

IITH ANNUAL REPORT CARD · 2005

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

Women in the Profession

The Anne X. Alpern Award

Presented to a woman attorney who has had a significant professional impact in Pennsylvania, who has demonstrated leadership in her profession and community, and who has participated in mentoring activities.

The Honorable Sandra Schultz Newman

Sandra Newman is the first woman elected to the Supreme Court of Pennsylvania. Previously, she served as a judge of the Commonwealth Court of Pennsylvania, as a senior partner in private practice, and as an Assistant District Attorney in Montgomery County. She was a President of the Pennsylvania Chapter of the American Academy of Matrimonial Lawyers, a Fellow of the International Academy of Matrimonial Lawyers, and a former Chair of the Board of Consultants of Villanova University Law School. She was an Adjunct Professor of Law at both Villanova University Law School and the Delaware Law School of Widener University. Sandra is well-recognized in her community for her efforts in the not-for-profit, religious, educational, health, and arts arenas.



The Lynette Norton Award

Presented to an outstanding woman litigator who has demonstrated leadership in mentoring other women attorneys and who is devoted to assisting other women who follow in the profession.

Melinda C. Ghilardi

Melinda Ghilardi currently serves as the First Assistant Public Defender, Middle District of Pennsylvania, where she manages the Scranton Office. She has served on the Boards of the University of Scranton, the Lackawanna County Community Medical Center, and American Heart Association. She served as President of Family Service in Lackawanna County and as First Vice Chair of the Lackawanna County Commission for Women. Melinda was the 2004 President of the Lackawanna Bar Association. She is a long-time member of the Association of Women Lawyers of Lackawanna County and a member of the PBA Commission on Women in the Profession, Secretary in 2003-04.



Firm Award

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



Houston Harbaugh, PC

Houston Harbaugh is a Pittsburgh based firm with a national practice. It is known for its “lawyers who listen,” and it has certainly listened to its women lawyers. Its three person Executive Committee includes a woman; 23% of its Equity Partners are women; and 38% of its lawyer-administrators are women. Overall, 40% of its lawyers and 60% of its Associates are women. Partnership is performance based, and working part time does not increase the track for partnership.

2005 REPORT CARD EXECUTIVE SUMMARY

The 2005 Report Card is the eleventh published by the Commission on Women in the Profession. What began as an overview of women's participation in the Pennsylvania Bar Association (PBA) has grown into an overview of women's roles throughout the profession. The 2005 Report Card includes statistics on women gathered from a survey of the 100 largest firms in the Commonwealth, and District Attorney and Public Defender Offices. It also includes statistics on women in the PBA and women judges on Pennsylvania's Courts of Common Pleas and Appellate Courts, and on the Federal Courts located in Pennsylvania.

PBA

- The PBA had its first and only woman President, Leslie Anne Miller, in 1999.
- Women's membership in the PBA has continued to increase both numerically and proportionally since the first Report Card was issued in 1995.
- Women were 23.6% of the PBA in 1995; **Women are 28% of the PBA today.**
- Women were 20.8% of the PBA Board of Governors in 1995, rose to a high of 45.8% in 2000, fell to a low of 12.5% last year, and are 20% today.
- Women were 19.2% of the House of Delegates in 1995, rose to a high of 25% in 2000, and are 24% today.
- Women were 9% of the Nominating Committee in 1995, 42% in 2004, and are 15% today.
- There were 12 women chairs and 21 women vice chairs of Committees in 1995; today there are 46 Committees, 8 have only women chairs and 26 have only men chairs.
- There was 1 woman Section chair in 1995, 6 women Section chairs, last year, and 4 women Section chairs today.
- There was 1 woman Section representative to the House of Delegates out of 16 in 1995; there are 3 women Section representatives out of 18 today.
- Women held 57% of the leadership in the Young Lawyers Division in 1995; today women are 43% of the leadership of the Young Lawyers Division – the chair, immediate past chair, treasurer, and division representative are men, while the chair-elect, secretary, and ABA/YLD district representative are women.

PRIVATE FIRMS

- Women are 30% of all lawyers, 16% of Managing Partners, 24% of Practice Group heads, Department heads, and other major administrators, 17% of Equity Partners, 18% of Partners, 44% of Associates, and 79% of Part-Timers.

DISTRICT ATTORNEYS' OFFICES

- Women are 33.5% of all lawyers, 12.7% of the District Attorneys, and 37% of First Assistants.

PUBLIC DEFENDERS' OFFICES

- Women are 37.3% of all lawyers, 16.4% of the Public Defenders, and 29% of First Assistants.

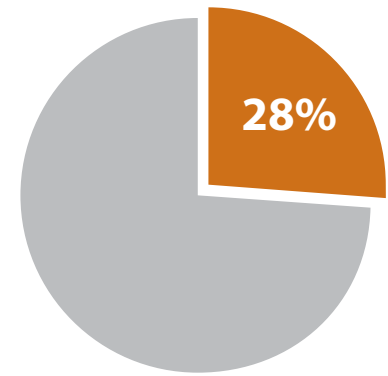
JUDICIARY

State

- There were no women Court of Common Pleas Judges in 38 counties.
- Excluding Philadelphia, which has 40 women Court of Common Pleas Judges, 44% of all Philadelphia judges, women comprise 16% of the Court of Common Pleas Judges in the remaining 66 counties with judges.
- Women are 14% of the Supreme Court, 36% of the Superior Court, and 56% of the Commonwealth Court, the same as last year.

Federal

- Eastern District: Women are 16% of District Court Judges, 36% of Magistrate Judges, and 20% of Bankruptcy Judges.
- Middle District: Women are 17% of District Court Judges and 50% of Bankruptcy Judges. There are no women Magistrate Judges.
- Western District: Women are 25% of District Court Judges, 50% of Magistrate Judges, and 20% of Bankruptcy Judges.
- There are 4 women judges, 30.7%, on the 13 member Third Circuit Court of Appeals. Two are from Pennsylvania.



Today in the PBA

■ Women = 8,087 ■ Men = 20,734
Total = 28,821

METHODOLOGY

The sources of the data are:

- 2004/2005 Resource Guide to the Pennsylvania Bar Association.
- Pennsylvania Bar Association Membership records as of April 1, 2005.
- Surveys sent the beginning of January, 2005, to the 100 largest firms, District Attorneys, and Public Defenders.
- PALAW 2004 Annual Report on the Legal Profession.
- 2005 PBA Lawyer's Directory and Product Guide.

Factors to be considered:

- Some members of the PBA have gender neutral names so some errors may exist.
- Sample sizes must be recognized in the interpretation of these statistics.
- Direct yearly comparisons are appropriate only for the PBA and the Judiciary, since responders and response rates can differ from year to year for the 100 largest firms, District Attorneys, and Public Defenders.
- In comparisons, women's statistics are given first.
- All percentages are of women and are rounded unless reported in greater detail.

PRIVATE LAW FIRMS

These statistics are the result of survey forms sent to the 100 largest law firms in Pennsylvania. Follow-up phone calls to firms, District Attorney, and Public Defender Offices increased response rates. Survey responses were voluntary and firms were promised anonymity. 2005 was the sixth year that this information was gathered.

