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Introduction

By Kate Hayes, Esq.

Although women now join the Vermont Bar in numbers almost equal to those of men, it took more than 75 years for the first 100* women to be admitted to practice. From Jessie Bigwood, in 1902, to Alexandra Thayer, in 1978, the 100 women whose lives we touch on in this booklet were pioneers and role models for today's new lawyers. Vermont's first women lawyers took risks and overcame challenges that are unimaginable today. Without the example of their determination, how many of us would have had the courage to become lawyers?

Some of the pioneers tended to be women who were interested in the law very early in life, or whose talents were recognized and encouraged by family members. As in other states, our first women lawyers found it easiest to maintain viable law practices if they practiced with husbands, fathers or brothers. Most often, their practices did not include much litigation, but instead focused on probate and real estate law. Some found it impossible to make a living in private practice, and were forced into other fields. A few became involved in politics and achieved very public successes. Consuelo Northrop Bailey (No. 7) and Stella Hackel Sims (No. 25) are the most well known examples. Because they were so few, the early women lawyers could not easily form networks and share information about each other's experiences. This must have been very lonely at times. These women had to seek support from their communities, from political alliances, from family, friends and mentors, and, most of all, from their own sense of themselves.

Then, in the '60s and '70s, a new wave of women lawyers entered the practice. They were driven by a desire to serve the public, and by the belief that women could work as equals with men in any field. Many of these women began their careers either in Vermont government, as Assistant Attorneys General, or Deputy State's Attorneys, or as Vermont Legal Aid attorneys. Many have gone on to illustrious public or political careers, to the Judiciary, or to powerful positions in law firms or business.

By the 1970s, a few women were being admitted to the Vermont Bar every year. It was not quite as lonely and not quite as difficult as it had been during the earlier part of the century, but still, women made up a very small percentage of Vermont lawyers. Remnants of old gender-based bad habits remained part of our system. One woman lawyer, admitted in 1975, recalled that at her Bar admission ceremony the "lady lawyers" were still segregated from the male admittees. Another litigator who first began her practice in 1973 remembers that she and one other woman lawyer who had an active litigation practice were frequently mistaken for each other by judges and court staff, although their names were completely different, and their personal appearances were quite dissimilar. The discrimination and segregation that these women faced is now, for the most part, a thing of the past, thanks in large part to their own perseverance.

The biographical information we have gathered about this group of fascinating women is sketchy and incomplete; it doesn't reveal the struggles they went through, the burdens they carried, or the joy of their many triumphs. We hope that it does reveal something of their strength, and the breadth of their experience and perspective. We hope that this formal listing and recognition of the first 100 women will serve as a token of our gratitude for their sacrifice and hard work.

*As of the admission of October 1978, the number of women who had been admitted to the Bar actually totaled 106. In fairness, the Vermont Bar Association honors all women admitted on the day of the 100th female admittee milestone. We use the shorthand phrase "first 100 women" for style and simplicity.

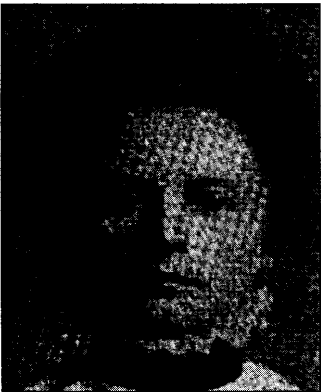
Kate Hayes is the Director of the Civil Rights Division at the Vermont Attorney General's Office. She coordinated the research for this booklet.

1. Jessie D. Bigwood (admitted 1902)



Jessie Bigwood was born in Plattsburgh, New York. She took secretarial courses at the Burlington Business College before studying law in a local firm, and at Boston University. When she won her first case in Chittenden County Superior Court, the local newspaper noted that this win indicated that she “was not in the business for fun.” She had a law office in Burlington for several years. In 1908, she and her husband moved to Toronto.

2. Ellen M. W. Hoar (admitted 1914)



Ellen Hoar was born in Barre. She was educated in the public schools of Barre, and graduated from Spaulding High School in 1909. She studied law in the office of her father, Richard A. Hoar, and at the University of Maine, where she received her LL.B degree in 1915. She was admitted to the bar prior to receiving her degree, and practiced with her father in Barre. She was the third woman to receive a law degree from the University of Maine. While she was at the law school she was associate editor of the law review. She served for many years as Vermont vice-president of the Women Lawyers Association of the United States and Canada. She participated in the National Woman’s Party, and in its woman suffrage movement in Vermont. She was a close friend of the well-know suffragist Carrie Chapman Catt. She was active in community and church organizations, and did war work during both World Wars. Hoar worked closely with her father on an infamous murder trial in 1923, and actively practiced for 10 years after her admission. After her father died, Hoar invested her inheritance in the granite industry, and was wiped out during the stock market crash of 1929. Her health was weakened in the influenza epidemic of 1918 - 1919, and she later developed a heart condition. She died in poverty in a tiny apartment on Main Street in Barre in 1963.

