



Commission on Women in the Profession

20TH REPORT CARD

PENNSYLVANIA BAR ASSOCIATION

Welcome to the 2015 Pennsylvania Bar Association's Commission on Women in the Profession's 20th **Report Card**. Originally patterned after the American Bar Association's Report Card, when this report began in 1995, most of the collected data focused on the Pennsylvania Bar Association's (PBA) membership and highlighted the positions and statistics of women members within the organization. This focus supported our endeavors to increase growth and visibility of women members holding key positions within the PBA.

The **Report Card** has advanced each year to include information pertinent to women lawyers and trends within the profession and Commonwealth. The 2015 **Report Card** provides concrete data on women judges sitting on all levels of the state and federal judiciary throughout Pennsylvania, the number of women participating on all levels of the PBA, highlights portions of the WIP Survey, and recognizes our annual award winners.

The Commission on Women in the Profession issues this 20th **Report Card** to serve as a measure of the evolving participation of women in the PBA and in the judiciary. We continue to compare our current results with those from our initial year of reporting to better understand the progress that has already been made and with the hope that it will help identify deficiencies, reveal opportunities and inspire positive changes for women attorneys.

Traditionally, the **Report Card** contained statistics detailing the status of women in the State and Federal Judiciaries, the District Attorney's and Public Defender's Offices, and the 100 largest law firms in Pennsylvania, in addition to within the PBA itself. To make the information more relevant to PBA members, including women in the profession who practice in settings other than the previously identified groups, the Commission expanded its research this year to include as many Pennsylvania attorneys, both male and female, as possible. To better assess the current climate of the profession and in combination with the American Bar Association, the WIP Report Card Committee conducted a survey of all Pennsylvania attorneys. Those results are included in this report.

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Commission on Women in the Profession

20TH REPORT CARD

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PENNSYLVANIA BAR ASSOCIATION

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 Executive Summary

JUDICIARY

STATE

In 2014, women represented 20% of those elected to the Supreme Court, 73% of those elected to the Superior Court, and represented 56% of those elected to the Commonwealth Court.

Statewide, women represented 30% of the bench serving as Court of Common Pleas Judges. Of the 89 Court of Common Pleas Judges in Philadelphia County, women judges represented 52%.

Twenty-seven counties had no women judges.

FEDERAL

In 2014, appointed women represented 22% of District Court Judges, 52% of Magistrate Judges, and 31% of Bankruptcy Judges.

- **EASTERN DISTRICT:** Women represented 17% of District Court Judges, 50% of US Magistrate Judges and 33% of Bankruptcy Judges.
- **MIDDLE DISTRICT:** Women represented 15% of District Court Judges, 40% US Magistrate Judges and 33% of Bankruptcy Judges.
- **WESTERN DISTRICT:** Women represented 42% of District Court Judges, 67% of US Magistrate Judges and 25% of Bankruptcy Judges.

2015 PBA Commission on Women in the Profession (WIP) Survey EXECUTIVE SUMMARY

GENERAL OBSERVATIONS

A total of 1,554 responses were received. The survey results are filtered by type of respondent. Below is the breakdown of the number of responses for each filter:

All Respondents: **1,554**

Female Respondents: **1,144**

Male Respondents: **386**

Non-PBA Members: **150**

PBA Members: **1,397**

WIP Members: **221**

DEMOGRAPHICS/PRACTICE INFORMATION

Age: There is a good representation of all age groups among the respondents with about 54% under 50 years of age and 46% over 50 years of age.

Practice setting: There are slight variations in the types of employment setting and practice positions based on gender. Seventy percent of male respondents and 61% of female respondents practice in a firm setting. The most frequent practice position reported for male respondents was a partner or shareholder in firm (55%). The most frequent practice position reported for female respondents was an associate in a firm (39%).

Other organization memberships: Respondents are very likely to belong (89% of male respondents and 84% of female respondents) to a local bar association. About one-quarter of all respondents belong to a special-focus bar association.

WIP membership: Respondents who are not WIP members were asked why they had not joined. Over half indicated they were not aware or had little knowledge of the Commission, demonstrating a need for awareness building and promotion of the Commission.



PROFESSIONAL SATISFACTION

Professional satisfaction: Forty percent of all respondents indicated they were “happy with my professional life; it’s great to be a lawyer.” However, when filtered by gender, it is notable that 52% of males indicated they were happy and only 36% of females indicated the same. Another 41% of all respondents indicated they were “satisfied” with their professional life as a lawyer (37% of males and 43% of females). Five percent of females indicated they were planning a career change and 16% indicated they were dissatisfied but planning to continue with career choice. Two percent of males indicated they were planning a career change and 9% indicated they were dissatisfied, but planning to continue with career choice. Respondents were asked to rate their satisfaction with specific aspects of their career and personal life on a scale of 1-10. Below are some observations:

- Male satisfaction ratings were higher for each aspect than were the satisfaction ratings of female respondents.
- The most significant differences were in the levels of satisfaction with compensation and benefits (7.20 for men; 6.25 for women) and with advancement/promotion opportunities in the workplace (7.41 for males; 6.20 for females).
- Both males (8.24) and females (7.56) rated “overall quality of life” highest in terms of level of satisfaction with “choice of law as a career” rated 2nd highest for both (8.06 for males; 7.31 for females).



CONCERNS

While there were some notable differences in levels of personal satisfaction between male and female respondents, differences in levels of concern about issues impacting the profession and the practice of law are less pronounced between the genders. Respondents were asked to rate their levels of concern on a scale of 1-5.

Respondents' greatest concerns about issues affecting the profession are:

- 1) Cost of legal education – 3.88
- 2) Public understanding and confidence in the judicial system – 3.80
- 3) Legal employment market – 3.61
- 4) Public perception of the profession – 3.57
- 5) Level of professional incivility – 3.53

Respondents' greatest concerns about issues impacting their law practice are:

- 1) Providing good service to clients with limited time – 3.68
- 2) Managing stress – 3.60
- 3) Balancing work and personal life/family – 3.53
- 4) Earning a living – 3.51
- 5) Finding clients – 3.49

WIP FOCUS

The four areas most frequently mentioned when asked where WIP should focus its resources (open-ended question) were:

- 1) Mentoring
- 2) Work/life balance
- 3) Career advancement and development
- 4) Pay equality.

BAR AND COMMISSION SUPPORT

When asked what type of support they needed from WIP and the PBA, about half of respondents indicated they would like more advocacy on issues of concern to lawyers and more practice-related resources. About 40% would like more networking opportunities.

