1	100%
27	10	37%	M	M	4	9	44%	0	0	
25	9	36%	M	M	4	9	44%			
23	8	35%	M	M	1	3	33%			
22	8	36%	M	M	0	5	0%	4	1	25%
21	8	38%	M	F	5	9	56%	8	2	25%
15	4	27%	M	M	1	3	33%	0	0	
13	2	15%	M	M	0	2	0%	5	0	0%
13	3	23%	M	M	0	2	0%	7	1	14%
13	3	23%	M	M	0	3	0%	3	1	33%
12	4	33%	F	M	1	2	50%	7	0	0%
12	4	33%	M	M	1	1	100%	3	0	0%
12	4	33%	M	M	1	1	100%	3	0	0%
12	3	25%	M	F	1	2	50%	5	0	0%
11	5	45%	M		1	2	50%	4	3	75%
11	3	27%	M	M	0	0		1	0	0%
11	2	18%	M	M	0	3	0%	3	0	0%
9	3	33%	M	M	0	2	0%	8	3	38%
9	4	44%	M	F	1	2	50%	1	0	0%

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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	4	50%	F	M	1	2	50%	0	0	
8	3	38%	M	F	1	2	50%	3	0	0%
7	3	43%	M	F	0	1	0%	4	2	50%
7	2	29%	M	F	1	2	50%	2	0	0%
7	1	14%	M	M	0	2	0%	1	0	0%
6	2	33%	M	M	0	2	0%	1	0	0%
6	2	33%	M	F	1	2	50%	0	0	
6	1	17%	M	M	0	2	0%	5	1	20%
5	1	20%	M	F	1	2	50%	1	0	0%
5	3	60%	F	F	1			3	2	67%
5	3	60%	M	M	0	2	0%	0	0	
4	2	50%	M	M	0	2	0%	4	2	50%
4	1	25%	M	M	0	2	0%	4	1	25%
4	0	0%	M	M	0	1	0%	1	0	0%
4	2	50%	M	M						
4	1	25%	M	M				3	1	33%
4	2	50%	F	M	1	1	100%			
4	0	0%	M	M		2	0%			
3	1	33%	M	M	0	1	0%	1	1	100%
3	0	0%	M	M	0	2	0%	0	0	
3	0	0%	M	M	0	3	0%	2	0	0%
3	0	0%	M		0	1	0%	2	0	0%
3	0	0%	M	M	0	1	0%	1	0	0%
3	1	33%	M		1	3	33%	1	0	0%
3	1	33%	M	F	1	2	50%	1	0	0%
3	0	0%	M	M	0	3	0%	2	0	0%
2	1	50%	M	F	0	1	0%	0	0	
2	0	0%	M	M	0	2	0%	0	0	
2	1	50%	M	F	1	2	50%	0	0	
2	0	0%	M	M	0	1	0%	1	0	0%
2	0	0%	M		0	1	0%	1	1	100%
2	0	0%	M	M	0	1	0%	1	0	0%
2	1	50%	M	F	1	2	50%	2	1	50%
1	0	0%	M		0	1	0%	1	0	0%
1		0%	M							
1	1	100%	F		1	1	100%	1	1	100%
1	0	0%	M		0	0		0	0	
1	0	0%	M		0	1	0%	1	0	0%
821	288	35%	12%	27%	68	213	32%	130	29	22%
			8F/66	15F/66M						



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### PUBLIC DEFENDERS

All Public Defenders' Offices responded. In 2011, women were:

- 48% of all lawyers in Public Defenders' Offices (40% in 2010)
- 10 women are 15% of Public Defenders (19% in 2010)
- 7 women are 11% of First Assistant Public Defenders (31% in 2010)
- Women are 19% of Part-Timers (same in 2010). 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
237	145	61%	F	M	26	11	42%		0	
74	38	51%	M	F	8	2	25%	13	7	54%
53	12		M	M	16	3		0	0	0%
29	13	5%	M	M	6	2	33%	1		0%
28	12	43%	M	M	12	4	33%	0	0	
24	10	42%	M	M	3	0	0%	0	0	
23	12	52%	M	M	12	5	42%	14	0	0%
23	9	39%	M		7	2	29%	2	0	0%
21	12	57%	F	M	4	3	75%	0	0	
20	11	55%	M	F	6	3	50%			
13	5	38%	M	M	5	2	40%	4	2	50%
9	4	44%	M	F	4	2	50%	2	0	0%
7	1	14%	M	F	3	1	33%	0	0	
7	0	0%	M	M	2	0	0%	0	0	
7	4	57%	M	M	3	1	33%	15	0	0%
7	3	43%	F		1	1	100%	12	4	33%
6	6	100%	M	F	2	1	50%	1	0	0%
6	0	0%	M	M	2	0	0%	7	0	0%
6	3	50%	M	M	0			3	1	33%
6	3	50%	M	M	0			3	1	33%
6	2	33%	M	M	2	0	0%	1	0	0%
5	2	40%	M	F	2	1	50%	1	0	0%
5	0	0%	M	M	2	0	0%	11	4	36%
5	1	20%	M		1	0	0%	0	0	
4	1	25%	F	M	2	1	50%	0	0	
4	2	50%	M	M	2	0	0%	8	3	38%
4	2	50%	M		1	0	0%	7	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
3	2	67%	M	F	3	2	67%			
3	1	33%	M	M	2	0	0%	5	0	0%
3	0	0%	M	M	2	0	0%	3	0	0%
3	0	0%	M	M	2	0	0%	7	1	14%
3	1	33%	M	M	2	0	0%	1	0	0%
3	0	0%	M		1	0	0%	0	0	
3	2	67%	M		1	0	0%	0	0	
3	0	0%	M		1	0	0%	4	1	25%
3	2	67%			1	1	100%	0	0	
2	1	50%	F	M	2	1	50%	0	0	
2	1	50%	M	M	2	0	0%	5	0	0%
2	0	0%	M	M	1	0	0%	0	0	
2	1	50%	M		1	0	0%	6	2	33%
1	0	0%	M	F	2	1	50%	6	2	33%
1	0	0%	M	M	2	0	0%	4	0	0%
1	0	0%	M	M	2	0	0%	4	0	0%
1	1	100%	M	M	2	0	0%	17	3	18%
1	1	100%	F		1	1	100%	0	0	
1	1	100%	F		1	1	100%	0	0	
1	1	100%	F		1	1	100%	0	0	
1	1	100%	F		1	1	100%	1	0	0%
1	0	0%	M		1	0	0%	1	1	100%
1	0	0%	M		1	0	0%	0	0	
1	0	0%	M		1	0	0%	1	0	0%
1	0	0%	M		1	0	0%	4	1	25%
1	0	0%	M		1	0	0%	0	0	
1	0	0%	M		1	0	0%	2	0	0%
1	0	0%	M		1	0	0%	2	1	50%
1	0	0%	M		1	0	0%	0	0	
0	0		M	M	2	0	0%	3	1	33%
0	0		F		1	0	0%	2	1	50%
0	0		M		1	0	0%	4	1	25%
0	0		M		1	0	0%	1	0	0%
0	0		M		1	0	0%	1	0	0%
0	0		M		1	0	0%	2	1	50%
0	0		M		1	0	0%	3	0	0%
0	0		M		1	0	0%	2	0	0%
0	0		M		1	0	0%	1	0	0%
			M	M	1		0%	5	1	20%
			M		1		0%	4	1	25%
<b>690</b>	<b>329</b>	<b>48%</b>	<b>10F/66</b>	<b>7F/66</b>	<b>187</b>	<b>54</b>	<b>29%</b>	<b>206</b>	<b>40</b>	<b>19%</b>
			<b>15%</b>	<b>11%</b>						

# Women in the Profession

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### 2011 PENNSYLVANIA JUDICIARY

Philadelphia continues to have, by far, the highest number of women judges, 44 or 48%. Women comprise only 28% of Court of Common Pleas Judges statewide.\*

Generally, the largest counties have the most women judges.

Twenty-eight 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* 5 out of 9 Sitting Judges

Elected women were 29% of the Supreme Court, 67% of the Superior Court, and 56% of Commonwealth Court.

### PENNSYLVANIA COURT OF COMMON PLEAS-SITTING JUDGES BY COUNTY

County	M	F	%F	County	M	F	%F	County	M	F	%F
Adams	4	0	0.00%	Dauphin	8	2	20.00%	Monroe	4	2	33.33%
Allegheny	28	13	31.71%	Delaware	14	6	30.00%	Montgomery	16	7	30.43%
Armstrong	2	0	0.00%	Erie	7	2	22.22%	Northampton	7	2	22.22%
Beaver	6	1	14.29%	Fayette	4	1	20.00%	Northumberland	3	0	0.00%
Bedford	2	0	0.00%	Forest/Warren	1	1	50.00%	Philadelphia	47	44	48.35%
Berks	11	2	15.38%	Franklin/Fulton	3	2	40.00%	Pike	2	0	0.00%
Blair	3	2	40.00%	Greene	2	0	0.00%	Potter	1	0	0.00%
Bradford	1	1	50.00%	Huntingdon	1	0	0.00%	Schuylkill	5	1	16.67%
Bucks	10	3	23.08%	Indiana	2	1	33.33%	Snyder/Union	2	0	0.00%
Butler	4	2	33.33%	Jefferson	1	0	0.00%	Somerset	3	0	0.00%
Cambria	4	1	20.00%	Juniata/Perry	1	1	50.00%	Sullivan/Wyoming	1	0	0.00%
Cameron/Elk	1	0	0.00%	Lackawanna	7	2	22.22%	Susquehanna	1	0	0.00%
Carbon	3	0	0.00%	Lancaster	13	2	13.33%	Tioga	1	0	0.00%
Centre	3	1	25.00%	Lawrence	4	0	0.00%	Venango	2	0	0.00%
Chester	9	4	30.77%	Lebanon	4	0	0.00%	Washington	3	3	50.00%
Clarion	1	0	0.00%	Lehigh	6	4	40.00%	Wayne	1	0	0.00%
Clearfield	2	0	0.00%	Luzerne	7	3	30.00%	Westmoreland	8	3	27.27%
Clinton	2	0	0.00%	Lycoming	3	2	40.00%	York	10	4	28.57%
Columbia/Montour	2	0	0.00%	McKean	2	0	0.00%				
Crawford	3	0	0.00%	Mercer	4	0	0.00%				
Cumberland	5	1	16.67%	Mifflin	2	0	0.00%	<b>Totals:</b>	<b>445</b>	<b>126</b>	<b>28%</b>

