

WOMEN  
IN THE  
PROFESSION  
1998 REPORT CARD



PENNSYLVANIA BAR ASSOCIATION

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## THE **ANNE X. ALPERN** AWARD

The Honorable Phyllis W. Beck has served on the Pennsylvania Superior Court since 1981. A graduate of Brown University and Temple University School of Law, Judge Beck began her professional career as a private practitioner and an associate professor of law at Temple. Judge Beck served for five years as Vice Dean of the University of Pennsylvania Law School while also teaching. In 1981, Judge Beck was appointed to the Superior Court by Governor Thornburg. She won election to the Court in 1983 and achieved retention in 1993.

In 1987, Governor Casey appointed Judge Beck to head a 23-person Commission on Judicial Reform. The Commission produced a report, known as the Beck Report, recommending major structural reform in Pennsylvania's judicial system. Judge Beck has been active in implementing these important recommendations and has worked assiduously to improve the judicial system in Pennsylvania. In addition to her legal accomplishments, Judge Beck is the Chair of the Board of Independence Foundation and a Board Member of the Philadelphia Free Library. She also serves as a Board Member of the Foundation for Cognitive Therapy and the University of Pennsylvania's School of Nursing.



## PENNSYLVANIA BAR ASSOCIATION **METHODOLOGY**

The Women in the Profession Report Card was created to illustrate the participation and leadership roles of women in the PBA. The Report Card is produced annually and an in-depth analysis of women in the leadership positions will be completed every five years.

An explanation of the methodology used to compile this report is necessary to confirm its validity. The calculations describing female participation are based on the PBA's annual VIP Book and the membership database. The VIP Book lists the association's governing bodies, committees and sections. To measure the participation, this report includes the gender composition from 1993 to 1998 of the 1) Board of Governors, 2) House of Delegates, 3) Nominating Committee, 4) Committees, 5) Sections of the PBA and 6) the Young Lawyers Division. Leadership positions with the committees and sections, such as the chair and vice chair, have been identified.

As with all studies, some flaws exist within the calculation system. Names of some members of the PBA are gender neutral, and in the case of ambiguous names, chairs and vice chairs of committees and PBA files were consulted for clarification.

The percentages presented may also be deceptive at first glance, as small sample sizes can result in large fluctuations of percentages. As an example, since some of the PBA House of Delegates zones consist of as few as four delegates, having one female delegate in that zone would be interpreted as a 25 percent participation. Therefore, sample sizes must be recognized in the interpretation of these statistics.

