COMMISSION ON
WOMEN IN THE PROFESSION

2000 Report Card

PENNSYLVANIA BAR ASSOCIATION
PBA Commission on Women in the Profession

2000 Report Card Executive Summary

The 2000 Report Card is the sixth one published by the Commission on Women in the Profession. What began as an overview of women's participation in the PBA has grown over the years into an overview of women's roles, not only in the PBA but throughout the profession.

Included in the 2000 Report Card are statistics on:

- Women in the 100 largest law firms in the Commonwealth (based on survey results returned by 38 of the 100 firms surveyed)
- The role of women in the offices of District Attorneys and Public Defenders (based on survey results returned by 34 of the 67 District Attorney offices and 34 of the 67 Public Defender offices)
- The number of women who are members of the PBA by county

The information gathered over the years concerning the PBA is positive:

- The PBA had its first woman President, Leslie Anne Miller, in 1999
- Women's membership rose from 22.9% in 1996 to 25% in 2000
- Women members of the PBA Board of Governors rose from 16.7% in 1996/97 to 45.8% in 1999/00
- Women comprise 40% of the 1999/00 PBA Nominating Committee

The 2000 Report Card reflects both good and bad news for women in the profession. There is always room for improvement and one area is in committee membership where 15 committees have less than 20% women members.

Women are under-represented in law firm management (such as Managing Partners, Department Heads and Partners) with only one firm reporting a woman managing partner. Our survey results show only 1 woman District Attorney and 3 women Public Defenders.

The Commission continues, through its annual conference and activities throughout the year, to both celebrate the progress women lawyers have made and to focus on increasing the number of women lawyers in leadership positions.
PBA Commission on Women in the Profession

The Anne X. Alpern Award

In 1994, the Commission created an annual award to be presented to a woman attorney in Pennsylvania who has been an outstanding legal professional as well as a mentor for other attorneys. The Anne X. Alpern Award was named after the first woman to serve as a state attorney general in the United States. In 1959 Governor David Lawrence appointed Anne Alpern to the position of attorney general for Pennsylvania. Two years later, Governor Lawrence appointed Anne Alpern to the Pennsylvania Supreme Court, making her Pennsylvania's first woman appellate judge. Justice Alpern died in 1981. By naming its award in memory of this legal pioneer, the Commission honors her outstanding achievement as a role model for all women attorneys.

2000 Recipient

The 2000 Anne X. Alpern recipient is Judge Carolyn Engel Temin. Judge Temin earned a Bachelor of Fine Arts from the University of Pennsylvania in 1955 and a Law Degree (L.L.B./J.D.) from the University of Pennsylvania Law School in 1958. She began her career as the first woman to be hired on the staff of the Defender Association of Philadelphia and later served as Chief Counsel to the Pennsylvania Board of Probation and Parole, and as an Assistant District Attorney.

Judge Temin was elected to the bench of the Court of Common Pleas of Philadelphia County (the court of general jurisdiction) in 1983 and retained for a second ten year term in 1993. Presently assigned to the Civil Trial Division, she previously served for four and one-half years as Chief Criminal Calendar Judge.

In 1992-1993 Judge Temin became the first woman to be elected President of the Pennsylvania Conference of State Trial Judges and she is author of the Pennsylvania Benchbook for Criminal Proceedings. Judge Temin is active in many professional and community organizations, including the American Bar Association, National Association of Women Judges, Publication Society, Arden Theatre, Philadelphia, and the Philadelphia Dance Alliance. She was elected to membership in the American Law Institute in 1997.

Prior Award Recipients
1999 Leslie Anne Miller, Esquire
1998 Professor Marina Angel
1997 Honorable Phyllis Beck
1996 Professor Esther Clark
1995 Joy Flowers Conti, Esquire
1994 Honorable Genevieve Blatt

Pennsylvania Bar Association

Methodology

The Women in the Profession Report Card was originally created to illustrate the participation and leadership roles of women in the PBA. The Report Card, produced annually, includes statistics for the five previous years. It has been expanded to assess the status of women in several areas including, for the first time this year, the judiciary.

The sources of the data are:
- Pennsylvania Bar Association Membership records
- Surveys sent to all District Attorneys, all Public Defenders and the 100 largest law firms
- PALAW 1999 Annual Report on the Legal Profession
- Administrative Office of Pennsylvania Courts
- PBA Lawyer's Directory and Product Guide

Some members of the PBA have gender neutral names so some errors may exist. As sample sizes can result in fluctuations of percentages, sample sizes must be recognized in the interpretation of these statistics.

Pennsylvania Bar Association

Today in the PBA

Active membership in the PBA is open to any lawyer in good standing who is admitted to practice law in Pennsylvania.

The overall PBA membership number has declined slightly since 1998, but the percentage of women members has been increasing steadily. By comparison, when the first report card was issued in 1994-95, there were 6497 women members out of a total PBA membership of 27,563 and women made up 23.6% of the total membership.

