

10TH ANNUAL REPORT CARD · 2004

P E N N S Y L V A N I A B A R A S S O C I A T I O N

Women in the Profession

The Anne X. Alpern Award

Presented to a women attorney who is an outstanding legal professional, a mentor for other attorneys, and a role model for all women attorneys.

The Honorable Donetta W. Ambrose

Donetta Ambrose is the first woman to hold the position of Chief Judge of the U.S. District Court for the Western District of Pennsylvania. Previously, she served as a Court of Common Pleas Judge in Westmoreland County, the first woman in that county to sit on the bench. Chief Judge Ambrose served as Chair of the PBA Commission on Women in the Profession. Her many activities on behalf of women lawyers and law students have been recognized by numerous women's organizations, including the Women's Bar Association of Western Pennsylvania which honored her with its Susan B. Anthony Award. Donetta and her lawyer husband of 32 years are the proud parents of a lawyer son.



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.

Kerry A. Kearney

Kerry Kearney has been a lawyer since 1974 and a partner of Reed Smith since 1983. In her 30 years of practice she has been a trial lawyer who represents drug and medical device companies and has more recently served as Chair of Reed Smith's Privacy Task Force. She has served on boards, taught CLE courses and has held many bar association offices, including President of the Academy of Trial Lawyers of Allegheny County. She is equally proud that she is a mother and a grandmother and has served as a mentor to many young women lawyers over the years.



Firm Award

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

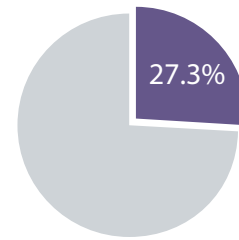


Woodcock Washburn LLP

Woodcock Washburn is a national law firm with 75 of its 82 lawyers located in Philadelphia. It is a specialized intellectual property firm, with most of its lawyers also having training as scientists and engineers. Practicing in a field that has not traditionally attracted women in the same proportion as others, Woodcock has 26.3% women equity partners, 31.8% total women partners, and 45.5% women lawyer administrators, including practice group co-chairs. Its three-member Policy Committee is composed of one woman and two men. The firm has two female lawyers working part-time and allows part-time lawyers to compete for partnership.

2004 Report Card Executive Summary

The 2004 Report Card is the tenth published by the Commission on Women in the Profession. What began as an overview of women's participation in the PBA has grown into an overview of women's roles throughout the profession. The 2004 Report Card includes statistics on women in a majority of the largest law firms in the Commonwealth (based on survey results returned by 54 of the 100 largest firms), women in the offices of District Attorneys and Public Defenders (based on survey results returned by 60 of the 67 District Attorneys and 53 of the 65 Public Defenders), women in the PBA, women judges on Pennsylvania's Courts of Common Pleas and Appellate Courts, and on the Federal Courts in Pennsylvania.



Today in the PBA

■ Women = 7,785 ■ Men = 20,742
Total = 28,527

PBA

- The PBA had its first and only woman President, Leslie Anne Miller, in 1999.
- Women's membership in the PBA has continued to increase both numerically and proportionally since the first Report Card was issued in 1995.
- Women were 23.6% of the PBA in 1995; **Women are 27.3% of the PBA today.**
- Women were 20.8% of the PBA Board of Governors in 1995, rose to a high of 45.8% in 2000, fell to a low of 12.5% last year, and are 25% today.
- Women were 19.2% of the House of Delegates in 1995, rose to a high of 25% in 2000, and are 23% today.
- Women were 9% of the Nominating Committee in 1995 and are 42% today.
- There were 12 women chairs and 21 women vice chairs of Committees in 1995; today, there are 4 women sole chairs and 19 men sole chairs of 43 Committees.
- There was 1 woman Section chair in 1995 and there are 6 women Section chairs today; there were 6 women Section vice chairs in 1995 and there are 4 women Section vice chairs today.
- There was 1 woman Section delegate out of 16 sections in 1995; there are 3 women Section delegates out of 18 Sections today.
- Women held 57% of the leadership in the Young Lawyers Division in 1995; today, women are 29% of the leadership of the Young Lawyers Division—the chair, chair-elect, immediate past chair, treasurer, and division delegate are men, while the secretary and ABA/YLD district representative are women.

Private Firms

- Women are 28% of all lawyers, 18.5% of Managing Partners, 19.3% of Department heads, Practice Group heads, and other major administrators, 15% of Equity Partners, 17% of Partners, 41% of Associates, and 76% of Part-Timers.

District Attorneys' Offices

- Women are 32.4% of all lawyers, 13% of the District Attorneys, and 26% of First Assistants.

Public Defenders' Offices

- Women are 30.3% of all lawyers, 15% of the Public Defenders, and 31% of First Assistants.

Judiciary

State

- There were no women Court of Common Pleas judges in 41 of the 65 counties that had judges during the past three years; there are no women judges in 40 counties today.
- Excluding Philadelphia, which has 38 women judges or 42% of all judges, women comprise 18% of the Court of Common Pleas judges in the remaining 66 counties with judges.
- Women are 14% of the Supreme Court, 36% of the Superior Court, and 56% of the Commonwealth Court, the same as last year.

Federal

- Eastern District: Women are 19% of District Court Judges, 36% of Magistrate Judges, and 20% of Bankruptcy Judges.
- Middle District: Women are 17% of District Court Judges. There are no women Magistrate Judges and 1 Bankruptcy Judge.
- Western District: Women are 25% of District Court Judges, 50% of Magistrate Judges, and 20% of Bankruptcy Judges.
- Two of the three women on the 13 member Third Circuit Court of Appeals are from Pennsylvania. Last year, there were 4 women on the Third Circuit.

Methodology

The Women in the Profession Report Card was originally created to illustrate the participation and leadership roles of women in the PBA. The Report Card, produced annually, has been expanded to assess the status of women in several areas, including the judiciary.

The sources of the data are:

- 2003/2004 Resource Guide to the Pennsylvania Bar Association.
- Pennsylvania Bar Association Membership records as of February 19, 2004.
- Surveys sent the beginning of January, 2004, to the 100 largest firms, 54 returns, District Attorneys, 60 returns, and Public Defenders, 53 returns; only returns received by March 15, 2004 were included.
- PALAW 2003 Annual Report on the Legal Profession.
- 2004 PBA Lawyer's Directory and Product Guide.

