



PENNSYLVANIA BAR ASSOCIATION
Commission On Women In The Profession
22nd Report Card

Welcome to the 2017 Pennsylvania Bar Association's Commission on Women in the Profession's 22nd **Report Card**. Originally patterned after the American Bar Association's Report Card, when this report began in 1995, most of the collected data focused on the Pennsylvania Bar Association's (PBA) membership and highlighted the positions and statistics of women members within the organization. This focus supported our endeavors to increase growth and visibility of women members holding key positions within the PBA.

The **Report Card** has advanced each year to include information pertinent to women lawyers and trends within the profession and the Commonwealth. The 2017 **Report Card** provides concrete data on women judges sitting on all levels of the state and federal judiciary throughout Pennsylvania and the number of women participating on all levels of the PBA. It also highlights women employed in academia and recognizes our annual award winners.

The Commission on Women in the Profession issues this 22nd **Report Card** to serve as a measure of the evolving participation of women in the PBA, the judiciary and the practice of law. We continue to compare our current results with those from our initial year of reporting to better understand the progress that has already been made and with the hope that it will help identify deficiencies, reveal opportunities and inspire positive changes for women attorneys.

Bernadette M. Hohenadel
Christine Lombardo-Zaun
Melissa Wright
2016-2017 Report Card Committee Co-Chairs

Ursula L. Marks
Tameka L. Altadonna
The Pennsylvania Bar Association

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Pennsylvania Bar Association 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.

EXECUTIVE SUMMARY THE JUDICIARY IN 2016

STATE

In 2016, women represented 43% of Justices elected or appointed to the Supreme Court, 64% of Judges elected or appointed to the Superior Court, and 56% of Judges elected or appointed to the Commonwealth Court.

Statewide, women represented 32% of the bench serving as Court of Common Pleas Judges. Of the 89 Court of Common Pleas Judges in Philadelphia County, women judges represented 52%

Twenty-seven counties had no women judges.



FEDERAL

In 2016, women represented 20% of District Court Judges, 52% of Magistrate Judges, and 38% of Bankruptcy Judges.

- **EASTERN DISTRICT:** Women represented 15% of District Court Judges, 50% of Magistrate Judges and 50% of Bankruptcy Judges.
- **MIDDLE DISTRICT:** Women represented 15% of District Court Judges, 40% Magistrate Judges and 33% of Bankruptcy Judges.
- **WESTERN DISTRICT:** Women represented 38% of District Court Judges, 67% of Magistrate Judges and 25% of Bankruptcy Judges.

2016 PENNSYLVANIA JUDICIARY

STATE

- Statewide in 2016, women represented 33% of Judges.
- Women represented 43% of Justices elected or appointed to the Supreme Court, 64% of Judges elected or appointed to the Superior Court, and 56% of Judges elected or appointed to the Commonwealth Court.
- Women represented 32% of Judges serving as Court of Common Pleas Judges.*
- Seven counties had 1 woman judge.
- Twenty-seven counties had no women judges

PENNSYLVANIA APPELLATE

PA Supreme Court

3 of 7 seats were held by women

PA Superior Court

9 of 14 seats were held by women

PA Commonwealth Court

5 of 9 seats were held by women

**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.)*

THIRD CIRCUIT COURT OF APPEALS

The jurisdiction of the Third Circuit Court of Appeals includes Pennsylvania, Delaware, New Jersey and the U.S. Virgin Islands. There were 6 women appointed judges representing 25% of the 24 member Third Circuit Court of Appeals.



FEDERAL

EASTERN DISTRICT

District Court Judges

Women occupied 5 of 33 seats; 15%

US Magistrate Judges

Women occupied 6 of 12 seats; 50%

Bankruptcy Judges

Women occupied 3 of 6 seats; 50%

MIDDLE DISTRICT

District Court Judges

Women occupied 2 of 13 seats; 15%

US Magistrate Judges

Women occupied 2 of 5 seats; 40%

Bankruptcy Judges

Women occupied 1 of 3 seats; 33%

WESTERN DISTRICT

District Court Judges

Women occupied 5 of 13 seats; 38%

US Magistrate Judges

Women occupied 4 of 6 seats; 67%

Bankruptcy Judges

Women occupied 1 of 4 seats; 25%

Women represented 20% of District Court Judges, 52% of Magistrate Judges, and 38% of Bankruptcy Judges

PA COURT OF COMMON PLEAS SITTING JUDGES BY COUNTY

COUNTY	T	F	M	%F
Adams	4	1	3	25%
Allegheny	43	14	29	33%
Armstrong	2	0	2	0%
Beaver	7	1	6	14%
Bedford	2	0	2	0%
Berks	13	5	8	38%
Blair	5	2	3	40%
Bradford	2	1	1	50%
Bucks	13	2	11	15%
Butler	6	2	4	33%
Cambria	5	2	3	40%
Cameron/Elk	1	0	1	0%
Carbon	3	0	3	0%
Centre	4	2	2	50%
Chester	14	5	9	36%
Clarion	1	0	1	0%
Clearfield	2	0	2	0%
Clinton	2	0	2	0%
Columbia/Montour	2	0	2	0%
Crawford	3	0	3	0%

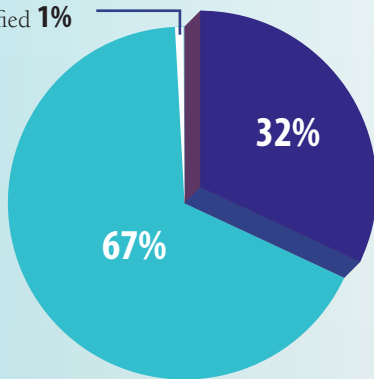
COUNTY	T	F	M	%F
Cumberland	6	2	4	33%
Dauphin	8	3	5	38%
Delaware	20	5	15	25%
Erie	9	2	7	22%
Fayette	5	2	3	40%
Forest/Warren	2	1	1	50%
Franklin/Fulton	5	2	3	40%
Greene	2	0	2	0%
Huntingdon	1	0	1	0%
Indiana	2	0	2	0%
Jefferson	1	0	1	0%
Juniata/Perry	2	1	1	50%
Lackawanna	9	3	6	33%
Lancaster	15	2	13	13%
Lawrence	4	0	4	0%
Lebanon	4	0	4	0%
Lehigh	10	4	6	40%
Luzerne	10	3	7	30%
Lycoming	5	2	3	40%
McKean	2	0	2	0%

COUNTY	T	F	M	%F
Mercer	4	0	4	0%
Mifflin	2	0	2	0%
Monroe	6	2	4	33%
Montgomery	23	9	14	39%
Northampton	9	3	6	33%
Northumberland	3	1	2	33%
Philadelphia	89	46	43	52%
Pike	2	0	2	0%
Potter	1	0	1	0%
Schuylkill	6	1	5	17%
Snyder/Union	2	0	2	0%
Somerset	3	0	3	0%
Sullivan/Wyoming	1	0	1	0%
Susquehanna	1	0	1	0%
Tioga	1	0	1	0%
Venango	2	0	2	0%
Washington	6	2	4	33%
Wayne	1	0	1	0%
Westmoreland	10	3	7	30%
York	15	4	11	27%

