

Women in the Profession

13TH ANNUAL REPORT CARD · 2007
PENNSYLVANIA BAR ASSOCIATION

The Lynette Norton Award

Presented 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.



Carolyn P. Short

Carolyn Short, a trial lawyer with Reed Smith, has served as a mentor for numerous women. Her work focuses on commercial disputes, especially employment law defense. She has consulted widely on various aspects of complex litigation, including jury selection, cross examination, and closing. She serves as an instructor in the Reed Smith Trial Training Program and is a fellow of both the American College of Trial Lawyers and the International Academy of Trial Lawyers. Carolyn Short has taken on numerous public service assignments, including service as a Special Deputy Attorney General, on a Merit Selection Committee

for the U.S. Bankruptcy Judge for the Eastern District of Pennsylvania, and on a committee to study Police Disciplinary Practices. Most recently, she served for one year as General Counsel to the U.S. Senate Judiciary Committee, chaired by Senator Arlen Specter.

The Anne X. Alpern Award

Presented to a woman attorney who has had a significant professional impact in Pennsylvania, who has demonstrated leadership in her profession and community, who has participated in mentoring activities, and who has engaged in significant activities on behalf of women in the profession.



Ann L. Begler

Ann Begler's strong commitment to the welfare and advancement of women is manifested through her numerous advocacy and mentoring activities. She has been a committed member of the PBA Commission on Women in the Profession since 1996 and has chaired several major committees. As Chair of the PBA Equal Rights Committee, she drafted the proposal that led the PBA to partner with the Pennsylvania Supreme Court in the Court's creation of the Committee on Racial and Gender Bias. Ann Begler is a highly skilled mediator, who is the Principal and Lead Consultant of The Begler Group, which includes

collaborating mediators and organizational development professionals on a project basis. Her firm offers direct services, training and program development, mediation, facilitation, organizational development, and change management in both the private and public sectors. She brings her considerable conflict reduction and resolutions skills into play in workplace and other organizational settings and helps entities develop internal programs to ensure ongoing dialogue mechanisms, team building, strategic planning, and change initiatives. Ann Begler also shares her knowledge by publishing widely.

Firm Award

Presented to the firm among the 100 largest firms in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm.

The 2007 Report Card Committee, with the concurrence of the Executive Committee of the Commission on Women in the Profession, has decided not to give the Firm Award this year. No firm stood out. No firm, even prior winners, has matched the performance of Willig, Williams & Davidson, highlighted on the firm chart, the first winner in 2002.

Many large firms have extended the time period required to make Equity Partner, have decreased the number of Equity Partners, have increased billable hour requirements, and have created new categories of lawyers, e.g. contract, staff, and per diem lawyers. Few firms allow part-time Associates to remain on partnership track.

Women continue to be primary caretakers for children, the elderly, and the disabled. Few women have spouses or intimates who do not work, work flexible schedules, or work part-time. Many male attorneys have such spouses or intimates. Large firms continue to fail to adjust to work/life balance needs that impact most strongly on women lawyers and lawyers of color. Although many large firms recognize they have a serious and expensive retention problem, little has been done to address the conditions that are causing a lack of diversity in firm leadership. All this is occurring at a time when firm clients and society are becoming more diverse.

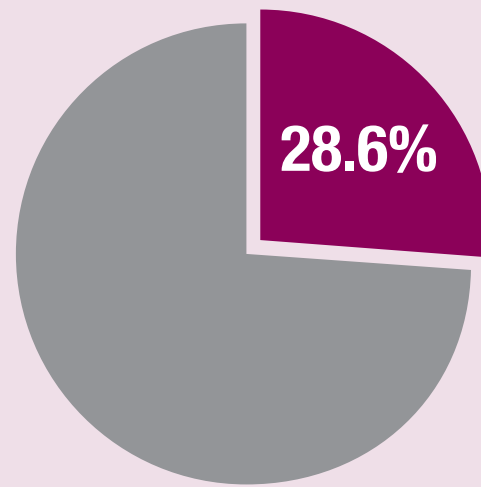
Index

Awards.....	1
Executive Summary	2
Private Firms	3
District Attorneys.....	4
Public Defenders	5
Pennsylvania and Federal Judiciary	6
Pennsylvania Bar Association	
Members	7
Leadership	7
House of Delegates	8
Committees	9
Sections	10
Young Lawyers Division	11
Mission Statement, List of Honorees	11
Report Card Committee and Commission	12

2007 Report Card Executive Summary

Today in the PBA

■ Women	= 8,274
■ Men	= 20,505
Total	= 28,779



PBA

- Women's membership in the PBA continues to increase both numerically and proportionally since the first Report Card was issued in 1995.
- **Women are 28.6% of the PBA today.**
- Women were 25% of the House of Delegates in 2000 and are 26.3% today.
- The PBA had its first and only woman President, Leslie Anne Miller, in 1999.
- Women were 20.8% of the PBA Board of Governors in 1995 (the year of the first Report Card), rose to a high of 45.8% in 2000, and have fallen to a low of 12% today.
- Women were 9% of the Nominating Committee in 1995, 42% in 2004, and are 22% today.
- In 1995, there were 38 committees with 12 women solo chairs, 32%. Today, there are 57 committees: 5 have solo women chairs, 9%; 21 have solo men chairs, 37%.
- The President-Elect appoints the chairs of committees.
- Women in the Profession has 635 members, six times as many members as the next largest committee. Women are 49% of total committee membership.
- In 1995, there was 1 woman section chair. In 2005, there were 6 women section chairs.
- Today, there is 1 woman section chair. Sections elect their own chairs.
- In 1995, there was 1 woman section representative to the House of Delegates out of 16.
- There were 4 women section representatives out of 18 last year and this year.
- Women held 57% of the leadership in the Young Lawyers Division in 1995; today women are again 29% of the leadership of the Young Lawyers Division – the chair, chair-elect, secretary, treasurer, and house of delegates representative are men, while the immediate past chair and ABA/YLD district representative are women.

Private Firms

- Women are 29.8% of all lawyers, 14.3% of Managing Partners, 15.4% of Equity Partners, 18.6% of Partners, 19.7% of Partner-Administrators (e.g. Department and Practice Group Heads), and 46% of Associates on Partnership track (but there is an increasingly high turnover of Associates, especially women and persons of color). Women are underrepresented in higher level positions and overrepresented as Associates, staff attorneys, per diem attorneys from temporary agencies, and part-timers.

District Attorneys' Offices

- Women are 40.8% of all lawyers, 10.6% of the District Attorneys, and 39% of First Assistants.

Public Defenders' Offices

- Women are 37.2% of all lawyers, 14.7% of the Public Defenders, and 18.9% of First Assistants.

Judiciary

State

- There are **no women Court of Common Pleas judges in 35 counties.**
- Excluding **Philadelphia**, which has **43 women Court of Common Pleas judges, or 46%** of all Philadelphia judges, women comprise **25% of the Court of Common Pleas judges in the remaining 66 counties.**
- Women are 16% of the Supreme Court, 43% of the Superior Court, and 56% of the Commonwealth Court.

