

# THE LAW ALUMNI JOURNAL

THE LAW SCHOOL

UNIVERSITY OF PENNSYLVANIA

Spring/Summer 1987

Volume XXII

Number 1



# DIFFERENT

WOMEN  
IN  
LAW



# DESTINIES

The Law Alumni Society's  
Alumnae Panel  
February 17, 1987  
Story on page 11





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# SYMPOSIUM

## FROM THE LAW LIBRARIAN'S WINDOW

by Elizabeth S. Kelly, Director  
 Biddle Law Library



In this issue of *The Journal*, I want to announce an important new way in which attorneys will be able to use Biddle Library in the near future. Biddle is changing its access and use policies. These new policies will enable Biddle Library to continue to make its extensive collection available to the practicing bar during a period when the Library's physical facilities and staff are hard-pressed by greatly increased use by the Law School and the University community. It would clearly be inappropriate for the Library to diminish the availability of its staff services for law students in order to continue to provide free Library access and use to attorneys.

Beginning July 1, 1987, walk-in access to the Library and the right to borrow those publications which are normally loanable will be available to firms on a subscription or other-priced basis. *Any Alumnus/a wishing to walk in and make personal use of materials in the Library is entitled to a special exemption from any access fee.*

What follows is a schedule of the new use fees applicable to attorneys and for-profit entities effective July 1:

1. Loan of a single item requested by telephone or by regular or electronic mail. Delivery available; delivery charges vary with the mode of delivery requested \$25
2. *Photocopy Service*: \$.40 per exposure, \$5 handling charge for up to three items requested at one time, plus delivery charges for mode of delivery specified.
3. *Delivery Charges*: U. S. Mail, regular or express - actual postage; Local Telefax - \$7; Long Distance Telefax - \$7, plus Long Distance Charges; Local Cycle Delivery - \$7; UPS or other Overnight Delivery Service - actual charges.
4. *Expedited Service Fee*: Immediate service instead of normal 24 hour response \$15
5. *Nontransferable Access Only Card* permitting an individual attorney personally to use the library. Annual Charge \$200
6. *Nontransferable Access Plus Card* permitting an individual attorney personally to use the Library and to borrow normally loanable books. Annual Charge \$500

Penn Law School Alumni/ae will be treated differently. They will be entitled to free, nontransferable Access Only Cards norm-

### LIBRARY SUBSCRIPTION PLANS

By participating in a subscription plan appropriate to their size, law firms and business corporations may obtain FULLY TRANSFERABLE Access Only and Access Plus Cards for use by their attorneys, messengers, paralegals, secretaries, etc. The transferability of these cards allows the firm to send the appropriate person each time it needs to make use of Biddle Library. Each of these subscription plans includes a number of free loan transactions.

#### PLAN A

Available only to firms of up to 30 attorneys

1 Access Only Card	
(Transferable)	Value: \$200
1 Access Plus Card	
(Transferable)	Value: \$500
5 Free Mail/Phone Loan Transactions*	
Delivered	Value: \$160
Plan A Annual Fee: \$600	

#### PLAN B

Available only to firms of 31-74 attorneys

2 Access Only Cards	
(Transferable)	Value: \$400
2 Access Plus Cards	
(Transferable)	Value: \$1000
10 Free Mail/Phone Loan Transactions*	
Delivered	Value: \$320
Plan B Annual Fee: \$1100	

#### PLAN C

Available to firms of 75 attorneys or more

3 Access Only Cards	
(Transferable)	Value: \$600
2 Access Plus Cards	
(Transferable)	Value: \$1000
24 Free Mail/Phone Loan Transactions*	
Delivered	Value: \$768
Plan C Annual Fee: \$1600	

\*Loanable items include all items which may be borrowed by Penn Law students for use outside the Library building. Normally loanable items will not include looseleaf services, journals and law reviews, digests, citators, reporters, or volumes of statutes or regulations. They will be made available through the Library's photocopy service. Normal photocopy charges will be applicable to subscribers.





ally available on payment of a \$200 annual fee. Attorneys working for non-profit organizations will also be eligible for free, nontransferable Access Only Cards.

Effective this school year, University of Pennsylvania Law School students began paying an annual Library services fee of \$200 in addition to a very substantial tuition and fees package. This new fee allows the students to call upon the resources of an increasingly competitive research library which can, however, seat only 304 of the Law School's 704 students. The Library's continuing to give away access and services to the practicing bar is inconsistent with the burden it has reluctantly asked the students to carry. It is also inconsistent with the practice of many peer academic research libraries such as Harvard, Columbia, NYU and Georgetown. We look upon this fee program as another means by which we may maintain the quality of service we provide to the University of Pennsylvania Law School student community and the practicing bar. We hope that members of the bar will share our view of the practicality of this new program.

## NEWS OF THE LAW ALUMNI SOCIETY

### New Officers And Members Of The Board

Fourteen Alumni/ae were elected Officers and members of the Law Alumni Society's Board of Managers at the Annual Meeting on Law Alumni Day, April 8, 1987. (see "Featured Events" in this issue of *The Journal*.) The new Executive Officers with terms expiring in 1989 include: *President*, Howard L. Shecter,'68, of Morgan, Lewis & Bockius, Philadelphia; *First Vice-President*, Gilbert F. Casellas,'77, of Montgomery, McCracken, Walker & Rhoads, Philadelphia; *Second Vice-President*, Gail Sanger,'68, of Proskauer, Rose, Goetz & Mendelsohn, New York; *Secretary*, Jerome B. Apfel,'54, of Blank, Rome, Comisky & McCauley, Philadelphia; *Treasurer*, Thomas B. McCabe, III,'78, of The Fidelity Bank, Philadelphia. The Members of the Board of Managers whose terms expire in 1988 are Donald Beckman,'59, of Csaplak & Bok, Philadelphia, and Dale P. Levy,'67, of Blank, Rome, Comisky & McCauley, Philadelphia. Those with terms expiring in 1990 include: John F. De Podesta,'69, of Pepper, Hamilton & Scheetz, Washington, DC; David J. Kaufman,'55, of Wolf, Block, Schorr & Solis-Cohen, Philadelphia; Mansfield C. Neal, Jr.,'64, of The General Electric Company, King of Prussia, PA; William J. Nutt,'71, The Boston Company, Inc., Boston, MA;

Helen Pudlin,'74, of Ballard, Spahr, Andrews & Ingersoll, Philadelphia; James J. Sandman,'76, Arnold & Porter, Denver, CO; E. Norman Veasey,'57, Richards, Layton & Finger, Wilmington, DE.

### The 1987 Luncheon Forum Lecture Series

The Law Alumni Society presented its annual Luncheon Forum Lecture on February 11 at The Four Season Hotel in Philadelphia before a record gathering of 160 Alumni and guests.

Martin Lipton, Esquire, of the New York City firm of Wachtell, Lipton, Rosen & Katz, was the John M. Olin Foundation guest speaker. His lecture entitled, "Groping Toward A Realistic Theory of Corporate Governance," is described in the "Featured Events" section of this issue of *The Journal*.

### Alumnae Panel Presented In February

Seven Law School Alumnae discussed "Different Destinies - Women in Law," at a panel sponsored by the Law Alumni Society, on Tuesday, February 17, at The Law School.

Introductions by both Dean Robert H. Mundheim and Alumna/panel moderator, Lisa Holzaeger Kramer,'70, preceded the presentations of the panel which consisted of: Dr. Janice R. Bellace,'74; Betsy Z. Cohen,'66; Beryl Richman Dean,'64; Marcia D. Greenberger,'70; Gail Sanger,'68; and The Honorable Norma L. Shapiro,'51, - whose messages are featured in this issue of *The Journal*.

The panel discussion was followed by a reception in The Great Hall.

### The Law Alumni Society-Sponsored Student Party

Members of the Law School's third-year Class of 1987 were feted with a gala farewell party at the Reading Terminal Market in Philadelphia on May 2, given in their honor by the University of Pennsylvania Law Alumni Society.

The event, aimed at fostering communication between Law School students and Alumni, included dinner and dancing to a live band led by 1987 Alumnus, Chad Coulter.

### The Class of '87 Officers

Members of the Law School Class of 1987 chose Michael D'Agostino as their President. Other officers include: Brian Doerner, Dexter Hamilton and Carol Litowitz. Jennifer Rosato was elected Class Agent.

### Reception To Be Held At ABA Meetings On August 10 in San Francisco - !!!!!!SAVE THE DATE!!!!!!

The University of Pennsylvania Law Alumni Society will hold its annual cocktail reception at the Annual Meetings of the American Bar Association in San Francisco, CA, on Monday evening, August 10 from 6:00 pm to 8:00 pm at The Sheraton-Palace Hotel. Dean Mundheim and Alumni residing and practicing in Northern California will be present. Watch the mail for your invitation!

### Alumni Gatherings

During the winter and early spring, the Law Alumni Society and regional Alumni groups sponsored events aimed at maintaining close ties between the Law School and its Alumni.

On Tuesday, May 12, the University of Pennsylvania Law Alumni Association of New York City held its Annual Reception and Dinner at The Princeton Club. The guest speaker, Robert Carswell, Law School Overseer and senior partner in the New York firm of Shearman & Sterling, discussed "How The United States Can Develop Coherent International Economic Policies." Dean Robert H. Mundheim was present to speak to the gathering as well.

The Law Alumni Society presented its yearly Reception at the Annual Meetings of the Pennsylvania Bar Association in Pittsburgh on Thursday, May 14, at The Rivers Club.

### Annual D.C. Luncheon Features Professor A. Leo Levin,'42.

The Washington, D.C. Alumni Association will hold its Annual Spring Luncheon during the Meetings of the ALI on Tuesday, May 19, at The Mayflower Hotel at 12:00 Noon.

Dean Robert H. Mundheim will be on hand to introduce the Luncheon speaker, Professor A. Leo Levin,'42, Director of The Federal Judicial Center and The Leon Meltzer Professor of Law at the University of Pennsylvania Law School. Mr. Levin will discuss "What Kind Of Federal Judges Do We Want: The Problems Of Choosing, Training and Disciplining." Alumni and guests wishing to attend the Luncheon should contact Libby S. Harwitz for reservations by calling her at The Law School, (215) 898-6321.



## ANNUAL GIVING UPDATE

### The Totals For 1986-87 - So Far

Campaign Goal:	\$1,500,000
Cash Received as of 4/16:	\$1,010,868
Campaign Deadline:	June 30, 1987

Please Remember: *Every gift is important.*

### Annual Giving Evaluation and Planning Meeting Held On Law Alumni Day

Alumni fundraisers and Law School Development staff met on Wednesday, April 8, to review and evaluate the progress toward and the strategy for meeting the 1986-1987 Annual Giving goal. The \$150,000 challenge fund provided by 61 Alumni already has been responsible for increased gifts from 80 new BFS members. Plans for the 1987-88 campaign also were reviewed.

### The Law Annual Giving Firm Solicitation Program

The Firm Solicitation Program boasts two additional firms - Galfand, Berger, Senesky & Lurie and Hangle, Connolly, Epstein, Chicao, Foxman & Ewing both of Philadelphia that have reached 100% participation in cash and pledges. The New York City firm of Davis, Polk & Wardwell is at 89% participation.

### The Firm Reception Program

The Philadelphia firm of Blank, Rome, Comisky & McCauley held a Reception in March at which University of Pennsylvania Law Alumni practicing there met with Dean Robert H. Mundheim, who updated them on the current academic and social climate of the School. Fred Blume, '66, the Firm solicitor, hosted the reception at which Peg DiPuppo, the Director of Annual Giving, also was present.

Firms interested in availing themselves of this excellent program should call Linda S. Hyatt, the Assistant Director of Annual Giving, at (215) 898-1513 for information.

### The Regional Program

The Regional Solicitation Program has expanded into two new areas with large concentrations of Alumni. John N. Ake, '66, serves as Regional Chairman for the state of Texas and George C. Golomb, '72, is the Regional Chairman of the state of Maryland.

### Colloquium On Judeo-Christian Tradition And The Constitution To Be Held In November

The Annenberg Research Institute for Judaic and Near Eastern Studies and the American Jewish Historical Society will sponsor a two-day colloquium entitled "The Judeo-Christian Tradition and the U.S. Constitution to be held on November 16-17, 1987, at the Annenberg School of Communications of the University of Pennsylvania. The colloquium will explore the proposition that the Constitution is an evolutionary

### Changes, Elevations, New Faces...

#### In The Alumni/Development Office

*Over the past few months, the Law School Alumni and Development Office has undergone some staff restructuring.*

**Susan P. Davison**, has been promoted from Assistant to Associate Director of Development.

**Susan W. Flom**, has been promoted from Administrative Assistant for Annual Giving to Office Manager of the Alumni/Development Office, replacing Cass Lavan who is the Law School's new Building Administrator. Ms. Flom's Bachelor of Arts degree in Labor and Industrial Relations was earned at Shippensburg University.

**Linda Susan Hyatt** has joined the staff as Assistant Director of Annual Giving. Ms. Hyatt will serve as staff support for the Annual Giving firm and regional representatives and will assist with the phone mail and class agent solicitation programs. She filled the vacancy which occurred with the resignation of Carol Ann Murray, who is presently with the New Jersey Institute of Technology. Ms. Hyatt came to the Law School having been General Manager of the Roanoke Symphony Orchestra in Southwestern Virginia and, prior to that, worked in the fields of Art and Mental Health for fifteen years. Ms. Hyatt's B.A. degree in Studio Art and English is from Duke University in Durham, North Carolina. She is also a novelist and painter.

**Emilie Malone**, the new Administrative Assistant for Annual Giving, worked in the University of Pennsylvania's Career Planning Office as well as in The Wharton School's External Affairs Office prior to her joining the Annual Giving Office. Ms. Malone's Bachelor of Science degree is in Textile Design earned at Philadelphia College of Textiles and Science. She is currently matriculated at the University of Pennsylvania Graduate School of Education.

### Judge Adams To Deliver The 1987 Roberts Lecture

The Honorable Arlin M. Adams, '47, will be the 1987 Owen J. Roberts Memorial Lecturer this fall. He joins the ranks of eminent judges, scholars, diplomats and practitioners who have participated in this distinguished lecture series.

product of a secular Enlightenment, but incorporates and reflects values and ideals of the shared Judeo-Christian heritage. Topics include: "The Judges and the Law: Freedom of Religion Issues," convened by the Honorable Arlin M. Adams, '47, the U.S. Court of Appeals for the Third Circuit (ret.); "Authoritative Texts and Their Interpretation" led by Professor Michael Walzer, Institute for Advanced Study, Princeton University; "Jewish Law and the Law of the Constitution" convened by Professor Alan Bloom, University of Chicago,

## NEWS FROM THE INSTITUTE OF LAW AND ECONOMICS

### Brown Bag Luncheon Seminars

The Institute sponsors luncheon seminars which are informal presentations on recent developments in specific areas. Two seminars were offered in January and February in the Law School Faculty Lounge.

Professor of Finance and Economics Robert P. Inman, of the Wharton School, spoke on "Garcia, Federalism, and Government Regulation" on January 19. On February 23, Professor of Economics, Andrew Postlewaite, also of the Wharton School, discussed "Social Choice and Implementable Laws."