Factors to be considered:

- 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 greatly increased response rates. Survey responses were voluntary and firms were promised anonymity. 2004 was the fifth year that this information was gathered.

For 2004, counting only Pennsylvania offices, women are:

- 28% of all lawyers
- 18.5% of all Managing Partners
- 19.3% of Department Heads and other lawyer-administrators
- 15% of Equity Partners
- 17% of all Partners
- 41% of Associates
- 76% of Part-Timers

Women are under-represented in the higher ranking positions of Managing Partners, Department Heads and other administrators, Equity Partners, and Partners. They are over-represented in the lowest paying, least powerful and least prestigious positions of Associates and Part-Timers.

Total Lawyers	W	%W	Managing Partners	Total Partners	W Partners	%W Partners	Total Equity Partners	W Equity	%W Equity	Lawyer-Admin	W Lawyer-Admin	%W Lawyer-Admin	Total Assoc.	W Assoc.	%W Assoc.	Total Other	W Other	%W Other	Total PT	W PT	%W PT	
478	100	20.9%	1M	203	26	12.8%	110	8	7.3%	32	5	15.6%	265	55	20.8%	10	1	10.0%	37	24	64.9%	
463	151	32.6%	1M	174	28	16.1%	141	23	16.3%	5	1	20.0%	243	108	44.4%	46	15	32.6%	33	26	78.8%	
342	103	30.1%	1W, 2M	173	34	19.7%	98	12	12.2%	29	10	34.5%	141	61	43.3%	28	8	28.6%	24	19	79.2%	
296	99	33.4%	1M	116	19	16.4%	76	13	17.1%	32	8	25.0%	156	73	46.8%	24	7	29.2%	17	17	100.0%	
291	73	25.1%	1M	111	13	11.7%	79	10	12.7%	16	3	18.8%	166	60	36.1%	14	0	0.0%	3	3	100.0%	
279	75	26.9%	1M	115	21	18.3%	72	9	12.5%	57	10	17.5%	81	40	49.4%	11	5	45.5%	10	10	100.0%	
255	69	27.1%	1M	121	10	8.3%	106	9	8.5%	22	4	18.2%	119	53	44.5%	15	6	40.0%	5	5	100.0%	
253	93	36.8%	1W	118	26	22.0%	107	23	21.5%	29	6	20.7%	118	61	51.7%	17	6	35.3%	16	14	87.5%	
228	69	30.3%	1M	115	24	20.9%				56	12	21.4%	113	45	39.8%	0	0		7	6	85.7%	
220	70	31.8%	1M	79	17	21.5%	76	16	21.1%	32	6	18.8%	128	52	40.6%	13	1	7.7%	8	7	87.5%	
220	60	27.3%	1M	114	23	20.2%	72	12	16.7%	16	2	12.5%	82	35	42.7%	24	2	8.3%	7	5	71.4%	
206	59	28.6%	1M	97	20	20.6%	67	9	13.4%	34	2	5.9%	65	27	41.5%	44	12	27.3%	32	5	15.6%	
202	62	30.7%	1W, 2M	80	19	23.8%	51	10	19.6%	30	10	33.3%	55	28	50.9%	16	5	31.3%	10	10	100.0%	
176	50	28.4%	1M	90	14	15.6%				35	7	20.0%	84	36	42.9%	2	0	0.0%	9	8	88.9%	
170	44	25.9%	1M	94	12	12.8%				38	3	7.9%	61	30	49.2%	15	2	13.3%	7	7	100.0%	
147	55	37.4%	1M	77	21	27.3%				6	1	16.7%	70	34	48.6%	0	0		8	8	100.0%	
143	31	21.7%	1M	74	9	12.2%				9	1	11.1%	67	22	32.8%	2	0	0.0%	2	2	100.0%	
139	43	30.9%	1M	59	11	18.6%				16	2	12.5%	75	32	42.7%	5	0	0.0%	4	4	100.0%	
137	39	28.5%	1M	75	12	16.0%	53	7	13.2%	18	5	27.8%	51	23	45.1%	11	4	36.4%	12	7	58.3%	
127	39	30.7%	1M	58	12	20.7%	58	12	20.7%	20	4	20.0%	50	23	46.0%	19	4	21.1%	5	5	100.0%	
116	29	25.0%	1M	65	17	26.2%	43	10	23.3%	20	2	10.0%	37	11	29.7%	14	1	7.1%	6	6	100.0%	
116	34	29.3%	1W	58	8	13.8%	46	6	13.0%	15	3	20.0%	51	23	45.1%	7	3	42.9%	10	9	90.0%	
106	26	24.5%	1M	65	9	13.8%	0			9	3	33.3%	36	16	44.4%	5	1	20.0%	0	0		
105	22	21.0%	1M	55	6	10.9%				20	1	5.0%	38	14	36.8%	12	2	16.7%	6	6	100.0%	
87	28	32.2%	1M	44	5	11.4%				19	4	21.1%	38	17	44.7%	5	2	40.0%	0	0		
76	17	22.4%	1W	41	3	7.3%	34	3	8.8%	6	1	16.7%	26	8	30.8%	9	3	33.3%	4	2	50.0%	
74	20	27.0%	1W, 2M	22	6	27.3%	19	5	26.3%	10	4	40.0%	26	13	50.0%	6	1	16.7%	1	1	100.0%	
66	27	40.9%	1M	26	5	19.2%	26	5	19.2%	4	1	25.0%	38	22	57.9%	2	0	0.0%	7	4	57.1%	
59	22	37.3%	1W	18	4	22.2%				3	1	33.3%	32	13	40.6%	9	5	55.6%	2	2	100.0%	
54	10	18.5%	1M	26	3	11.5%	11	0	0.0%	7	2	28.6%	28	7	25.0%	0	0		4	4	100.0%	
54	7	13.0%	1M	32	3	9.4%	26	3	11.5%	14	4	28.6%	15	4	26.7%	7	0	0.0%	0	0		
41	17	41.5%		16	4	25.0%				7	2	28.6%	23	13	56.5%	2	0	0.0%	8	5	62.5%	
40	5	12.5%	1M	22	1	4.5%				6	0	0.0%	16	4	25.0%	2	0	0.0%	0	0		
40	6	15.0%	1M	8	0	0.0%	5	0	0.0%	2	1	50.0%	30	6	20.0%	2	1	50.0%	3	3	100.0%	
39	4	10.3%	1M	31	2	6.5%				1	1	100.0%	8	2	25.0%	0	0		0	0		
36	11	30.6%	1M	10	1	10.0%	8	0	0.0%	8	0	0.0%	23	9	39.1%	3	1	33.3%	2	2	100.0%	
36	21	58.3%	1W	16	10	62.5%	8	5	62.5%	5	5	100.0%	20	11	55.0%	1	0	0.0%	5	5	100.0%	
34	15	44.1%	1M	19	5	26.3%				11	0	0.0%	15	5	33.3%	0	0		3	2	66.7%	
33	8	24.2%	1M	16	4	25.0%				5	1	20.0%	13	4	30.8%	4	0	0.0%	4	0	0.0%	
32	7	21.9%	1M	17	5	29.4%	4	0	0.0%	1	1	100.0%	8	2	25.0%	3	0	0.0%	4	2	50.0%	
31	5	16.1%	1M	14	0	0.0%				1	0	0.0%	14	4	28.6%	3	1	33.3%	0	0		
29	9	31.0%	1M	13	1	7.7%	8	0	0.0%	1	0	0.0%	13	8	61.5%	3	0	0.0%	1	1	100.0%	
28	12	42.9%	1M	10	3	30.0%	9	3	33.3%	3	0	0.0%	16	6	37.5%	2	0	0.0%	3	2	66.7%	
27	2	7.4%	1M	6	1	16.7%	3	0	0.0%	4	1	25.0%	15	1	6.7%	0	0		1	0	0.0%	
26	4	15.4%	1M	16	2	12.5%	15	1	6.7%	6	1	16.7%	8	2	25.0%	2	0	0.0%	1	1	100.0%	
26	6	23.1%	1W, 2M	14	2	14.3%	12	2	16.7%	3	1	33.3%	12	4	33.3%	2	0	0.0%	0	0		
25	5	20.0%	1M	16	2	12.5%	11	0	0.0%	3	0	0.0%	8	3	37.5%	1	0	0.0%	0	0		
24	10	41.7%	1M	14	2	14.3%	12	1	8.3%	6	0	0.0%	10	8	80.0%	0	0		0	0		
24	5	20.8%	1M	13	2	15.4%	2	2	100.0%	6	0	0.0%	6	2	33.3%	5	1	20.0%	2	2	100.0%	
23	5	21.7%	1W, 2M	14	2	14.3%				3	1	33.3%	7	4	57.1%	2	0	0.0%	1	1	100.0%	
22	4	18.2%	1M	17	2	11.8%				1	1	100.0%	5	2	40.0%	0	0		0	0		
21	3	14.3%	2M	14	2	14.3%				6	0	0.0%	5	1	20.0%	2	0	0.0%	0	0		
21	8	38.1%	1M	14	3	21.4%	12	2	16.7%	2	0	0.0%	7	5	71.4%	0	0		3	3	100.0%	
19	5	26.3%	1M	10	2	20.0%	10	2	20.0%	3	1	33.3%	9	3	33.3%	0	0		0	0		
TOTALS	6362	1803	28.3%	10W / 54M	2935	498	17.0%	1490	223	15.0%	753	145	19.3%	2846	1155	40.6%	431	100	23.2%	337	255	75.7%

