



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

## Surge in Membership Energizes Committees/ Women of Law and Business Network at Fall Retreat

By Phyllis Horn Epstein, Editor

In 2005, the PBA Commission on Women in the Profession was proud to list 269 women lawyers from across the commonwealth as members. Today, only two years later, there are over 750 women lawyers who are members of the Commission. More and more, women lawyers are finding that the Commission is a great place to be involved.

This edition of "Voices and Views" has a number of articles that reflect upon the opportunities that are found within the Commission. Most notably are our committees and advisory task forces, which have been hard at work creating programs, reaching out and promoting women attorneys. These groups are open year-round to new members. If you have not yet joined a committee, consider lending your energies to one of those mentioned. Contact the chair(s) and offer your ideas or pitch in and lend a hand. Committees are a great way to network and contribute to making this Commission reflect your interests and serve our community.

The Commission takes great pride in its new Advisory Task Force for Public Service. Last year, for the first time under the leadership of

Nancy Conrad, we sponsored two teams in the Susan G. Komen Race for the Cure. This year, with the addition of Abby DeBlassio as co-chair of the Task Force in Western Pennsylvania, we expect our participation to grow.

Our Diversity Task Force addresses at all levels of programming the concerns we have for advancing women of all backgrounds among us. Take a look at the thoughtful and informative report submitted by Shelley Goldner, chair of this task force.

Our Mentoring Task Force has produced a stellar mentoring program under the leadership of Pamela Day and Linda Kelly. It is up and running and can be accessed online. We encourage our more seasoned lawyers to register as mentors by following the URL found on Page 15. Your participation will make this new program the success it should be.

The Commission held its Fall Retreat in State College on Nov. 16 and 17. The retreat was co-sponsored by the Penn State Smeal College of Business, and attended by women MBA students and women law students and professors from the Penn State Dickinson School of Law. Our event was energized by the opportunity to network with professional

women from law and business backgrounds. Alyson Oswald and Ingrid Lundberg were the retreat co-chairs and offer a full description of the event in their article that appears on Page 4 in this edition. We are most proud to report that women from 20 counties in Pennsylvania attended. We were honored to present our dinner speakers: Dr. James Thomas, dean

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## Surge in Membership Energizes Committees/ Women of Law and Business Network at Fall Retreat

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of the Penn State Smeal College of Business; Andrew Susko, PBA president; and Carla D. Pratt, associate dean for Academic Affairs and professor of law, The Penn State Dickinson School of Law.

The Commission looks forward to an active 2008 with midyear programs, awards to be bestowed and an annual program in Hershey that is shaping up to be exceptional.



Dear Retreat Attendees,

*The response to our Community Service Project was overwhelming! Your generous support of this endeavor was an inspiration to all of us. All of the families were touched and appreciative of what we were able to give them. And, because of your generosity, each family not only received a large box of items to complete a full Thanksgiving meal, but also other pantry basics like flour, sugar, milk, eggs and bread, as well as child-friendly items like cereal, macaroni and cheese and peanut butter. Each family also received a small gift bag with special treats that included crayons and markers for the children, and items just for mom.*

Thank you all very much,  
Renee Myers and Lisa Woodburn  
Community Service Project Co-Coordinators

## "Voices and Views" Encourages Your Submissions

The editors of "Voices and Views" encourage our membership to contribute articles and announcements to the next edition. We are providing the following schedule to help you meet our deadlines for publication as well as a list of topics we are open to publishing:

- I. Articles of Interest
- II. Book Reviews
- III. Save the Date Notices
- IV. Members in the News
- V. Photos of Members at Events

### Submission Deadlines:

Spring 2008 Edition: April 1, 2008  
Fall 2008 Edition: July 31, 2008  
Winter 2009 Edition: Nov. 30, 2008

### Please send information, news and articles to:

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### Thanks to these additions to our editorial staff:

#### Book Review Editor:

Joann Jofery

#### Committee Reports Editors:

Kellie MacCready  
and Shirley Makuta

## PBA Commission on Women in the Profession Leadership

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## Diversity Advisory Task Force Explores Survey

By Shelley Goldner

The Diversity Advisory Task Force's mission is to find ways to encourage women of all backgrounds to join and be active in the WIP and the PBA and to meet needs unique to women lawyers. The way to start this process is to work to better understand the needs of women in the profession, including the challenges and obstacles faced in securing the full participation of women in the PBA, the WIP, and the legal profession at large. The Task Force is exploring a large scale needs assessment with the help of the WIP and the PBA.

Here is what we know. According to the most recent data, in Pennsylvania, women total 29.8 percent of lawyers in private practice, 37.2 percent of lawyers in public defender offices, and 40.8 percent of lawyers in district attorneys' offices.<sup>1</sup> Yet women account for only 28.6 percent of the PBA membership and an even smaller percentage of PBA leadership.<sup>2</sup> Less

Less than 10 percent of women in the PBA are members of the WIP, even though the WIP is the largest committee by far within the PBA.<sup>3</sup>

than 10 percent of women in the PBA are members of the WIP, even though the WIP is the largest committee by far within the PBA.<sup>3</sup> We also know that those women who are members of the PBA tend to practice in large, urban counties within the state.

What we don't know is why women continue to be underrepresented in practice, in the PBA and even uninvolved in large measure in the WIP.

What we don't know is why women continue to be underrepresented in practice, in the PBA and even uninvolved in large measure in the WIP. Understanding the challenges women

face within the profession and what obstacles prevent or discourage them from being actively involved in the PBA and the WIP will help us target our efforts to address those challenges.

The Task Force hopes to use electronic surveys, focus groups and individual interviews to gather information. Then we want to make specific recommendations for the PBA, WIP and/or Diversity Advisory Task Force to put into practice to most effectively reach out to women of all backgrounds within the profession, to overcome existing or perceived obstacles, and to encourage their active participation in the bar.

For further information, or to join the Task Force, contact Shelley Goldner at goldnersr@hamburg-golden.com.

<sup>1</sup> PBA Women in the Profession 13th Annual Report Card (2007).