3. Lena Giudici (admitted 1921)

Lena Giudici was born in Barre, Vermont, on November 7, 1898. She graduated from Spaulding High School in 1917. She graduated from Boston University in 1920, where she studied law and accounting, and practiced law in Massachusetts before being admitted to the Vermont Bar in 1921. She was admitted to the Massachusetts Bar in 1920.

Giudici practiced law from her home in Barre and did accounting work for several granite firms. She was very involved in civic and community life in Barre. Giudici served on the Board of the Office of Price Administration, an agency which monitored prices at the end of World War II, and she served as President of the Vermont Federation of Business and Professional Women's Clubs.

4. Edna Goodfellow Jennings (admitted 1922)

Edna Jennings never practiced law, although she was admitted to the bar. She graduated from the University of Maine Law School in 1914, in Ellen Hoar's class. Jennings clerked for attorney Hollister Jackson, who drowned in the 1927 flood.

5. Dorothy Frances Leonard (admitted 1922)

Dorothy Leonard practiced law in Rutland, according to a 1926 VBA guide. In that year she was a member of the VBA's "Special Committee." We were unable to locate any further information about her.

6. Beatrice Y. Brown (admitted 1922)

Born on April 13, 1894 in South Londonderry, Vermont, Beatrice Brown was the first woman in southern Vermont admitted to practice law. Brown graduated from Brattleboro High School in 1915 and then studied law under the late Judge A. F. Schwenk, while she worked as his stenographer. Brown was the first woman elected to grand juror in Windham County and the first woman in Vermont to be elected justice of the peace. She served as register of the Probate Court from 1916 to 1948, when she was elected Judge of the Marlboro Probate District. Brown served as Probate Judge without interruption until her retirement in 1964. Judge Brown was very active in the anti-nuclear movement, particularly during the construction of the Vermont Yankee nuclear power plant.

7. Consuelo Northrop Bailey (admitted 1927)



"If I have by my work brought any encouragement to women who seek public office or if I have made the way any less difficult, I shall feel that I have discharged an obligation as a citizen."

Born in Sheldon, Vermont in 1899, Consuelo Northrop Bailey was admitted to the Vermont Bar in 1926. Bailey graduated from the University of Vermont in 1921 and Boston University School of Law in 1925.

Bailey was the first female Grand Juror of the City of Burlington in 1925, and the first woman elected State's Attorney. She served in this role from 1926 to 1931. She was the first woman lawyer in Vermont to try a murder case. She was also the first woman elected to serve as speaker of the Vermont House. Bailey was the first woman to be elected Lieutenant Governor in the country in 1954. She served on the Republican National Committee for many years, and is perhaps the best known of the earliest women pioneers of the Vermont bar.

8. Mary Holden Adams (admitted 1927)

Mary Holden Adams served as a probate judge in Bennington for many years. She was a mentor for Rose Michaels Morrissey and Margaret Lillie. She was the aunt to Judge James S. Holden, and great-aunt to attorney and member of the VBA Board of Bar Managers Peter Holden.

9. Beryl Elizabeth Atherton (admitted 1927)

Beryl E. Atherton practiced for many years in the law offices of Barber and Barber, in Brattleboro.

10. Helen Leona Anair (admitted 1927)



Helen Anair grew up in the Greensboro Bend area, and now lives in Burlington, Vermont. She is the earliest woman admitted to the Vermont Bar who is still living. She traveled seven miles by train to attend school in Hardwick. In 1918 she graduated from high school, and aspired to become a court reporter. A hearing deficit prevented her from achieving that goal, and she became a legal secretary instead. She worked for attorney William Reirden of Barton from 1919 until his death in 1926. He encouraged her to study for the bar, and she was preparing to take the bar exam at the time of his untimely death. She took and passed the bar exam in 1927. Anair practiced law in Morrisville, focusing on title searches. After six years of practice, she was forced to close her business due to poor health. She then became a landlord in Burlington. She owned and operated an apartment house on Saint Paul Street and two on North Street for many years. She suffered a stroke in 1995, and since then has resided in the Converse Home on Church Street. The original sign from her law office was recently discovered in an antique shop, and she proudly displays it in her room.