Women in the Profession

Public Sector

The statistics compiled as to the role of women in District Attorneys' Offices and Public Defenders' Offices are the result of the number of surveys returned. Sixty out of 67 District Attorneys' Offices and 53 out of 65 Public Defenders' Offices returned survey forms. 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. Women in Public Defenders' Offices are better represented in leadership positions than those in District Attorneys' Offices. Anonymity was promised to responding offices.

District Attorneys

For 2004, women are:

- 32.4% of all lawyers in District Attorneys' Offices
- 8 women, or 13% of District Attorneys
- 14 women, or 26% of First Assistant District Attorneys
- 24% of Part-Timers, but Part-Time Assistant District Attorney positions are desirable positions because they usually allow income to be supplemented through private practice.

Public Sector — District Attorneys

Total Lawyers	W	%W	DA	1st Asst.	Total Admin	W Admin	% W Admin	Total PT	W PT	%W PT
100	39	39.0%	M	M	23	7	30.4%	0		
41	19	46.3%	M	W	16	7	43.8%	1	1	100.0%
39	15	38.5%	W	M	11	3	27.3%	0		
35	13	37.1%	M	W	8	3	37.5%	0		
29	9	31.0%	M		3	1	33.3%	0		
28	10	35.7%	W	M				0		
24	10	41.7%	M	M	7	4	57.1%	7	3	42.9%
24	9	37.5%	M	W	7	4	57.1%	0		
23	8	34.8%	M	M	8	2	25.0%	0		
23	9	39.1%	M	W	9	4	44.4%	3	1	33.3%
23	7	30.4%	M	M	2	0	0.0%	0		
22	5	22.7%	M	M	2	2	100.0%	0		
19	3	15.8%	M	M	2	0	0.0%	9	1	11.1%
18	6	33.3%	M	M	3	0	0.0%	1	0	0.0%
18	8	44.4%	M	W	6	4	66.7%	12	5	41.7%
13	2	15.4%	M	W	2	1	50.0%	6	1	16.7%
12	2	16.7%	M	M	5	2	40.0%	7	1	14.3%
11	2	18.2%	M	M	2	0	0.0%	6	2	33.3%
11	3	27.3%	M	M	1	0	0.0%	7	1	14.3%
10	4	40.0%	M	M				7	3	42.9%
10	1	10.0%	M	M	4	0	0.0%	0		
9	3	33.3%	M	W	2	1	50.0%	5	1	20.0%
9	0	0.0%	M	M	2	0	0.0%	1	0	0.0%
8	4	50.0%	M	W	2	1	50.0%	1	1	100.0%
8	3	37.5%	W	M	2	1	50.0%	8	2	25.0%
8	2	25.0%	M	M	5	2	40.0%	2	0	0.0%
8	5	62.5%	W	W	2	2	100.0%	3	2	66.7%
7	1	14.3%	M	M	1	0	0.0%	6	1	16.7%
7	0	0.0%	M	M	2	0	0.0%	0		
7	2	28.6%	M	W	1	1	100.0%	3	0	0.0%
6	3	50.0%	W	W	2	2	100.0%	5	3	60.0%
6	2	33.3%	M	W	2	1	50.0%	5	1	20.0%
6	2	33.3%	M	W				6	2	33.3%
5	1	20.0%	M	M	2	0	0.0%	1	0	0.0%
5	1	20.0%	M	M	1	0	0.0%	5	1	20.0%
5	1	20.0%	M	M	2	0	0.0%	5	1	20.0%
5	1	20.0%	M	M	1	0	0.0%	4	1	25.0%
4	1	25.0%	M	M	3	1	33.3%	1	0	0.0%
4	3	75.0%	W	M	1	1	100.0%	1	1	100.0%
3	1	33.3%	M	M	2	1	50.0%	3	1	33.3%
3	0	0.0%	M	M	3	0	0.0%	3	0	0.0%
3	0	0.0%	M		1			1	0	0.0%
3	1	33.3%	W	M	1	1	100.0%	3	1	33.3%
3	0	0.0%	M	M	1	0	0.0%	2	0	0.0%
3	0	0.0%	M	M	1	0	0.0%	1	0	0.0%
3	1	33.3%	M	M	1	0	0.0%	3	1	33.3%
3	0	0.0%	M	M				2	0	0.0%
3	0	0.0%	M	M	2	0	0.0%	3	0	0.0%
3	2	66.7%	M					1	0	0.0%
3	0	0.0%	M	M	1	0	0.0%	3	0	0.0%
2	1	50.0%	M	W	1	1	100.0%	1	0	0.0%