### The John M. Olin Foundation Grant

The Olin Foundation has awarded a grant of \$412,900 to the Institute Of Law and Economics, which will run from the spring 1987 semester through the 1988-89 academic year. It provides for a John M. Olin Visiting Professorship, John M. Olin Fellowships in Law and Economics, Faculty research support, a John M. Olin Student Prize and a Distinguished Speakers Series. Rules surrounding the Distinguished Speakers Series require that each invitee meets with students and holds an informal question and answer session at the Law School prior to addressing Alumni. John M. Olin Foundation speakers have included Martin Lipton, Esquire, partner in the New York City firm of Wachtell, Lipton, Rosen & Katz, who delivered the Law Alumni Society's Annual Alumni Luncheon Forum Lecture (see "Featured Events" in this issue of *The Journal*) in February, 1987, and Finn M. W. Caspersen, Chairman of the Board and Chief Executive Officer, Beneficial Corporation, guest speaker at the Law Alumni Society's Annual Law Alumni Day on April 8, 1986. (also reported as part of "Featured Events" in this issue.)

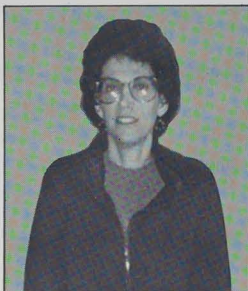
### The Institute Sponsors Conference At National Press Club

On April 24, the Institute held a Conference at the National Press Club in Washington, D.C., on "Social Security And Private Pensions: Providing For Retirement In The 21st Century." The seven papers presented will be published as a volume edited by Susan M. Wachter, Associate Professor of Finance at the Wharton School and Conference organizer. Financial support for the Conference was provided by a grant from Metropolitan Life Insurance Company.





*Harriet N. Katz*



**Harriet N. Katz—  
Another Of The Best & Brightest**

Lecturer/Clinical Supervision, Harriet N. Katz, joined the Law School Faculty in September, 1986, and is a vital member of the Clinical Program. She teaches courses in the Legal Profession and the Lawyer's Role, Sex Discrimination and Civil Rights.

Professor Katz received her B.A. degree from the University of Michigan and earned her J.D. degree from Yale Law School. Prior to her arrival at Penn Law School, she was Adjunct Professor at Drexel University and at Rutgers Law School. For eleven years, she practiced privately in the public interest and worked in the area of Civil Rights. Professor Katz is the coauthor of a book on the legal status of women.

**"The Alumni And Friends In Britain Of The University Of Pennsylvania Law School" - A Brief History**

The above is the name of a group that has established a tradition of holding an annual gathering in London of those associated with the Law School. It started four years ago when Professor John O. Honnold [William A. Schnader Professor of Commercial Law, Emeritus] was a Goodhart Visiting Professor at Cambridge University. A number of English Alumni arranged for a dinner in celebration. That attracted a wide attendance from those who had studied and taught at the Law School. What was planned as an isolated evening proved so enjoyable that it developed into an annual event. Two years ago, the British Alumni and friends hosted a large reception for the American Alumni attending the Annual Meetings of the American Bar Association in London. The reception, held in the magnificent library of the Reform Club on Pall Mall, was a great success with over 170 people attending. A number of distinguished judges and academic lawyers were present, among them a Lord of Appeal, the former Vice-Chancellor of the High Court, the Chairman of the Law Commission and the Vice-Chancellor of Oxford University.

In October of 1986, the British group honored Dean Robert H. Mundheim on the occasion of his brief visit to England. Twenty-eight Alumni, two former Legal Writing Instructors, an Owen J. Roberts Memorial Lecturer and their guests attended the dinner in the Benchers' Rooms of Lincoln's Inn. The dinner brought together members of the Bar, solicitors, academics

and American attorneys practicing in London. Four Alumni flew over from Dublin especially for the occasion. Anthony Lester, QC., a member of the Law School Board of Overseers, proposed a toast to the Founder of the University of Pennsylvania. In response, Dean Mundheim gave an overview of the activities and current concerns of the Law School.

**Luncheon Held For Legal Writing Instructors And Fund Donors.**

The Law School's Legal Writing Instructors and the donors who fund the Legal Writing Program over the year were honored at a luncheon which took place at the Law School on April 2, 1987.

**Mrs. Meltzer Honored in April**

Mrs. Ruth Meltzer, the widow of the late Leon Meltzer, '26, was the guest of honor at a luncheon held in the Moot Court Room of the Law School on April 6, 1987. She established the Leon Meltzer Professorship of Law in memory of her husband which is held by Professor A. Leo Levin, '42, who left his position as Director of The Federal Judicial Center in Washington, D.C. after ten years to return to fulltime teaching.



**Dinner For Lord Lesley Scarman**

On April 22, a dinner which included Law School Faculty and Alumni was given at the School honoring the visit to the United States and to Philadelphia of The Right Honourable Lord Lesley Scarman, O.B.E. Lord Scarman is a Life Peer of the House of Lords and occupies a special role in

England. He is called upon by the Monarchy and the Parliament to arbitrate and to mediate controversial disputes. Lord Scarman was in Philadelphia to deliver The Penrose Lecture of The American Philosophical Society.

**The Spring Overseers Meeting**

The semi-annual meeting of the Law School Board of Overseers was held on April 8, 1987, beginning at 12:00 Noon in the Bernard G. Segal Moot Court Room.

After a box lunch and discussion with Professor Manfred Weiss, Visiting Professor of Law from the University of Frankfurt, Dean Robert H. Mundheim delivered his "Dean's Report," which included a report on Development as well. A profile of the Class of 1990 was presented by Assistant Dean of Admissions, Frances Spurgeon, followed by a progress report on Biddle Law Library by Director, Professor Elizabeth S. Kelly. The comparative standing of the Law School analyzed by an "outsider" preceded a progress report on the proposed new building. The agenda also included a review of five-year financials.

**The LL.M.s Go To Washington, D.C.**

Connie Kessler, the non-academic advisor to the LL.M. graduate students, organized and accompanied the group on their annual trip to the Nation's Capital in early March.

The trip proved to be an exciting experience with a full agenda of activities. Early Sunday morning, the LL.M.s departed the Law School by chartered bus and arrived in time for a guided tour of Washington, where they viewed the major sites and had the opportunity to see the National Gallery of Art exhibitions of "Matisse" and "The Age of Sulton Suleyman." Charles Kallenbach, the Legislative Assistant on Foreign Affairs for Pennsylvania Senator Arlen Specter, met with the group on Monday morning, after which they visited both Houses of Congress. The LL.M.s then gathered at the Supreme Court and listened to oral arguments during the afternoon. The partners in the Washington Office of the firm of Pepper, Hamilton & Sheetz graciously sponsored a

**Luncheon Celebrates Irving R. Segal, '38**

On March 24, 1987, approximately eighty colleagues from the firm of Schnader, Harrison, Segal & Lewis, associates from UPS, members of the judiciary and family and friends gathered to honor Alumnus Irving R. Segal and the establishment of the Irving R. Segal Lectureship in Trial Advocacy, which has been instituted at The Law School.

After-lunch remarks were offered by Dean Robert H. Mundheim and Chief Judge John J. Gibbons of the United States Court of Appeals for the Third Circuit. Mr. Segal also addressed the gathering.



*At the Luncheon celebrating the establishment of the Irving R. Segal Lectureship, The Honorable John J. Gibbons, left, Irving R. Segal, '38, center, and Dean Robert H. Mundheim, right.*



# THE CALENDAR 1987

## MAY

### Saturday, May 16

Quinquennial Class Reunion  
Open House, The Law School  
Class Parties in the Evening

### Monday, May 18

Commencement  
The Second Bank,  
Independence Mall,  
Philadelphia

### Tuesday, May 19

Law Alumni Society Luncheon  
for Washington, D.C. Alumni  
at Annual Meetings of ALL,  
The Mayflower Hotel,  
Professor A. Leo Levin, speaker

## JUNE

### Wednesday, June 10

Law Alumni Society Board  
Meeting, The Law School

## AUGUST

### Monday, August 10

Law Alumni Society Reception  
at the Annual Meetings of  
the American Bar Association  
in San Francisco, CA,  
The Sheraton-Palace Hotel

## SEPTEMBER

### Tuesday, September 15

Annual Luncheon of Law  
Alumni Society Past Presidents  
with Dean Robert H. Mundheim,  
The Faculty Club

### Tuesday, September 22

Law Annual Giving Kick-off  
Meeting and Dinner,  
The Faculty Club

### Wednesday, September 30

Friends of Biddle Advisory  
Council Kick-off Breakfast,  
The Biddle Library

## OCTOBER

### Saturday, October 17

Law Alumni Society Reception  
at Annual Conference and  
Exposition of the Phila-  
delphia Bar Association,  
Bally's, Atlantic City, NJ

### Tuesday, October 20

The Benefactors' Dinner

### Wednesday, October 21

Law Alumni Society Board  
Meeting, The Law School

### Friday, October 30

BFS Reception,  
Major Donor Recognition  
Dinner

## NOVEMBER

### Friday, November 13

Parents & Partners Day,  
The Law School

### Tuesday, November 17

Law Alumni Society  
Reception, Wilmington, DE

### Thursday, November 19

The Owen J. Roberts  
Memorial Lecture, The  
Honorable Arlin M. Adams,'47,  
The University Museum

### Dates To Be Determined

"Inside Pennsylvania"

The Edwin R. Keedy Moot  
Court Competition,  
The University Museum

The Board of Overseers Meeting,  
The Law School

cocktail reception in the late afternoon at their offices on "F" Street. Tickets for the Kennedy Center production of "Citizen Tom Paine" were made available for Monday evening. On Tuesday morning, after a specially guided tour of The White House, the LL.M.s met with Penn Law Alumnus, Eugene H. Rotberg,'54, Vice-President and Treasurer of The World Bank. The afternoon hours were taken up visiting with Michael Mann at the Securities and Exchange Commission.

### Perspectives 1987

Dean Robert H. Mundheim and his Assistant for Special Events, Connie Kessler, together with the Law School's Council of Student Representatives, continue to present stimulating lectures aimed at enriching the quality of life at the School.

On Monday, March 30, Dr. Richard G. Lonsdorf, Professor of Psychiatry in Law at the University of Pennsylvania Law School, moderated a panel entitled "The Stress of Lawyering and the Impaired Professional." A Brown Bag lunch featuring Mr. Sandille Ngcobo of South Africa was held on April 1, 1987. Mr. Ngcobo discussed "Lawyering Under Apartheid." Law School Professor Paul Shechtman, in conjunction with *The Law Review*, moderated a panel discussion on "Miranda" on April 2. On April 8, 1987, Finn M.W. Caspersen, Chairman of the Board and Chief Executive Officer of Beneficial Corporation, addressed the student community prior to his appearance as the John M. Olin Foundation featured guest speaker at the Annual Law Alumni Day Dinner.

## PENN LAW PEOPLE IN THE NEWS

*This Journal feature highlights members of the Law School Community (Alumni, Faculty, Overseers, Students, etc.) whose appearances in the news media have been brought to our attention primarily through the University news-clipping service.*

**The Honorable Louis A. Bloom, '25**, Senior Judge of the Court of Common Pleas of Delaware County, Pennsylvania, was the subject of an article entitled "He's One Of The Toughest Judges He'd Ever Face" in the Sunday, November 30, 1986 issue of *The Philadelphia Inquirer*.

**Professor Emeritus George L. Haskins** was featured in *The Ellsworth American* article "George Haskins Brings Law To Hancock Historical Society" by Patricia Ryder.

**Edward J. Lewis, '62**, was the subject of "City of Hope Slates Edward Lewis Award" which appeared in the Pittsburgh, PA *Jewish Chronicle*, describing his having been the recipient of the organization's "Spirit of Life" Award.

**John W. Nields, Jr., '67**, of Washington, D.C. was the subject of the article, "House Counsel Headed Probe of Koreagate," which appeared in the January 10, 1987 issue of *The Washington Post*.

**Henry T. Reath, '48**, partner in the Philadelphia firm of Duane, Morris & Heckscher, was the featured "Philadelphia Lawyer" in *The Legal Intelligencer* of December 29, 1986. The article was titled "Henry T. Reath: Devoted To Fighting Injustice."

**Professor Curtis R. Reitz, '56**, was quoted in *The Legal Times of Washington, D.C.* ar-

ticle of November 17, 1986 entitled, "D.C. Bar Approves Conflict Rule For New Hires." He also was the subject of "Penn Law Professor Named Mediator In Pump Case," which appeared in the October 23, 1986 issue of *The Doylestown, PA Intelligencer*.

**Professor Mark J. Roe** was quoted in *The Los Angeles Times* article of December 18, 1986 titled, "Manville Will Settle Asbestos Victims' Claims."

**Professor Clyde W. Summers** was the subject of an article which appeared in the November 11, 1986 *Philadelphia Tribune* entitled, "Labor Expert Assails Random Drug Testing On The Job."

**The University of Pennsylvania Law School's Course in Professional Responsibility**, as well as Dean Robert H. Mundheim, Senior Fellow, The Honorable Edmund B. Spaeth, Jr., Professor Curtis R. Reitz, Professor Douglas Frenkel and many first-year students taking the course, were featured in *The Philadelphia Inquirer* article of January 10, 1987 titled "Engrossed In Ethics" by Huntly Collins.

### Law School Organization Recruits Black Students

The Black Law Student Union (BLSU), in concert with the Law School Admissions Office and the Law School Administration, is engaged in an ongoing effort to recruit Black undergraduates as potential Penn Law School students. The efforts have borne fruit in that the Class of 1989 has the second highest Black enrollment in Law School History - and the highest in ten years. Eighteen Black students matriculated in September, 1986.





## FEATURED EVENTS

### THE LAW ALUMNI SOCIETY'S ANNUAL LUNCHEON FORUM LECTURE



Martin Lipton, Esquire

Martin Lipton, Esquire, regarded by many as the premier take-over lawyer in this country, presented the Annual Forum Luncheon Lecture entitled "Groping Toward a Realistic Theory of Corporate Governance" to a record 160 Alumni and guests on February 11, 1987 at The Four Seasons Hotel.

