What the WIP means to me, Part 2

By Mary Kate Coleman, co-editor

In the last issue of Voices & Views, Shira shared with you what the Commission on Women in the Profession means to her. In this column, I thought I would write about why I decided to become more active in WIP and what my membership means to me.

Although I have been a WIP member for many years, I became more involved when I attended a Pittsburgh-area lunch meeting about five years ago. During the meeting someone indicated that the Communications Subcommittee needed someone to write book reviews for the newsletter. At that time, I belonged to a book group and writing up a review of a book that our group read was an easy way to contribute. Plus, it was an incentive to read books that I thought would help me in my practice. So, I volunteered to write book reviews for Voices & Views. After a few years, I accepted an invitation to become co-chair of this year’s Annual Conference. For the 2013-2014 year, I will be co-vice chair of WIP.

I committed to these leadership positions because I believe that the PBA needs a Commission on Women in the Profession and that members of WIP need each other. I also committed to these leadership positions to help revive the Pittsburgh-area WIP group. I believe that Pittsburgh women lawyers need a voice and a presence in the PBA and in WIP. I am happy to see women formerly active in WIP attend our local and statewide meetings. I am heartened to see women new to WIP attend meetings and take leadership roles.

While planning the Annual Conference and talking to our panelists and fellow Annual Conference Subcommittee members, I have been interested in hearing everyone talk about WIP and how they have benefited from belonging to the group or what they hope to gain from the organization. For some individuals, it has been mentoring, networking, finding a support system, having an opportunity for leadership development, etc. In my case, I have enjoyed stepping out of my comfort zone and being challenged in ways different from how I am challenged in my legal work as a litigator and a neutral. I have enjoyed learning how to put together the newsletter and organizing the Annual Conference. Both of these jobs have offered me opportunities to learn from and get to know an amazing group of women. I have been impressed with how this group pulls together to help one another. It is my belief that whatever you are looking for, that you can find it in WIP.

Please consider attending the (Continued on Page 3)

Annual Conference News on Pages 4-6
The editors of Voices and Views encourage our membership to contribute articles and announcements, including articles on your area of practice, topics relating to women and the law, book reviews, save the date notices, members in the news and photos of members at events.

**Submission deadline:**
Fall 2013 Edition: July 31, 2013

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

<table>
<thead>
<tr>
<th>Shira J. Goodman</th>
<th>Mary Kate Coleman</th>
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<tr>
<td>CeaseFirePA</td>
<td>Riley Hewitt Witte &amp; Romano PC</td>
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<td>111 South Independence Mall East, Suite 966</td>
<td>650 Washington Road, Suite 300</td>
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<td>Philadelphia, PA 19106</td>
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<td>Fax: (215) 923-3385</td>
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Voices and Views Editorial Board also includes Alexa Stephanie Antanavage, Mary-Kate Breslin, Kate Williams Ericsson, Jody Roselle, Stephanie Jayma Spencer, Stephanie D. Taylor, Lisa M. Watson, Jennifer Lauren Weidler.

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**PBA Commission on Women in the Profession Leadership**

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**CO-VICE CHAIRS:** Roberta Jacobs-Meadway, Nancy Conrad  
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From the co-chairs

By Jane Leslie Dalton and
Lisa Marie Benzie, co-chairs, PBA
Commission on Women in the Profession

The Commission on Women in the Profession has been busy this winter and spring. The WIP Midyear Meetings this spring featured Sharon Browning of JUST Listening, who was formerly the executive director of the Philadelphia Volunteers for the Indigent. Browning presented interactive programs in Philadelphia, Pittsburgh, Harrisburg and Scranton. The theme of these programs was “Listening for Lawyers: Narrowing the Gap Between Your Brain and Your Heart.” Her exercises and her facilitation assisted each attendee to identify her listening styles and practices and to explore new ways of communication. The WIP’s Midyear Meetings in 2014 will be renamed Spring Conference, so they are not confused with the PBA’s Midyear Meeting. The WIP’s Public Service Committee selected the YWCA as the beneficiary for the Midyear Meetings’ public service project. There is also a work in progress between the WIP’s Public Service Committee and the Girl Scouts of America. This project is scheduled to begin in June. More details will be available shortly.

In addition to the Midyear Meetings, WIP’s Quality of Life Subcommittee created and hosted a program held in January and February of this year in Philadelphia, Harrisburg and Pittsburgh. The programs were moderated, round-table discussions on challenges and solutions to achieve satisfying work-life balance. The theme was “The Balancing Act.” Attendees found the programs to be informative and interesting, and the events were well attended.

Our 2013 Annual Conference, co-chaired by Bobbi Jacobs-Meadway and Mary Kate Coleman, will be held on Thursday, May 9, at the Wyndham Grand Pittsburgh Downtown. The Annual Luncheon will feature Sandra Fluke as keynote speaker. Fluke is a women’s rights advocate who has devoted her career to public interest and advocacy of issues concerning women and young people across the nation. The morning and afternoon panel sessions will discuss issues identified by the Women in the Profession’s Diversity Survey, which was sent to all WIP members, as well as to all women members of the Pennsylvania Bar Association. The survey was the first of its kind and identified many issues and accomplishments of the Commission on Women in the Profession. The Diversity Survey reaffirms that the Pennsylvania Bar Association is viewed significantly more positively with regard to equal opportunities for diverse lawyers than the general legal community. The commission will also present its prestigious Anne X. Alpern Award to former PBA President Gretchen A. Mundorff of Watson, Mundorff, Brooks and Sepic in Connellsville, and the Lynette Norton Award will be presented to Candy Barr Heimbach of the Bethlehem office of Marshall, Dennehey, Warner, Coleman and Goggin.

The Report Card Committee recently reformatted its report card, focusing on the Diversity Survey as well as the annual data that has been gathered since 1995. The 2013 Report Card, which will be available at the Annual Conference in May, will be the Commission’s 19th annual Report Card. It will provide concrete data on women judges sitting at all levels of the state and federal judiciary throughout Pennsylvania, identify the number of women participating in all levels of the Pennsylvania Bar Association, highlight portions of the WIP Diversity Survey and acknowledge organizations that are particularly welcoming to women in the legal profession.

Finally, the commission has reviewed its subcommittee descriptions to be sure we are current with the times. WIP has also continued its law school interviewing program from the last few years, in which WIP members sign up to critique law students on interviewing skills. The WIP has also continued its efforts in reaching out to and participating in panels at Pennsylvania law schools and organizing panels, in conjunction with the Solo and Small Firm Section and the Young Lawyers Division, to inform law students on career paths.

We hope to see you in Pittsburgh!

What the WIP means to me, Part 2
(Continued from Page 1)

Annual Conference in Pittsburgh on May 9. We planned it, in part, based on your feedback to the diversity survey (please note the section of the brochure pertaining to arrangements for carpooling, childcare and room sharing). We have worked very hard to put together a great day of programming, including CLE sessions with excellent speakers, a luncheon with keynote speaker Sandra Fluke and presentations to the Alpern Award and Norton Award recipients, as well as a surprise or two! I hope the Annual Conference is a time for us to be inspired and energized by each other, to connect with each other and, of course, to have fun!