Federal

- Eastern District: Women are 24% of District Court Judges, 37% of Magistrate Judges, and 20% of Bankruptcy Judges.
- Middle District: Women are 20% of District Court Judges and 50% of Bankruptcy Judges. There are no women Magistrate Judges.
- Western District: Women are 25% of District Court Judges, 57% of Magistrate Judges, and 20% of Bankruptcy Judges.
- There are 3 women judges, 30%, on the 10 member Third Circuit Court of Appeals. Two are from Pennsylvania.

METHODOLOGY

Sources:

- 2006/2007 Resource Guide to the Pennsylvania Bar Association.
- Pennsylvania Bar Association Membership records as of February 26, 2007.
- Surveys sent the beginning of January, 2007, to the 100 largest firms, District Attorneys, and Public Defenders.
- PALAW 2006 Annual Report on the Legal Profession.
- 2007 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 firms, District Attorneys, and Public Defenders.
- In comparisons, women's statistics are given first.
- All percentages are of women and are rounded unless reported in greater detail.

PRIVATE LAW FIRMS

These statistics are the result of survey forms sent to the 100 largest law firms in Pennsylvania. Follow-up phone calls to firms, District Attorney, and Public Defender Offices increased response rates. Survey responses were voluntary. Firms were promised anonymity. 2007 was the eighth year that this information was gathered.

For 2007, counting only Pennsylvania offices of responding law firms, women are:

- 29.8% of all lawyers
- 14.3% of all Managing Partners
- 19.7% of Partner-administrators, e.g. Department or Practice Group Heads
- 15.4% of Equity Partners
- 18.6% of all Partners
- 46% of Associates
- 68% of Part-Timers

The position of women in large firms has not improved in the six years since the Firm Award was inaugurated. The percentages of women Managing Partners, Equity Partners, and Partners seems to be decreasing. The number of women in power positions in some of the firms to which we previously gave awards have decreased. We now ask for partner-administrators, since firms are putting non-partnership-track women lawyers in lower level administrative positions. Women are over-represented in the lowest paying, least powerful, and least prestigious positions. We now ask for only Associates on partnership-track. There are serious retention problems. Firms are listing as Associates all part-time lawyers, contract lawyers, and per diem lawyers supplied by temporary employment agencies.

The five prior winners and the current winner (70 lawyers) of the Best Firm Award are highlighted on the following chart.

Total Lawyers	F	%F	Managing Partners	Total Partners	F Partners	% F Partners	Total Equity Partners	F Equity	% F Equity	Lawyer-Admin	F Lawyer-Admin	% F Lawyer-Admin	Total Assoc.	F Assoc.	% F Assoc.	Total Other	F Other	% F Other	Total PT	F PT	% F PT
381	103	27.0%	1M	160	31	19.4%	81	11	13.6%	29	9	31.0%	NR	NR	NR	140	61	43.6%	1	1	100.0%
316	119	37.7%	1M, 1F	109	18	16.5%	109	18	16.5%	156	27	17.3%	177	93	52.5%	30	8	26.7%	22	14	63.6%
316	94	29.7%	1M	131	21	16.0%	98	12	12.2%	32	7	21.9%	159	66	41.5%	26	7	26.9%	13	13	100.0%
260	65	25.0%	1M	114	13	11.4%	64	5	7.8%	22	5	22.7%	128	51	39.8%	18	1	5.6%	8	7	87.5%
256	101	39.5%	1M, 1F	113	23	20.4%	113	23	20.4%	58	12	20.7%	116	66	56.9%	27	12	44.4%	20	17	85.0%
256	68	26.6%	1M	150	24	16.0%	90	11	12.2%	22	3	13.6%	67	43	64.2%	39	1	2.6%	36	9	25.0%
254	71	28.0%	1M	126	14	11.1%	90	8	8.9%	26	4	15.4%	NR	NR	NR	15	6	40.0%	7	7	100.0%
245	74	30.2%	1M	172	43	25.0%	70	8	11.4%	58	9	15.5%	61	26	42.6%	12	5	41.7%	11	10	90.9%
201	50	24.9%	1M	110	22	20.0%	42	5	11.9%	44	5	11.4%	65	23	35.4%	26	5	19.2%	1	1	100.0%
194	63	32.5%	1M	79	16	20.3%	68	14	20.6%	32	6	18.8%	95	43	45.3%	20	5	25.0%	14	10	71.4%
177	34	19.2%	1M	113	11	9.7%	94	8	8.5%	23	2	8.7%	36	18	50.0%	28	5	17.9%	7	7	100.0%
175	56	32.0%	1M	94	19	20.2%	62	11	17.7%	28	4	14.3%	81	37	45.7%	NR	NR	NR	18	15	83.3%
172	39	22.7%	1M	78	14	17.9%	48	4	8.3%	12	2	16.7%	37	20	54.1%	9	0	0.0%	10	2	20.0%
146	43	29.5%	1M	77	16	20.8%	53	8	15.1%	54	11	20.4%	66	27	40.9%	3	0	0.0%	11	6	54.5%
145	43	29.7%	1M	85	18	21.2%	85	18	21.2%	6	1	16.7%	60	26	43.3%	0	0	0.0%	3	3	100.0%
137	28	20.4%	1M	77	11	14.3%	77	11	14.3%	15	3	20.0%	58	17	29.3%	2	0	0.0%	3	3	100.0%
137	28	20.4%	1M	134	28	20.9%	0	0	0.0%	17	4	23.5%	NR	NR	NR	3	0	0.0%	1	1	100.0%
134	43	32.1%	1M	71	11	15.5%	51	7	13.7%	8	1	12.5%	53	26	49.1%	10	6	60.0%	18	13	72.2%
126	52	41.3%	2M, 1F	67	16	23.9%	49	9	18.4%	27	7	25.9%	5	32	61.5%	7	3	42.9%	7	5	71.4%
125	43	34.4%	1M	61	13	21.3%	61	13	21.3%	23	6	26.1%	43	22	51.2%	21	8	38.1%	13	6	46.2%
107	30	28.0%	1M	57	9	15.8%	44	9	20.5%	11	1	9.1%	40	18	45.0%	10	3	30.0%	3	3	100.0%
81	19	23.5%	1M	36	7	19.4%	24	6	25.0%	10	5	50.0%	40	8	20.0%	5	4	80.0%	7	5	71.4%
74	27	36.5%	1M	22	3	13.6%	13	0	0.0%	4	0	0.0%	48	21	43.8%	4	3	75.0%	4	3	75.0%
60	19	31.7%	1M	18	3	16.7%	3	0	0.0%	9	1	11.1%	32	15	46.9%	10	1	10.0%	1	1	100.0%
57	27	47.4%	1M	24	8	33.3%	0	0	0.0%	7	2	28.6%	30	19	63.3%	3	0	0.0%	8	4	50.0%
57	17	29.8%	1F	20	5	25.0%	0	0	0.0%	11	5	45.5%	28	9	32.1%	9	3	33.3%	3	3	100.0%
44	15	34.1%	1M	26	6	23.1%	26	6	23.1%	5	1	20.0%	18	9	50.0%	0	0	0.0%	4	3	75.0%
41	16	39.0%	1M	26	8	30.8%	4	2	50.0%	10	2	20.0%	NR	NR	NR	2	1	50.0%	3	1	33.3%
41	4	9.8%	1M	24	0	0.0%	17	0	0.0%	7	0	0.0%	1	3	23.1%	4	1	25.0%	3	1	33.3%
41	25	61.0%	1F	20	11	55.0%	7	5	71.4%	5	5	100.0%	22	14	63.6%	0	0	0.0%	8	8	100.0%
34	9	26.5%	1M	13	2	15.4%	13	2	15.4%	8	2	25.0%	16	7	43.8%	5	0	0.0%	0	0	0.0%
33	8	24.2%	1M	20	6	30.0%	20	6	30.0%	10	1	10.0%	12	2	16.7%	1	0	0.0%	0	0	0.0%
32	8	25.0%	1M	19	3	15.8%	4	0	0.0%	4	1	25.0%	6	4	66.7%	3	1	33.3%	4	3	75.0%
31	11	35.5%	N/A	20	6	30.0%	20	6	30.0%	8	3	37.5%	10	5	50.0%	1	0	0.0%	2	1	50.0%
30	7	23.3%	1F	25	4	16.0%	13	2	15.4%	4	2	50.0%	4	2	50.0%	1	1	100.0%	3	3	100.0%
28	5	17.9%	1M	18	2	11.1%	11	0	0.0%	7	0	0.0%	7	3	42.9%	3	0	0.0%	1	1	100.0%
28	18	64.3%	2M	14	5	35.7%	9	4	44.4%	NR	NR	NR	18	9	50.0%	2	0	0.0%	1	0	0.0%
24	5	20.8%	1M	11	1	9.1%	11	1	9.1%	2	1	50.0%	10	2	20.0%	3	2	66.7%	1	1	100.0%
TOTAL			6F/36M																		
4996	1487	29.8%	14.3%	2534	471	18.6%	1644	253	15.4%	814	160	19.7%	1708	786	46.0%	502	153	30.5%	280	191	68.2%