Total 443 140 303 32%

EXECUTIVE SUMMARY THE PBA IN 2016

No Gender Specified **1%**



THE PBA IN 2016

- Women = 8,145
 - Men = 16,992
 - No Gender Specified = 95
- Total = 25,232

- Women represented 32% of the PBA membership.
- The Young Lawyers Division (YLD) represented 35% of the PBA membership. Women represented 45% of the YLD membership.
- With a total of 396 members in the PBA House of Delegates, women represented 34%.
- Women represented 31% of the PBA Board of Governors. In 1995, women represented 21% of the PBA Board of Governors.
- Women were the majority of the PBA committee membership, representing 56%.
- Of the 50 standing PBA Committees, 46% were chaired by a woman, either in a jointly chaired position or solo. In 1995, 32% of the 38 PBA Committees had women solo chairs.
- Women represented 36% of the PBA Nominating Committee. In 1995, women represented 9% of the members of the PBA Nominating Committee.
- The Commission on Women in the Profession had close to 800 members; three times as many members as the next largest committee.
- Fifty percent of the 18 Sections within the PBA, or 9 sections, were chaired by women. In 1995, there was 1 section chaired by a woman.
- Twenty-eight percent or 5 women out of 18 section representatives participated in the House of Delegates. In 1995, there was 1 woman out of 16 section representatives.
- Women represented 29% of the leadership in the Young Lawyers Division.
- In 2017, the PBA will have been led by four women presidents; Leslie Anne Miller in 1999, Gretchen A. Mundorff in 2010, Sara A. Austin in 2016 and incoming 2017 president, Sharon R. López.

PBA LEADERSHIP

EXECUTIVE OFFICERS

President – Sara A. Austin

President Elect – Sharon R. López

Vice President – Charles Eppolito

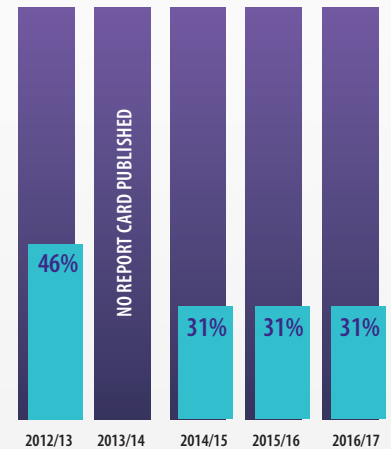
Immediate Past President – William H. Pugh, V

BOARD OF GOVERNORS

The PBA Board of Governors is comprised of PBA General Officers (President, President-Elect, Vice President, and Immediate Past President), Chair of the House of Delegates, Secretary, and Treasurer; three representatives from the Young Lawyers Division; one Zone Governor from each of the 12 zones; three Governors-At-Large; and one Unit County Governor.

- Eight women represented 31% of the 26 members of the Board of Governors.

BOARD OF GOVERNORS



2016/17

Women = 8 Men = 18 Total = 26

NOMINATING COMMITTEE

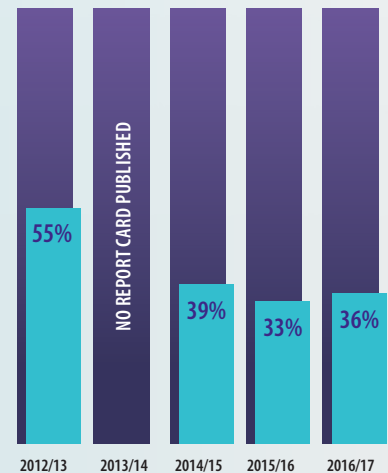
The Nominating Committee selects one candidate for each of the General Officers of the PBA to be presented to the House of Delegates.

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, two committee and three 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, the Committee also includes a representative selected by the members of the GLBT Rights Committee (odd year) or a representative selected by the members of the Disabilities Services Committee (even year).

- Twelve women represented 36% of the 33 members of the PBA Nominating Committee.

NOMINATING COMMITTEE:



2016/17

Women = 12 Men = 21 Total = 33

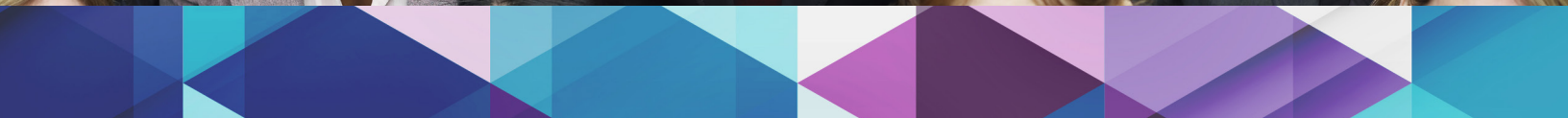
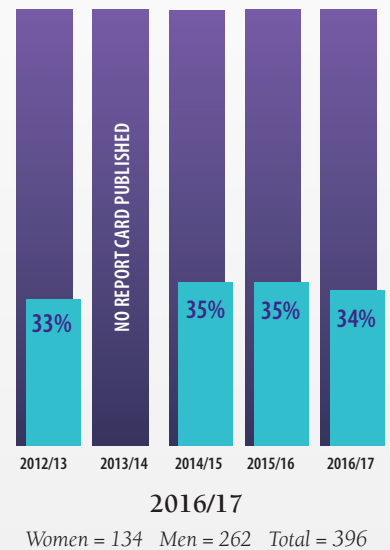
HOUSE OF DELEGATES

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; the state delegate to the ABA House; the Court Administrator of Pennsylvania; deans of Pennsylvania law schools; one Law School Division Delegate; and one student member from each accredited Pennsylvania law school.

**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 2016, 134 women delegates represented 34% of the 396 members of the PBA House of Delegates.

