

# Voices & Views



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

## Perspectives on Leadership Development Programs: 12th Annual Conference for Women in the Profession at PBA Annual Meeting

On May 5, 2005, the PBA Commission on Women in the Profession sponsored two leadership skills development seminars at the PBA Annual Meeting in Pittsburgh. These programs represented the final steps in a multi-phase initiative begun at the commission's Oct. 29-30, 2004, meeting in State College. The initial session, facilitated by Elizabeth Dow, president of Philadelphia's Leadership, Inc., and Doug Richardson, president of Legal Leadership, LLC, included lawyers from diverse roles and settings from across Pennsylvania. Over 80 participants studied the core functions of leaders and managers, learning that legal leadership certainly is not a "one size fits all" proposition.

Participants were asked to explore whether their personal leadership goals focused on practice leadership, subject matter expertise or "thought leadership," firm governance, developing younger talent, client development recognition, eminent roles in professional or community organizations or other leadership roles. Participants then worked through

a series of exercises to assess and define their personal leadership values, aptitudes, strengths and preferred leadership roles, as well as learning about how to relate effectively with lawyers with styles and priorities different from their own. By the end of the two-part workshop, participants had focused intensively on the issue of "what kind of leader I most want to be." They then were asked to choose two specific areas of practical leadership skill building they wanted to focus on at the May 5 conference in Pittsburgh. Participants expressed particular interest in career planning and development, learning how to master "the tough conversations," and improving team "communication, collaboration and cohesiveness."



*Pa. Supreme Court Justice Sandra Schultz Newman shares her thoughts after receiving the 2005 Anne Alpern Award.*

Given the breadth of the participants' career goals and roles,

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## Editor's Message

### WE'RE OFF TO A YEAR THAT WILL SIZZLE

Feel the heat. Women lawyers are in the news — speaking, advocating, holding new positions and making it a better world. Take a moment to look at this issue's "Members in the News" section and appreciate the energy and strengths of our alliance.

This year, the Commission on Women in the Profession met in Pittsburgh at the Annual Meeting of the Pennsylvania Bar Association at which **Helen Pudlin**, senior vice president and general counsel of The PNC Financial Services Group, addressed commission members during their luncheon. The Lynette Norton Award was presented to **Melinda C. Ghilardi**, first assistant public defender for the Middle District of Pennsylvania, Scranton, Pa., and 2004 president of the Lackawanna County Bar Association. The Anne X. Alpern Award was presented to Pennsylvania Supreme Court Justice **Sandra Schultz Newman**.

The commission bestowed its Firm Award to the Pittsburgh based law firm of Houston Harbaugh P.C. in recognition of its efforts to promote its women lawyers to leadership positions within the firm. Prior awards went to the firms of Willig, Williams & Davidson in 2002, Ballard Spahr Andrews & Ingersoll in 2003 and Woodcock Washburn in 2004. The eleventh Annual Report Card has been published under the direction of **Professor Marina Angel** with mixed results demonstrating once again the need to track the path of women in the profession on a

yearly basis.

New appointments to committees and offices have been finalized since our May meeting. We welcome back co-chairs **Kathleen Wilkinson** and **Rhoda Neft** for another year of inspiring leadership. This year's co-vice chairs are **Susan Williams** and **Jennifer Zimmerman**. Completing our list of officers are **Phyllis Horn Epstein**, secretary, and **Maria Etzrodt Gibbons**, treasurer. Committee chairs for the next year are:

- Report Card: **Marina Angel & Nancy Conrad**
- 2006 Annual Conference: **Laura Williams & Tracy McCurdy**
- Awards: **Marie Milie Jones & Roslyn G. Pollack**
- Communications: **Phyllis Horn Epstein & Renee Bergmann**
- Promotion of Women: **Penina Lieber & Jacqueline Shogan**
- Membership: **Andrea Geraghty & Suzanne Mayes**
- Governance: **Hon. Maureen Lally-Green & Sarah Yerger**
- Nominations: **Hon. Donetta Ambrose & Kelly Stapleton**
- 2005 Retreat: **Dana Baiocco & Shelly Goldner**
- Members-At-Large: **Mary Doherty, Cynthia Maleski & Hon. Susan Gantman**
- Quality of Life: **Pamela Cross & Shira Goodman**
- Ex-Officio Members: **Brenda McBride & Jennifer McHugh**
- Board of Governors Liaison: **Hon. Kathy Manderino**