# Women in the Profession

18TH ANNUAL REPORT CARD

## 2011 FEDERAL JUDICIARY

### EASTERN DISTRICT

<i>District Court Judges</i>	3 out of 19 sitting Judges	16%
<i>US Magistrate Judges</i>	5 out of 12 sitting Judges	42%
<i>Bankruptcy Judges</i>	2 out of 6 sitting Judges	33%

### MIDDLE DISTRICT

<i>District Court Judges</i>	1 out of 3 sitting Judges	33%
<i>US Magistrate Judges</i>	0 out of 5 sitting Judges	0%
<i>Bankruptcy Judges</i>	1 out of 3 sitting Judges	33%

### WESTERN DISTRICT

<i>District Court Judges</i>	4 out of 9 sitting Judges	44%
<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 25% of District Court Judges, 38% of Magistrate Judges, and 27% 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	50	23	32%	Erie	391	114	23%	Northumberland	67	7	9%
Allegheny	2463	1232	33%	Fayette	95	43	31%	Out-of country	13	6	32%
Armstrong	27	8	23%	Forest	1	0	0%	Out-of-state	2064	1087	34%
Beaver	134	36	21%	Franklin	101	44	30%	Perry	18	7	28%
Bedford	18	8	31%	Fulton	5	3	38%	Philadelphia	3040	1648	35%
Berks	431	143	25%	Greene	21	12	36%	Pike	18	7	28%
Blair	94	29	24%	Huntingdon	25	3	11%	Potter	11	5	31%
Bradford	34	14	29%	Indiana	55	21	28%	Schuylkill	132	44	25%
Bucks	506	230	31%	Jefferson	23	9	28%	Snyder	19	1	5%
Butler	122	64	34%	Juniata	15	4	21%	Somerset	66	20	23%
Cambria	138	41	23%	Lackawanna	450	139	24%	Sullivan	4	1	20%
Cameron	3	1	25%	Lancaster	513	224	30%	Susquehanna	23	7	23%
Carbon	47	18	28%	Lawrence	80	15	16%	Tioga	28	9	24%
Centre	148	91	38%	Lebanon	87	29	25%	Union	21	13	38%
Chester	572	268	32%	Lehigh	413	159	28%	Venango	39	12	24%
Clarion	28	8	22%	Luzerne	330	82	20%	Warren	23	11	32%
Clearfield	39	15	28%	Lycoming	152	63	29%	Washington	252	107	30%
Clinton	32	3	9%	McKean	21	4	16%	Wayne	38	12	24%
Columbia	37	10	21%	Mercer	112	35	24%	Westmoreland	353	112	24%
Crawford	76	33	30%	Mifflin	29	5	15%	Wyoming	15	8	35%
Cumberland	411	192	32%	Monroe	100	31	24%	York	381	150	28%
Dauphin	1155	647	36%	Montgomery	1692	737	30%				
Delaware	691	326	32%	Montour	16	4	20%				
Elk	17	2	11%	Northampton	357	122	25%	<b>Totals:</b>	<b>18982</b>	<b>8618</b>	<b>31%</b>

In 2011, the female membership of the PBA was 31%. 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 2011 Bar Year, one Executive Officer of the PBA was a woman: Immediate Past President Gretchen A. Mundorff. The remaining officers were male: President Matthew J. Crème, Jr., President-Elect Thomas G. Wilkinson, Jr., and Vice President Forest N. Myers.

### 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); 3 representatives from the Young Lawyers Division (1 man and 2 women), 1 Zone Governor from each of the 12 zones (6 Zones have women Governors); 2 minority Governors-at-large (1 man and 1 woman), 1 woman Governor-at-large and 1 Unit County Governor (a woman).

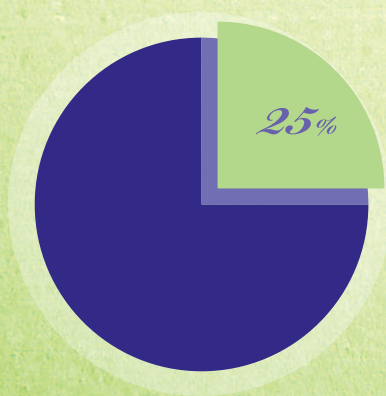
- In 2011, 14 women were 54% of the 26 members of the Board of Governors.

### 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 Governors, the Woman Governor, the five living immediate past presidents of the PBA, the living 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 selected by the Executive Council of the Commission on Women in the Profession Committee, a representative selected by the Executive Council of the Minority Bar Committee, a representative selected by the Executive Committee of the Solo and Small Firm Section, and a representative selected by the Executive Council of the Young Lawyers Division. Alternating odd and even years, beginning in 2011; a representative selected by the members of the Gay & Lesbian Rights Committee (odd year), a representative selected by the members of the Legal Services to Persons with Disabilities Committee (even year).

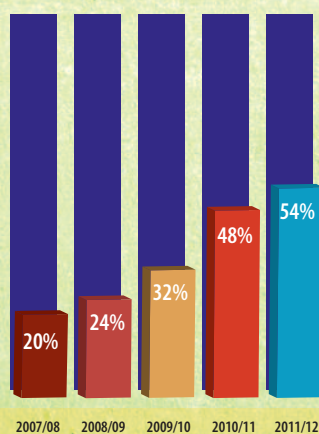
- In 2011, 16 women were 49% of the 33 members of the PBA Nominating Committee.