- Women – 6,799
- Men – 20,238
- Total Members – 27,037

Source: PBA Membership Records as of April 1, 2000
### Women in the Profession Survey Results
#### Private Sector Law Firms

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
<th>% of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Lawyers</td>
<td>130 271</td>
<td>32%</td>
</tr>
<tr>
<td>Managing Partners</td>
<td>158 247</td>
<td>34%</td>
</tr>
<tr>
<td>Dept. Heads</td>
<td>60 104</td>
<td>17%</td>
</tr>
<tr>
<td>Partners</td>
<td>152 264</td>
<td>23%</td>
</tr>
<tr>
<td>Associates</td>
<td>127 205</td>
<td>41%</td>
</tr>
<tr>
<td>Other</td>
<td>63 102</td>
<td>40%</td>
</tr>
<tr>
<td>Part-Time</td>
<td>63 102</td>
<td>40%</td>
</tr>
</tbody>
</table>

These statistics are the result of survey forms sent to the 100 largest law firms in Pennsylvania. The survey forms are sent out in late January and firms are asked to respond within three weeks. Survey responses are voluntary and firms are promised anonymity. 2000 was only the second year that this information was gathered. In 1999, 51 firms responded while in 2000 only 38 firms responded.

Important statistics for 2000 include:
- Women comprise 27.1% of all lawyers
- Women comprise less than 3% of Managing Partners
- Only 1 woman Managing Partner as compared to 4 in 1999
- Women are 10.5% of the Department Heads
- Women comprise 15.4% of the Partners in the firms
- Women comprise 40.4% of the Associates
- Women comprise 74.2% of the Part-Timers
- Of the 38 firms responding, in 14 of the 25 firms with part-time positions, 100% of the part-timers are women

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

---

Source: Based on the survey responses received from 38 of the largest 100 law firms as identified in the PALAWI 1999 Annual Report on the Legal Profession.
The statistics compiled as to the role of women in District Attorneys' Offices and Public Defenders' Offices are the result of the number of surveys returned. 34 out of the 67 District Attorneys' Offices surveyed returned forms and 34 out of the 67 Public Defenders' Offices surveyed returned forms. As with the private sector, the forms were sent out in late January and anonymity was promised to responding offices.

The survey response rate was down in general from 1999, which was the first year that this information was gathered. In 1999, 43 of the 67 District Attorneys' Offices responded and 33 of 67 Public Defenders' Offices responded. The pattern of under-representation of women in the higher ranking positions and over-representation in the lower ranking positions as seen in the private sector is mirrored in the public sector.

### District Attorney

- Women make up 34.3% of the lawyers in District Attorneys' Offices.
- There is only 1 woman District Attorney, or 3% of the District Attorneys.
- There are only 8, or 28.6% woman First Assistant District Attorneys.
- Women comprise 25% of the Part-Timers, but Part-Time Assistant District Attorney positions are desirable positions.

### Public Defender

- Women make up 27.5% of the lawyers in Public Defender Offices.
- There are 3 women Public Defenders, or 8.8% of the Public Defenders.
- There are 9, or 37.5%, women First Assistant Public Defenders.
- Women comprise 27% of the Part-Timers, but as with Part-Time Assistant District Attorney positions, these are desirable positions.
### Members by County

<table>
<thead>
<tr>
<th>COUNTY</th>
<th>Women</th>
<th>Men</th>
<th>% of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adams</td>
<td>14</td>
<td>40</td>
<td>20%</td>
</tr>
<tr>
<td>Allegheny</td>
<td>942</td>
<td>2628</td>
<td>25%</td>
</tr>
<tr>
<td>Armstrong</td>
<td>4</td>
<td>27</td>
<td>20%</td>
</tr>
<tr>
<td>Beaver</td>
<td>29</td>
<td>184</td>
<td>17%</td>
</tr>
<tr>
<td>Bedford</td>
<td>5</td>
<td>20</td>
<td>17%</td>
</tr>
<tr>
<td>Berks</td>
<td>307</td>
<td>499</td>
<td>20%</td>
</tr>
<tr>
<td>Blair</td>
<td>28</td>
<td>94</td>
<td>23%</td>
</tr>
<tr>
<td>Bradford</td>
<td>7</td>
<td>166</td>
<td>16%</td>
</tr>
<tr>
<td>Bucks</td>
<td>158</td>
<td>695</td>
<td>24%</td>
</tr>
<tr>
<td>Butler</td>
<td>36</td>
<td>184</td>
<td>20%</td>
</tr>
<tr>
<td>Cambria</td>
<td>31</td>
<td>164</td>
<td>16%</td>
</tr>
<tr>
<td>Cameron</td>
<td>0</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td>Carbon</td>
<td>13</td>
<td>42</td>
<td>24%</td>
</tr>
<tr>
<td>Centre</td>
<td>34</td>
<td>115</td>
<td>25%</td>
</tr>
<tr>
<td>Chester</td>
<td>184</td>
<td>533</td>
<td>25%</td>
</tr>
<tr>
<td>Clarion</td>
<td>2</td>
<td>29</td>
<td>16%</td>
</tr>
<tr>
<td>Clearfield</td>
<td>13</td>
<td>43</td>
<td>23%</td>
</tr>
<tr>
<td>Clinton</td>
<td>2</td>
<td>27</td>
<td>7%</td>
</tr>
<tr>
<td>Columbia</td>
<td>6</td>
<td>43</td>
<td>13%</td>
</tr>
<tr>
<td>Crawford</td>
<td>21</td>
<td>60</td>
<td>23%</td>
</tr>
<tr>
<td>Cumberland</td>
<td>111</td>
<td>324</td>
<td>20%</td>
</tr>
<tr>
<td>Dauphin</td>
<td>492</td>
<td>1180</td>
<td>20%</td>
</tr>
<tr>
<td>Delaware</td>
<td>222</td>
<td>757</td>
<td>23%</td>
</tr>
<tr>
<td>Elk</td>
<td>4</td>
<td>21</td>
<td>10%</td>
</tr>
<tr>
<td>Erie</td>
<td>84</td>
<td>420</td>
<td>17%</td>
</tr>
<tr>
<td>Fayette</td>
<td>26</td>
<td>88</td>
<td>23%</td>
</tr>
<tr>
<td>Forest</td>
<td>0</td>
<td>3</td>
<td>0%</td>
</tr>
<tr>
<td>Franklin</td>
<td>28</td>
<td>85</td>
<td>25%</td>
</tr>
<tr>
<td>Fulton</td>
<td>1</td>
<td>7</td>
<td>13%</td>
</tr>
<tr>
<td>Greene</td>
<td>7</td>
<td>24</td>
<td>23%</td>
</tr>
<tr>
<td>Huntingdon</td>
<td>4</td>
<td>31</td>
<td>11%</td>
</tr>
<tr>
<td>Indiana</td>
<td>11</td>
<td>31</td>
<td>18%</td>
</tr>
<tr>
<td>Jefferson</td>
<td>4</td>
<td>35</td>
<td>10%</td>
</tr>
<tr>
<td>Juniata</td>
<td>3</td>
<td>10</td>
<td>23%</td>
</tr>
</tbody>
</table>