I encourage each of you to *be* involved, and to *stay* involved, in

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## PBA Commission on Women in the Profession Leadership

### CO-CHAIRS:

Rhoda Neft  
Kathleen Wilkinson

### CO-VICE CHAIRS:

Susan Williams  
Jennifer Zimmerman

### SECRETARY:

Phyllis Horn Epstein

### TREASURER:

Maria Etzrodt Gibbons

### COMMITTEES

#### REPORT CARD

Marina Angel  
Nancy Conrad

#### 2006 ANNUAL CONFERENCE

Laura Williams  
Tracy McCurdy

#### AWARDS

Marie Milie Jones  
Roslyn G. Pollack

#### COMMUNICATIONS

Phyllis Horn Epstein  
Renee Bergmann

#### PROMOTION OF WOMEN

Penina Lieber  
Jacqueline Shogan

#### MEMBERSHIP

Andrea Geraghty  
Suzanne Mayes

#### GOVERNANCE

Hon. Maureen Lally-Green  
Sarah Yerger

#### NOMINATIONS

Hon. Donetta Ambrose  
Kelly Stapleton

#### 2005 RETREAT

Dana Baiocco  
Shelly Goldner

#### MEMBERS-AT-LARGE

Mary Doherty  
Cynthia Maleski  
Hon. Susan Gantman

#### QUALITY OF LIFE

Pamela Cross  
Shira Goodman

#### EX-OFFICIO MEMBERS

Brenda McBride  
Jennifer McHugh

#### BOARD OF GOVERNORS LIAISON

Hon. Kathy Manderino

#### NEWSLETTER EDITOR:

Phyllis Horn Epstein

#### PBA LIAISON:

Diann Stinney

#### PBA NEWSLETTER LIAISON:

Patricia M. Graybill

## Perspectives on Leadership Development Programs

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planners of the May 5 program elected to ask Richardson, who led the May workshops alone, to provide written materials on career planning, development and transition, but focus the skills-development sessions on: "Taking Charge: Building Better Leadership Skills to Win Clients and Cases" and "How to Have the Hard Conversations: Handling Confrontation & Interpersonal Friction with Colleagues & Clients."

"The thrust of the October and May programs was really quite different," said Richardson. "The initial program included a lot of reflection and strong emphasis on self-awareness. The spring sessions focused on 'Legal Leadership in Action,' and they provided more concrete information that the lawyers could put to immediate use."

"Frankly, I was very pleasantly surprised at the intensity with which participants addressed the exercises in the fall program. A very wide range of lawyers, from rural sole practitioners to federal judges, took the material seriously, worked hard and reported that they came away with a more tangible understanding of legal leadership roles and aptitudes. A lot of the group table discussions were positively electric, suggesting that many female attorneys welcomed a forum where they could make their voices heard, relate to others as individuals, and express candid views about the opportunities and barriers facing women in the profession. Some of the material was pretty abstract, pretty theo-

retical. Yet the feedback from this session was extremely positive," he continued.

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***"A very wide range of lawyers, from rural sole practitioners to federal judges, took the material seriously, worked hard and reported that they came away with a more tangible understanding of legal leadership roles and aptitudes."***


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It was not possible to make the May workshops as interactive, given their relatively short length and positioning in the overall Annual Meeting agenda. In addition, the workshop included participants who had not attended the fall program, so the material had to be designed to provide useful tactics and techniques that did not rely on the fall content (although the program materials did provide a recap of the fall program exercises). Nonetheless, both sessions were well attended, and the participants clearly came prepared for active dialogue.

"Classroom-style programs often lapse into a 'me-talk-you-listen' lecture tone, but I was pleased at the degree of audience participation," said Richardson. "As we talked about the real-life dimensions of where rapport comes from and how to build trust among diverse constituencies, we were able to include numerous examples, 'real plays' and even mini-debates. The result was discussions that really brought the topics to life. Believe me, we covered a lot of ground in three hours,

and many who took the workshops for CLE credit told me afterward that they could put the content to practical use."