### EXECUTIVE OFFICERS



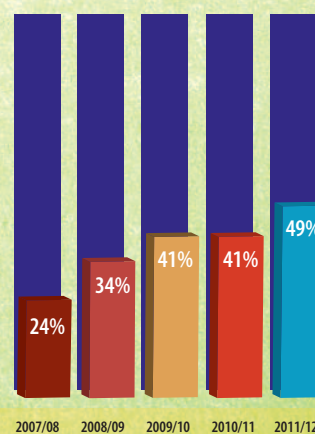
2011  
Women = 1 Men = 3

### BOARD OF GOVERNORS



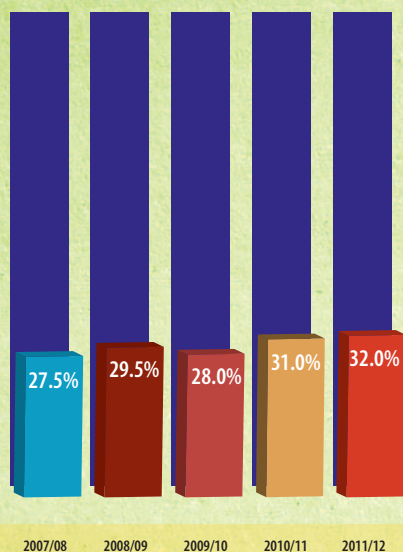
2011/12  
Women = 14 Men = 12 Total = 26

### NOMINATING COMMITTEE



2011/12  
Women = 16 Men = 17 Total = 33

### HOUSE OF DELEGATES



2011/12

Women = 126 Men = 265 Total = 391

### 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 other members of the Board of 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 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 2011, 126 women were 32%** of the 391 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 – 50% Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry, York

*In 2011, Zones 1, 6, 10 and 12 are also high.*

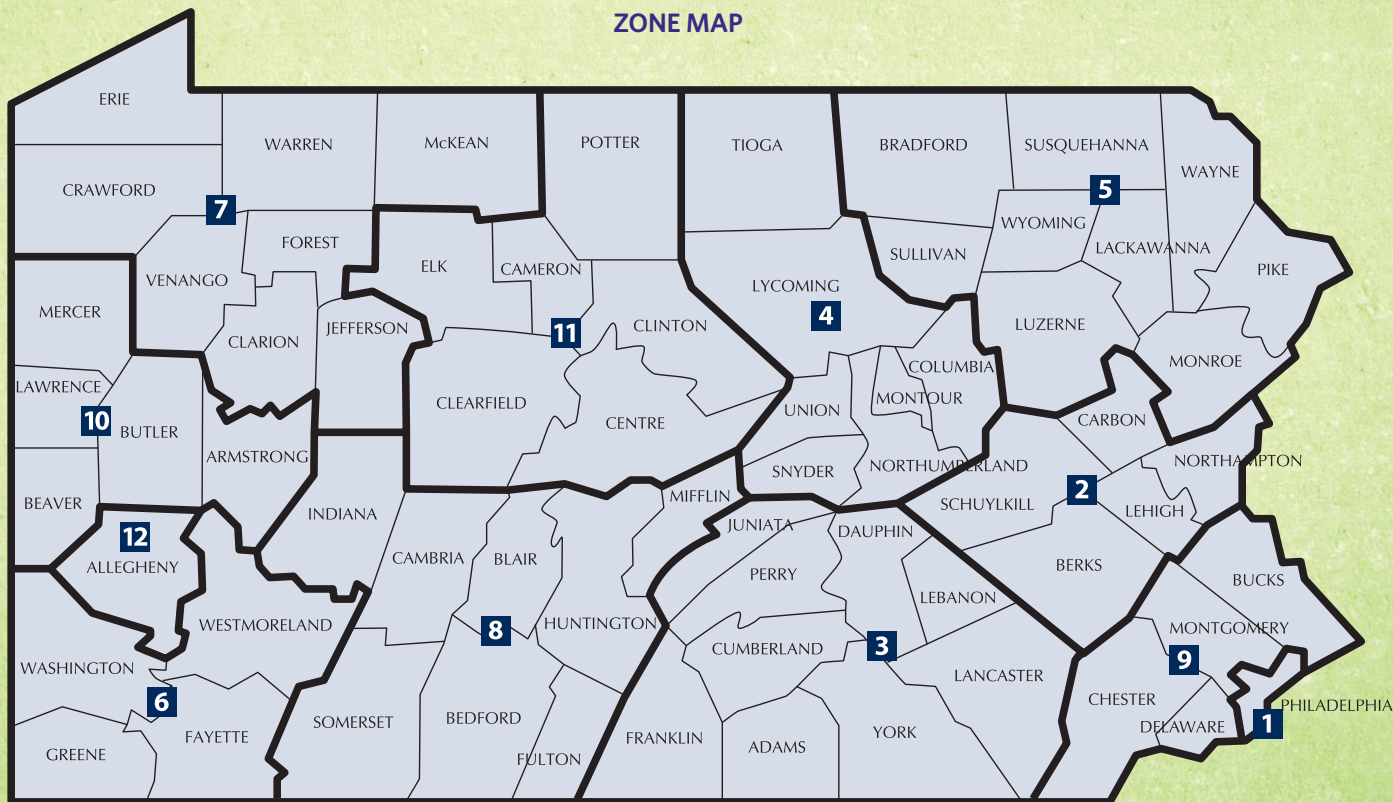
- Zone 1 – 39% Philadelphia
- Zone 6 – 31% Fayette, Green, Washington, Westmoreland
- Zone 10 – 44% Armstrong, Beaver, Butler, Lawrence, Mercer
- Zone 12 – 38% Allegheny