Pittsburgh is a wonderful town – large enough to have a lot going on, yet small enough to feel safe in and not have to go too far to find something interesting to do. I hope you can spend some time exploring the downtown and outlying areas. If you have any questions about the conference or what to do while in town, please feel free to call upon me.
The Pennsylvania Bar Association Commission on Women in the Profession will present its annual Anne X. Alpern Award to Gretchen A. Mundorff of Connellsville during an awards ceremony that will be held during the commission’s 20th Annual Conference, “You and the PBA Commission on Women in the Profession: Opportunities and Challenges,” May 9, at the Wyndham Grand Pittsburgh Downtown.

The Alpern Award is presented annually to a female lawyer or judge who demonstrates excellence in the legal profession and who makes a significant professional impact on women in the law. Established in 1994, the award was named for Anne X. Alpern, Pennsylvania’s attorney general in 1959 and the first woman state attorney general in the nation.

Mundorff is a founding partner in the Connellsville law firm of Watson Mundorff Brooks & Sepic LLP. Named a Pennsylvania Super Lawyer for 2011, 2012 and 2013, she concentrates her law practice in plaintiff’s personal injury, medical malpractice and family law. She is the solicitor for the Fayette County Airport Authority, Dunbar Borough/Township Sanitary Authority and Saltlick Township.

Mundorff was the 2010-11 president of the Pennsylvania Bar Association, the second woman to serve in the role during the 118-year history of the association. She serves as a member of the PBA House of Delegates, and she is a former PBA Secretary, PBA Zone 6 governor, chair of the PBA Young Lawyers Division and Bar Leadership Institute, and vice chair of the PBA Commission on Women in the Profession. Mundorff is a life fellow of the American and Pennsylvania Bar foundations and is a past member of the Pennsylvania Supreme Court Disciplinary Board Hearing Committee. She served on the PBA Legal Services to Middle-Income Persons Committee, PBA Leadership Diversity Task Force, PBA Task Force on the Pennsylvania Judiciary and the PBA Legal Access Task Force. Mundorff served two terms on the board of directors of the Pennsylvania Bar Institute, the educational arm of the PBA, and currently serves on the Pennsylvania Supreme Court Continuing Legal Education Board. Mundorff represents the PBA as a member of the American Bar Association House of Delegates.

Mundorff currently serves on the board of directors of the Greater Connellsville Chamber of Commerce and the Rotary Club of Connellsville and has been president of both organizations. She is a past director of the United Way of Connellsville, United Way of Westmoreland County, American Heart Association of Fayette County, Union-town-Harmarville Rehabilitation Advisory Board, Artworks Regional School for the Arts and Family Health Council in Pittsburgh.

She was recognized by the American Red Cross with the Goldn Award for volunteer service and received the Athena Award from the Greater Connellsville Chamber of Commerce. Mundorff received the Distinguished Citizen Award from the U.S. House of Representatives. She was named a Paul Harris fellow by the Rotary Club of Connellsville.

Mundorff has served as president of the United Methodist Women of the Albright United Methodist Church in South Connellsville, where she has been active on the church council and has served as a youth Sunday school teacher and as a member of the Chancel Choir.

Mundorff graduated summa cum laude with a degree in psychology from Chatham College in Pittsburgh, where she was a member of both Phi Kappa Pi and Mortar Board honor fraternities. She received a juris doctorate from the Marshall-Wythe School of Law, The College of William and Mary in Virginia.
Women in the Profession 20th Annual Conference News

2013 Lynette Norton Award Recipient: Candy Barr Heimbach

The Pennsylvania Bar Association (PBA) Commission on Women in the Profession will present its Lynette Norton Award to Candy Barr Heimbach of Bethlehem during an awards ceremony that will be held during the commission’s 20th Annual Conference, “You and the PBA Commission on Women in the Profession: Opportunities and Challenges,” May 9, at the Wyndham Grand Pittsburgh Downtown.

The Norton Award was created in memory of Lynette Norton, a founding member of the PBA Commission on Women in the Profession who died in 2002. Norton was an advocate for young women in the legal profession and worked to promote literacy and women’s rights. The award is designed to recognize and encourage female attorneys who excel in litigation skills and who are devoted to mentoring female lawyers.

Heimbach is a shareholder and supervisor of the Healthcare Liability Group in the Bethlehem office of Marshall Dennehey Warner Coleman & Goggin. She served as a senior vice president and member of the board of directors for the firm for six years. A defense attorney in the area of medical and dental malpractice, health care law and other civil litigation matters, Heimbach has represented hospitals, physicians and their practices, physician’s assistants, midwives, nurses and other health care practitioners.

Heimbach has been named as a Pennsylvania Super Lawyer each year since 2005 in the area of personal injury defense - medical malpractice and has been named as one of the Top 50 Women Pennsylvania Super Lawyers in 2011 and 2012. She has received an AV Preeminent rating by LexisNexis Martindale Hubbell and is a Fellow in the Litigation Counsel of America, a trial lawyer honorary society whose members are selected for effectiveness and accomplishment at the trial level as well as for superior ethical reputation.

Heimbach is a member of the Bar Association of Lehigh County (BALC) and the Northampton County Bar Association (NCBA) and is active in committee work for both organizations. She serves as chair of the BALC Medical Legal Committee and the NCBA Medical Legal Committee. She is chair of the Women Lawyers of Lehigh Valley and Beyond and serves as a mentor to many young attorneys.

Heimbach is a frequent speaker on issues relevant to medical malpractice litigation. She is actively involved in her alma mater, Moravian College, having served as president of the college’s alumni board and as a member of the college’s board of trustees. She has served as guest speaker for college classes and campus programs.

She has served as a mentor for law students at Penn State Dickinson School of Law and has been actively involved in mock trial programs, both at the high school and college levels. She has served as chair of the Northampton County Mock Trial Committee as well as a coach and mentor of the mock trial team at Easton High School.

Heimbach is a board member of the Celtic Cultural Alliance as well as the Cops ‘N Kids board. She is a member of Quota International. She serves as vice president of the Kiwanis Club of Lehigh Valley Industrial Park (LVIP). She is a past member of the board of directors of the Center for Humanistic Change and the Sayre Child Center and has served as a volunteer for the American Heart Association.

Heimbach graduated magna cum laude from Moravian College in 1979. After several years in the educational field, she attended the Dickinson School of Law, receiving her juris doctor in 1985. Following graduation, she held a judicial clerkship with the Hon. Alfred T. Williams Jr., then president judge of the Northampton County Court of Common Pleas.