In the morning session, participants mastered practical techniques for planning and troubleshooting team projects of all kinds, defining team goals and roles, and understanding the motivational and interpersonal dimensions of effective collaboration, whether among lawyers or with nonlawyer constituents. The morning led into the afternoon content that focused on planning and managing confrontation, identifying personal blind spots and discomfort zones, and maintaining firm, confident control in highly charged interactions.

"To some degree, this whole program was a courageous venture," said Richardson. "The decisions to address deeply personal self-assessment issues, to build in highly-charged discussions about the role of women leaders in law, to include a time lapse between segments and even to have a male facilitate much of the program...all of these involved some risks. The strong positive feedback we got shows that the risks paid off." 

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## Editor's Message

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the work of the Commission on Women in the Profession. Your voice and view is needed.



## A Letter from the Chairs

We are pleased that the commission members elected us to serve again as co-chairs of the commission. Last year was a resounding success for the commission with several of our members receiving awards from the PBA for their service. To clarify our goals for the coming year, we decided to convene a group of past commission chairs to act as an advisory panel giving direction for the future of the commission.

Several excellent suggestions came out of that panel — chief among them being the need to

encourage more women to take an active role in the PBA, especially in its leadership. In furtherance of that goal, we met with President Carlucci, Past President Reed, Executive Director Simpson and Vice President Susko. Likewise, at the PBA Annual Meeting, we had a working breakfast with President-elect Horoho and Vice President Susko. From these meetings, we learned the process for becoming a PBA leader and were told how we could support women who wanted to run for PBA office.

Our leadership initiative in 2004-05 was so well received by our members that we want to continue it in 2005-06 by assisting commission members to be leaders in their work places, communities and bar associations. Our retreat will be held on Oct. 21 and 22 in State College at the Nittany Lion Inn. This year's theme is "Leadership, Taking it to the Next Level: Achieving Optimal Effectiveness." This year's retreat chairs, Dana Baiocco and Shelley Goldner, are actively working on our program. Last year, we had a record high of over 80 attendees, so please be sure to stay tuned for additional details.

Last year, we also had three highly successful mid year programs — one in Pittsburgh, one in Harrisburg and one in Philadelphia — which in total had approximately 300 women attorneys and judges in attendance. We are planning to have mid-year programs this year as well to continue with our theme and give our members a chance to network.

This year, we also want to con-

tinue to have a community component to the retreat and programming. We have had suggestions to participate in the "Race for the Cure" or another charity or charitable event that benefits women. We will announce the details to the membership when they are finalized.

The Annual Meeting will be held in Hershey on June 7, 2006, next year, a change from the May schedule. We will be working on another fine speaker for the luncheon program and a day of networking and programs designed for our members.

Throughout the year, several of our commission members have been active in local bar association activities, holding various leadership positions and one of our founding members is running for higher PBA office.

Additionally, we have a number of members who are part of the Interbranch Commission on Gender, Racial and Ethnic Fairness, working with many prominent judges, legislators and lawyers and the various commissions convened by the PBA President.

We would like to increase our membership and look forward to your suggestions in this regard. We look forward to working with all of you again and getting to know you better.

If you have any suggestions or comments, feel free to contact either of us.

- Rhoda and Kathleen

### ANNOUNCEMENT FROM THE COMMISSION

Gretchen Mundorff, a founding commission member, is running for vice president of the PBA. If Gretchen is elected, she will be the second woman to serve as PBA President. The Executive Committee agreed to allow the Promotion of Women Committee to endorse Gretchen's candidacy and take the necessary steps to aid in her election.

## Under Consideration: Revising the Criteria for the Anne Alpern Award...A Report from the Awards Committee

During the 2005 meeting of the Awards Committee that was held to review the nominations for the Anne Alpern and Lynette Norton awards, an issue was raised regarding whether the two awards were too similar and if they should be re-written to further define and/or distinguish the criteria. A subcommittee, consisting of Marie Milie Jones, Marina Angel, Donetta Ambrose and Lisa Pupo Lenihan, was created to review the criteria and make a recommendation.