# Women in the Profession

## 18TH ANNUAL REPORT CARD

2007/08			2008/09			2009/10			2010/11			2011/12			
F	M	%F	F	M	%F	F	M	%F	F	M	%F	F	M	%F	
26	51	34%	25	49	34%	23	47	33%	24	40	38%	24	39	39%	Zone 1
5	22	19%	5	23	18%	4	24	14%	6	22	22%	6	23	21%	Zone 2
23	39	37%	25	39	40%	22	31	42%	28	36	44%	31	32	50%	Zone 3
5	10	33%	4	9	31%	1	10	9%	2	12	15%	3	11	22%	Zone 4
4	20	17%	4	16	21%	5	19	21%	5	19	21%	7	18	29%	Zone 5
5	15	25%	5	14	27%	7	13	35%	8	12	41%	6	14	31%	Zone 6
3	13	19%	3	11	22%	4	11	27%	4	14	23%	4	13	24%	Zone 7
2	15	12%	2	13	14%	2	14	13%	2	15	12%	2	15	12%	Zone 8
14	49	22%	16	48	26%	13	46	22%	15	54	22%	14	50	22%	Zone 9
5	9	36%	7	8	47%	6	8	43%	7	7	51%	7	9	44%	Zone 10
3	9	25%	3	7	31%	4	8	33%	3	9	26%	3	9	26%	Zone 11
15	38	28%	16	38	30%	13	34	28%	18	33	36%	19	32	38%	Zone 12

### ZONE MAP



### COMMITTEES

In the 2011 Bar Year, there were 50 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 2011 women represented 31% of PBA membership and 59% of committee members.

In 2011, there were 50 committees: 17 committees had solo women chairs, 34%; 20 committees have solo men chairs, 40%. The number of solo women chairs decreased from 2010 by 2%.

The President-Elect appoints leadership for committees.

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

#### **In the 2011 Bar Year the following committees have below 30% women membership:**

Legal Ethics & Professional Responsibility Committee	18%
Professional Liability Committee	18%
Senior Lawyers Committee	18%
Judicial Independence Committee	21%
PABAR-PAC	22%
Gaming Law Committee	23%
Bar/Press Committee	25%
Lawyers' Assistance Committee	25%
Insurance Staff Attorney Committee	27%
Access to Justice Committee	30%



# Women in the Profession

## 18TH ANNUAL REPORT CARD

Committee	2007/08		2008/09		2009/10		2010/11		2011/12	
	F	%F	F	%F	F	%F	F	%F	F	%F
Access to Justice							6	30%	6	30%
Agricultural Law	12	26%	16	31%	20	39%	15	39%	16	41%
Alternative Dispute Resolution	55	32%	59	33%	56	34%	43	33%	66	42%
Amicus Curiae Brief*	2	17%	2	20%	2	20%	3	30%	4	33%
Animal Law	54	56%	63	61%	72	63%	55	69%	56	71%
Appellate Advocacy	44	41%	56	47%	60	48%	41	49%	45	52%
Bar/Press*	3	23%	1	11%	1	11%	1	11%	3	25%
Bylaws	5	31%	4	25%	4	24%	5	33%	4	31%
Charitable Organizations	28	37%	31	44%	27	43%	15	43%	27	46%
Child Advocate Pro Bono					17	81%	16	76%		
Children's Rights	59	73%	73	83%	63	78%	45	79%	72	80%
Civil & Equal Rights	17	29%	33	45%	29	44%	30	45%	45	52%
Collaborative Law Committee									62	66%
Community & Public Relations	11	30%	16	47%	14	50%	12	55%	13	68%
Corrections System	8	25%	13	38%	9	28%	12	43%	14	35%
Editorial*	5	26%	5	28%	5	25%	6	30%	6	32%
Federal Practice			27	42%	26	43%	37	49%	52	51%
Gaming Law	22	20%	19	23%	13	18%	8	15%	10	23%
Gay/Lesbian Rights	24	55%	26	51%	14	48%	16	59%	12	60%
Government Lawyers	98	47%	122	50%	131	51%	125	50%	125	50%
Health Care Law	49	33%	48	40%	49	42%	23	31%	39	48%
Immigration Law Committee									27	49%
In-House Counsel	31	36%	31	36%	32	40%	24	44%	25	47%
Insurance Staff Attorney	11	24%	11	27%	13	33%	12	27%	12	27%
Judicial Administration	18	24%	22	29%	20	32%	17	39%	19	41%
Judicial Campaign Advertising*	7	39%	6	38%	6	35%	6	33%	5	31%
Judicial Evaluation*	7	50%	7	54%	8	50%	9	56%	10	63%
Judicial Independence Commission*	13	25%	10	21%	10	21%	8	18%	9	21%
Law-Related Education	14	64%	15	52%	18	56%	14	45%	23	64%
Lawyer Advertising Task Force*			2	11%						
Lawyers Assistance	5	14%	5	15%	6	16%	5	17%	6	25%
Legal Ethics & Professional Resp.*	14	19%	15	21%	13	17%	13	18%	13	18%
Legal Services for Exceptional Children	38	54%	39	60%	36	58%	31	57%	32	62%
Legal Services to Persons with Disabilities	19	42%	21	49%	20	54%	18	62%	21	68%
Legal Services to the Public	35	56%	37	59%	43	64%	34	58%	36	63%
Legislative Relations Task Force*	2	29%	6	26%						
Loan Forgiveness Implementation*			11	44%						
Long Range Planning Strategic Goals			9	43%						
Medical and Health Related Issues	18	32%	26	43%	19	38%	18	53%		
Member Benefits and Services	12	36%	12	39%	11	38%	9	43%	10	40%
Military and Veterans*	13	17%	11	20%	17	30%	14	26%	14	32%
Minority Bar Association	58	51%	75	57%	109	59%	145	60%	173	62%
Outreach to Children Initiative*			8	40%						
PABAR-PAC*	1	17%	3	17%	6	30%	6	30%	4	22%