For the full results of the survey go to page 18.

2014 PENNSYLVANIA JUDICIARY

STATE

- Statewide in 2014, women represented 20% of the Judges.
- Women represented 20% of those elected to the Supreme Court, 73% of those elected to the Superior Court and 56% of those elected to the Commonwealth Court.
- Women represented 30% of Judges serving as Court of Common Pleas Judges.*
- Nine counties had 1 woman judge.
- Twenty-seven counties had no women judges.

PENNSYLVANIA APPELLATE

PA Supreme Court	1 of 5 Sitting Justice seats was held by a woman
PA Superior Court	11 of 15 Sitting Judge seats were held by women
PA Commonwealth	5 of 9 Sitting Judge seats were held by women

** Cameron and Elk, Columbia and Montour, Franklin and Fulton, Juniata and Perry, Snyder and Union, Forest and Warren, and Sullivan and Wyoming, share judges. (We have not double counted the judges for these counties.)*

FEDERAL

EASTERN DISTRICT

District Court Judges	Women occupied 6 of 35 seats; 17%
US Magistrate Judges	Women occupied 6 of 12 seats; 50%
Bankruptcy Judges	Women occupied 2 of 6 seats; 33%

MIDDLE DISTRICT

District Court Judges	Women occupied 2 of 13 seats; 15%
US Magistrate Judges	Women occupied 2 of 5 seats; 40%
Bankruptcy Judges	Women occupied 1 of 3 seats; 33%

WESTERN DISTRICT

District Court Judges	Women occupied 5 of 12 seats; 42%
US Magistrate Judges	Women occupied 4 of 6 seats; 67%
Bankruptcy Judges	Women occupied 1 of 4 seats; 25%

Appointed women represented 22% of District Court Judges, 52% of Magistrate Judges, and 31% of Bankruptcy Judges.

THIRD CIRCUIT COURT OF APPEALS

The jurisdiction of the Third Circuit Court of Appeals includes Pennsylvania, Delaware, New Jersey and the U.S. Virgin Islands. There were 5 women appointed judges representing 21% of the 24 member Third Circuit Court of Appeals. All five women were from Pennsylvania.

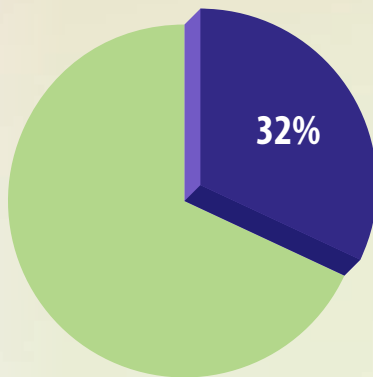
PA COURT OF COMMON PLEAS SITTING JUDGES BY COUNTY

COUNTY	F	M	%F
Adams	0	4	0%
Allegheny	14	28	33%
Armstrong	0	2	0%
Beaver	1	6	14%
Bedford	0	2	0%
Berks	3	10	23%
Blair	2	3	40%
Bradford	1	0	100%
Bucks	2	9	18%
Butler	2	4	33%
Cambria	1	4	20%
Cameron/Elk	0	1	0%
Carbon	0	3	0%
Centre	1	3	25%
Chester	4	9	31%
Clarion	0	1	0%
Clearfield	0	2	0%
Clinton	0	2	0%
Columbia/Montour	0	2	0%
Crawford	0	3	0%

COUNTY	F	M	%F
Cumberland	1	5	17%
Dauphin	2	8	20%
Delaware	4	15	21%
Erie	2	7	22%
Fayette	2	3	40%
Forest/Warren	1	1	50%
Franklin/Fulton	2	3	40%
Greene	0	1	0%
Huntingdon	0	1	0%
Indiana	1	2	33%
Jefferson	0	1	0%
Juniata/Perry	1	1	50%
Lackawanna	2	7	22%
Lancaster	2	13	13%
Lawrence	0	4	0%
Lebanon	0	4	0%
Lehigh	4	6	40%
Luzerne	3	7	30%
Lycoming	2	3	40%
McKean	0	2	0%

COUNTY	F	M	%F
Mercer	0	4	0%
Mifflin	0	1	0%
Monroe	2	4	33%
Montgomery	8	14	36%
Northampton	3	5	38%
Northumberland	0	3	0%
Philadelphia	46	43	52%
Pike	0	2	0%
Potter	0	1	0%
Schuylkill	1	5	17%
Snyder/Union	0	2	0%
Somerset	0	3	0%
Sullivan/Wyoming	0	1	0%
Tioga	0	1	0%
Venango	0	2	0%
Washington	3	3	50%
Wayne	0	1	0%
Westmoreland	4	6	40%
York	2	11	15%
Total	129	304	30%

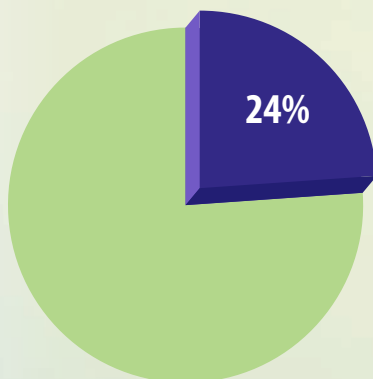
THE PBA IN 2014



THE PBA IN 2014

■ Women = 8,930 ■ Men = 18,705

Total = 27,636



PBA TWENTY YEARS AGO

■ Women = 6,497 ■ Men = 21,066

Total = 27,563

- Women represented 32% of the PBA membership.
- The Young Lawyers Division (YLD) represented 35% of the PBA membership. Women represented 45% of the YLD membership.
- With a total of 398 members in the PBA House of Delegates, women represented 35%.
- Women represented 31% of the PBA Board of Governors. In 1995, women represented 21% of the PBA Board of Governors.
- Women were the majority of the PBA committee membership, representing 55%.
- Of the 51 standing PBA Committees, 43%, or 22 were chaired by a woman, either in a jointly charged position or solo. In 1995, 32% of the 38 PBA Committees had women solo chairs.
- In 1995, women represented 9% of the members of the PBA Nominating Committee. Nearly twenty years later women representation increased to 39% of the PBA Nominating Committee.
- The Commission on Women in the Profession had close to 850 members; three times as many members as the next largest committee.
- Thirty-nine percent of the 18 Sections within the PBA, or 7 sections, were chaired by women. In 1995, there was 1 section chaired by a woman.
- Thirty-three percent or 6 women out of 18 section representatives participated in the House of Delegates. In 1995, there was 1 woman out of 16 section representatives.
- Women represented 14% of the leadership in the Young Lawyers Division: the Division Delegate position was held by a woman.
- The PBA has been led by two women presidents; Leslie Anne Miller in 1999 and Gretchen A. Mundorff in 2010.