A senior partner at the New York City firm of Wachtell, Lipton, Rosen & Katz, Mr. Lipton is an Alumnus of the Wharton School of the University of Pennsylvania. Dean Robert H. Mundheim, in introducing Mr. Lipton to the gathering noted, "*Marty Lipton is a lawyer with an enormous amount of energy, imagination and vision. He has taken a leading role in shaping the course of action in the field of mergers and acquisitions. Marty is an essentially a very effective do-er. At times when I have needed something to be done, I have often called on him, knowing full well that asking his help was the most effective way to get it accomplished. I also think that Marty is a reflective person - one with an academic turn of mind. He, of course, has written a book and more articles than most of the academics I know who work in the corporate and securities field. Marty has taught Securities Regulation, faithfully, week-after-week at NYU for twenty years, which is pretty impressive for someone who has an active law practice. When I think of Marty in an academic setting in more concrete ways, I remember some years ago the seminar that was held at the Law School entitled "Current Problems in Securities Regulation." The members of that seminar wrote papers on current topics and then, on Saturday mornings, the students and a small body of regulators and lawyers would discuss those papers. I always thought it remarkable that Marty Lipton came every Saturday and participated in every one of those sessions. He was a member of the Advisory Board of the Law School's Center For Study Of Financial Institutions and always could be counted on to be present and participating actively. Marty was a mainstay and the co-Chair of the Annual Institute for Securities Regula-*

*tion that is held in New York every year and which educates one thousand or so lawyers. That relationship and connection with Marty is what undergirds my particular admiration for him. Therefore, when Michael Wachter [Professor and the Director of The Institute For Law And Economics] alerted me of The John M. Olin Foundation Grant to bring distinguished speakers to the Law School, I suggested - without any hesitancy - that we try to get Marty Lipton as our first speaker..."*

Mr. Lipton began the lecture by tracing, from the period beginning with the New Deal and continuing to the present, the historical development of the role of the governance of corporations in a free society and the manner in which the various constituencies of corporations dealt with their problems. It was in the 1980's, however, said Lipton, "that we were faced with a new phenomenon - one that I refer to as the bootstrap, bust-up, jump-on bonanza. The activities shifted from the time of industrial and commercial companies desiring to expand to the era of financial entrepreneurs - the takeover entrepreneurs or corporate raiders... As takeover activity increased, the first big issue that should have been confronted was, in my mind, the responsibility of the board of directors of a corporation when faced with a takeover bid. The question put another way is, 'Should traditional business judgement apply to the decision of a board of directors with respect to a takeover bid or should there be a different rule?' The constituency issues that enter into this might obviously be that the *only* constituency that a board of directors *should* be concerned with, in connection with a takeover bid, is the shareholder constituency if the purpose of the corporation is the maximization of shareholder wealth. It is that underlying concept that should control the directors."

And what does Mr. Lipton see for the future? "I think that we have to begin to feel what will make shareholder democracy or true corporate governance a possibility. I previously mentioned the historical development of this issue and what I viewed to be a theoretical shareholder democracy which, in fact, never worked from the very beginning - in the 1930's and 1940's. After the period when the original entrepreneurs and original investors still had control, there was never any real shareholder democracy. The present situation makes no sense at all. We have this theoretical ability to conduct a proxy fight but none are conducted. We have, in most cases, a vast majority of major public companies with more than one hundred institu-

tions - that own more than 50% of their stock. So, if true corporate and shareholder democracy was present today, the institutional holders of companies could determine their own futures. I do not think that this is *all* bad - it is just that institutions today are, unfortunately, focused on the short-term instead of the long-term. Indeed, there is a coming together of institutional investors - of junk bond underwriters and arbitrageurs and corporate raiders. Some suspect a conspiracy and, maybe that is true in some cases but, apart from any conspiracy, the institutional investors have one objective - that of short-term stock market gains. They encourage takeovers and encourage companies to restructure; they exchange debt for equity and encourage companies to maximize profits in short-runs; and they discourage companies from research and development investment in the long-term. Through a combination of factors, we have ended up with a tremendous national focus on short-term rather than long-term results in the business world. And the rest of the world looks at us and laughs. One of the key reasons why we have lost our competitiveness, in my opinion, is due to this change in management philosophy. One way of getting at it would be to *force* institutional investors to be true long-term investors....I think that this would end up changing the entire focus of the purpose of business management from the short-term to the long-term. Do I think that much of this stands a chance? No, I do not. I think that the chance for the passage of effective junk bond or institutional investor legislation is pretty close to nil. I think that there may be a chance for tender-offer legislation but, if I had to guess at the moment, I would say that it would be a 10% cap (*not* a 5% cap) and a 45 or 60 day period (*not* a 90 day period) and that there might be legislation eliminating green mail. And that would be about it. Unless there is some new major initiative in the insider trading scandals, I doubt that the Congress - given the attitude of the present Administration and the SEC - will give more than that and, maybe, we will see even less."

FEATURED EVENTS *continued on page 10*



# A LIFE IN THE LAW AND REAL ESTATE INVESTMENT

By Sylvan M. Cohen,'38

**EDITOR'S NOTE:** *On November 10, 1986, at a Brown Bag luncheon presented as part of Perspectives 1986-87, Sylvan M. Cohen,'38, Chairman of the Philadelphia firm of Cohen, Shapiro, Polisher, Shiekman & Cohen and a member of the University of Pennsylvania Law School's Board of Overseers, informally addressed the Law School Community and shared the wisdom he has garnered during his almost fifty year career as a Philadelphia lawyer and as a specialist in the areas of real estate and shopping center investment.*

*Dean Robert H. Mundheim, in introducing Mr. Cohen to the gathering stated, "I cannot think of any Law School Overseer who has had a broader connection with the Philadelphia community than Sylvan Cohen. A 1935 graduate of the College of the University of Pennsylvania and the President of that Class, as well as a 1938 Alumnus of the University of Pennsylvania Law School and the President of that Class, he is the Chairman of a major downtown law firm and has been very active in the real estate field - in both the real estate investment trust vehicle and in the shopping center area....Sylvan's active work for a broad variety of community interests is legion. Of all these, however, none has been exercised with as much energy and devotion as his interest in The University of Pennsylvania. That is why this University, last year, dedicated the new entrance to the Law School Library in his name - the Sylvan M. Cohen Gateway to Biddle Law Library."*

-LSH

Maybe my headstart in life came as a result of my father's death when I was four years of age. We were six children all of whom went to work quite early and that, as far as I am concerned, did us no harm whatsoever. This past probably provided my motivation to complete undergraduate training at Penn in three years and to enter law school earlier than was the usual pattern.

There were two jobs which probably prepared me best for life: One was as a clerk for a chain of men's haberdashery stores, where I worked every evening and on Saturdays for approximately six years during my undergraduate and graduate schooling. I learned to speak to people and to understand a lot about their actions and reactions. My second noteworthy life experience had to do with being among the top thirty-ranked students in my first year Law School class, which qualified me to participate in *The University of Pennsylvania Law Review* competition and which led to my eventual selection as Note and Legislation Editor. Needless to say, work on *The Law Review* led to many other opportunities. Upon graduation from law school, I worked for Professor Mulder in writing and editing portions of a new edition of *Collier on Bankruptcy*. I then edited the recent case section of the American Bar Association *Bill of Rights Review*. This was an interesting project since civil rights cases were beginning to emerge, and it was fascinating to review them. It was shortly before the advent of World War II that I was invited by an Alumnus of this Law School to work as an instructor in Corporations and Trusts for what was then the leading bar preparation course in this region. This experience was short-lived due to my enlistment as a private in World War II. Ultimately, I attended Officer's School and attained the rank of First Lieutenant and Combat Intelligence Officer in the Air Force, winding up my service in Okinawa. Needless to say, I won the war.

After my release from the service in the spring of 1946, I joined my brother and his research assistant in a small office. The major portion of our practice consisted of doing trial work for insurance companies - both defense and subrogation. We handled hundreds of files in varying stages, and I was afforded frequent opportunities to try cases. The experience was invaluable.

By 1956, our firm consisted of six lawyers. It was at that time, when my brother was suffering from a terminal illness, that I announced my resolution that our firm would never exceed twelve to fifteen lawyers. This seemed to be quite adequate long-range planning. However, as time progressed, ex-





expertise was needed in diverse areas and, presently, our firm consists of well over seventy lawyers.

How did our practice evolve to where it is today? When I concluded that the repetitious handling of insurance company claims really was *not* my cup of tea, I made a conscious effort to change the nature of our practice. I discovered early, not having been exposed to law practice in a major firm, that clients are attracted through exposures of one type or another. My activity in community affairs translated itself into the development of all sorts of relationships, some of which became client-related and some of which were not. I do think that if one examines civic, communal, charitable and professional organizations, one will see that lawyers do more in these areas than other groups of people. I became involved in the Federation of Jewish Agencies of Greater Philadelphia of which I eventually became President. In 1960, I helped found and organize a suburban country club. In fact, as the Founding President of Meadowlands Country Club in Blue Bell, PA, I gathered considerable operational and administrative experience in addition to having cultivated numerous personal friends and associates along the way. I also served as Vice-President of the United Way and as Chairman of the Board of Governors of the Philadelphia Bar Association as well as having sat on the boards of hospital institutions. I must say that, with all of my many interests in this great University, I feel a special kinship to our Law School which was responsible for my professional education. The fact that I attended law school on a scholarship only enhances my desire to stretch my financial resources in support of the University of Pennsylvania Law School, while not forgetting other worthwhile causes.

Very early in my career, I met and became associated with a person possessing a brilliant financial mind, who was interested in real estate development. The first investment we made together was the purchase of a home in suburban Philadelphia, which was situated on three to four acres of ground. We purchased this property, created three subdivisions of the surrounding ground, and sold the home and a limited piece of the land. We then were able to sell off the three subdivided lots to a custom builder, making a substantial profit.

At another time, a friend notified me of a large, old, multi-tenanted building in Northeast Philadelphia that was available for purchase at an attractive price. We bought that building, held it for a few years and then sold it to a wealthy gentleman from Maine for a huge profit. From that time on, I became increasingly involved in the area of

real estate, and our law firm began to develop a major real estate department.

In the fall of 1960, Congress enacted the Real Estate Investment Trust Act. I examined the legislation and concluded that it could give rise to the creation of a substantive vehicle for the development and ownership of real estate. At that time, there was only one real estate investment trust - The Real Estate Investment Trust of America - which had been the principal lobbyist for the new legislation. The purpose of the Congressional legislation was to enable people to invest in real estate through a real estate investment trust just as investors who were not well-versed in the purchase of securities might invest in a mutual fund. Well, I called together a group of people - some clients and some good friends who were experienced or interested in real estate - and recommended that we form a trust. Needless to say, this was a very challenging project. We filed with the Pennsylvania Securities Commission - just to feel our way - and raised \$1 million among our trustees. (I visited the bank to borrow *my* contribution.) We then raised another million dollars - without outside investment bankers - from friends and family since at least one hundred investors were needed. Not being registered nationwide, we were restricted to buying properties in Pennsylvania but, in the following year, we registered a successful issue through the SEC of about \$5 million. Since that time, we have been through three or four public issues. We elected to be an equity trust only and chose not to go the mortgage route. Throughout the 60's and 70's, whenever I attended meetings of the National Association of Real Estate Investment Trusts, the investment bankers regularly registered their disinterest in equity trusts because of what was sensed as "their instability" and the notion that the trusts were "limping along." However, with the 1974-75 recession, most mortgage trusts faced serious problems and the equity trusts, which were in the minority, for the most part, survived in sound economic health. Our trust emerged as one of six Real Estate Investment Trusts which never omitted a dividend and which never decreased a dividend. Needless to say, we were very proud of our record. We operated carefully and conservatively, experienced a few stock splits and, although our original \$10 stock slid below \$7 with the 1974-75 recession, the original stock is now the equivalent of \$76 per share and pays a healthy cash dividend. That entire experience was an exciting and challenging one - not just for the profit that was made for the shareholders - but because

of the satisfaction of having made the right decisions most of the time.

During the turmoil of the 1974-75 recession, I was elected President of the National Association of Real Estate Investment Trusts - and that was not an easy assignment. I traveled from Boston to California with a mass of computerized data produced by our Washington office and met with chief executive officers, chairmen of boards and presidents of virtually every major bank in America. My message: "Something had better be done soon or you will all be experiencing bankruptcies, etc., with middle-line bank officers rushing around not knowing what to do." These admonitions did accomplish something: Interest rates, which were as high as 15%-19% as the prime rate rose were collapsed to 2%-3%. Warrants were taken back, swaps were used and properties were taken in cancellation of debt. In the long run, despite the horrible condition of many of the trusts, not more than half-a-dozen or so faced the bankruptcy court. Most troubled trusts were able either to survive or to find a route of orderly liquidation or merger. Being president of the national organization during that period was a fascinating learning experience.

I found myself spending one-third of my eighteen-hour day practicing law, one-third in the community and one-third with the Real Estate Investment Trust. Through a client, who was one of the first major shopping center developers in the eastern part of the United States - he was the first to bring discount department stores to shopping centers in this region, I became intrigued with this aspect of real estate. I attended meetings of the International Council of Shopping Centers and became increasingly active. This led to my eventual election as President of the International Council of Shopping Centers - a massive trade organization bent on educating its members. Headquartered in New York City, the Council provides extraordinary educational programs and seminars among its many activities. One of the Council's basic tenets is: "If I have a dollar and if you have a dollar and we exchange dollars, we each end up with a dollar. But, if I have an idea and if you have an idea and we exchange ideas, we each end up with two ideas." So, unlike entrepreneurs in some parts of the world who are reluctant to share information, this Organization is built on sharing - sharing successful as well as unsuccessful experiences. (Incidentally, the Real Estate Investment Trust today has obtained ownership interests in approximately forty-five properties in thirteen states and, as a result of my acquired relationships, about twenty of those are in shopping centers.)

*continued on page 9*



Working in the legal profession has been most rewarding to me. If I may presume to offer advice, I would urge you to lend your efforts to meeting people in all fields of endeavor. If I have learned anything about business and the common sense of business, it has been principally through my exposure to businessmen. I often suggest to the young associates in our office the necessity of an awareness on their part that clients never enter into a transaction unless they feel that the venture will be successful. One should *always* look at the downside, be careful of one's signature and examine carefully one's obligations. I can cite chapter-and-verse about the people who have been successful in numerous endeavors and feel that they have no achilles heel until, one day, they lose everything, having ignored the downside.

I also would like to observe that, despite the low tax brackets that will be available in 1988, it is very difficult for the average lawyer to raise a young family, to afford school tuitions, to manage an occasional vacation and to build up security for the future. Today, most law firms do provide pension programs for their lawyers, but one must remember that in thirty or forty years, \$600 thousand or \$800 thousand or \$1 million may only be equivalent to a fraction of such amounts. Although pension plans are important, one must not be complacent. I suggest that, in some small way, you try to build up equities - and not necessarily on a large scale. It took many years for me to acquire equities but, after sitting with investments for a considerable time, I eventually hit a few home runs that did not require sizable initial capital investments. As you grow older and feel an increasing responsibility for your own and your family's security, there is no better feeling than to go to the office in the morning and be able to say, "I love the practice of law, I love what I am doing but, if anything happens to that practice or if I become disabled, I know that my security base is solid." That is the best feeling in the world.

**Question:** A frequently-heard criticism of young lawyers is that the beginning practice is becoming an increasingly tedious, technical, repetitive experience. How does one diversify his or her workload to avoid burnout?

**Mr. Cohen:** The point is, one must begin somewhere. Doing a mass of detail is part of

the learning process. We have found in our office that some of the younger associates who have been practicing for a year or two or more decide that law is not for them. Some lawyers do not want to work under pressure; some lawyers prefer nine-to-five jobs. There is one element that I have preached and emphasized over the years that is pretty much inculcated among the people in our firm (ours is a young firm; 95% of our people are well under the age of 45 years) and that is the need to care for one another. We have developed a cohesive feeling of mutual supportiveness that, I feel, has made a tremendous difference. I have said, time and again, that any young (or old) lawyer spends more waking hours in the of-

*“As you grow older...there is no better feeling than...to be able to say, ‘...I love what I am doing but, if anything happens... my security base is solid.’”*

ice than at home. In addition to those hours, there is an inordinate amount of responsibility being carried - and that is not always easy. Our lawyers are encouraged to share their problems. When one sees the spirit and feeling of caring that exists in our firm, it is most gratifying. To me, relationships and feelings for people are most important. If one cannot go to the office in the morning and say, "This is what I really want to do, and these are the people with whom I enjoy working," then that situation should be reviewed.