CONTINUED NEXT PAGE

# Women in the Profession

## 18TH ANNUAL REPORT CARD

### CONTINUED

Committee	2007/08		2008/09		2009/10		2010/11		2011/12	
	F	%F	F	%F	F	%F	F	%F	F	%F
PBA Constitutional Review Commission							12	40%	12	40%
PBA Diversity Task Force							12	46%	12	48%
PBA Diversity Team									10	67%
PBA Leadership Recruitment & Development*	18	46%	7	58%	6	50%	5	45%	14	82%
Plain English	10	38%	17	47%	21	57%	13	37%	15	52%
Presidential Planning*	5	7%	8	30%	7	37%			9	56%
Professional Liability	3	17%	9	13%	8	11%	9	15%	12	18%
Professional Practice Standards*	17	30%	2	15%						
Professionalism	21	58%	22	42%	18	35%	11	30%		
Quality of Life/Balance	6	46%	21	64%	21	62%	17	63%	20	61%
Review & Certifying Board*	3	5%	8	62%	5	56%	3	75%	5	63%
Senior Lawyers	14	29%	4	9%	4	9%	3	9%	7	18%
Sports, Entertainment & Art	9	26%	17	32%	17	37%			17	63%
Statutory Law			13	33%	12	30%	9	29%	14	39%
Technology & PBA Website*			4	19%					0	0%
Unauthorized Practice of Law	16	20%	13	21%	13	23%	11	26%	16	33%
Women in the Profession Commission	427	97%	674	98%	720	98%	568	98%	677	99%
<b>Totals</b>	<b>1377</b>		<b>1815</b>	<b>52%</b>	<b>1851</b>	<b>54%</b>	<b>1678</b>	<b>56%</b>	<b>1939</b>	<b>59%</b>

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

# Women in the Profession

## 18TH ANNUAL REPORT CARD

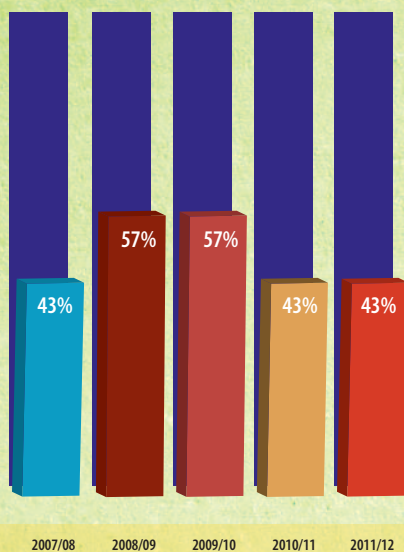
### SECTIONS

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 2011 Bar Year, there were 9 women chairs out of 18 chairs, or 50%, which is an increase compared to 2010 when there were 5 women chairs, or 28%. There are 3 women representatives to the House of Delegates out of 18, or 17%.

		F	M	% F	Chair	Vice Chair	Sec/Treas	Section Del.
Administrative Law	Council	11	17	39%	F	F	F	M
	Members	76	148	34%				
Aeronautical & Space	Council	0	5	0%	M			M
	Members	6	32	16%				
Business Law	Council	8	18	31%	M	F	M/F	M
	Members	302	1114	21%				
Civil Litigation	Council	14	28	33%	M	M	M/F	M
	Members	402	1662	19%				
Criminal Law	Council	1	10	9%	F	M	M	M
	Members	130	446	23%				
Education Law	Council	2	5	29%	F	M		M
	Members	80	158	34%				
Elder Law	Council	21	16	57%	F	F	F/M	F
	Members	224	580	28%				
Environmental and Energy Law	Council	3	12	20%	M	M	M/M	M
	Members	114	374	23%				
Family Law	Council	27	35	44%	M	M	F/M	F
	Members	667	660	50%				
Intellectual Property	Council	4	22	15%	F	M	F/M	M
	Members	65	221	23%				
International & Comparative Law	Council	1	3	25%	M			M
	Members	33	74	31%				
Labor & Employment Law	Council	9	12	43%	M	F	F/F	M
	Members	248	487	34%				
Municipal Law	Council	4	14	22%	F	F	M	M
	Members	97	557	15%				
Public Utility Law	Council	7	9	44%	F	F	F/M	F
	Members	53	112	32%				
Real Property, Probate, & Trust Law	Council	8	17	32%	F	M/F	M/M	M
	Members	485	1760	22%				
Solo & Small Firm Practice	Council	16	21	43%	F	M	F/F	M
	Members	176	577	23%				
Tax Law	Council	6	14	30%	M	M	F	M
	Members	119	512	19%				
Workers Compensation Law	Council	11	40	22%	M	M	M/M	M
	Members	163	562	22%				
	<b>Council Totals</b>	<b>154</b>	<b>296</b>	<b>52%</b>	<b>5 of 18</b>	<b>8 of 17</b>	<b>13 of 26</b>	<b>5 of 18</b>
	<b>Member Totals</b>	<b>3281</b>	<b>10175</b>	<b>32%</b>	<b>28%</b>	<b>47%</b>	<b>50%</b>	<b>28%</b>