About the WIP 20th Annual Conference Awards Luncheon

The Anne X. Alpern Award and the Lynette Norton Award will be presented at the WIP’s 20th Annual Conference on May 9 during a luncheon featuring women’s rights and public interest advocate Sandra Fluke, a Pennsylvania native who received national attention last year following her testimony regarding birth control before the U.S. House Oversight and Government Reform Committee. Fluke co-founded the New York Statewide Coalition for Fair Access to Family Court, which successfully lobbied for legislation allowing access to civil orders for protection for teens and individuals of all sexual orientations who are victims of intimate partner violence. Fluke graduated with honors from Georgetown University Law Center as a Public Interest Law Scholar with a Certificate in Refugee and Humanitarian Emergencies. During law school, she was engaged in human rights advocacy in Kenya. Fluke received the 2012 National Association of Women Lawyers Award and was recognized for her extensive pro bono representation of victims of domestic violence and human trafficking. Fluke earned an undergraduate degree in feminist, gender and sexuality studies from Cornell University. Fluke is a native of Saxton, Pa.
**Women in the Profession 20th Annual Conference News**

**20th Annual Conference Schedule**

**Thursday, May 9**

Wyndham Grand Pittsburgh Downtown, 600 Commonwealth Place, Pittsburgh, PA 15222

“You and the PBA Commission on Women in the Profession: Opportunities and Challenges”

<table>
<thead>
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<tr>
<td>7:30 a.m.</td>
<td>Ballroom Foyer — Ballroom Level (2nd fl.)</td>
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<td>8:00 a.m. — 9:00 a.m.</td>
<td>Ballroom 3 — Ballroom Level (2nd fl.)</td>
<td>WIP Business &amp; Breakfast Meeting</td>
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<td>9:15 a.m. — 10:15 a.m.</td>
<td>Ballroom 3 — Ballroom Level (2nd fl.)</td>
<td>“Understanding Diversity Issues: Perception of Challenges to Advancement &amp; Success”</td>
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<tr>
<td>Panelists:</td>
<td></td>
<td>Alysa Mercedes Keating, Esq., Director of Diversity &amp; Gender Equality, Allegheny County Bar Association</td>
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<td>Jacqueline B. Martinez, Esq., JBM Legal LLC</td>
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<td>Naomi K. McLaurin, Director of Diversity, Philadelphia Bar Association</td>
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<td>Elisabeth “Dolly” Shuster, Esq., Solo Practitioner (Does not quality for CLE credit.)</td>
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<td>10:15 a.m. — 10:30 a.m.</td>
<td>Ballroom Level (2nd fl.)</td>
<td>Break</td>
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<td>10:30 a.m. — 11:30 a.m.</td>
<td>Ballroom 3 — Ballroom Level (2nd fl.)</td>
<td>“Real Life Challenges, Real Life Solutions: How Mentoring, Education &amp; Leadership Development Training can Level the Playing Field” CLE 311</td>
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<td>Panelists:</td>
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<td>Sally Griffith Cimini, Esq., Leech Tishman, Fuscaldo, &amp; Lamps, LLC</td>
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<td>Melinda C. Ghilardi, Esq., Federal Public Defender</td>
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<td>Janis M. Leffiti, Esq., Diversity Officer, Pennsylvania Bar Association</td>
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<td>Lori E. McMaster, Esq., Director of Career Services, University of Pittsburgh School of Law</td>
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<td>CLE Credit: 1.0 Substantive_hour</td>
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<td>11:30 a.m. — 12:00 p.m.</td>
<td>Ballroom Level (2nd fl.)</td>
<td>“Morning Wrap-Up”</td>
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<td>12:00 p.m. — 2:00 p.m.</td>
<td>Ballroom 1 — Ballroom Level (2nd fl.)</td>
<td>Annual Luncheon</td>
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<td>Featured Keynote Speaker: Sandra Fluke</td>
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<tr>
<td>The Women in the Profession will be awarding the prestigious Anne X. Alpern Award to Gretchen A. Mundorff, Watson, Mundorff, Brooks &amp; Sepic, of Connellsville, Pa., and the Lynette Norton Award to Candy Barr Heimbach, Marshall, Dennehey, Warner, Coleman &amp; Goggin, of Bethlehem, Pa.</td>
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<tr>
<td>2:15 p.m. — 3:15 p.m.</td>
<td>Ballroom 3 — Ballroom Level (2nd fl.)</td>
<td>“Addressing Diversity Issues: Breaking Down Barriers &amp; Being an Advocate” CLE 312</td>
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<td>Panelists:</td>
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<td>April Trimbile Dugan, Esq., Ogletree Deakins Nash Smoak &amp; Stewart PC</td>
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<td></td>
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<td>Krysia Kubiak, Esq., Assistant General Counsel, Duquesne Light Company</td>
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<td>Carol S. Mills McCarthy, Esq., McCarthy McDonald Schulberg &amp; Joy</td>
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<td>Soo Song, Esq., Assistant United States Attorney, U.S. Attorney’s Office, Western District of Pennsylvania</td>
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<td>Stacey F. Vernallis, Esq., Georhing, Rutter &amp; Boehm CLE 1.0 Substantive Hour</td>
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<td>3:30 p.m. — 4:30 p.m.</td>
<td>Ballroom 3 — Ballroom Level (2nd fl.)</td>
<td>“Technology and the Work/Life Balance” CLE 313</td>
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<tr>
<td>Panelists:</td>
<td></td>
<td>Kathleen “Katie” M. Charlton, Esq., Charlton &amp; Charlton Attorneys at Law</td>
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<td>Anne N. John, Esq., Attorney at Law</td>
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<td>Selina Jeanette Shultz-Bunde, Esq., Bundi Millroy Mulroy &amp; Shultz PC</td>
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<td>Chaton Timmel Turner, Esq., University of Pittsburgh Medical Center CLE 1.0 Ethics Hour</td>
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<tr>
<td>4:30 p.m. — 5:00 p.m.</td>
<td>Ballroom Level (2nd fl.)</td>
<td>“Afternoon Wrap-Up”</td>
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<tr>
<td>5:00 p.m. — 6:00 p.m.</td>
<td>Lobby Level (1st fl.)</td>
<td>Joint Reception &amp; Networking Opportunity</td>
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**WIP REGISTRATION FEE: $145 (PBA MEMBERS)**

Includes breakfast, WIP Annual Luncheon, Joint Reception and access to WIP CLE Sessions. CLE credits are an additional cost.

*Non-Member Registration Fee - $165; Law Student Registration Fee - $40*
From Andy Warhol to Zuppa di Pasta e Fagioli: The Best of the Steel City

By Mallorie A. McCue, WIP member

Though I am not a “Yinzer” by birth, I have adopted Pittsburgh as my home after coming to the area for law school and have made it my goal to seek out the best that the ‘Burgh has to offer. Selected as “America’s Most Livable City” by both The Economist and Forbes and recommended as one of the “Best Trips of 2012” by National Geographic Traveler, Pittsburgh is truly rich with options for residents and visitors alike.

If you’re planning to attend the PBA Annual Meeting and WIP Annual Conference this May in Pittsburgh, then you’re in for a treat, because there are some “must sees” and “must eats” that I would recommend for your stay.

Next Door

If you will be looking to stay “Dahntahn,” close to the Wyndham, the Andy Warhol Museum (117 Sandusky St., $20 for adults) features more than 4,000 works of the iconic Pittsburgh-born artist, including paintings, drawings, prints, photographs, films and videos — a great cultural starting point for your time in Pittsburgh.

For a spectacular panoramic view of the City of Bridges, day or night, take the Duquesne Incline (1197 W. Carson St., $5 round-trip) up Mount Washington in a century-old cable car. The Golden Triangle never looked so good.