**Question:** You mentioned that you have invested money in the real estate and business projects of your clients. What are the risks in doing this and how does your firm adjust to them?

**Mr. Cohen:** I always say that we must be lawyers first, and that we do not exchange services for the interest in a business or real estate. We are paid for whatever work we do. If the client approaches us and asks us to invest, we are happy to investigate and to consider the opportunity. We also have told clients that they must not feel required to invite the members of our firm to join them in a business venture.

**Question:** Does your involvement in a business opportunity impair your objectivity as an attorney for that client?

**Mr. Cohen:** I do not think so. I have participated in major real estate investments where it has never been a problem. As an investor, one usually plays a minor part in comparison to the responsibility of counseling the client as his or her attorney. It is not difficult to handle things objectively.

**Question:** What is the best way for a lawyer to become involved in real estate investment at the present time? Do you recommend involvement with institutions like the Real Estate Investment Trust or the shopping center organization or just making personal contacts?

**Mr. Cohen:** There are several ways to do it. One is to develop relationships with clients or others who are involved. Please remember that one cannot begin at the top; it is best to start small. When I came out of the service, I did not have two cents to my name. The first investment I ever made came from a bank loan. You have to feel your way and develop relationships.





## Walnut West: A Charitable Gift and an Investment



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### Project

A multi-million dollar office and retail complex under construction on the corner of 34th and Walnut Streets, "3401" will be a

gateway to the University, housing administrative offices, computing facilities, and the campus information center. On the ground level there also will be premium retail stores and an international food court.

### Deadline

1987 is the last year contributions can be accepted

Gifts to the Fund go toward the building project and do not benefit directly the Law School. Planned Giving opportunities are available for the Law School.

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FEATURED EVENTS *continued from*  
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Finn M.W. Caspersen

### LAW ALUMNI DAY 1987

The University of Pennsylvania Law Alumni Society presented its annual Law Alumni Day celebration on Wednesday, April 8, 1987.

At 5:00 p.m., the Annual Meeting of the Society, held in Room 100, was called to order by outgoing Society President, Clive S. Cummis, '52, who began proceedings with the final yearly report of his tenure as President. Mr. Cummis then introduced the Officers of the Graduating Class of 1987:

Michael S. D'Agostino, *President*; Brian D. Doerner, Dexter R. Hamilton and Carol S. Litowitz, *Officers*; and Jennifer L. Rosato, *Class Agent*. Edward F. Beatty, Jr., '56, the 1987 National Reunion Chair, introduced committee members from the Classes of 1932, '37, '42, '47, '52, '57, '62, '67, '72, '77 and '82, who represented their classmates celebrating milestone reunions on Reunion Weekend and offered their Quinquennial Class reports. The outgoing members of the Board of Managers were recognized for loyal service with the presentation of *Gladly Learn and Gladly Teach*, a book written by Martin Meyerson and Dilys Pegler Winegrad.

James Eiseman, Jr., '66, Chair of the Law Alumni Society's Nominating Committee, presented the slate of the Society's new Executive Officers and Board of Managers: Howard L. Shecter, '68, *President*; Gilbert F. Casellas, '77, *First Vice-President*; Gail Sanger, '68, *Second Vice-President*; Jerome B. Apfel, '54, *Secretary*; Thomas B. McCabe, III, '78, *Treasurer*. The new members of the Board of Managers with terms expiring in 1988 are: Donald Beckman, '59; Dale P. Levy, '67. Those with terms expiring in 1990 consist of: John F. DePodesta, '69; David J.

Kaufman, '55; Mansfield Neal, Jr., '64; William J. Nutt, '71; Helen Pudlin, '74; James J. Sandman, '76; E. Norman Veasey, '57.

A cocktail reception at 6:00 p.m. in the Great Hall featured an ensemble of members from The Law School Light Opera Company, presenting selections from their spring production of Gilbert and Sullivan's *Iolanthe*.

The Law Alumni Day Dinner and Program, which began at 6:45 p.m., was presided over by the Law Alumni Society's newly-elected President, Howard Shecter, whose first duty was to present a framed pen-and-ink rendering of The Law School to Clive S. Cummis in appreciation of his extraordinary contributions as Law Alumni Society President for the years 1985 to 1987. Dean Robert H. Mundheim greeted the Law Alumni Day attendees and introduced The Institute For Law And Economics John M. Olin Foundation Guest Speaker, Finn M. W. Caspersen, Chairman of the Board and Chief Executive Officer, Beneficial Corporation, who spoke on "Corporate Restructuring: Reflections From Under The Gun."





WOMEN  
IN  
LAW

# DIFFERENT DESTINIES

The Law Alumni Society's  
Alumnae Panel  
February 17, 1987



**EDITOR'S NOTE:** *In December, 1985, the Law Alumni Society circulated a questionnaire to University of Pennsylvania Law Alumnae and to women presently attending the Law School. Its purpose: to investigate the extent to which this group encountered or anticipated special problems in the pursuit of the practice of law.*

*The responses led to interest in presenting a panel which would serve as a networking device for Penn Law students and Alumnae. On Tuesday, February 17, 1987, the event took place at the Law School with an illustrious panel of Alumnae including: Dr. Janice R. Bellace,'74, Associate Professor of Legal Studies, The Wharton School of the University of Pennsylvania; Betsy Z. Cohen,'66, President of Jefferson Bank, Philadelphia; Beryl Richman Dean,'64, former Deputy Executive Director of the Philadelphia Bar Association; Marcia D. Greenberger,'70, Managing Attorney, National Women's Law Center, Washington, DC.; Lisa H. Kramer,'70, Legal Consultant, Moderator; Gail Sanger,'68, Partner, Proskauer, Rose, Goetz & Mendelsohn, New York City; and The Honorable Norma L. Shapira,'51 of the U.S. District Court for the Eastern District of Pennsylvania.*

*What follows is an edited transcription of this informative, exciting discussion presented by six spirited, successful University of Pennsylvania Law School Alumnae who have chosen varied career paths within the legal profession.*

-LSH

**Dean Robert H. Mundheim:** I do want to welcome all of you to this panel discussion.

In the review of a recently-published book entitled *The Invisible Bar: Women In The Law*, a University of Pennsylvania professor was quoted as saying, concerning women in the 1860's and 1870's who were trying to get into law schools, "I do not know what the Board of Trustees will do but, as for me, if they admit women, I will resign." I do not know whether or not he resigned eleven years later when the University of Pennsylvania Law School admitted its first woman in 1881. (Some of you will recall that in 1983, we celebrated the 100th Anniversary of the first woman law graduate from this School).

I am happy to see the presence of men in this audience. I think that the kinds of problems that will be discussed today are ones that will have a broad applicability to the kinds of values that we must ask the legal profession to consider and grapple with if it is to be satisfying for both men and women.

## LISA H. KRAMER

Last year, the staff of our Alumni Office suggested that enough time had gone by with significant numbers of women in law school to make it worthwhile to gather some information on how female graduates of the University of Pennsylvania were doing in the practice of law. We developed a questionnaire which was mailed to 1200 Alumnae to investigate whether and how being a woman has effected their experiences as lawyers or law students in areas such as career development, juggling family and work, and finding career alternatives to law practice. About 15% of those who received the questionnaire responded, and many felt that women lawyers and law students might benefit collectively by identifying and acknowledging problems that others have already faced and successfully resolved. Among the issues most frequently raised in the questionnaire were: problems reaching the highest levels in law practice or business; raising a family while working; finding a mentor or role

LISA H. KRAMER  
Legal Consultant







model; and socializing in a predominantly male-oriented profession despite the growing number of women entering the field. Many Alumnae said that they would like to talk with one another and to law students about all of these issues. So, last spring, we first published a very interesting article in *The Law Alumni Journal* which was a letter by Jan Bellace [Dr. Janice R. Bellace, '74], our first panelist, covering some of those areas. We then spoke to a number of people who suggested that a panel discussion featuring women graduates of the Law School be offered to the students. From the group of people who responded to the questionnaire and expressed interest in participating, six distinguished Alumnae with most varied careers and personal lives agreed to discuss their experiences and observations of women in law.

## JANICE R. BELLACE

The article that I wrote which appeared in *The Law Alumni Journal* was typed one Friday evening at 7 p.m. I was about to disregard the Alumnae questionnaire with the thought that I could not easily answer the questions that were listed. But, my word processor was in operation so I decided, "What the heck, I will put down a few thoughts off the top of my head." That piece reflected how I had never fully appreciated the burdens of motherhood. Now, that may sound incredibly naive but, when I was a law student, there was much talk of marriage and how we, as women lawyers, would find "the correct" husbands and how we would settle in "the right" cities, etc. The idea of having children seemed very remote. Most of us did not consider that the time demands of an eighteen month old were incompatible with a seven-day-a-week fourteen-hour-day schedule at the office.

Another dilemma that I was facing when I wrote the article was that I had already become tenured at Wharton [The Wharton School of the University of Pennsylvania]. I was, at that point in my career, and presently continue to be very interested in pushing to the top. I had always assumed that I would "make it" in my career, and then be able to step back and take a rest - at least for awhile. In my particular position, there was no role model for that track. People - at least those at Wharton - do not get tenure and then go into hibernation for four years. If anything,

the pace steps up so that the idea of waiting - for convenience sake - until one's late 30's to have children, seemed somewhat absurd. There is no perfect point in time to begin to raise a family.

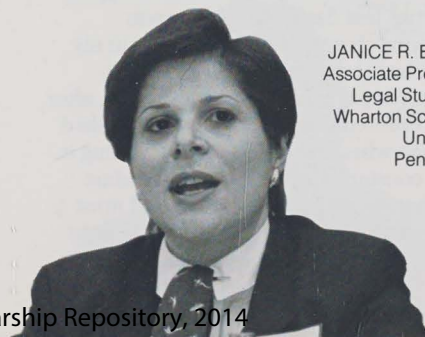
I had to overcome numerous career problems quite early. After graduating from Law School in 1974, I went to Great Britain to study and fell in love with and married a British citizen. Our problem was: in what country should we live? We decided on the United States almost totally for reasons of my career. My husband, who already had been working for ten years, was looking to earn an MBA at Wharton so we chose to settle in Philadelphia. Although I had not anticipated a career in teaching while at law school, I accepted a job at Wharton for two very pragmatic reasons: first, because the job was offered to me outright and, second, because an important benefit of teaching at Wharton was the payment of my husband's entire tuition - a real plus since foreigners are not eligible for student loans. I thought the job would be temporary but discovered that teaching was most enjoyable and that, in my own subspecialty of comparative law, it was a most fulfilling role. A factor that I did not consider was that my husband was *not* a lawyer; lawyers tend to settle in cities and remain stable in that environment. My husband is in business and, upon completion of his MBA, he was offered five jobs - multi-nationals all. The most attractive offer came from a firm in Saudi-Arabia; the second most tempting in terms of career potential was based in Singapore; the third offer indicated that my husband probably would be moved three times in five years and wondered "how his wife would react to that?"; the least attractive job in terms of salary and potential came from a firm in Philadelphia. I had never considered the issue that the fields that couples enter are not necessarily compatible when it comes to geographical mobility. In some areas, people move frequently and to distances where the spouse cannot continue a career. Certain fields are more portable than others; for instance, a registered nurse can move around and pick up jobs quickly.

Another problem we encountered early on was the amount of travel my husband's

job required - and we did not yet have children. He travels a great deal without advance notice and sometimes to great distances. An extreme case occurred when, on three days notice, he left for Australia not knowing whether he would return in two weeks or in two months. Travel can put strain on a relationship. Although the modern view of marriage is that responsibilities should be shared "fifty-fifty," this often is not possible.

Having our child really made an enormous difference in our lives - a difference in which I am very interested not just personally but because many young women who are concerned with lifestyle issues do not get much guidance from the books. Little has been written about childcare for people who do not work in "nice, normal" nine-to-five jobs; nor is there much about what to do with an ill child when the care-giver is also sick (probably as a result of the child). No, one *cannot* appear in the courtroom with one's child, as some of the magazines suggest. There is not much written about who watches your child when a three-week business trip arises. And, lastly, there is not much information about your own expectations of childcare when you are not at home much of the time. I mention this because a famous retired judge spoke at The Wharton School about his early days in law practice. He reminisced about this "exciting time when he worked *every day* that first year - weekdays in the office until eleven p.m. and every Saturday and Sunday." I know the ages of his children and wonder if he *ever* saw them. If dedication to the law means total exclusion of one's family, can women lawyers be as totally dedicated to the profession in much the same way as their male counterparts? Studies of top corporate officers have shown one significant difference between men and women - 50% of top female corporate officers have never had children; men number 10%. The second big difference is that about one-fourth of the women have never married and at least one-third are divorced - once again, a much higher rate than corresponding males. So, the question is: Can we achieve as much as men without making very significant personal lifestyle choices and, if so, do we want to do that or try to move towards lifestyle changes for men?

Actually, I speak for a group of women in their mid-thirties who are speeding up careerwise rather than slowing down. This is the time that headway is being made; yet it coincides with the time when one considers building a family. The challenge will be to bring all of these worlds together successfully.



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## GAIL SANGER

I want to discuss a slightly different aspect of the choices women have in managing their careers. The area of having children is one in which women, to some extent, may have some control. The areas that *cannot* be controlled are those in which society impacts on one's life.

Prior to coming to Penn Law School, I attended Bryn Mawr College where I was taught that *anything* was possible - a woman just had to go out there and do it. I still believe in that philosophy but have learned, during my last twenty years in law practice, that this is very difficult to accomplish - much more difficult for reasons that never occur until one is confronted with an issue for the first time. There is a prevailing sentiment that it is much better "out there" than it used to be. Certainly that is true - but it is not nearly as good as many who are graduating from law schools believe. My opinion is that people going out into the working world are totally unprepared. One should not be fooled that because it is 1987, progress has been made in the area of acceptance of women as equals in the professional work force.

At the outset, I do want to say that I am very happy with my life. I have a great practice - I do mergers and acquisitions and securities transactions and work on deals that are reported in *The Wall Street Journal* and in *The New York Times*. I have a terrific husband and two small children and, somehow, I manage to keep all of this going at the same time. What I want to emphasize, however, are the aspects that are *not* so easy to deal with because one is unprepared for them.

At the time that I graduated from law school, there were very few women on Wall Street. Although I placed high in my class, the story was: "We do not hire women" and "We do not need any more associates." There were so many reasons. Nevertheless, I was hired by a Wall Street firm and remember one of my early experiences there involving a negotiation where, as the "young person on the team," I was busy accumulating papers. I walked into the conference room where ten men were seated at a table, and they all stood up and stared. The message I received was that they did not know what to do with me and, frankly, I did not know what to do with them. We fumbled around looking for some way to relate to one another but there really was no established *modus operandi*. It was difficult for everyone.