METHODOLOGY

Sources:

- 2015 Resource Guide to the Pennsylvania Bar Association.
- 2015 Pennsylvania Bar Association Lawyers Directory & Product Guide.
- 1995 PBA WIP Report Card.
- Pennsylvania Bar Association membership records as of December 31, 2014.
- Administrative Office of Pennsylvania Courts Judicial Data.

Factors to consider:

- Some members of the PBA have gender neutral names or did not specify a gender so some errors may exist.
- Sample sizes must be recognized in the interpretation of these statistics.
- In comparisons, women's statistics are given first.
- All percentages are of women and are rounded unless reported in greater detail.

PBA LEADERSHIP

EXECUTIVE OFFICERS

President – Francis X. O’Connor

President Elect – William H. Pugh, V

Vice President – Sara A. Austin

Immediate Past President – Forest N. Myers

BOARD OF GOVERNORS

The PBA Board of Governors is comprised of PBA General Officers (President, President-Elect, Vice President, and Immediate Past President), Chair of the House of Delegates, Secretary, and Treasurer; three representatives from the Young Lawyers Division, one Zone Governor from each of the 12 zones; three Governors-At-Large and one Unit County Governor.

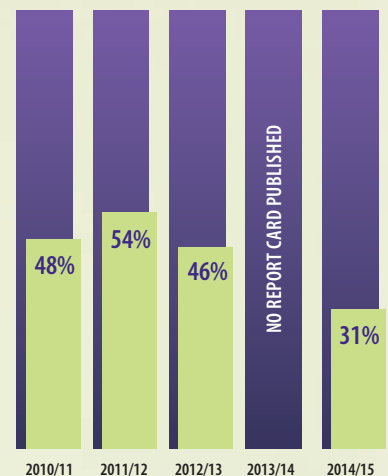
- Eight women represented 31% of the 26 members of the Board of Governors.

NOMINATING COMMITTEE

The Nominating Committee selects one candidate for each of the General Officers of the PBA to be presented to the House of Delegates. The Committee consists of all Zone Governors, the Unit County Governor, the Minority Governors, the Woman Governor, the five living immediate past presidents of the PBA, the living immediate past chair of the YLD, two committee and three section representatives, a representative from the Conference of County Bar Leaders Executive Committee, a representative selected by the Executive Council of the Commission on Women in the Profession Committee and a representative selected by the Executive Council of the Minority Bar Committee, a representative selected by the Executive Committee of the Solo and Small Firm Section, and a representative selected by the Executive Council of the Young Lawyers Division. Alternating odd and even years, beginning in 2011; a representative selected by the members of the GLBT Rights Committee (odd year), a representative selected by the members of the Legal Services to Persons with Disabilities Committee (even year).

- Thirteen women represented 39% of the 33 members of the PBA Nominating Committee.

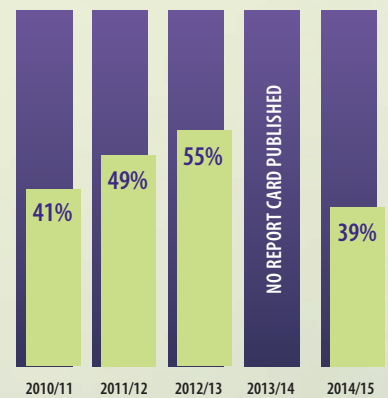
2014-15 BOARD OF GOVERNORS



2014/15

Women = 8 Men = 14 Total = 26

NOMINATING COMMITTEE:



2014/15

Women = 13 Men = 18 Total = 33

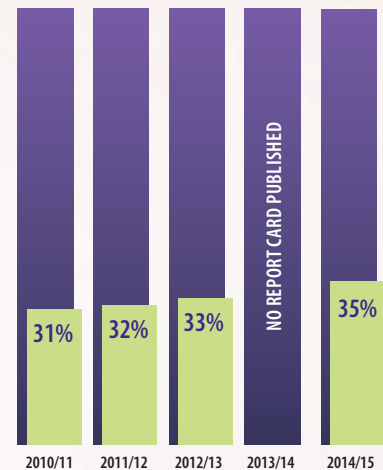
HOUSE OF DELEGATES

The House of Delegates sets the policy of the PBA and is comprised of the following members: PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary, and Treasurer); all other members of the Board of 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; the state delegate to the ABA House: the Court Administrator of Pennsylvania; deans of Pennsylvania law schools, Law School Division Delegate and one student member from each accredited Pennsylvania law school.

**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.*

In 2014, 138 women delegates represented 35% of the 398 members of the PBA House of Delegates.