For 2005, counting only Pennsylvania offices of responding law firms, women are:

- 30% of all lawyers
- 16% of all Managing Partners
- 24% of Practice Group Chairs and other lawyer-administrators
- 17% of Equity Partners
- 18% of all Partners
- 44% of Associates
- 79% of Part-Timers

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

The three prior winners and the current winner of the Best Firm Award are highlighted on the following chart.

Total Lawyers	F	%F	Managing Partners	Total Partners	F Partners	% F Partners	Total Equity Partners	F Equity	% F Equity	Lawyer-Admin	F Lawyer-Admin	% F Lawyer-Admin	Total Assoc.	F Assoc.	% F Assoc.	Total Other	F Other	% F Other	Total PT	F PT	% F PT
309	94	30.4%	1M	118	20	16.9%	83	14	16.9%	32	9	28.1%	164	67	40.9%	27	7	25.9%	14	14	100.0%
281	94	33.5%	1M	132	21	15.9%	78	8	10.3%	48	6	12.5%	135	69	51.1%	14	4	28.6%	28	26	92.9%
264	79	29.9%	1M	139	28	20.1%	97	19	19.6%	32	7	21.9%	120	48	40.0%	5	3	60.0%	20	12	60.0%
261	71	27.2%	1M	128	13	10.2%	104	9	8.7%	26	5	19.2%	122	54	44.3%	11	4	36.4%	5	5	100.0%
240	89	37.1%	1F	110	25	22.7%	100	21	21.0%	27	6	22.2%	111	60	54.1%	19	4	21.1%	19	16	84.2%
223	72	32.3%	1M	84	16	19.0%	73	15	20.5%	16	3	18.8%	121	50	41.3%	18	6	33.3%	11	9	81.8%
220	57	25.9%	1M	98	17	17.3%	76	12	15.8%	52	7	13.5%	94	40	42.6%	28	0	0.0%	13	11	84.6%
201	54	26.9%	1M	106	20	18.9%	64	9	14.1%	18	2	11.1%	66	31	47.0%	29	3	10.3%	7	7	100.0%
187	58	31.0%	1M	73	18	24.7%	67	15	22.4%	32	6	18.8%	91	34	37.4%	23	6	26.1%	8	7	87.5%
179	60	33.5%	1F	73	15	20.5%	50	10	20.0%	31	9	29.0%	45	30	66.7%	11	5	45.5%	6	5	83.3%
143	25	17.5%	1M	80	5	6.3%	0	0	0.0%	22	2	9.1%	41	15	36.6%	22	5	22.7%	5	5	100.0%
130	42	32.3%	1M	57	13	22.8%	57	13	22.8%	16	5	31.3%	57	26	45.6%	19	3	15.8%	14	5	35.7%
116	33	28.4%	1M	65	8	12.3%	0	0	0.0%	20	3	15.0%	49	24	49.0%	2	1	50.0%	8	7	87.5%
114	44	38.6%	1M	60	11	18.3%	59	11	18.6%	15	3	20.0%	49	22	44.9%	5	0	0.0%	4	4	100.0%
105	30	28.6%	1M	61	9	14.8%	0	0	0.0%	9	3	33.3%	40	20	50.0%	4	1	25.0%	3	3	100.0%
81	18	22.2%	1F	27	7	25.9%	19	5	26.3%	5	5	100.0%	44	8	18.2%	10	3	30.0%	2	2	100.0%
64	19	29.7%	1M	33	7	21.2%	0	0	0.0%	6	1	16.7%	26	12	46.2%	5	0	0.0%	3	1	33.3%
59	22	37.3%	1M	23	7	30.4%	0	0	0.0%	5	1	20.0%	32	15	46.9%	4	0	0.0%	7	2	28.6%
57	20	35.1%	1F	19	4	21.1%	0	0	0.0%	6	2	33.3%	31	13	41.9%	7	3	42.9%	2	2	100.0%
50	17	34.0%	1M	27	3	11.1%	0	0	0.0%	10	2	20.0%	21	13	61.9%	2	1	50.0%	4	4	100.0%
48	13	27.1%	1M	22	6	27.3%	12	3	25.0%	5	0	0.0%	14	4	28.6%	0	0	0.0%	2	2	100.0%
47	21	44.7%	1M	17	3	17.6%	17	3	17.6%	4	2	50.0%	27	17	63.0%	3	1	33.3%	7	7	100.0%
45	16	35.6%	1M	11	1	9.1%	8	0	0.0%	142	51	35.9%	30	13	43.3%	4	2	50.0%	3	3	100.0%
41	24	58.5%	1F	18	11	61.1%	7	5	71.4%	5	5	100.0%	21	12	57.1%	2	1	50.0%	7	7	100.0%
38	3	7.9%	1M	22	0	0.0%	19	0	0.0%	8	0	0.0%	14	3	21.4%	2	0	0.0%	2	0	0.0%
36	8	22.2%	1M	10	1	10.0%	6	0	0.0%	11	2	18.2%	20	7	35.0%	0	0	0.0%	2	2	100.0%
34	8	23.5%	1M	20	5	25.0%	4	0	0.0%	1	1	100.0%	8	3	37.5%	2	0	0.0%	3	2	66.7%
33	10	30.3%	1M	21	6	28.6%	21	6	28.6%	9	1	11.1%	12	4	33.3%	0	0	0.0%	0	0	0.0%
33	13	39.4%	1F, 2M	17	4	23.5%	17	4	23.5%	8	3	37.5%	15	9	60.0%	1	0	0.0%	4	3	75.0%
32	10	31.3%	1M	19	6	31.6%	0	0	0.0%	5	1	20.0%	10	4	40.0%	3	0	0.0%	4	1	25.0%
31	6	19.4%	1M	9	1	11.1%	7	0	0.0%	6	1	16.7%	17	4	23.5%	5	1	20.0%	2	1	50.0%
30	8	26.7%	1M	15	2	13.3%	9	0	0.0%	1	0	0.0%	12	6	50.0%	3	0	0.0%	6	3	50.0%
29	3	10.3%	1M	14	0	0.0%	0	0	0.0%	1	1	100.0%	11	2	18.2%	4	1	25.0%	0	0	0.0%
28	5	17.9%	1M	18	1	5.6%	12	0	0.0%	8	0	0.0%	7	3	42.9%	3	1	33.3%	1	1	100.0%
28	10	35.7%	1M	11	1	9.1%	8	1	12.5%	3	0	0.0%	15	9	60.0%	2	0	0.0%	4	2	50.0%
TOTALS			6F/31M																		
3817	1156	30.3%	16%	1757	315	17.9%	1074	183	17.0%	645	155	24.0%	1692	751	44.4%	299	66	22.1%	230	181	78.7%

PUBLIC SECTOR

The statistics compiled on the role of women in District Attorneys' Office and Public Defenders' Offices are the result of the number of surveys returned. Forty-seven of 67 District Attorneys' Offices and 61 of 65 Public Defenders' Offices returned survey forms. The pattern of under-representation of women in higher-ranking positions and over-representation in lower-ranking positions seen in the private sector is mirrored in the public sector. Anonymity was promised to responding offices.