It was determined that, while the awards have similarities, they are distinguishable in that the Alpern Award is much more broad and the Norton Award is


limited to a female excelling in litigation. It was recommended that a fourth category of qualification be added to the Alpern Award to align it more closely with the mission of the commission. The fourth category is as follows: *Significant activities on behalf of women in the profession.*

The current criteria for the Alpern Award are as follows:

- Must practice or conduct professional activity primarily in Pennsylvania.
- Must be a female member of the bar, although she may be a non-practicing attorney or an educator.

- Must have had a significant professional impact in Pennsylvania, having demonstrated leadership in her law-related profession and her community and having participated in mentoring activities.

The current criteria for the Norton Award are as follows:


- Must be a female member of the Bar of the Commonwealth of Pennsylvania.
- Must be an attorney who excels in litigation of any type.
- Must have demonstrated leadership in mentoring female attorneys. 

### Directory! Directory! Directory!

The directory of the members of the Commission on Women in the Profession is available on the Pennsylvania Bar Association Web site at [www.pabar.org](http://www.pabar.org). You can reach the directory by clicking on "Committee Information" and then on "Commission on Women in the Profession." The electronic version includes everything that appeared in the hard copy, including indices by county and area of concentration.

If you are not yet in the directory, you can simply fill out the form online. It is on the members-only side of the Web site so you

will need your Pennsylvania Bar Association membership number. If possible, either e-mail or send an original photograph, no smaller than 3" x 3," to Patricia Graybill, 100 South Street, P.O. Box 186, Harrisburg, Pa. 19108-0186, E-mail: [patricia.graybill@pabar.org](mailto:patricia.graybill@pabar.org).

The directory is a great source for referrals to hundreds of women lawyers skilled in every area of the law. These women are also available to answer questions you might have about practice in other counties of the commonwealth. This network of friends can be of immeasurable help in your satisfaction with and success in the law. 

### Voices and Views encourages your submissions.

We welcome articles (whether published elsewhere or not) of interest to our members. Also welcomed are information and news items about the activities, awards, honors and appointments of our members, including yourself.

Please send information, news and articles to  
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# Helen Pudlin Featured Speaker During Annual Luncheon of WIP Conference

At the annual meeting of the Pennsylvania Bar Association, the Commission on Women in the Profession invited Helen Pudlin, senior vice president and general counsel of The PNC Financial Services Group, to offer her remarks to the membership in closing a yearlong program on leadership for women in the legal profession. Ms. Pudlin's remarks were both personal and inspiring. For those of you who were fortunate to hear her in person, and for those who were not able to attend the session in Pittsburgh, Ms. Pudlin's words are worthy of reprinting and saving. In her conclusion, Ms. Pudlin offered the following:

"As leaders, we should not sacrifice along the way, issues fundamental to our society and to our self identity. Our profession is about choice, history, society and justice. And although women still have a long way to go in the profession, we are where we are now because of women (and men) before us who had the courage to

speak out.

"All these responsibilities I have talked about today — setting the tone for integrity, ethical behavior and excellence — mentoring, service to our communities and advocacy — also contribute to another responsibility we share: that is, to restore and protect the image of our profession. And, as compelling, I believe accepting these responsibilities will give us all greater personal satisfaction.

"Let me conclude by returning to the notion that women leaders, like men, have a lot of choices. But we are under a much more high-powered microscope. If we fail to model integrity and high standards of ethics and excellence, our failings will be perceived to be huge. If we don't mentor, and particularly if we do not mentor other women,

we will not contribute to our profession's full potential. If we don't serve our communities, we will lose a chance to broaden our own views, improve our collective image, and gain leadership opportunities and personal satisfaction. And if we don't advocate, we have no voice. Thank you."



*Helen Pudlin addresses luncheon crowd.*



*Annual Meeting Co-chair Joanne Ross Wilder greets guests at the Annual Conference.*



*Commission Co-chairs Kathleen Wilkinson and Rhoda Neft welcome all to the WIP Annual Conference.*

## Report on the 11th Annual Report Card

The Report Card Committee, chaired by Temple Law Professor Marina Angel, published *The 2005 Report Card* tracking the careers of women lawyers throughout the commonwealth for its eleventh year. The report card covers district attorney and public defender offices in each county, the judiciary and 100 of Pennsylvania's largest law firms.