Whether or not you’re a Steelers fan, a Heinz Field Stadium Tour (noon on Friday, May 10; 10 a.m. on Saturday, May 11, $7 for adults) showcases the beauty of the structure where the masses flock to wave their Terrible Towels. Close by, the Carnegie Science Center (1 Allegheny Ave., $17.95) has activities for both children and adults, with my favorite being the Omnimax theater, featuring IMAX showings of the “Flight of the Butterflies,” “To the Arctic” and “Hubble 3D” on Friday, May 10.

For history buffs, the Fort Pitt Museum (601 Commonwealth Place, Building B, $6 for adults), located at the birthplace of Pittsburgh in historic Point State Park, uses interactive exhibitions, artifacts and life-like historic figures to tell the story of western Pennsylvania’s pivotal role in the French and Indian War and the American Revolution.

Finally, if you’re looking for a gift for Mother’s Day — or for yourself — I would visit Brooks Brothers or Lattimore’s for clothing and the Clark Building for jewelry.

Pittsburgh also shines in the food department, and Downtown offers some true gems — each of which is open for both lunch and dinner. For something fast and simple, Franktuary (325 Oliver Ave., $, V/Ve), recently rated as the “Best Spot for Celeb Sightings” by Pittsburgh Magazine, is a speakeasy-style gastropub with classics such as the Waldorf salad, pappardelle Bolognese and Wagyu flat-iron steak, as well as inventive dishes such as the Korean Reuben and Kobe beef corn dog.

The list would not be complete without including Primanti Brothers (2 S. Market Square, $, no reservations). Often featured on the Travel Channel and Food Network, Pittsburgh’s favorite sandwich, stacked with fries, tomatoes and cole slaw, is best eaten greasy — choose a pastrami, corned beef or kielbasa with cheese, and add a fried egg on top.

Sonoma Grille (947 Penn Ave., $$$, V/Ve), recently rated as the “Best Spot for Celeb Sightings” by Pittsburgh Magazine, is a speakeasy-style gastropub with classics such as the Waldorf salad, pappardelle Bolognese and Wagyu flat-iron steak, as well as inventive dishes such as the Korean Reuben and Kobe beef corn dog.

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The Best of the Steel City

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Down the Street (Neighborhoods including Oakland, Strip District, Point Breeze, Lawrenceville and Shadyside)

Pittsburgh is truly a collection of neighborhoods, and there are an abundance of amazing activities and eateries that are just a short cab ride away. **Phipps Conservatory and Botanical Gardens** (700 Frank Curto Drive, Oakland, $15 for adults) is the place I bring family and friends to first. Located in Schenley Park, Phipps was chosen as the site of the Pittsburgh G-20 Summit Dinner in 2009. Built in 1893, it features a massive steel and glass Victorian greenhouse, filled with 13 rooms of expertly manicured formal gardens and exotic plants, including an Orchid Room. In May, it will feature my favorite attraction: the Butterfly Forest, where you can walk through a fragrant room in which, if you’re lucky, a Monarch or Zebra Longwing might land on your shoulder.

Visiting the Carnegie Museums of Art and Natural History and the Hall of Sculpture and Architecture (One Allegheny Ave., Oakland, $17.95 for both museums) could easily take up an entire day, as the history museum is one of the six largest in the nation, with more than 20 million specimens from all areas of natural history and anthropology. The “don’t miss” areas? The Hall of Dinosaurs, the Hillman Hall of Minerals and Gems and the Teenie Harris Exhibition in the Art Museum.

For a low-key afternoon, you might want to head to **The Strip District** (Route to 2100 Penn Ave., plan to walk), where it is easy to envision the history behind the old factories and warehouses now renovated into upscale lofts and storefronts. I usually visit on Saturdays, when the area is buzzing with activity. I would recommend picking up some house-cured olives, artisanal cheese, small-batch olive oil, aged balsamic vinegar and homemade pasta from **Pennsylvania Macaroni Company** (2010 Penn Ave.); gourmet chocolate from **Mon Aimee Chocolat** (2101 Penn Ave.); and espresso from **La Prima Espresso** (205 21st St.). Treats from **Pittsburgh Popcorn** (209 21st St.) and **Enrico Biscotti** (2022 Penn Ave.) usually end up in my bag, too. If you get hungry, make sure to stop at **Colangelo’s Bakery** (207 21st St., Strip District, $, V/Ve, no reservations, stand up and outdoor seating) for their “legendary” beans and greens, as well as their Caprese salad, zuppa di pasta e fagioli, Gorgonzola pizza and pastries.

**Walnut Street** (Shadyside) is well-known for its upscale shopping, with major retailers such as Apple, Banana Republic, Coach, Lululemon, Pottery Barn and J.Crew, as well as locally-owned shops (for fun, quirky gifts, visit **Kards Unlimited**), bakeries (**Prantl’s** is a Pittsburgh institution), and dining (**Pamela’s** for breakfast, **Girasole** for lunch or dinner).

If you’re a fan of mussels, **Point Brugge** (401 Hastings St., Point Breeze, $$, V/Ve, no reservations) is your place for lunch, dinner or brunch. While I’ve heard that the rest of their menu is great, I have never strayed from the Prince Edward Island mussels prepared with red curry, coconut milk, lime juice, basil and cilantro. A Belgian beer and their Brugge Frites (fries) served with basil mayonnaise are the perfect complement to the dish.

For classic Italian food, the lunch and dinner offerings at **Piccolo Forno** (3801 Butler St., Lawrenceville, $$, BYOB, V/Ve, no reservations) are second-to-none. Though there is usually a wait, their brick oven pizza, homemade pasta (especially the tagliatelle with dry porcini and fresh mushroom ragu) and tiramisu are ethereal.

**Avenue B** (5501 Centre Ave., Shadyside, $$$, BYOB, V/Ve, reservations recommended) serves upscale comfort food for lunch and dinner in a cozy atmosphere. You can choose from options on the seasonal menu and the daily chalkboard menu, which features dishes such as the signature Kobe meatloaf with goat cheese and chive whipped potatoes, and wild caught fish and chips with Napa slaw and malt aioli.

**Umi** (5849 Ellsworth Ave., Shadyside, $$$, reservations recommended) is my favorite restaurant in Pittsburgh. The chef, Mr. Shu, trained with Chef Morimoto, an “Iron Chef” frequently featured on the Food Network, and his dishes strike the perfect balance between traditional and innovative. Whether you order off the menu or try the seven-course Omakase, dining here is truly an experience.

A Bit of a Drive

If you’re open to a bit of a drive, Frank Lloyd Wright’s historic **Falling Water** (1491 Mill Run Road, Mill Run, Pa.; $22 for adults) is about an hour and 15 minutes from Pittsburgh. Built partly over a waterfall, it has been listed among the Smithsonian’s Life List of

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Can you hear me now?

By Andrea Tuominen

Here’s what some of your fellow WIP members had to say about the March 2013 Midyear Meeting (MYM) program:

Just the right balance between substantive content and practical exercises.

Very interesting and thought-provoking.

This program will be beneficial to both my personal and professional life.

What they were talking about was “Listening for Lawyers: Narrowing the Gap Between Your Brain and Your Heart,” the theme for the MYM meetings held in Philadelphia, Scranton, Pittsburgh and Mechanicsburg.