DISTRICT ATTORNEYS

For 2005, women are:

- 33.5% of all lawyers in District Attorneys' Offices
- 6 women are 12.7% of District Attorneys
- 16 women are 37% of First Assistant District Attorneys
- 24.6% of Part-Timers, but these are desirable positions because they usually supplement income from private practice.

Total Lawyers	F	%F	DA	1st Asst.	Total Admin	F Admin	% F Admin	Total PT	F PT	% F PT
99	38	38.38%	M	M	20	6	30.00%	0	0	0.00%
41	13	31.71%	M	F	15	7	46.67%	3	1	33.33%
33	11	33.33%	M	M	6	1	16.67%	0	0	0.00%
29	11	37.93%	F	M	5	3	60.00%	0	0	0.00%
29	12	41.38%	M	F	9	5	55.56%	0	0	0.00%
27	11	40.74%	M	M	7	4	57.14%	6	3	50.00%
24	10	41.67%	M	F	9	3	33.33%	3	1	33.33%
23	8	34.78%	M	M	7	2	28.57%	0	0	0.00%
23	8	34.78%	M	M	3	1	33.33%	0	0	0.00%
22	7	31.82%	M	F	3	1	33.33%	7	2	28.57%
17	8	47.06%	M	F	7	4	57.14%	11	4	36.36%
12	3	25.00%	M	M	5	2	40.00%	7	2	28.57%
12	2	16.67%	M	F	2	1	50.00%	6	1	16.67%
12	2	16.67%	M	M	2	0	0.00%	6	2	33.33%
11	3	27.27%	M	M	2	0	0.00%	7	1	14.29%
10	1	10.00%	M	M	4	0	0.00%	0	0	0.00%
9	4	44.44%	F	M	2	1	50.00%	7	3	42.86%
9	3	33.33%	M	F	3	1	33.33%	3	0	0.00%
8	4	50.00%	F	F	2	2	100.00%	4	2	50.00%
7	1	14.29%	M	M	1	0	0.00%	6	1	16.67%
7	2	28.57%	M	M	2	0	0.00%	0	0	0.00%
7	1	14.29%	M	F	0	0	0.00%	3	0	0.00%
7	3	42.86%	M	M	3	2	66.67%	1	0	0.00%
7	0	0.00%	M	M	2	0	0.00%	1	0	0.00%
6	2	33.33%	M	F	2	1	50.00%	6	2	33.33%
6	2	33.33%	M	M	1	0	0.00%	6	0	0.00%
5	1	20.00%	M	M	1	0	0.00%	1	0	0.00%
5	1	20.00%	M	M	0	0	0.00%	4	1	25.00%
4	1	25.00%	M	M	2	0	0.00%	2	1	50.00%
4	2	50.00%	F	F	2	2	100.00%	3	2	66.67%
4	2	50.00%	M	F	2	1	50.00%	2	1	50.00%
4	3	75.00%	F	M	1	1	100.00%	0	0	0.00%
3	0	0.00%	M		1	0	0.00%	2	0	0.00%
3	0	0.00%	M	M	1	0	0.00%	1	0	0.00%
3	1	33.33%	M	M	0	0	0.00%	3	0	0.00%
3	0	0.00%	M	M	2	0	0.00%	2	0	0.00%
3	1	33.33%	M	F	3	1	33.33%	3	1	33.33%
3	2	66.67%	M	F	2	1	50.00%	1	0	0.00%
3	0	0.00%	M	M	0	0	0.00%	3	0	0.00%
2	1	50.00%	M	F	12	1	8.33%	0	0	0.00%
2	0	0.00%	M	M	1	0	0.00%	0	0	0.00%
2	0	0.00%	M	M	1	0	0.00%	2	0	0.00%
2	1	50.00%	M	F	2	1	50.00%	1	0	0.00%
2	0	0.00%	M		1	0	0.00%	1	0	0.00%
2	0	0.00%	M	M	2	0	0.00%	1	0	0.00%
1	1	100.00%	F		1	1	100.00%	0	0	0.00%
1	0	0.00%	M		1	0	0.00%	1	0	0.00%
558	187	33.51%	6F /41M	16F/27M	162	56	34.57%	126	31	24.60%

The following large District Attorneys Offices did not respond: Philadelphia, Delaware, Chester, York, and Erie. Fifteen small offices did not respond.

PUBLIC DEFENDERS

For 2005, women are:

- 37.3% of all lawyers in Public Defenders' Offices
- 10 women are 16.4% of Public Defenders
- 14 women are 29% of First Assistant Public Defenders
- 20.4% of Part-Timers, but these are desirable positions because they usually supplement income from private practice.