HOUSE OF DELEGATES



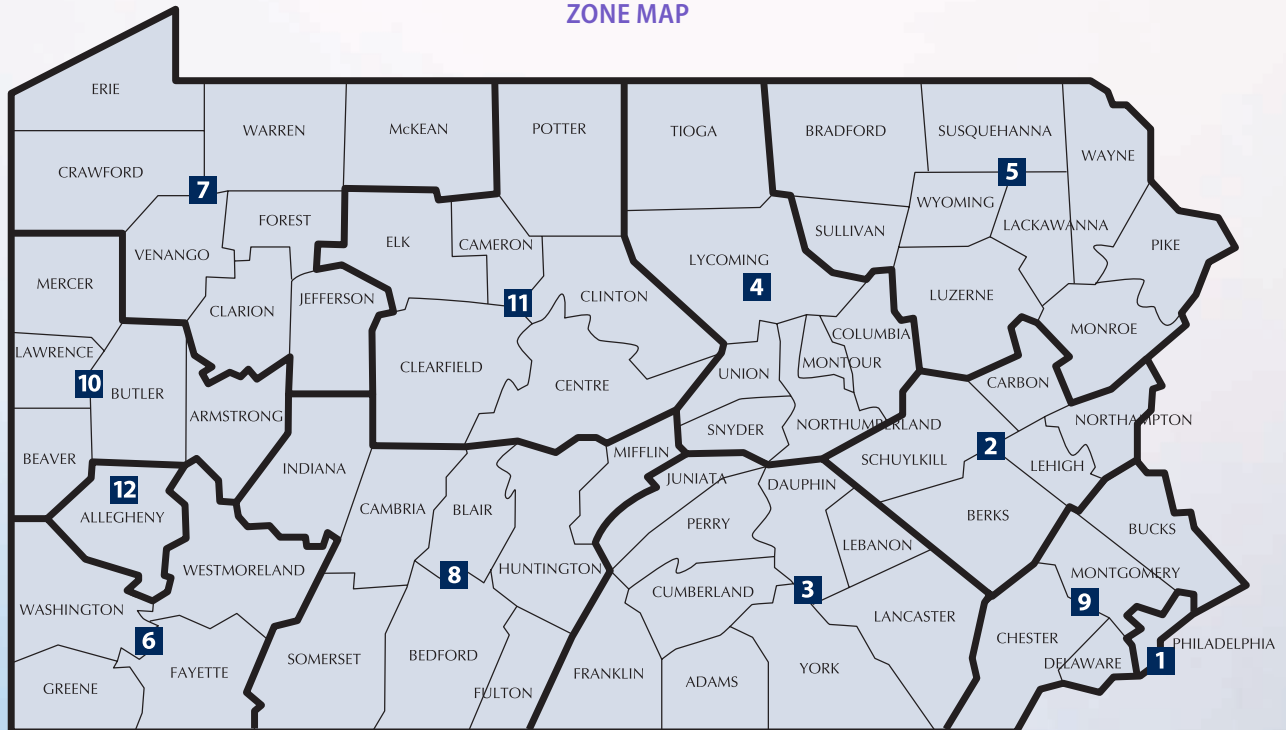
2014/15

Women = 138 Men = 260 Total = 398

HOUSE OF DELEGATES BY ZONE

	2010/11			2011/12			2012/13			2013/14			2014/15		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F	F	M	%F
Zone 1	24	40	38%	24	39	39%	24	39	39%	No Report			28	38	42%
Zone 2	6	22	22%	6	23	21%	7	21	26%	Card Published			10	21	32%
Zone 3	28	36	44%	31	32	50%	32	32	50%	-	-	-	33	33	50%
Zone 4	2	12	15%	3	11	22%	3	9	26%	-	-	-	3	8	27%
Zone 5	5	19	21%	7	18	29%	8	18	31%	-	-	-	8	19	30%
Zone 6	8	12	41%	6	14	31%	6	14	31%	-	-	-	8	13	38%
Zone 7	4	14	23%	4	13	24%	3	14	18%	-	-	-	3	12	20%
Zone 8	2	15	12%	2	15	12%	4	12	26%	-	-	-	4	13	24%
Zone 9	15	54	22%	14	50	22%	13	47	22%	-	-	-	15	46	25%
Zone 10	7	7	51%	7	9	44%	9	7	57%	-	-	-	4	12	25%
Zone 11	3	9	26%	3	9	26%	4	9	31%	-	-	-	4	10	29%
Zone 12	18	33	36%	19	32	38%	18	30	38%	-	-	-	17	31	35%
Out of State													1	4	20%
Total													138	260	35%

ZONE MAP



PBA MEMBERS BY COUNTY

COUNTY	F	M	%F
Adams	20	56	26%
Allegheny	1306	2552	34%
Armstrong	9	26	26%
Beaver	41	134	23%
Bedford	9	21	30%
Berks	139	388	26%
Blair	28	84	25%
Bradford	12	31	28%
Bucks	244	522	32%
Butler	81	138	37%
Cambria	39	136	22%
Cameron	1	3	25%
Carbon	20	51	28%
Centre	137	189	42%
Chester	269	563	32%
Clarion	2	16	11%
Clearfield	12	42	22%
Clinton	5	33	13%
Columbia	15	39	28%
Crawford	32	80	29%
Cumberland	214	444	33%
Dauphin	667	1101	38%
Delaware	359	719	33%
Elk	3	17	15%

COUNTY	F	M	%F
Erie	111	375	23%
Fayette	44	88	33%
Forest	0	2	0%
Franklin	56	98	36%
Fulton	1	5	17%
Greene	11	26	30%
Huntingdon	5	23	18%
Indiana	16	51	24%
Jefferson	9	19	32%
Juniata	3	13	19%
Lackawanna	129	481	21%
Lancaster	205	493	29%
Lawrence	19	77	20%
Lebanon	34	90	27%
Lehigh	174	412	30%
Luzerne	91	314	22%
Lycoming	64	149	30%
McKean	5	21	19%
Mercer	34	115	23%
Mifflin	2	28	7%
Monroe	36	96	27%
Montgomery	759	1605	32%
Montour	5	15	25%
Northampton	121	337	26%

COUNTY	F	M	%F
Northumberland	11	58	16%
Out-of country	4	7	36%
Out-of-state	964	1836	34%
Perry	8	16	33%
Philadelphia	1763	3071	36%
Pike	10	13	43%
Potter	5	9	36%
Schuylkill	46	129	26%
Snyder	2	16	11%
Somerset	18	52	26%
Sullivan	2	4	33%
Susquehanna	10	25	29%
Tioga	11	27	29%
Union	13	19	41%
Venango	12	38	24%
Warren	11	23	32%
Washington	113	260	30%
Wayne	20	45	31%
Westmoreland	121	329	27%
Wyoming	7	19	27%
York	154	361	30%
Did not Specify	27	30	47%
Total	8,930	18,705	32%

COMMITTEES

In the 2014 Bar Year, there were 51 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. The President-Elect appoints leadership for committees. In reviewing the percentage of women participating in committees and keeping in mind women represented 32% of the PBA membership; 58% were members of committees.

Of the 51 standing PBA Committees, 43%, or 22 were chaired by a woman, either in a jointly charged position or solo. The Commission on Women in the Profession was the largest committee in the PBA, with a roster of nearly 850 members.