Moderated by attorney Sharon Browning, the program explored the personality of a lawyer (versus the general public) — the good news being that we receive high marks for being generally more empathetic. But our legal training combined with various cognitive and socio-cultural impediments may well keep us from honing our communication and relational skills.

Browning focused in on three filters that often hinder our ability to listen:

1. Our internal monologue. For example, someone is speaking, and we are thinking about our “to-do” list, why the speaker is wrong, what to say in response, and/or how to solve the speaker’s issue, etc., etc. We can overcome this by working at being aware, conscious, present and purposeful — be in the moment.

2. Socio-cultural biases, such as age, education, gender, religion, ethnicity and class. What to do about those? Be aware

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of our own socio-cultural filters, and be wary of hidden assumptions about people. Be genuinely curious about the other person and what she is saying.

3. Our egos. Well, they can just get in the way — like when we give our opinion when nobody has asked for it and it makes no difference to the situation; or when we habitually turn the conversation to focus on our own issues and experiences; or over-react in anger; and so on.

After some self-assessment, Browning offered an opportunity for us to examine our listening style and practice new ways of communicating in small groups. In the end, Browning left us with some words of wisdom and encouraged us to strive for awareness and cultivate a reflective, examined life. We then were able to practice a bit more during the post-program receptions.

Hopefully, all of us continue to practice what we learned in our professional and personal lives, so that we can enjoy improved relationships, less tension and stress, and moments of greater creativity.

Andrea Tuominen is a co-chair of the WIP Midyear Meetings Subcommittee.

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(Continued from Page 8)

28 Places to See Before you Die.

Finally, for a treat on your way back to the airport or on the drive back home, stop by Burgatory (300 McHolme Drive, $$) for a burger and milkshake. Start with a Salted Nutella Crunch, PBJ or Caramel Pretzel milkshake and follow it up with a Wagyu beef burger with sweet onion rub on a brioche bun, topped with truffled shallot aioli, sautéed mushrooms and a cage-free fried egg. A cautionary word, though: Be prepared for a bit of a wait, as Burgatory is not the area’s best-kept secret.

I hope that you enjoy all that Pittsburgh has to offer!

1 Someone from Pittsburgh, Pa.
2 “Downtown” in Pittsburghese.
3 This restaurant offers vegetarian and/or vegan options.

Mallorie McCue is a law clerk for U.S. District Judge Nora Barry Fischer, Western District of Pennsylvania, and a 2012 graduate of the University of Pittsburgh School of Law. She can be reached at Mallorie.McCue@gmail.com.
Meet Nancy L. Heilman, incoming ACBA president

By Samantha Phillips

Fellow WIP member Nancy L. Heilman will be the sixth female to take on the role of president of the Allegheny County Bar Association after spending the past year as the president-elect. The gavel will be passed to Heilman during the Bench Bar Conference on June 21, and she will officially take office on July 1.

The ACBA provides educational, professional and leadership opportunities to more than 6,500 members. The ACBA also aims to promote diversity among its membership and the legal professionals practicing in Allegheny County through groups such as the Asian Attorneys Committee, the Hispanic Attorneys Committee, the Homer S. Brown Division and the LGBT Rights Committee.

Starting in September, the ACBA will introduce a new program designed for women and men who have been away from the practice of law for a period of time but are looking to get back into the profession. The program will provide these individuals with research, writing and technical skills that will help them acquire the confidence to re-enter the legal field. Heilman would also like to see a committee developed to address the needs of disabled lawyers, and she is planning to see if there is interest within the ACBA to start a group.

Working as of counsel at Cohen & Grigsby PC, Heilman has been engaged in the practice of law for more than 25 years. She is a double graduate of the University of Pittsburgh, obtaining her B.A. in English literature and J.D. from the school of law. She started her career as law clerk to Judges Joseph F. Weis Jr. and Carol Los Mansmann for the U.S. Court of Appeals for the Third Circuit; and U.S. District Court Senior Judges Alan N. Bloch and Maurice B. Cohill Jr., for the Western District of Pennsylvania. She then began her long tenure at Cohen & Grigsby PC, where she focuses on alternative dispute resolution, labor and employment litigation, and general commercial litigation.

Heilman fills many roles for the Allegheny County Bar Association, which includes serving two terms on the ACBA Judiciary Committee, the Federal Court Section Council, the Labor and Employment Law Section Council and the Professionalism Committee. She is also a member of the Women in the Law Division and a fellow of the Allegheny County Bar Foundation.

Heilman is currently serving a three-year appointment term on the PBA Judicial Evaluation Commission and is a member of the American Bar Association and its Professionalism Committee. She is a former member of the Pittsburgh American Inn of Court (renamed the Honorable Amy Reynolds Hay American Inn of Court) and a founding member of the University of Pittsburgh American Inn of Court (renamed the W. Edward Sell American Inn of Court). As a member of the Sell Inn, Heilman was presented the inaugural Eric W. Springer Professionalism Award in 2010. She assisted with the formation of the Justice Robert H. Jackson American Inn of Court located in Warren, Pa., and served a two-year term as Program Awards Judge for the American Inns of Court.

Serving as a mentor, she participates in the Sell Inn’s mentorship program for law students and newly graduated lawyers and also mentored Pittsburgh’s Allderdice High School students through the Career Literacy for African American Youth Program sponsored by Duquesne University.

Heilman is a fourth-degree black belt traditional martial artist and shared her skills by teaching self-defense classes at the Women’s Center and Shelter of Greater Pittsburgh. She is also a director and the corporate secretary for the Corporation of the General Church of the New Jerusalem and is a member of the Executive Committee for the Pittsburgh New Church and Pittsburgh New Church School.

While fulfilling her role as ACBA president, Heilman will continue to take part in the programs and committees in which she is currently involved. She is looking forward to her new position, and we wish her lots of luck and success!

Samantha Phillips is a judicial law clerk for Judge Steven T. O’Neill in Montgomery County and a 2011 graduate of Ohio Northern University, Claude W. Pettit College of Law.
‘In’ Experience: School’s salary scale, placing premium on in-state teachers, not violative of Privileges and Immunities Clause

By Mallorie A. McCue, WIP member, with assistance from Tony Kovalchick, law clerk for the U.S. District Court for the Western District of Pennsylvania

Does a Pennsylvania public school district violate the Constitution when it sets teacher salaries based, in part, on prior in-state teaching experience? The Third Circuit held in January of this year that it does not. See Connelly v. Steel Valley Sch. Dist., 706 F.3d 209, 211 (3d Cir. 2013).

Steel Valley School District sets its teachers’ salaries using a method that accounts for both educational background and teaching experience. Id. New teachers with experience within Steel Valley are given full credit for their years of experience; those with experience acquired in Pennsylvania, but not at Steel Valley, receive at least partial credit, while those who gain their experience outside of Pennsylvania are awarded “less than full credit.” Id. at 212. As a result, those with out-state teaching experience were paid more than those with out-of-state experience.