Total Lawyers	F	%F	PD	1st Asst.	Total Admin	F Admin	% F Admin	PT	F PT	%F PT
220	133	60.45%	F	M	22	7	31.82%	0	0	0.00%
79	36	45.57%	M		7	2	28.57%	21	10	47.62%
34	12	35.29%	F	F	10	5	50.00%	17	3	17.65%
28	12	42.86%	M	M	2	0	0.00%	4	3	75.00%
22	7	31.82%	M	M	2	0	0.00%	5	2	40.00%
22	3	13.64%	M	2M	1	0	0.00%	18	2	11.11%
21	7	33.33%	M	F	2	1	50.00%	0	0	0.00%
20	9	45.00%	M	F	6	3	50.00%	0	0	0.00%
20	7	35.00%	F	M	2	1	50.00%	13	5	38.46%
18	4	22.22%	F	M	7	3	42.86%	9	2	22.22%
17	2	11.76%	M	M	3	0	0.00%	15	1	6.67%
17	6	35.29%	M	1F , 2M	4	2	50.00%	0	0	0.00%
15	5	33.33%	M	F	5	1	20.00%	1	1	100.00%
13	1	7.69%	M	M	2	0	0.00%	8	0	0.00%
13	2	15.38%	M	M	2	0	0.00%	8	2	25.00%
12	0	0.00%	M	2M	1	0	0.00%	7	0	0.00%
10	3	30.00%	F		1	1	100.00%	7	0	0.00%
10	1	10.00%	M	M	2	0	0.00%	7	1	14.29%
9	4	44.44%	M	F	4	2	50.00%	3	0	0.00%
9	2	22.22%	M		1	0	0.00%	8	2	25.00%
8	3	37.50%	M	M	1	0	0.00%	4	1	25.00%
7	0	0.00%	M	M	1	0	0.00%	6	0	0.00%
7	2	28.57%	M	F	2	1	50.00%	6	2	33.33%
7	1	14.29%	M	M	2	0	0.00%	2	0	0.00%
6	1	16.67%	M	F	2	1	50.00%	0	0	0.00%
6	1	16.67%	M	F	1	0	0.00%	4	0	0.00%
6	1	16.67%	M	F	2	1	50.00%	1	1	100.00%
6	2	33.33%	M	F	2	1	50.00%	2	0	0.00%
5	0	0.00%	M	M	2	0	0.00%	5	0	0.00%
5	0	0.00%	M	M	2	0	0.00%	3	0	0.00%
5	0	0.00%	M	M	1	0	0.00%	5	0	0.00%
5	1	20.00%	M		1	0	0.00%	2	1	50.00%
5	1	20.00%	M	F	2	1	50.00%	1	0	0.00%
5	1	20.00%	M	M	0	0	0.00%	3	1	33.33%
5	0	0.00%	M		1	0	0.00%	5	0	0.00%
4	1	25.00%	M		1	0	0.00%	2	0	0.00%
4	2	50.00%	M		1	0	0.00%	4	2	50.00%
4	0	0.00%	M	M	4	0	0.00%	4	0	0.00%
4	1	25.00%	M	M	0	0	0.00%	4	1	25.00%
3	0	0.00%	M	M	2	0	0.00%	2	0	0.00%
3	0	0.00%	M	M	3	0	0.00%	3	0	0.00%
3	2	66.67%	M	F	3	2	66.67%	3	2	66.67%
3	0	0.00%	M	M	3	0	0.00%	2	0	0.00%
3	0	0.00%	M	M	2	0	0.00%	3	0	0.00%
3	1	33.33%	M	F	2	1	50.00%	2	1	50.00%
3	0	0.00%	F		1	0	0.00%	0	0	0.00%
2	0	0.00%	M	M	2	0	0.00%	2	0	0.00%
2	1	50.00%	F	M	1	1	100.00%	0	0	0.00%
2	1	50.00%	M		1	0	0.00%	2	1	50.00%
2	0	0.00%	M	M	2	0	0.00%	0	0	0.00%
2	1	50.00%	F	M	1	1	100.00%	1	0	0.00%
2	0	0.00%	M	M	1	0	0.00%	2	0	0.00%
2	0	0.00%	M	M	2	0	0.00%	0	0	0.00%
1	0	0.00%	M		1	0	0.00%	1	0	0.00%
1	0	0.00%	M		1	0	0.00%	0	0	0.00%
1	1	100.00%	F		1	1	100.00%	1	1	100.00%
1	1	100.00%	F		1	1	100.00%	1	1	100.00%
1	0	0.00%	M		1	0	0.00%	1	0	0.00%
1	0	0.00%	M		1	0	0.00%	0	0	0.00%
1	0	0.00%	M		1	0	0.00%	0	0	0.00%
1	0	0.00%	M		1	0	0.00%	0	0	0.00%
756	282	37.30%	10F /51M	14F /34M	148	40	27.03%	240	49	20.42%

The following large Public Defenders Offices did not respond: Delaware and Butler; Huntingdon, Potter, and Wyoming also did not respond.

2005 PENNSYLVANIA JUDICIARY

PENNSYLVANIA COURT OF COMMON PLEAS—JUDGES BY COUNTY

County	F	M	%F	County	F	M	%F	County	F	M	%F
Philadelphia	40	51	44%	Monroe	2	3	40%	Montour	0	2	0%
Allegheny	10	29	26%	Blair	2	2	50%	Perry	1	1	50%
Montgomery	2	19	10%	Franklin	1	3	25%	Snyder	1	1	50%
Delaware	4	15	21%	Fulton	1	3	25%	Somerset	0	2	0%
Bucks	2	12	14%	Lebanon	0	4	0%	Union	1	1	50%
Chester	4	9	31%	Mercer	0	4	0%	Venango	0	2	0%
Lancaster	1	12	8%	Washington	2	2	50%	Warren	0	2	0%
Westmoreland	2	11	15%	Adams	0	3	0%	Cameron	0	1	0%
Berks	2	10	17%	Centre	0	3	0%	Carbon	0	1	0%
York	2	10	17%	Crawford	0	3	0%	Clarion	0	1	0%
Erie	2	9	18%	Indiana	1	2	33%	Elk	0	1	0%
Lehigh	2	8	20%	Lawrence	0	3	0%	Huntingdon	0	1	0%
Luzerne	1	8	11%	Northumberland	0	3	0%	Jefferson	0	1	0%
Dauphin	1	7	13%	Armstrong	0	2	0%	Mifflin	0	1	0%
Northampton	1	7	13%	Bedford	0	2	0%	Pike	0	1	0%
Lackawanna	1	6	14%	Bradford	0	2	0%	Potter	0	1	0%
Beaver	0	6	0%	Clearfield	0	2	0%	Sullivan	0	1	0%
Schuylkill	1	5	17%	Clinton	0	2	0%	Susquehanna	0	1	0%
Butler	1	4	20%	Columbia	0	2	0%	Tioga	0	1	0%
Cambria	0	5	0%	Forest	0	2	0%	Wayne	0	1	0%
Cumberland	0	5	0%	Greene	0	2	0%	Wyoming	0	1	0%
Fayette	0	5	0%	Juniata	1	1	50%				
Lycoming	1	4	20%	McKean	0	2	0%				

The total number of judges increased from 428 last year to 432 this year, a 1% increase. The number of male judges stayed the same as last year, 339. The number of women judges increased from 89 to 93, a 4% increase.

Erie, Northampton, and Westmoreland each gained 2 male judges. Beaver gained 1 male judge for a total of 6 judges, all male. Blair, Carbon, Lawrence, Somerset, and Washington each lost 1 male judge who was not replaced.

Philadelphia gained 2 women judges and lost 1 male judge. Juniata lost 1 male judge who was replaced by a woman. Perry gained 1 woman judge.

Butler, Dauphin, Franklin, Fulton, Indiana, Juniata, Lackawanna, Lancaster, Luzerne, Lycoming, Northampton, Perry, Schuylkill, Snyder, and Union have 1 woman judge each. Thirty-eight counties have no women judges; 14 of them are 1 judge counties. There is no single judge county that has only a woman judge.

Philadelphia continues to have the highest percentage of women, by far, on the bench. Philadelphia has 40 women judges, 44%. Women comprise only 16% of the Court of Common Pleas Judges in the remaining 66 counties.*

*Columbia and Montour, Franklin and Fulton, Juniata and Perry, Snyder and Union, Forest and Warren, and Sullivan and Wyoming, share judges. We have double counted the judges for these counties.

PENNSYLVANIA APPELLATE

PA Supreme Court	1 out of 7 Justices	14%
PA Superior Court	5 out of 14 Judges	36%
PA Commonwealth	5 out of 9 Judges	56%

2005 FEDERAL JUDICIARY

EASTERN DISTRICT

District Court Judges	
4 out of 21 sitting Judges	19%
US Magistrate Judges	
4 out of 11 sitting Judges	36%
Bankruptcy Judges	
1 out of 5 sitting Judges	20%

MIDDLE DISTRICT

District Court Judges	
1 out of 6 sitting Judges	17%
US Magistrate Judges	
0 out of 4 sitting Judges	0%
Bankruptcy Judges	
1 out of 2 sitting Judges	50%

WESTERN DISTRICT

District Court Judges	
2 out of 8 sitting Judges	25%
US Magistrate Judges	
3 out of 6 sitting Judges	50%
Bankruptcy Judges	
1 out of 5 sitting Judges	20%

THIRD CIRCUIT COURT OF APPEALS

The jurisdiction of the Third Circuit Court of Appeals includes Pennsylvania, Delaware, and the Virgin Islands. There are 4 women judges, 30.7%, on the 13 member Third Circuit Court of Appeals. Two are from Pennsylvania.