COMMITTEE	F	M	%F	COMMITTEE	F	M	%F
Access to Justice Committee	7	15	32	Judicial Evaluation Commission	8	8	50
Agricultural Law Committee	22	28	44	Judicial Independence Committee	8	23	26
Alternative Dispute Resolution Committee	68	123	36	Large Law Firm Committee	1	17	6
Amicus Curiae Brief Committee	3	10	23	Law-Related Education Committee	18	15	55
Animal Law Committee	50	30	63	Lawyers Assistance Committee	11	18	38
Appellate Advocacy Committee	33	47	41	Legal Ethics & Professional Responsibility Committee	14	61	19
Bar Leadership Institute Class	27	19	59	Legal Services for Exceptional Children Committee	36	17	68
Bar/Press Committee	4	16	20	Legal Services to Persons with Disabilities Committee	25	12	68
Bylaws Committee	6	11	35	Legal Services to the Public Committee	37	22	63
Charitable Organizations Committee	39	35	53	Membership Development Committee	18	23	44
Children's Rights Committee	68	23	75	Military and Veterans Affairs Committee	11	45	20
Civil & Equal Rights Committee	72	76	49	Minority Bar Committee	157	89	64
Collaborative Law Committee	81	35	70	PABAR-PAC	4	15	21
Community & Public Relations Committee	8	12	40	PBA Diversity Team	13	5	72
Corrections System Committee	16	17	48	PBA Leadership Recruitment and Development Committee	15	4	79
Editorial Committee	6	13	32	Plain English Committee	13	23	36
Federal Practice Committee	58	86	40	Planning Committee	7	11	39
Gaming Law Committee	10	31	24	Professional Liability Committee	16	39	29
GLBT Rights Committee	47	33	59	Quality of Life/Balance Committee	24	19	56
Government Lawyers Committee	120	128	48	Review & Certifying Board	10	2	83
Health Care Law Committee	38	43	47	Senior Lawyers Committee	10	39	20
Immigration Law Committee	29	15	66	Shale Energy Law Committee	38	74	34
In-House Counsel Committee	30	41	42	Statutory Law Committee	9	27	25
Insurance Staff Attorney Committee	17	27	39	Unauthorized Practice of Law Committee	10	36	22
Judicial Administration Committee	18	31	37	Women in the Profession Committee	833	16	98
Judicial Campaign Advertising Committee	5	11	31	Total	2,228	1,616	58%

SECTIONS

Section membership is open to any PBA member who pays section dues. Sections elect their officers, council members, and House of Delegates representatives.

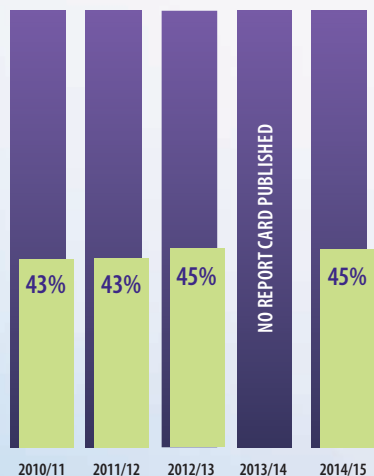
In the 2014 Bar Year, there were 7 women, representing 39% of the total number of section chairs. There were 6 women representatives selected to participate in the House of Delegates out of 18, which represented 33%.

SECTION	F	M	%F
Aeronautical & Space Law Section	1	2	33%
Business Law Section	9	13	41%
Civil Litigation Section	13	28	32%
Administrative Law Section	10	15	40%
Criminal Justice Section	1	7	13%
Education Law Section	5	6	45%
Elder Law Section	15	14	52%
Environmental and Energy Law	3	9	25%
Family Law Section	23	39	37%
Intellectual Property Law Section	4	20	17%
International & Comparative Law Section	0	2	0%
Labor and Employment Law Section	7	13	35%
Municipal Law Section	3	15	17%
Public Utility Law Section	9	8	53%
Real Property Probate & Trust Law Section	11	33	25%
Solo & Small Firm Practice Section	15	18	45%
Tax Law Section	6	12	33%
Workers Compensation Law Section	13	39	25%
TOTAL	148	293	34%



YOUNG LAWYERS DIVISION

YOUNG LAWYERS DIVISION



2014/15

Women = 4,486 Men = 5,560
 Total = 10,046

The PBA Young Lawyers Division represents 36% of the PBA's membership. YLD members are lawyers who are 38 years of age or younger or have been practicing law for five years or less, regardless of age. Membership in YLD is automatic for PBA members who fit this criterion.

In 2014, there were 10,046 members of the Young Lawyers Division; 4,486 women, or 45%, and 5,560 men, or 55%. Women held 14% of the leadership positions, 1 of 7 officers. To compare, in 1994-1995 women made up of 57% of YLD membership.

The only YLD leadership position held by a woman in 2014 was the Division Delegate.

2015 AWARDS

The Anne X. Alpern Award is given 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. **The recipient of the award for 2015 is Penina K. Lieber.**

2014 Hon. Marilyn J. Horan

2013 Gretchen A. Mundorff

2012 Hon. Susan Peikes Gantman

2011 Roberta Jacobs-Meadway

2010 Hon. Linda K.M. Ludgate

2009 Hon. Cynthia A. Baldwin

2008 Kathleen D. Wilkinson

2007 Ann L. Begler

2006 Hon. Maureen Lally-Green

2005 Hon. Sandra Schultz Newman

2004 Hon. Donetta W. Ambrose

2003 Charisse R. Lillie

2002 Lila G. Roomberg

2001 Nora Barry Fischer

2000 Hon. Carolyn E. Temin

1999 Leslie Anne Miller

1998 Prof. Marina Angel

1997 Hon. Phyllis Beck

1996 Prof. Esther Clark

1995 Hon. Joy Flowers Conti

1994 Hon. Genevieve Blatt

The Lynette Norton Award is given 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. **The recipient of the award for 2015 is Lynne Z. Gold-Bikin.**