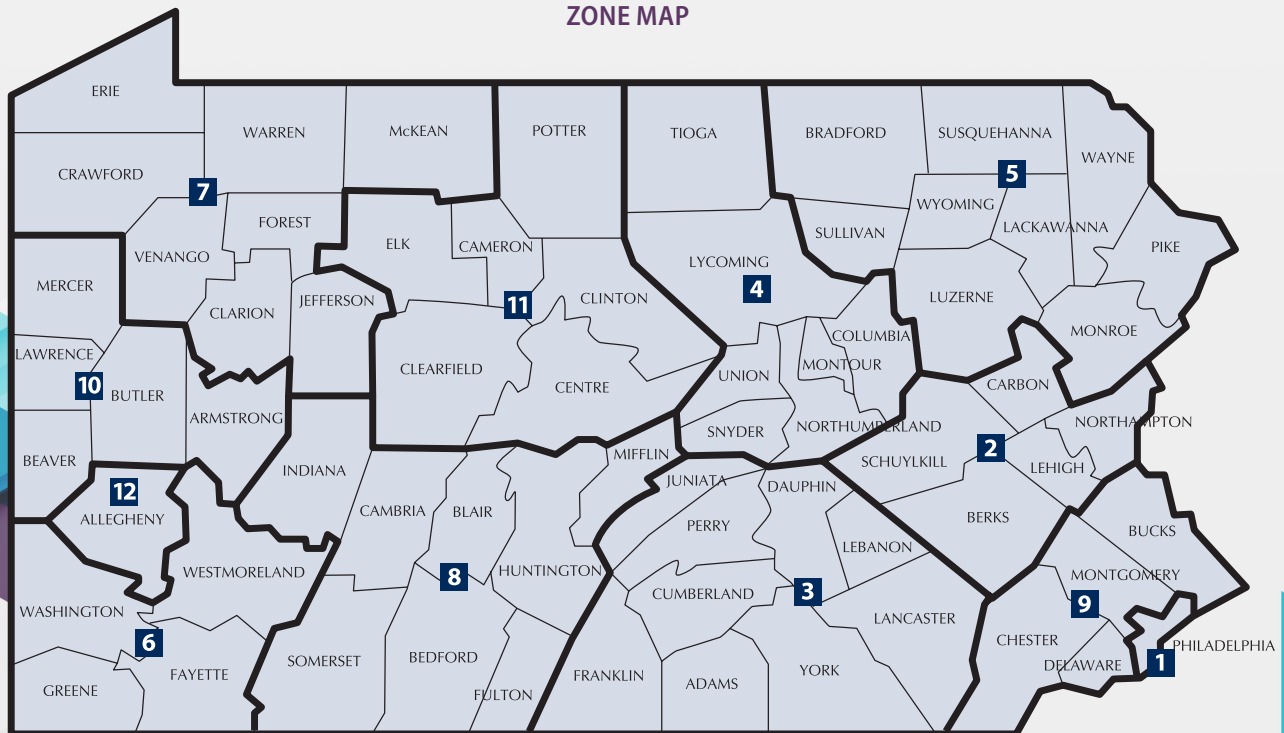
HOUSE OF DELEGATES



HOUSE OF DELEGATES BY ZONE

	2012/13			2013/14			2014/15			2015/16			2016/17		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F	F	M	%F
Zone 1	24	39	39%	No Report			28	38	42%	25	35	42%	23	37	38%
Zone 2	7	21	26%	Card Published			10	21	32%	6	24	20%	8	20	29%
Zone 3	32	32	50%	-	-	-	33	33	50%	35	32	52%	33	34	49%
Zone 4	3	9	26%	-	-	-	3	8	27%	4	7	36%	2	13	13%
Zone 5	8	18	31%	-	-	-	8	19	30%	6	24	20%	4	26	13%
Zone 6	6	14	31%	-	-	-	8	13	38%	8	14	36%	7	12	37%
Zone 7	3	14	18%	-	-	-	3	12	20%	6	10	38%	8	7	53%
Zone 8	4	12	26%	-	-	-	4	13	24%	3	14	18%	2	16	11%
Zone 9	13	47	22%	-	-	-	15	46	25%	19	47	29%	19	44	30%
Zone 10	9	7	57%	-	-	-	4	12	25%	5	11	31%	4	11	27%
Zone 11	4	9	31%	-	-	-	4	10	29%	5	8	38%	4	9	31%
Zone 12	18	30	38%	-	-	-	17	31	35%	17	30	36%	18	29	38%
Out of State	-	-	-	-	-	-	1	4	20%	2	3	40%	2	4	33%
Total										141	259	35%	134	262	34%

ZONE MAP



PBA MEMBERS BY COUNTY

COUNTY	T	F	M	%F	COUNTY	T	F	M	%F	COUNTY	T	F	M	%F
Adams	72	22	50	31%	Erie	467	108	359	23%	Northumberland	63	8	55	13%
Allegheny	3,519	1,222	2,297	35%	Fayette	127	40	87	31%	Out-of-Country	15	7	8	47%
Armstrong	30	7	23	23%	Forest	1	0	1	0%	Out-of-State	2,559	903	1,656	35%
Beaver	177	45	132	25%	Franklin	153	61	92	40%	Perry	24	9	15	38%
Bedford	27	8	19	30%	Fulton	5	1	4	20%	Philadelphia	4,100	1,465	2,635	36%
Berks	516	134	382	26%	Greene	35	9	26	26%	Pike	18	6	12	33%
Blair	105	26	79	25%	Huntingdon	27	7	20	26%	Potter	7	0	7	0%
Bradford	38	10	28	26%	Indiana	63	17	46	27%	Schuylkill	182	47	135	26%
Bucks	657	209	448	32%	Jefferson	27	8	19	30%	Snyder	20	3	17	15%
Butler	191	67	124	35%	Juniata	14	3	11	21%	Somerset	74	20	54	27%
Cambria	159	35	124	22%	Lackawanna	564	124	440	22%	Sullivan	5	1	4	20%
Cameron	4	1	3	25%	Lancaster	671	197	474	29%	Susquehanna	37	10	27	27%
Carbon	65	17	48	26%	Lawrence	91	19	72	21%	Tioga	30	9	21	30%
Centre	302	127	175	42%	Lebanon	99	19	80	19%	Union	29	12	17	41%
Chester	780	271	509	35%	Lehigh	572	161	411	28%	Venango	45	10	35	22%
Clarion	23	4	19	17%	Luzerne	367	80	287	22%	Warren	35	12	23	34%
Clearfield	48	12	36	25%	Lycoming	199	58	141	29%	Washington	245	71	174	29%
Clinton	36	4	32	11%	McKean	22	5	17	23%	Wayne	48	15	33	31%
Columbia	44	10	34	23%	Mercer	147	32	115	22%	Westmoreland	444	123	321	28%
Crawford	99	26	73	26%	Mifflin	27	1	26	4%	Wyoming	26	6	20	23%
Cumberland	638	226	412	35%	Monroe	119	35	84	29%	York	499	159	340	32%
Dauphin	1,691	648	1,043	38%	Montgomery	2,141	664	1,477	31%	No County Specified	80	35	45	44%
Delaware	954	318	636	33%	Montour	16	3	13	19%	No Gender Specified	95	-	-	-
Elk	22	4	18	18%	Northampton	401	109	292	27%	Totals	25,232	8,145	16,992	32%

COMMITTEES

In the 2016 Bar Year, there were 50 active PBA Committees. Each committee addresses an area of the practice of law or an element of governance of the Association. Generally, committees have chairs and vice chairs, and can have co-chairs and/or co-vice chairs. The President-Elect appoints leadership for the committees.

Of the 50 standing PBA Committees, 46% were chaired by a woman, either in a jointly chaired position or solo.

The Commission on Women in the Profession was the largest committee in the PBA, with close to 800 members.

COMMITTEE	TOTAL	F	M	%F	COMMITTEE	TOTAL	F	M	%F
Agricultural Law Committee	69	27	42	39%	Health Care Law Committee	113	55	58	49%
Alternative Dispute Resolution Committee	232	92	140	40%	Immigration Law Committee	71	38	33	54%
Amicus Curiae Brief Committee	13	3	10	23%	In-House Counsel Committee	134	59	75	44%
Animal Law Committee	93	58	35	62%	Insurance Staff Attorney Committee	39	16	23	41%
Appellate Advocacy Committee	125	53	72	42%	Judicial Administration Committee	83	33	50	40%
Bar Leadership Institute Class	79	48	31	61%	Judicial Campaign Advertising Committee	13	4	9	31%
Bar/Press Committee	20	3	17	15%	Judicial Evaluation Commission	17	9	8	53%
Bylaws Committee	31	13	18	42%	Judicial Independence Committee	28	6	22	21%
Charitable Organizations Committee	95	55	40	58%	Large Law Firm Committee	16	1	15	6%
Children's Rights Committee	108	85	23	79%	Law-Related Education Committee	59	32	27	54%
Civil & Equal Rights Committee	73	37	36	51%	Lawyers Assistance Committee	44	16	28	36%
Collaborative Law Committee	127	93	34	73%	Legal Ethics & Professional Responsibility Committee	83	18	65	22%
Community & Public Relations Committee	39	16	23	41%	Legal Services for Exceptional Children Committee	65	45	20	69%
Corrections System Committee	53	22	31	42%	Legal Services to the Public Committee	85	50	35	59%
Disability Services Committee	61	38	23	62%	Membership Development Committee	50	25	25	50%
Editorial Committee	20	7	13	35%	Military and Veterans Affairs Committee	84	20	64	24%
Federal Practice Committee	177	72	105	41%	Minority Bar Committee	205	124	81	60%
Gaming Law Committee	51	11	40	22%	PABAR-PAC	21	5	16	24%
GLBT Rights Committee	93	57	36	61%	PBA Diversity Team	18	9	9	50%
Government Lawyers Committee	267	128	139	48%	PBA Leadership Recruitment and Development Committee	13	9	4	69%
					Plain English Committee	56	22	34	39%
					Planning Committee	19	5	14	26%
					Professional Liability Committee	89	36	53	40%
					Quality of Life/Balance Committee	70	39	31	56%
					Review & Certifying Board	13	9	4	69%
					Senior Lawyers Committee	65	15	50	23%
					Shale Energy Law Committee	137	44	93	32%
					Statutory Law Committee	57	19	38	33%
					Unauthorized Practice of Law Committee	63	19	44	30%
					Women in the Profession Committee	790	779	11	99%
					Total	4,426	2,479	1,947	56%

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 2016 Bar Year, there were 9 women serving as section chairs, representing 50% of the total number of section chairs. There were 5 women representatives selected to represent Sections in the House of Delegates out of 18, which equaled 28%. The chart below represents the gender breakdown of the Section Councils.

