



Voices & Views



A NEWSLETTER FROM THE PENNSYLVANIA BAR ASSOCIATION • COMMISSION ON WOMEN IN THE PROFESSION

From the Co-Chairs

By Mary Kate Coleman, Esq. and Jessie L. Smith, Esq.

We are delighted to write our first "From the Co-Chairs" column for the Summer 2016 issue of *Voices & Views*. As a result of our meeting with Co-Vice Chairs Renee Mattei Myers and Andrea Tuominen at PBA headquarters in April, we began assembling the executive council team for the 2016-17 WIP year. Thank you to the amazing women who accepted our invitation to join the executive council. We appreciate your enthusiasm and look forward to working with you to further the WIP mission.

WIP has a number of committees in need of committee members. We encourage you to join a committee. Involvement in our committees is a way to network and meet other WIP members. There is a committee for everyone's interest and desired level of commitment. It's never too late to become involved. If you are unsure about what committee to join or have a question about the time commitment, give one of us a call and we will be glad to discuss your interests and help you decide what committee best suits your needs.

While our membership numbers



Mary Kate Coleman



Jessie L. Smith

have continued to increase over the years (886 strong and counting), we always look to welcome new members into our ranks. New members and new ideas are our lifeblood.

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So please consider bringing a friend or colleague to one of our meetings or events. Over the years, we have enjoyed meeting, and been inspired by,

the fabulous women in this group. And, our events and CLE programs are the best!

This year we decided to mix things up a bit for the fall retreat. This year's WIP Annual Retreat will be held on Nov. 11-12 at the beautiful

Omni Bedford Springs Resort in Bedford, PA. The theme for the program is "Leadership Authenticity & Forging

a New Path." Co-Chairs Ellen Bailey and Carla Donnelly and their committee have planned an exciting, informative and thought-provoking weekend for us. After viewing Heather Arnet's film, "Madame President: Why Not U.S.?", many of you asked to hear more from Heather, and we are happy to oblige! We are pleased to announce that Heather will be our Friday night keynote speaker. On Saturday, in addition to a panel discussion on "Career and Leadership Planning" and a "Media Toolkit Presentation," we are pleased that Christy Uffel-

Continued on page 3

In this ISSUE

- Message from the Co-Chairs..... 1
- From the Co-Editor 2
- WIP Fall Retreat..... 3
- Is Windows 10 Spying on You?..... 4
- What Goes into an Avvo Rating and Why Lawyers Should Care 5
- 2016 WIP Annual Conference 8
- Judge Shapiro: A True Trailblazer 11
- Book Review: *The Anxious Lawyer* 12
- WIP Members in the News 13

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From the Co-Editor

By Jennifer Ellis, Esq.


This is my first time serving the more senior role as co-editor of the WIP newsletter. I would like to thank Samantha Phillips for her guidance and expertise as the prior senior co-editor and congratulate her on her new role here at WIP. She has left some very large shoes for me and my new co-editor to fill. By the same token, I wish to welcome Kathryn Harrison who joins me as co-editor. I look forward to Kathryn's help as we continue to work with this Committee's membership to provide you with high quality articles, useful information and updates on our members.



Jennifer Ellis

I believe you will find this edition to be a nice cross-section of articles. We had many people volunteer to provide top-notch information, and I also reached out to some friends and colleagues with whom you might not be familiar, to obtain articles on both technology and marketing. I was also fortunate enough to receive a free copy of *The Anxious Lawyer* by my colleague Jeena Cho, who is taking the legal field by storm with her work on mindfulness. This allowed me to give you a quick book review on her efforts.

I would also like to take this opportunity to mention Judge Norma L. Shapiro and what a loss she is for the legal community. Enid H. Adler wrote a wonderful piece for Philly.com about Judge Shapiro and was kind enough to allow us to reprint it here. My thoughts go out to Judge Shapiro's family and friends.

Please continue to reach out with wonderful articles and updates. We always welcome feedback and I look forward to hearing from you. My email address is jennifer@jlellis.net and Kathryn's is klh@camlev.com. Our very able editor from the PBA is Diane L. Banks. Her email address is diane.banks@pabar.org. 

Jennifer Ellis, co-editor of the WIP *Voices & Views* newsletter, is a legal ethics attorney with the firm of Lowenthal & Abrams, PC. She also manages the firm's online presence. In addition, Jennifer serves as a law firm marketing consultant under the name Jennifer Ellis, JD.



From the Co-Chairs

Continued from page 1

man, a leadership coach/facilitator will present a Mini Leadership Academy on “Creating Conditions for Career Success.” And of course, you can relax and reinvigorate at the wonderful Bedford Springs spa facility!