**YOUNG LAWYERS DIVISION**



**2011/12**

Women = 3 Men = 4 Total = 7

**YOUNG LAWYERS DIVISION**

The PBA Young Lawyers Division represents 32% 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 8,877 members of the Young Lawyers Division, 4,080 women, or 46%, and 4,797 men, or 54%. Women hold 43% of the leadership positions, 3 of 7 offices.

- The Chair – Elect, Secretary, Treasurer, and, Division Delegate were men.
- The Chair, Immediate Past Chair, and ABA/YLD District 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 Roll of Legal Organizations Welcoming Women Professionals

- 2012** Ballad Spahr LLP / Duane Morris, LLP / Eckert, Seamans, Cherin, & Mellott, LLC / White and Williams, LLP / Willig, Williams & Davidson.
- 2011** Duane Morris LLP / Exelon Corporation Legal Department / High Schwartz LLP / McNees Wallace & Nurick LLC / Saul Ewing LLP
- 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** Buckler, Bebenek & Eck, P.L.L.C. / Cozen O'Connor / Hanglely Aronchick Segal & Pudlin, P.C / K&L Gates / Meyer, Darragh, Buckler, Bebenek & Eck, P.L.L.C. / Oliver, Price & Rhodes / Raynes McCarty

**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. **The recipient of the award for 2012 is Hon. Susan Peikes Gantman.**

- 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
- 1994** Judge Genevieve Blatt

**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. **The recipient of the award for 2012 is Mary Cushing Doherty.**

- 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
- 2003** Roberta Liebenberg

### PROFILES



### *Honorable Kate Ford Elliott, P.J.E.*

Superior Court of Pennsylvania

**Where did you go to Law School?** I attended Duquesne University School of Law graduating the Evening Division in 1978.

**What did you do before you became a Judge?** I had the privilege to serve the Superior Court as Chief Staff Attorney supervising offices in Philadelphia and Pittsburgh. Central Legal Staff served the function of an in-house counsel department for the court handling all miscellaneous motions, case screening, decision conflict review, and rehearing review. Before graduating from law school, I was a school teacher working with reading disabled children.

**How long have you been on the bench?** I am in my 23rd year on the Superior Court.

**How and when did you decide you wanted to become a Judge?** I think having served and counseled the judges of the court for almost ten years; I was very comfortable with the work of the court.

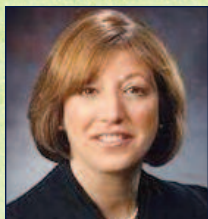
**How did quality of life figure into your decision to pursue a position on the bench?** Being a judge can be very challenging and very stressful. After all, our responsibility is to make very important decisions about other people's lives, one life at a time. However, as an appellate judge, I am fortunate to have more flexibility in managing my schedule than a trial judge. As a mother, I was always very grateful for that.

**Describe the kinds of cases you handle?** The Superior Court of Pennsylvania is a court of general and residual jurisdiction. We handle appeals from all the judicial districts in the state. We have jurisdiction over civil, criminal, family, and estate matters.

**Who have been your mentors? How did he or she assist you in professional development?** My mentors have been the judges of my court, both before becoming a judge and since. I learn every day from the remarkable men and women with whom I serve. Judge Phyllis Beck, in particular, was always a source of advice and counsel in her time with the court.

**Describe your current involvement in the PBA and how you became involved. Why did you become involved in the PBA/and how has your involvement assisted you in your professional development?** My involvement and reliance on the leadership and members of the PBA was most critical during my time as President Judge of the Superior Court. The help the bar leaders provided to the court during difficult retention elections was invaluable. I have also been privileged over the years to participate in both CLE sessions and committee work for the benefit of the court and bar members.

**Any "Words of Advice" from the bench you would like to share?** I am not sure that I have "words of advice" as much as an expression of appreciation to the appellate advocates who appear before the court in advancing the cause of their clients. Their professionalism and expertise help me to do my job better in applying the law in a fair and just manner.



### *Honorable Susan Peikes Gantman*

Superior Court of Pennsylvania

**Where did you go to Law School?** Villanova Law School 1977

**What did you do before you became a Judge?** Montgomery County -- Law Clerk; Assistant District Attorney; Solicitor, Office of Children and Youth; Solicitor Housing and Community Development; Private Practice; Partner, Sherr, Joffe and Zuckerman and chair of the Domestic Relations Section ; senior member, Cozen O'Connor, co-chairman of the Family Law Section.

**How long have you been on the bench?** Judge –Superior Court of Pennsylvania. My commission commenced January 2004. Currently I have been on the bench for eight years.

**How and when did you decide you wanted to become a Judge?** The decision to become a Judge evolved during my 30 years of practicing law. Throughout my legal career, it was always important for me to serve the public and to improve the lives of abused women and children. I believe that becoming a Judge has enabled me to serve the public in the most effective and rewarding manner.

**How did quality of life figure into your decision to pursue a position on the bench?** Balance of life is critical in every job; however, my primary motivation was public service.