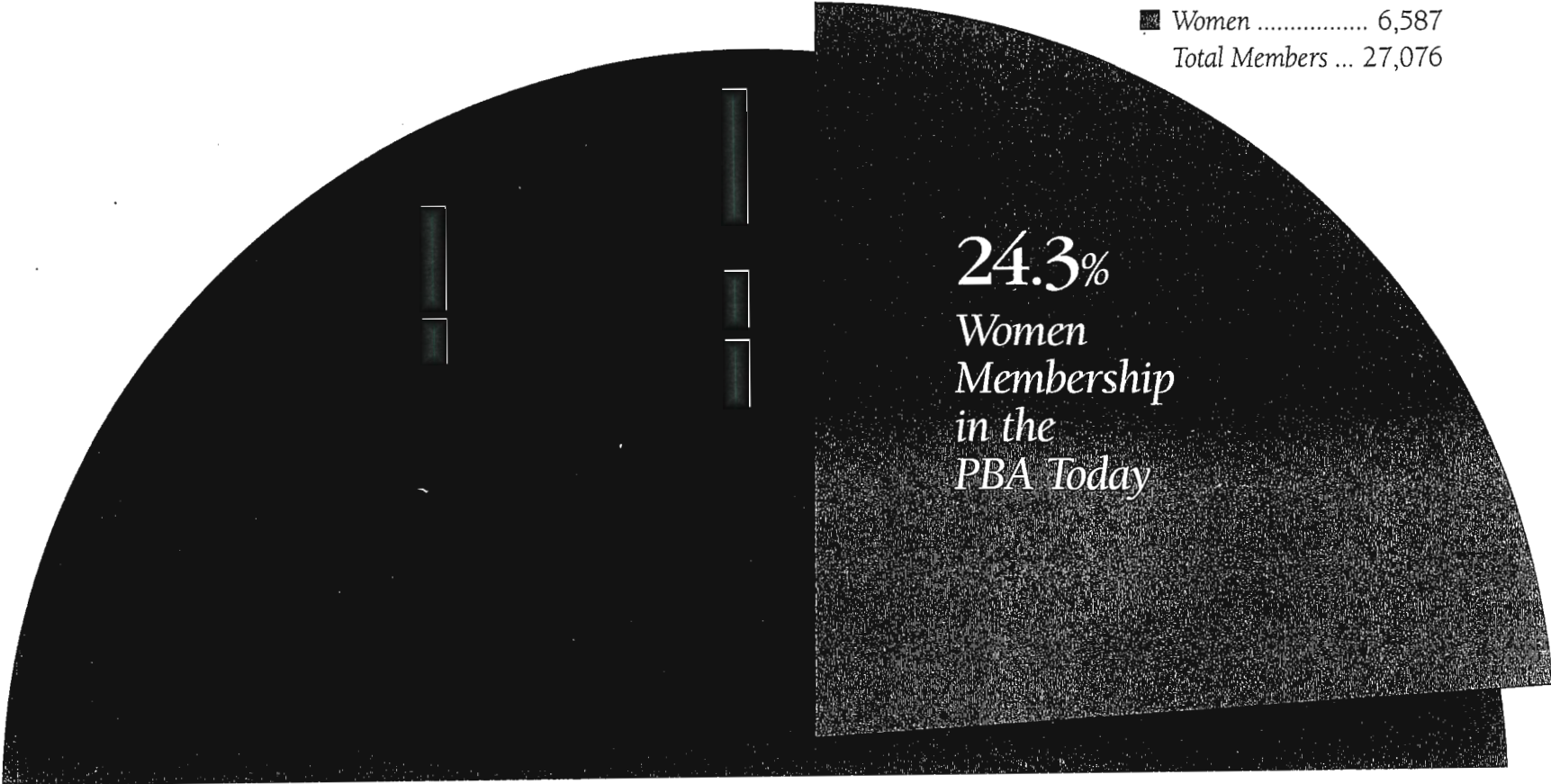


**TODAY** IN THE PENNSYLVANIA BAR ASSOCIATION

Active membership in the PBA is open to any lawyer in good-standing who is admitted to practice law in Pennsylvania. The number and percentage of women members have grown slightly over the past year to now represent 24 percent of the PBA membership in 1998.

In addition to active membership, the association offers associate membership to lawyers not admitted to practice in Pennsylvania. Associate members are not included in the total percentages reflected in this report.

■ Men .....	20,489
■ Women .....	6,587
Total Members ...	27,076



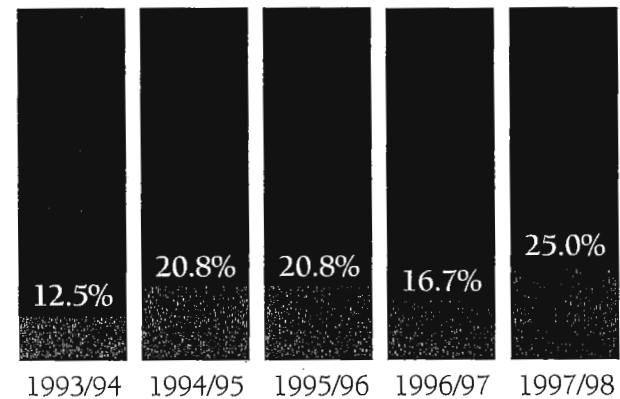
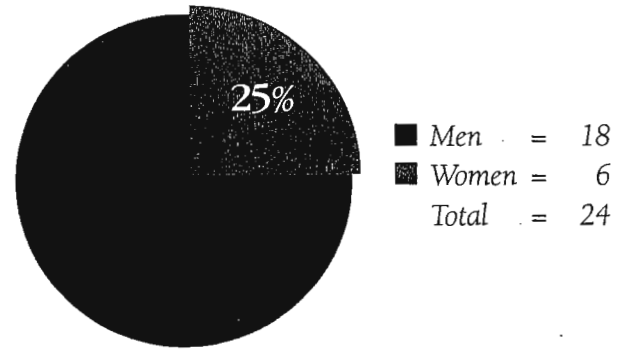