When Patrick Connelly was hired as a sixth-grade teacher in 2006 by Steel Valley, located just outside of Pittsburgh, he had nine years of teaching experience. Id. Though he was certified to teach in both Pennsylvania and Maryland, all nine years of his teaching experience had been in Maryland. Id. Since this experience was gained exclusively out of state, Connelly was credited with only one year of experience – or a starting salary of $38,023. Id. If he had been given full credit for his Maryland teaching experience, Connelly’s salary would have been $49,476. Id. By the 2010-11 academic year, Connelly was earning $43,335, which was $22,519 less than he would have been paid if his Maryland experience had been fully credited ($65,854). Id.

Connelly filed suit in June 2011 in the United States District Court for the Western District of Pennsylvania, claiming that his right to interstate travel under the Privileges or Immunities and Equal Protection Clauses of the 14th Amendment were violated by Steel Valley’s failure to fully credit his Maryland teaching experience. See Connelly v. Steel Valley Sch. Dist., CIV.A. 11-851, 2011 WL 5024415 (W.D. Pa. Oct. 20, 2011) aff’d, 706 F.3d 209 (3d Cir. 2013). Connelly argued that since the school district set his salary based on a classification that paid those with in-state teaching experience more than those with out-of-state experience, the classification penalized the exercise of his fundamental right to be treated like other Pennsylvania citizens and was thus subject to strict scrutiny. Id. at 5. However, Chief Judge Gary L. Lancaster granted Steel Valley’s motion to dismiss, with prejudice, holding that Connelly had not stated a cognizable 14th Amendment claim, as the classification alleged was based on teaching experience, not residency. Id. at *2.

On appeal, the Third Circuit noted: The state’s creation of a classification is not “per se unconstitutional or automatically subject to heightened judicial scrutiny.” Maldonado v. Houston, 157 F.3d 179, 184 (3d Cir.1998). If a “classification ‘neither burdens a fundamental right nor targets a suspect class, we will uphold it so long as it bears a rational relation to some legitimate end.’ ” Id. (quoting Vacco v. Quill, 521 U.S. 793, 799, 117 S.Ct. 2293, 138 L.Ed.2d 834 (1997)) (alteration omitted). However, “a classification that trammels fundamental personal rights or is drawn upon inherently suspect distinc-

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ration of the recipient’s residence in the state - that is, the distinction is between long-term and short-term residents, not between current residents and prospective residents. Id. at 215 (citing Schumacher at 1267). Where the conditioning of a government benefit is instead conditioned on factors other than duration of residency, rational basis review is appropriate. Id. at 214.

The Third Circuit affirmed the Western District’s decision, finding that Steel Valley’s classification was indeed based on the location of teaching experience, not the duration of residency. Id. Thus, it did not create a substantial burden on the fundamental right to travel, and accordingly, strict scrutiny did not apply. Id. at 215. Though the court acknowledged that the classification created an “incidental” burden on interstate travel, it explained that a mere “impediment to plaintiffs’ freedom of movement” which has “some deterrent effect on nonresident[s] ... who wish to migrate to Pennsylvania” is not enough to give rise to strict scrutiny. Id. (citing Schumacher at 1267). Rather, Steel Valley’s decision to provide Connelly with less than full credit for out-of-state teaching experience was subject to rational basis review. Id. at 216.

In applying rational basis review, the appropriate analysis is whether the classification is rationally related to a legitimate state interest. Id. The Court considered the District Court’s proffered justifications for Steel Valley offering greater compensation to individuals with in-state teaching experience: 1) providing greater familiarity with the Pennsylvania Department of Education’s (DOE) policies, procedures and regulations, and 2) promoting efficiency in the education system as a result of the individuals’ experience with the best methods for achieving the DOE’s goals. Id. (citing Connelly, 2011 WL 5024415 at *7). To that end, the Court held that a school district placing a premium on teachers who have more experience working within the Pennsylvania school system and thus creating an experience-based classification, was indeed rationally related to achieving the legitimate goal of an efficient and effective public education system. Id. at 217. Therefore, Steel Valley’s policy was upheld, and the District Court did not err in dismissing Connelly’s complaint.

Mallorie McCue is a law clerk for U.S. District Judge Nora Barry Fischer, for the Western District of Pennsylvania, and a 2012 graduate of the University of Pittsburgh School of Law. She can be reached at Mallorie.McCue@gmail.com.
Mentoring: A few cautionary tales

By Shira Goodman, co-editor

As members of the Commission on Women in the Profession, we all have the fortunate experience of serving as mentors and being mentored ourselves. We frequently discuss the importance of mentoring and how best to establish a productive, effective mentorship. As a group, we’ve spent a bit of time studying and assessing mentoring and trying to make it work even better. Recently, I’ve learned of two experiences where potential mentees completely misunderstood the nature of the mentor-mentee relationship and, as a consequence, may have squandered valuable opportunities. I wanted to share the stories and some important lessons for potential mentors and mentees.

In the first case, a mid-career woman seeking to venture into new directions directly contacted a role model whom she did not know and with whom she had no prior contact. In repeated letters and telephone calls, she tried to make a case that the older, busier, more experienced woman should mentor her and help guide her in the next phase of her career. She could not focus her inquiry, but rather believed that her targeted mentor should and would spend time to help determine her future path. The established woman was at a loss as to why the woman contacted her, what she wanted and what led her to expect that a mentoring relationship would develop seemingly out of thin air.

I share all these questions. We know that mentoring does not happen like this. People who have accomplished great things are often sought after for their wisdom and resources, but without some underlying connection or rational basis for the contact, the outreach of a potential mentee appears opportunistic and manipulative. Furthermore, even if the potential mentor had a reason to encourage the outreach, the younger woman was unfocused in her request. Mentors and mentees need to establish – whether tacitly or overtly – the parameters of their relationship. Is this about further developing one’s career advice and to serve as a sounding board? The mentor and mentee need to set these parameters together.

People need to seek out mentors they admire but where the request makes sense in the context of a developing relationship. There’s a balance between strategic searches for mentors and the natural development of a mentoring relationship. Striking this balance is the key to a successful relationship.

That brings us to the second story. A prelaw college student I know called for advice about which internship to pursue as part of a special political science class. He was choosing between interning with the public defenders’ office and in a federal judge’s chambers. I offered advice about the kinds of tasks and learning experiences each might offer and the relationships he might develop in each office. But the student seemed more focused on the ultimate letter of recommendation he might receive and which might help more in the long run. I tried to refocus his attention again to the nature of the work, the potential learning experiences and the opportunities for long-term mentorship, rather than the one-time reference letter. I’m not sure whether or not I succeeded.

After these two experiences, I kept thinking about my own mentors and mentees. I’ve been more a believer in the naturally-forming mentorships than formal matching programs, but they both have an important place. I also know I’ve tried to be mindful of how I rely on my mentors and when I seek them out and especially of the burdens I place on their time and energy. I hope I have mentored others to do the same.

I encourage you to think about your mentoring relationships, how the best ones developed and what advice you would give to aspiring mentors and mentees. We know we can’t succeed alone, but we also know that negative experiences like the ones I’ve related here can turn people off mentoring altogether. As mentors and mentees, we need to protect the relationships we’re in, the relationships we want to develop and the entire process of mentoring.

Shira Goodman is co-editor of Voices and Views and executive director of CeaseFirePA.