Our first meeting of the full Commission for this year will be held on Saturday morning, Nov. 12 at the retreat.

The next meeting of the full Commission will be on Monday, Jan. 9, 2017. Details on locations in Harrisburg, Philadelphia and Pittsburgh will be sent to Commission members by email.

Finally, although May 2017 seems like a long way off, our Annual Conference will be here before we know it.

This event will be held on Thursday, May 11, at the Omni William Penn Hotel in Pittsburgh. Please mark your calendar now for these events.

With your involvement and assistance, we are looking forward to another great WIP year. 🏠

Save the Date: Nov. 11–12, 2016

Pennsylvania Bar Association
Commission on Women in the Profession

Fall Retreat

Leadership Authenticity & Forging a New Path

Omni Bedford Springs Resort, Bedford, PA



Your Other Partner



Heather Arnet

CEO of the Women & Girls Foundation
Friday night's dinner speaker



Christy Uffelman

Partner, Align Leadership
*Leadership coach/facilitator of
"Mini Leadership Academy - Creating
Conditions for Career Success" CLE*

Is Windows 10 Spying on You?

By Sharon D. Nelson, Esq. and John W. Simek

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It's hard to find statistics identifying how many people are currently running Windows 10. One thing we do know is that there were 14 million downloads within 24 hours of the release. Some estimates put the installed base at over 75 million devices. No matter what the right number is, it appears that Microsoft has added another hit operating system to its list. But is everything about Windows 10 a good thing? Not so fast. When Microsoft released Windows 10, it also updated its privacy policy. Should attorneys be concerned? The answer attorneys love to hate is...it depends. Perhaps if more people read the terms of service for software and services that they use, they would be a lot more informed as to the data vendors are collecting.

Microsoft is no exception. Suffice it to say, Windows 10 collects a lot of data and you agreed to it when you installed the operating system. According to the privacy policy, Microsoft collects information about your use of the software and services, as well as about the devices and networks on which they operate. Some examples of the type of collected information include your name, e-mail address, preferences and interests; location, browsing, search and file history; phone call and SMS data; device configuration and sensor data; voice, text and writing input; and application usage. Many experts say that the data is anonymously sent to Microsoft and is primarily composed of telemetry data.

The one section of the privacy statement that attorneys should be aware of states:



“We may also access, disclose and preserve information about you when we have a good faith belief that doing so is necessary to:

1. comply with applicable law or respond to valid legal process from competent authorities, including from law enforcement or other government agencies;
2. protect our customers, for example to prevent spam or attempts to defraud Microsoft's customers, or to help prevent the loss of life or serious injury of anyone;
3. operate and maintain the security of our products and services, including to prevent or stop an attack on our computer systems or networks; or
4. protect the rights or property of Microsoft, including enforcing the terms governing the use of the services—however, if we receive information indicating that someone is using our products or services to traffic in stolen intellectual or physical property of Microsoft, we will not inspect a customer's private content ourselves, but we may refer the matter to law enforcement.”

This would suggest that the data really isn't anonymous and could be

turned over to law enforcement or some other government entity. The good news is that you can actually opt out of all the features that might be considered invasions of privacy. Of course, most users will find that they are opted in by default.

It's a fairly simple matter to adjust the privacy settings in Windows 10. First, open Settings and then click on Privacy. From there just walk through all the options and turn off anything that you are not comfortable having Microsoft collect. We would certainly suggest that users dump Cortana, Siri, Alexa and any other voice-assisted service. After all, you really don't know what the vendor is doing with the data or how long it retains it. 🏠



Sharon D. Nelson and John W. Simek are the president and vice president of Sensei Enterprises, Inc., a legal technology, information security and digital forensics firm based in Fairfax, VA. www.senseient.com

What Goes Into an Avvo Rating, and Why Lawyers Should Care

By Gina Rubel, Esq.

As legal marketers, we field questions from attorneys all the time about Avvo.com. They ask: What is Avvo? What are Avvo lawyer “ratings” based upon? Should we pay Avvo any mind?

Founded in 2006 in Seattle by former Expedia general counsel Mark Britton, Avvo is an attorney rating and directory website that aims to “match consumers with the best possible fit for legal representation.” It enables potential clients to research lawyers by city, state and practice area and to submit requests for legal advice, among other things.