This year, women's representation in positions of leadership within the Pennsylvania Bar Association has declined in many areas. Women's representation on the Board of Governors has receded to its 1995 level of 20 percent from a high of 45.8 percent in 2000. This is still higher than the level of 12.5 percent last year. Women's representation on the Nominating Committee was at 15 percent, down from 42 percent in 2004 but not quite as low as the 9 percent in 1995. In the House of Delegates, women's representation is currently at 24 percent, down from 25 percent in 2000 but up from 19.2 percent in 1995. Women's overall membership within the PBA rose to 28 percent from 23.6 percent eleven years ago and yet, there are no women among the executive officers, and women's representation in leadership positions within the Young Lawyers Division is down from 57 percent in 1995 to 43 percent.

Overall, progress has been slight in the past eleven years, at least by the numbers. For example, using 2002 Report Card results, women comprise 30 percent of all lawyers in private firms, down from 32 percent in 2002. Women today represent 16 percent of all managing partners — an increase from 2002 when they were only 8 percent of all managing partners. Women today represent 24 percent of all practice group heads, which is up from the 17 percent in 2002. Women represent 18 percent of partners, which is up slightly from 16 percent in 2002. In 2002, 47 percent of all associates were women, however in 2005, that number has decreased to 44 percent. In 2002, women judges were absent from 41 counties, whereas now they are absent from 38 counties.

### Save the Date

**The Pennsylvania Bar Association Commission on Women in the Profession *2005 Annual Retreat*  
"Leadership: Taking it to the Next Level" Achieving Optimal Effectiveness**

**October 21 – October 22, 2005**

**Nittany Lion Inn**

**State College, Pennsylvania**

**Join colleagues for a wonderful retreat addressing issues related to practice management, career development, work-life balance and enhancement of leadership skills.**

**Don't miss this opportunity to network with and learn from women attorneys from across the commonwealth. The commission is comprised of women attorneys at all levels in all sectors of legal practice.**

**Program Details to Follow**

**For questions, contact Co-Chairs Shelley Goldner ([sgoldner@jslex.com](mailto:sgoldner@jslex.com)) or Dana Baiocco ([dbaiocco@JonesDay.com](mailto:dbaiocco@JonesDay.com))**

## Photos from the Annual WIP Conference



*Then-PBA President Michael Reed (left) and then-PBA President-elect William Carlucci present WIP Co-chairs Kathleen Wilkinson and Rhoda Neft with PBA Special Achievement awards.*



*Professor Marina Angel presents the 2005 Firm Award to Mary Jo Rebelo from the Pittsburgh law firm of Houston Harbaugh PC.*



*Commission members enjoy breakfast at the Annual Conference.*



*2005 Lynette Norton Award winner Melinda Ghilardi.*



*Joan Gulley, PNC, speaking at the WIP breakfast meeting.*



*Michael Reed and William Carlucci present Lila Roomberg with a PBA Special Achievement Award.*

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## Commission Members in the News

**Professor Marina Angel**, 2004 recipient of the American Bar Association's Margaret Brent Women Lawyers of Achievement Award, had a full schedule these past few months speaking and moderating at a variety of programs in addition to her writing and teaching. Professor Angel was responsible for generating the *Commission on Women in the Profession 2005 Annual Report Card*, 2005 Pa. Bar Assn. (also 2001-04 Report Cards). Her professional writing included a treatise titled, *The Modern University: Hierarchical, Bureaucratic Structures Replace Coarchical, Collegial Ones; Women Disappear From Tenure Track and Reemerge as Caregivers; Tenure Disappears or Becomes Unrecognizable*, 38 Akron L. Rev. \_\_\_ (forthcoming 2005). Since February, Professor Angel has presented at the following events:

- Feb. 12: Pennsylvania and Delaware Valley Law Women; all day six credit CLE, "Update for Feminist Law Professors;" organizer and moderator. Presenter on Women in the Modern University and Its Law School.

- Feb. 23: University of Toledo Law School; directed production of Susan Glaspell's "Trifles" and moderated discussion for approximately 400 students and faculty.