<sup>2</sup> *Id.*

<sup>3</sup> *Id.*



## 29th Annual Conference of the National Association of Women Judges Held in Philadelphia

The 29th Annual Conference of the National Association of Women Judges (NAWJ) was held in Philadelphia on Nov. 7-11, and was co-chaired by Judge Norma L. Shapiro and Judge Carolyn Engel Temin. Many Commission members participated in the planning of this notable event, including Roberta Liebenberg as Friends Committee co-chair; Bunny Baum as Executive Committee chair; Judge Phyllis W. Beck and Judge Anita B. Brody as Education Committee co-chairs; Wanda E. Flowers, Jane Dalton, Kathleen Wilkinson, Leslie Miller, Ria Momblanco, Bernadine Munley and

Lorraine Koc as committee members, to name just a few.

The NAWJ was founded in 1979. Its mission is "to promote the judicial role of protecting the rights of individuals under the rule of law through strong, committed, diverse judicial leadership, fairness and equality in the courts, and equal access to justice." The event, which extended over five days, was attended by women judges from across the country and around the world. Among the topics presented were: "Public Perception of Women Judges," "Separation of Powers: What Does it Mean?," "The Innocence Project" and "Gender and

Sexuality Law in the 21st Century."

Many fascinating speakers and panelists attended the meeting including author Lisa Scottoline; Dr. Judith Rodin, president of the Rockefeller Foundation; Ambassador Shirin R. Tahir-Kheli, senior advisor to the secretary of state for Women's Empowerment; Gov. Ed Rendell; Mayor John Street and Justice Cynthia Baldwin.

The Commission is pleased to have had many of its members in attendance at the Annual Conference Friends Luncheon in support of the NAWJ.



# Fall Retreat Committee Report



*This year, the Fall Retreat attendees were too numerous to fit in front of the Nittany Lion Inn fireplace.*

*By Aly Oswald and Ingrid Lundberg,  
2007 Retreat Co-Chairs*

Thank you to all for the successful Friday, Nov. 16 and Saturday, Nov. 17 WIP Fall Retreat, which was cosponsored by the Penn State Smeal College of Business. We had an excellent attendance, with more than 75 WIP registrations, plus 30 guests from Smeal.

Our community service project that provided Thanksgiving dinners to four families was coordinated by Lisa Woodburn and Renee Mattei Myers. Mary Doherty organized the mentoring pairs for new retreat attendees. Friday evening began with an opportunity for all attendees to informally meet and discuss issues with PBA leaders Andy Susko, Dale

*PBA President Andy Susko spoke to the group at dinner Friday evening.*



McClain, Penina Lieber, and executives Barry Simpson and Fran O'Rourke – followed by dinner and networking with members of the Commission and guests of the College of Business and the School of Law.

Saturday's program began with an excellent breakfast meeting, a discussion of PBA leadership and a dedicated, cooperative spirit as we move forward into the next year's exciting programs. Following breakfast, there was an opportunity to attend two of three possible sessions. Two CLE credits were available for only \$30 for the following panel sessions:

- I. In-House Counsel: Explored a variety of issues from the perspective of in-house counsel, corporate counsel in private firms and business leaders. Presenters: Wanda Flowers, Audrey Talley, Joan Weinman Schwartz, Katherine Marie Kelton, Ariel Lager, with moderator Phyllis Horn Epstein.
- II. Financial Aspects of Law and Business: Understanding and Interpreting Financial Statements: What is That Company Really Worth? What a lawyer should know in representing corporations, in litigation or divorce

actions or collecting debts. Presenter: Greg Griffiths, with moderator Aly Oswald.

- III. Lifecycle of a Small and Solo Law Firm and Business: Answering our members requests for small and solo firm-targeted programs, this was a generational review by new and experienced attorneys of business firms, issues in hiring and firing, current status of the Equal Pay Act, Family Leave Act and other issues for small and solo practices. Presenters: Shelley Goldner, Marion Laffey-Ferry, Linda Berman, Jennifer P. Bierly and Nancy Jean LaMont, with moderator Abby DeBlassio.

We express a deep sense of gratitude to all those listed in our report, to Smeal Coordinator Anne Johnson; PBA staff Emily Lewis, Fran O'Rourke and Janell Klein; PBI Coordinator Stacey Thomas; Penn State Hospitality Services Service Manager Delyn M. Walker and PBA WIP Co-chairs Phyllis Horn Epstein and Dana Baiocco, and all the attendees who made this retreat possible. We have completed our 2007 Fall Retreat committee work. Happy Holidays to all!



## "Scene" at the Fall Retreat, Nov. 16 and 17 at Penn State



Michelle Christian and Lisa Woodburn The In-House Counsel panel provided a wide variety of perspectives.



Phyllis Horn Epstein, Gretchen Mundorff and Lori Shemtob



Jackie Shogun, Penina Lieber and Barry Simpson



This audience was obviously engaged by the presenters.



Dale McClain and Pat Zucker

Find more photos by clicking on "WIP 2007 Retreat Photos" at [www.pabar.org/public/committees/womenprf/meetings/](http://www.pabar.org/public/committees/womenprf/meetings/)

# WIP Committee Reports

*Edited by Kellie MacCready  
and Shirley Makuta*

The various WIP committees and task forces continue to be very active. All WIP members are encouraged to become involved in the group(s) of their choice to encourage the growth and vitality of the Commission.

## **Annual Conference Committee**

*Submitted by Lisa M. Watson*

Planning is underway for the WIP Annual Conference. The committee is in the process of securing a dynamic keynote speaker for the luncheon. The topic of the keynote speech will guide other aspects of the program. The theme of the conference will be emphasized during each of the CLE programs, as well as through the luncheon. When the Committee secures the keynote speaker, the design of the morning and afternoon CLE programs will begin. The program will end with a joint reception sponsored by the Commission and other PBA committees. The Committee is also beginning its fundraising efforts to cover the costs associated with speakers, panelists and other expenses, by contacting those law firms that contributed in the past, along with new firms that have been added to the contact list.

## **Board of Governors**

*Submitted by Penina K. Lieber*

The Pennsylvania Bar Association Board of Governors met at the newly re-opened Bedford Springs Resort on Sept. 28. This marked a nostalgic homecoming for the PBA, since the very first PBA meeting was held at the resort on July 10, 1895. During the past few months, much of the Board's attention has been focused on supporting President Andy Susko's efforts to combat the "Clean Sweep" movement intended to unseat judges up for retention. The PBA successful-

ly deflected much of the media attention and focused on the critical need to protect judicial independence. Zone Governors and the Minority and Woman Governor were asked to join the PABAR-PAC and to support PBA-sponsored legislative initiatives.