PENNSYLVANIA BAR ASSOCIATION **BOARD OF GOVERNORS**

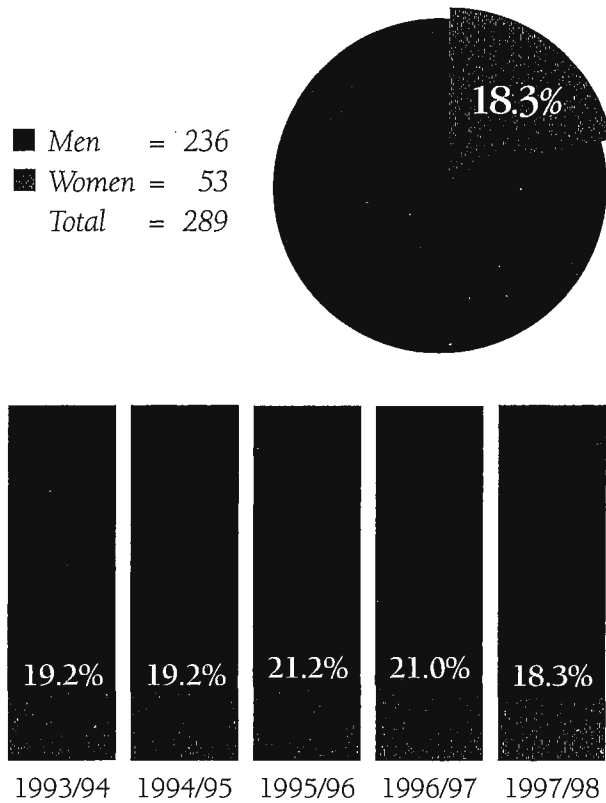
The PBA Board of Governors manages and carries out policies established by the House of Delegates. The Board is comprised of the following members:

- PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary and Treasurer);
- the Immediate Past President;
- three representatives from the Young Lawyers Division;
- one Zone Governor from each of the twelve zones; and
- two governors-at-large (one minority governor and one woman governor)

The participation of women on the Board of Governors has grown during the 1990's. This was due in part to the 1991 Bylaws amendment establishing the position of an at-large governor to represent women's interests. In 1997/98, the number of women on the Board increased from the previous year. The six members represented 25 percent of the Board's total composition. The increase was due to the addition of new women zone governors. The immediate past chair of the Young Lawyers Division was filled by a man offsetting what would have been a larger gain.



## PENNSYLVANIA BAR ASSOCIATION **HOUSE OF DELEGATES**



The PBA House of Delegates sets the policy of the association. The House of Delegates consists 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;
- one representative of each county bar association;
- the preceding secretary, treasurer and zone governors;
- delegates of sections and the YLD;
- the Attorney General of Pennsylvania;
- state delegates to the ABA House;
- the Court Administrator of Pennsylvania; and
- deans of Pennsylvania law schools

Participation by women in the House of Delegates decreased to 18.3 percent in 1997/98 compared to 21 percent in 1996/97. The decrease was partly due to an increase in the number of House members from 1996/97 that were not filled with a proportionate amount of women. The increase in House seats was due to zone growth and the filling of previously vacant seats as well as the addition of county bar representatives as voting members.