SECTION	TOTAL	F	M	%F
Administrative Law Section	23	9	14	39%
Aeronautical & Space Law Section	10	1	9	10%
Business Law Section	24	9	15	38%
Civil Litigation Section	43	15	28	35%
Criminal Justice Section	10	2	8	20%
Education Law Section	11	6	5	55%
Elder Law Section	29	14	15	48%
Environmental and Energy Law	15	4	11	27%
Family Law Section	60	26	34	43%
Intellectual Property Law Section	25	7	18	28%
International & Comparative Law Section	2	0	2	0%
Labor and Employment Law Section	24	7	17	29%
Municipal Law Section	20	3	17	15%
Public Utility Law Section	18	9	9	50%
Real Property Probate & Trust Law Section	41	12	29	29%
Solo & Small Firm Practice Section	30	13	17	43%
Tax Law Section	19	5	14	26%
Workers Compensation Law Section	50	13	37	26%
Total	454	155	299	34%

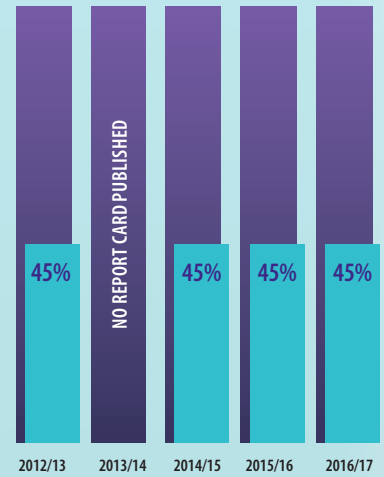
YOUNG LAWYERS DIVISION

The PBA Young Lawyers Division represents 35% of the PBA's membership. YLD members are lawyers who are 38 years of age or younger or have been practicing law for five years or less, regardless of age. Membership in YLD is automatic for PBA members who fit this criterion.

In 2016, there were 8,897 members of the Young Lawyers Division; 3,999 women, or 45%, and 4,898 men, or 55%. Women held 29% of the leadership positions, 2 of 7 officers.



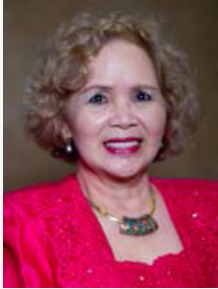
YOUNG LAWYERS DIVISION



2016/17

Women = 3,999 Men = 4,898
Total = 8,897

PROFILES OF WOMEN IN ACADEMIA



ROSE EVA BANA CONSTANTINO, PHD, JD, RN FAAN, FACHE

Assistant Professor Health & Community Systems
University of Pittsburgh School of Nursing

What led you to your current position?

My current position is tenured associate professor at the University of Pittsburgh School Of Nursing. My legal and nursing education and experience support my abilities as a researcher, teacher and service provider in my current work as a Fulbright Scholar at the University of Jordan, Amman, Jordan.

My area of research involves the health outcomes of women and girls who experience intimate partner violence (IPV). Past research has shown that there is a difference in the psychological, physical and behavioral health outcomes between women in IPV who receive intervention and women who do not receive intervention. Furthermore, in a randomized study, we compared the effects of a HELPP (Health, Education on safety and social support and Legal Participant Preferred) intervention delivered online and a HELPP intervention delivered face-to-face and found that HELPP intervention delivered online is more feasible and effective than HELPP delivered face-to-face in women in IPV.

Integrating law and health care globally is crucial. Therefore, believing women's rights as human rights, we are exploring the means to harness mobile health such as text messaging intervention and the HELP Zone app as ways of delivering intervention globally to women and girls in IPV. Currently, we are exploring the HEART (Health, Experience of Abuse, Resilience and Technology) of women in low- and middle-income countries. Evidence-based data show resilience whether as a "trait" or a "state" could buffer stress in women in IPV.

How do you feel your legal education and experience assist you in your current role?

My teaching career started early. As soon as I graduated with my BSN in 1962 from the Adventist University of the Philippines (formerly Philippine Union College), I started teaching public health and psychiatry and mental health nursing. When I came to the United States in 1965, I taught psychiatry and mental health nursing at Spring Grove State Hospital in Baltimore and at Montefiore Hospital School of Nursing in Pittsburgh. In 1971, I taught psychiatry and mental health nursing at the University of Pittsburgh School of Nursing after receiving my master's (1971) and PhD (1979) degrees. I completed my law degree in 1984 at Duquesne University. Since 1971, I have taught undergraduate and graduate students at the University of Pittsburgh School of Nursing. My teaching experience relates to my psychiatry and mental health nursing experience, family law practice and research studies on health outcomes of women who experience intimate partner violence (IPV). I guest lecture on the ethical and legal issues in nursing practice and in the role of nurses, family health law and nursing, continuing education for nurses, lawyers and physicians in caring for women and girls in IPV. Currently, I teach several courses in the undergraduate and graduate programs: Fundamentals of Legal Nurse Consulting and Forensic Nursing; Advanced Forensic Nursing; Legal Nurse Consulting and Forensic Nursing Practicum; Forensic Psychiatry and Mental Health, Correctional Nursing; and Independent Study. These are all web-based/web-supported courses, conducive to students' learning and work scheduling needs. Currently, I am in Amman at the University of Jordan completing my Fulbright Scholarship.

PROFILES OF WOMEN IN ACADEMIA

Rose Eva Bana Constantino (Continued)

My service to nursing and law professions facilitated by the University of Pittsburgh is diverse and broad. Early in my law education up to 2005, I volunteered my summers to Neighborhood Legal Services Association. There I learned, in working with women in domestic violence, the cycle of violence and the physical, mental, economic, spiritual and social burden it has on individuals, families, communities, counties and states. As a faculty member of the University of Pittsburgh and a pro bono family law practitioner, I owe active community and continuing education participation to both law and nursing state licensing boards and the law and nursing professions locally, regionally, nationally, and globally. I am a member of the Board of Directors of 3E-Now and a former president of the Board of Directors of Pennsylvania Action Against Rape.

What are two tips you have for women lawyers who want to pursue a career in your area?

- 1) Know your values and be true to them in your work and actions. For example, if you value family, reach out to family members with whom you have lost touch. If you value giving (or charity); volunteer your time, resources, talents and skills. If you value competition, compete with yourself by doing better this year than last year. If you value diversity, embrace the people in your workplace who are new or different from you.
- 2) Learn to value balancing and prioritizing as well as sharpening your Emotional Intelligence (EI). These 2 concepts, balancing and prioritizing go hand in glove. Only you can truly put meaning into the practice of these two concepts. EI is the capacity to be aware of, control, express and manage emotions judiciously with empathy, cultural humility and caring and recognize, understand and influence the emotions of others.