PENNSYLVANIA BAR ASSOCIATION

MEMBERS BY COUNTY

County	F	M	%F	County	F	M	%F	County	F	M	%F
Adams	22	48	31%	Elk	3	18	14%	Montour	8	15	35%
Allegheny	1226	2975	29%	Erie	92	405	19%	Northampton	89	357	20%
Armstrong	12	32	27%	Fayette	36	90	29%	Northumberland	6	67	8%
Beaver	34	139	20%	Forest	1	1	50%	Out of state	1053	2163	33%
Bedford	5	23	18%	Franklin	33	92	26%	Perry	6	18	25%
Berks	123	421	23%	Fulton	2	6	25%	Philadelphia	1844	3940	32%
Blair	32	90	26%	Greene	10	22	31%	Pike	6	13	32%
Bradford	9	40	18%	Huntingdon	1	27	4%	Potter	1	13	7%
Bucks	183	524	26%	Indiana	14	52	21%	Schuylkill	34	139	20%
Butler	42	108	28%	Jefferson	7	30	19%	Snyder	6	17	26%
Cambria	37	159	19%	Juniata	2	10	17%	Somerset	14	60	19%
Cameron	0	2	0%	Lackawanna	120	474	20%	Sullivan	1	5	17%
Carbon	13	44	23%	Lancaster	176	518	25%	Susquehanna	4	22	15%
Centre	56	126	31%	Lawrence	16	86	16%	Tioga	3	30	9%
Chester	248	615	29%	Lebanon	32	93	26%	Union	7	27	21%
Clarion	7	28	20%	Lehigh	140	395	26%	Venango	11	58	16%
Clearfield	11	42	21%	Luzerne	75	341	18%	Warren	10	29	26%
Clinton	4	31	11%	Lycoming	32	159	17%	Washington	73	221	25%
Columbia	10	40	20%	McKean	6	32	16%	Wayne	14	35	29%
Crawford	25	81	24%	Mercer	22	113	16%	Westmoreland	119	364	25%
Cumberland	137	362	27%	Mifflin	5	29	15%	Wyoming	9	13	41%
Dauphin	573	1215	32%	Monroe	26	106	20%	York	109	341	24%
Delaware	291	723	29%	Montgomery	709	1820	28%				

The female membership and percentage of the PBA continue to increase. Women are now **28% of PBA members**.

With some exceptions, women are more heavily represented in large urban counties, e.g., Philadelphia in the east and Allegheny in the west. However, Cambria, Erie, Luzerne, and Lycoming are large counties with substantial PBA membership but less than 20% women members.

PBA LEADERSHIP

EXECUTIVE OFFICERS

All of the Executive Officers of the PBA are men: President Michael H. Reed, President Elect William P. Carlucci, Vice President Kenneth J. Horoho, Jr., and Immediate Past President Thomas M. Golden.



BOARD OF GOVERNORS

- Women were 20.8% of the Board of Governors in 1995, the first year the Report Card was issued.
- Women reached a high of 45.8% in 1999-2000 and a low of 12.5% in 2002-03
- Women were 25% in 2003-04 and fell to 20% this year, 2004-05.

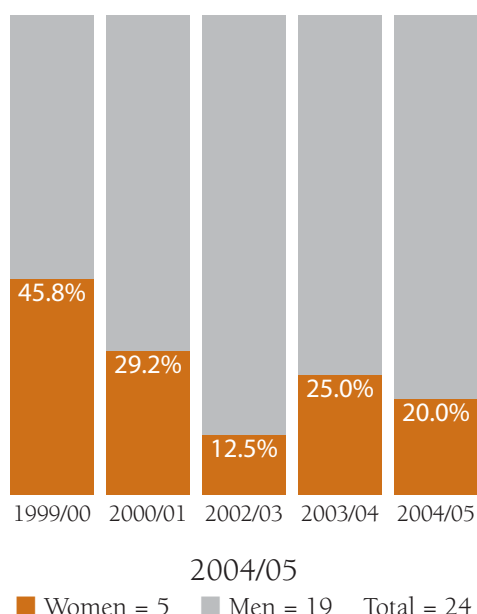
The PBA Board of Governors is composed of: PBA Executive Committee (President, President Elect, Vice President, and Immediate Past President) (all men); PBA Officers (Executive Committee, Chair of the House of Delegates, Secretary, and Treasurer) (all men); three representatives from the Young Lawyers Division (1 woman); 1 Zone Governor from each of the 12 zones (Zones 3, 6, and 12 have women Governors); one minority Governor-at-large (a man) and one woman Governor-at-large.

NOMINATING COMMITTEE

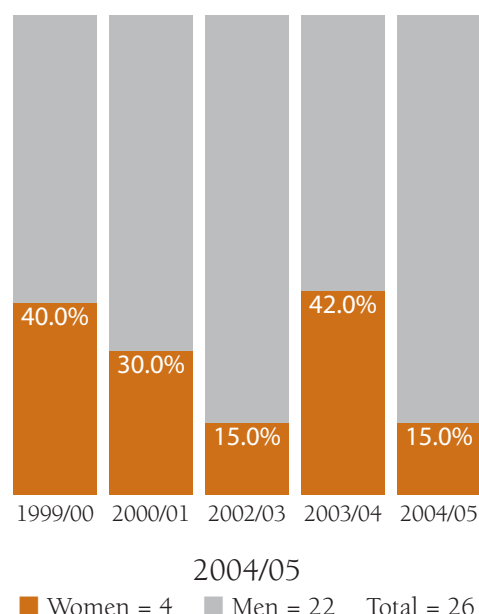
The Nominating Committee selects one candidate for each of the general offices of the association to be presented to the House of Delegates for consideration. The Committee, derived from the Board of Governors, consists of: all zone governors, the minority governor, the woman governor, the five living immediate past presidents of the PBA, the immediate past chair of the Young Lawyers Division and 2 Committee and 3 Section Representatives.