WANTED: Women lawyers in search of a mentor relationship

PBA WIP presents the LINK MENTORING PROGRAM

We’re looking to match women attorneys seeking advice about career development, leadership, networking and work-life balance with those who have wisdom to share. Please join the program as a mentor, a mentee, or both — we all can learn from each other. For more information and to join the program, go to www.pabar.org/public/committees/womenprf/Membership/mentoringprogram.asp
Ambition: Women powering up

Webster’s Dictionary defines ambition as “an ardent desire for rank, fame and power.” That is not what senior executives and managing partners should be looking for in identifying future successors. Those who embrace this definition and use it as the lens through which to evaluate potential leaders are limiting, to an employer’s disadvantage, its talent pool and leadership pipeline. However, if ambition is defined as “an ardent desire to lead and influence the actions of others,” the pipeline opens, especially for women.

We recently participated in a conference that featured four executive women discussing women and leadership. During the 90-minute panel discussion, there was no mention of ambition or power. When we raised these subjects at the end of the program, the panel and audience were silent.

How could these subjects not be addressed when the designated topic was women and leadership? In a comparable program discussing male leadership, would it be possible not to talk about ambition and power? What else would the men have discussed?

Once the women panelists pondered how ambition and power factored into their roles as leaders, their conclusions were simple: These pursuits were not relevant. When pressed, they attributed most of their success to good luck and happenstance. These explanations are consistent with the research.

According to Anna Fels, a psychiatrist who has written broadly about women in the workplace, ambition is essentially a dirty word among women. Fels reports that mastery of a special skill and recognition from an appreciative audience are needed to cultivate ambition. Thus, the well-documented lack of recognition that women receive for their accomplishments is a significant contributor to their stalled progress.

Fels’ research also finds that women tend to cede or deflect ambition for a number of reasons including societal views of femininity, which result in women being punished for exercising ambition. For these reasons and others, many women abandon their ambitions during childrearing or when the challenges in pursuing their professional goals become particularly great. Complicating matters is that ambition is a prerequisite to power that needs to be consciously sought and developed. The constraints that women face, coupled with many women’s discomfort with self-promotion or proudly accepting credit for their accomplishments, result in women trailing their male competitors to the top.

So perhaps it is time to change the conversation and redefine what ambition should mean in light of what an inclusive, collaborative and empowering work environment demands and needs. In fact, most male and female senior executives, general counsel and managing partners today would more readily identify with being ambitious if it were defined as “an ardent desire to lead and influence the actions of others” rather than “an ardent desire for rank, fame and power.”

What is at stake? A limited leadership pipeline devoid of talented women

The current prescription for ambition and power results in many lost opportunities for women and, in turn, their employers, who do not benefit from the transformative and performance-elevating leadership these women may bring to their organizations. For women approaching the upper echelons, they may not reach their full potential because they are fearful to articulate and pursue their higher aspirations. Mid- to senior-level women could support each other’s ambition but their failure to be public is likely inhibiting their ability to do so. And, junior women suffer the most as they lose the opportunity to benefit from role models. How can junior women position themselves for leadership when no path has been communicated or demonstrated to them? Additionally, the silence inhibits women leaders from becoming a critical mass, perpetuating the isolation and failure of many women to progress to the higher levels.

What can employers do to stop women’s silence about ambition and power?

CHANGE the rules of engagement by redefining the landscape so that ambition is thought of in terms of one who aspires to positions of leadership and influence — and not power in the conventional sense. It is no longer the stripes on the sleeve that matter — it is the ability to positively influence others through one’s leadership, actions and words.

IDENTIFY women with leadership potential early and ensure they have the proper exposure to influential clients and colleagues and the right assignments that will give them the experience needed to be elevated to the next level.

GROOM women leaders by placing them in influential leadership positions that give them the platform to exercise their ability to lead and develop a comfort level in this and other ambitious pursuits.

RECOGNIZE the successes of am-

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Ambition: Women Powering Up

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bitious women leaders and make their accomplishments public by encouraging women leaders to tell their stories.

PROFILE the paths of successful women and create a “leadership timeline” of the chronological steps they took and roles they played to get there.

Encourage women to BUDDY UP and promote each other’s successes. The “independent” endorser lends credibility and helps women who struggle with self-promotion or rightfully earned credit.

HOST open forums to discuss and debate ambition and power so women can have a safe place to air their reluctance and overcome it.

Develop a SPONSORSHIP program where high-potential women are aligned with senior sponsors who are willing and able to advocate for their next promotion, facilitate connections through senior leaders and inform them about career opportunities.

PARTNER with outside organizations that can provide the opportunities for women to effectively develop their leadership skills.

Provide NETWORKING training and venues specific to women, enabling them to build the support and skills to leverage their contacts.

Create greater TRANSPARENCY and openness in the leadership pipeline, career development and compensation processes so that women clearly understand what’s expected of them.

CELEBRATE ambitious mothers who have overcome work/life balance challenges as well as erroneous assumptions that seeking greater levels of professional responsibility and being a mother are inconsistent.

ENGAGE men in the process of supporting high-potential women and educate men about the business case of why their employer needs women to succeed.

Provide EXECUTIVE COACHING to high-potential women to enable them to set goals and develop a robust developmental plan. An effective executive coach will give them the support and individual attention to develop self-promotion skills, overcome fear of failure and risk-taking, and gain comfort in exercising leadership skills and the power of persuasion.

SEEK recognition of your women leaders from outside organizations to celebrate them and promote their increased stature.

Provide TRAINING in the important skills that make up an ambitious and successful leader, including a focus on collaboration, competition, leadership and teamwork.

CONVEY to women the many benefits that can be achieved through ambition and power, debunking the notion that these are dirty words to be avoided. Instead, demonstrate how ambition and power can be used positively:

• to provide service and give back;
• to gain independence — financial and otherwise;
• to create meaningful opportunities and security for one’s family;
• to donate to meaningful causes and provide opportunities for others;
• to change policies that are detrimental to others; and,
• to enrich one’s life through travel and diverse experiences.

It is not enough for employers to create a more supportive work environment for women to exercise their ambitions and positions of influence. Women also need to work individually and collectively with others to overcome the traditional obstacles they have faced. However, an employer’s effort to create an infrastructure for women to thrive is an essential step to position women for success. This is in every employer’s business interest. In today’s competitive marketplace, employers can no longer afford to have half of their talent pool underutilized or not utilized at all. The time is now to facilitate in women an ardent desire to lead and influence the actions of others and provide an environment in which women are able to thrive and better contribute to the strength and success of their organizations.

Thomas L. Sager is senior vice president and general counsel of DuPont. Deborah Epstein Henry is author of LAW & REORDER: Legal Industry Solutions for Restructure, Retention, Promotion & Work/Life Balance (ABA, 2010) and founder of consulting firm Flex-Time Lawyers LLC and co-founder of secondment firm, Bliss Lawyers.

WIP member directory

The directory of the members of the Commission on Women in the Profession is available on the PBA Web site, www.pabar.org. You can reach the directory from the home page by entering your PBA membership number to log in to the members-only area, clicking on “Committees/Commissions” at the upper left and then clicking on the “Women in the Profession Commission” button. On the WIP page, click on the “Membership” button. The online WIP directory lists everything that appeared in the hard copy, including indices by county and area of concentration.