2	0	0.0%	M	M	1	0	0.0%	1	0	0.0%
2	0	0.0%	M	M	2	0	0.0%	2	0	0.0%
2	0	0.0%	M	M	1	0	0.0%	2	0	0.0%
2	0	0.0%	M	M				2	0	0.0%
2	0	0.0%	M	M	2	0	0.0%	1	0	0.0%
1	0	0.0%	M	M				1	0	0.0%
1	1	100.0%	W					1	1	100.0%
1	1	100.0%	M					1	1	100.0%
1	0	0.0%	M		1	0	0.0%	1	0	0.0%
TOTALS			8W / 53M	14W / 40M						
699	227	32.5%	13.1%	25.9%	136		33.8%	165	40	24.2%

The following DAs did not respond: Beaver, Elk, Montour, Northumberland, Philadelphia, Union, and Washington.

Public Defenders

For 2004, women are:

- 30.3% of all lawyers in Public Defenders' Offices
- 8 women, or 15% of Public Defenders
- 11 women, or 31% of First Assistant Public Defenders
- 22% of Part-Timers, but Part-Time Assistant Public Defender positions are desirable positions because they usually allow income to be supplemented through private practice.

Public Sector — Public Defenders

Total Lawyers	W	%W	DA	1st Asst.	Total Admin	W Admin	% W Admin	Total PT	W PT	%W PT
221	134	60.6%	W	1M	23	7	30.4%	0	0	
82	37	45.1%	W		8	3	37.5%	20	9	45.0%
28	12	42.9%	M	1M		0		5	2	40.0%
22	6	27.3%	M	1M		0		5	2	40.0%
22	3	13.6%	M	1M	1	0	0.0%	18	2	11.1%
21	10	47.6%	M	1W	2	2	100.0%		0	
20	6	30.0%	M	1W	3	1	33.3%		0	
18	6	33.3%	W		1	1	100.0%	10	3	30.0%
18	2	11.1%	M	1M	1	1	100.0%	9	0	0.0%
14	6	42.9%	M	1W	3	2	66.7%		0	
10	3	30.0%	W		1	1	100.0%	7	0	0.0%
9	4	44.4%	M	1W	1	1	100.0%	3	0	0.0%
9	1	11.1%	M		1	0	0.0%	6	1	16.7%
9	2	22.2%	M					4	1	25.0%
8	2	25.0%	M	1M				8	2	25.0%
7	0	0.0%	M	1M	1	0	0.0%	5	0	0.0%
7	1	14.3%	M	1M	2	0	0.0%	2	0	0.0%
6	2	33.3%	M	1M	1	0	0.0%	1	0	0.0%
6	2	33.3%	M	1W	2	1	50.0%		0	
6	2	33.3%	M	1W	6	2	50.0%	4	1	25.0%
6	1	16.7%	M	1W	1	0	0.0%	1	1	100.0%
6	2	33.3%	M	1W	2	1	50.0%	1	0	0.0%
5	1	20.0%	M	1M	1	0	0.0%	5	1	20.0%
5	0	0.0%	M	1M		0		3	0	0.0%
5	2	40.0%	M	1W				5	2	40.0%
5	1	20.0%	M	1M	1	0	0.0%	2	1	50.0%
5	2	40.0%	M	1W	2	1	50.0%	1	0	0.0%
5	2	40.0%	M	1M				3	1	33.3%
4	1	25.0%	M		1	0	0.0%		0	
4	2	50.0%	M		1	0	0.0%	4	2	50.0%
4	1	25.0%	M	1M	2	2	100.0%	2	1	50.0%
4	0	0.0%	M	1M	1	0	0.0%	4	0	0.0%
4	0	0.0%	M	1M				4	0	0.0%
3	0	0.0%	M	1M	3	0	0.0%	2	0	0.0%
3	0	0.0%	M	1M		0		3	0	0.0%
3	1	33.3%	M		1	0	0.0%	3	1	33.3%
3	0	0.0%	M						0	
3	0	0.0%	M	1M	1	0	0.0%	2	0	0.0%
2	0	0.0%	M	1M	1	0	0.0%	2	0	0.0%
2	1	50.0%	W		1	1	100.0%	1	0	0.0%
2	0	0.0%	M	1M				1	0	0.0%
2	0	0.0%	M	1M				2	0	0.0%
2	1	50.0%	M	1W	2	1	50.0%	2	1	50.0%
2	0	0.0%	M	1M	2	0	0.0%	2	0	0.0%
2	1	50.0%	W	1M	1	1	100.0%	2	1	50.0%
2	0	0.0%	M					1	0	0.0%
1	0	0.0%	M		1	0	0.0%	1	0	0.0%
1	0	0.0%	M		1	0	0.0%	1	0	0.0%
1	1	100.0%	W		1	1	100.0%	1	1	100.0%
1	1	100.0%	W					1	1	100.0%
1	0	0.0%	M		1	0	0.0%	1	0	0.0%
1	0	0.0%	M		1	0	0.0%		0	
1	0	0.0%	M	1M	1	0	0.0%		0	
TOTALS			8W / 45M	11W / 25M						
422	128	30.3%	15.1%	30.6%	87	30	34.5%	170	37	21.8%