The WIP has a three-year action plan designed to measure its continuing success in advancing women within the Association. WIP is proud to note that it will soon have the second woman president of the Association (Gretchen Mundorff) and that it currently has a woman as chair of the House of Delegates (Kathy Manderino). WIP has grown in members and influence, as have the numbers of women serving as chairs and co-chairs of the various Sections and Committees.

To better serve the interest of recruiting women to leadership positions at the PBA, President Susko has formed the PBA Leadership Recruitment and Development Committee under the direction of Judge Norma Shapiro. This committee is charged with the responsibility of identifying and promoting women interested in leadership positions in their respective zones and the Association as a whole. The Committee encourages Commission members to contact Penina Lieber if they have questions or wish to be considered.

## **Mentoring Advisory Task Force**

*Submitted by Pamela Day*

The Mentoring Advisory Task Force is pleased to announce that the LINK Mentoring Program was recently launched. Information about the program, including applications for mentors and mentees, is available on the Pennsylvania Bar Association Web site at [www.pabar.org/public/committees/womenprf/Membership/mentoringprogram.asp](http://www.pabar.org/public/committees/womenprf/Membership/mentoringprogram.asp). All members of WIP were e-mailed about the launch of the program and encouraged to sign up. Additional e-mail

reminders will be sent over the next few weeks. Emily Lewis at the PBA is the contact person for applications from WIP members. The committee has also created a promotional piece on LINK that will run regularly in the "Voices & Views" newsletter. Shelley Goldner, committee member, promoted the program at the retreat.

Questions regarding the LINK program should be directed to the Commission's Mentoring Advisory Task Force co-chairs: Pamela Day at [pday@pitt.edu](mailto:pday@pitt.edu), or Linda Kelly, [Linda.Kelly@usdoj.gov](mailto:Linda.Kelly@usdoj.gov).

## **Promotion of Women Committee**

*Submitted by Jackie Shogan*

The Promotion of Women Committee met by conference call on Oct. 4. The role of the Committee in planning the midyear meetings and in promoting women attorneys throughout the state was discussed. Several Committee members will be working with the Quality of Life Committee in planning the midyear meetings, which will again be held in Philadelphia, Harrisburg and Pittsburgh. A moderator from FlexTime, L.C. is committed to speak in Philadelphia and Harrisburg and would be willing to also speak in Pittsburgh.

The Committee also discussed a number of ways to promote WIP members. Encouraging the membership to consider other members for awards and special recognition was specifically discussed. Committee representatives from Philadelphia, Harrisburg and Pittsburgh were appointed to research the various awards available in their areas. The WIP membership should also be considering WIP members for nomination as "Super Lawyers" and "Best Lawyers." Members are reminded to add or update their biographies to the online WIP Directory so that they are

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## WIP Committee Reports

(Continued from Page 6)

familiar with each other's backgrounds. Some speakers and topics for the annual meeting were also discussed.

### Public Service Task Force

*Submitted by Nancy Conrad*

In 2007, the first year for the WIP Public Service Task Force, the WIP entered teams in the Susan G. Komen Race for the Cure in Philadelphia and Pittsburgh. The Task Force intends to continue with this event and increase the number of participants and monies raised for this cause. Plans are underway for the May 11, 2008 Komen events.

The Task Force has drafted the following mission statement: "The overall mission of the WIP Public Service Task Force is to promote and provide service opportunities for our members. The Task Force will identify and coordinate one or two projects a year that raise awareness, and funding for programs that enhance the health, well-being and power of women in our membership, our communities and our world." The Task Force seeks input and comments on the mission statement from the members of the Task Force, as well as Commission members.

Recently, several Commission members have joined the Task Force. We welcome additional members. Please contact Nancy Conrad at [conradn@whiteandwilliams.com](mailto:conradn@whiteandwilliams.com) if you would like to participate.

### Quality of Life Committee

*Submitted by Karen Jackson Vaughn*

The Quality of Life Committee (QOL) gets together by conference call. The Committee's major project for 2008, in conjunction with the Promotion of Women Committee, is to plan the WIP Midyear Meetings, which take place in Harrisburg, Philadelphia and Pittsburgh — generally during March in honor of

Women's History Month. For these events, the group envisions panel discussions, either on the re-entry question, cross-generational communication or a combination of the two, depending on member preference in each city. Other ongoing projects of QOL are to develop mechanisms for supporting members who live in areas of the state with few women lawyers and to host periodic roundtables throughout the commonwealth to bring together women lawyers at different stages in their careers to foster cooperative work, networking and problem-solving related to quality-of-life issues.

The door is always open for new members! Interested persons should contact the co-chairs of the Committee: Shira Goodman at [Goodman@pmconline.org](mailto:Goodman@pmconline.org) or Karen Jackson Vaughn at [kvaughn@saul.com](mailto:kvaughn@saul.com). Your participation and input are welcome.

### Report Card Committee

*Submitted by Marina Angel*

In early January, the Committee will send out questionnaires to Pennsylvania's 100 largest law firms, as well as from district attorney and public defender offices. The Committee expects a high response rate from firms this year and, to that end, is double-checking current firm contact information.

For the first time, the Committee will send contact information for each of Pennsylvania's 100 largest law firms to Commission members, so that members at each firm may encourage complete replies from the contact persons at their firms.

The Committee is currently revising its survey instruments. Because we have found that some firms include contract attorneys and attorneys from temporary placement agencies under the term "associates," this year's survey will differentiate between associates on partnership

track and contract attorneys, attorneys from temporary placement agencies and others. The Committee welcomes assistance from Commission members in drafting the survey instruments.

In previous surveys, the Committee has asked for information from firms regarding their partners, equity partners and shareholders. A small number of firms have refused to provide such information. The Committee, however, is hopeful that assistance from Commission members at various firms will help us obtain complete information.