Women in the Profession

PUBLIC SECTOR

Sixty-five of 67 District Attorneys' Offices and all Public Defenders' Offices returned survey forms. These high rates of return give the most accurate picture to date of the status of women in the public sector. The pattern of under-representation of women in higher-ranking positions and over-representation in lower-ranking positions seen in the private sector is mirrored in the public sector.

DISTRICT ATTORNEYS

For 2007, women are:

- 40.8% of all lawyers in District Attorneys' Offices (35% in 2006)
- 7 women are 10.6% of District Attorneys (6 women were 12.6% in 2006)
- 23 women are 39% of First Assistant District Attorneys (16 women were 37.6% in 2006)
- 29.6% of Part-Timers (30.9% in 2006). These are desirable positions because they usually supplement income from private practice.

Total Lawyers in PA	F	%F	DA	1st Asst.	Total Admin	F Admin	% F Admin	Total PT	F PT	% F PT
296	156	52.7%	F	M	47	21	44.7%	3	3	100.0%
112	52	46.4%	M	M	18	5	27.8%	2	2	100.0%
43	18	41.9%	M	M	9	1	11.1%	0	0	0.0%
42	16	38.1%	M	F	7	4	57.1%	0	0	0.0%
39	22	56.4%	M	M	7	2	28.6%	3	3	100.0%
31	8	25.8%	M	M	4	2	50.0%	0	0	0.0%
29	14	48.3%	F	M	6	4	66.7%	0	0	0.0%
29	11	37.9%	M	F	2	1	50.0%	0	0	0.0%
25	11	44.0%	M	F	11	5	45.5%	2	1	50.0%
25	8	32.0%	M	M	5	1	20.0%	0	0	0.0%
24	6	25.0%	M	F	2	1	50.0%	10	1	10.0%
23	9	39.1%	M	M,F	5	1	20.0%	0	0	0.0%
23	9	39.1%	M	M	7	3	42.9%	5	2	40.0%
21	8	38.1%	M	M	2	1	50.0%	0	0	0.0%
20	8	40.0%	M	M	7	3	42.9%	9	3	33.3%
14	2	14.3%	M	M	3	1	33.3%	5	0	0.0%
14	6	42.9%	M	M	4	1	25.0%	0	0	0.0%
12	2	16.7%	M	M	2	0	0.0%	6	1	16.7%
12	2	16.7%	M	F	1	1	100.0%	9	1	11.1%
11	4	36.4%	M	M,F	4	1	25.0%	6	3	50.0%
11	2	18.2%	M	M	0	0	0.0%	7	1	14.3%
10	3	30.0%	M	M	4	1	25.0%	1	0	0.0%
10	4	40.0%	M	F	3	1	33.3%	4	2	50.0%
9	3	33.3%	M	M	4	2	50.0%	5	2	40.0%
9	1	11.1%	M	M	2	0	0.0%	1	0	0.0%
8	4	50.0%	F	F	2	2	100.0%	0	0	0.0%
8	3	37.5%	M	M	2	0	0.0%	0	0	0.0%
8	4	50.0%	F	M	2	1	50.0%	7	3	42.9%
7	1	14.3%	M	M	1	0	0.0%	6	1	16.7%
7	1	14.3%	M	F	2	1	50.0%	2	0	0.0%
7	3	42.9%	M	F	3	2	66.7%	3	0	0.0%
7	1	14.3%	M	M	2	0	0.0%	1	0	0.0%
7	2	28.6%	M	F	2	1	50.0%	2	1	50.0%
6	2	33.3%	M	M	2	0	0.0%	2	0	0.0%
6	1	16.7%	M	F	2	1	50.0%	3	0	0.0%
6	2	33.3%	F	F	2	2	100.0%	4	2	50.0%
6	2	33.3%	M	F	2	1	50.0%	5	2	40.0%
5	1	20.0%	M	M	3	1	33.3%	1	0	0.0%
5	1	20.0%	M	M	2	1	50.0%	4	1	25.0%
5	1	20.0%	M	N/A	2	1	50.0%	4	1	25.0%
5	3	60.0%	M	F	5	3	60.0%	3	3	100.0%
5	2	40.0%	M	M	1	0	0.0%	3	2	66.7%
4	1	25.0%	M	F	2	1	50.0%	1	0	0.0%
4	0	0.0%	M	M	2	0	0.0%	2	0	0.0%
4	3	75.0%	F	M	1	1	100.0%	0	0	0.0%
3	1	33.3%	M	F	2	1	50.0%	1	0	0.0%
3	0	0.0%	M	M	2	0	0.0%	0	0	0.0%
3	1	33.3%	M	M	3	1	33.3%	1	1	100.0%
3	1	33.3%	M	N/A	3	1	33.3%	2	1	50.0%
3	0	0.0%	M	N/A	3	0	0.0%	3	0	0.0%
3	1	33.3%	M	F	2	1	50.0%	2	0	0.0%
3	0	0.0%	M	M	0	0	0.0%	2	0	0.0%
3	1	33.3%	M	F	2	1	50.0%	1	0	0.0%
3	0	0.0%	M	M	3	0	0.0%	2	0	0.0%
2	0	0.0%	M	M	1	0	0.0%	1	0	0.0%
2	1	50.0%	M	F	2	1	50.0%	0	0	0.0%
2	0	0.0%	M	N/A	1	0	0.0%	1	0	0.0%
2	0	0.0%	M	M	2	0	0.0%	0	0	0.0%
2	2	100.0%	F	F	2	2	100.0%	1	1	100.0%
2	1	50.0%	M	F	2	1	50.0%	1	1	100.0%
2	0	0.0%	M	M	2	0	0.0%	0	0	0.0%
1	0	0.0%	M	N/A	1	0	0.0%	0	0	0.0%
1	0	0.0%	M	N/A	1	0	0.0%	1	0	0.0%
1	0	0.0%	M	N/A	0	0	0.0%	0	0	0.0%
1	0	0.0%	M	N/A	1	1	100.0%	1	0	0.0%
1059	432	40.8%	7F/58M	23F/36M	243	92	37.9%	151	45	29.8%