One day, when I had been in practice for about four years, I was contemplating the uncomfortable situations that often arise with women in positions of authority - like the dance that takes place when no one knows who should open the door for whom (the man who is older? the woman who is younger? the one carrying the books?) or when someone calls me "honey" or when one comments on my clothing. I so wished for someone to be present to counsel me on how to respond. Coincidentally, just that day, one of the young lawyers who had joined the firm asked to speak with me. She said, "I just wanted you to know that you are *my* role model!" I thought that was really sad. I was the best that she had and, here I was, grappling myself with those same issues.

Four-and-one-half years out of law school, I moved to the firm at which I now practice [Proskauer, Rose, Goetz & Mendelsohn in New York City], partly because I was looking for a meritocracy. I was a little naive never having thought that maybe I would not be made partner. Indeed, I was made a partner - the second woman in the firm's history and one year ahead of schedule. My problems, however, were not solved - and this is *not* because the firm in which I work is not a terrific place. One deals with a variety of people whose expectations and training are very different. Lawyers on the opposite side of a deal not expecting a female adversary have been visibly shocked when I have entered a room. Some lawyers have been insulted by my presence. I have experienced condescension, defensiveness and have been propositioned by men, who did not know how to deal with "this woman in a position of authority," so they reverted to a form of interaction that was comfortable for them. Many times clients have asked, "Are you a *real* lawyer?" There have been female secretaries who would not work for me - or for women in general. One can never anticipate these incidents; they are part of the difficulties faced by women which must be taken in stride if one is to succeed. I have been invited to business lunches at clubs where women were not permitted and, as a result, an entire group was forced to retreat into some dark room where women "were allowed" rather than be able to dine in the main room. Restaurant captains have given my parties less desirable tables upon discovering that the reservation was in my name. I have been passed over when attempting to pay a restaurant check and, after having ordered wine, have been overlooked for a man when the time came for tasting it. One is constantly confronted with indications that we are not "the same" and must be prepared to decide which issues to fight and which ones to ignore.

One of my senior partners and I represented a public company in a tender offer battle. The company was under attack in an unwanted takeover situation, and we were devising ways to protect them. We called a major strategy session with the members of the board of directors of the company, two people from our firm, the investment bankers and some financial people. In the course of discussion, I said, "I have an idea on that." The CEO and chairman of the company's board - *our client* - replied, "I don't take ideas from women." I answered him with, "You are paying a lot of money for these ideas so, if they are good ones, you had better use them." He later fumbled and said that he was joking but, I think in the heat of that moment, he said *exactly* what he meant.

Life in a law firm requires numerous choices that are difficult for both women and men. The law business is extremely competitive today, and both men and women are being judged by their abilities to generate business. Women are disadvantaged even if they are as good as or even better than men. They have not attended prep schools with the people who will be the heads of corporations; their fathers' friends are not going to send them business; they are not playing tennis with the people who are making major business decisions; and they have difficulty qualifying for membership in some country clubs and lunch clubs.

Family issues are very difficult. Women seem to think that it is their responsibility alone to solve the children/career problem. In my opinion, a woman cannot succeed at a major law firm today unless the relationship with her husband is *really equal* which means, as it did for me the other day, that I arrived home from the office at 8 p.m. - my husband was with the children until then - and he then returned to his office, arriving home at 2 a.m. I left for an early meeting at 6 a.m., and my husband saw that the children were put on the bus before he began his day. Life gets very complicated and one needs to have a lot of energy and must be very organized. Some people seem to be able to do it all very successfully.

GAIL SANGER  
Partner, Proskauer,  
Rose, Goetz &  
Mendelsohn





# NORMA L. SHAPIRO

I am here to tell a different story. It is true, of course, that I have suffered some of the experiences expressed by our other two speakers. I do want to say, however, that being a lawyer is great, being a woman lawyer is especially great and being a woman lawyer from Penn is the greatest.

Before I begin, may I reflect a bit on this program. When I left the Law School in 1952, such an event would have been unheard of. Maybe the Alumni association would have been interested, but there were so few Penn Law Alumnae and so few women at the Bar that a gathering of women and a panel of this sort could not have taken place because of sheer lack of numbers. The fact that a woman who has graduated with the Class of 1951 is among a group of women from the Classes of '64 and '66 and '68 and '70 and '74 tells a great deal about our profession. The percentage of women in the legal profession has risen from 3%, when I graduated, to 15% today - and half of these women are under the age of thirty-five.

Many of you have read and heard my views on being a mother and on being a lawyer, so I will not discuss those issues today. Suffice it to say that I chose an alternative lifestyle - I stayed at home. However, in the discussion about our relationships as mothers to our children, it is important in planning a career to consider our relationships as children to *our* parents. Speaking as one from my generation, some of the most difficult pressures I have felt in my professional career have been in meeting my obligations to sick and aging parents and parents-in-law. As one decides to settle 3,000 miles away from home or goes to live somewhere exciting overseas, one should remember that life is a series of relationships that may include *not only* a spouse and children. There is also the problem or the joy of caring for those who gave us life, some of whom paid to have us attend law school.

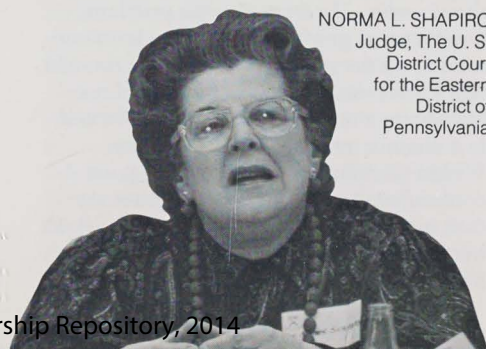
I came to this Law School almost forty years ago - eager, young and aware that what I was doing was unusual but, fortunately, unaware of how difficult the process was supposed to be. The Class of 1951 began with eight women (five were graduated). Ours was the last class that was told, "Look to your right and look to your left - one of you will not be here next year." That factor made it difficult for us as women since we were perceived as stealing bread from the mouths of babies. In addition, there was not

a universal recognition of what women could contribute to the practice of law. (Maybe that was what made me determined to be of service to the profession.)

I also came to this Law School to seek my education if not my fame and fortune. When I return to Penn, it is with sentiment - a sense of being home, a place that I want to help. A quote that has meant a great deal to me was one that I painfully translated from the Latin while in college. Gaius said, "One who helps the wandering traveller does, as it were, light another's lamp by his own, which gives him nonetheless of light for that he helped another." This exemplifies for me what legal education is about - the development of our own abilities to light our own lights so that from our insights into our families and among our friends and to the extended family of our clients, our community, our country and the world, we are able to earn a living while helping others. The motto of the school district where I was privileged to serve for nine years on the board and, later, as its president was, "We enter to learn and we go forth to serve." And that, I think, is what we should attempt to do. My life in the law has been one of serving students by teaching here at the Law School on occasion; serving clients in practice; serving my partners as a member of the executive committee of my firm - Dechert, Price & Rhoads [in Philadelphia]; serving the legal profession and the Bar Association and serving my community in various organizations - as Vice-President of the Jewish Community Relations Council and in a number of women's rights organizations. For the last eight years, I have been privileged to serve my country as a United States District Judge for The Eastern District of Pennsylvania, an area serving ten counties with the Courthouse in Philadelphia in eyevue of Independence Hall and its adjoining buildings, where the Declaration of Independence was drafted and where the Constitution of the United States - that I have sworn to support and defend - was adopted. This work that I do is inspiring, demanding and humbling. It is also a great and unusual responsibility. A number of judges have been my mentors:

one was Florence Ellinwood Allen, a Judge of the Ohio Supreme Court, who became the first female Federal judge. Another was The Honorable Horace Stern, a distinguished graduate of this Law School, who became Chief Justice of the Supreme Court of Pennsylvania. I was privileged to serve as his law clerk on recommendation of the University of Pennsylvania Law Faculty (by a divided Faculty vote, I might add). Chief Justice Stern often said that "school must teach all our youth that life should consist not in a constant striving for fame and fortune to be enjoyed for their own sake, but in a search for satisfaction through the fascinating exercise of the power of artistic production, professional skill, commercial endeavor or helpful activity in whatever form. A successful person is one who perfects his or her talents to the utmost of his or her capacity, whatever that capacity might be. A leader is merely a person who feels a cause with earnestness and can impart those feelings to others."

Notwithstanding what you may think of my age, I look forward to many more years of service. At this particular time - this time of the Bicentennial of our Constitution - we, as women lawyers and as men lawyers, should reflect on contributing to what a poet two hundred years ago called "a permanent and happy government." Joel Barlow said to the Society of Cincinnati in 1787 that "the blessings of a rational government will invite emigrations from the rest of the world and fill the empire with the worthiest and happiest of mankind, while the example of political wisdom and felicity here to be displayed will excite emulation through the kingdoms of the earth and ameliorate the condition of the human race." We, as lawyers, preserve the blessings of liberty for ourselves and our posterity. It is a noble calling and I hope that you derive as much fun, pleasure, satisfaction and success from it as I have.



NORMA L. SHAPIRO  
Judge, The U. S.  
District Court  
for the Eastern  
District of  
Pennsylvania



## BETSY Z. COHEN

There were six of us in my law school class - six very self-selected women, a great percentage of whom were members of *The Law Review*. We had chosen to come to law school in a very self-conscious, self-determined way and we possessed great strength although we were few in number.

I would like to share part of the thinking which brought me from this classroom where we now sit - where I, indeed, met my husband and where we, as an engaged couple, competitively studied Family Law together - to where I have moved forward but not far away from the law. All of the activities in which I am presently or, in the past, have been engaged are deeply interconnected with law. I could not have achieved them without legal training or without having begun my career as a lawyer. The banking profession is one where there are appreciably fewer women than in the legal profession. Certainly there are not fewer women in terms of numbers in the entire banking profession but, among the executive corps, there are extremely few. In banking, we start with an advantage in that we control a good inventory. When men or women apply to us for loans, it is not with the kind of fierce competitiveness which Gail Sanger so dramatically described. To a small extent, this makes life somewhat easier.

One of the reasons why my career has developed to where it is today is that, at each point, I have always tried to ask myself whether or not I was doing what I *really* enjoyed. Norma, Gail and Jan have described the areas of the legal profession in which they have chosen to work and have express-

ed the fulfillment they experience in what they do. As a former law teacher and a former practitioner, I tasted several parts of a legally-trained person's career. However, I continued to search for something that I really wanted and liked to do. That need to search and to know who I was and what "made me tick" has been a very important factor in finding satisfaction in a career that perhaps could be deemed an alternative to the law.

The presentation delivered earlier by Gail should sound a warning bell concerning one's interactions while moving forward in a legal career. I am not quite a pollyanna but do tend to view problems as opportunities and to accept difficulties as challenges. I recognize that it is difficult to stand back and observe those with whom one is working and be able to evaluate his or her shortcomings. We all - both men and women - come to work situations with a great deal of psychological baggage and often are unprepared to deal with one another. If we try to analyze difficult situations *without* anger but with compassion, which is the route to healthy relationships where some of the underbrush can be cleared away, then maybe the professionalism for which we strive can move to the forefront. That is why it has been my determination *not* to readily accept the male model presented to me as the correct and appropriate career and personal ideal for moving forward in a corporate situation. For example, about ten years ago, we employed a man as controller of the then very small and fragile bank that I had begun. This person was very ambitious and thought that it would be terrific to take my job. He did not recognize, because I have a softer exterior than interior, that my position was not quite as available as he thought. He began an all-out assault on my job and on my prestige within the organization. The word reached our board of directors, who came to me and said, "Why don't you fire this person?" I did not think that this was necessary. The board argued that I was being undermined by this employee - that he wanted my job and that I should not stand for such insubordination. Since the board of directors was composed entirely of men, I viewed theirs as a typically male response to the situation. My answer to the problem, however, was to withdraw positive reinforcement from the employee. The board thought that I was crazy, but their opinion did not change my mind. I did it my way and acted in a manner most comfortable for me. Within six months, the person was gone. A confrontation was avoided and I must say that, in all the years that I have run the Bank here in Philadelphia, I can count on the fingers of one hand the number of times we

have had to pay unemployment compensation because someone was actually fired. What I determined was that my style was very different from those that surrounded me and that it served me very effectively although it might not for others.

I try consciously to work out how to react as a woman - as one who is different and who stands out when entering a room filled exclusively with men. About one year ago, I had the occasion to meet with the Washington, D.C. Bankers Association. I was new to the group and came as the Chairman of the Board of a bank in Washington. There were no other women present and heads turned this way and that as I entered the room. Washington is still a southern town in the sense that gentlemen are gentlemen and ladies are ladies and, believe it or not, I was asked to serve the coffee. Needless to say, I was astounded because the action did not coincide with my own sense of bearing or presentation. I did serve coffee to a gentleman and then said, "I am Betsy Cohen, Chairman of the Board of Dominion Bank of Maryland." Well, he was most embarrassed - and I was *delighted* that he was embarrassed. I then told him that I thought we could be friends if he would get the coffee pot and serve *me* some coffee now. We were able to turn the situation from one that could have been appalling and dreadful into one that enabled us to be a bit more comfortable with one another.

## BERYL R. DEAN

The numbers seven-and-one-half years seem to be very significant in my career life because, after that period, I resigned as Deputy Executive Director of the Philadelphia Bar Association. I was Director of the Career Advisory Office at the undergraduate school of the University of Pennsylvania for seven-and-one-half years and, again for that amount of time, I did other things including raise my family.

Some time ago, I had a mid-life career crisis. Because of my economic situation, which is that I have a husband who is an employed lawyer, and because of the societal and cultural milieu in which we live, I was able to have that crisis and go with it. I was able to stop work so that I could do what I wanted which is to write a book on job placement for lawyers - one of the areas that I handled while at the Bar Association. I also am able to work as a consultant in the area of career planning and job hunting strategy with lawyers who are questioning their career paths. Other activities relating to legal activities include my being a Trustee



BETSY Z. COHEN  
President,  
Jefferson Bank





of the Philadelphia Bar Foundation - the charitable arm of the Bar - and sitting on two important Bar Association committees on which I previously worked - the Committee on Women in the Profession and the Committee on Minorities and the Profession.

I was delighted that the title of our panel discussion included the word "destiny" for it will allow me to wax metaphysical, which is how I feel about careers. In all of my years in counseling, one question I *never* asked was, "What do you plan to be doing in ten years?" I do not think that *anyone* can answer that question because I do not think that anyone *can* or *should be required* to know that sort of thing. I have a push-pull theory on careers: One's choices in career (or in anything, for that matter) are composed of the pushes from one's past and the pulls from the future; in between, there may or may not be free choice.

I came to Penn Law School and found it the most wonderfully intellectual experience of my life. I also came to law as a result of many forces and influences. My father was a lawyer - he was regarded as a lawyers' lawyer. He was independently wealthy and was able to take whatever cases he wanted. His motto: "If we have to take it to the Supreme Court, then that is just what we will do." My father's clients paid by painting the walls of our house or by giving us garden products. I acknowledge that he had the luxury of not having to make a living from the law. In essence, that is what the law meant to me and that is what I thought the law was to *everyone* who practiced - one just goes out and does good for mankind. The other force that influenced me was my mother's admonition that a woman must have a career - that she cannot depend on anyone, i.e. a man, to support her. (I think this advice, at that time, was rather revolutionary although we now know that it is quite correct.)