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


### Judges by County

<table>
<thead>
<tr>
<th>COUNTY</th>
<th>Women</th>
<th>Men</th>
<th>% of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adams</td>
<td>1</td>
<td>3</td>
<td>0%</td>
</tr>
<tr>
<td>Allegheny</td>
<td>23</td>
<td>93</td>
<td>19%</td>
</tr>
<tr>
<td>Armstrong</td>
<td>2</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Beaver</td>
<td>2</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Bedford</td>
<td>1</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td>Berks</td>
<td>5</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Blair</td>
<td>1</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Bradford</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Bucks</td>
<td>3</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Butler</td>
<td>1</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Cambria</td>
<td>2</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Cameron</td>
<td>0</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Carbon</td>
<td>0</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Centre</td>
<td>1</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td>Chester</td>
<td>2</td>
<td>3</td>
<td>0%</td>
</tr>
<tr>
<td>Clarion</td>
<td>0</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Clearfield</td>
<td>2</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Clinton</td>
<td>1</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td>Columbia</td>
<td>0</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td>Crawford</td>
<td>0</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td>Cumberland</td>
<td>0</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Dauphin</td>
<td>1</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Delaware</td>
<td>1</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Ellicott</td>
<td>2</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Erie</td>
<td>2</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Fayette</td>
<td>0</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Forest</td>
<td>1</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Franklin</td>
<td>0</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Fulton</td>
<td>1</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Greene</td>
<td>0</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Huntingdon</td>
<td>1</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Indiana</td>
<td>1</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Jefferson</td>
<td>1</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Juniata</td>
<td>1</td>
<td>0</td>
<td>0%</td>
</tr>
</tbody>
</table>

Source: Administrative Office of Pennsylvania Courts.
Pennsylvania

Appellate and Federal Judiciary

Women  Men  = % of Women

Appellate Judiciary

PA Supreme Court
1 out of 7 justices 14%

PA Superior Court
4 out of 15 judges 27%

PA Commonwealth Court
3 out of 9 judges 33%

Federal Judiciary

EASTERN DISTRICT

District Court Judges
2 out of 19 sitting judges 11%

US Magistrate Judges
3 out of 10 sitting judges 30%

Bankruptcy Judges
1 out of 4 sitting judges 25%

MIDDLE DISTRICT

District Court Judges
2 out of 6 sitting judges 33%

US Magistrate Judges
0 out of 4 sitting judges 0%

Bankruptcy Judges
0 out of 2 sitting judges 0%

WESTERN DISTRICT

District Court Judges
1 out of 8 sitting judges 13%

US Magistrate Judges
2 out of 6 sitting judges 33%

Bankruptcy Judges
1 out of 5 sitting judges 20%

THIRD CIRCUIT COURT OF APPEALS

The Federal Appellate Court for Pennsylvania, New Jersey, Delaware and the Virgin Islands is composed of 11 judges. Three of the five women judges are from Pennsylvania.