Cameron and Montour did not respond

PUBLIC DEFENDERS

All Public Defenders' Offices responded. Women seemed to do slightly better in 2007 than in 2006. In 2007, women are:

- 37.2% of all lawyers in Public Defenders' Offices (35.4% in 2006)
- 9 women are 14.7% of Public Defenders (9 women were 13.6% in 2006)
- 12 women are 30.2% of First Assistant Public Defenders (12 women were 26.7% in 2006)
- 18.9% of Part-Timers (20.7% in 2006). These are desirable positions because they usually supplement income from private practice.

Total Lawyers in PA	F	%F	PD	1st Asst. Total Admin	F Admin	% F Admin	Total PT	F PT	% F PT	
228	129	56.6%	F	M	23	9	39.1%	0	0	0.0%
85	37	43.5%	M	N/A	7	2	28.6%	20	8	40.0%
45	10	22.2%	M	M	3	0	0.0%	0	0	0.0%
37	12	32.4%	M	F	9	5	55.6%	16	2	12.5%
30	14	46.7%	M	M	2	0	0.0%	3	1	33.3%
25	2	8.0%	M	N/A	1	0	0.0%	21	2	9.5%
23	8	34.8%	M	M	3	0	0.0%	0	0	0.0%
23	5	21.7%	M	M	2	0	0.0%	5	2	40.0%
21	7	33.3%	M	M	5	1	20.0%	0	0	0.0%
20	10	50.0%	M	F	4	2	50.0%	0	0	0.0%
19	10	52.6%	M	F	4	3	75.0%	0	0	0.0%
18	5	27.8%	M	M	4	1	25.0%	8	2	25.0%
17	3	17.6%	M	M	2	0	0.0%	10	3	30.0%
15	2	13.3%	M	M	1	0	0.0%	13	1	7.7%
13	2	15.4%	M	M	2	0	0.0%	9	2	22.2%
12	2	16.7%	M	M	2	0	0.0%	7	2	28.6%
10	1	10.0%	M	M	2	1	50.0%	7	1	14.3%
9	3	33.3%	F	N/A	1	1	100.0%	6	0	0.0%
9	3	33.3%	M	F	4	2	50.0%	3	0	0.0%
9	7	77.8%	M	M	0	0	0.0%	1	0	0.0%
9	4	44.4%	M	N/A	0	0	0.0%	4	1	25.0%
9	3	33.3%	M	N/A	0	0	0.0%	8	2	25.0%
8	1	12.5%	M	M	0	0	0.0%	2	0	0.0%
7	2	28.6%	M	F	1	0	0.0%	6	2	33.3%
7	2	28.6%	M	F	2	1	50.0%	1	0	0.0%
6	0	0.0%	M	M	2	0	0.0%	4	0	0.0%
6	1	16.7%	M	F	2	1	50.0%	0	0	0.0%
6	0	0.0%	M	M	1	0	0.0%	3	0	0.0%
6	1	16.7%	M	M	2	0	0.0%	4	0	0.0%
6	1	16.7%	M	F	0	0	0.0%	1	1	100.0%
6	1	16.7%	M	M	2	0	0.0%	2	1	50.0%
6	2	33.3%	M	M	3	1	33.3%	2	0	0.0%
5	2	40.0%	M	N/A	1	0	0.0%	0	0	0.0%
5	1	20.0%	M,F	M	1	0	0.0%	5	1	20.0%
5	1	20.0%	M	M	2	1	50.0%	3	1	33.3%
5	0	0.0%	M	N/A	1	0	0.0%	5	0	0.0%
4	2	50.0%	M	N/A	1	0	0.0%	2	0	0.0%
4	1	25.0%	M	M	1	0	0.0%	4	1	25.0%
4	0	0.0%	M	M	1	0	0.0%	4	0	0.0%
4	1	25.0%	M	F	0	0	0.0%	4	1	25.0%
4	0	0.0%	M	M	1	0	0.0%	4	0	0.0%
4	1	25.0%	M	N/A	1	0	0.0%	4	1	25.0%
3	0	0.0%	M	N/A	3	0	0.0%	3	0	0.0%
3	2	66.7%	M	N/A	1	0	0.0%	3	2	66.7%
3	0	0.0%	M	M	1	0	0.0%	3	0	0.0%
3	1	33.3%	M	M	3	1	33.3%	2	1	50.0%
3	2	66.7%	F	N/A	0	0	0.0%	0	0	0.0%
2	1	50.0%	F	M	1	1	100.0%	0	0	0.0%
2	1	50.0%	M	F	2	1	50.0%	1	0	0.0%
2	0	0.0%	M	N/A	1	0	0.0%	1	0	0.0%
2	0	0.0%	M	M	1	0	0.0%	2	0	0.0%
2	0	0.0%	M	N/A	1	0	0.0%	2	0	0.0%
2	2	100.0%	F	F	4	4	100.0%	0	0	0.0%
2	1	50.0%	F	M	2	1	50.0%	1	0	0.0%
2	0	0.0%	M	N/A	1	0	0.0%	0	0	0.0%
1	0	0.0%	M	N/A	1	0	0.0%	0	0	0.0%
1	0	0.0%	M	N/A	1	0	0.0%	1	0	0.0%
1	0	0.0%	M	N/A	1	0	0.0%	1	0	0.0%
1	1	100.0%	F	N/A	1	1	100.0%	1	1	100.0%
1	1	100.0%	F	M,F	1	1	100.0%	1	1	100.0%
1	0	0.0%	M	N/A	1	0	0.0%	1	0	0.0%
1	0	0.0%	M	N/A	0	0	0.0%	0	0	0.0%
1	0	0.0%	M	N/A	1	0	0.0%	1	0	0.0%
1	0	0.0%	M	N/A	1	0	0.0%	0	0	0.0%
1	0	0.0%	M	N/A	0	0	0.0%	1	0	0.0%
1	0	0.0%	M	N/A	1	0	0.0%	1	0	0.0%
836	311	37.2%	9F/58M	12F/30M	136	41	30.1%	227	43	18.9%

Cameron & Elk and Sullivan & Wyoming share Public Defenders. We have not double counted the statistics for these counties.