PROFILES OF WOMEN IN ACADEMIA



ARLENE RIVERA FINKELSTEIN

Associate Dean & Executive Director, Toll Public Interest Center
University of Pennsylvania Law School

What led you to your current position?

Serendipity! I am so fortunate to be in a position today that I did not know existed when I was in law school, and that I certainly never planned to be in. I started my career as an assistant defender at the Defender Association of Philadelphia, and I enjoyed every moment I spent as a public defender. But there came a time when I knew that I needed to make my impact in a different way. I explored private practice just long enough to know that wasn't the right fit for me. I didn't know it at the time, but the community engagement I began during this brief part of my career ultimately prepared me for my current role. I left private practice to enter academia as a legal writing instructor at Widener Law in Wilmington. I was in the right place at the right time when the Widener faculty decided to launch a public interest center. Thanks to my public interest background and community engagement, I was given the honor of being the inaugural director of Widener's Public Interest Resource Center. It was an amazing opportunity to create something brand new with the great purpose of enhancing legal education while promoting access to justice. My work there opened the door to my current position. I went from creating a new pro bono program at Widener to leading one of the oldest and most distinguished pro bono programs in the country. Penn Law's Toll Public Interest Center helps all students find meaningful opportunities to incorporate pro bono into their legal education, and hopefully into their careers. In addition, we support aspiring public interest lawyers as they determine how they will have their impact. Given my experience, I encourage them to plan in pencil, because you never truly know what twists and turns your career may take.

How do you feel your legal education and experience assist you in your current role?

Today, in my position at Penn Law, I combine all of my experiences as a public interest lawyer, as a lawyer in the private sector who was civically engaged, and as a teacher/mentor of law students. Temple Law prepared me well to be a public defender. As a public defender, I learned to build and manage relationships with clients (many of whom were in crisis), to think on my feet, to work on many cases at the same time and to work with very varied constituencies on a regular basis. All of those skills serve me well in my current position. I manage a multifaceted program, which engages partners throughout the law school, the university and all sectors of the legal profession. I work with law students and am able to support them through the many challenges and rewards that law school brings. Moreover, I have had the opportunity to develop strong connections to organizations that do amazing advocacy, and I am able to help students access these amazing advocates, learn from them and support their impactful work. Most importantly, my education and experience have given me perspective. I have had some exceptional successes and some notable failures. I have learned the importance of taking risks, and that helps me approach my job boldly. I'm always happy to encourage and support students and our nonprofit partners in finding new solutions to the persistent problems of economic inequality and limited access to justice – problems all lawyers have an obligation to address.

PROFILES OF WOMEN IN ACADEMIA

Arlene Rivera Finkelstein (Continued)

What are two tips you have for women lawyers who want to pursue a career in your area?

1) Don't reject yourself! Academia can be intimidating – especially for those of us who may not have been at the top of the class. But academia is a vibrant platform where idealism and action can meet to have a tremendous impact. Few of us go to law school knowing that an academic career is in our future – and fewer of us know the many different positions that exist in academia. Don't assume that you don't have what it takes. Talk to people. Explore the structure of different law schools and universities. You may find interesting opportunities that you never knew existed. Even if a posting asks for more experiences than you have, it never hurts to explore and to apply.

2) You never know when you are on a job interview. The serendipity of my career is not unique to me. I have met many professionals who never would have predicted where they would end up. Often, interactions outside of any particular job interview establish relationships or connections that can ultimately lead to professional success. Engage deeply in work that you care about both in and out of your day job. You may impress people who will remember you and who can ultimately help you connect to new opportunities.

PROFILES OF WOMEN IN ACADEMIA



HON. MAUREEN LALLY-GREEN

Interim Dean
Duquesne School of Law

What led you to your current position?

Former Dean Ken Gormley was named president of Duquesne University and I was asked to serve as interim dean. I have had a long relationship with Duquesne leading up to this point. I did my undergrad studies here and attended law school from 1971 to 1974. Then, I worked at Duquesne Law, serving as a professor of law from 1983 to 1998, and from 2000 to the present as an adjunct professor of law. And I was fortunate to have a continuing close relationship with Duquesne, serving on the Dean's Advisory Council as well as an adjunct professor, from 2000 to the present.

The opportunity to serve as interim dean (while a dean search occurs) is such a privilege! We have a wonderful faculty, administration and staff, all dedicated to the mission of the university – service to students so that they may serve others.

I also have had the great gift of wonderful mentoring by Duquesne Law alumni who have been a part of the life of the law school and my professional life since law school – Judge Carol Los Mansmann (deceased), Judge Donetta Ambrose and Judge Joy Flowers Conti, to name three. All had or have such wisdom!

How do you feel your legal education and experience assist you in your current role?

All of our past experiences assist us in the work we do in the present. So, we are blessed by the variety of experiences we have had as we move into a current opportunity.

My education at Duquesne and my work in the profession, on the bench, with the Diocese and with not-for-profit and for-profit boards all weave into the fabric of experiences that I weave into my work in my current position. My focus is always the mission of the university.

A very important part of serving in any position is relationship building – walking the challenge together – and I have been fortunate in my professional career as an attorney, professor, judge and in other positions, to develop fine relationships with lawyers, judges and others. All of these relationships enhance a possibility of meeting the challenges of serving the university and the law school and, most importantly, of serving our students.

PROFILES OF WOMEN IN ACADEMIA

Hon. Maureen Lally-Green (Continued)

What are two tips you have for women lawyers who want to pursue a career in your area?

It is an amazing privilege to teach the next generations of lawyers. So, to pursue this career, one has to be prepared to teach and write and be committed to students, our profession and our communities.

Preparation involves a deep personal commitment to academic teaching and academic writing. Focus on gaining (perhaps through “adjunct” law school teaching positions) the skills and experiences to be “excellent” in the law school classroom. Excellence is observed in two ways: teaching and support of one’s students. Hone one’s skills at academic writing and publish well-written academic articles that contribute to the law. Commitments to our profession and our particular communities are also valued. Serve your community in positive ways. In all that you do, serve sincerely and with integrity.

One final observation – teaching is not for everyone. To be an effective teacher in any setting, one needs to have the ability and the willingness to connect with students, to take time with students and to challenge students in supportive ways.

While the above deals with teaching, I take a moment to address that question as it relates to being an administrator (a dean) in a law school. My suggestions are these. As a full-time professor, accept the opportunities to expand your skills in administration, whether the experience be on a faculty or university committee or in actual administration. Do your best to accomplish the task with great respect for all. And, do all that you do with the mission of the institution as the context, give due regard to process and procedure and recognize that much of life, including law school life, is about traveling together as supportive colleagues “along the road of life” together in alignment with mission.

PROFILES OF WOMEN IN ACADEMIA



JULIET MARIE MORINGIELLO

Commonwealth Professor of Business Law & Director of Business Advising Program
Widener University

What led you to your current position?

I have been teaching for over 20 years, and, if I had known at the outset that I wanted to teach law, I would have done things very differently (see answer to last question). The path to teaching at Widener was this: I graduated from Fordham University School of Law in 1987 and, like many of my classmates, went straight to a New York firm that represented finan-

cial services industry clients. My clients were primarily banks making construction loans, and due to the economic swings at the time, I, like many lending lawyers, started in secured loans and ended up in loan workouts. I enjoyed the work – real estate law was satisfying to me because you can see the final product – but I was also very young and unsure whether that was I wanted to do for my entire life.