Before you read further, I have a confession to make: When Avvo was first launched, I was not a proponent. I still don’t like the arbitrary nature of “client” comments given the fact that there is no one to verify that they were ever clients. Add to that the fact that most consumer legal service clients such as criminal law, family law,

personal bankruptcy, personal injury, workers’ compensation and the like are never truly happy with the outcome of their matters given unachievable expectations from the get-go. All of this being said, there is a lot of marketing value in Avvo, especially in the areas of law that are consumer-focused (as opposed to business-focused). If I still have your attention, read on.

Lawyer referrals go high-tech

Britton and co-founder Paul Bloom raised millions in venture capital to launch Avvo, which they envisioned becoming a name-brand nationwide resource.

“When you are looking for a book, there’s Amazon; when (you) travel, you have Expedia; for jobs, there’s Monster; and when it comes to search, there’s Google. But when it comes to legal, there’s nothing,” Britton told the *Seattle Times* in a 2007 interview.

In the years since then, Avvo has raised millions in funding, including

\$71.5 million in 2015 to expand its product offerings, boost its head count and increase its marketing efforts. According to *Bloomberg Business*, in 2015 the site is valued at \$650 million.

Attorney ‘ratings’

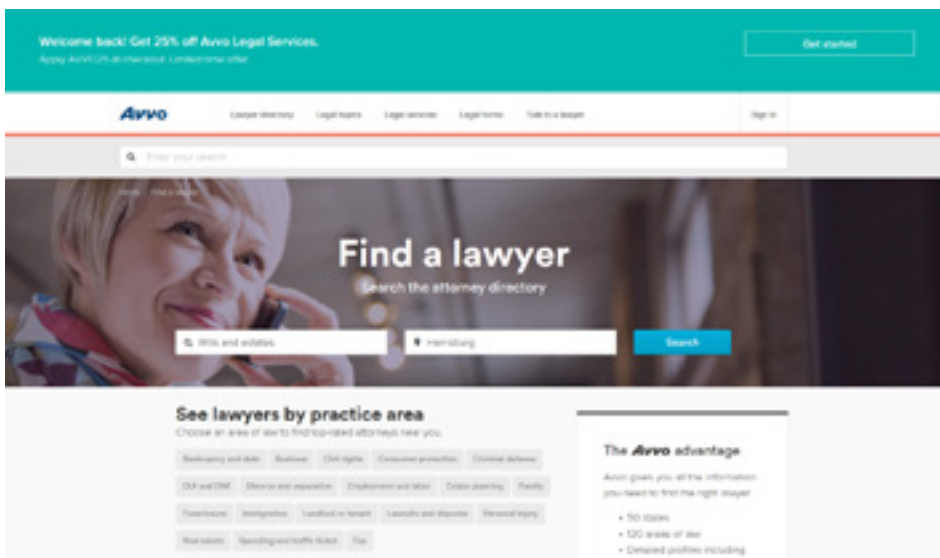
By far Avvo’s most contentious offering is its ratings system, which assigns a numerical value to attorneys in its vast directory. Shortly after the site’s launch in 2007, it found itself in the legal crosshairs of two Seattle attorneys who took umbrage at the site’s ratings, alleging it engaged in “unfair and deceptive practices by falsely claiming to be objective, reliable and factual.” The suit was dismissed by a federal judge. “Neither the nature of the information provided nor the language used on the Web site would lead a reasonable person to believe that the ratings are a statement of actual fact,” Lasnik wrote.

So what does all of this mean for attorneys? Should lawyers care about their Avvo rating?

In short, yes, but first, it is helpful to understand how those ratings come to be.

Avvo calculates a rating for a lawyer, with 10 being the highest, using a mathematical formula based upon the information provided to Avvo in a lawyer’s profile and from public records such as state bar associations (including the Pennsylvania Bar Association) and law firm websites. Therefore, an Avvo rating often has little to do with an attorney’s prowess, and instead is based upon how thoroughly an attorney has filled out his or her Avvo profile. That sometimes leads to situations where well-regarded lawyers who have practiced for decades will have lower Avvo ratings than less experienced ones who have claimed and updated their Avvo profile.

Continued on page 6



Avvo Ratings

Continued from page 5

Avvo's marketing investment can benefit your practice

Remember that \$71.5 million in funding I mentioned? Avvo is pouring some of that money into advertising its site, which now claims 8 million unique visits each month. Attorneys can benefit from that traffic in various ways:

- Individual Avvo profiles appear very high in internet search results. Lawyers should Google their own name and see if their Avvo profile appears on the first page of results. There's a good chance it will.
- Avvo provides free online real estate, of which attorneys should take ownership. If your name is on it, you want to be able to exercise as much control over the information as possible.
- Avvo ratings are important to consumers (just like Super Lawyers – a topic for another day).
- High Avvo ratings can be used for firm marketing efforts.
- Avvo profiles allow attorneys to link to their firm's website, boosting traffic to the website.