2007 PENNSYLVANIA JUDICIARY

PENNSYLVANIA COURT OF COMMON PLEAS — JUDGES BY COUNTY

County	F	M	%F	County	F	M	%F	County	F	M	%F
Philadelphia	43	50	46%	Cumberland	0	5	0%	McKean	0	2	0%
Allegheny	11	30	27%	Fayette	0	5	0%	Mifflin	0	2	0%
Montgomery	2	19	10%	Lycoming	1	4	20%	Montour	0	2	0%
Delaware	4	15	21%	Centre	0	4	0%	Perry	1	1	50%
York	3	11	21%	Franklin	1	3	25%	Snyder	1	1	50%
Berks	2	11	15%	Fulton	1	3	25%	Union	1	1	50%
Bucks	2	11	15%	Lawrence	0	4	0%	Venango	0	2	0%
Chester	4	9	31%	Lebanon	0	4	0%	Warren	1	1	50%
Lancaster	1	11	8%	Mercer	0	4	0%	Cameron	0	1	0%
Westmoreland	2	9	18%	Adams	0	3	0%	Clarion	0	1	0%
Northampton	2	6	25%	Crawford	0	3	0%	Elk	0	1	0%
Erie	2	7	22%	Indiana	1	2	33%	Huntingdon	0	1	0%
Lehigh	2	7	22%	Northumberland	0	3	0%	Jefferson	0	1	0%
Luzerne	1	8	11%	Somerset	0	3	0%	Pike	0	1	0%
Dauphin	1	7	13%	Armstrong	0	2	0%	Potter	0	1	0%
Lackawanna	2	6	25%	Bedford	0	2	0%	Sullivan	0	1	0%
Beaver	1	6	14%	Bradford	0	2	0%	Susquehanna	0	1	0%
Butler	1	5	17%	Carbon	0	2	0%	Tioga	0	1	0%
Monroe	2	4	40%	Clearfield	0	2	0%	Wayne	0	1	0%
Schuylkill	1	5	17%	Clinton	0	2	0%	Wyoming	0	1	0%
Washington	3	3	50%	Columbia	0	2	0%	Totals	104	340	30.6%
Blair	2	3	40%	Forest	1	1	50%				
Cambria	0	5	0%	Greene	0	2	0%				
				Juniata	1	1	50%				

The total numbers of judges, women judges, and men judges basically remained the same since last year.

Philadelphia continues to have, by far, the highest percentage of women judges, 43 or 46.2%. Women comprise only 24.7% of Court of Common Pleas Judges in the remaining 66 counties.*

Beaver and Lackawanna each gained one woman judge. Lackawanna and Lancaster each lost one male judge. Allegheny gained one male judge, and Erie gained two male judges.

Thirty-five counties have no women judges: 12 are one judge counties; 11 are two judge counties. Fifteen counties have only 1 woman judge.

**Columbia and Montour, Franklin and Fulton, Juniata and Perry, Snyder and Union, Forest and Warren, and Sullivan and Wyoming, share judges. We have double counted the judges for these counties.*

PENNSYLVANIA APPELLATE

PA Supreme Court	1 out of 6 Justices	16%
PA Superior Court	6 out of 14 Judges	43%
PA Commonwealth	5 out of 9 Judges	56%

2006 FEDERAL JUDICIARY

EASTERN DISTRICT

District Court Judges	
5 out of 21 sitting Judges	24%
US Magistrate Judges	
3 out of 11 sitting Judges	27%
Bankruptcy Judges	
1 out of 5 sitting Judges	20%

MIDDLE DISTRICT

District Court Judges	
1 out of 5 sitting Judges	20%
US Magistrate Judges	
0 out of 4 sitting Judges	0%
Bankruptcy Judges	
1 out of 3 sitting Judges	33%

WESTERN DISTRICT

District Court Judges	
2 out of 8 sitting Judges	25%
US Magistrate Judges	
4 out of 7 sitting Judges	57%
Bankruptcy Judges	
1 out of 5 sitting Judges	20%

THIRD CIRCUIT COURT OF APPEALS

The jurisdiction of the Third Circuit Court of Appeals includes Pennsylvania, Delaware, and the Virgin Islands. There are 3 women judges, 30%, on the 10 member Third Circuit Court of Appeals. Two are from Pennsylvania.

PENNSYLVANIA BAR ASSOCIATION

MEMBERS BY COUNTY

County	F	M	%F	County	F	M	%F	County	F	M	%F
Adams	23	50	32%	Elk	2	19	10%	Montour	6	14	30%
Allegheny	1198	2888	29%	Erie	104	401	21%	Northampton	108	353	23%
Armstrong	8	31	21%	Fayette	33	90	27%	Northumberland	7	72	9%
Beaver	39	127	23%	Forest	1	2	33%	Perry	5	15	25%
Bedford	6	21	22%	Franklin	39	100	28%	Philadelphia	1880	3907	32%
Berks	140	424	25%	Fulton	4	4	50%	Pike	7	21	25%
Blair	30	94	24%	Greene	11	24	31%	Potter	2	13	13%
Bradford	11	33	25%	Huntingdon	3	27	10%	Schuylkill	42	140	23%
Bucks	193	496	28%	Indiana	17	52	25%	Snyder	4	16	20%
Butler	40	124	24%	Jefferson	8	29	22%	Somerset	16	55	23%
Cambria	29	155	16%	Juniata	1	10	9%	Sullivan	1	4	20%
Cameron	0	2	0%	Lackawanna	117	444	21%	Susquehanna	5	23	18%
Carbon	13	44	23%	Lancaster	193	517	27%	Tioga	4	29	12%
Centre	64	131	33%	Lawrence	15	87	15%	Union	11	27	29%
Chester	250	624	29%	Lebanon	31	96	24%	Venango	11	49	18%
Clarion	7	28	20%	Lehigh	139	411	25%	Warren	9	37	20%
Clearfield	12	43	22%	Luzerne	72	335	18%	Washington	76	234	25%
Clinton	2	35	5%	Lycoming	43	162	21%	Wayne	14	35	29%
Columbia	8	35	19%	McKean	3	30	9%	Westmoreland	120	365	25%
Crawford	31	81	28%	Mercer	27	108	20%	Wyoming	9	14	39%
Cumberland	153	379	29%	Mifflin	4	32	11%	York	104	347	23%
Dauphin	629	1247	34%	Monroe	29	104	22%	Totals	8,274	20,505	29%
Delaware	286	699	29%	Montgomery	689	1751	28%				

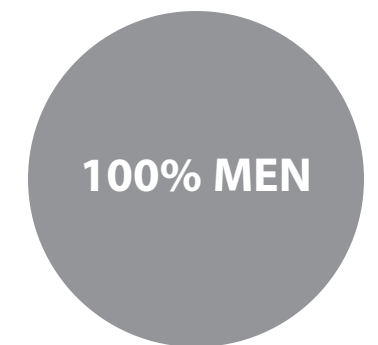
The female membership and percentage of the PBA continue to increase. Women are now **28.6% of PBA members**.

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. However, Armstrong, Cambria, Erie, Lackawanna, Luzerne, Lycoming, and Mercer have substantial PBA membership but less than 22% women members.

PBA LEADERSHIP

EXECUTIVE OFFICERS

All of the Executive Officers of the PBA are men: President Kenneth J. Horoho, Jr., President Elect Andrew F. Susko, Vice President C. Dale McClain, and Past President William P. Carlucci.