- Last year, 11 women were 42.3% of the PBA Nominating Committee.
- This year, 4 women are 15% of the 26 members of the PBA Nominating Committee

BOARD OF GOVERNORS



NOMINATING COMMITTEE



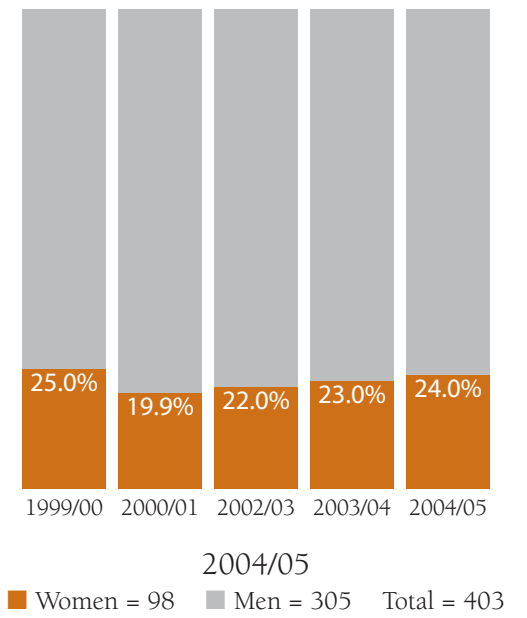
HOUSE OF DELEGATES

This year 98 women comprise 24% of the House of Delegates. The percentage of delegates is consistently below the percentage of **women PBA members**, which is **28%**.

- Women were 19.2% of the House of Delegates in 1995, the first year of the Report Card.
- Women comprised a high of 25% of the House of Delegates in 1999-2000.
- Today women are 24% of the House of Delegates

The House of Delegates sets the policy of the PBA and is comprised of the following members: PBA Officers (President, President-Elect, Vice President, Immediate Past President, Chair of the House of Delegates, Secretary, and Treasurer); all Zone Governors; one member from each zone for each 100 active members*; one additional member from each unit membership zone; living former PBA presidents and chairs of the House; one representative of each county bar association; the immediate past PBA secretary, treasurer, and Zone Governors; Representatives of Sections and of the Young Lawyers Division; the Attorney General of Pennsylvania; state delegates to the ABA House; the Court Administrator of Pennsylvania; and deans of Pennsylvania law schools, among others.

*Annual fluctuations in membership, as well as other factors, affect the number of representatives in a particular zone. The zone members of the House of Delegates are selected by election within each zone.



HOUSE OF DELEGATES BY ZONE

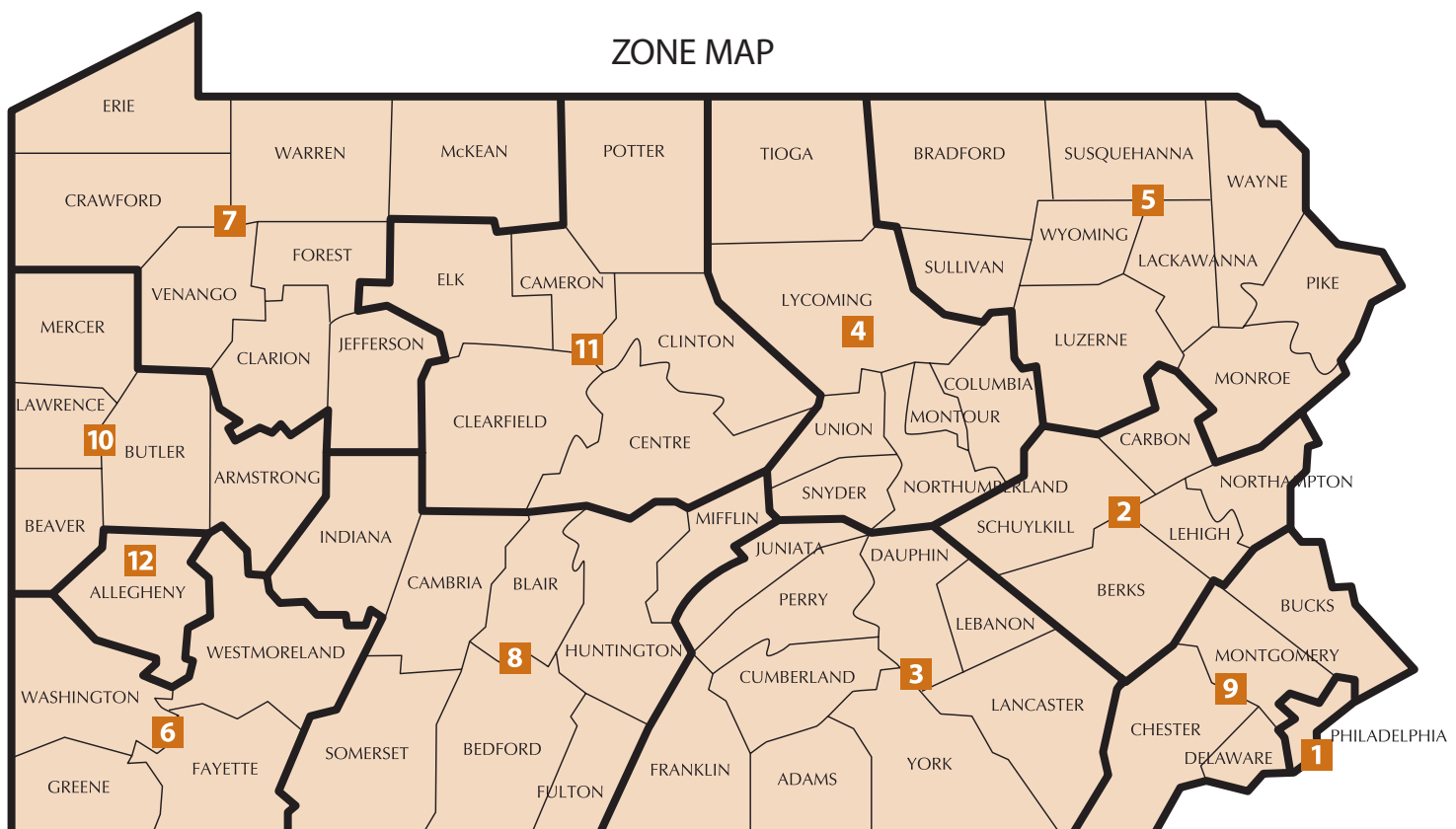
This year the percentage of women Delegates are highest for Zones 3, 6, and, for the first time, 8.

- Zone 3 – 40% Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry, York
- Zone 6 – 32% Fayette, Greene, Washington, Westmoreland
- Zone 8 – 31% Bedford, Blair, Cambria, Fulton, Huntingdon, Somerset

There have consistently been low percentages for women Delegates from Zones 2, 4, 5, 7, and 11.