I was very fortunate in that one of the first female law school deans in this country was a college classmate of my father's. When, four years into practice, I wondered how to get into law teaching, I met with her and she told me about the Abraham Freedman Teaching Fellowship Program at Temple University School of Law. Being accepted to that program was another stroke of good luck, but my experience and continued interest in secured lending was a plus because the typical person who goes into law teaching does not want to teach commercial law. At Temple, I met wonderful mentors who remain good friends today. The idea behind the Temple program was to transform practicing lawyers with non-traditional teaching resumes into law professors. The assistance I received there in developing my scholarship, working with students and navigating the teaching market was life-changing. I went on the national hiring market for law professors and landed at Widener in Harrisburg.

Sadly, because of changes in the legal education industry, Temple has just decided to discontinue the Freedman Fellowship Program. That's a pity, because those of us who went through the program learned valuable lessons about mentorship, and everyone I know who went through the program has paid it forward to junior colleagues.

How do you feel your legal education and experience assist you in your current role?

I'm a law professor, so, of course, I have to have a legal education. My experience as a lawyer helps a lot, but it was for only four years, and it was a long time ago. So this is kind of a hard question to answer, so I'll go off on a little bit of a tangent.

Legal education has changed a lot since I was in law school. The focus then was completely on appellate case analysis. I don't remember ever hearing terms like "due diligence," and I'm pretty sure no professor ever talked about how one drafts a contract to avoid litigation. And that's not a complaint about my professors – one of the reasons that I specialize in secured credit is because I had a fabulous secured transactions professor at Fordham. Many of us, especially those of us who teach transaction-related courses, value interaction with practicing lawyers so that we can keep our knowledge of practice current. To that end, my involvement in the Business Law Section of both the PBA and the American Bar Association has been incredibly valuable. My work with practicing lawyers has enhanced my teaching in that I can show students how to apply what they are learning in class to practical problems, and it has also enhanced my scholarship in that I can tailor my research to current issues.

PROFILES OF WOMEN IN ACADEMIA

Juliet Marie Moringiello (Continued)

What are two tips you have for women lawyers who want to pursue a career in your area?

It's hard to boil this down to two tips. In my answer to question 1, I mentioned that if I had known I wanted to be a law professor, I would have done things differently. That's because despite all of the changes in legal education, law schools hew to a traditional hiring model. The ideal candidate graduated from Harvard, Yale, Chicago or Stanford, served on law review, clerked for a federal judge, preferably appellate, and practiced at a big law firm for two years. These days, the ideal faculty candidate has already published a law review article post law school. So, if you have already graduated from law school, you are too late to take the traditional advice.

That said, law schools are increasingly emphasizing practice skills, and the American Bar Association is now requiring that students take a specified number of credits in skills courses. A practicing lawyer who thinks that it might be interesting to try teaching law might consider teaching a skills course at a law school on an adjunct basis. Practicing lawyers can add real value to law schools in skills courses because most full-time faculty have been out of practice for a while.

Law schools really love it when alumni come back to share their experiences with students and when other lawyers in the area get involved with events at the school. For example, at Widener, we send a team to the Transactional LawMeet every year, which is a competition in which students draft and negotiate documents in connection with a business acquisition. We couldn't field that team without a lot of help from outside lawyers. So my advice to any practicing lawyer who thinks that she might want to step into teaching is to get to know people at her alma mater or a local law school and find out where she can be useful in helping the students prepare for careers as lawyers. If we get to know you, we might put you on our list of potential contract drafting professors!

PROFILES OF WOMEN IN ACADEMIA



DVEERA SEGAL

Professor of Law and Director of Civil Justice Clinic
Villanova University Law School

What led you to your current position?

I began my career working as a legal services staff attorney, representing low-income clients who were often in crisis and in dire need of legal representation. My first exposure to this work came during the summer after my first year in law school, which I spent in the Health and Welfare Unit of the Legal Assistance Foundation of Chicago (LAF). This led to my first job after law school as a staff attorney in a neighborhood office of LAF, where I represented individual clients in a broad range of substantive areas and also participated in impact litigation. Upon moving to Philadelphia, I continued the same type of work as a staff attorney for the Delaware County Legal Assistance Association, which is now part of Legal Aid of Southeastern Pennsylvania. I found the work immensely gratifying as it was consistent with my values and core identity. It was an honor and privilege to work with my clients, collaborate with them in navigating through a complicated legal system and strive to empower them in the process.

When my third child was born, I took a hiatus from the practice of law. After several years when I decided to return to work, I was extremely fortunate to resume my legal career by joining the clinic faculty at Penn Law School, which later led to my current position as professor of law and director of the Villanova Civil Justice Clinic. In this position, I enjoy teaching students at the point of intersection of theory and practice, where they learn how to implement their academic learning, becoming professionals who are zealous, reflective advocates. I continue to represent low-income clients, mostly by supervising students who are engaged in the direct representation, while we also explore how our clients experience the legal system and examine our role, as lawyers, in working towards justice for all.

How do you feel your legal education and experience assist you in your current role?

My current position truly is the culmination of my legal education and my work experience. Prior to law school, I obtained an M.A. in education, which became relevant when I came back to teaching in a law school setting. My legal education certainly formed the basis for my legal career. In addition to the substantive law classes, which afforded me specific legal knowledge as well as a broader understanding of policy, the law and the legal system, I also was a member of the Harvard Legal Aid Bureau, which is a student-run legal aid office. In that capacity, I represented low-income clients throughout my second and third years of law school. This was a truly transformational experience for me as I was able to see how I could use the tools I learned in law school in the service of clients. The students had full responsibility for the cases and for running the office. This was my first experience of having full responsibility for clients in crisis, including a mother who faced the loss of her children due to allegations of neglect, a single mother who lived in an apartment with flowing sewage, and a client with severe mental health issues seeking disability. My first court appearance was an emergency hearing on behalf of a young mother who was being physically abused by her husband. These experiences gave me a base for practicing law and solidified my desire to work in a legal services office. I had an inspiring teacher in Prof. Gary Bellow, who was one of the founders of clinical education, and one of my supervisors, Clarissa Bronson, was a wonderful attorney who challenged me in a productive way, helping me to become a better attorney. Seeing her example, I also saw a possible future career as a clinical supervisor.

PROFILES OF WOMEN IN ACADEMIA

Dveera Segal (Continued)

As I've already stated, my experience in practice, along with my interest in teaching, has led directly to my career in clinical legal education. I could not be in my current role without being an experienced practitioner. In the Villanova Civil Justice Clinic, my students represent clients in a broad range of substantive civil areas, including but not limited to housing, family law, disability and employment. The clear memories that I have of my own experiences as a student representing clients enable me to understand and empathize with my students and understand their struggles in taking on the responsibility for real clients. The knowledge and skills that I have gained through my own years of litigation and other advocacy enable me to provide insights, support and guidance to law students who are taking the first steps in their professional journey.

What are two tips you have for women lawyers who want to pursue a career in your area?

First, you must develop your own craft as an attorney, so that you become an excellent, thoughtful, reflective practitioner. It is important to choose your mentors carefully. Observe the practice of those around you with a critical eye and determine who the lawyers are whom you respect the most. Then find ways to work with them and learn from them. You want to develop your own professional persona and your own style, as the style and practices that work for someone else may not work for you. In a time when there were few women role models, this was particularly important, as I could not act like my male colleagues and get the same results they did. I had to find a style and strategies that worked for me. I think that this is still good advice today as you need to develop a professional style and approach that you can implement in a way that is comfortable and successful for you.