BOARD OF GOVERNORS

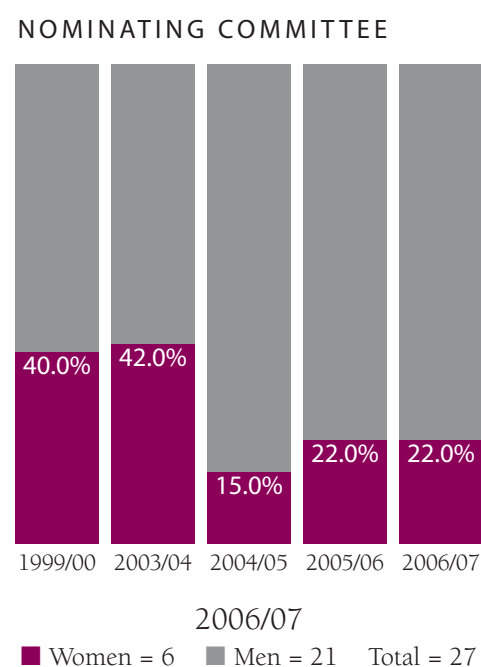
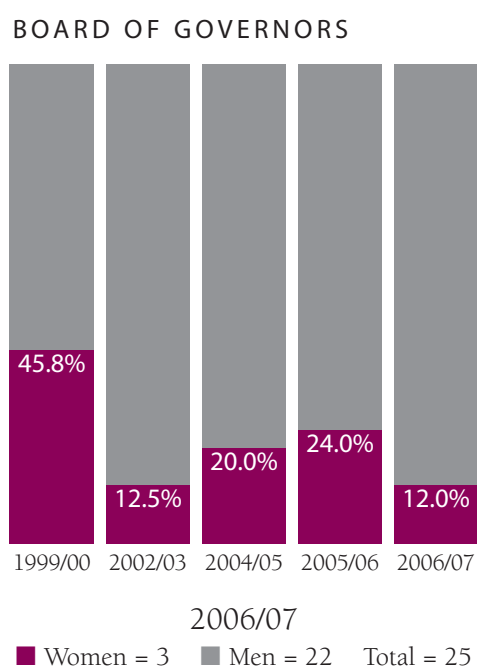
- Women were 20.8% of the Board of Governors in 1995, the first year the Report Card was issued.
- Women reached a high of 45.8% in 1999-2000 and a low of 12.6% today.
- Women are at a low of 12% of the Board of Governors today.

The PBA Board of Governors is composed of: PBA Executive Committee (President, President Elect, Vice President, and X) (all men); PBA Officers (Executive Officers, Chair of the House of Delegates, Secretary, and Treasurer) (all men); three representatives from the Young Lawyers Division (2 men and 1 woman); 1 Zone Governor from each of the 12 zones (only Zone 10 has a woman Governor, down from four last year); one minority Governor-at-large (a man) and one woman Governor-at-large.

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 five living immediate past presidents of the PBA, the immediate past chair of the Young Lawyers Division, 2 committee and 3 section representatives, the minority governor, and the woman governor.

- In 1999-00, women were 40% of the PBA Nominating Committee.
- In 2003-04, 11 women were 42.3% of the PBA Nominating Committee.
- This year, 6 women are 22% of the 27 members of the PBA Nominating Committee.



Women in the Profession

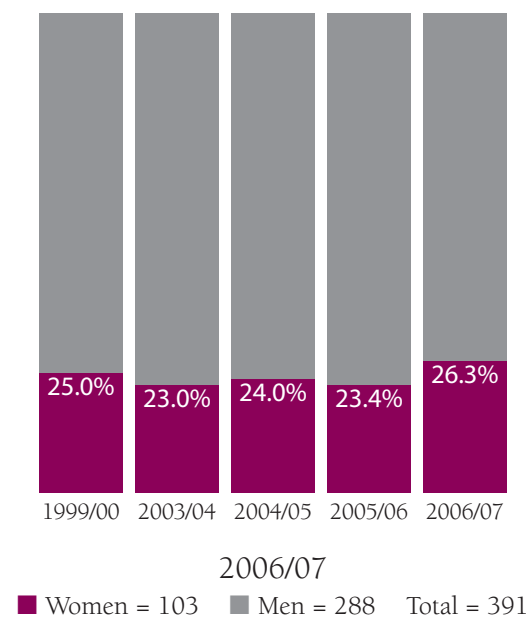
HOUSE OF DELEGATES

This year 103 women comprise 26.3% of the House of Delegates. The percentage of delegates has been consistently below the percentage of women PBA members, which is 28.6% this year.

- Women were 19.2% of the House of Delegates in 1995, the first year of the Report Card.
- Women comprised 25% of the House of Delegates in 1999-2000.
- **Today** women are **26.3%** of the House of Delegates