PENNSYLVANIA BAR ASSOCIATION **HOUSE OF DELEGATES**

The number of women House of Delegates members increased in 1997/98 over the previous year. However, due to a change in the House number, due primarily to the addition of county bar representatives as voting members, they decreased total percentage. The number of zones with women delegates did however increase from nine to ten.

Two zones have yet to name women House members, while others move ahead. Fluctuations in membership and the number of representatives in a particular zone have affected the percentages of female vs. male in some instances.

**Men**      **Women**      = % of Women

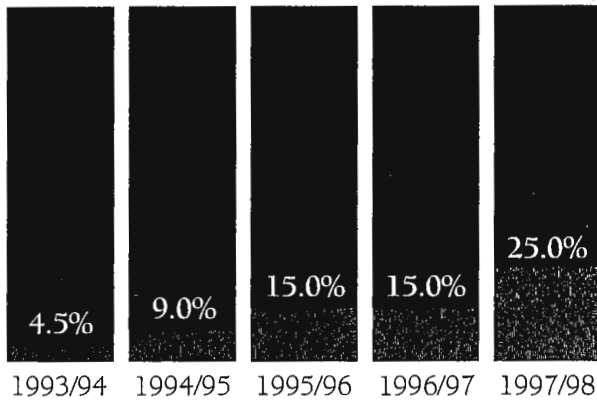
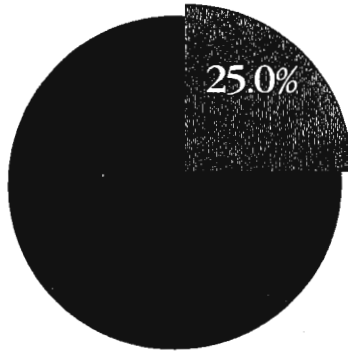
	1993/94		1994/95		1995/96	
Zone 1	37	13	26%	34	16	32%
Zone 2	15	1	6.3%	15	2	11.8%
Zone 3	22	5	18.5%	19	5	20.8%
Zone 4	3	0	0%	4	0	0%
Zone 5	11	0	0%	11	0	0%
Zone 6	8	1	11.1%	4	1	20%
Zone 7	5	0	0%	6	1	14.3%
Zone 8	5	0	0%	5	0	0%
Zone 9	36	4	10%	36	5	13.9%
Zone 10	5	0	0%	6	0	0%
Zone 11	1	2	66.7%	3	1	25%
Zone 12	22	11	33.3%	22	12	35.3%

	1996/97		1997/98			
Zone 1	43	12	21.8%	40	13	24.5%
Zone 2	16	3	15.8%	21	3	12.5%
Zone 3	21	9	30%	23	11	32.4%
Zone 4	5	0	0%	10	1	9.1%
Zone 5	11	2	15.4%	19	3	13.6%
Zone 6	7	2	22.2%	11	3	21.4%
Zone 7	6	1	14.3%	14	2	12.5%
Zone 8	6	0	0%	14	0	0%
Zone 9	39	7	15.2%	42	6	12.5%
Zone 10	5	2	28.6%	7	1	12.5%
Zone 11	3	0	0%	9	0	0%
Zone 12	26	12	31.6%	26	10	38.5%



PENNSYLVANIA BAR ASSOCIATION **NOMINATING COMMITTEE**

■ Men = 15  
 ■ Women = 5  
 Total = 20



The Nominating Committee selects one candidate for each of the general offices of the association to be presented to the House of Delegates for consideration. The committee, derived from the Board of Governors, consists of:

- all zone governors;
- the minority governor;
- the woman governor;
- the five living immediate past presidents of the PBA and;
- the immediate past chair of the Young Lawyers Division.

The Nominating Committee seats held by women in 1997/98 increased from three to five members; representing 25% of the committee.





## PENNSYLVANIA BAR ASSOCIATION **COMMITTEES**

In 1997/98, there were 43 full-year committees. Each of the 43 committees address an area of concern in the practice of law such as Lawyer Advertising or Civil and Equal Rights. Generally, each committee has a chair, vice chair and members.