2014 Sarah C. Yerger

2013 Candy Barr Heimbach

2012 Mary Cushing Doherty

2011 Ann Thornton Field

2010 Lynn E. Rzonca

2009 Mary Sue Ramsden

2008 Kimberly A. Brown

2007 Carolyn P. Short

2006 Elizabeth Maguschak

2005 Melinda C. Ghilardi

2004 Kerry A. Kearney

2003 Roberta Liebenberg

Honor Roll of Legal Organizations Welcoming Women Professionals

- 2014** Commonwealth of Pennsylvania Governor's Office of General Counsel / Cozen O'Connor / Daley Zucker Meilton & Miner LLC / Duane Morris LLP / Eckert Seamans Cherin & Mellott LLC / Law Offices of Lisa P. Wildstein LLC / Marshall Dennehey Warner Coleman & Goggin PC / Pepper Hamilton LLP / Philadelphia VIP / Seidel Cohen Hof & Reid LLC / White and Williams LLP / Willig Williams & Davidson
- 2013** Ballard Spahr LLP / Duane Morris LLP / Eckert Seamans Cherin & Mellott LLC / Fox Rothschild LLP / High Swartz LLP / Lamb McErlane PC / Pepper Hamilton LLP / Reed Smith LLP / Saul Ewing LLP / Seidel Cohen Hof & Reid LLC / White and Williams LLP
- 2012** Ballard Spahr LLP / Duane Morris LLP / Eckert Seamans Cherin & Mellott LLC / White and Williams LLP / Willig Williams & Davidson
- 2011** Duane Morris LLP / Exelon Corporation Legal Department / High Swartz LLP / McNees Wallace & Nurick LLC / Saul Ewing LLP
- 2010** Duane Morris LLP / Eckert Seamans Cherin & Mellott LLC / Lavin O'Neil Ricci Cedrone & DiSipio / Littler Mendelson PC / Meyer Darragh Buckler Bebenek & Eck PLLC / White and Williams LLP / Willig Williams & Davidson
- 2009** Cozen O'Connor / Hangley Aronchick Segal & Pudlin PC / K&L Gates / Meyer Darragh Buckler Bebenek & Eck PLLC / Oliver Price & Rhodes / Raynes McCarty

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

- 2008** Willig Williams & Davidson
- 2007** No Firm Award
- 2006** Lavin O'Neil Ricci Cedrone & DiSipio
- 2005** Houston Harbaugh
- 2004** Woodcock Washburn
- 2003** Ballard Spahr Andrews & Ingersoll
- 2002** Willig Williams & Davidson

Criteria for these recognitions can be found of pages 26 & 27

SURVEY RESULTS

RESPONDENT DEMOGRAPHICS

1. Please indicate your gender:

ANSWER	ALL	PBA MEMBERS	NON-PBA MEMBERS	WIP MEMBERS
Male	25%	27%	8%	1%
Female	74%	72%	91%	98%
I decline to identify	1%	1%	1%	1%

2. What is your current age?

ANSWER	ALL	PBA MEMBERS	NON-PBA MEMBERS	WIP MEMBERS	MALE RESPONDENTS	FEMALE RESPONDENTS
Under 25	1%	1%	1%	1%	1%	2%
26-30	11%	12%	7%	10%	7%	13%
31-35	11%	10%	16%	12%	6%	13%
36-40	10%	10%	12%	13%	5%	12%
41-45	8%	8%	7%	13%	4%	9%
46-50	13%	12%	19%	13%	12%	13%
51-55	12%	12%	9%	12%	10%	12%
56-60	14%	14%	13%	13%	18%	12%
61-65	11%	12%	9%	7%	16%	10%
66-70	6%	6%	3%	4%	12%	3%
Over 70	3%	4%	2%	3%	9%	1%

3. To which other voluntary bar associations do you belong? Please check all that apply.

ANSWER	ALL	PBA MEMBERS	NON-PBA MEMBERS	WIP MEMBERS	MALE RESPONDENTS	FEMALE RESPONDENTS
Local bar association	86%	89%	50%	92%	89%	84%
Other state bar association	34%	36%	15%	28%	38%	32%
Special-focus bar association	23%	22%	26%	30%	26%	22%
Minority bar association	4%	4%	4%	10%	3%	5%
Religious organization	32%	32%	29%	37%	40%	29%
Civic organization	43%	42%	46%	53%	52%	39%
Educational organization	21%	20%	31%	28%	23%	21%



Commission on Women in the Profession

20TH REPORT CARD

4. Are you a member of the Pennsylvania Bar Association?

ANSWER	ALL	MALE RESPONDENTS	FEMALE RESPONDENTS
Yes	90%	97%	88%
No	10%	3%	12%

5. Are you a member of Pennsylvania Bar Association's Commission on Women in the Profession? (PBA members only)

ANSWER	ALL	MALE RESPONDENTS	FEMALE RESPONDENTS
Yes	16%	1%	22%
No	84%	99%	79%

6. Why are you not a member of the Commission? Please check all that apply.

ANSWER	ALL	FEMALE RESPONDENTS
I am active in other PBA sections/committees and do not have the time.	17%	14%
WIP programs do not relate to my practice and/or professional interests.	18%	12%
The location of WIP programs is not convenient for me.	7%	10%
I belong to my local bar association's women's committee/section.	6%	8%
I am unaware and/or have little knowledge of WIP.	56%	60%
Other	19%	18%

OTHER:

Lack of time/family commitments	39
Do not see benefit of belonging	30
Active in other organizations/no time	20
No interest	13
Not practicing or retired	8
Unsure of cost	3
Unsure of focus	2
Negative experience – experiences with women lawyers have not been positive	1

CURRENT POSITION AND PRACTICE SETTING

7. Which of the following best describes your employment setting?

ANSWER	ALL	PBA MEMBERS	NON-PBA MEMBERS	WIP MEMBERS	MALE RESPONDENTS	FEMALE RESPONDENTS
Private practice of law	63%	67%	26%	64%	70%	61%
Judiciary	5%	4%	8%	6%	4%	4%
Government	11%	10%	20%	15%	11%	11%
For-profit corporation or business (non-legal)	1%	1%	4%	0%	1%	1%
Law school	1%	1%	2%	1%	1%	1%
Non-profit organization	4%	4%	9%	3%	2%	5%
Retired	2%	2%	1%	2%	3%	1%
Paralegal	0%	0%	0%	0%	0%	0%
For-profit corporation or business (in-house counsel)	8%	7%	19%	6%	5%	9%
Education	1%	1%	1%	0%	0%	1%
Mediation	0%	0%	0%	0%	1%	0%
Unemployed	1%	1%	3%	0%	1%	1%

8. Which BEST describes your current position in private practice?

ANSWER	ALL	PBA MEMBERS	NON-PBA MEMBERS	WIP MEMBERS	MALE RESPONDENTS	FEMALE RESPONDENTS
Sole practitioner alone	15%	15%	23%	13%	15%	15%
Sole practitioner sharing office space with other lawyers	6%	6%	8%	4%	6%	6%
Partner or shareholder in firm	40%	41%	18%	38%	55%	34%
Associate in firm	33%	33%	38%	40%	18%	39%
Other salaried employee in law firm	3%	2%	8%	1%	3%	3%

9. What is the size of your firm?

ANSWER	ALL	PBA MEMBERS	NON-PBA MEMBERS	WIP MEMBERS	MALE RESPONDENTS	FEMALE RESPONDENTS
2-5 attorneys	26%	26%	33%	20%	28%	25%
6-10 attorneys	16%	16%	11%	19%	18%	15%
11-20 attorneys	12%	12%	7%	14%	12%	12%
20+ attorneys	46%	46%	48%	48%	42%	43%

PROFESSIONAL SATISFACTION

10. Please indicate which of the following statements best describes your personal experience and feelings about the practice of law since you began your career.