Being thoughtful and reflective about your own practice will enable you to provide insights and support to those whom you supervise, which are critical aspects of clinical teaching.

If you want to enter legal academia, look for opportunities to supervise newer attorneys, to teach law students and to engage in legal scholarship. These experiences will be invaluable in making you a successful candidate for a position teaching in a law school clinic.

PROFILES OF WOMEN IN ACADEMIA



AMY R. VAN VARICK, J.D.

Assistant Professor, Business Law and Paralegal
Paralegal Program Coordinator
Northampton Community College

What led you to your current position?

I am currently an assistant professor at Northampton Community College and the program coordinator for its ABA-approved Paralegal Program. The path that led me to this position was a culmination of my educational experiences and career choices, each perfectly aligned to my current position. I graduated from Montclair State University with a B.S. in business management and, simultaneously, successfully completed the school's ABA-approved paralegal program as a minor. During my time at Seton Hall School of Law, I not only utilized the paralegal skills learned with my studies but was also employed as a part-time paralegal. Once I graduated law school, I accepted a position as a judicial law clerk for a year. After my term was over, I started my own practice. However, my mentor from college gave me a call and asked me to teach in the same paralegal program from which I graduated. I was honored and felt teaching was becoming my passion. While maintaining a part-time practice and raising my children, I began to teach on a steady basis. Over the years, I taught not only at my alma mater but, as my skills sharpened and my reputation grew, I branched out to all types of institutions teaching justice studies, business law, criminal justice or paralegal courses. I learned to adjust teaching styles to students in four-year schools, post-B.A. paralegal programs, law schools and finally at the community college level. At the community college level, I started to develop a program that would eventually seek the ultimate rank of an ABA-approved paralegal program. However, before that was successfully started, I interviewed for my current position at Northampton Community College and was hired to become the paralegal program coordinator while teaching business law and paralegal courses.

How do you feel your legal education and experience assist you in your current role?

As I have worn many legal hats in my career, I can draw upon each experience to share in my classroom. I can see things from the perspective of a student, paralegal and a lawyer. Since I previously taught as an adjunct professor in two different ABA-approved paralegal programs, I also brought that experience to Northampton Community College.

What are two tips you have for women lawyers who want to pursue a career in your area?

Regardless of gender, the advice is the same. However, job descriptions may be a bit different, depending on the institution and level of the program/course. Some positions have publishing requirements in addition to teaching courses. Other positions do not require publishing but will have added administrative and committee responsibilities. Some four-year colleges do not weigh the J.D. as an "academic" degree, but rather a "professional" degree. Some colleges require a Ph. D. regardless of whether the candidate already has a J.D.

This profession is not for those who think our class schedules are the only hours we work. We are constantly updating our lectures, grading assignments, attending meetings, advising students and serving on committees. Those with administrative duties such as a program coordinator must comply with the requirements of their programs and always look to improve through market research and assessment. However, the two main tips I can offer to become a full-time professor are to get experience teaching and to publish peer-reviewed work.

PROFILES OF WOMEN IN ACADEMIA

Amy R. Van Varick, J.D. (Continued)

TEACHING EXPERIENCE:

If you want to be an effective full-time college professor, you must get experience teaching. With a J.D. degree or Ph. D., you have the requisite educational level to teach in some institutions, but that does not necessarily prepare you to actually teach. In fact, the more diverse your teaching experience, the better. Try community colleges (both credit and non-credit adult courses), four-year colleges, bar association CLE courses, law schools and, perhaps, tutoring services. Most schools have an “adjunct pool” on their websites in which to apply. Nothing is a bad teaching moment because it prepares you to be a better professor down the road.

PUBLISH:

As a generalization, most four-year and graduate-level schools require the full-time professor to publish peer-reviewed work. It’s the old “publish or perish” mindset. As such, regardless of whether you are interviewing for a community college or a four-year university, come to the interview with a C.V. listing a few publications: The more you have and the more recent they are, the better candidate you will be.

PROFILES OF WOMEN IN ACADEMIA



RASHIDA T. WEST

Director for Pro Bono and Public Interest Programs
Drexel University
Thomas R. Kline School of Law

What led you to your current position?

I started my legal career as a child advocate attorney. In that role, I advocated for abused and neglected children in Philadelphia. In addition to carrying a demanding caseload, I also supervised the law students working in my office. I found that I enjoyed my interactions with students and was excited to take on a mentoring role. This led me to investigate professional opportunities at law schools. I was searching for an environment where I could continue to utilize my legal training but also be able to help shepherd the next generation of public interest lawyers.

How do you feel your legal education and experience assist you in your current role?

My legal education and involvement with the Philadelphia public interest community made it quite a smooth transition to law school administrator. When I was a practicing attorney, I collaborated with many different legal services agencies and developed relationships with attorneys across a broad spectrum of practice areas. My vast professional network allowed me to connect students with lawyers practicing in their areas of interest and helped to facilitate opportunities for them to get practical experience.

What are two tips you have for women lawyers who want to pursue a career in your area?

Remain connected to your community and seek out strong mentors. Don't just join but become active in your state and local bar associations. The field of legal education is constantly evolving and, in order to be successful, you must be prepared to adjust to the demands of the market.

2017 AWARDS

The Anne X. Alpern Award is given 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 2017 is Deborah Epstein Henry.**

2016 Hon. Norma L. Shapiro	2008 Kathleen D. Wilkinson	2000 Hon. Carolyn E. Temin
2015 Penina K. Lieber	2007 Ann L. Begler	1999 Leslie Anne Miller
2014 Hon. Marilyn J. Horan	2006 Hon. Maureen Lally-Green	1998 Prof. Marina Angel
2013 Gretchen A. Mundorff	2005 Hon. Sandra Schultz Newman	1997 Hon. Phyllis Beck
2012 Hon. Susan Peikes Gantman	2004 Hon. Donetta W. Ambrose	1996 Prof. Esther Clark
2011 Roberta Jacobs-Meadway	2003 Charisse R. Lillie	1995 Hon. Joy Flowers Conti
2010 Hon. Linda K.M. Ludgate	2002 Lila G. Roomberg	1994 Hon. Genevieve Blatt
2009 Hon. Cynthia A. Baldwin	2001 Nora Barry Fischer	

The Lynette Norton Award is given 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 2017 is Victoria S. Madden.**

2016 Marion K. Munley	2012 Mary Cushing Doherty	2008 Kimberly A. Brown
2015 Lynne Z. Gold-Bikin	2011 Ann Thornton Field	2007 Carolyn P. Short
2014 Sarah C. Yerger	2010 Lynn E. Rzonca	2006 Elizabeth Maguschak
2013 Candy Barr Heimbach	2009 Mary Sue Ramsden	2005 Melinda C. Ghilardi
		2004 Kerry A. Kearney
		2003 Roberta Liebenberg

2017 AWARDS

WIP AWARD FOR THE PROMOTION OF WOMEN IN THE LAW

The WIP Award for the Promotion of Women in the Law honors Pennsylvania law firms (including solo practitioners), corporate law departments or other organizations providing legal services, either public or private, that have instituted programs or initiatives that help women lawyers continue and advance in their careers while maintaining a work/life balance. **The recipient of the award for 2017 is Cozen O'Connor.**