*All WIP committees are encouraged to submit reports for upcoming issues of "Voices & Views." Reports for the next issue will be due in early April. As your committees meet, please consider providing a report to Kellie MacCready at [kellie.maccready@obermayer.com](mailto:kellie.maccready@obermayer.com) or Shirley A. Makuta at [makutalaw@verizon.net](mailto:makutalaw@verizon.net).*

*Kellie MacCready is an associate with Obermayer Rebmann Maxwell & Hippel L.L.P. She is a member of the firm's Litigation Department and concentrates her practice in the areas of civil and commercial litigation. Shirley Makuta is a sole practitioner in Westmoreland and Allegheny counties with a practice focusing on family law and elder law.*



## Join A Committee

Now that we have over 750 members of the Commission on Women in the Profession, we welcome the involvement of each member in the committees of the WIP. The committees are as varied as the women who populate the Commission. Please study the list of committees and contact either the Membership chairs, Mary Cushing Doherty ([mcdoherty@highswartz.com](mailto:mcdoherty@highswartz.com)) or Linda Berman ([lfbermanesq@msn.com](mailto:lfbermanesq@msn.com)), or the individual committee chairs listed below.

See below for a synopsis of what each committee does, and find your niche. Participation in committees is generally by conference call, with face-to-face meetings as needed.

Thank you for your involvement in the Commission. Involvement in the committees is critical in order to make a difference in the bar association and in our legal community.

### *Do you like to organize meetings?*

#### RETREAT

**Ingrid Lundberg:**

[ilundberg@dmclaw.com](mailto:ilundberg@dmclaw.com)

**Alyson Oswald:**

[alyson.oswald@dechert.com](mailto:alyson.oswald@dechert.com)

Held in October/November; usually a mid-state location from Friday evening to mid-day Saturday; help develop the theme and presentations. Plan to become involved for next year.

#### 2008 ANNUAL CONFERENCE

**Lisa Watson:** [lwatson@pwdc.org](mailto:lwatson@pwdc.org)

**Lisa Woodburn:**

[lwoodburn@angino-rovner.com](mailto:lwoodburn@angino-rovner.com)

Held in May/June; One day out of three-day PBA Meeting; help plan CLE and the luncheon keynote speaker.

### *Do you want to empower women?*

#### PROMOTION OF WOMEN

**Jackie Shogan:**

[jshogan@thorpreed.com](mailto:jshogan@thorpreed.com)

**Mary Sue Ramsden:**

[mrmsden@rrrlaw.com](mailto:mrmsden@rrrlaw.com)

Help organize the spring meeting in Philadelphia, Harrisburg or Pittsburgh. Develop programs to promote and showcase women attorneys.

#### MENTOR

**Pamela Day:** [pday@pitt.edu](mailto:pday@pitt.edu)

**Linda Kelly:** [Linda.Kelly@usdoj.gov](mailto:Linda.Kelly@usdoj.gov)

Help seasoned and less-experienced lawyers meet and provide support.

#### AWARDS

**Lila Roomberg:**

[roomberg@ballardspahr.com](mailto:roomberg@ballardspahr.com)

**Hon Norma L. Shapiro:**

[judge\\_norma\\_shapiro@paed.uscourts.gov](mailto:judge_norma_shapiro@paed.uscourts.gov)

At the annual meeting, WIP confers two awards: for leadership/mentoring women and for a woman litigator.

#### REPORT CARD

**Melinda Ghilardi:**

[melinda\\_ghilardi@fd.org](mailto:melinda_ghilardi@fd.org)

**Marina Angel:**

[marina.angel@temple.edu](mailto:marina.angel@temple.edu)

Annually survey the state's 100 largest law firms to recognize one firm for promoting women to leadership positions.

### *Do you want to help with the structure of WIP?*

#### COMMUNICATIONS

**Phyllis Horn Epstein:**

[phyllis@eselaw.com](mailto:phyllis@eselaw.com)

**Renee Bergmann:**

[rbergmann@nixonpeabody.com](mailto:rbergmann@nixonpeabody.com)

Our "Voices and Views" newsletter needs your regular submissions. Help enlist others to contribute.

#### GOVERNANCE

**Hon. Maureen Lally Green:**

[lallygreen@yahoo.com](mailto:lallygreen@yahoo.com)

Do our bylaws reflect the needs of the WIP? Is our status as a Committee the right fit?

#### MEMBERSHIP

**Linda Berman:**

[lfbermanesq@msn.com](mailto:lfbermanesq@msn.com)

**Mary Doherty:**

[mcdoherty@highswartz.com](mailto:mcdoherty@highswartz.com)

How do we attract new members? With over 750 WIP members, how can we serve them better? How do we encourage greater participation?

#### NOMINATIONS

**Hon Donetta Ambrose:**

[judge\\_Donetta\\_Ambrose@pawd.uscourts.gov](mailto:judge_Donetta_Ambrose@pawd.uscourts.gov)

[pawd.uscourts.gov](mailto:pawd.uscourts.gov)

**Rhoda Neft:** [neft@genco.com](mailto:neft@genco.com)

We have two co-chairs and two vice-chairs – whom should we tap to lead the WIP in the future?

### *Do you value service to women and the community?*

#### QUALITY OF LIFE

**Shira Goodman:**

[goodman@pmconline.org](mailto:goodman@pmconline.org)

**Karen Jackson Vaughn:**

[kvaughn@saul.com](mailto:kvaughn@saul.com)

Women together can identify the stressors and the solutions – the WIP takes a leadership role to defend the right of lawyers to have balanced lives.

#### DIVERSITY

**Shelley Goldner:**

[goldnersr@hamburg-golden.com](mailto:goldnersr@hamburg-golden.com)

Our legal community needs to reflect the diversity of our greater community – WIP seeks to identify opportunities for diverse women and encourage leadership.

#### PUBLIC SERVICE

**Nancy Conrad**

[conradn@whiteandwilliams.com](mailto:conradn@whiteandwilliams.com)

**Abby DeBlassio:**

[deblassiolaw@aol.com](mailto:deblassiolaw@aol.com)

Race for the Cure, promote business-women in developing countries – Identify service opportunities and provide support for causes that affect women.



## Book Review

# Living in a Foreign Language

### Living in a Foreign Language

By Michael Tucker,  
Atlantic Monthly Press, Copyright 2007  
Review by Joann Jofery

Once in awhile you come across a writer so skilled that the writer transports you into the book. If you find yourself craving Italian food, let Michael Tucker take you to Italy in *Living in a Foreign Language*.