I was pregnant with my first child when I entered law school in 1959. At the end of the first semester of that first year and two days before I was to deliver my daughter, I walked into then Vice-Dean Ted Husted's office to

discuss my plans. I now realize, in retrospect, how fortunate I was that he held the office at that time. The father of many children, he was most supportive of my situation and asked only one question which was: how much leave would I require. I told him four weeks, and he replied, "That time period will not make the difference as to whether or not you will become a lawyer." I returned after that four week period, completed the academic year and passed all of my courses. I then took a two-year hiatus and returned to the Law School to graduate with the Class of 1964, after which I chose to remain at home to give birth to and raise my other two children. It is true that all of my career choices since that time have been compromises with those facts. I chose positions that allowed me to handle two jobs: that of being a professional and that of being a parent.

Other factors were at play during that period. Times were most difficult for women aspiring to acquire positions in the legal profession. I was told, at most of the jobs for which I interviewed, "We do not hire women" or "We already have our woman." Finally, I capitulated and applied for a position at a bank in the Trust and Estates Department, an area which we all knew was one in which women *could* participate. The man who interviewed me said, "We do not like to hire married women because they tend to get pregnant, you know." Needless to say, this was a devastating blow. A brief stint practicing with my father in order to fulfill the then-required preceptorship experience led me to realize that lawyering was not what I wanted to do. I did research for Dean Jefferson B. Fordham here at the Law School, was an editor at ALI-ABA, was on the faculty of the Paralegal School, was the pre-law advisor at Penn as well as the Director of Career Planning, was an Instructor of Business Law at the Wharton School and, then, went to the Philadelphia Bar Association as Placement Director, eventually moving up to Deputy Director.

I do believe that my reaction to the present adversarial system is not uncommon to women or to men. People leaving law school are becoming increasingly disappointed with lawyering and are making their feelings known. The question is whether we can create new values of lawyering or, maybe, can combine them with some of the old values. What do I mean by "old values?" I mean working *pro-bono* or taking a case because it *should* be taken, not because it satisfies a certain amount of billable hours. We should have the courage to fight for a new way of approaching the profession. I think that women lawyers are not buying into the "old boy," male system of doing

business and practicing law and, may I add, there are some men who are eager to join them in going back to the old values to help create new ones.

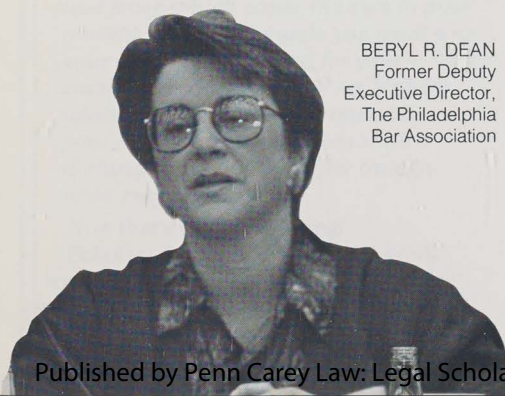
## MARCIA D. GREENBERGER

A problem with being the last of a panel as thorough as this one is the futility of using prepared remarks. Since many of my experiences have been described so eloquently by my colleagues, I will speak about what I am doing and express some thoughts that have not yet been mentioned.

After graduating from Penn Law School, I began working at a private tax firm - the first woman to hold a legal position there; I then went to one of the early public interest firms - also the only woman then hired by that office. Looking back, these experiences seem like ancient history. But, what is sobering is that, as Gail and Betsy attested, we are still facing a lot of "firsts" such as first women presidents of banks, chairs of boards, partners in major law firms and moving forces in major deals. What this phenomenon emphasizes for all of us is that legal institutions are still basically controlled by men. They follow a model that is increasingly out-of-date and has very little relevance for many women who practice law. We hear detailed stories of grueling hours, of the competitiveness of the practice of law, of the differences in male/female styles of decision-making and of the manner in which law firms, businesses and corporations, are run that are antithetical, in many respects, to many women's personal philosophies.

I do not know where we will be fifteen years from now when some of you will be sitting on panels such as this one discussing your experiences and describing what you see as the cutting-edge issues that have to be faced. But I do think that the tensions we

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National Women's  
Law Center





are discussing today stem from the fact that many of us grew up with preconceived expectations of what our lives would be like and with values that are in conflict with the profession that we have chosen. We are seeing some small changes that ameliorate the problems to some degree. There is a major firm in Washington, D.C. that has set up an emergency day care center for the children of its employees - both for the lawyers and the non-lawyers at the firm. We hear numerous stories about part-time arrangements, maternity and paternity leaves-of-absence and parenting leaves. But, how these changes will all fit together remains to be seen. The more enlightened legal institutions view these benefits as something they should do. It is my sense, however, that there is much more of a willingness to make time and flexible arrangements available for women than for men. If it is women, then, who will continue to take on the major child-rearing as well as the childbearing responsibilities, how ultimately will we fit into the professional world? Will that world accommodate to our child-rearing obligations, which are far longer-lasting than the time associated with childbearing?

The progress for women in the profession that we have seen so far have been quite substantial. There were approximately eleven women in my Law School Class of 1970 and, I think, what we wanted to prove first was that we could be serious law students and that, then, we could be serious lawyers. Although there still are battles ahead, by and large, many people have proven that the answer is yes. However, women have to meet these tests by fitting in with a set of values and goals and lifestyles that make accommodating to family responsibilities very difficult. There are increasing numbers of studies describing women who are bumping against glass ceilings and are not reaching top management positions. As a result, trends show that women are beginning to leave major corporations and some major law firms to begin their own businesses and practices.

Obviously, I work on women's rights issues on a day-to-day basis at the National Women's Law Center and could describe the all too numerous war stories that I have encountered concerning banking cases and cases against business firms. But, in looking at my career as a public interest lawyer, leaving the substance of my practice to the side, I can compare it easily to private practice in a more traditional for-profit setting. What has made working at the Center so accommodating for me and for my colleagues is that it is our own firm. It has been set up, although not always consciously, to satisfy our own style of management, of decision-

making, of choices of issues in which we get involved, of compensation schemes, for example. In addition, we have tried to facilitate the balancing of family responsibilities and personal interests with our professional goals and aspirations.

As I walked through this Law School an hour ago for the first time in many years, I was struck by the high visibility of women on the premises. I remembered how very visible *I* felt as a student - but for totally different reasons. There were very few women during the years 1967 through 1970. The atmosphere here today is so clearly different. Obviously, this panel of women Alumnae that includes a Federal judge, a president of a bank, a partner in a major Wall Street firm and the other extraordinary participants demonstrates that we have come a long way and have been able to succeed enormously well. I think that these gains are very fragile, however, and I do not know whether we will be able to continue to fulfill our goals with respect to professional achievement as well as family obligations. I think that this is the challenge which lies ahead for us.

**Lisa H. Kramer, '70:** I think that Gail and Marcia both described the way to summarize this panel session.

As we look back over the past fifteen or twenty or thirty-five years of our careers as women in law, what we can say is that times now are not as bad as they used to be, but they are not as good as one hopes they will be. That brings me to what I consider the purpose our seminar today. This was a time for women who have graduated from the University of Pennsylvania Law School to talk with one another and, more importantly, to talk with the law students - men *and* women - and to emphasize that they are going to form some goals and expectations while attending law school and that, we hope, they can go about forming those expectations realistically. From the varied vantage points of a teacher and a judge and a lawyer in a major New York firm and the president of a bank and a public interest lawyer, it is hoped that one was able to get a sense of the exciting although volatile profession that awaits women lawyers.





# ספר ויקרא

## THE BIBLICAL WRITER

by Harris Ominsky, '56

**EDITOR'S NOTE:** *Harris Ominsky, a member of the Law School Class of 1956 and a former Editor of The University of Pennsylvania Law Review, is a partner in the Philadelphia firm of Blank, Rome, Comisky & McCauley. This article was reprinted with the permission of The Pennsylvania Lawyer, a publication of the Pennsylvania Bar Association, where it appeared in the September 1, 1986 issue, Volume 8, Number 5.*

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You can read books and articles on plain English for lawyers, how to draft clear documents, persuasive writing and elements of style. But if you want to read words that excite and incite, if you want to read ideas you can see, smell and feel, and verbs that sparkle and sizzle - go to the Bible. If you want to improve your writing style, it may not be enough to pray from the Bible; you may also have to study it.

In a Bible discussion group one Sunday, we explored certain portions of Leviticus, in which God is exhorting the Israelites to follow His rules:

*"But if you do not obey Me and do not observe all these Commandments, if you reject My laws and spurn My rules, so that you do not observe all My commandments and you break My covenant, I in turn will do this to you: I will wreak misery upon you - consumption and fever, which cause the eyes to pine and the body to languish: you shall sow your seed to no purpose, for your enemies shall eat it. I will set My face against you: You shall be routed by your enemies, and your foes shall dominate you. You shall flee though none pursues."*

Now that's effective writing!

Scholars debate whether these words were written by God Himself, or by some

long-forgotten scholars and poets. However, lawyers probably did not write them. Certainly not law review editors.

Let me tell you about a recent experience I had with law review editors. In some remote corner of a proposed article, I had exuberantly used the phrase that a debtor might "take the money and run to Venezuela." The editors applied some unwritten rule of blandness and suggested substituting something like "the debtor may remove himself from the jurisdiction." In another part of the article, I discussed how the lender might take over a "restaurant with all of the counters, tables, chairs, dishes, pots and pans." The editors wanted to substitute something like the "building with all of the fixtures, furnishings, equipment and other personal property." These were not major verbal offenses, but they stirred my thinking about how we indoctrinate our "best and brightest" in law school classrooms, and afterwards in offices and courtrooms. If lawyers had written Leviticus, it may have come out a little differently:

*"If you are obedient, or if these commandments or any covenants, rules or regulations in connection therewith, shall be breached or violated, God shall have the right at His or Her sole option to avail Himself or Herself of such*

*remedies as He or She sees fit against the "Israelites," including but not limited to the miserable and diseased. Moreover, the Israelites' sowing will be useless because the Israelite seeds will be removed and/or consumed by the Israelites' enemies (hereinafter referred to collectively as "Enemies"). In addition to the foregoing, God will be angry and aggressive against Israelites and shall cause Israelites to be dominated by Enemies Israelites will be compelled to remove themselves from the jurisdiction forthwith, even prior to any hostile action by others."*

One of my favorite Biblical passages commands disarmament:

*"They shall beat their swords into plowshares, and their spears into pruning hooks; and nation shall not lift up sword against nation, neither shall they learn war any more."*

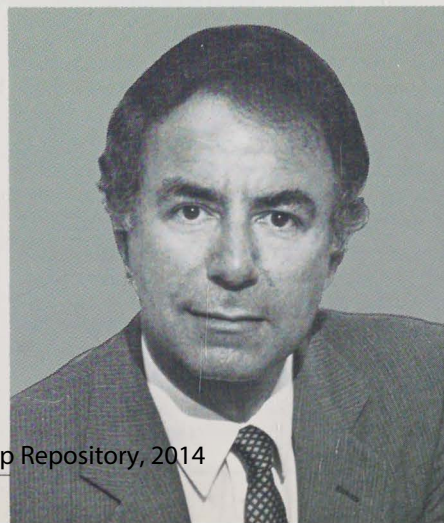
How might the law review editors have handled this one? Perhaps:

*Peace and disarmament shall be instituted. Weapons should be converted to farm fixtures, furnishings, equipment and other personal property; and moreover, nations shall no longer be attacked by each other, and no one shall be trained for war hereafter."*

We can learn more than morality from the Bible:

- In general, use simple, everyday words; the shorter, the better. Note the strength and clarity of such words as "spurn," "eat," "foes" and "routed" in the Biblical passage. If the precise word you need is long, by all means use it; but resist the temptation to choose important sounding words just for effect.

- Add punch to your writing with short, declarative sentences. Long sentences can



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# THE FACULTY

**Professor Robert A. Gorman**, Kenneth W. Gemmill Professor of Law, prepared a report on the Tulane Law School curriculum in October, 1986, as a member of its Self-Study Committee. In January, 1987, he was appointed to membership on the Board of Directors of the Center for Computer-Assisted Legal Instruction - a consortium of law schools seeking to develop and disseminate computer programs for legal education. Professor Gorman was appointed a member of the American Law Institute Consultative Group to advise on the preparation of a Restatement of the Law of Unfair Competition. He spoke on Intellectual Property Issues In Higher Education at the Annual National Education Association Conference on Higher Education in March, 1987. Professor Gorman is currently on a leave of absence at the New York University School of Law.

**Professor Emeritus George L. Haskins** has been teaching Decedents' Estates to second and third year students during the spring, 1987 semester at the Rutgers Law School, Camden, NJ on a part-time basis. His article, "The English Puritan Revolution and its Effects on the Rule of Law in America" was published in 54 *Tijdschrift Voor Rechtsgeschiedenis* 323 (The Netherlands 1986). The article is a revision of his address before the 16th International Congress of Historical Sciences meeting at Stuttgart, West Germany in September, 1985.

**Lecturer/Clinical Supervisor Germaine Ingram**, 71, published her opinion on the enforceability of the contract in the Baby M Case in *The New Jersey Law Journal*, February 26, 1987 at p.30.

**Professor A. Leo Levin**, Director of the Federal Judicial Center, was the Brendan Brown Lecturer at the Catholic University of America School of Law in Washington, DC, in February, 1987. Professor Levin spoke on the topic, "The Developing Law of Sanctions: Bane or Boon?" On May 19, 1987, he will be the Law Alumni Society's guest speaker at its annual spring luncheon at The Mayflower Hotel in Washington, DC, for regional Alumni and those Alumni attending the annual meetings of the ALI.

**Dean Robert H. Mundheim**, Bernard G. Segal Professor of Law and University Professor of Law and Finance, participated in the Securities Regulation Institute in San Diego and was Chairman of the Panel on Developments in Director Responsibility in January, 1987. On April 9, during the spring meeting of the American Bar Association in St. Louis, Dean Mundheim made a presentation on the Limitation of Liability of Directors of Publicly Held Corporations as part of the program of the Section of Corporation, Banking and Business Law. Dean Mundheim's paper entitled "Government Rescue of a Troubled Enterprise: An Analysis of the Chrysler Case" was published in *der Krise Probleme der Insolvenzvermeidung aus rechtsvergleichender Sicht* (1986).

**Donald G. Myers**, Director of Development, was a panel member at the ABA meeting in New Orleans in February. The panel addressed law school Deans and their representatives on fund raising for law schools with an emphasis on techniques for soliciting major gifts.

**Professor Curtis R. Reitz**, 56, Algernon Sydney Biddle Professor of Law, was reappointed by Governor Dick Thornburgh (prior to his stepping down from office) to another four-year term as a member of the Board of Commissions on Uniform State Laws. Professor Reitz was Chairman of the Philadelphia Committee of Seventy for the year 1986.

**Professor Alan Watson**, University Professor of Law, published his book, *Roman Slave Law* (with an introduction by The Honorable A. Leon Higginbotham) in March, 1987, the Johns Hopkins University Press. Professor Watson was the Julius Rosenthal lecturer at Northwestern University Law School and that lecture entitled, *Failures of the Legal Profession*, is about to be published. Mr. Watson's article "The Evolution of Law: Continued" will appear in the next issue of *Law and History Review*.