11. Florence E. Moore Hogan (admitted 1928)

12. Mary C. Arthur (admitted 1929)



“Stay close to and be open with those who mean most to you. Don’t burn bridges. Put your goals in writing and follow your words.”

Born in Burlington, Mary C. Arthur graduated from high school in 1923 and was hired shortly thereafter as a temporary replacement for the vacationing secretary at the Law Offices of Martin Vilas, in Burlington. Within a year, she had begun her clerkship with Attorney Vilas, and she was admitted to the Vermont bar in 1929. Arthur opened her own office on November 9th of that year, over Nectar’s store on Main Street in Burlington. Her practice focused on real estate and administrative law, but she occasionally acted as a defense attorney in civil matters. During the depression, she supplemented her income by commuting to work as a court reporter in Newport. In 1939, Arthur married her late husband, Harold J. Arthur, and they practiced together in Burlington as partners in Arthur and Arthur. In 1976, five years after her husband’s death, she closed the downtown office and moved it to her home, where she continued to practice until her retirement in 1994. Arthur estimates that during her career, which included

serving as primary real estate counsel to several area banks, she searched over 40,000 land titles. Arthur also has the distinction of having been secretary/treasurer of the Chittenden County Bar Association for fifty-two years, from 1932 until 1994, and she was honored for her service by that bar association on her fiftieth anniversary in these posts. In addition, Arthur has received the Good Citizens Award from the Green Mountain Council of the Boy Scouts of America and she has been a member of several associations, including the Burlington Business and Professional Women. Arthur credits Judges Coles and Sylvester, in addition to Martin Vilas, Esq. and many of her colleagues in the 40's through 60's, with influencing and inspiring her in the practice of law.

13. Doris C. Montgomery (admitted 1933)

14. Florence Meigs Beebe (admitted 1933)

Florence Meigs Beebe resided for many years in Swanton. She practiced law there from 1935 until 1970.

15. Madeline Cecelia Wood (admitted 1934)

Madeline Cecilia Wood was born in Proctor, Vermont, the eldest of nine children. The family moved to Middlebury shortly thereafter. Immediately after her graduation as class salutatorian from Middlebury High School in 1918, she became employed by Judge Allen R. Sturtevant, then Vermont Superior Court Judge, and Judge Charles I. Button, Addison District Probate Judge. In 1919, she became the Register of the Addison District Probate Court. Wood read the law with Judge Button and was admitted to the Vermont Bar in 1934. In 1938, she succeeded the late Judge Button and became the first female Probate Judge of the District of Addison and the fourth female Probate Judge in Vermont. She was continually reelected to office until her retirement in 1957.

Wood was most envied in Addison County legal circles for her successful representation of the plaintiffs in an action entitled, *Button's Estate v. Anderson*, on the subject of equitable liens, which interested readers will find at 112 Vt. 531 (1942).

Wood traveled extensively following her retirement, and still does, by her financial support of Catholic seminarians worldwide. Wood looks forward to celebrating her 100th birthday later this year at her favorite restaurant, The Dog Team Tavern, in New Haven.

16. Rose E. Michaels Morrissey (admitted 1935)

Rose Morrissey was born in Bennington, Vermont, where she still resides. After graduating from Bennington High School, Morrissey became a secretary at the Law Offices of Edward H. Holden. She read for the law and became a member of the Vermont Bar in 1935. Morrissey's law practice consisted mostly of probate and real estate law. Morrissey has had a long career of community service, including serving as a Justice of the Peace, on the Bennington Housing Authority and as President of the Bennington County Bar.

17. Marion Llewella Ward (admitted 1937)

18. Gladys Wilson Bundy (admitted 1938)

Gladys Bundy graduated from the Whitcomb High School in Bethel, Vermont in 1910. She graduated from Middlebury College in 1914. She was a teacher, and married Robert Edgar Bundy July 14, 1917. They traveled to the orient together as Episcopal missionaries and teachers. She worked as assistant town clerk in Bethel. She had a solo practice in Bethel focusing on estates and wills and real estate transactions. Her uncle, March Wilson, practiced law in Randolph. She was involved in many local community organizations, including the Bethel Historical Society, the Daughters of the American Revolution, the State Republican Committee, and the Bethel Library Board. She died in 1973, and was survived by her daughter, Dorris Apriliano, who still lives in Bethel.