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

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

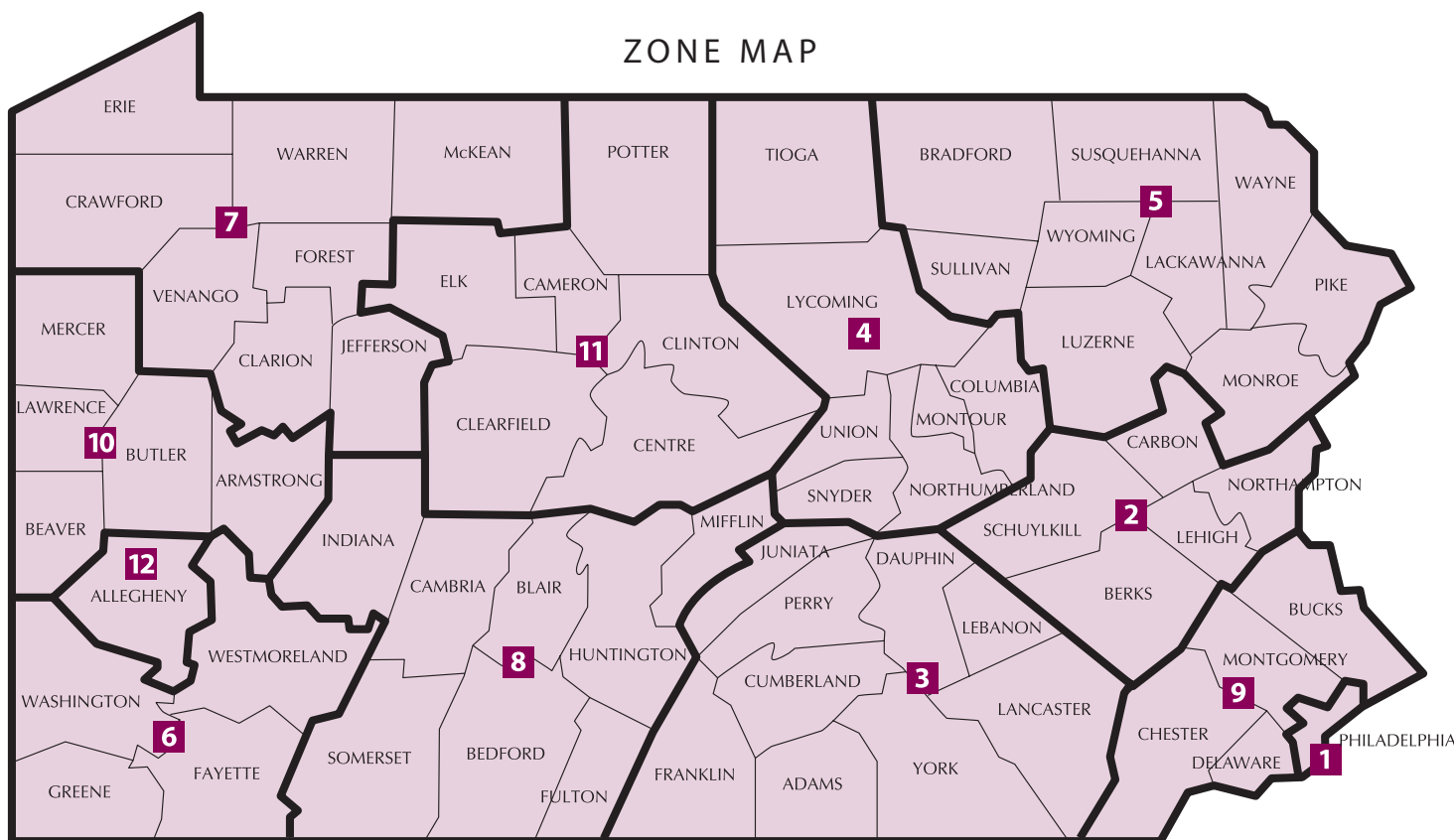


HOUSE OF DELEGATES BY ZONE

The percentage of **women Delegates** have been consistently high for **Zones 3, 8, and, 12.**

- Zone 3 – 36% Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry, York
- Zone 8 – 28% Bedford, Blair, Cambria, Fulton, Huntingdon, Somerset
- Zone 12 – 30% Allegheny
- **Zones 2, 5, and 7** have been **consistently low.**
- Zone 2 – 19% Berks, Carbon, Lehigh, Northampton, Schuylkill
- Zone 5 – 13% Bradford, Lackawanna, Luzerne, Sullivan, Susquehanna, Wyoming
- Zone 7 – 12% Clarion, Crawford, Erie, Forest, Jefferson, McKean, Warren, Venango

	2002/03			2003/04			2004/05			2005/06			2006/07		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F	F	M	%F
Zone 1	19	58	25%	21	59	26%	18	53	25%	15	53	22%	19	51	27%
Zone 2	5	25	17%	3	24	11%	3	27	10%	4	23	15%	5	21	19%
Zone 3	19	39	33%	24	39	38%	24	36	40%	22	37	37%	20	36	36%
Zone 4	1	13	7%	3	11	21%	2	11	15%	1	13	7%	3	11	21%
Zone 5	4	20	17%	5	20	20%	4	24	14%	3	22	12%	3	21	13%
Zone 6	5	17	23%	6	17	26%	7	15	32%	4	16	20%	6	16	27%
Zone 7	3	14	18%	2	16	11%	2	15	12%	3	14	18%	2	15	12%
Zone 8	3	14	18%	3	13	19%	5	11	31%	5	11	31%	5	13	28%
Zone 9	11	49	18%	9	51	15%	13	54	19%	13	53	20%	15	50	23%
Zone 10	3	11	21%	4	11	27%	3	10	23%	2	10	17%	5	8	38%
Zone 11	0	12	0%	1	12	8%	1	10	9%	2	9	18%	4	8	33%
Zone 12	17	41	29%	14	41	25%	16	39	29%	18	41	31%	16	38	30%



COMMITTEES

In 2006/07, there are 57 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 women today represent **28.6% of PBA membership** and **49% of committee members**.

In 1995, there were 38 committees: 12 committees had **solo women chairs, 32%**, 21 committees had solo women vice chairs, 55%.

Today, there are 57 committees: 5 committees have **solo women chairs, 9%**; 21 committees have solo men chairs, 37%.

The President-Elect appoints leadership for committees.

Women in the Profession has 635 members, six times as many as the next largest committee.

Women are 49% of total committee membership.

Today, the following 15 committees have below 24% women membership.

23% Amicus Curiae Brief*	14% Lawyers Assistance	15% Professional Liability
20% Gaming Law	19% Legal Ethics & Professional Responsibility	15% Professional Practice Standards
14% Lawyers Assistance	13% Legislative Relations Task Force*	21% Public Relations Task Force*
19% Legal Ethics & Professional Responsibility	18% Military & Veterans	8% Senior Lawyer
20% Gaming Law	17% PABAR-PAC	23% Unauthorized Practice of Law

*denotes entire committee appointed by the President-Elect

Committee	2002/03		2003/04		2004/05		2005/06		2006/07	
	F	%F	F	%F	F	%F	F	%F	F	%F
Agricultural Law	11	20%	11	17%	11	21%	12	26%	16	31%
Alternative Dispute Resolution	48	26%	46	24%	46	25%	55	32%	61	34%
Amicus Curiae Brief*	2	17%	1	9%	1	10%	2	17%	3	23%
Animal Law			65	55%	53	54%	54	56%	71	66%
Appellate Advocacy							44	41%	50	42%
Bar/Press*	5	38%	4	33%	4	21%	3	23%	3	17%
Bylaws	5	33%	3	16%	3	19%	5	31%	4	24%
Charitable Organizations	26	37%	33	35%	28	35%	28	37%	29	40%
Children's Rights	51	64%	66	66%	61	73%	59	73%	77	78%
Civil & Equal Rights	21	26%	29	28%	19	24%	17	29%	32	43%
Client & Community Relations	11	28%	20	34%	16	32%	11	30%	16	42%
Corrections System	18	35%	20	32%	14	29%	8	25%	9	24%
Editorial Board*	4	25%	5	28%	5	28%	5	26%	4	24%
Federal Practice									17	33%
Gaming Law							22	20%	20	20%
Gay/Lesbian Rights							24	55%	28	60%
Government Lawyers	141	41%	125	43%	125	43%	98	47%	111	51%
Health Care Law	52	31%	58	31%	58	31%	49	33%	54	39%
In-House Counsel	33	32%	38	34%	38	34%	31	36%	35	37%
Insurance Staff Attorney	17	26%	18	25%	18	25%	11	24%	11	26%
Judicial Administration	15	17%	22	20%	22	20%	18	24%	22	28%
Judicial Campaign Advertising*	7	39%	6	35%	6	35%	7	39%	7	41%
Judicial Evaluation	6	35%	4	40%	4	40%	7	50%	8	44%
Judicial Independence Commission	11	20%	12	23%	12	23%	13	25%	10	21%
Law Related Education*	10	55%	9	53%	9	53%	14	64%	18	62%
Lawyer Advertising Task Force									2	10%
Lawyers Assistance	4	10%	5	13%	5	13%	5	14%	6	17%
Legal Ethics & Professional Resp.	14	21%	14	21%	14	21%	14	19%	14	19%
Legal Services for Exceptional Children	26	54%	33	46%	33	46%	38	54%	32	53%
Legal Services to Persons with Disabilities	19	37%	13	27%	13	27%	19	42%	16	43%
Legal Services to the Public	25	47%	45	50%	37	49%	35	56%	38	54%
Legislative Relations Task Force*							2	29%	1	13%
Loan Forgiveness Implementation									15	48%
Medical and Health Related Issues	27	38%	26	37%	26	37%	18	32%	29	46%
Membership Development	9	30%	9	27%	9	27%	12	36%	11	35%
Military and Veterans							13	17%	11	18%
Minority Bar Association	38	48%	40	51%	40	51%	58	51%	100	56%
PABAR-PAC*	3	30%	3	33%	2	22%	1	17%	2	33%
Plain English	17	40%	15	34%	15	34%	18	46%	18	43%
Planning							10	38%	8	31%
Professional Liability	6	9%	6	8%	6	8%	5	7%	11	15%
Professional Practice Standards	3	20%	3	19%	3	19%	3	17%	2	15%
Professionalism	18	25%	22	30%	22	30%	17	30%	18	34%
Public Relations Task Force Implementation*							3	21%	3	21%
Public Service Institute Task Force*							6	38%	7	39%
Quality of Life/Balance	19	42%	24	47%	24	47%	21	58%	27	68%
Rewiew & Certifying Board							6	46%	3	33%
Seasoned Lawyers Project									10	38%
Senior Lawyers	2	30%	3	4%	3	4%	3	5%	3	8%
Sports, Entertainment & Art	14	19%	13	18%	13	18%	14	29%	16	30%
Statutory Law	12	27%	12	25%	12	25%	9	26%	13	30%
Task Force on Middle Income People*							7	39%	6	30%
Task Force on PA Judicial Selection									6	30%
Technology Task Force									5	23%
Unauthorized Practice of Law	18	21%	18	22%	18	22%	16	20%	18	23%
Women in the Profession Commission	234	98%	321	97%	321	97%	427	97%	635	97%
Totals	1002		1220		1169		1377		1802	49%