**Describe the kinds of cases you handle?** The Superior Court is one of two intermediate appellate Courts in Pennsylvania. The Superior Court hears appeals from decisions of the Courts of Common Pleas of the Commonwealth. The Court decides appeals involving almost every aspect of life and commerce in the state including: criminal cases; issues concerning wills and estates; property disputes; breach of contract; family matters; child custody; divorce; personal injury; products liability; and medical malpractice. The Judges of this Court are also responsible for hearing applications made by the Attorney General and District Attorneys under the Wiretapping and Electronic Surveillance Control Act. The Superior Court is often the final arbiter of legal disputes in Pennsylvania.

**Who have been your mentors? How did he or she assist you in professional development?** I was fortunate to have several male mentors including Ray Pearlstine, Esq. and the Honorable William Nicholas who guided my legal career and gave important advice. Madame Justice Sandra Schultz Newman, Judge Anita Brody and Judge Phyllis Beck guided my professional development. My husband Lewis Gantman, my strongest supporter and mentor, recognized my talent for the law and encouraged me in my legal career and judicial aspirations.

**Describe your current involvement in the PBA and how you became involved. Why did you become involved in the PBA/and how has your involvement assisted you in your professional development.** As a young lawyer, I joined the Montgomery Bar Association and the PBA. The Montgomery Bar President at that time recommended that the nine women of our Bar become active in the PBA because there were many more women there. Good advice, which has served me well.

I became active in several committees and a member of the WIP. I participated in educational seminars, governance and the Pa Bar Foundation.

**Any "Words of Advice" from the bench you would like to share.** No one is successful without the help of many people. Your family, your friends, your colleagues participate in one's successful contribution to the community.

*Trust is the single most important factor in both personal and professional relationships.*

*Luck is when persistence and hard work intersect with opportunity.*

*There is no substitute for hard work.*

*I have learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.*

*The friendship and community of women is powerful and supportive.*



*Honorable Renée Cohn Jubelirer*

Commonwealth Court of Pennsylvania

**Where did you go to Law School?** Northwestern University School of Law, Chicago, IL

**What did you do before you became a Judge?** I had a varied legal career: teaching fellowship at Stanford Law School; Assistant Professor of Law at DePaul College of Law; private practice in both large and small firms, the Lehigh County Solicitor's Office, and in-house counsel for a telecommunications company. I also served as an elected township commissioner.

**How long have you been on the bench?** I began my first term as Judge on the Commonwealth Court in January 2002.

**How and when did you decide you wanted to become a Judge?** I was involved in the telecommunications deregulation issues in front of the PUC and the Commonwealth Court, and had been involved in municipal issues affecting County and local government, which also are heard by the Commonwealth Court. I realized that my background and experience was a perfect fit for the Commonwealth Court. In 2001, there were 7 openings on the appellate courts, 3 of which were on the Commonwealth Court, and I was approached about this unusual opportunity.

**How did quality of life figure into your decision to pursue a position on the bench?** I did not think in terms of quality of life, but have always pursued opportunities for legal work that would be challenging and interesting.

**Describe the kinds of cases you handle?** Our court's jurisdiction is based on both the subject matter of the issue and the identities of the parties. Thus, we handle most, but not all, matters involving governmental bodies, including local civil service matters, eminent domain cases, negligence actions for damages against government entities, zoning disputes and forfeiture petitions. Local ordinance violations are appealed from courts of common pleas to the Commonwealth Court. We also hear most, but not all, appeals from decisions of state entities such as the Public Utility Commission and the Workers' Compensation Appeal Board. In most matters including Department of Transportation decisions regarding drivers' licenses or Liquor Control Board rulings with respect to liquor licenses, the court hears appeals from the courts of common pleas. The court also hears all state tax appeals from

the Board of Finance and Revenue. We also have significant original jurisdiction so actions by and against the Commonwealth government generally commence in Commonwealth Court. The court hears all challenges to state government policies. The court also hears election issues involving candidates for local, statewide, and national office.

**Who have been your mentors? How did he or she assist you in professional development?** I have had many mentors over the years, mostly female, but also male, and have been fortunate in finding someone at every stage from whom I could learn. My most recent mentor is President Judge Emeritus Bonnie Leadbetter of our court. Her ability to respectfully interact with everyone, to employ her sharp legal mind in her legal analysis, both in discussions with other judges, in arguments, and in her opinions, her thorough and hard-working approach to our work, her gentle leadership style, and her expert balancing of the demands of personal with professional responsibilities, have been great lessons for me.

**Describe your current involvement in the PBA and how you became involved.** I am a member of several committees, including the Workers' Compensation Liaison Committee, the Appellate Advocacy Committee, and the Women in the Profession Committee; I regularly attend PBA events, and speak at PBA events when invited.

**Why did you become involved in the PBA/and how has your involvement assisted you in your professional development?** I was involved with my local bar associations, and always enjoyed the camaraderie and networking. I started attending the PBA meetings when I ran for office and realized I needed a statewide vision. The programs that I have attended and the exceptional people I have met, have helped me grow both intellectually as well as personally.

**Any "Words of Advice" from the bench you would like to share?** My sister says that when preparedness meets opportunity, you will find success. The key is preparing yourself for your professional and life challenges, and recognizing the opportunities that are right for you at different points in your life and development. You must also have the courage to listen to your inner voice and follow the path that is uniquely your own.