Of the counties that we could find that had Public Defenders, the following did not respond: Beaver, Columbia, Delaware, Fayette, Lackawanna, Northampton and Schuylkill.

Women in the Profession

Judiciary

Pennsylvania Court of Common Pleas—Judges by County

County	W	M	%W	County	W	M	%W	County	W	M	%W
Adams	0	3	0%	Elk	0	1	0%	Montour	0	2	0%
Allegheny	10	29	26%	Erie	2	7	22%	Northampton	1	5	17%
Armstrong	0	2	0%	Fayette	0	5	0%	Northumberland	0	3	0%
Beaver	0	5	0%	Forest	0	2	0%	Perry	0	1	0%
Bedford	0	2	0%	Franklin	1	3	25%	Philadelphia	38	52	42%
Berks	2	10	17%	Fulton	1	3	25%	Pike	0	1	0%
Blair	2	3	40%	Greene	0	2	0%	Potter	0	1	0%
Bradford	0	2	0%	Huntingdon	0	1	0%	Schuylkill	1	5	17%
Bucks	2	12	14%	Indiana	1	2	33%	Snyder	1	1	50%
Butler	1	4	20%	Jefferson	0	1	0%	Somerset	0	3	0%
Cambria	0	5	0%	Juniata	0	2	0%	Sullivan	0	1	0%
Cameron	0	1	0%	Lackawanna	1	6	14%	Susquehanna	0	1	0%
Carbon	0	2	0%	Lancaster	1	12	8%	Tioga	0	1	0%
Centre	0	3	0%	Lawrence	0	4	0%	Union	1	1	50%
Chester	4	9	31%	Lebanon	0	4	0%	Venango	0	2	0%
Clarion	0	1	0%	Lehigh	2	8	20%	Warren	0	2	0%
Clearfield	0	2	0%	Luzerne	1	8	11%	Washington	2	3	40%
Clinton	0	2	0%	Lycoming	1	4	20%	Wayne	0	1	0%
Columbia	0	2	0%	McKean	0	2	0%	Westmoreland	2	9	18%
Crawford	0	3	0%	Mercer	0	4	0%	Wyoming	0	1	0%
Cumberland	0	5	0%	Mifflin	0	1	0%	York	2	10	17%
Dauphin	1	7	13%	Monroe	2	3	40%	TOTALS	89	339	20.7%
Delaware	4	15	21%	Montgomery	2	19	10%				

The total number of judges increased from 412 last year to 428 this year, a 4% increase. The number of male judges increased from 329 to 339, a 3% increase. The number of women judges increased from 84 to 89, a 6% increase.

In Indiana, the new woman judge is the only woman on the Court of Common Pleas. Blair and Lehigh Counties each gained a second woman. There are no women judges in 40 counties, 13 of them only have 1 judge. There is no 1 judge county that has only a woman judge.

Excluding Philadelphia, which has 38 women judges, 42%, women comprise 18% of the Court of Common Pleas judges in the remaining 66 counties.*

* The following counties share judges. We have listed them for each of the counties. Columbia and Montour, 2 men; Franklin and Fulton, 3 men and 1 woman; Juniata and Perry, 1 man; Snyder and Union, 1 man and 1 woman; Forest and Warren, 2 men; Sullivan and Wyoming, 1 man.

Pennsylvania State Appellate and Federal Judiciary

2003 PA Appellate Judiciary

PA Supreme Court	1 out of 7 justices	14%
PA Superior Court	5 out of 14 judges	36%
PA Commonwealth Court	5 out of 9 judges	56%

2003 Federal Judiciary

Eastern District		
District Court Judges	4 out of 23 sitting judges	17%
US Magistrate Judges	4 out of 11 sitting judges	36%
Bankruptcy Judges	1 out of 5 sitting judges	20%
Middle District		
District Court Judges	1 out of 6 sitting judges	17%
US Magistrate Judges	0 out of 4 sitting judges	0%
Bankruptcy Judges	1 out of 2 sitting judges	50%
Western District		
District Court Judges	2 out of 8 sitting judges	25%
US Magistrate Judges	2 out of 4 sitting judges	50%
Bankruptcy Judges	1 out of 5 sitting judges	20%

2004 PA Appellate Judiciary

PA Supreme Court	1 out of 7 justices	14%
PA Superior Court	5 out of 14 judges	36%
PA Commonwealth Court	5 out of 9 judges	56%

2004 Federal Judiciary

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District Court Judges	1 out of 6 sitting judges	17%
US Magistrate Judges	0 out of 4 sitting judges	0%
Bankruptcy Judges	1 out of 2 sitting judges	50%
Western District		
District Court Judges	2 out of 8 sitting judges	25%
US Magistrate Judges	3 out of 6 sitting judges	50%
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, New Jersey, Delaware, and the Virgin Islands. In 2003, there were 12 judges and 2 of the 4 women judges were from Pennsylvania. In 2004, there are 13 judges, an increase of 2 men. There are now 3 women judges, the same 2 from Pennsylvania. Women are now 23% of Third Circuit judges; women were 33% last year.