The following table indicates the percentage of women members in each of the 43 committees. All but one committee have women representation. Participation of women on committees continues to fluctuate from year to year.

The overall average of women's participation on committees is 28 percent compared to a 24 percent representation of the total PBA membership. This higher than average participation may be explained by the appointed and voluntary characteristics of committee membership. Membership in the few appointed committees is by presidential appointment. Membership on the majority of the PBA committees is on a volunteer basis open to any association member.

In terms of committee leadership, 20 women served as chairs or co-chairs of the 43 committees in 1997/98. This is an increase of four women leaders compared to 1996/97. The number of women vice chairs or co-vice chairs in 1997/98 was 18, up from 17 the previous year.



PENNSYLVANIA BAR ASSOCIATION **COMMITTEES**

Committee	Men		Women		= % of Women		1993/94		1994/95		1995/96		1996/97		1997/98	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Advertising Committee*	10	31.3%	16	31.7%	16	31.7%	16	31.3%	18	31.8%	18	31.8%	18	31.8%	18	31.8%
Agricultural Law Committee	34	17.1%	25	12.5%	25	12.5%	38	18.8%	32	16.0%	32	16.0%	32	16.0%	32	16.0%
Alternative Dispute Resolution Committee	77	29.4%	58	21.9%	66	25.0%	111	46.3%	107	43.2%	111	46.3%	111	46.3%	107	43.2%
Amicus Curiae Brief Committee*	9	10%	10	11.1%	10	11.1%	9	10%	10	11.1%	9	10%	10	11.1%	10	11.1%
Attorney Discipline Study Committee	54	25%	28	13%	27	12.7%	49	23.3%	46	21.9%	49	23.3%	46	21.9%	46	21.9%
Bar/Press Committee*									12	5.7%					12	5.7%
Bylaws Committee	6	33.3%	6	40%	4	33.3%	7	30%	8	27.3%	7	30%	8	27.3%	8	27.3%
Children's Rights Committee*			8	52.9%	14	48.1%	12	57.1%	17	70.7%						
Civil and Equal Rights Committee			37	40.3%	41	31.7%	59	26.3%	47	27.7%						
Client and Community Relations*			17	10.5%	14	17.6%	10	28.6%	9	30.8%						
Code of Evidence Committee*							14	22.2%	13	23.5%						
Commercial Arbitration and Mediation Committee on the Corrections System	22	28.9%	33	25%	41	19.6%	36	32.1%	36	23.4%						
Editorial Board*	12	25%	14	22.2%	14	22.2%	14	22.2%	13	27.7%						
Health Care Law Committee	134	33.7%	83	35.2%	102	30.1%	143	33.2%	112	34.5%						
In-House Counsel Committee	148	31.5%	57	33.8%	84	27.6%	84	34.4%	72	32.1%						
Intellectual Property Law Committee									148	26%						
Interdisciplinary Committee on Medical and Health Related Issues	38	41.6%	34	33.3%	37	31.5%	50	24.2%	39	31.6%						
Judicial Campaign Advertising Board*									9	40%						
Judicial Selection and Administration Committee	78	22.8%	38	25.5%	100	14.5%	123	16.9%	120	16.6%						
Lawyers Assistance Committee	45	13.5%	28	26.3%	31	24.4%	37	15.9%	39	11.4%						