Pennsylvania Bar Association

Board of Governors

The PBA Board of Governors manages and carries out policies established by the House of Delegates. The Board is comprised of the following members:
- PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary and Treasurer)
- the Immediate Past President
- three representatives from the Young Lawyers Division
- one Zone Governor from each of the twelve zones
- two governors-at-large (one minority governor and one woman governor)

The Pennsylvania Bar Association has welcomed women lawyers into its leadership. The participation of women on the Board of Governors has grown during the 1990s. This is due in part to the 1991 Bylaws amendment establishing the position of an at-large governor to represent women's interests. In 1999/00, the number of women on the Board increased by three over the previous year. The 11 women members comprise almost half the Board. For the second year, the increase was due to the election of women zone governors and the election of another woman Chair-Elect of the Young Lawyers Division.

There is a history of improvement in the status of women since 1995:
- Women were 20.8% of the Board of Governors in 1995 and are 45.8% today
- The number of women increased from 8 in 1999 to 11 in 2000

Pennsylvania Bar Association

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

The Nominating Committee seats held by women increased in 1999/00 from 3 to 8 representing 40% of the Committee.
- Women were 15% of the Nominating Committee in 1995 and are 40% today
Pennsylvania Bar Association
House of Delegates

The House of Delegates sets the policy of the PBA and is comprised of the following members:
- PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary and Treasurer)
- all Zone Governors
- one member from each zone for each 100 active members
- one additional member from each unit membership zone
- living former PBA presidents and chairs of the House
- one representative of each county bar association
- the preceding secretary, treasurer and zone governors
- delegates of sections and the Young Lawyers Division
- the Attorney General of Pennsylvania
- state delegates to the ABA House
- the Court Administrator of Pennsylvania
- deans of Pennsylvania law schools

Participation by women in the House of Delegates increased from 18.3% in 1997/98 to 25% this year. This mirrors the percentage of women members in the PBA.

The number of women in the House continues to increase. In 1998/99 there were 70 women and this year there are 87. In 1998/99 for the first time, each of the 12 zones has named women delegates to the House. Unfortunately in 1999/00 one of the 12 zones has no women delegates.

Annual fluctuations in membership, as well as other factors, affect the number of representatives in a particular zone. The members of the House of Delegates are selected by election within each zone. The overall percentage of women Delegates is identical to the overall percentage of women members of the PBA.

Some Zones may need to be more inclusive.

Since 1995, the following Zones have consistently had high percentages of women Delegates:
- Zone 1 - Philadelphia
- Zone 3 - Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Perry and York
- Zone 12 - Allegheny

This year, the following Zones have less than 12% women Delegates:
- Zone 2 - Berks, Carbon, Lehigh, Northampton and Schuylkill
- Zone 4 - Columbia, Lycoming, Montour, Northumberland, Snyder and Union
- Zone 5 - Bradford, Lackawanna, Luzerne, Monroe, Pike, Sullivan, Susquehanna, Wayne and Wyoming
- Zone 7 - Clarion, Crawford, Erie, Forest, Jefferson, McKean, Warren and Venango
- Zone 8 - Bedford, Blair, Cambria, Fulton, Huntingdon, Indiana, Mifflin and Somerset

Since 1995, Zone 8 has consistently had the lowest percentage of women Delegates.
# Pennsylvania Bar Association Committees