Although claiming your Avvo profile sometimes can be tedious, we advise clients to invest the time in doing so. But don't stop there; a surprising number of lawyers claim their Avvo profile and then do nothing with it. It is important to fill in an Avvo profile completely in order to ensure it accurately reflects your credentials and experience. It's also just as important to maintain your profile and keep it updated – add every press release, speaking engagement, positive case outcome, award, board appointment, committee (such as Women in the Profession Committee), etc.

Adding relevant, current informa-



tion to your profile can translate into “points” toward Avvo's rating. We advise attorneys to fill out as much of their Avvo profile as possible, to help achieve as high a rating as possible

Do client reviews affect my Avvo rating?

An Avvo profile includes space for client reviews and ratings, and even has a feature whereby attorneys can email clients to request that they submit a review. If the website goes to such lengths to encourage client input, it would seem to follow that that input would affect an attorney's numerical rating.

According to Avvo, however, client reviews do not affect an attorney's rating.

As mentioned earlier, Avvo uses a proprietary algorithm to calculate a numerical rating for an attorney on a scale of 1 to 10. The formula takes into account the professional information that an attorney has entered into her Avvo profile, including career history, scholarly writings, speaking engagements and industry-specific memberships and awards. Each type of information in the profile contributes to an

attorney's overall rating.

Reviews from other attorneys do boost a lawyer's rating. Those from clients apparently do not. Avvo says: “Peer endorsements do affect your Avvo Rating, though client reviews do not. This is because peer endorsements – one lawyer endorsing another's skills and experience – are a way to assess industry recognition, which is a factor in how we calculate an attorney's Avvo Rating. Client reviews do play a very important role for people looking to hire an attorney, but we have chosen to not include that information when calculating the Avvo Rating.”

That doesn't mean that attorneys should ignore client reviews. Particularly for lawyers in consumer-facing practices, reviews from past clients can influence a potential client's choice of attorney. Avvo's client rating is a way for an average consumer to rate how they feel their attorney has handled their case or matter. And consumers seeking an attorney often consider input from previous clients to help them decide which attorneys to approach regarding a similar legal issue.

As with any rating a consumer gives to a service or product online – think Amazon, eBay, Google Reviews and TripAdvisor – a client review can be superb or downright terrible. Avvo's client ratings are displayed as stars on the attorney's profile page, with five stars being the highest and one star being the lowest.

So what is my advice regarding Avvo client ratings? I advise lawyers to claim their Avvo profiles and fill them out as completely as possible in order to boost their rating. For attorneys who work primarily in-house or who deal with corporations, municipalities or other entities, soliciting client reviews may not be worth the investment of

Continued on page 7

Avvo Ratings

Continued from page 6

time. For lawyers who work directly with the public, however, positive client reviews can help influence a consumer's buying decision, and seeking them out may be worth the time and effort, regardless of their lack of influence on Avvo's overall lawyer rating.

What is in the 'Secret Sauce'?

Much like the formula for Coca-Cola®, the precise factors that Avvo uses to calculate an attorney's rating are kept secret. Avvo maintains that the information it uses is the same information displayed on an attorney's profile.

"However, we do not disclose the weight we give to this information so that no one can game the system, boosting their rating through unfair advantage," it says. "Much as Google doesn't share its search engine secrets, we don't share the inner-workings of the Avvo Rating so we can maintain the neutrality and integrity of the rating."

How to boost your Avvo ratings

After years of experience helping clients improve their Avvo ratings, here are a few areas of the Avvo profile that we have seen correlate to a higher overall rating.

Attorney endorsements: Endorsements from fellow attorneys significantly increase an attorney's Avvo rating. However, there is a limit to how many endorsement points you can receive. To receive endorsements from your peers, you need to proactively request those testimonials. It's the same as asking someone for a reference, and it is rare that other attorneys will endorse you without being asked first.

Work experience: The Avvo Rating factors in the type of work experience and the number of years you have practiced law. This can include leadership positions that you have held with legal associations (e.g., Pennsylvania Bar Association). And be sure to include your current employer. If your current employer is already listed on your Avvo profile, check to make sure that information is correct such as your employer's address and contact information.

Awards and honors: Awards from recognized groups such as Super Lawyers, The Best Lawyers in America, Martindale-Hubbell, etc. will positively impact your Avvo Rating. The weight from these awards will decrease over time, however, so be sure to update each year that you receive the award.

Associations: Avvo also is interested in your professional involvement in the legal community. This shows that you take your law practice seriously and that you are committed to improving yourself as an attorney. The boost to your rating will be even bigger if your peers have elevated you to an office or position within that group.