Pennsylvania Bar Association — Members by County

County	W	M	%W	County	W	M	%W	County	W	M	%W
Adams	18	46	28%	Elk	4	17	19%	Montour	7	13	35%
Allegheny	1174	3006	28%	Erie	93	405	19%	Northampton	93	360	21%
Armstrong	9	31	23%	Fayette	35	89	28%	Northumberland	9	69	12%
Beaver	37	147	20%	Forest	0	1	0%	Out of state	974	2169	31%
Bedford	3	23	12%	Franklin	30	91	25%	Perry	7	15	32%
Berks	118	431	21%	Fulton	2	6	25%	Philadelphia	1807	3961	31%
Blair	31	92	25%	Greene	10	25	29%	Pike	7	22	24%
Bradford	10	40	20%	Huntingdon	3	25	11%	Potter	1	15	6%
Bucks	186	526	26%	Indiana	15	52	22%	Schuylkill	36	138	21%
Butler	42	101	29%	Jefferson	5	33	13%	Snyder	6	17	26%
Cambria	34	160	18%	Juniata	2	13	13%	Somerset	12	60	17%
Cameron	0	3	0%	Lackawanna	109	441	20%	Sullivan	1	4	20%
Carbon	12	42	22%	Lancaster	171	506	25%	Susquehanna	4	21	16%
Centre	48	129	27%	Lawrence	16	92	15%	Tioga	3	31	9%
Chester	220	585	27%	Lebanon	30	95	24%	Union	7	27	21%
Clarion	7	27	21%	Lehigh	136	390	26%	Venango	10	58	15%
Clearfield	11	42	21%	Luzerne	73	350	17%	Warren	8	32	20%
Clinton	2	30	6%	Lycoming	34	152	18%	Washington	69	211	25%
Columbia	11	42	21%	McKean	4	32	11%	Wayne	13	37	26%
Crawford	29	78	27%	Mercer	21	108	16%	Westmoreland	114	374	23%
Cumberland	144	353	29%	Mifflin	5	30	14%	Wyoming	8	12	40%
Dauphin	566	1250	31%	Monroe	24	106	18%	York	102	352	22%
Delaware	278	717	28%	Montgomery	675	1784	27%				

Total Members 28,527 Women = 7,785 Men = 20,742 % Women = 27.3%

The female membership of the PBA continues to increase, as does the female percentage of the total PBA membership. Women are now 27.3% of the members of the PBA.

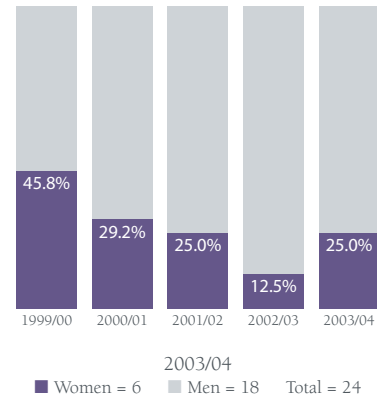
With some exceptions, women are more heavily represented in large urban counties (e.g., Philadelphia in the east and Allegheny in the west) and their surrounding suburban counties (e.g., Bucks, Chester, Delaware, and Montgomery in the east and Butler, Fayette, Greene and Washington in the west).

Board of Governors

The steady improvement from 1995/96 to 1999/00 in the participation of women on the Board of Governors was reversed in 2000/01 and declined to 12.5% last year. This year, 6 women comprise 25% of the PBA Board of Governors.

- Women were 20.8% of the Board of Governors in 1995, the first year the Report Card was issued, and reached a high of 45.8% of the Board in 1999/00.
- Today women comprise 25% of the Board.

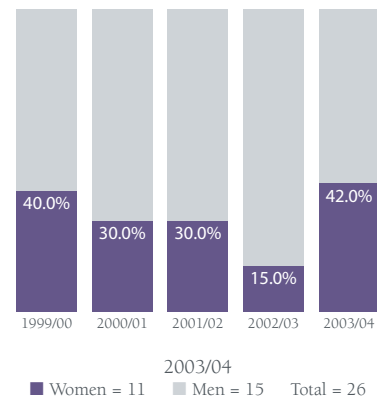
The PBA Board of Governors manages and carries out policies established by the House of Delegates. The Board is comprised of: PBA Officers (President, President Elect, Immediate Past President, Vice President, Chair of the House of Delegates, Secretary, and Treasurer) (the Secretary is the only woman); three representatives from the Young Lawyers Division; one Zone Governor from each of the 12 zones (Zones 3, 6, 8, and 12 have women Governors); two governors-at-large (one minority governor and one woman governor).



Nominating Committee

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, the immediate past chair of the Young Lawyers Division, and 2 Committee and 3 Section Representatives.

- Today, 11 women comprise 42.3% of the PBA Nominating Committee.



Women in the Profession

House of Delegates

This year 95 women comprise 23% of the House of Delegates. The percentage of delegates does not mirror the percentage of women PBA members, which is 27.3%.

- Women were 19.2% of the House of Delegates in 1995.
- Women comprised a high of 25% of the House of Delegates in 2000/01.
- Today women comprise 23% 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; one representative of each county bar association; the immediate past PBA secretary, treasurer and Zone Governors; Delegates 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.

Since 1996, only the following zones have consistently had high percentages of women Delegates:

- Zone 3 – Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry, York
- Zone 12 – Allegheny

This year, the following Zones have less than 20% women Delegates:

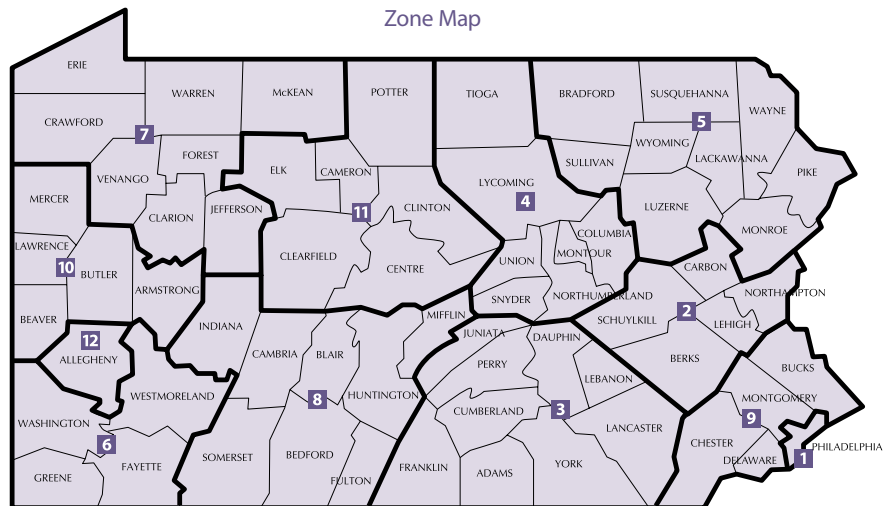
- Zone 2 – Berks, Carbon, Lehigh, Northampton, Schuylkill – 11%
- Zone 7 – Clarion, Crawford, Erie, Forest, Jefferson, McKean, Warren, Venango – 11%
- Zone 8 – Bedford, Blair, Cambria, Fulton, Huntingdon, Indiana, Mifflin, Somerset – 19%
- Zone 9 – Bucks, Chester, Delaware, Montgomery – 15%
- Zone 11 – Cameron, Centre, Clearfield, Clinton, Elk, Potter – 8%

* 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

	1999/00			2000/01			2001/02			2002/03			2003/04		
	W	M	%W	W	M	%W	W	M	%W	W	M	%W	W	M	%W
Zone 1	13	46	22%	11	52	18%	13	59	18%	19	58	25%	21	59	26%
Zone 2	3	23	12%	2	26	7%	2	28	7%	5	25	17%	3	24	11%
Zone 3	14	28	50%	16	31	34%	22	39	36%	19	39	33%	24	39	38%
Zone 4	0	11	0%	0	12	0%	1	14	7%	1	13	7%	3	11	21%
Zone 5	2	22	8%	2	21	9%	3	21	13%	4	20	17%	5	20	20%
Zone 6	4	13	24%	6	13	32%	5	17	23%	5	17	23%	6	17	26%
Zone 7	1	16	6%	1	16	6%	3	16	16%	3	14	18%	2	16	11%
Zone 8	1	13	7%	1	14	7%	3	14	18%	3	14	18%	3	13	19%
Zone 9	10	44	19%	10	41	19%	11	49	18%	11	49	18%	9	51	15%
Zone 10	4	8	33%	3	10	23%	3	11	21%	3	11	21%	4	11	27%
Zone 11	2	8	20%	2	8	20%	2	10	17%	0	12	0.0%	1	12	8%
Zone 12	15	29	34%	15	31	33%	18	39	32%	17	41	29%	14	41	25%



Committees

In 2003/04, there are 43 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 27.3% of the total PBA membership.

In 1995, there were 38 committees, with 12 women chairs, 32%, and 21 women vice chairs, 55%.

Today, there are 43 committees, women are sole chairs of 4 committees, 17%, and men are sole chairs of 19 committees, 83%.

The President-Elect appoints leadership for committees.

Today, the following 8 committees have below 20% women membership:

- 17% Agricultural Law
- 9% Amicus Curiae Brief*
- 16% Bylaws
- 13% Lawyers Assistance
- 8% Professional Liability
- 19% Professional Practice Standards
- 4% Senior Lawyer
- 18% Sports, Entertainment & Art

*denotes appointed committee

Committee	1999/00		2000/01		2001/02		2002/03		2003/04	
	W	%W	W	%W	W	%W	W	%W	W	%W
Agricultural Law	14	28%	11	26%	11	23%	11	20%	11	17%
Alternative Dispute Resolution	51	24%	47	26%	41	23%	48	26%	46	24%
Amicus Curiae Brief*	0	0%	1	10%	2	18%	2	17%	1	9%
Animal Law									65	55%
Bar/Press*	4	21%	4	36%	6	35%	5	38%	4	33%
Bylaws	3	25%	3	27%	4	33%	5	33%	3	16%
Charitable Organizations			11	32%	20	28%	26	37%	33	35%
Children's Rights	59	77%	60	72%	45	67%	51	64%	66	66%
Civil and Equal Rights	39	35%	29	34%	20	26%	21	26%	29	28%
Client and Community Relations*	24	36%	14	31%	12	24%	11	28%	20	34%
Committee on the Corrections System	16	31%	8	18%	10	25%	18	35%	20	32%
Council on Judicial Independence	20	30%	18	27%	12	21%	11	20%		
Delivery of Legal Services to the Needy II	13	39%	12	36%	11	37%	12	37%		
Editorial Board*	5	28%	5	28%	5	28%	4	25%	5	28%
Equal Justice for the Poor	25	43%	20	44%	24	43%	25	47%	45	50%
Government Lawyers	130	42%	101	43%	121	44%	141	41%	125	43%
Health Care Law	76	33%	58	35%	61	36%	52	31%	58	31%
In-House Counsel	51	29%	45	27%	38	31%	33	32%	38	34%
Insurance Staff Attorney					16	22%	17	26%	18	25%
Judicial Administration	23	14%	13	12%	12	13%	15	17%	22	20%
Judicial Campaign Advertising Board*	5	33%	5	33%	5	33%	7	39%	6	35%
Judicial Evaluation Commission*	7	39%	6	35%	7	39%	6	35%	4	40%
Judicial Independence Commission									12	23%
Lawyers Assistance	7	14%	3	8%	4	9%	4	10%	5	13%
Law-Related Education*					9	50%	10	55%	9	53%
Legal Ethics & Professional Responsibility*	13	20%	12	20%	13	22%	14	21%	14	21%
Legal Services for Exceptional Children	36	52%	30	52%	31	59%	26	54%	33	46%
Legal Services to Persons with Disabilities	9	18%	14	30%	16	33%	19	37%	13	27%
Medical and Health Related Issues	23	31%	21	35%	18	32%	27	38%	26	37%
Medical Society/Bar Association*	4	40%	2	14%	2	15%	2	22%	4	31%
Membership Development	12	41%	10	37%	8	28%	9	30%	9	27%
Minority Bar	35	42%	34	41%	28	41%	38	48%	40	51%
PABAR-PAC*	5	50%	42	44%	4	40%	3	30%	3	33%
PBA Task Force on Quality of Life/Balance	26	48%	5	46%	24	48%	19	42%	24	47%
Plain English	20	42%	20	37%	15	37%	17	40%	15	34%
Post Trial & Appellate Practice									47	37%
Professional Liability	8	11%	10	15%	5	8%	6	9%	6	8%
Professional Practice Standards							3	20%	3	19%
Professionalism	22	27%	18	23%	14	21%	18	25%	22	30%
Senior Lawyers	4	3%	3	3%	3	3%	2	30%	3	4%
Sports, Entertainment & Art	15	15%	15	18%	14	18%	14	19%	13	18%
Statutory Law	12	22%	16	30%	10	19%	12	27%	12	25%
Unauthorized Practice of Law	7	11%	11	15%	18	22%	18	21%	18	22%
Visions and Trends*					2	14%	7	38%	10	43%
Women in the Profession	171	98%	171	98%	162	98%	234	98%	321	97%