<table>
<thead>
<tr>
<th>Committee</th>
<th>Women</th>
<th>Men</th>
<th>% of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising</td>
<td>0.06</td>
<td>1.04</td>
<td>10.2%</td>
</tr>
<tr>
<td>Agricultural Law</td>
<td>0.08</td>
<td>0.67</td>
<td>22.9%</td>
</tr>
<tr>
<td>Alternative Dispute Resolution</td>
<td>0.03</td>
<td>0.64</td>
<td>12.2%</td>
</tr>
<tr>
<td>Amicus Curiae Brief*</td>
<td>0.01</td>
<td>0.03</td>
<td>3.0%</td>
</tr>
<tr>
<td>Attorney Discipline Study**</td>
<td>0.01</td>
<td>0.02</td>
<td>0.5%</td>
</tr>
<tr>
<td>Bar/Press*</td>
<td>0.01</td>
<td>0.07</td>
<td>1.4%</td>
</tr>
<tr>
<td>Bylaws</td>
<td>0.09</td>
<td>0.71</td>
<td>23.6%</td>
</tr>
<tr>
<td>Children's Rights*</td>
<td>0.10</td>
<td>0.80</td>
<td>40.5%</td>
</tr>
<tr>
<td>Civil and Equal Rights</td>
<td>0.15</td>
<td>0.95</td>
<td>25.6%</td>
</tr>
<tr>
<td>Civil Justice Coalition Task Force</td>
<td>0.15</td>
<td>0.85</td>
<td>18.0%</td>
</tr>
<tr>
<td>Client/Community Relations*</td>
<td>0.16</td>
<td>0.96</td>
<td>38.1%</td>
</tr>
<tr>
<td>Code of Evidence*</td>
<td>0.17</td>
<td>0.97</td>
<td>22.8%</td>
</tr>
<tr>
<td>Commercial Arbitration and Mediation**</td>
<td>0.12</td>
<td>0.92</td>
<td>23.4%</td>
</tr>
<tr>
<td>Commission on Multidisciplinary Practice*</td>
<td>0.09</td>
<td>0.79</td>
<td>27.3%</td>
</tr>
<tr>
<td>Committee on the Corrections System</td>
<td>0.10</td>
<td>0.81</td>
<td>38.5%</td>
</tr>
<tr>
<td>Council on Judicial Independence</td>
<td>0.09</td>
<td>0.78</td>
<td>25.9%</td>
</tr>
<tr>
<td>Editorial Board*</td>
<td>0.09</td>
<td>0.79</td>
<td>30.2%</td>
</tr>
<tr>
<td>Elder Law</td>
<td>0.11</td>
<td>0.82</td>
<td>30.6%</td>
</tr>
<tr>
<td>Government Lawyers*</td>
<td>0.10</td>
<td>0.82</td>
<td>34.4%</td>
</tr>
<tr>
<td>Health Care Law</td>
<td>0.09</td>
<td>0.77</td>
<td>23.2%</td>
</tr>
<tr>
<td>In-House Counsel</td>
<td>0.09</td>
<td>0.79</td>
<td>12.6%</td>
</tr>
<tr>
<td>Interdisciplinary Committee on Medical and Health Related Issues</td>
<td>0.10</td>
<td>0.89</td>
<td>33.3%</td>
</tr>
<tr>
<td>Joint PBA/FAMS</td>
<td>0.10</td>
<td>0.90</td>
<td>24.0%</td>
</tr>
<tr>
<td>Judicial Campaign Advertising Board*</td>
<td>0.09</td>
<td>0.79</td>
<td>30.9%</td>
</tr>
<tr>
<td>Judicial Evaluation Commission</td>
<td>0.09</td>
<td>0.79</td>
<td>35.9%</td>
</tr>
<tr>
<td>Judicial Selection and Administration</td>
<td>0.09</td>
<td>0.79</td>
<td>30.9%</td>
</tr>
<tr>
<td>Lawyers Assistance</td>
<td>0.10</td>
<td>0.80</td>
<td>30.5%</td>
</tr>
<tr>
<td>Law Office Mgmt. for Tech. Task Force</td>
<td>0.09</td>
<td>0.79</td>
<td>27.7%</td>
</tr>
<tr>
<td>Legal Ethics &amp; Professional Responsibility*</td>
<td>0.10</td>
<td>0.80</td>
<td>36.0%</td>
</tr>
<tr>
<td>Legal Services for Exceptional Children</td>
<td>0.09</td>
<td>0.79</td>
<td>31.0%</td>
</tr>
<tr>
<td>Legal Services Task Force</td>
<td>0.10</td>
<td>0.81</td>
<td>31.0%</td>
</tr>
<tr>
<td>Legal Services to Persons with Disabilities</td>
<td>0.10</td>
<td>0.82</td>
<td>31.0%</td>
</tr>
<tr>
<td>Legislative and Government Affairs*</td>
<td>0.10</td>
<td>0.81</td>
<td>31.0%</td>
</tr>
<tr>
<td>Member Benefits and Services**</td>
<td>0.12</td>
<td>0.96</td>
<td>30.3%</td>
</tr>
<tr>
<td>Membership Development</td>
<td>0.12</td>
<td>0.98</td>
<td>30.3%</td>
</tr>
<tr>
<td>Minority Bar</td>
<td>0.12</td>
<td>0.98</td>
<td>30.3%</td>
</tr>
<tr>
<td>PBA Comm. on Women in the Profession</td>
<td>0.10</td>
<td>0.82</td>
<td>34.4%</td>
</tr>
<tr>
<td>PBA/PAC*</td>
<td>0.09</td>
<td>0.78</td>
<td>20.6%</td>
</tr>
<tr>
<td>PBA/PTA</td>
<td>0.10</td>
<td>0.80</td>
<td>30.0%</td>
</tr>
<tr>
<td>PBA Task Force on Quality of Life/Balance</td>
<td>0.11</td>
<td>0.82</td>
<td>45.1%</td>
</tr>
<tr>
<td>Personal Advisory*</td>
<td>0.08</td>
<td>0.67</td>
<td>9.0%</td>
</tr>
<tr>
<td>Plain English</td>
<td>0.09</td>
<td>0.67</td>
<td>11.6%</td>
</tr>
<tr>
<td>Planning*</td>
<td>0.10</td>
<td>0.81</td>
<td>22.8%</td>
</tr>
<tr>
<td>Professional Liability</td>
<td>0.09</td>
<td>0.68</td>
<td>18.1%</td>
</tr>
<tr>
<td>Professionalism</td>
<td>0.09</td>
<td>0.79</td>
<td>23.2%</td>
</tr>
<tr>
<td>Senior Lawyers</td>
<td>0.09</td>
<td>0.79</td>
<td>23.2%</td>
</tr>
<tr>
<td>Specialization*</td>
<td>0.10</td>
<td>0.82</td>
<td>31.2%</td>
</tr>
<tr>
<td>Sports, Entertainment &amp; Art</td>
<td>0.09</td>
<td>0.68</td>
<td>22.8%</td>
</tr>
<tr>
<td>Statutory Law</td>
<td>0.11</td>
<td>0.79</td>
<td>27.1%</td>
</tr>
<tr>
<td>Technology*</td>
<td>0.11</td>
<td>0.79</td>
<td>11.1%</td>
</tr>
<tr>
<td>Unauthorized Practice of Law</td>
<td>0.10</td>
<td>0.80</td>
<td>27.2%</td>
</tr>
</tbody>
</table>

Rubin 04/30/00

Pennsylvania Bar Association Committees

In 1999/00, there are 52 committees listed in the Resource Guide to the PBA. Each committee addresses an area of concern in the practice of law. Generally, the committees have leadership of chairs and vice chairs. Participation of women on committees continues to fluctuate from year to year. In reviewing the percentage of women on committees, it is important to keep in mind that women represent 25% of the total PBA membership in 1999/00.