ANSWER	ALL	PBA MEMBERS	NON-PBA MEMBERS	WIP MEMBERS	MALE RESPONDENTS	FEMALE RESPONDENTS
My professional life as a lawyer is satisfactory.	41%	41%	45%	45%	37%	43%
I'm planning a career change.	4%	4%	7%	3%	2%	5%
I'm dissatisfied but planning on continuing with my chosen career.	14%	14%	16%	12%	9%	16%
I'm happy with my professional life; it's great to be a lawyer.	40%	41%	32%	40%	52%	36%

11. How satisfied are you with the following aspects of your career and your personal life? Please rate on a scale of 1-10 with 1 being extremely dissatisfied and 10 being extremely satisfied. (Responses below are reported as means.)

ANSWER	ALL	PBA MEMBERS	NON-PBA MEMBERS	WIP MEMBERS	MALE RESPONDENTS	FEMALE RESPONDENTS
Overall quality of life	7.73	7.76	7.52	7.72	8.24	7.56
Work/life balance	7.01	7.01	7.06	7.04	7.48	6.86
Choice of law as a career	7.50	7.55	7.05	7.62	8.06	7.31
Fairness of work distribution among associates/employees in workplace	7.16	7.21	6.68	7.05	7.70	6.97
Pressure of billable hours/time commitment in workplace	6.36	6.38	6.30	6.40	6.83	6.21
Compensation/benefits level	6.50	6.57	5.84	6.41	7.20	6.25
Advancement/promotion opportunities in workplace	6.50	6.60	5.63	6.20	7.41	6.20

CONCERNS

12. Please tell us how concerned you are with the following issues and their impact on the profession and your practice. Please rate on a scale of 1-5 with 1 being not at all concerned and 5 being very concerned. (Responses below are reported as means.)

ANSWER	ALL	PBA MEMBERS	NON-PBA MEMBERS	WIP MEMBERS	MALE RESPONDENTS	FEMALE RESPONDENTS
Public perception of the profession	3.57	3.58	3.43	3.68	3.74	3.50
Public understanding and confidence in the judicial system	3.80	3.80	3.85	3.94	3.94	3.75
Legal employment market	3.61	3.59	3.78	3.73	3.53	3.63
Unauthorized practice of law	2.87	2.89	2.64	3.00	3.19	2.76
Globalization of the practice and legal outsourcing	3.03	3.02	3.09	3.13	3.12	3.00
Availability of online legal information and do-it-yourself tools for consumers	2.74	2.75	2.66	2.84	2.87	2.69
Level of professional incivility	3.53	3.52	3.58	3.64	3.53	3.52
Availability of career development opportunities within the legal profession	3.27	3.26	3.40	3.21	3.18	3.30
Changing client expectations about the value of services rendered	3.32	3.34	3.19	3.37	3.37	3.30
Cost of legal education	3.88	3.87	3.98	4.05	3.87	3.89

13. Please tell us how concerned you are with the following issues and their impact on you and your law practice. Please rate on a scale of 1-5 with 1 being not at all concerned and 5 being very concerned. (Responses below are reported as means.)

ANSWER	ALL	PBA MEMBERS	NON-PBA MEMBERS	WIP MEMBERS	MALE RESPONDENTS	FEMALE RESPONDENTS
Finding clients	3.49	3.50	3.34	3.72	3.47	3.52
Managing the business aspects of my practice	3.24	3.25	3.07	3.46	3.11	3.29
Finding and keeping good staff	3.29	3.30	3.27	3.37	3.27	3.32
Providing good service to my clients with limited time	3.68	3.67	3.83	3.75	3.56	3.73
Balancing work and personal life/family	3.53	3.54	3.46	3.63	3.32	3.60
Keeping up with and using technology	3.27	3.27	3.25	3.15	3.26	3.26
Keeping current in the law	3.35	3.35	3.36	3.23	3.26	3.38
Billable hours	3.42	3.43	3.25	3.68	3.14	3.53
Career development	3.32	3.30	3.52	3.42	3.01	3.42
Earning a living	3.51	3.49	3.70	3.64	3.29	3.59
Relationships with colleagues	3.02	3.01	3.05	3.03	3.05	3.01
Job security	3.14	3.12	3.30	3.28	2.87	3.24
Availability of mentoring/training	2.95	2.93	3.09	2.98	2.84	2.99
Law school debt	3.23	3.19	3.52	3.36	2.84	3.34
Managing stress	3.60	3.59	3.60	3.81	3.35	3.68

14. On what issues do you feel WIP should focus its resources? Please list up to three. (Responses of current WIP members)

Mentoring	40	Unauthorized practice of law	2
Work/life balance	39	Changing jobs within profession	2
Career advancement and development	23	Gender differences – emotional differences between men and women	2
Pay equality – equal pay for equal work	22	Employment	2
Gender bias/equality	14	Federal ERA passage	2
Networking opportunities	12	Importance of involvement in PBA	2
Business development	12	Keeping current in the law	2
Civility within the profession	12	Civil rights issues facing female attorneys	1
Client development	8	Communications	1
Managing stress	8	Community service	1
Continuing legal education	6	Discussion forum	1
Client service including expectations	6	Image of the profession	1
Equality in leadership roles/promotions within firms	6	Encouraging women to run for judiciary	1
Diversity and inclusion	6	Judicial misconduct	1
Legal education/law school debt	6	Leadership training	1
Relationships with colleagues	5	Legal skills training	1
Advancement opportunities for women	5	Expanding membership	1
Lack of women in leadership positions (community/politics)	5	Practice management tips	1
Flexible hours	5	Pro bono opportunities	1
Transitioning back into practicing after life changes	5	Women in rural areas	1
Alternative career paths	4	Developing a specialty	1
Billable hours	3	No special treatment	1
Business aspects of running practice	3	Finding good staff	1
Keeping up with and using technology	3	Female success stories	1
Promoting women in the legal profession	3	Time management	1
Supporting younger women in the profession	3		

BAR AND COMMISSION SUPPORT

15. What type of support do you need from WIP and the PBA to make them more relevant to you? Please check all that apply and add additional comments if necessary.