\* denotes appointed committee



# PENNSYLVANIA BAR ASSOCIATION COMMITTEES

Committee	Men		Women		= % of Women		1993/94		1994/95		1995/96		1996/97		1997/98	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Elder Law Committee	99	46	32.7%	64	37	36.6%	109	43	28.3%	113	55	32.7%	123	53	29.8%	
Legal Ethics and Professional Responsibility*	49	11	18.3%	40	9	18.4%	47	11	19%	45	10	18.2%	50	10	16.6%	
Legal Services for Exceptional Children	29	26	47.3%	35	22	46.8%	35	37	51.4%	38	40	51.3%	31	32	50.8%	
Legal Services to Persons with Disabilities	47	23	32.9%	26	14	35%	28	15	34.9%	46	20	30.3%	33	15	31.2%	
Legal Services to the Public Committee	81	53	39.6%	37	29	43.9%	35	28	44.4%	53	41	43.6%	41	24	37%	
Legislative and Government Affairs*				12	5	29.4%	13	4	23.5%	14	4	22.2%	16	3	15.8%	
Member Benefits and Services Committee				8	0	0%	9	0	0%	10	1	9.1%	8	3	27.3%	
Membership Development Committee	12	6	33.3%	13	7	35%	13	7	35%	14	11	44%	14	8	36.4%	
Minority Bar Committee	30	19	38.8%	23	19	45.2%	18	21	53.8%	32	32	50%	25	21	45.7%	
PBA Commission on Women in the Profession	0	19	100%	1	28	96.6%	2	58	96.7%	3	75	96.1%	3	77	96.3%	
PBA-PAC*	8	1	11.1%	8	1	11.1%	6	3	33.3%	6	3	33.3%	5	4	44.4%	
Personnel Advisory Committee*				3	3	50%	3	3	50%	3	3	50%	3	3	50%	
Planning Committee*	10	2	16.7%	8	3	27.3%	7	4	36.4%	10	2	16.7%	13	8	38.1%	
Professional Liability Committee	34	4	10.5%	25	5	20%	45	4	8.2%	51	9	15%	50	8	13.8%	
Professionalism Committee	69	20	22.5%	38	11	22.5%	40	15	27.3%	62	21	25.3%	49	23	31.9%	
Specialization Committee*													12	2	14.3%	
Sports, Entertainment and Art Law	114	18	13.6%	46	16	25.8%	80	20	20%	97	27	21.8%	75	16	20.9%	
Senior Lawyers Committee										304	15	4%	208	10	4.6%	
Statutory Law Committee	60	15	20%	34	12	26.1%	42	7	14.3%	48	14	22.6%	44	12	21.4%	
Technology Committee	56	8	12.5%	46	16	25.8%	53	4	7%	91	9	9%	65	6	8.5%	
Unauthorized Practice of Law Committee	28	8	22.2%	24	4	14.3%	34	5	12.8%	51	10	16.4%	43	11	20.4%	

\* denotes appointed committee



PENNSYLVANIA BAR ASSOCIATION **SECTIONS**

Sections/Councils	Men		Women		= % of Women
	1993/94	1994/95	1993/94	1994/95	
Administrative Law	5	0	0	0	0%
Aeronautical Law	2	0	0	0	0%
Civil Litigation	9	6	40%	10	33.1%
Corporation, Banking & Business Law	11	0	0%	10	27.3%
Criminal Law	7	1	12.5%	7	12.5%
Educational Law	9	3	25%	10	16.7%
Environmental Law	3	2	40%	4	20%
Family Law	14	7	33.3%	13	61.5%
International & Comparative	6	3	33.3%	6	33.3%
Labor Law	13	1	7.1%	13	7.1%
Municipal Law	7	1	12.5%	6	14.3%
Public Utility Law	3	3	50%	3	40%
Real Property Law	12	0	0%	11	8.3%
Solo & Small Firm	8	3	27.3%	4	33.3%
Tax Law	5	1	16.7%	5	16.7%
Workers Compensation	9	2	18.2%	9	18.2%

There are currently 16 sections in the Pennsylvania Bar Association. Sections are comprised of active PBA members, and any PBA member may become a member of any section or sections. Each section is run by a chair, vice chair, secretary and any other officers within a subsection and/or committee established by that section's bylaws. The section's bylaws may also provide that the section have a council to conduct its business.

In 1997/98, five women held the position of section chair, and two vice chairs were filled by women as compared to four chairs and three vice chairs in 1996/97. Secretary/Treasurer positions held by women increased from two to three and Section Delegate positions increased from two to five in 1997/98.

As in previous years, there was a varied fluctuation in section councils in 1997/98 with seven increasing in women representation, three decreasing and six remaining unchanged as compared to 1996/97. Two sections had no women participating as members of council. This was an increase over the previous year when one section council had no women representation.