*denotes appointed committee

Women in the Profession

Sections

Membership in any section is open to any PBA member who pays the section designated annual dues. Sections elect their officers, council members, and House of Delegates representative.

Today, there are 6 women chairs out of 18 chairs, or 33%, compared to last year when there was only 1 woman chair. There are 3 women delegates, as there were last year.

- There was 1 woman section chair and 6 women vice-chairs in 1995.
- There are 6 women section chairs and 4 women vice-chairs today.
- There are 3 women section delegates out of 18 sections today.

Women are substantially under-represented in section leadership in comparison to section membership on the councils of 4 sections:

	Membership	Council
Aeronautical Law	17%	0%
Education Law	27%	0%
Labor & Employment	29%	15%
Real Property	16%	5%

Women have consistently been unrepresented or under-represented in the leadership of 2 of these sections: Aeronautical Law and Education Law. This year, there are no women on their councils.

	W	M	%W	Chair	Vice	Sec./Treas	Section Del.
Administrative Law							
Council	5	13	28%	W	M	M	W
Members	60	190	24%				
Aeronautical Law							
Council	0	2	0%	M			M
Members	8	37	18%				
Business Law							
Council	7	16	30%	W	M	M/W	M
Members	448	1864	19%				
Civil Litigation							
Council	6	14	30%	M	W	M/M	M
Members	601	2968	17%				
Criminal Law							
Council	1	6	14%	W	M	M	M
Members	111	664	14%				
Education Law							
Council	0	4	0%	M			M
Members	95	254	27%				
Elder Law							
Council	6	9	40%	W	M	M/W	W
Members	187	581	24%				
Environmental Law							
Council	4	8	33%	W	W	M/M	M
Members	95	431	18%				
Family Law							
Council	16	13	55%	M	WM	M/W	M
Members	651	928	41%				
Intellectual Property							
Council	2	9	18%	M	M	W/M	M
Members	86	337	20%				
Int'l. Comp.							
Council	2	5	29%	M		M	M
Members	43	121	26%				
Labor & Employ.							
Council	2	11	15%	M	M	W	M
Members	331	808	29%				
Municipal Law							
Council	2	14	13%	M	M	M	M
Members	124	863	13%				
Public Utility							
Council	5	5	50%	W	W	M	W
Members	54	157	26%				
Real Property							
Council	1	18	5%	M	M	W/M	M
Members	521	2552	17%				
Solo & Small Firm							
Council	10	21	32%	M	M	M/W	M
Members	186	856	18%				
Tax Law							
Council	3	13	19%	M	M	M	M
Members	174	846	17%				
Workers Comp							
Council	6	12	33%	M	M	M/W	M
Members	213	957	18%				
Council Totals	78	193	29%	6 of 18	4 of 16	8 of 25	3 of 18
Member Totals	3988	15414	21%				

Young Lawyers Division

The PBA Young Lawyers Division represents slightly less than one-third 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. The leadership positions in the Young Lawyers Division are: Chair; Chair-Elect; Immediate Past Chair; Secretary; Treasurer; Division Delegate; and ABA/YLD District Representative. This year only the Secretary and the ABA/YLD District Representative are women.

This year there are 8,329 members of the Young Lawyers Division, 3,508 women, or 42%, and 4,821 men.

During the past four years, 43% of the leadership positions, 3 of 7 offices, were held by women. This year, 29% of the leadership positions, 2 of 7 offices, are held by women.

- The Chair, Chair-Elect, Immediate Past Chair, and Treasurer are men.
- The Secretary and ABA/YLD District Representative are women.
- In 1995, the first year the Report Card was issued, women held 57% of the leadership positions in the Young Lawyers Division.



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 tenth 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. Ten 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 2004 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 fifth 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 in Pennsylvania.

2004 Woodcock Washburn 2003 Ballard Spahr Andrews & Ingersoll 2002 Willig, Williams & Davidson

The Anne X. Alpern Award to a Pennsylvania woman attorney who is an outstanding legal professional, a mentor for other attorneys, and a role model for all women attorneys.

2004 Hon. Donetta W. Ambrose	2001 Nora Barry Fischer	1998 Professor Marina Angel	1995 Joy Flowers Conti
2003 Charisse R. Lillie	2000 Hon. Carolyn E. Temin	1997 Hon. Phyllis Beck	1994 Hon. Genevieve Blatt
2002 Lila G. Roomberg	1999 Leslie Anne Miller	1996 Professor Esther Clark	

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.

2004 Kerry A. Kearney 2003 Roberta D. Liebenberg

2004 Report Card Committee

Marina Angel, *Chair and Report Card Author, Temple University School of Law*

Bonnie Bazilian Finkel, *Co-Chair, Finkel Consulting*

Phyllis Horn Epstein, *Epstein, Shapiro & Epstein, P.C.*

Nicole Dominique Galli, *Pepper Hamilton LLP*

Renee C. Mattei-Myers, *Reed Smith, LLP*

Diann Stinney, *PBA Committee Relations Coordinator*

Amy M. Snare, *Research Assistant, Temple University School of Law, Class of 2005*

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