- Zone 2 – 10% Berks, Carbon, Lehigh, Northampton, Schuylkill
- Zone 4 – 15% Columbia, Lycoming, Montour, Northumberland, Snyder, Tioga, Union
- Zone 5 – 14% Bradford, Lackawanna, Luzerne, Sullivan, Susquehanna, Wyoming
- Zone 7 – 12% Clarion, Crawford, Erie, Forest, Jefferson, McKean, Warren, Venango
- Zone 11 – 9% Cameron, Centre, Clearfield, Clinton, Elk, Potter

	2000/01			2001/02			2002/03			2003/04			2004/05		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F	F	M	%F
Zone 1	11	52	18%	13	59	18%	19	58	25%	21	59	26%	18	53	25%
Zone 2	2	26	7%	2	28	7%	5	25	17%	3	24	11%	3	27	10%
Zone 3	16	31	34%	22	39	36%	19	39	33%	24	39	38%	24	36	40%
Zone 4	0	12	0%	1	14	7%	1	13	7%	3	11	21%	2	11	15%
Zone 5	2	21	9%	3	21	13%	4	20	17%	5	20	20%	4	24	14%
Zone 6	6	13	32%	5	17	23%	5	17	23%	6	17	26%	7	15	32%
Zone 7	1	16	6%	3	16	16%	3	14	18%	2	16	11%	2	15	12%
Zone 8	1	14	7%	3	14	18%	3	14	18%	3	13	19%	5	11	31%
Zone 9	10	41	19%	11	49	18%	11	49	18%	9	51	15%	13	54	19%
Zone 10	3	10	23%	3	11	21%	3	11	21%	4	11	27%	3	10	23%
Zone 11	2	8	20%	2	10	17%	0	12	0%	1	12	8%	1	10	9%
Zone 12	15	31	33%	18	39	32%	17	41	29%	14	41	25%	16	39	29%



COMMITTEES

In 2004/05, there are 46 active PBA Committees. Each committee addresses an area of concern in the practice of law. Generally, committees have chairs and vice chairs, and can have co-chairs and/or co-vice chairs. In reviewing the percentage of women on committees, it is important to keep in mind that women today represent **28% of PBA membership**.

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

Today, there are 46 committees: 8 committees have only women chairs, 17%; 26 committees have only men chairs, 56%.

The President-Elect appoints leadership for committees.

Today, the following 9 committees have below 20% women membership.

- 10% Amicus Curiae Brief*
- 19% Bylaws
- 16% Gaming Law
- 13% Lawyers Assistance
- 17% Military and Veterans
- 8% Professional Liability
- 19% Professional Practice Standards
- 4% Senior Lawyer
- 18% Sports, Entertainment & Art

*denotes appointed committee

Committee	2000/01		2001/02		2002/03		2003/04		2004/05	
	F	%F	F	%F	F	%F	F	%F	F	%F
Agricultural Law	11	26%	11	23%	11	20%	11	17%	11	21%
Alternative Dispute Resolution	47	26%	41	23%	48	26%	46	24%	46	25%
Amicus Curiae Brief*	1	10%	2	18%	2	17%	1	9%	1	10%
Animal Law							65	55%	53	54%
Bar/Press*	4	36%	6	35%	5	38%	4	33%	4	21%
Bylaws	3	27%	4	33%	5	33%	3	16%	3	19%
Charitable Organizations	11	32%	20	28%	26	37%	33	35%	28	35%
Children's Rights	60	72%	45	67%	51	64%	66	66%	61	73%
Civil & Equal Rights	29	34%	20	26%	21	26%	29	28%	19	24%
Client & Community Relations	14	31%	12	24%	11	28%	20	34%	16	32%
Committee on the Corrections System	8	18%	10	25%	18	35%	20	32%	14	29%
Delivery of Legal Services to the Needy II	12	36%	11	37%	12	37%				
Editorial Board*	5	28%	5	28%	4	25%	5	28%	5	28%
Equal Justice for the Poor	20	44%	24	43%	25	47%	45	50%		
Gaming Law									16	16%
Gay/Lesbian Rights									18	51%
Government Lawyers	101	43%	121	44%	141	41%	125	43%	125	43%
Health Care Law	58	35%	61	36%	52	31%	58	31%	58	31%
In-House Counsel	45	27%	38	31%	33	32%	38	34%	38	34%
Insurance Staff Attorney			16	22%	17	26%	18	25%	18	25%
Judicial Administration	13	12%	12	13%	15	17%	22	20%	22	20%
Judicial Campaign Advertising *	5	33%	5	33%	7	39%	6	35%	6	35%
Judicial Evaluation	6	35%	7	39%	6	35%	4	40%	4	40%
Judicial Independence Commission	18	27%	12	21%	11	20%	12	23%	12	23%
Law Related Education*			9	50%	10	55%	9	53%	9	53%
Lawyers Assistance	3	8%	4	91%	4	10%	5	13%	5	13%
Legal Ethics & Professional Resp.	12	20%	13	22%	14	21%	14	21%	14	21%
Legal Services for Exceptional Children	30	52%	31	59%	26	54%	33	46%	33	46%
Legal Services to Persons with Disabilities	14	30%	16	33%	19	37%	13	27%	13	27%
Legal Services to the Public									37	49%
Medical and Health Related Issues	21	35%	18	32%	27	38%	26	37%	26	37%
Medical Society/Bar Association*	2	14%	2	15%	2	22%	4	31%	4	31%
Membership Development	10	37%	8	28%	9	30%	9	27%	9	27%
Military and Veterans									11	17%
Minority Bar Association	34	41%	28	41%	38	48%	40	51%	40	51%
PABAR-PAC*	42	44%	4	40%	3	30%	3	33%	2	22%
Plain English	20	37%	15	37%	17	40%	15	34%	15	34%
Post Trial & Appellate Practice									47	37%
Professional Liability	10	15%	5	8%	6	9%	6	8%	6	8%
Professional Practice Standards					3	20%	3	19%	3	19%
Professionalism	18	23%	14	21%	18	25%	22	30%	22	30%
Quality of Life/Balance	5	46%	24	48%	19	42%	24	47%	24	47%
Senior Lawyer Committee	3	3%	3	3%	2	30%	3	4%	3	4%
Sports, Entertainment & Art	15	18%	14	18%	14	19%	13	18%	13	18%
Statutory Law	16	30%	10	19%	12	27%	12	25%	12	25%
Unauthorized Practice of Law	11	15%	18	22%	18	21%	18	22%	18	22%
Visions and Trends*			2	14%	7	38%	10	43%	10	43%
Women in the Profession Commission	171	98%	162	98%	234	98%	321	97%	321	97%

*denotes appointed committee

SECTIONS

Membership is open to any PBA member who pays section dues. Sections elect their officers, council members, and House of Delegates representative. Today, there are 4 women chairs out of 18 chairs, or 22%, compared to last year when there were 6 women chairs, or 33%. There are 3 women representatives to the House of Delegates, as there were last year.

- There was 1 woman section chair and 6 women vice-chairs in 1995, the first year of the Report Card.
- Last year there were 6 women section chairs, 33%.
- This year there are 4 women section chairs, 22%.
- This year there are 3 women section representatives, out of 18, to the House of Delegates.

Women are substantially under-represented on the councils of 3 sections. All 3 also have male representatives to the House of Delegates.