Publications: If you have not published any articles, now is the time to do so. We highly recommend submitting an article in your area of expertise to a legal journal, a women in the profession newsletter, or other media outlet. If it is published, you will have a publication credit to add to your Avvo profile. If you already have published law-related articles, then you are ahead of the game; just list them on your profile. This is also a great place to include media mentions if you or your cases have garnered positive media coverage.

Speaking engagements: Be sure to list prior speaking engagements. This can

include events where you have given a talk, such as at the annual bar association conference, or if you have led any continuing legal education (CLE) programs. If you haven't yet taught a CLE program, think about what expertise you have to offer for organizations such as your local bar association and PBI. In addition to expanding your knowledge of your chosen practice area, it's a good way to increase your Avvo Rating.

Bottom line

Whether you agree with the fundamental premise behind Avvo's ratings or not, the site still probably has a profile for you. Because it appears so high in search engine results, I advise our clients to take control of their Avvo profiles and to fill them out as completely as possible.

One final tip: add a quarterly reminder to your calendar for you to update all of your online profiles such as Avvo, LinkedIn, your law firm's website biography about you, etc. It's a good practice to have to stay relevant and of course, to boost your Avvo ratings. 🏠



Gina F. Rubel, Esq., is an integrated marketing and public relations expert with a niche in legal marketing. The owner of Furia Rubel Communications, Gina and her agency have

won national awards for law firm marketing, public relations, websites and strategic plans. She maintains a blog at www.ThePRLawyer.com, is a contributor to *The Legal Intelligencer*, *Lawyernomics* and *The Huffington Post*. You can find her on LinkedIn at www.linkedin.com/in/ginafuriarubel or follow her on Twitter at <http://twitter.com/ginarubel>. For more information, go to www.FuriaRubel.com.

23rd Annual WIP Conference

“The Women of the United States Supreme Court”

By Lisa M. Benzie, Esq.

The PBA Women in the Profession held its Annual Conference on Wednesday, May 11, 2016, in conjunction with the PBA Annual Meeting in Hershey. The topic of the conference was “The Women of the United States Supreme Court.” The morning focused on the personal profiles of each of the female justices and their paths to the Supreme Court. The speakers were our very own WIP members.

The keynote speaker was Joan Biskupic, an award-winning journalist, author of judicial biography and a finalist for the Pulitzer Prize in Explanatory Journalism. She holds a law degree from Georgetown Law. Her keynote focused on her interactions with and observations of the female justices.

The afternoon session focused on the opinions of the female justices. The speakers were professors who analyzed and discussed the legal writing and leanings of the justices. The conference also included recognition of the Anne X. Alpern Award to the Honorable Norma L. Shapiro of the U.S. District Court, Eastern District of PA, and the Lynette Norton Award to Marion K. Munley of Munley Law PC.



Keynote speaker Joan Biskupic



Nancy Conrad



Photo, left: Lisa Benzie, Mary Kate Coleman and Susan Bowen. Lisa and Susan were presented with Annual Conference co-chair gifts. Photo, right: Wesley Payne and Beverly Rampaul presented WIP with the 2016 PBA Award for Diversity and Inclusion.



Marion Munley was the recipient of the 2016 Lynette Norton Award.



Senior U.S. District Judge Norma Shapiro was honored with the 2016 Anne X. Alpern Award, presented by Jennifer Coatsworth.

21st Annual Report Card Measures Women's Participation in the Legal Profession

The 2016 Pennsylvania Bar Association's Commission on Women in the Profession issued its **21st Report Card** to measure the evolving participation of women in the PBA, the judiciary and the practice of law. The Report Card compares 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.

The Report Card has advanced each year to include information pertinent to women lawyers and trends within the profession and commonwealth. It 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, highlights women serving as general counsel and recognizes our annual award winners.

This edition of the Report Card compares the progress of women in the legal profession in Pennsylvania to that of Delaware, Maryland, New Jersey, New York and the District of Columbia.

The 2015-2016 Report Card Committee co-chairs were Melinda C. Ghilardi, Christine Lombardo-Zaun and Melissa Wright.

Below are highlights from the 2016 Report Card. See the full report [here](#).



EXECUTIVE SUMMARY THE JUDICIARY IN 2015

STATE

In 2015, women represented 20% of those elected to the Supreme Court, 71% of those elected to the Superior Court, and represented 63% of those elected to the Commonwealth Court.

Statewide, women represented 30% of the bench serving as Court of Common Pleas Judges. Of the 81 Court of Common Pleas Judges in Philadelphia County, women judges represented 52%.