In terms of committee leadership, 28 women served as chairs or co-chairs of the 52 committees in 1999/00. This is an increase of four women leaders compared to 1998/99. The number of women vice chairs or co-vice chairs in 1999/00 was 15, up from 14 the previous year. The percentage of women in leadership positions has slightly increased although there was an increase in commitment from 45 in 1998/99 to 52 in 1999/00.

The following Committees have below 20% women membership:

- Advertising*
- Amicus Curiae Brief Commission
- Commission on Multidisciplinary Practice*
- Judicial Selection and Administration
- Lawyers Assistance
- Law Office Management & Technology Task Force
- Legal Ethics & Professional Responsibility*
- Legal Services to Persons with Disabilities
- Legislative and Government Affairs*
- Professional Liability
- Senior Lawyers
- Specialization*
- Sports, Entertainment & Art
- Unauthorized Practice of Law

* denotes appointed committee ** denotes unsanctioned committee
### Pennsylvania Bar Association

#### Sections/Councils

<table>
<thead>
<tr>
<th>Section</th>
<th>Women</th>
<th>Men</th>
<th>= % of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Law</td>
<td>39</td>
<td>204</td>
<td>22%</td>
</tr>
<tr>
<td>Council</td>
<td>3</td>
<td>7</td>
<td>30%</td>
</tr>
<tr>
<td>Aeronautical Law</td>
<td>6</td>
<td>44</td>
<td>12%</td>
</tr>
<tr>
<td>Members</td>
<td>0</td>
<td>5</td>
<td>0%</td>
</tr>
<tr>
<td>Civil Litigation</td>
<td>600</td>
<td>3109</td>
<td>16%</td>
</tr>
<tr>
<td>Council</td>
<td>4</td>
<td>13</td>
<td>21%</td>
</tr>
<tr>
<td>Corp., Banking &amp; Bus.</td>
<td>443</td>
<td>1035</td>
<td>19%</td>
</tr>
<tr>
<td>Council</td>
<td>6</td>
<td>10</td>
<td>38%</td>
</tr>
<tr>
<td>Criminal Law</td>
<td>106</td>
<td>704</td>
<td>13%</td>
</tr>
<tr>
<td>Members</td>
<td>0</td>
<td>4</td>
<td>0%</td>
</tr>
<tr>
<td>Council</td>
<td>1</td>
<td>6</td>
<td>14%</td>
</tr>
<tr>
<td>Education Law</td>
<td>114</td>
<td>509</td>
<td>18%</td>
</tr>
<tr>
<td>Members</td>
<td>5</td>
<td>6</td>
<td>45%</td>
</tr>
<tr>
<td>Council</td>
<td>1</td>
<td>6</td>
<td>14%</td>
</tr>
<tr>
<td>Environmental Law</td>
<td>114</td>
<td>509</td>
<td>18%</td>
</tr>
<tr>
<td>Members</td>
<td>5</td>
<td>6</td>
<td>45%</td>
</tr>
<tr>
<td>Council</td>
<td>1</td>
<td>6</td>
<td>14%</td>
</tr>
<tr>
<td>Family Law</td>
<td>643</td>
<td>1076</td>
<td>37%</td>
</tr>
<tr>
<td>Members</td>
<td>13</td>
<td>12</td>
<td>52%</td>
</tr>
<tr>
<td>Intellectual Property</td>
<td>64</td>
<td>283</td>
<td>17%</td>
</tr>
<tr>
<td>Council</td>
<td>2</td>
<td>15</td>
<td>12%</td>
</tr>
<tr>
<td>Int'l &amp; Comparative</td>
<td>42</td>
<td>147</td>
<td>22%</td>
</tr>
<tr>
<td>Members</td>
<td>2</td>
<td>5</td>
<td>29%</td>
</tr>
<tr>
<td>Council</td>
<td>1</td>
<td>6</td>
<td>14%</td>
</tr>
<tr>
<td>Labor Law</td>
<td>307</td>
<td>808</td>
<td>26%</td>
</tr>
<tr>
<td>Members</td>
<td>2</td>
<td>16</td>
<td>11%</td>
</tr>
<tr>
<td>Council</td>
<td>1</td>
<td>9</td>
<td>10%</td>
</tr>
<tr>
<td>Municipal Law</td>
<td>307</td>
<td>878</td>
<td>11%</td>
</tr>
<tr>
<td>Members</td>
<td>1</td>
<td>9</td>
<td>10%</td>
</tr>
<tr>
<td>Council</td>
<td>1</td>
<td>9</td>
<td>10%</td>
</tr>
<tr>
<td>Public Utility Law</td>
<td>49</td>
<td>196</td>
<td>20%</td>
</tr>
<tr>
<td>Members</td>
<td>5</td>
<td>3</td>
<td>50%</td>
</tr>
<tr>
<td>Council</td>
<td>1</td>
<td>6</td>
<td>10%</td>
</tr>
<tr>
<td>Real Property Law</td>
<td>527</td>
<td>2723</td>
<td>19%</td>
</tr>
<tr>
<td>Members</td>
<td>4</td>
<td>12</td>
<td>25%</td>
</tr>
<tr>
<td>Council</td>
<td>1</td>
<td>6</td>
<td>10%</td>
</tr>
<tr>
<td>Solo &amp; Small Firm</td>
<td>212</td>
<td>939</td>
<td>19%</td>
</tr>
<tr>
<td>Members</td>
<td>6</td>
<td>14</td>
<td>30%</td>
</tr>
<tr>
<td>Council</td>
<td>1</td>
<td>6</td>
<td>10%</td>
</tr>
<tr>
<td>Tax Law</td>
<td>108</td>
<td>930</td>
<td>13%</td>
</tr>
<tr>
<td>Members</td>
<td>6</td>
<td>14</td>
<td>30%</td>
</tr>
<tr>
<td>Council</td>
<td>1</td>
<td>6</td>
<td>10%</td>
</tr>
<tr>
<td>Workers Comp.</td>
<td>230</td>
<td>1157</td>
<td>17%</td>
</tr>
<tr>
<td>Members</td>
<td>1</td>
<td>14</td>
<td>7%</td>
</tr>
<tr>
<td>Council</td>
<td>1</td>
<td>6</td>
<td>10%</td>
</tr>
</tbody>
</table>