If you are not yet in the directory, you can simply fill out the form online. The button for the form is on the same Web page as the WIP directory. If possible, also send your photograph in digital format to patricia.graybill@pabar.org. The directory is a great source for referrals to hundreds of women lawyers skilled in every area of the law. These women are also available to answer questions you might have about practice in other areas of the commonwealth. This network of friends can be of immeasurable help in enhancing your satisfaction with and success in the law.
Voices & Views

Spring 2013

Book review

By Mary Kate Coleman

Ghosts of Bars and Christmas Past
By Lou Vitti
Published in 2012 by Word Association Publishers
(Available on Amazon.com)

If you are looking for a book to read on the plane on your way to the Commission on Women in the Profession Annual Conference, pick up Ghosts of Bars and Christmas Past, a mystery by Pittsburgh attorney and fellow PBA member Lou Vitti.

The story is set in Pittsburgh. I enjoyed reading about the attorney/sleuth Lou DiAngelo wining and dining his way through Pittsburgh (the restaurants mentioned are real in case you are looking for a place to eat while you are in town) as he attempts to solve the murder of a client after a drug deal goes bad and locate the missing $300,000-400,000 of drug money and 30 keys of coke. Did his client tell DiAngelo where the stash is before he was killed? Did DiAngelo take the money and the goods to fund an early retirement from the practice of law? Some pretty shady characters think DiAngelo might know where the goods and money are and are keeping close tabs on him as he goes about his daily business and the practice of law in Allegheny County.

The book is a fun and easy read. I did not see the ending coming – always the sign of a good mystery. Readers not from Pittsburgh will get a sense of the city and its residents, neighborhoods and traffic. Pittsburgh readers will get a kick out of the various local references. I enjoyed reading the book and recommend it to you.

Mary Kate Coleman is a civil litigation attorney, mediator and arbitrator with the law firm of Riley Hewitt Witte & Romano in Pittsburgh.

Penina Kessler Lieber, PBA secretary and executive council member of the WIP, has been invited to speak at the Academy of Trial Lawyers of Allegheny County’s 14th Annual Symposium on Civil Trial Practice in western Pennsylvania. The topic is “Nonprofits: Are they an Endangered Species in Western Pennsylvania?” The other speakers are W. Thomas McGough Jr., chief legal officer, UPMC, and Andrew Szefi, solicitor, Allegheny County. The program will address the entitlement of nonprofits to claim property tax exemptions and will provide insight from the perspectives of the largest nonprofit, county government and counsel to nonprofits. Lieber has been retained by the Greater Pittsburgh Nonprofit Partnership (GPNP) consisting of 350 member organizations to prepare a template for the use of the GPNP membership in responding to a directive from the Allegheny County Solicitor’s Office to demonstrate that they meet the standards set forth for an “institution of purely public charity” under the HUP Test (Hospital Utilization Project case). In order to satisfy this constitutional test, each organization must prove that they pass all five prongs of the HUP test. GPNP has held briefings where Lieber, McGough and Szefi spoke to several hundred people each and instructed them as to the HUP test.

In 2013, Lieber has once again been recognized as a Best Lawyer in America, a Pennsylvania Super Lawyer and a Best Lawyer in Pittsburgh.

Phyllis Horn Epstein, PBA treasurer and executive council member of the WIP, is vice chair of the Individual and Family Tax Committee of the American Bar Association’s Tax Section and was the moderator and organizer of two panel discussions at the ABA Tax Section meeting on Jan. 25 in Orlando, Fla. Representatives of the IRS’s Office of Chief Counsel and Low Income Taxpayer Clinics throughout the United States spoke on “Proposed Changes to the Guidelines for Innocent Spouse Relief and Vanishing Time Limits for Equitable Relief under the Internal Revenue Code.”
Welcome new committee members

The Pennsylvania Bar Association Commission on Women in the Profession extends a warm welcome to the following new Commission members:

- Deanna Lynn Bell, Westville, N.J.
- Thea Iluminada Diestro Bernas, Wynnewood
- Elizabeth Blenner, Susanin Widman & Brennan PC, Philadelphia
- Jennifer Brandt, Cozen O’Connor, Philadelphia
- Nicole Cellone, Cellone Bakery Inc., Pittsburgh
- Michelle Christian, Newtown
- Sally Cimini, Leech Tishman Fuscaldo & Lampi LLC, Pittsburgh
- Melissa Dziak, Cipriani & Werner PC, Scranton
- Eboni Frempong, Philadelphia
- Lori Frio, Springfield
- Dana Greenspan, Montgomery County Public Defenders Office, Norristown
- Kristen Hartman, Clement Wealth Strategies, Division of Fulton Bank NA, Lancaster
- Patricia Wozniak Henk, Law Office of Patricia Wozniak Henk, Pittsburgh
- Jessica Hoerath, Roaring Spring
- Kim Hoffner, Law Student, Swarthmore
- Ann Johnston, Pa. Dept of Environmental Protection, Office of Chief Counsel, Harrisburg
- Mallorie McCue, Pittsburgh
- Sibyl McNulty, Riley Hewitt Witte & Romano PC, Pittsburgh
- Jennifer G. Meyer, Langsam Stevens Silver & Hollaender LLP, Philadelphia
- Marianne Miele, Horewitz Cordaro Dietz & Miele PC, Connellsville
- Peggy Morcom, Reilly Wolfson Sheffey Schrum & Lundberg LLP, Lebanon
- Kelley Nelson, Pa. Office of Attorney General, Harrisburg
- Keisha Parker, Campbell Campbell Edwards & Conroy PC, Berwyn
- Monique S. Pattillo, Aberdeen Asset Management Inc., Philadelphia
- Jesika Pufnock, Pennsylvania State Education Association, Harrisburg
- Victoria Schneider, Law Student, Chadds Ford
- Amber Sizemore, Pa. Department of Labor & Industry, Harrisburg
- Ashley Lauren Sosso, Pittsburgh
- The Hon. Andrea Marceca Strong, York County Court of Common Pleas, York
- Melissa Tanguay, Dauphin County Children & Youth Services, Harrisburg
- Sireen Tucker, Ocwen Loan Servicing, Fort Washington
- Janesa Urbano, Ernest Bock & Sons Inc., Philadelphia
- Hilary Vesell, Kope and Associates LLC, Camp Hill
- Kristen Weidus, Tremba and Jelley LLC, Greensburg

The Commission hopes that these new Commission members enjoy their committee membership and experience the many benefits of serving on the Commission on Women in the Profession.

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LEGISLATIVE ACTION CENTER

Legislative contact from individual constituents is an invaluable way to impact the legislative process. The PBA Legislative Department has created a new Legislative Action Center to enable PBA members to contact their legislators quickly and easily.

The Action Center allows members to send emails to their senators or representatives on important legislative issues facing the legal profession. Members also can create a message and download it to send via postal mail. Talking points on legislative topics and sample letters also are available.

Visit the Legislative Action Center today at www.pabar.org/public/legislative/legismain.asp or email the Legislative Department with questions at legislative@pabar.org.