ANSWER	ALL	PBA MEMBERS	NON-PBA MEMBERS	WIP MEMBERS	MALE RESPONDENTS	FEMALE RESPONDENTS
Advocacy on issues of concern to lawyers	49%	49%	53%	60%	44%	50%
More practice-related resources	48%	48%	46%	48%	46%	49%
More networking opportunities	41%	42%	34%	51%	32%	44%

OTHER COMMENTS:

Mentoring	9	Client relations	1
Work/life balance	4	Less pressure to conform in antiquated traditions.	1
Employment	3	Attention to poor and disadvantaged women	1
Legal research tools	3	Diversity/inclusion	1
Small firm/solo resources	3	Attorney fees	1
Provide more information on events	2	Less of firm focus	1
and WIP to increase awareness		More focus on in-house/corporate attorneys.	1
Business development assistance	2	Issues that generally go unnoticed by the bar (unspecified)	1
Reduce CLE costs	2	Law school reform	1
Lower dues	2	Legal services	1
Provide forms	2	Meeting locations	1
Don't make gender an issue	2	Networking opportunities	1
More support for government attorneys	2	Don't focus on social issues	1
Leadership training/opportunities	2	Practical resources (practice development tools,	1
Don't feel WIP is relevant	2	retirement planning, etc.)	1
Professional development	2	Encourage older lawyers to retire	1
More emphasis on profession and less	2	Technology assistance – software assistance	1
on political involvement		Make law more of a vocation than a business	1
Transition planning (returning after lifestyle changes)	2	More women-only events	1
Action - more action rather than discussion	1	Firm environment for women.	1
Advocacy – be sure all membership agrees	1	Form independent women's bar	1
before advocating		Women's issues other than family/home life	1
Alternative career assistance	1		
Best practices framework	1		

REPORT CARD

CONCLUSION

It is the intention of the PBA Commission on Women in the Profession, through the presentation and history of this **Report Card**, to bring to the attention of the PBA membership and beyond the significant service rendered by women in the legal profession. It is also a valuable instrument to monitor future participation and progress of women members in all aspects of the PBA. In the 20 years since the commencement of the **Report Card**, the growth in women leadership in the PBA has increased, but there is still progress to be made. Of the last 20 PBA presidents, only two have been women.

As the membership of women in the PBA increases, this Commission's vision remains that the number of women in leadership positions will increase proportionately. The statistics presented in this **Report Card** support that this expectation is indeed a realistic one. The reality will be evident as, for the first time in the history of the Association, two successive women presidents will serve in the years 2016 – 2017 and 2017 – 2018 — Sara A. Austin and Sharon R. López, respectively. It is the belief and goal of this Commission that all members working together to achieve such an increase will serve to create a stronger and more dynamic PBA.

AWARDS CRITERIA

ANNE X. ALPERN AWARD

Each nominee must satisfy the following requirements:

1. Must be a female member of the Bar of the Commonwealth of Pennsylvania, although she may be a non-practicing attorney or an educator.
2. Must practice or conduct professional activity primarily in Pennsylvania.
3. Must have had a significant professional impact in Pennsylvania, having demonstrated leadership in her law-related profession and her community and having practiced in mentoring activities.
4. Must have engaged in significant activities on behalf of women in the profession.

Candidate must be a member in good standing of the Pennsylvania Bar Association (PBA) at the time the award is presented to them at the WIP Annual Conference.

Candidate does not have to be a member of the PBA's Commission on Women in the Profession (WIP) when nominated; however, the Awards Committee may take such membership into consideration when evaluating candidates.

Candidate cannot be a member of the Awards Committee or a member of the immediate family of a member of the Awards Committee or WIP co-chairs.

Unless the award is given posthumously, Candidate must be able to attend the WIP Annual Conference and accept the award in-person.

LYNETTE NORTON AWARD

Lynette Norton, a founding member of the PBA's Commission on Women in the Profession, passed away suddenly in 2002. Lynette did much to significantly improve the status of women in the legal profession, by her own personal professional excellence, as well as her untiring efforts to fight discrimination and help other female attorneys to succeed.

- Lynette was a 1978 graduate of the Duquesne University School of Law. She was a highly accomplished trial lawyer as well as an expert in insurance law and the author of the definitive treatise on insurance law in Pennsylvania, *Insurance Coverage in Pennsylvania* (PBI Press 1997).
- Lynette was active in numerous professional and community activities, always willing to give back and constantly mentoring young women attorneys in particular. She had various favorite causes, including women's rights and literacy. In addition, she was a role model for countless lawyers, many of whom were underprivileged women. And to all who knew her, Lynette Norton was a warm, unselfish and gracious friend. This award was created to memorialize the legacy of Lynette Norton, by recognizing and encouraging female attorneys who excel, as she did, in litigation skills, and who are devoted to assisting other women who follow in the profession.

Each nominee must satisfy the following criteria:

- Nominee must be a female member of the Bar of the Commonwealth of Pennsylvania.
- Nominee must be an attorney who excels in litigation of any type.
- Nominee must have demonstrated leadership in mentoring female attorneys.
- Nominee does not need to be a member of the PBA's Commission on Women in the Profession (WIP) when nominated; however, the Awards Committee may take such membership into consideration when evaluating the nominee.

HONOR ROLL OF LEGAL ORGANIZATIONS WELCOMING TO WOMEN

In 2009, the Commission on Women in the Profession established its Honor Roll of Legal Organizations Welcoming to Women Professionals, which honors Pennsylvania firms, corporate law departments or other organizations providing legal services, either public or private, that have instituted programs or initiatives that help women lawyers continue and advance in their careers while maintaining a work/life balance.

Recognized organizations must be able to demonstrate the successful creation and establishment of such programs or initiatives. These programs include but are not limited to formal mentoring; social networking; flexible scheduling or child care options. Continuity of such programs must be present, as well as evidence that the organization (if nominated for more than one year) strives to continue the growth and development of established programs or that new programs have been created. Honor Roll Awardees also will be able to demonstrate the success of their programs by indicating how their initiatives have resulted in retaining women in the practice of law and advancing in the organization.

THE WOMEN IN THE PROFESSION'S AWARD FOR THE PROMOTION OF WOMEN TO LEADERSHIP POSITIONS

This award was established in 2002 to recognize the firm among the 100 largest firms in Pennsylvania that has done the most to promote its women lawyers to leadership positions within the firm. By celebrating the accomplishments of the firm that is selected to be honored, the award recognizes standards which other firms can aspire to meet. By describing the methods the firm uses to promote women to leadership positions, the award highlights successful tactics that other firms can emulate. This recognition was transitioned to the Honor Roll in 2009.