Blank spaces denote positions not filled within section leadership.

Two blocks in one column indicate two people hold the position.

---

There are currently 17 sections in the Pennsylvania Bar Association. Sections are comprised of active PBA members, and any PBA member may become a member of any section or sections. Each section may have a:

- chair
- vice chair
- secretary
- other officers within a subsection
- committee established by the section's bylaws
- council established by the section's bylaws

In 1999/00, there are 2 women section chairs and 3 women vice chairs, as compared to 1 chair and 2 vice chairs in 1998/99. Secretary/Treasurer positions held by women increased from 3 in 1998/99 to 4 in 1999/00. Section Delegate positions decreased from 2 in 1998/99 to 1 in 1999/00.

Women are not as well represented in the leadership of the Sections as they are in the leadership of Committees.

Women are under-represented on the councils, in comparison to women's section membership, in the following Sections:

- Aeronautical Law
- Criminal Law
- Education Law
- Intellectual Property
- Labor Law
- Tax Law
- Workers Compensation

Women have consistently been underrepresented or under-represented in the leadership of the Sections on Aeronautical Law, Criminal Law and Labor Law.
Pennsylvania Bar Association
Young Lawyers Division Leadership

The PBA Young Lawyers Division represents slightly less than one-third of the association's membership. Members are lawyers who are 36 years of age or younger or who have been practicing law for five years or less, regardless of age. The leadership positions in the Young Lawyers Division are:

- Chair
- Chair-Elect
- Immediate Past Chair
- Secretary
- Treasurer
- Division Delegate
- ABAYLD District Representative

It bodes well for the future of the Young Lawyers Division that women continue to participate actively in its leadership roles.

This year 57% of the leadership positions, 4 of 7 officers, are held by women:

- Chair
- Chair-Elect
- Secretary
- ABAYLD District Representative

This represents an increase in 1 seat held by women in 1999/00 compared to 3 seats in 1998/99.

---

Pennsylvania Bar Association
Report Card Conclusion

For the sixth 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. Six 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 2000 Report Card looks at numbers and positions of women in private law firms as well as public offices such as District Attorneys and Public Defenders. For the first 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.

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.
Pennsylvania Bar Association
Commission on the Women in the Profession