Now for you trivia buffs wondering why his name is familiar, Michael Tucker and his wife, Jill Eikenberry, were two of the stars of *L.A. Law*. After the show was cancelled, they moved to northern California and then made their way to the Umbrian countryside in Italy.

I found myself tasting the food and feeling the bumps on the drives to Rome.

While this moving to Italy sounds more like a magazine article than a book, Tucker's descriptions are so vivid and so engaging that I found myself tasting the food and feeling the bumps on the drives to Rome. His descriptions of their Italian language classes are absolutely priceless.

The philosophy, if you will, of the book I found particularly moving. Just as Tucker and Eikenberry were being cast in *L.A. Law*, Eikenberry was diagnosed with cancer. That brush with mortality unalterably influenced their priorities. They make no apologies for savoring the place of their lives in Italy. Their enthusiasm is contagious.

Tucker's vivid descriptions and open appreciation of things we often ignore blend the philosophy, the style and the content.

The book does seem to go from one meal to the next sometimes, but I really didn't mind that. It acted for me as a constant reminder to appreci-

ate the moments we ignore: coffee with a friend, lunch with a parent or sibling, Friday evening drinks at the Commission retreat.

It acted for me as a constant reminder to appreciate the moments we ignore: coffee with a friend, lunch with a parent or sibling, Friday evening drinks at the Commission retreat.

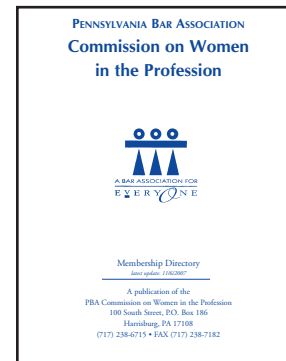
I also found myself admiring their courageous decision-making: they bought a house in Italy without any of the standard precautions real estate lawyers take for granted, like inspections and escrow conditions. The descriptions of the meals, the people, the stores, the shopping, the travel and the love they share with each other, their children and their friends are all so inviting.

I first learned of the book watching an interview with Tucker and Eikenberry on the *CBS Morning Show*. It's Tucker's second book. (I've not read his first.) His style though, is such a good read that I'd be tempted to try him again. I heartily recommend this book for the top of the pile you have to take on vacation, read when you get snowed in, or when you just can't handle another law book.

Please contact the book review editor with suggested books, reviews or comments: Joann M. Jofery, 19 Jefferson Avenue, Sharon, PA 16146, (724) 981-6682.



## WIP Member Directory



The Directory of the members of the Commission on Women in the Profession is available on the PBA Web site, at [www.pabar.org/pdf/WIPdirectoryBW.pdf](http://www.pabar.org/pdf/WIPdirectoryBW.pdf). 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 at [www.pabar.org/public/committees/womenprf/Membership/wipupdateform.asp](http://www.pabar.org/public/committees/womenprf/Membership/wipupdateform.asp). It is on the Members-Only side so you will need your Pennsylvania Bar Association user name and password. If possible, also send your photograph to Patricia Graybill, P.O. Box 186, Harrisburg, PA 17108-0186; 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 areas of the commonwealth. This network of friends can be of immeasurable help in your satisfaction with and success in the law.

## **Book Review**

# **Beyond Reason**

### **Beyond Reason**

By Roger Fisher and Daniel Shapiro,  
Penguin Books, Copyright 2005  
Review by Mary Kate Coleman,  
Riley, Hewitt, Witte & Romano P.C.,  
Pittsburgh

Although this book made it onto my reading list because I have an interest in mediation and negotiation, one does not have to be a mediator or professional negotiator to benefit from its content. As the authors point out, everyone negotiates every day – whether as a family member, friend, employee or business person. I felt that the authors succeeded in their goal of addressing the question of how to handle emotions and relationship issues in negotiations.

This is the third book by Roger Fisher that I have read – the other two being *Getting to Yes* and *Getting Together*. Fisher teaches negotiation at Harvard Law School and I was fortunate to have been able to take his negotiation workshop. Shapiro, who

was the keynote speaker at PBI's 2007 ADR Institute, is a colleague of Fisher's from Harvard Law School. He holds a doctorate in clinical psychology and specializes in the psychology of negotiation. The book was the result of a natural collaboration between a negotiator interested in psychology and a psychologist interested in negotiation.

If you read and liked *Getting to Yes* or *Getting Together*, you probably will like this book. It is written in the same style – easy to read with lots of real-life examples that illustrate the authors' points. While *Beyond Reason* is a logical extension of the other two books, you do not need to have read the other two books to enjoy it. If you engage in interest-based negotiations or mediations, you will recognize familiar concepts. Other readers may appreciate the authors' common-sense approach to coming to agreement.

The book discusses the five core concerns, or human wants, that are important to most people in almost all

negotiations. Understanding these core concerns will help your negotiations proceed more smoothly and can help you build better relationships.

The book also contains practical advice on how to deal with strong negative emotions, whether they are your own or the those of the person with whom you are negotiating. The authors believe that strong negative emotions are triggered when a core concern is not being met. Understanding the cause of strong negative emotions is the first step in saving a negotiation that is not going well.

I really liked this book and am glad to be able to add it to my collection.

A laminated card came with the book and condensed the book's teachings for easy reference. The book reinforced some things that I already knew or intuited and offers helpful advice to improve future negotiations.



### **Join a PBA WIP Team for the Cure May 11, 2008 Susan G. Komen Race for the Cure**

For Information about the Philadelphia team,  
contact Philadelphia Team Captain Nancy Conrad  
at [conradn@whiteandwilliams.com](mailto:conradn@whiteandwilliams.com)

For Information about the Pittsburgh team,  
contact Pittsburgh Team Captain Abby DeBlasio  
at [deblasiolaw@aol.com](mailto:deblasiolaw@aol.com)



**Join our Team and Encourage Your Colleagues,  
Family and Friends to Join our Team for the Cure.  
Registration information will be available in January 2008.**

Current event information at [cms.komen.org/komen/NewsEvents/RacefortheCure/index.htm](http://cms.komen.org/komen/NewsEvents/RacefortheCure/index.htm)

## Being Both a Responsible Mentor and Mentee

By Renee F. Bergmann

The Commission has started its mentoring program — one that will produce professional, and perhaps even personal, friendships as women are paired as mentors and mentees. As with the launch of any new program, we enter this program with hope — hope that it produces confident women leaders at all levels in the Commission's pipeline.