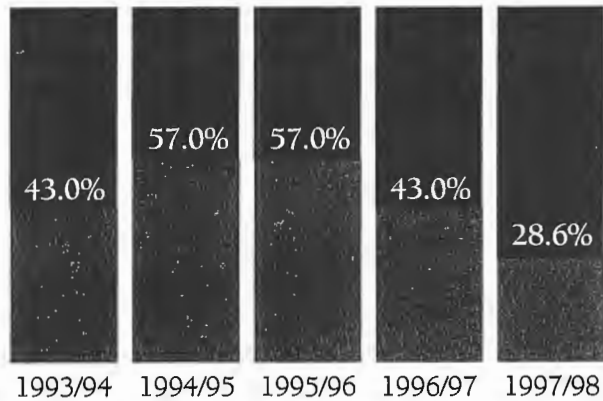
# PENNSYLVANIA BAR ASSOCIATION SECTIONS

**Men**   **Women**   = % of Women

Sections/Councils	1996/97		1997/98		97/98 Sections/Leadership	Chair	VChair	Sec/Treas	Sec Del
Administrative Law	4	2	33.3%	4	1	20%	■	■	■
Aeronautical Law	2	0	0%	2	0	0%	■		■
Civil Litigation	8	4	33.3%	8	4	33.3%	■	■	■
Corporation, Banking & Business Law	9	2	18.2%	8	3	27.3%	■	■	■
Criminal Law	7	1	12.5%	3	0	0%	■		■
Educational Law	9	1	10%	9	1	10%	■		■
Environmental Law	5	1	16.7%	3	3	50%	■	■	■
Family Law	11	10	47.6%	10	11	52.4%	■	■	■
International & Comparative	5	3	37.5%	3	2	40%	■		■
Labor Law	15	2	11.8%	13	2	13.3%	■	■	■
Municipal Law	8	1	11.1%	8	1	11.1%	■		■
Public Utility Law	5	1	16.7%	5	1	16.7%	■		■
Real Property Law	10	2	16.7%	9	3	25%	■	■	■
Solo & Small Firm	10	3	23.1%	8	2	20%	■	■	■
Tax Law	5	1	16.7%	5	1	16.7%	■		■
Workers Compensation	10	1	9.1%	9	1	10%	■	■	■



PENNSYLVANIA BAR ASSOCIATION **YOUNG LAWYERS DIVISION**



The PBA Young Lawyers Division represents slightly less than one-third of the association's membership. Members of the PBA/YLD are those lawyers who are 36 years of age or younger, or have been practicing law for five years or less, regardless of age. The leadership positions in the YLD are:

- Chair; (M)
- Chair-Elect; (M)
- Immediate Past Chair; (M)
- Secretary; (M)
- Treasurer; (M)
- Division Delegate; (F) and
- ABA/YLD District Representative. (F)

Women continue to participate actively in leadership roles of the Young Lawyers Division although there was a decrease in one seat over 1996/1997. The expiring term of the Secretary, held by a woman, was replaced by a male candidate. This resulted in a 28.6 percent representation of women in leadership positions this year.





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## PENNSYLVANIA BAR ASSOCIATION **CONCLUSION**

The Commission on Women in the Profession presents this Annual Report Card to bring to the attention of the PBA membership the continuing significant service rendered by women in the legal profession. The report card also serves as a yearly measuring stick by which to review past participation as well as to monitor future participation and progress of women members in all aspects of the PBA.

With the continuing increase of women's membership in the PBA, this Commission envisions that women in leadership positions will increase proportionately. The statistics presented in this Annual Report Card support that this expectation is indeed a realistic one. It is the belief and goal of this Commission that with all members working together we will create a strong and vital PBA, prepared to meet the challenges facing our society and our profession.



PENNSYLVANIA BAR ASSOCIATION **COMMISSION** ON WOMEN IN THE PROFESSION

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