Twenty-seven counties had no women judges.

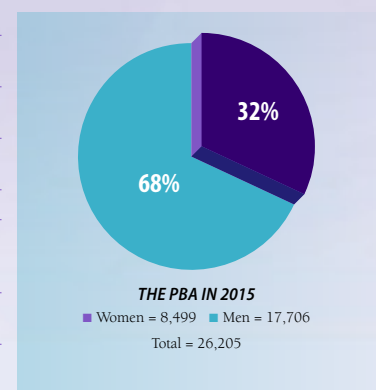
FEDERAL

In 2015, appointed women represented 21% of District Court Judges, 52% of Magistrate Judges, and 31% of Bankruptcy Judges.

- **EASTERN DISTRICT:** Women represented 16% of District Court Judges, 50% of Magistrate Judges and 33% of Bankruptcy Judges.
- **MIDDLE DISTRICT:** Women represented 15% of District Court Judges, 40% Magistrate Judges and 33% of Bankruptcy Judges.
- **WESTERN DISTRICT:** Women represented 42% of District Court Judges, 67% of Magistrate Judges and 25% of Bankruptcy Judges.

EXECUTIVE SUMMARY THE PBA IN 2015

- 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 400 members in the PBA House of Delegates, women represented 35%.
- 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 57%.
- Of the 50 standing PBA Committees, 44% 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 33% 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 over 850 members; three times as many members as the next largest committee.
- Thirty-nine percent of the 18 Sections within the PBA, or 7 sections, were chaired by women. In 1995, there was 1 section chaired by a woman.
- Thirty-three percent or 6 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 2016, the PBA will have been led by three women presidents; Leslie Anne Miller in 1999, Gretchen A. Mundorff in 2010 and incoming 2016 president, Sara A. Austin.





Judge Shapiro: A True Trailblazer

By Enid H. Adler, Philadelphia

Letter to the editor, *Philadelphia Inquirer*, July 28, 2016. Used with the writer's permission.

It is unfortunate that Senior U.S. District Judge Norma Shapiro died just a few days before the Democrats made history by being the first major party to nominate a woman candidate for president of the United States (“Norma Shapiro; pioneering set prison cap,” Saturday). Judge Shapiro made history, too.



Judge Norma Shapiro

Graduating in 1951 from the University of Pennsylvania Law School, she was a token woman in a man's profession. Her career of firsts was significant, including: first female partner at the Dechert law firm, first woman judge in the Eastern District of Pennsylvania, first woman member and chair of the Philadelphia Bar Association board of governors, and first recipient of the Bar's Sandra Day O'Connor Award.

She was a proud mother of three sons and took a hiatus from practice to be a stay-at-home mom. Always a community activist, she took that time to serve on the Lower Merion school board and later served as president of the Jewish Publication Society.

She set the standard as a fair, just, hardworking, respected, and ethical jurist — tough but compassionate.

She set the standard as a fair, just, hardworking, respected, and ethical jurist – tough but compassionate. She broke many glass ceilings and counseled woman lawyers of all ages to do the same. She was my mentor, inspiration, and dear friend. 🏠

Book Review: *The Anxious Lawyer*

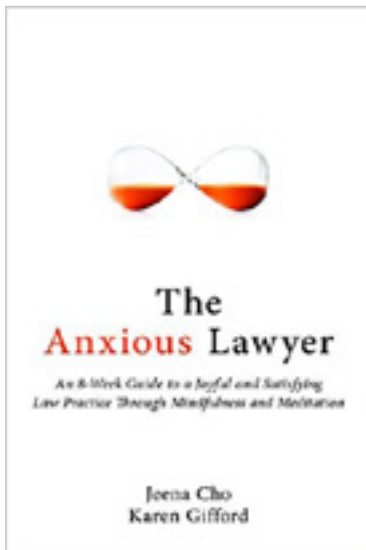
By Jennifer Ellis, Esq.

Stress is a huge part of being a lawyer. Figuring out how to manage stress is something we at WIP often examine at our various meetings throughout the year. Well, you may be aware that many lawyers have begun to focus on the concept of mindfulness as a way of managing their stress, improving their focus and obtaining a better work/life balance.

One such lawyer is a colleague of mine named Jeena Cho, who with



Jeena Cho and Karen Gifford, co-authors of *The Anxious Lawyer*




attorney Karen Gifford wrote a book called *The Anxious Lawyer*. The purpose of this book is to help lawyers learn how they can use meditation and mindfulness as a way to improve their lives and their law practices. I won't claim to be an expert on either mindfulness or meditation. I can tell you that it is something that I have tried from time-to-time and struggled to bring into my life. So when Jeena offered a free copy of her well-received book, I jumped at the opportunity to take a look.