Hon. Donetta W. Ambrose
Susan L. Anderson
Prof. Martina Angel
Mary K. Austin
Hon. Cynthia A. Baldwin
Bunny B. Baus
Hon. Susan Paradise Baxter
Vicki Linn Beatty
Hon. Phyllis W. Beck
Ann L. Begle
Elizabeth L. Bennett
Judy F. Berlinman
Linda Berman
Marla B. Bigelow
Brett M. L. Bigelow
Phyllis Taish Boileden
Elaine M. Bourne
Mary Jane Bowes
Patricia T. Brennan
Sarah M. Brickey
Mary Beth Buchanan
Mary Beth Buchanan
Linda B. Burke
Pamela Ann Carlos
Ellen M. Conaway
Jenny Yeh-Chih Cheng
Donna M. J. Clark
Jennifer Walsh Clark
Michael M. Coleman
Tina Leib Colman
Joy Flowers Conti
Amy G. Cook
Roemary C. Cowford
Jane L. Dakova
Michele Daniele
Karen Sue Darby
Alma DeLeon
Monica Bhatia Deyani
Kristine Grady Desimone
Elizabeth Camilla Deterwiz
Toby Lynn Dickman
Amanda M. Dixon
Mary Cushwa Dobney
Linda Susan Drago
Karen Ewing
Laura J.N. Failing
Lisa Jo Farell-Greer
Rochelle M. Hollander Fedullo
Natalie Ann Findeisen
Nora Berry Fischer
Winda E. Flowers
Susan E. B. Frankowski
Terry L. Frigon
Nancy H. Fullam
Andrea Genaghy
Melinda Christine Ghillardi
Marciene J. Gilmore
Judith Marie Gilroy
Lyne Z. Gold-Bilin
Elizabeth Goldstein
Debra Sue Goodman
Shira Joy Goodman
Hon. Leslie Gorby
Kimberly Shawn Gray
Peggy Beth Greenfield
Francine Friedman Griesing
Deborah B. Gross
Sharon L. Gottola
Jeanne Bona Guth
Sherry L. Halhull
Marcia H. Haller
Kimberly Hamilton
Dane Ellen Hauck
Heather S. Heidelheger
Carol A. Hess
Vicki Kuller Horne
Sherry Lynn Horsantz
Deborah Lynn Jackson
Joann M. Jelley
Marte Miller Jones
Sandra D. Jordan
Karen Spencer Kelly
Linda L. Kelly
Kalen Sara Kitwood
Hon. Louise O. Knight
Camille M. Kosciesza-Cherry
Elizabeth Lacy
Hon. Maureen E. Lally-Gree
Sarah H. Lawhorne
Sherry Olin Lemonick
Lisa Pupo Lemburn
Ellen Check Levy
Roberta D. Lienenberg
Penina Kessler Lieber
Arlene Jolles Lotman
Margaret Thomas Lucas
Hon. Linda K. Mosson Ludgate
Maryann Mahdist
Cynthia M. Malek
Kathy M. Mandrino
Lynn A. Marlo
Lucille Marsh
Jill Swanson Martine
Carrie Marsee
Brenda Katherine McBride
Carol S. Mills McCarthy
Lust Jankowski McClure
Jennifer M. McGuff
Christine Marie Meatner
Christine Elizabeth Miller
Leslie Anne Miller
Hon. Linda Wolliack Miller
Kathleen Daily Mock
Bridge Elizabeth Montgomery
Prof. Juliet Maria Morelli
Hon. Kathleen R. Mulligan
Grenche A. Mundoff
Bernadine J. Munley
Julie Kathleen Munley
Marion K. Munley
Valerie J. Munson
Debra N. Nathanson
Canandra Marie Neely
Rhoda Shere Neti
Dann I. Nichols
Lynnette Norton
Beata O'Donnell
Janice Griffin O'Reilly
Barbara Seman Ochs
Frances Picoch Orch
Leta Marie Panatella
Lisa M. Penaello
Theresa M. Pecker
Sara Lynn Petrosky
Mary Frances Plat
Roddy G. Pollack
Amy Lowell Potman
Mary Suzanne Ramsden
Lenora Monay Randall
Hon. Rosalyn Karen Robinson
Lila G. Roosberg
Janet L. Sargent
Susan Elizabeth Schwab
Hon. Ilia Jeanne Semenish
Hon. Norma L. Shapiro
Jeremy L. Shetack
Judy Shepp
Barbara Oakes Silver
Kathryn Leasia Simpson
Bonnie S. Stein
Jodie M. Szabo
Jill M. Szasinski
Audrey Camille Talley
Hon. Caroleen Engel Tejin
Roselle G. Tena-Tello
Louis N. Teit
Hon. Debra Bernhard Todd
Sandra Weyman Upton
Karen Jackson Vaughn
Kathleen B. Vetrano
Lisa A. Waldman
Maggie S. Walsh
Christine Ann Ward
Wernia Leigh Watson
J. Marie Webb
Angelaque G. E. Weeks
Deborah Weintraub
Barbara Allison Welsh
Joanne Rosa Wilder
Kathleen Diane Wilkinson
Nancy L. Wiederstein
Harriet E. Withstandsley
Dana Wizerek
Susan Wood
Sarah C. Yeager
Susan Ann Young
LeDon Young
Valerie Gail Zim

Report Card Committee
Bonnie S. Stein, Chair
Prof. Martina Angel
Lucille Marsh
Christine M. Metzner
Barbara A. Welsh

PBA Staff Liaison
Jennifer Zimmerman

This Report Card was prepared by the Pennsylvania Bar Association Commission on Women in the Profession, which is comprised of 180 women from across Pennsylvania.

The Commission on Women in the Profession’s mission is to:
1. Identify barriers that prevent women lawyers from full participation in the work, responsibilities and rewards of the profession. Included in this objective is issues relating to the advancement of women in law firms, job opportunities for women, gender discrimination in a profession 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. Assess the current status of women in the legal profession and identify their career paths and goals.

3. Develop educational programs to address discrimination against women lawyers and the unique problems they encounter in pursuing their professional careers.

4. Make recommendations to the PBA Board of Governors and House of Delegates to solve problems that the Commission identifies.

5. Make recommendations to the Courts, legislature and other groups within the justice system to solve problems that the Commission identifies through the approval of the Board of Governors and House of Delegates.