- April 14: University of Pittsburgh Law School; keynote speaker and moderator of panel on "Diversity in Today's Legal Profession."

- April 21: New York Women's Bar Association; keynote panel speaker on "Evolving Career Opportunities

for Women Attorneys."

- May 13: Philadelphia Bar Association Women's Rights Committee; one-hour presentation on "Employment of Women Lawyers in Philadelphia and Nationally."

Professor Angel continues to demonstrate an unfailing commitment to legal scholarship, while advocating for women and minorities in the profession. We look forward to many more good things to come and extend our best wishes and thanks.

On May 12, 2005, Philadelphia VIP presented **Judy F. Berkman** with a Special Recognition Award. Judy is the managing attorney for Regional Housing Legal Services located in Glenside, Pa. The presenters of this award recognized Judy's efforts on the Tangled Title project and Philadelphia LawWorks concluding, "Judy is receiving special recognition this year to honor her energy, commitment, dedication and seemingly boundless creativity." In addition, Judy is serving as chair of the Philadelphia Bar Association's Ad Hoc Committee on Racial and Gender Bias this year.

**Jane L. Dalton**, chancellor-elect of the Philadelphia Bar Association and partner at Duane Morris LLP, was recently appointed to the Corporate Counsel Subcommittee of the Supreme Court of Pennsylvania's Judicial Council.

**Dorothy Davis** of Eckert Seamans was recently honored by the YWCA in the category of professional service at its annual

"Tribute to Women" luncheon held May 25 in Pittsburgh. Dot is a shareholder at Eckert having been previously with Buchanan Ingersoll and Dickie Mc Camey and Chilcote.

**Deborah Henry Epstein**, president and founder of Flex-Time Lawyers, LLC, sponsored a meeting of her organization on June 8, 2005, during which a lively discussion was held on the subject of "Women in Law and the Mommy Wars." The discussion featured guests Phyllis Horn Epstein, author of *Women-at-Law: Lessons Learned Along the Pathways to Success* and Miriam Peskowitz, author of *The Truth Behind the Mommy Wars: Who Decides What Makes a Good Mother*. Flex-Time Lawyers LLC and the Bridgette Mayer Gallery at 709 Walnut Street in Philadelphia sponsored an evening of networking and socializing surrounded by the artwork of painter Clark Gibson on July 21, 2005.

**Phyllis Horn Epstein**, partner with Epstein, Shapiro & Epstein, P.C., served as a speaker on tax and ethics on June 27, 2005, during a program sponsored by NBI titled, "Equitable Distribution in Divorce Settlements in Pennsylvania: Valuation, Tax and Other Issues."

**Andrea Geraghty** of Geraghty & Associates, P.C., Pittsburgh, has been elected to membership in the American College of Real Estate Lawyers. Membership in the college is by invitation after nomination and election by existing college members. Nomination and

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## Commission Members in the News

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election are based upon professional reputation, demonstrated ability, at least 10 years of substantial experience in real estate law and substantial contributions to the improvement of real estate law and practice, and creating a more informed bar and public in these matters through writing, teaching, bar or legislative activities or other public service. Additional information about the college can be found at [www.acrel.com](http://www.acrel.com)

**Melinda C. Ghilardi**, first assistant federal public defender in Scranton, Pa., proudly reports that she received the Athena Award presented by The Greater Scranton Chamber of Commerce on May 18, 2005. This was the first time the Scranton Chamber presented the award. Upon receiving her award, Melinda responded, "I am so honored to be the first recipient."

**Marie Milie Jones**, a partner and managing attorney in the law firm of Meyer, Darragh, Buckler, Bebenek & Eck, LLC, was named a 2005 Pennsylvania Super Lawyer.

**Penina Kessler Lieber** of the Pittsburgh office of Obermayer Rebmann recently served as course planner for the third annual PBI Nonprofit Institute in Philadelphia. She spoke on two topics — "Fundamental Transactions under Pennsylvania Nonprofit Corporation Law" and "The Potential for Conflict When Lawyers Serve on Nonprofit Boards of Directors." Ms. Lieber was named a 2005 Pennsylvania Super Lawyer.