I realized the particular importance of mentoring to young lawyers as I was recently interviewing a summer associate. He was a second-year student, a confident and well-spoken student who had been through the trauma of his first year and was settled into enjoying his second-year classes. He was full of hopes and dreams and very interested in the firm. Near the close of the interview he asked me a very interesting question: "Please tell me about your mentoring experiences at the firm. Whichever firm, or firms, give me offers, I will be looking closely at their mentoring program and it is likely that I will choose the firm with the best mentoring program, as that is most important to me next summer."

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"Please tell me about your mentoring experiences at the firm. ... I will be looking closely at their mentoring program and it is likely that I will choose the firm with the best mentoring program, as that is most important to me ..."

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I did not expect this question, but I did have an answer. I explained to him that my personal experience as a mid-year lateral in a small satellite office, had not placed me in any formal mentoring program; however, I had always been able to find the men-

tors I needed and wanted, at all different stages of my career when I was actively looking for them. For instance, I keep in contact with a partner I used to practice with so as to occasionally bounce ideas off, or to discuss career issues when I do not want to talk to anyone within my firm. For everyday practice issues, I certainly have a range of several hundred lawyers within the firm I could call upon and feel comfortable doing so. Most importantly, for professional growth issues, I told him that right out of law school I joined the Commission on Women in the Profession, where I found role models and informal mentors, women who — even if they had not volunteered, filled out a form and been paired up with me — fit the bill. I explained to this budding young lawyer that he needed to find a similar group, a similar passion that interested him, and the mentors would emerge; but that I had found it equally important not to look to one person or group for advice. A range of opinions and perspectives have served me well, and if he did not believe anything else I said, he should take that bit of advice away with him.

I've done quite a few summer associate interviews over the last few weeks. But this was the first time I received a letter thanking me — genuinely thanking me — for my time. I hope to see him in the halls next summer.

Reading the *Philadelphia Inquirer* this morning,<sup>1</sup> I also noticed two significant articles regarding mentoring programs. The first was a letter to the editor from Sen. Arlen Specter introducing Philadelphia Mentoring Awareness Day on Nov. 12, at Ben Franklin High School. The project is designed both to celebrate and encourage mentoring because Sen. Specter believes that if every child has access to a caring adult, such as a mentor, it could turn one of those "at-risk" young people in the

right direction. I wish him the best of luck, not only for Philadelphia Mentoring Awareness Day, but for a long and successful program. Our city, facing a violent crime crisis at the moment, needs all the help it can get.

The second mentoring program featured in that edition of the *Inquirer* was the Youth Leadership Connectors Project. This mentoring program connects prominent lawyers, business executives and others successful in the business community with local teens who are firmly on the road to success, as well as some who are in danger of dropping out of the system but have shown promise if they can be led in the right direction. Elizabeth Dow, president and CEO of Leadership Philadelphia, was featured in the article as one of the mentors. Elizabeth spoke at our retreat several years ago. She will be mentoring Fairhill Community High student Lynn Knaggs, who is interested in becoming a lawyer. The program requires mentees to keep journals of their experiences as well as to perform community service projects. Ms. Knaggs is very lucky indeed to have Elizabeth for a mentor, but her success will depend upon how much she puts into the mentoring program and the relationship. I wish her the best as well.

As the Commission launches its mentoring program, we have several efforts, such as those mentioned above and many others, to look to for guidance. I'm certain that we all enter the program with the fresh hope of any new program, that it will be successful and will remain in place for years to come. But more than hope will be necessary. Each mentor and mentee will have to take responsibility for the relationship, by thinking about what it is they would like to take away, as well as give, to each other. It will take careful and thoughtful planning on the part of those pairing the mentor with the mentee,

(Continued on Page 12)

## Being Both a Responsible Mentor and Mentee

(Continued from Page 11)

which no doubt is already in process. But successful pairing can only take place if both mentors and mentees have taken the time in advance to think about what they want from the program. For instance, perhaps a younger lawyer who is just-married and thinking of starting a family is looking to be paired with someone who has been through it all and is now successfully juggling a family life and career. Or, perhaps the mentor is a senior lawyer who has been through the many stages of a career and is willing to be paired with a mid-level mentee who has just begun to pass through some of those career stages. The possibilities in-between are endless.

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Before your first meeting it may be a good idea to think about an overall goal for the relationship for each of you, and then perhaps select a topic of discussion before each meeting. The program has specific guidelines and both the mentor and mentee should be familiar with them.

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For those who have volunteered to act as a mentor, what is it that you would like to offer a younger lawyer and, realistically, how much time do you have to offer? Perhaps you do not want to discuss family issues and would like to keep the relationship and discussions only on a professional level. The relationship can only be a success if the ground rules are mutually agreed upon and understood. Examples of other areas that should be communicated early on in the relationship are how often do you, as the mentor, expect to be available to meet and how often does your mentee expect to meet? Are you going to talk on the phone, meet for coffee or have lunch on a regular schedule? Before

your first meeting it may be a good idea to think about an overall goal for the relationship for each of you, and then perhaps select a topic of discussion before each meeting. The program has specific guidelines and both the mentor and mentee should be familiar with them.

I recall two particularly unsuccessful mentoring relationships I had very early on in my career. The first was a match made by my law school. I do not recall any specifics of how the match was made, but I remember having lunch with a solo practitioner during my second year of law school in Philadelphia. By the time lunch was over, I had the sense that it was not likely that I would ever see this woman again. She was nice enough and was certainly being generous with her time, but our discussion had no agenda nor structure and, as a result, we did not accomplish much by the time the bill arrived. We also did not have anything in common, so I'm not sure how we were paired in the first place. In hindsight, if I would have invested more time in preparing for the meeting and completing a questionnaire more thoughtfully, rather than just showing up at a lunch waiting for a mentor to "have all the answers," this may have been a more successful mentoring experience.

My second, rather less-than-successful mentoring experience was also as a very young lawyer. I was paired with a senior lawyer in my firm. It seemed that I would have the opportunity to learn many practice issues; but I would be asking the very person who would be evaluating me and I did not feel comfortable asking questions that at the time to me seemed stupid. The meetings were unstructured and quite often would either be rescheduled or cancelled because an "emergency" arose. What was I to do? Ask for a new mentor? Not likely.