Honor Roll of Legal Organizations Welcoming Women Professionals

- 2015** Curtin & Heefner LLP and McQuaide Blasko, Inc.
- 2014** Commonwealth of Pennsylvania Governor's Office of General Counsel / Cozen O'Connor / Daley Zucker Meilthon & Miner LLC / Duane Morris LLP / Eckert Seamans Cherin & Mellott LLC / Law Offices of Lisa P. Wildstein LLC / Marshall Dennehey Warner Coleman & Goggin PC / Pepper Hamilton LLP / Philadelphia VIP / Seidel Cohen Hof & Reid LLC / White and Williams LLP / Willig Williams & Davidson
- 2013** Ballard Spahr LLP / Duane Morris LLP / Eckert Seamans Cherin & Mellott LLC / Fox Rothschild LLP / High Swartz LLP / Lamb McErlane PC / Pepper Hamilton LLP / Reed Smith LLP / Saul Ewing LLP / Seidel Cohen Hof & Reid LLC / White and Williams LLP
- 2012** Ballard 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 Swartz LLP / McNeese Wallace & Nurick LLC / Saul Ewing LLP
- 2010** Duane Morris LLP / Eckert Seamans Cherin & Mellott LLC / Lavin O'Neil Ricci Cedrone & DiSipio / Littler Mendelson PC / Meyer Darragh Buckler Bebenek & Eck PLLC / White and Williams LLP / Willig Williams & Davidson
- 2009** Cozen O'Connor / Hangley Aronchick Segal & Pudlin PC / K&L Gates / Meyer Darragh Buckler Bebenek & Eck PLLC / 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

Criteria for these recognitions are referenced in the Appendix

CONCLUSION

It is the intention of the PBA Commission on Women in the Profession, through the presentation and history of this **Report Card**, to highlight the significant service rendered by women in the legal profession. It is also a valuable instrument to monitor future participation and progress of women members in all aspects of the PBA and the legal profession. In the 22 years since the commencement of the **Report Card**, the growth in women leadership in the PBA has increased, but there is still progress to be made.

As the membership of women in the PBA increases, the Commission is hopeful that the number of women in leadership positions will increase proportionately. For the first time in the history of the Association, two successive women presidents will serve in the years 2016 – 2017 and 2017 – 2018; Sara A. Austin and Sharon R. López, respectively. It is the belief and goal of this Commission that all members working together to achieve such an increase will serve to create a stronger and more dynamic PBA.



APPENDIX

ANNE X. ALPERN AWARD

Each nominee must satisfy the following requirements:

1. Must be a female member of the Bar of the Commonwealth of Pennsylvania, although she may be a non-practicing attorney or an educator.
2. Must practice or conduct professional activity primarily in Pennsylvania.
3. Must have had a significant professional impact in Pennsylvania, having demonstrated leadership in her law-related profession and her community and having practiced in mentoring activities.
4. Must have engaged in significant activities on behalf of women in the profession.

Candidate must be a member in good standing of the Pennsylvania Bar Association (PBA) at the time the award is presented to her at the WIP Annual Conference.

Candidate does not have to be a member of the PBA's Commission on Women in the Profession (WIP) when nominated; however, the Awards Committee may take such membership into consideration when evaluating candidates.

Candidate cannot be a member of the Awards Committee or a member of the immediate family of a member of the Awards Committee or WIP co-chairs.

Unless the award is given posthumously, Candidate must be able to attend the WIP Annual Conference and accept the award in-person.

LYNETTE NORTON AWARD

Lynette Norton, a founding member of the PBA's Commission on Women in the Profession, passed away suddenly in 2002. Lynette did much to significantly improve the status of women in the legal profession, by her own personal professional excellence, as well as her untiring efforts to fight discrimination and help other female attorneys to succeed.

- Lynette was a 1978 graduate of the Duquesne University School of Law. She was a highly accomplished trial lawyer as well as an expert in insurance law and the author of the definitive treatise on insurance law in Pennsylvania, *Insurance Coverage in Pennsylvania* (PBI Press 1997).
- Lynette was active in numerous professional and community activities, always willing to give back and constantly mentoring young women attorneys in particular. She had various favorite causes, including women's rights and literacy. In addition, she was a role model for countless lawyers, many of whom were underprivileged women. And to all who knew her, Lynette Norton was a warm, unselfish and gracious friend. This award was created to memorialize the legacy of Lynette Norton, by recognizing and encouraging female attorneys who excel, as she did, in litigation skills, and who are devoted to assisting other women who follow in the profession.

Each nominee must satisfy the following criteria:

- Nominee must be a female member of the Bar of the Commonwealth of Pennsylvania.
- Nominee must be an attorney who excels in litigation of any type.
- Nominee must have demonstrated leadership in mentoring female attorneys.
- Nominee does not need to be a member of the PBA's Commission on Women in the Profession (WIP) when nominated; however, the Awards Committee may take such membership into consideration when evaluating the nominee.

WIP Award For The Promotion Of Women In The Law

In 2017, the Commission on Women in the Profession established the WIP Award for the Promotion of Women in the Law, which seeks to honor Pennsylvania law firms (including solo practitioners), corporate law departments or other organizations providing legal services, either public or private, that have instituted programs or initiatives that help women lawyers continue and advance in their careers while maintaining a work/life balance.

Recognized organizations must be able to demonstrate the successful creation and establishment of such programs or initiatives. These programs include but are not limited to formal mentoring; social networking; flexible scheduling or child care options. Continuity of such programs must be present, as well as evidence that the organization (if nominated for more than one year) strives to continue the growth and development of established programs or that new programs have been created. Awardees also will be able to demonstrate the success of their programs by indicating how their initiatives have resulted in retaining and advancing women in the practice of law.

Two awards will be presented each year. The first will be designated for a law firm (including solo practitioners) meeting the above-stated criteria, and the second will be designated to another entity (i.e. a non-profit organization, corporate law department or government agency) meeting the above stated criteria.

Honor Roll Of Legal Organizations Welcoming To Women

In 2009, the Commission on Women in the Profession established its Honor Roll of Legal Organizations Welcoming to Women Professionals, which honors Pennsylvania firms, corporate law departments or other organizations providing legal services, either public or private, that have instituted programs or initiatives that help women lawyers continue and advance in their careers while maintaining a work/life balance.

Recognized organizations must be able to demonstrate the successful creation and establishment of such programs or initiatives. These programs include but are not limited to formal mentoring; social networking; flexible scheduling or child care options. Continuity of such programs must be present, as well as evidence that the organization (if nominated for more than one year) strives to continue the growth and development of established programs or that new programs have been created. Honor Roll Awardees also will be able to demonstrate the success of their programs by indicating how their initiatives have resulted in retaining women in the practice of law and advancing in the organization. This recognition was transitioned to the WIP Award for the Promotion of Women in the Law in 2017.

The Women In The Profession's Award For The Promotion Of Women To Leadership Positions

This award was established in 2002 to recognize the firm among the 100 largest firms in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm. By celebrating the accomplishments of the firm that is selected to be honored, the award recognizes standards which other firms can aspire to meet. By describing the methods the firm uses to promote women to leadership positions, the award highlights successful tactics that other firms can emulate. This recognition was transitioned to the Honor Roll in 2009.

METHODOLOGY

Sources:

- 2017 Resource Guide to the Pennsylvania Bar Association.
- 2017 Pennsylvania Bar Association Lawyers Directory & Product Guide.
- 1995 PBA WIP Report Card
- Pennsylvania Bar Association Membership Records as of December 2016
- Administrative Office of Pennsylvania Courts Judicial Data

Factors to consider:

- Some members of the PBA have gender neutral names or did not specify a gender.
- Sample sizes must be recognized in the interpretation of these statistics.
- In comparisons, women's statistics are given first.
- All percentages are of women and are rounded unless reported in greater detail.