**Suzanne S. Mayes**, a partner in

the Philadelphia offices of Saul Ewing LLP, recently organized and hosted the first annual Mid-Atlantic Women's Public Finance Forum on May 19, 2005, at The Ritz Carlton Hotel in Philadelphia. The featured speaker was Martha Mahan Haines, chief of the Office of Municipal Securities and assistant director of the Division of Market Regulation, U.S. Securities and Exchange Commission. The program included sessions addressing current securities law issues; understanding derivatives, alternative to fixed rate debt; and gender communication gaps.

**Superior Court Judge Joan Orie Melvin** recently was the keynote speaker at Berks County Bar Association's Law Day held on May 3, 2005. Her speech was titled "American Jury — We the People in Action." She addressed the importance of the right to a trial by jury and discussed the proposed recommendations set forth by the American Bar Association for improving the jury system into the 21<sup>st</sup> century. It was a very successful event that was well attended by members of the bench, bar and community. Judge Orie Melvin was also honored by the Berks County Bar Association with the Liberty Bell Award during the event.

Former president of the Pennsylvania Bar Association **Leslie Anne Miller** resigned her position as general counsel of the Commonwealth of Pennsylvania this past spring to allow her to more vigorously and without professional conflict, fulfill her fiduciary duties to the Dickinson School

of Law. Ms. Miller will be devoting her future efforts to prevent a move of the law school from Carlisle to State College.

**Rhoda Shear Neft** of Pittsburgh, Pa., and co-chair of the Commission for Women in the Profession, received a Special Achievement Award from the Pennsylvania Bar Association for her efforts as co-chair of the commission and for planning this year's leadership programs. Rhoda was appointed to the Pennsylvania Bar Association Task Force on Leadership Diversity.

We regret to report losing one of our members to a new location — **Kate Rittner**, formerly with the Attorney General's Health Care Section in Harrisburg, has gone to Washington, D.C., where she happily took up her new responsibilities with the U.S. Postal Service Civil Practice Section at the Washington, D.C., Headquarters on May 2, 2005. Kate can be reached at her new office: Ethics & Federal Requirements, Law Department — Civil Practice, U.S. Postal Service, 475 L'Enfant Plaza, Washington, D.C. 20260-1127; Ph: (202) 268-4277. We wish her the best.

**Lila Roomberg**, a partner in the firm of Ballard Spahr Andrews & Ingersoll LLP, received a Special Achievement Award from the Pennsylvania Bar Association for her work as editor of the Commission on Women in the Profession's newsletter, "Voices and Views." She also worked to ensure the success of the commis-

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## Commission Members in the News

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sion's online directory.

**Bonnie S. Stein**, a partner and chair of the Litigation Department in the firm of Curtin & Heefner, LLP, located in Morrisville, Pa., Philadelphia, Pa., and Trenton, NJ, was a course planner and presenter for a seminar sponsored by the Bucks County Bar Association titled, "The Ins and Outs of Bad Faith."

On May 25, 2005, **Sandra W. Upor** was sworn in as judge of the Court of Common Pleas of Somerset County to fill a vacancy that has existed since Judge Gibson was elevated to the federal bench. She was nominated by Governor Rendell and was confirmed unan-

imously by the Senate to fill the position in which she will serve until January 2006. Ms. Upor is the first woman ever to serve as a common pleas judge in Somerset County.

The Philadelphia office of Saul Ewing LLP recently announced the addition of **Karen Jackson Vaughn** as its diversity program manager.

**Kathleen Wilkinson**, partner in the firm of Wilson Elser Moskowitz Edelman & Dicker and co-chair of the Commission for Women in the Profession, received a Special Achievement Award from the Pennsylvania Bar Association for her efforts as co-chair of the commission and for

planning this year's leadership programs.

**Laura Williams** has been appointed to the newly-created position of vice president and general counsel at Giant Food Stores, LLC. In her position, Laura will be responsible for supporting the legal needs of the overall business on a wide variety of matters. Giant Food Stores, LLC, headquartered in Carlisle, Pa., is one of the leading supermarket operations in the U.S. and is a subsidiary of Ahold.