In hindsight, the common theme from both of these failed mentor/mentee relationships is that there was simply no structure to the mentoring encounter. As far as I could discern, there was no expectation for the relationship, nor its success, and no preparation by either mentor. As for myself as the mentee, I got out of the mentoring experience exactly what was put into it, which was not much. In these instances, neither the mentors nor the mentee was acting responsible for the success of the relationship.

With Pamela Day and Linda Kelly at the helm of the Commission's mentoring program, the program is in very capable hands. And whether we are volunteering as a mentor or a mentee, each has a distinct and separate responsibility for the success of the relationship. The Commission has a wealth of women from all backgrounds and experiences for young women mentees to draw upon. As I recently learned from my summer associate interview, you never stop learning from the perspectives of others. It is always best to enter each new encounter with a young lawyer assuming that they are just as likely to teach you something new, especially in light of today's multi-generational practice environment. The mentor/mentee experience can be an opportunity to learn from each other in a safe and comfortable environment for both.

I wish the Commission the best of luck with this new venture.

<sup>1</sup> Nov. 9, 2007.

*Renee F. Bergmann is an associate with Nixon Peabody in New York City and Philadelphia. She is a member of the Franchise and Distribution Team and specializes in commercial litigation.*



**Opinion****Moms Against Guns**

By Lila G. Roomberg

Lynne Honickman firmly believes that one person can change the world. A mother, grandmother, sister, friend and most generous citizen of Pennsylvania, Lynne says that she has had enough — enough of the senseless killing of children.

She has a history of supporting people and organizations devoted to children's health, education and quality of life. Now, she has stepped forward to establish Moms Against Guns, a forum for women to express their fury and communicate that passion to our representatives in Harrisburg. Lynne is emphatic when she says that she's not against the constitutional right to bear arms or in support of putting gun manufacturers and dealers out of business. She is, however, against guns that kill children and she is asking for our help. She is asking for all women who feel as she does to demonstrate their support by signing up on [www.momsagainstguns.org](http://www.momsagainstguns.org). The form is quick, easy and confidential. But your

messages will go to your representatives in the Pa. House and Senate, letting them know that there are thousands of moms who are in favor of reasonable and necessary gun control laws. Lynne has generously provided the funding for Moms Against Guns in order to make an impact on legislation in Pennsylvania. All that is required is your support.

We must unite to convince our elected representatives that they must support legislation to (1) eliminate straw purchases of guns; (2) require lost or stolen guns to be reported; (3) increase the penalty for receiving a stolen firearm; and (4) restrict purchasers to one gun a month.

We have been told over and over again that the National Rifle Association is too powerful, has the ear and loyalty of our legislators, and that no one cares about Philadelphia. It's just not true. But we can't give up. The president of the National Rifle Association sees no need for additional laws, nor does he see any room to negotiate. His response was to build more prisons. That's not the answer. We must convince our legislators that we mean business — and we vote!

Our current laws are simply not effective enough. Pennsylvanians know this. Based on recent surveys, most Pennsylvanians — not just those in large urban areas — want gun control. Seventy-one percent of Pennsylvania voters and 61 percent of gun owners support a statewide limit on gun purchases to one a month. Eighty-one percent believe that gun owners should be required to report lost or stolen guns. We, the voters, must tell those who represent us in the legislature how deeply we feel and how necessary their action is.

We are not alone. We see a growing level of gang violence in Pennsylvania moving far beyond large urban centers. This epidemic has spread to colleges, universities, schools, middle schools, and even elementary schools, resulting in guns in the hands of children and bullets in their bodies. We can stop this disease. The vaccine is your vote. Tell your legislators what you want done.

*The views expressed are those of the author and do not reflect any position taken by the executive council of the WIP.*



## Please Make Note of These Upcoming Events

**January 29- 31, 2008  
PBA MIDYEAR MEETING**

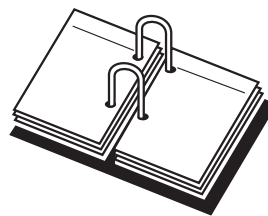
El Conquistador Resort &  
Golden Door Spa, Puerto Rico

**February 28 - March 1, 2008  
CONFERENCE OF COUNTY BAR  
LEADERS SEMINAR**

Nittany Lion Inn, State College

**March 6, 2008  
WIP MIDYEAR MEETING**

Philadelphia



**March 11, 2008  
WIP MIDYEAR MEETING**

Harrisburg

**April 8, 2008  
WIP MIDYEAR MEETING**

Pittsburgh

**May 11, 2008  
SUSAN G. KOMEN  
RACE FOR THE CURE**

Philadelphia, Pittsburgh  
and other locations  
[cms.komen.org/komen/  
NewsEvents/RacefortheCure/  
index.htm](http://cms.komen.org/komen/NewsEvents/RacefortheCure/index.htm)

**Unless otherwise noted,  
more details available at  
[www.pabar.org/  
calendar/index.asp](http://www.pabar.org/calendar/index.asp)**

## Commission Members in the News

### Phila. Attorney Drafts Cutting-Edge Guidebook for The Conference Board

**Deborah Weinstein**, principal of Philadelphia's The Weinstein Firm, is the author of the recently released *Putting Experience to Work – A Guide to Navigating Legal and Management Issues Relating to a Mature Workforce*. The *Guide* is a publication of the Conference Board, a leading business membership and research organization. The publication is designed to fill the gap in knowledge – legal, managerial and cultural – on how to engage mature workers and get the most from their knowledge and abilities.

The *Guide*, which has been featured in the *Financial Times*, is dif-

ferent from other publications on the topic because it weaves in legal background throughout and dispels much of the discomfort at beginning some of the delicate discussions surrounding mature worker management, including retirement options and succession planning.

In addition to writing the *Guide*, Deborah, who also teaches employment law at the Wharton School, has developed a turn-key training program that assists companies at getting the most out of the publication and prepares executives and managers to deal with the issues of the maturing workforce.

**Renee F. Bergmann** has again been selected as a "Rising Star" by *Philadelphia Magazine*. She also recently became a member of the New York State bar. Renee is a commercial litigator with Nixon Peabody L.L.P. She recently relocated her office in Philadelphia to Two Penn Center, Suite 200, and spends a portion of her time in the firm's NYC office.