Mindfulness and meditation may seem alien to many of us. Or it may seem like so much woo-woo about which we should roll our eyes and laugh. But the reality is that studies show that the relaxation and focus that can come from meditation can make a big difference in anyone's life. This is especially so for the type A personalities that we lawyers tend to be. So I am pleased to tell you that I am finding Jeena's guide helpful in my efforts to make mindfulness a greater part of my own life.

The Anxious Lawyer bills itself as "An 8-Week Guide to a Joyful and Satisfying Law Practice Through Mindfulness and Meditation." I cannot promise you that reading this book will bring you any of these things. I can, however, tell you that *The Anxious Lawyer* is an excellent introduction to both mindfulness and meditation. If you pick up this book, you will find it to be an instructive guide for you on bringing these useful relaxation and focus techniques into your life. The book is filled with practical advice, is easy to under-

stand, and written in plain terms. Since the guide is written specifically with attorneys in mind, it provides techniques and tips that are geared directly towards those in our profession.

If you read and follow the authors' recommendations, I believe that you will find ways to "reduce anxiety, improve focus and clarity and enrich the quality of life." This is a quote from Jeena's website, but I think it is also a true reflection of what you can have if you follow the book's techniques.

The Anxious Lawyer is available from the American Bar Association. You can also order it from Amazon using this link: <http://tinyurl.com/anxiouslawyer> 



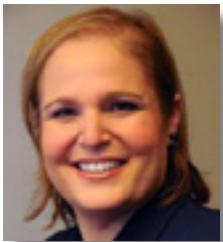
Jennifer Ellis, co-editor of the WIP *Voices & Views* newsletter, is a legal ethics attorney with the firm of Lowenthal & Abrams, PC. She also manages the firm's online presence. In addition, Jennifer serves as a law firm marketing consultant under the name Jennifer Ellis, JD.

WIP Members in the News



Lynn A. Marks

Lynn A. Marks has stepped down as the long-time executive director of Pennsylvanians for Modern Courts and will explore her next chapter of her life. She is one of three finalists for 2016 Attorney of the Year from *The Legal Intelligencer/PA Law Weekly*.



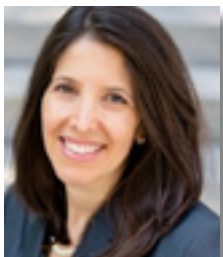
Carla Schiff Donnelly

Carla Schiff Donnelly has been named a principal of Horoho & Avalli, P.C. (GHA), a leading law firm in the areas of family law and estate planning, administration and litigation. Donnelly joined GHA in 2013 and focuses her practice on divorce litigation, with a concentration on high asset financial and complex custody issues, including grandparent rights matters. She also specializes in preparing and negotiating prenuptial agreements.



Roberta D. Liebenberg

Roberta “Bobbi” D. Liebenberg, senior partner at Fine, Kaplan and Black, R.P.C. in Philadelphia, is the recipient of the 2016 Margaret Brent Women Lawyers of Achievement Award, given Aug. 7 by the American Bar Association’s Commission on Women in the Profession at the ABA Annual Meeting in San Francisco. The award honors outstanding women lawyers who have achieved professional excellence in their area of specialty and have actively paved the way to success for others. The award is named for Margaret Brent, the American’s first woman lawyer, who arrived in the colonies in 1638 and won all of the 124 court cases in which she was involved. See the [video](#) highlighting Bobbi’s accomplishments and her acceptance speech.



Sheryl L. Axelrod

Sheryl L. Axelrod was one of five attorneys who made the Chambers Diversity shortlist for the Gender Diversity Lawyer of the Year. See: <http://www.chambersandpartners.com/chambers-diversity-awards-usa-2016>. President of The Axelrod Firm, Sheryl is a WIP executive council member, co-chair of the WIP Diversity Committee and is serving this year as a WIP Diversity Team ambassador.



Marion Munley

Marion Munley was named the “Lawyer of the Year” in product liability litigation (plaintiffs) in the Allentown Metro area by the legal guide *Best Lawyers*. She was also listed in the 2017 Best Lawyers in America for the practice areas of medical malpractice law (plaintiffs) and personal injury litigation (plaintiffs). In addition, Munley was also elected chair-elect of the American Association for Justice’s Women Trial Lawyers Caucus and vice-chair of the association’s Trucking Litigation Group at the AAJ annual meeting in Los Angeles.



Welcome New Commission Members!