*denotes appointed committee

Women in the Profession

SECTIONS

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

Today, there is one woman chair out of 18 chairs, or 6%, compared to last year when there were 5 women chairs, or 8%. There are 4 women representatives to the House of Delegates out of 18, or 22%.

- There was 1 woman section chair and 6 women vice-chairs in 1995, the first year of the Report Card.
- Last year there were 5 women section chairs, 8%.
- This year there is 1 women section chair, 6%.
- This year there are 4 women section representatives to the House of Delegates, or 22%.

Women have been **consistently substantially under-represented on the councils of 2 sections** as compared to their membership numbers: Educational Law and Tax Law. **Both also have male representatives to the House of Delegates.**

		F	M	%F	Chair	Vice	Sec./Treas	Section Del.
Administrative Law	Council	7	17	29%	M	M	F	M
	Members	69	170	29%				
Aeronautical Law	Council	1	4	20%	M	F		M
	Members	5	28	15%				
Business Law	Council	9	16	36%	M	M	FM	F
	Members	406	1547	21%				
Civil Litigation	Council	8	15	35%	M	M	FF	M
	Members	510	2387	18%				
Criminal Law	Council	1	8	11%	F	M	M	M
	Members	111	541	17%				
Education Law	Council	0	5	0%	M			M
	Members	76	195	28%				
Elder Law	Council	8	9	47%	M	F	FM	F
	Members	207	651	24%				
Environmental Law	Council	2	11	15%	M	F	MM	F
	Members	87	379	19%				
Family Law	Council	17	18	44%	M	FM	FM	M
	Members	658	805	45%				
Intellectual Property	Council	4	14	22%	M	M	MM	M
	Members	93	305	23%				
Int'l. Comp.	Council	2	7	22%	M		M	M
	Members	36	105	26%				
Labor & Employ.	Council	4	5	44%	M	F	FM	M
	Members	291	658	31%				
Municipal Law	Council	3	14	18%	M	M	M	M
	Members	108	730	13%				
Public Utility	Council	4	8	33%	M	F	M	F
	Members	36	134	21%				
Real Property	Council	4	17	19%	M	FM	MM	M
	Members	528	2231	19%				
Solo & Small Firm	Council	13	17	43%	M	F	MM	M
	Members	168	657	20%				
Tax Law	Council	1	16	6%	M	M	F	M
	Members	144	702	17%				
Workers Comp	Council	6	14	30%	M	F	FM	M
	Members	189	760	20%				
	Council Totals	82	232	26%	1 of 18	9 of 18	9 of 26	4 of 18
	Member Totals	3722	12985	22%	5.6%	50%	34.6%	22.2%

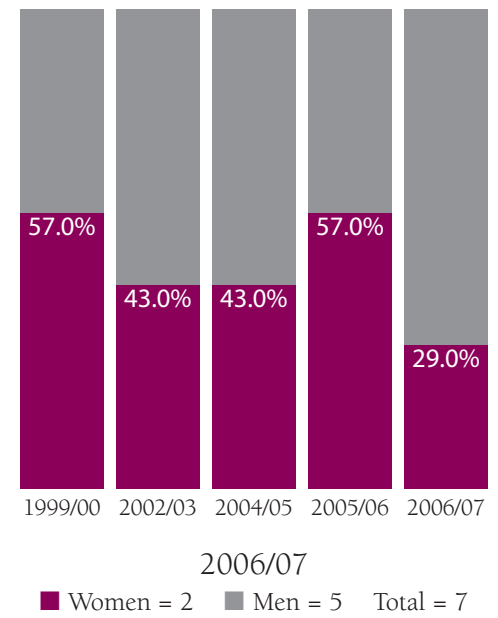
YOUNG LAWYERS DIVISION

The PBA Young Lawyers Division represents 31% of the association's membership. Members are lawyers who are 36 years of age or younger or have been practicing law for five years or less, regardless of age.

This year there are 8,942 members of the Young Lawyers Division, 3,939 women, or 44%, and 4,938 men.

In 1995, the first year the Report Card was issued, women held 57% of the leadership positions. This year women again hold 29% of the leadership positions, 2 of 7 offices.

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



PBA WOMEN IN THE PROFESSION MISSION STATEMENT

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

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

REPORT CARD MISSION

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

Starting in 1994, the Report Card focused on the PBA membership and the positions and numbers of women in the organization. Twelve 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 2006 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. For the seventh time, numbers on women in the judiciary are reported.

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

The Women in the Profession's Firm Award for the Promotion of Women to Leadership Positions was established in 2003 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. The important leadership positions in most firms which carry the greatest prestige and monetary awards are managing partner, equity partner, and department/section/practice group head. The representation of women in substantial percentages in these categories shows a firm's commitment to utilize and reward the talents and abilities of all of its most accomplished lawyers. By honoring a firm, the award recognizes standards which other firms can aspire to meet and highlights successful tactics which other firms can emulate.

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

AWARDS

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

2007	No Firm Award	2005	Houston Harbaugh	2003	Ballard Spahr Andrews & Ingersoll
2006	Lavin, O'Neil, Ricci, Cedrone & DiSipio	2004	Woodcock Washburn	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.

2007	Ann L. Begler	2002	Lila G. Roomberg	1997	Hon. Phyllis Beck
2006	Hon. Maureen Lally-Green	2001	Nora Barry Fischer	1996	Professor Esther Clark
2005	Hon. Sandra Schultz Newman	2000	Hon. Carolyn E. Temin	1995	Joy Flowers Conti
2004	Hon. Donetta W. Ambrose	1999	Leslie Anne Miller	1994	Hon. Genevieve Blatt
2003	Charisse R. Lillie	1998	Professor Marina Angel		

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.

2007	Carolyn P. Short	2005	Melinda C. Ghilardi	2003	Roberta D. Liebenberg
2006	Elizabeth Maguschak	2004	Kerry A. Kearney		

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Special thanks to members Melinda Ghilardi and Renee Myers.

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