**Janis L. Wilson** of Philadelphia was elected at the Pennsylvania Bar Association Annual Meeting to chair the Civil Litigation Section, the largest section in the PBA. Janis served previously as

## Photos from the Annual WIP Conference

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*Rhoda Neft, Justice Newman, Michael Reed, Joanne Ross Wilder & Kathleen Wilkinson.*



*Pa. Superior Court Judge Maureen Lally-Green congratulates Justice Newman on receiving the Anne Alpern Award.*

# Commission on Women in the Profession Conference Call & Meeting Schedule for 2005-2006

- **Wednesday, Sept. 14 — Full commission meeting. There will be at least three sites scheduled. Lunch will be served at 11:45 a.m. The call will begin at 12:15 p.m.**
- Wednesday, Oct. 12 — Council conference call. The call will begin at noon.
- **Friday, Oct. 21 — Full commission. The meeting will be held in conjunction with the Annual Retreat in State College.**
- Wednesday, Nov. 9 — Council conference call. The call will begin at noon.
- Wednesday, Dec. 14 — Council conference call. The call will begin at noon.
- Wednesday, Jan. 11, 2006 — Council conference call. The call will begin at noon.
- **Wednesday, Feb. 8, 2006 — Full commission meeting. There will be at least three sites scheduled. Lunch will be served at 11:45 a.m. The call will begin at 12:15 p.m.**
- Wednesday, March 8 — Council conference call. The call will begin at noon.
- Wednesday, April 12 — Council conference call. The call will begin at noon.
- Wednesday, May 10 — Council conference call. The call will begin at noon.
- **Wednesday, June 7 — Full commission will meet at the Annual Meeting in Hershey.**

**Full Commission:** all members of the commission are invited to attend these meetings. There will be sites in Philadelphia, Pittsburgh and Harrisburg. Other locations also may be scheduled. Participants meet at the location nearest to their office, have lunch and then the sites are connected by conference call. **Council Conference Calls:** Attended only by members of the Commission Council.

## Your PBA Listserv

**To subscribe** to the WIP listserv, complete the form on the front page of the PBA Web site ([www.pabar.org](http://www.pabar.org)). Once subscribed to the listserv you will get the following confirmation message:

"File sent due to actions of administrator [traci.raho@pabar.org](mailto:traci.raho@pabar.org)."

**To send a message** to members of the Commission on Women in the Profession listserv, address your e-mail to [Wip@list.pabar.org](mailto:Wip@list.pabar.org).

**To reply only to the sender**, hit "Reply," and type your personal reply to the sender. This response will only go to the sender, not to the entire listserv membership. You can manually add other recipients outside of the sender or the membership.

**To reply to the entire listserv membership**, hit "Reply to All," and type your response. This response will go to the sender and to the entire listserv membership.

**IMPORTANT: When you reply to the**



**message**, make sure that the listserv name is included either in the "to" or "cc" fields. If you see the listserv name with

"bounce" included in the name, remove that address. The "bounce" address is a black hole. You may have to manually add the listserv address to one of the address fields in order for your reply to make it to the members of that list.

**To unsubscribe**, send a message to [Wip-request@list.pabar.org](mailto:Wip-request@list.pabar.org) with "unsubscribe" in the subject.

**To change your e-mail address**, you must unsubscribe the old e-mail address using the old e-mail address and subscribe the new e-mail address using your new e-mail address. Sending an e-mail to the list will not change your e-mail address on the listserv.

**For customer service**, contact Traci Raho, PBA internet coordinator, (800) 932-0311, ext. 2255.

## Join the PBA Commission on Women in the Profession

The Commission on Women in the Profession continues to grow, a tribute to the commission's ability to provide women lawyers with a friendly venue for networking, mentoring and sharing experiences. All members of the PBA are welcome. We offer two convenient methods to join:

1. Check "Committee on Women in the Profession" on the next Committee Request form, which is available on the PBA Web site at [www.pabar.org](http://www.pabar.org). Click on "Committees Info, and then, click on "Committee Sign-Up Brochure." Complete the requested information and scroll down and check "Women in the Profession."
2. Contact Diann Stinney, PBA, 100 South Street, P.O. Box 186, Harrisburg, PA, 17108, e-mail: [diann.stinney@pabar.org](mailto:diann.stinney@pabar.org).

**REMEMBER: You must renew your commission membership each year.**