**Nancy Conrad's** article "As Employment Discrimination Claims Become More Aggressive and Costly, Staff Training and Explicit Policies Become Essential" was published in the Sept./Oct. 2007 *Journal of Taxation and Regulation of Financial Institutions*. Nancy was a panelist in a recent webinar sponsored by Campus Outreach Services on "Sexual Assault Response Training: Judicial Boards."

**Jeanine L. DeBor** has been hired as the director of Law Alumni Relations at Duquesne University. Jeanine received her B.A. *cum laude* from

Duquesne University and her J.D. from The Dickinson School of Law. She most recently was a child advocate at KidsVoice, representing abused and neglected children in Allegheny County. She previously practiced law in the areas of workers' compensation, social security, disability and commercial litigation. Jeanine is president of Soroptimist International of Pittsburgh, secretary of the Women in the Law Division of the Allegheny County Bar Association, and a deacon in her church.

**Phyllis Horn Epstein**, of Epstein Shapiro & Epstein, P.C. was recently appointed to a term in the Pennsylvania Bar Association's House of Delegates, representing Zone 1.

Phyllis was a panelist at a transactional skills workshop this November at Temple University's Beasley School of Law. The program was designed to offer insight into the nature of a transactional practice and the art of persuasive negotiations.

This fall, Phyllis represented the WIP as a panelist at the second PBA Diversity Summit, held in Philadelphia. Following the Summit, she took part in the Third Annual Statewide Liaison Meeting of Pa., attended by representatives from IRS Stakeholder Liaison, Compliance, Taxpayer Advocate Service and Campus Communications, along with CPAs and attorneys from across the state.

Superior Court Judge **Susan Peikes Gantman** served as a final round judge for the Polsky Moot Court Competition this fall at Temple University Beasley School of Law. Her summer law clerks participated as jurors and witnesses. She also spoke at the Montgomery Bar Association concerning the Montgomery Child Advocacy Project. The "MCAP" provides free legal representation and social services to children in Montgomery County.

In November, Judge Gantman was on the judicial faculty for the PBA course "Winning Your Case on Appeal: Essential Ingredients to Successful Briefing and Oral Argument in the Pennsylvania State Courts." The program offered an opportunity to hear from members of the judiciary of the Pa. appellate courts on the key factors in an appeal.

**Shelley R. Goldner**, of Hamburg & Golden, P.C., Philadelphia, and co-vice chair of the Commission on Women in the Profession, was a panelist at the WIP Fall Retreat. Shelley spoke on "The Lawyer As Employer," discussing employment law issues faced in running a law firm or small business. Shelley also participated on a panel in November for the Pennsylvania Bar Institute: "Maxims, Monarchy and Sir Thomas More," a CLE program exploring ethical conflicts between the law and individual conscience.

(Continued on Page 15)

## Commission Members in the News

(Continued from Page 14)

**Marie Millie Jones** spoke at the following events:

- County Commissioners Association of Pa. 2007 Newly Elected Officials Workshop, "Electronic Discovery – Late, Great, and Not-So-Great Developments!," Nov. 19, Hershey
- Defense Research Institute 2007 Annual Meeting, "Retention of Top Female Litigators – A Best Practices Guide," Oct. 11, Washington, D.C.
- 2007 ALFA Labor & Employment Seminar, "Marketing Chair: 'Employer of the Year' or *The Office*: Which One are You?," Oct. 3-5, Half Moon Bay, Calif.
- Minnesota Lawyers Mutual Insurance Company, panelist, "2007 Update: Preventing Legal Malpractice Claims and Ethics Complaints in Your Law Practice," Sept. 18, Pittsburgh
- County Commissioners Association of Pa. County Administration Conference, "Sexual Harassment Allegation Investigation," May 30, State College.

**Marie H. Kramer** has again been selected as a "Rising Star" by *Philadelphia Magazine*.

**Ingrid Lundberg** was part of a five-member team for "Mediators Beyond Borders" that traveled to Ghana from Nov. 29 to Dec. 10, to assist in a global mediation effort.

**Tracy L. McCurdy** was recently appointed director of the Bureau of Charitable Organizations in the Pa. Department of State. Prior to this appointment, Tracy served as the prosecuting attorney for the Bureau, starting in early 2003. The Bureau, which registers and regulates charities, professional solicitors and fundraising counsels that solicit charitable contributions in Pennsylvania, was recently featured in the *Chronicle of Philanthropy*, the newspaper of the nonprofit world. In an article entitled "Nonprofit Abuse Sleuths," the *Chronicle* reported that the Bureau

has "emerged as a leader in curbing legal abuses by charities."

On Nov. 6, Judge **Joan Orié Melvin** was retained for another 10-year term on the Superior Court of Pennsylvania. Judge Orié Melvin was also recently appointed to the board of directors of the Soldiers & Sailors Military Museum and Memorial.

**Rhoda Shear Neft** was nominated by the board of governors of the Allegheny County Bar Association to serve on the Allegheny County Bar Foundation for a three-year term. Also, at the request of Pa. Superior Court President Judge Kate Ford Elliot, Rhoda was a commentator, along with her son Bryan Scott Neft, a partner at Pietragallo, Bosick and Gordon, for the *en banc* arguments

before the Superior Court that were conducted on Sept. 6. The arguments with commentary were televised on PCN.

**Lisa Woodburn** was named a "Best Lawyer in America for Workers Compensation." "Best Lawyers" compiles lists of outstanding attorneys by conducting exhaustive peer-review surveys in which thousands of leading lawyers confidentially evaluate their peers. In the U.S., "Best Lawyers" publishes an annual referral guide, *The Best Lawyers in America*, which includes 29,575 attorneys in 78 specialties, covering all 50 states and the District of Columbia. The current, 14th edition of *The Best Lawyers in America (2008)*, is based on more than two million detailed evaluations of lawyers by other lawyers.



### PBA Commission on Women in the Profession LINK MENTORING PROGRAM

For Women Attorneys

*Career development, leadership, networking  
and work-life balance*

- One-on-one mentor/mentee matching
- Group roundtable discussion sessions

For more info or to sign up to be a mentor or mentee:  
[www.pabar.org/public/committees/womenprf/  
Membership/mentoringprogram.asp](http://www.pabar.org/public/committees/womenprf/Membership/mentoringprogram.asp)