The Pennsylvania Bar Association Commission on Women in the Profession extends a warm welcome to the new Commission members who joined during the months of May through July, 2016. The Commission hopes that these new members enjoy their committee membership and experience the many benefits of serving on the Commission on Women in the Profession.



- Winifred Branton, Branton Strategies LLC, Philadelphia
- Jaskirat Chhatwal, Cumberland
- Margot Cullen, Superior Court of Pennsylvania, Philadelphia
- Kim Eaton, Allegheny County Court of Common Pleas, Allegheny
- Melissa Fann, Allegheny
- Julia Feld-Caralle, Pennsylvania Department of State, Dauphin
- Sarah Harebo, Out-of-state
- Kathleen Hyneman, Chester
- Katherine Jones, Cumberland
- Nicole Kratzer, Delaware
- Arlene Marshall-Hockensmith, Pennsylvania Legal Aid Network, Dauphin
- Jacquelyn Martin, Cozen O'Connor, Philadelphia
- Janine Melvin, Out-of-state
- Tyesha Miley, Law Offices of TCM & Associates, Philadelphia
- Kim Denise Morton, Morton Family Law LLC, Chester
- Sallie Mundy, Superior Court of Pennsylvania, Tioga
- Deanna Murawski, Sutherland Asbill & Brennan LLP, Out-of-State
- Alidz Oshagan, Willig Williams & Davidson, Philadelphia
- Alison Palmer, Brentwood Industries Inc., Berks
- Katherine Riggleman-Thomas, Eckert Seamans Cherin & Mellott LLC, Dauphin
- Gina Ryen, Ryen-Force Law PC, Indiana
- Ashley Securda, Williamson Friedberg & Jones LLC, Schuylkill
- Stephanie Siegel-Mock, PennAEYC, Dauphin
- Elizabeth Slaby, Clark Hill PLC, Allegheny
- Sasha Stauffer, Lancaster



Upcoming PBA Events

Aug. 30

Federal Practice Committee CLE: "A Step-by-Step Journey through the Trial of a Federal Case"

Hilton Garden Inn Pittsburgh/Southpointe, Canonsburg

[More information/registration form](#)

Sept. 9 through Dec. 9

Avoiding Legal Malpractice Seminars

[List of seminars and registration information](#)

Sept. 18

Collaborative Law Committee Retreat

Omni Bedford Springs Resort, Bedford

[Event flyer](#)

Sept. 28

Civil Litigation Section Regional Dinner

The Harrisburg Hilton, Harrisburg

[Brochure/registration form](#)

Oct. 5-6

PBA Workers' Compensation Law Section Fall Meeting

Hershey Lodge, Hershey

Nov. 11-12

WIP Fall Retreat

Omni Bedford Springs Resort, Bedford

Nov. 17

PBA Committee/Section Day

The Red Lion Hotel Harrisburg East, Harrisburg

Contribute to *Voices & Views*

The editors of *Voices & Views* encourage our membership to contribute articles and announcements, including articles on your area of practice, topics relating to women and the law, book reviews, save-the-date notices, members in the news and photos of members at events.

The submission deadline for the Fall 2016 issue is Sept. 30, 2016.

Please send information, news and articles to the 2016-2017 WIP Communications co-chairs:

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Pennsylvania Bar Association Commission on Women in the Profession Communications Committee

Editorial Policy

Voices & Views is a publication of the Pennsylvania Bar Association (PBA) Commission on Women in the Profession and is published by the Communications Committee three times per year. The purpose of the publication is to facilitate communication among the membership of the commission on topics and events of general interest to women lawyers. The editors of *Voices & Views* reserve the right to accept or reject any submission and to edit any submission to ensure its suitability for publication, its adherence to the Mission Statement of the Communications Committee and its furtherance of the objectives of the Commission on Women in the Profession.

The articles and reports contained in *Voices & Views* reflect the views of the writer and do not necessarily represent the position of the commission, the editors of *Voices & Views* or the Pennsylvania Bar Association.

Mission Statement

It is the mission of the PBA WIP Communications Committee to foster improved communication among its members in the furtherance of the goals of the commission. To this end, the publication, *Voices & Views*, provides a forum for professional and open exchange among the WIP membership on all issues related to women and the law. *Voices & Views* shall be utilized for the following purposes:

- To publicize opportunities and events that may be of interest to the WIP membership;
- To provide information to the membership on topics that may be of general interest to women lawyers;
- To reach a wider audience and increase the visibility of the commission;
- To inform the WIP membership of the projects and goals of the commission; and
- To share information with the WIP membership regarding accomplishments of the members, other women lawyers and public figures.

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