## THE BIBLICAL WRITER *continued*

be effective and add variety, but too many will burden the reader. The power in the first Biblical passage builds from a longer introductory statement to short, direct declarations.

- *Use vigorous, active verbs, not weak, passive ones.* Avoid overuse of the verb "to be" in its various forms. For example, the Biblical "if you reject my laws" has more life than "if these commandments shall be breached."

- *Don't bury your verbs.* When you turn a verb into a noun or adjective, you smother it and steal its sting. For example, use "if you do not obey me" rather than "if you are not obedient." Beware of words that end in -ent, -ant, -ency, -ancy, -ion, and -ing. They may signal smothered verbs.

- *Use concrete and specific language.* Isn't "Beat their swords into plowshares" more effective than the abstract "peace and disarmament"? In the Bible, God will wreak you with fever, your body will languish, God will push His face against yours and you shall flee even when no one chases you. You can feel this; God does not merely use "such remedies as He or She sees fit."

- *Avoid excess words and needless repetitions.* Phrases such as "in connection therewith," "prior to" and "in addition to the foregoing" make your sentences flabby. Lawyers often use these phrases out of habit rather than necessity, but lawyers are not the only offenders. We can learn economy from Biblical writing."

- *Write the way you speak.* Formal, artificial writing bores your reader. The most effective writing communicates because it has a "voice" and doesn't sound as if it were written by a committee. Do we doubt the authority of the voice in the Biblical passage that says "If you do not obey me?"

While we are at it, why not get rid of "parties of the first (or any) part"? What's wrong with "we" and "you"? In a letter or memo, does "one" say more than "you"? In an agreement or a complaint aren't "Cain" and "Abel" clearer than "mortgagor" and "mortgagee" or "appellant" and "appellee"? And if Cain killed Abel, wouldn't "Abel" be simpler than "the decedent"?

I am not sure why we write like we do. Maybe it is because we work so hard to learn written formality, and even pomposity. Or as with early common law pleading, the system may discourage simplification because "anyone will be able to do it." High school teachers drum three- or four-syllable

words into teenagers' heads and give good grades for using them. And if you throw in a proper measure of convoluted sentences and jargon, your thesis or law review article may stand a better chance.

I conclude with a disclaimer. Don't expect me to write Biblical phrases in my agreements. In my next deal, I'll probably run to the nearest well-worn form or form clauses. I know that I can use better English, but God knows those who wrote the Bible probably didn't have form books, optical character readers and Xerox machines to help them preserve the errors of the past.

**AUTHOR'S NOTE:** *I have taken some liberties in describing law review editing in order to make a point. Indeed, on balance our editors have invariably helped us to provide better articles. None of these articles attain Biblical heights; but after all, you must consider the source!*





# ALUMNI BRIEFS

**\*24 The Honorable Robert N.C. Nix, Sr.**, former twenty-year member of the U.S. Congress and a member of the Philadelphia Bar since 1925, was honored with the dedication in his name of the Robert N.C. Nix, Sr. Federal Building and U.S. Post Office at Ninth & Market Streets, Philadelphia.

**\*27 The Honorable Emil F. Goldhaber**, former Chief Bankruptcy Judge of the U.S. District Court for the Eastern District of Pennsylvania, has joined the Philadelphia firm of Clark, Ladner, Fortenbaugh & Young, specializing in the areas of corporate reorganization and insolvency law.

**\*31 The Honorable Samuel J. Roberts**, former Chief Justice of the Pennsylvania Supreme Court, received the Distinguished Citizen of the Commonwealth Award for his 21 years of service on the State Bench at The Pennsylvania Society's Eighty-Eighth Annual Dinner in December, 1986, at the Waldorf Astoria in New York City.

**Bernard G. Segal**, senior partner in the Philadelphia firm of Schnader, Harrison, Segal & Lewis, was honored by the NAACP Legal Defense and Educational Fund at a benefit luncheon on December 2, 1986. Mr. Segal is a founding Board member of the Legal Defense Fund and co-founder of the Lawyers Committee for Civil Rights Under Law.

**\*37 The Honorable George P. Kiester**, of the 50th Judicial District of Pennsylvania, continues to maintain a full trial schedule while serving as Supervising Judge of the Fourth Statewide Investigating Grand Jury.

**Harold E. Kohn**, of the Philadelphia firm of Kohn, Savett, Klein & Graf, P.C., was named Litigation Lawyer of the Year by *The American Lawyer* as a result of his successful efforts in hard-fought litigation against 33 manufacturers of softwood plywood, a case begun in 1972.

**\*38 Sylvan M. Cohen**, Chairman of the Philadelphia firm of Cohen, Shapiro, Polisher, Shiekman & Cohen, was elected to serve on the 17-member Real Estate Center Advisory Board established to oversee the workings of the new Real Estate Department at the Wharton School of the University of Pennsylvania. (See article on Mr. Cohen in this issue of *The Law Alumni Journal*.)

**\*40 John C. Decker** is a happily retired "Civil War buff" in Williamsport, PA.

**Edwin P. Rome**, a senior partner in the Philadelphia firm of Blank, Rome, Comisky & McCauley, was honored by Hahnemann University with the establishment of The Edwin P. Rome Laboratory at the Center for Neurological Research at Hahnemann, to focus on Alzheimer's Disease and other neurological disorders, such as amyotrophic lateral sclerosis (ALS) and stroke.

**Helen Spigel Sax**, a partner in the Philadelphia firm of Wolf, Block, Schorr and Solis-Cohen, was honored by the Girl Scout Councils of the Delaware Valley and was presented with an award for outstanding achievement by the Girl Scouts on the occasion of their 75th anniversary. Ms. Sax has provided leadership to the Girl Scouts of Greater Philadelphia in capacities ranging from volunteering as council president to working as a member of the finance, campership, grants and bequests, and Planet Earth committees.

**\*41 Edmund Backman**, of Palo Alto, CA, has been Associate Director of the Home Equity Loan Program for Seniors (HELPS) since 1983, a nonprofit public benefit corporation which makes reverse annuity loans to low-income seniors and enables them to remain in their homes permanently, if they so desire.

**\*46 William H.G. Warner**, of Mt. Gretna, PA, remains active in closely-held business valuations for other attorneys for Gift and Real Estate Taxes and Equitable Distribution in Divorce.

**\*47 The Honorable Arlin M. Adams**, of the Philadelphia firm of Schnader, Harrison, Segal & Lewis, received the James Madison First Amendment Award and delivered a speech on the First Amendment at a dinner meeting of the Society of Professional Journalists, Sigma Delta Chi, in Philadelphia. Judge Adams is a member of the Special Philadelphia Trial Court Nominating Commission appointed by Pennsylvania Governor Robert P. Casey.

**\*48 Henry T. Reath**, a partner in the Philadelphia firm of Duane, Morris & Heckscher, has been elected to the Board of Trustees of Hahnemann University in Philadelphia.

**\*51 Harold Cramer**, of the Philadelphia firm of Mesirov, Gelman, Jaffe, Cramer & Jamieson and Chairman of the Board of Graduate Hospital, was the recipient of the 1987 Maimonides Award of the Anti-Defamation League of B'nai B'rith for his "leadership, humanitarianism, and commitment to excellence."

**\*52 The Honorable Paul Ribner**, of the Philadelphia Court of Common Pleas, was unanimously elected President of the International Shotokan Karate Federation (ISKF).

**\*53 Gordon Cavanaugh** is a partner in the firm of Roisman, Reno & Cavanaugh, 509 C Street, NE, Stanton Park, Washington, DC., 20002.

**The Honorable Robert N.C. Nix, Jr.**, Chief Justice of Pennsylvania, was the honored guest speaker at a ceremony and reception which commemorated twenty years of federal funding for Legal Services to the Poor in Hershey, PA.

**Charles B. Strome**, Senior Vice President and Deputy General Counsel of the Equitable Life Assurance Society in New York, was elected President of the Association of Life Insurance Counsel.

**The Honorable William W. Vogel** was sworn in as President Judge of the Court of Common Pleas of Montgomery County on November 24, 1986. A member of the Montgomery County Bar since 1955, Judge Vogel was appointed judge in November, 1966 and was elected to that position in November, 1967.

**\*55 The Honorable Bernard J. Goodheart**, of the Philadelphia Court of Common Pleas, continued his eleven-year role as Cupid on Valentine's Day, 1987. In keeping with the fine tradition his name inspires, the Judge married couples in his courtroom this year on Saturday, February 14.

**Robert L. Kendall, Jr.**, of the Philadelphia firm of Schnader, Harrison, Segal & Lewis, participated in a U.S. Information Agency-sponsored project, "The U.S. Economy and the World Economic System" on February 5, which hosted officials of foreign governments and is designed to provide an understanding of the United States economic system. Mr. Kendall co-chairs the Law School's LL.M. Friendship Program.

**\*56 Harris Ominsky**, of the Philadelphia firm of Blank, Rome, Comisky & McCauley, was elected Treasurer and a member of the Executive Committee of the Board of the Pennsylvania Bar Institute. Among his 33 published articles in 1986 are topics ranging from mortgage-lease option agreements in the *Tri-State Real Estate Journal* to deficiency judgements published in the *Villanova Law*

*Review*. (Mr. Ominsky's article, "The Biblical Writer," is reprinted in this issue of *The Law Alumni Journal*.)

**\*57 Seymour Kurland**, of the Philadelphia firm of Wolf, Block, Schorr & Solis-Cohen and Chancellor of the Philadelphia Bar Association, was honored by the Justini Society of Philadelphia.

**\*58 Harry A. Kitey** has retired from the private practice of law in Allentown, PA and has entered the General Counsel's Office of Revlon, Inc. at that company's corporate headquarters in New York City.

**The Honorable David W. Leahy**, of San Jose, CA, was elected Presiding Judge of the United States Superior Court for the year 1986.

**\*59 Jonathan S. Cohen**, of Washington, DC. and Alexandria, VA., has worked in the Appellate Section of the Tax Division of the Department of Justice for twenty years and has been a Special Litigation Counsel in that Office for the past six-and-one-half years. Mr. Cohen has taught a Business Planning course at George Washington University Law School for the past four years.

**\*60 Edward I. Dobin** has completed a three year term as Chairman of the Lower Bucks County, PA Chapter of the American Red Cross. He was recently appointed to the Red Cross' Mid-Atlantic Territorial Council.

**John Walter** is a member of the Board of Trustees of Lebanon Valley College in Lebanon, PA.

**\*61 Peter Hearn**, a partner in the Philadelphia firm of Pepper, Hamilton & Scheetz, is Chancellor-elect of the Philadelphia Bar Association.

**\*63 J.A. Lincoln**, of Boxford, MA, has taken early retirement from General Telephone and Electronics and has entered the private practice of law, concentrating primarily on corporate law and services to various corporations in the Boston area.

**Neil Reisman**, of Morris Township, NJ, is a Certified Trial Attorney and a member of the New Jersey Chapter of the American Board of Trial Advocates. Mr. Reisman continues to specialize in defending physicians in Medical Malpractice Litigation.

**\*64 Peter F. Axelrad** is a partner in the Baltimore, MD firm of Frank, Bernstein, Conaway & Goldman. He is Chairman of the Committee on Judicial Appointments of the Maryland State Bar Commission, a member of the Maryland Trial Courts Nomination Commission, and is Chairman of the Judicial Administration Committee of the Bar Association of Baltimore.

**Earl T. Britt** of the Philadelphia firm of Duane, Morris & Heckscher and **Richard M. Shusterman**, of the Philadelphia firm of White & Williams, discussed the rights and duties of insurers under the new commercial general liability policy at an insurance coverage seminar sponsored by the Pennsylvania Defense Institute in February, 1987.

**Glen W. Snyder** is Counsel to the GMAC Mortgage Corporation in Elkins Park, PA.

**Professor James A. Strazzella**, of the Temple University School of Law and former Vice Dean of the University of Pennsylvania Law School, was appointed Acting Dean of Temple University School of Law. The recipient of the Lindback Foundation Award for Teaching Excellence, Mr. Strazzella is, in the words of Temple University President Peter J. Liacouras, '56, "respected as an outstanding teacher and scholar, and is held in the highest esteem by the Bench and the Bar for his professional excellence"



'65 **William H. Lamb**, a senior partner in the West Chester, PA firm of Lamb, Windle & McErlane, has become a fellow of the American College of Trial Lawyers.

**Alan M. Lerner**, a partner in the Philadelphia firm of Cohen, Shapiro, Polisher, Shiekman & Cohen, participated in the Pennsylvania Bar Institute-sponsored seminar, "New Developments in Employment Discrimination Litigation." Mr. Lerner was also one of several faculty members who discussed "American Language and Culture Program" at the Joseph H. Lauder Institute of Management and International Studies at the Wharton School of the University of Pennsylvania.

**Harvey N. Shapiro**, a partner in the Tax and Estates Department of the Philadelphia firm of Mesirov, Gelman, Jaffe, Cramer & Jamieson, is featured in the ALI-ABA's Committee on Continuing Professional Education audiocassette program "What to Tell Real Estate Clients About the Tax Reform Act of 1986."

**Henry A. Stein**, former Chairman of the Litigation Department of Mesirov, Gelman, Jaffe, Cramer & Jamieson, has become the Resident Partner of that firm's Tampa, Florida office.

'66 **Edward F. Mannino**, a senior principal with the Philadelphia firm of Baskin Flaherty Elliott & Mannino, P.C., has been selected as one of only seven lawyers nationally to serve on the Special American Bar Association Racketeer Influenced and Corrupt Organizations Act (RICO) Coordinating Committee. Mr. Mannino has been identified as an expert on RICO litigation by both *The Wall Street Journal* and *The Philadelphia Inquirer*.

**Edwin Silverstone** is the Group Vice President for Hanson Industries of Iselin, NJ.

**Professor Geoffrey D. Walker, LL.M.**, is Professor of Law and Head of the Department of Law at the University of Queensland in St. Lucia, Australia. He has recently published a book on the initiative and referendum system and has another monograph forthcoming on the doctrine of the rule of law.

**Richard N. Weiner**, of the Philadelphia firm of Bolger, Picker & Weiner, has completed his term as President of the Philadelphia Bar Foundation, the charitable arm of the Bar Association. During the year, approximately \$140,000 was raised and grants totalling \$100,000 were awarded to organizations providing legal services to a variety of groups, including the poor, elderly, abused women and children, victims of crime, tenants and others.

'67 **Ronald B. Glazer**, of Blue Bell, PA and a partner in the Real Estate Department of the Philadelphia firm of Cohen, Shapiro, Polisher, Shiekman & Cohen, has been elected 1987 Chairman of the Philadelphia Bar Association's Real Property Law Section where he served as Vice Chairman during 1986.

'68 **Richard L. Bazelon**, Chairman of the Philadelphia Redevelopment Authority, was guest speaker at a luncheon sponsored by the Public Interest Law Center of Philadelphia (PILCOP) in January.

**Conrad J. Eberstein** is the Coordinator of Corporate Giving of the New York Public Library, "where Gregorian, erstwhile at Penn, reigns with commanding grace and erudition."