	F % Membership	F % Council	Representative to House
Education Law	29%	0%	M
Real Property	18%	0%	M
Tax Law	16%	0%	M

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

	F	M	%F	Chair	Vice	Sec./Treas	Section Del.
Administrative Law							
Council	6	13	32%	M	M	M	F
Members	62	173	26%				
Aeronautical Law							
Council	1	5	17%	M			M
Members	9	32	22%				
Business Law							
Council	9	13	41%	F	M	FM	M
Members	407	1718	19%				
Civil Litigation							
Council	5	15	25%	M	M	MM	M
Members	536	2704	17%				
Criminal Law							
Council	1	6	14%	F	M	M	M
Members	96	606	14%				
Education Law							
Council	0	4	0%	M			M
Members	89	223	29%				
Elder Law							
Council	6	9	40%	M	M	FM	F
Members	191	597	24%				
Environmental Law							
Council	3	10	23%		F	MM	M
Members	90	401	18%				
Family Law							
Council	12	15	44%	F	FM	FM	M
Members	637	848	43%				
Intellectual Property							
Council	2	9	15%	M	FM	FM	M
Members	77	322	19%				
Int'l. Comp.							
Council	2	5	29%	M		M	M
Members	41	98	29%				
Labor & Employ.							
Council	2	7	22%	M	M	FM	M
Members	317	737	30%				
Municipal Law							
Council	2	14	16%	M	M	M	M
Members	116	812	13%				
Public Utility							
Council	3	5	38%	F	M	F	F
Members	50	146	26%				
Real Property							
Council	0	20	0%	M	M	M	M
Members	515	2400	18%				
Solo & Small Firm							
Council	9	20	31%	M	F	MM	M
Members	181	787	19%				
Tax Law							
Council	1	14	6%	M	M	M	M
Members	149	783	16%				
Workers Comp							
Council	5	13	27%	M	M	FM	M
Members	201	869	19%				
Council Totals	69	197	26%	4 of 17	4 of 17	7 of 25	3 of 18
Member Totals	3764	14256	23%	23.5%	23.5%	28%	16.6%

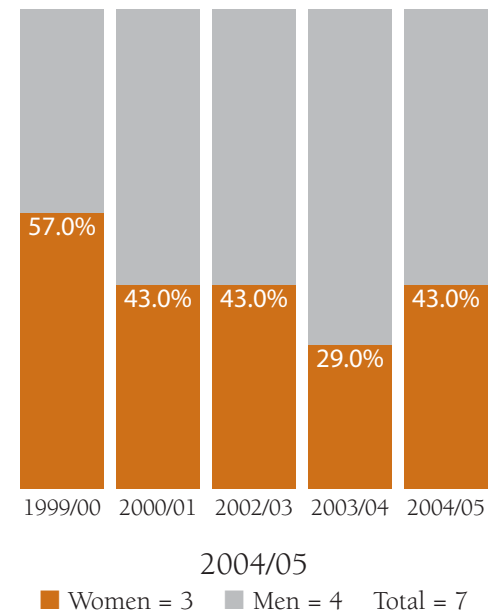
YOUNG LAWYERS DIVISION

The PBA Young Lawyers Division represents 23.29% of the PBA's membership. The YLD's members are lawyers who are 36 years of age or younger or have been practicing law for five years or less, regardless of age. The leadership positions in the YLD are: Chair; Chair-Elect; Immediate Past Chair; Secretary; Treasurer; Division Delegate; and ABA/YLD District Representative.

This year there are 6,715 members of the Young Lawyers Division, 3,779 women, or 43%, and 4,936 men.

In 1995, the first year the Report Card was issued, women held 57% of the leadership positions in the Young Lawyers Division. This year, 43% of the leadership positions, 3 of 7 offices, are held by women.

- The Chair, Immediate Past Chair, Treasurer, and representative to the House of Delegates are men
- The Chair-Elect, Secretary, and ABA/YLD District Representative are women.



PBA WOMEN IN THE PROFESSION MISSION STATEMENT

The mission of the Pennsylvania Bar Association ("PBA") Commission on Women in the Profession is to assure full and equal participation of women in the PBA, the legal profession, and the justice system. In order to achieve this mission, the Commission is to:

1. Identify opportunities that enable women lawyers to participate fully in the work, responsibilities, and rewards of the profession. Included in this objective are issues relating to the advancement of women within law firms, job opportunities for women, gender discrimination in the profession, and ways and means by which women can utilize the Bar Association as a continuing organization to help solve and resolve problems unique to women in the profession.
2. Monitor the current status of women in the legal profession, identify their career paths and goals, and promote their advancement and achievement.
3. Develop educational programs to address discrimination against women lawyers and the unique barriers they encounter in pursuing their professional careers.
4. Make recommendations to the PBA Board of Governors and House of Delegates for action on issues the Commission identifies.
5. Make recommendations to the Courts, legislature, and other groups within the justice system on issues the Commission identifies through approval of the Board of Governors and House of Delegates.

REPORT CARD MISSION

For the eleventh year, the PBA Commission on Women in the Profession has prepared a Report Card. Originally patterned after the ABA Report Card, the PBA Commission on Women in the Profession Report Card has evolved every year. It has changed and expanded with the hope of illuminating the roles of women in the Pennsylvania Bar Association and the legal profession.

Starting in 1994, the Report Card focused on the PBA membership and the positions and numbers of women in the organization. Eleven years later, this is still an important focus of the Report Card, but the Report Card has grown to include more information on women within the profession. The 2005 Report Card looks at numbers and positions of women in private law firms as well as public offices such as District Attorney and Public Defender Offices. For the sixth time, numbers on women in the judiciary are reported.

The Commission on Women in the Profession issues this Report Card yearly to serve as a measure of the evolving participation of women in the legal profession in Pennsylvania. The Commission hopes, in keeping with our Mission Statement, the Report Card will help identify barriers as well as reveal opportunities for women within the profession.

The Women in the Profession's Firm Award for the Promotion of Women to Leadership Positions was established in 2003 to recognize the firm among the 100 largest in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm. The important leadership positions in most firms which carry the greatest prestige and monetary awards are managing partner, equity partner, and department/section/practice group head. The representation of women in substantial percentages in these categories shows a firm's commitment to utilize and reward the talents and abilities of all of its most accomplished lawyers. By honoring a firm, the award recognizes standards which other firms can aspire to meet and highlights successful tactics which other firms can emulate.

It remains the belief and goal of this Commission that with all members working together, we will create a strong and vital profession and PBA. Together we will be prepared to meet the challenges facing our society and profession.

AWARDS

The Women in the Profession's Award for the Promotion of Women to Leadership Positions Within the Firm chosen from the 100 Largest Firms.

2005	Houston Harbaugh	2004	Woodcock Washburn	2003	Ballard Spahr Andrews & Ingersoll
				2002	Willig, Williams & Davidson

The Anne X. Alpern Award to a Pennsylvania woman attorney who has had a significant professional impact in Pennsylvania, who has demonstrated leadership in her profession and community, and who has participated in mentoring activities.

2005	Hon. Sandra Schultz Newman	2001	Nora Barry Fischer	1997	Hon. Phyllis Beck
2004	Hon. Donetta W. Ambrose	2000	Hon. Carolyn E. Temin	1996	Professor Esther Clark
2003	Charisse R. Lillie	1999	Leslie Anne Miller	1995	Joy Flowers Conti
2002	Lila G. Roomberg	1998	Professor Marina Angel	1994	Hon. Genevieve Blatt

The Lynette Norton Award to an outstanding woman litigator who has demonstrated leadership in mentoring other women attorneys and who is devoted to assisting other women who follow in the profession.

2005	Melinda C. Ghilardi	2004	Kerry A. Kearney	2003	Roberta D. Liebenberg
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