**Burton K. Haimen** is a partner in the New York firm of Boyle, Vogeler & Haimen specializing in International Law, particularly French acquisitions in the U.S. Mr. Haimen is also President of the American Youth Soccer Organization which is dedicated to developing youth soccer programs throughout the United States. He has appeared on *The Today Show* and *Kids Are People Too*.

**Arthur Hankin**, of the Philadelphia firm of Bolger, Picker & Weiner, addressed the residents of Chestnut Hill Hospital on April 29. He discussed "Malpractice - a

Growing concern - How to Reduce Your Chances of Being Sued."

**C. Michael Newbrand** is Senior Vice-President, Group Director at Ogilvy & Mather Advertising in New York City, specializing in planning advertising strategy for major clients which include: Joseph E. Seagram & Sons, Smith Barney and Paco Rabanne Fragrances.

**Frank A. Orban, III**, Associate Counsel for International Legal Affairs at Armstrong World Industries, Inc. of Lancaster, PA, has taken a leave of absence from the company to join the staff of the Federal Government. He was appointed to serve as the Senior Representative of the U.S. Arms Control and Disarmament Agency in the Strategic Arms Reduction (START) Negotiating Group at the U.S.-Soviet Nuclear and Space Talks being held in Geneva, Switzerland.

**Professor Donald W. Stever, Jr.**, of Pace University School of Law in White Plains, NY, has published his latest book, *Law of Chemical Regulation and Hazardous Waste*, in August, 1986, by Clark Boardman Company, Ltd.

'70 **Robert I. Whitelaw** was elected Managing Partner of the Philadelphia firm of Obermayer, Rebmann, Maxwell & Hippel.

'71 **William S. Busker**, of Alexandria, VA, is Vice-President for Legal Affairs and General Counsel of the American Trucking Associations, Inc., one of the nation's largest trade associations with headquarters in Alexandria, VA.

**Arthur W. Lefco** has been elected to a three-year term on the Management Committee of the Philadelphia firm Mesirov, Gelman, Jaffe, Cramer & Jamieson. A member of that firm's Litigation Department, he concentrates in the areas of real estate litigation and the defense of lawyer's malpractice cases. Mr. Lefco has been reappointed to a second term as Chairman of the Philadelphia Bar Association's Insurance Programs Committee, which is responsible for all insurance programs sponsored by the PBA.

**Stephen P. Weiss**, of Southampton, PA, a partner in the Philadelphia firm of Fox, Rothschild, O'Brien & Frankel and a member of its Tax Department for 14 years, spoke at that firm's Tax Department Seminar for Philadelphia area businesses in November, 1986. The theme of the seminar was "Tax Reform Act of 1986: Planning Opportunities and Techniques."

'72 **George E. Golomb** has been named to the Executive Council of the Bar Association of Baltimore City in Baltimore, MD. He maintains a civil litigation practice in Baltimore, and regularly publishes articles on legal topics.

**The Honorable Randy J. Holland** has succeeded **The Honorable John J. McNeilly**, '48, as a Justice on the Supreme Court of Delaware. He joins another Penn Law School graduate, **Chief Justice Andrew D. Christie**, '49, of that Court. Justice Holland is the youngest person ever to sit on Delaware's highest court.

**David L. Pollack**, a partner in the Philadelphia law firm of Rosenwald, Pollack and Grunfeld, has been elected Vice-Chairman of the Real Property Section of the Philadelphia Bar Association until the year 1988. Mr. Pollack was one of the founders of the Section and has been a member of its Executive Committee since its inception.

'73 **The Honorable Edward S.G. Dennis, Jr.** is a United States Attorney for the Eastern District of Pennsylvania.

**Randall H. McFarlane** is the Senior Vice President and Washington, DC Counsel of the U.S. League of Savings Institutions.

**William C. Sussman**, of Miami, FL, has been appointed Managing Trustee of The Sunshine State Mortgage Trust, an equity lender operating throughout the state of Florida.

'74 **Ian Comisky**, a partner in the Philadelphia firm of Blank, Rome, Comisky & McCauley, served on a panel discussing the topic of "White Collar Crime" at the American Bar Association's National Institute meeting in Hollywood, FL in January.

**Martin A. Flayhart**, a partner in the firm of Carpenter, Harris & Flayhart of Jersey Shore, PA, recently argued before the U.S. Supreme Court on behalf of the petitioner in *Jersey Shore State Bank v. United States*.

**H. Ronald Klasko's** article entitled "Employer Sanctions: The New Reality for American Business" appeared in the December, 1986 edition of *Laxeyer's Digest*. Mr. Klasko, a partner in the Philadelphia firm of Abrahams & Loewenstein, has been appointed an adjunct professor of Immigration Law at Villanova University School of Law.

**David B. Pudlin**, a partner in the Philadelphia firm Hangley, Connolly, Epstein, Chicco, Foxman & Ewing, addressed the February membership meeting of the Philadelphia Legal Secretaries Association on the topic of the Tax Reform Act of 1986 and its impact on individual taxpayers. Mr. Pudlin specializes in the area of tax law and estate planning and is the author of numerous articles on these topics.

'75 **Robert W. Freedman**, of Philadelphia, was promoted to Executive Vice-President and General Counsel of Hansen Group, a commercial real estate development and financial services company in Ambler, PA. Mr. Freedman and his wife are the parents of a son, Jacob Jordan, born in January, 1986.

**James D. Morris**, of Philadelphia, is now counsel to the firm of Buchanan, Ingersoll Professional Corporation, 1101 Market Street, 19107, having left the Office of Chief Counsel for the Pennsylvania Department of Environmental Resources.

**Michael P. Shay** has formed the partnership Shay & Santee in Bethlehem, PA, which engages in the practice of civil trial litigation with an emphasis on insurance defense cases.

'76 **Martha W. Bush**, of Philadelphia, is a primary candidate for Judge of the Philadelphia Court of Common Pleas. Ms. Bush is a former Deputy City Solicitor.

**Jeffrey I. Pasek**, a partner in the Labor Department of the Philadelphia firm of Cohen, Shapiro, Polisher, Shiekman & Cohen, was one of the key speakers at a seminar on employment practices sponsored by the New Jersey Association of Nonprofit Homes for the Aging. Mr. Pasek discussed wrongful discharge and presented an advance chapter from his forthcoming book on labor and employment law, co-authored by **Dr. Janice Bellace**, '74. He also was a course planner with his partner, **Alan M. Lerner**, '65, for the seminar on "New Developments in Employment Discrimination Litigation," sponsored by the Philadelphia Bar Association which was held in December, 1986.

**Ronald A. White** of Ronald A. White, P.C. has been appointed General Counsel of the National Black Caucus of State Legislators. The NB CSL was founded in 1977 to analyze and comment on legislation that affects minorities in the United States.

'77 **Gilbert F. Casellas**, a partner in the Philadelphia firm of Montgomery, McCracken, Walker & Rhoads, is Chair-Elect of the Young Lawyers Section of the Philadelphia Bar Association. Mr. Casellas was recently appointed to the Mayor's Commission on Puerto Rican/Latino Affairs by The Honorable W. Wilson Goode. He is Vice President of the University of Pennsylvania Law Alumni Association and is a Lecturer-in-Law at Penn Law School.





# IN MEMORIAM

'12 Sheldon F. Potter  
Lewes, DE  
November 28, 1986

Artemas C. Leslie  
Pittsburgh, PA  
November 13, 1986

Louis M. Stamberg  
Allentown, PA  
February 15, 1987

Mary Mills Marshall  
New Hope, PA  
January 22, 1987

'36 Herman J. Prischmann  
Blue Bell, PA  
February 12, 1987

'54 Lawrence M. Aglow  
Cheltenham, PA

'16 Howard I. Powell  
Columbus, OH  
October 14, 1982

'27 Joseph F. Gillis  
East Falmouth, MA  
November 30, 1986

'29 Joseph R. Byars  
Lititz, PA  
March 20, 1987

'32 George M. Boughton  
Delray Beach, FL  
December 26, 1987

'37 Eugenie K. Bigelow  
Hazelton, PA  
January 30, 1987

'56 Dr. Simeon N. Ferrer  
Manila, Philippines  
September 3, 1985

'17 Joseph F. Long  
Cape May, NJ  
November 17, 1986

'28 Joseph Brandschain  
Palm Beach, FL  
January 12, 1987

'30 Edward P. Curran  
Swarthmore, PA  
February 8, 1987

'33 Joseph W. Cowgill  
Merchantville, NJ  
November 19, 1986

Stuart H. Mason  
Wayne, PA  
January 26, 1987

'67 The Honorable  
Wilhelm F. Knauer, Jr.  
Philadelphia, PA  
December 31, 1986

'22 Herman H. Krekstein  
Philadelphia, PA  
February 27, 1987

Samuel J. Marks  
Bala Cynwyd, PA  
December 22, 1986

Herbert M. Levy  
Tucson, AZ  
February 20, 1987

William C. Wise  
Chevy Chase, MD  
December 25, 1986

Leo M. Brewster  
Oil City, PA  
October 17, 1986

'77 William F. Kachergus  
Jacksonville, FL  
November 19, 1986

'24 Robert K. Bell  
Ocean City, NJ  
September 1, 1986

'31 Lloyd B. Gilman  
Camp Hill, PA  
January 19, 1987

'35 Calvin J. Friedberg  
Orwigsburg, PA  
October 1, 1986

'40 Lewis Weinstock  
Philadelphia, PA  
February 19, 1987

**Eric B. Levine** has become a partner in the New York firm of Wolf, Haldenstein & Herz, specializing in Corporate, Commercial and Bankruptcy Litigation.

'78 **Jill E. Darrow** and her husband, Michael V.P. Marks, have become partners in the New York firm of Rosenman, Colin, Freund, Lewis & Cohen as of February, 1987. Ms. Darrow specializes in individual and real estate taxation.

**Faith Halter**, of New York City, is Chief of the Office of Regional Counsel of the U.S. Environmental Protection Agency's Air and Pesticides Branch, Region II. Her article, "Regulating Information Exchange and International Trade in Pesticides and Other Toxic Substances: Meeting the Needs of Developing Countries," appeared in the Winter 1986-87 edition of *The Columbia Journal of Environmental Law*. Ms. Halter's work on conservation issues affecting developing countries takes her to Africa each year.

**Robert P. LoBue**, is a partner in the New York City firm of Patterson, Belknap, Webb & Tyler. He and his wife, Melissa, became the parents of their first child, Adam Joseph, in November, 1986.

**William J. Murphy** is a partner in the Baltimore, MD, firm of Murphy & McDaniel, specializing in civil and criminal litigation.

**George J. Shotzberger**, of Philadelphia and an Assistant District Attorney in the Homicide Division, and his wife, Patricia, are the parents of Carol Anne, their first child born November 1986.

**David F. Smith** has been named a Principal in the Baltimore, MD, firm of Alex Brown & Sons, Inc., currently with the firm's Mergers and Acquisitions Department. He and his wife expect their second child in April.

**Jordan E. Yarett** became a member of the New York City firm of Battle, Fowler, Jaffin & Kheel, 280 Park Avenue, on January 1, 1987. He specializes in municipal finance and securities law.

'79 **Gail H. Allyn** has become a partner in the firm of Pitney, Hardin, Kipp & Szuch in Morristown, NJ, specializing in Environmental and Toxic Tort Litigation.

**Dr. Iur. Burkhard Bastuck, LL.M.**, has published an 92 amended version of his doctoral dissertation on his comparative study of the area of corporate indemnification in

American and German law entitled, *Enthftung des Managements*, published by Carl Heymanns Verlag KG, Cologne.

**Elisabeth G.E.M. Bloemen, LL.M.** has become Deputy Manager of the Cabinet of the Queen's Commissioner (provincial governor) in the province of Friesland, Netherlands. She is mainly involved in the field of public order, safety and police affairs.

**Glen T. Carberry** is President of the New London, CT, firm of DuPont, Tobin, Levin, Carberry & O'Malley, P.C.

**Charles P. Falk** has become a partner in the Pittsburgh, PA, firm of Baskin, Flaherty, Elliott & Mannino.

**Gerald Paul McAlinn** has left the firm of Anderson, Mori & Rabinowitz to attend a full-time, one-year intensive Japanese language program at Keio University in Tokyo, Japan.

**Marcia J. Wexberg**, who practices with the Trusts and Estates Department of the Philadelphia firm of Cohen, Shapiro, Polisher, Shiekman & Cohen, has been elected to the Executive Committee of the Philadelphia Bar Association's Probate and Trust Law Section.

'80 **Barbara D. Crowell** is a partner in the Wilmington, DE, firm of Morris, James, Hitchens & Williams.

**Paula T. Dow** has been named Counsel to the Exxon Company and is currently assigned to the Refining, Environment & Health Section of the Headquarters Law Department in Houston, Texas.

**Charles Goldberg** has been named Counsel to the Exxon Company and is assigned to the Baton Rouge Refinery law office in the Refining, Environment & Health Section.

**Dorothy Molloy** and her husband, Robert Bader, are the proud parents of Michael Thomas Molloy.

**Brian Saunders** has become Counsel to the Exxon Company and is currently assigned to the Western Production Division Law Office in Los Angeles, CA.

**Ellen Surloff** and her husband, **Charles Falk**; '79, are the proud parents of Mallory Francine, born October 9, 1986.

'81 **Jose-Tomas Blanco-Arocha, LL.M.**, has become Secretary of the Ministry of Finance in Caracas, Venezuela.

**Shinichi Gotoh, LL.M.**, has moved from the Tokyo office of Toyota Motor Corporation to that company's office in New York, in charge of research and analysis.

**Professor Beverly I. Moran** is Professor of Law at the University of Cincinnati College of Law in Cincinnati, OH.

**Dorothy Lange Moyer** is an associate in the Wilkes-Barre, PA firm of Rosenn, Jenkins & Greenwald. She lives with her husband, William, her sons, Michael and William, and their two horses, two dogs and four cats in Beaumont, PA.

**Nancy Gierlich Shaw** and her husband, Robert, happily announce the birth of their son, John Henry, on February 1, 1987. Nancy is Assistant General Counsel at Lincoln Federal Savings Bank in Westfield, NJ.

**Carol Lipetz Woessner** has founded a commercial real estate brokerage firm, Carol L. Woessner & Associates, in Minneapolis, MN where she resides with her husband, Warren, a chemical patent attorney.

'82 **Eckert Putzier, LL.M.**, has received a doctorate from the University of Freiburg in West Germany for his thesis on the German Foreign Trade Act. He is currently associated with the Hamburg firm of Hasche, Albrecht & Fischer.

'83 **Glen R. Cornblath** has joined the Real Estate Department at Sachnoff, Weaver & Rubenstein, Ltd. in Chicago, IL.

**Leonard A. Ferber** is an associate at the Chicago, IL, firm of Fatten, Muchin, Zavis, Pearl, Greenberger & Galler.

**Rohit Sabharwal, LL.M.**, will receive his MBA from the Wharton School of the University of Pennsylvania this May and continue to work in the law offices of R. David Bradley.

'84 **Gary Finder** is a member of the Israeli prosecutor's office which has been trying the terrorist, Denjanjuk, a.k.a. "Ivan the Terrible."

**John L. Olsen** is an associate in the Wilmington, DE office of Duane, Morris & Heckscher.



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