19. Irene Madeline Penn (Kovalcek) (admitted 1940)

20. Grace Johnson McGuire (admitted 1940)



Grace Johnson McGuire was born in Hardwick, Vermont on January 8, 1919. Her father, J. Leo Johnson, founded a Chrysler car dealership in Montpelier. She graduated from Montpelier's St. Michael's High School, as valedictorian, in 1936, attended Trinity College in Burlington, and graduated in 1940 from Portia Law School in Boston. She studied law in the offices of Raymond B. Daniels and Theriault & Hurd in Montpelier, and Guy Page in Burlington. She was admitted to the Vermont Bar in October, at age 22, and worked on the legal staff at National Life Insurance Company. In 1942, she married John A. Murphy, also an attorney. When Mr. Murphy died in 1953, he left her with 6 young children. She married Patrick McGuire in 1961.

She was active in the Vermont Democratic Party. In 1965, Governor Phil Hoff appointed her as a Montpelier municipal judge to replace Judge John Connarn. She was the first woman trial judge in the state of Vermont. She served as a judge until 1967, when the municipal courts were abolished, and then returned to the practice of law in Montpelier. She retired from the practice of law in 1975. She was actively involved in many church and community activities, both in Vermont and in Crown Point, New York, where she and her husband moved after their retirement. Among her notable community services were: serving for 8 years on the board of directors of the St. Joseph's Children's Home in Burlington, serving for 17 years on the board of directors of Vermont Catholic Charities, acting as a founder and director of the Elmhill Group Home, and serving as president of the Vermont Cancer Society. She died in a car accident in 1996. At the time of her death, former Governor Phil Hoff said he had appointed McGuire to the bench because: "I liked her, and she had good judgment. I thought she could handle [the job], and she did." She is survived by all of her children, and by her husband. Her son, Stephen Murphy, practices in Montpelier.

21. Hazel Thomas Pitkin (admitted 1941)

22. Bernice Hicks Estey (admitted 1943)

23. Elizabeth Sherburne Ross (admitted 1943)

Elizabeth Sherburne Ross was born in Pomfret, Vermont. She now lives in Tucson, Arizona. She attended Green Mountain College, graduating in June 1937, and majored in business. She completed her law clerkship with Loren A. Pierce, in Woodstock, Vermont, and was admitted to the Vermont Bar in 1943. Until 1952, she continued to work in Mr. Pierce's general practice. From 1952 to 1967, she was in general practice with Franklin S. Billings, and from 1967 to 1987, she had a solo practice, specializing in estate planning and probate work. She retired in 1987. She was a trustee of the Vermont Law School and also of Vermont Public Radio. Her mentors included Mr. Pierce, Susan Monagne, who was a manager of Vermont National Bank, and George W. Mullins. Monagne named Ross as executor of her will, which gave her status. Mullins encouraged her to pursue a career in the law rather than as a cryptographer with the War Department. Ross' philosophy regarding the law is that "success in law is as attributable to being a good listener and caring about people as it is to being knowledgeable about the law." Also, "there is no substitute for impeccable ethics; nothing can undo a lawyer faster than questions about your ethics." She encourages new women lawyers to "be an all-around person. Find a hobby that is enjoyable and pursue it. Treat law as the profession it is, not just the means to earning a living."

24. Laura Walbridge Kendall (admitted 1943)

Laura Walbridge Kendall practiced law with her husband, Irwin S. Kendall, in Brattleboro. It is believed that she also taught at the Austine School and acted as a director for the Brattleboro Schools in the 1950s.

25. Stella Hackel Sims (admitted 1948)



Stella Hackel Sims was born in Burlington, Vermont. She now lives in Arlington, Virginia. She graduated from UVM in 1945, and obtained her law degree, cum laude, from Boston University in 1948. She was admitted to the Vermont bar in 1948, after clerking with Louis Lisman in Burlington. From 1956 to 1963 she was employed as the city Grand Juror (prosecutor) for Rutland. From 1963 to 1973, she was the Commissioner of the Vermont Department of Employment Security. She practiced with Ryan, Smith and Carbine from 1973 to 1975. From 1975 to 1977, she served as Treasurer for the State of Vermont, the first woman to do so. She ran for governor on the Democratic ticket in 1976. From November 1977 to 1981, she served as Director of the Bureau of the Mint, Treasury Department. She was appointed to this position by President Jimmy Carter. In 1981, she entered private practice in Washington, D.C. and Arlington, Virginia. She retired in 1988.

26. Paula Laddey (admitted 1949)

Paula Laddey was born on May 1, 1879 in Mannheim, Germany. She graduated from New York University in 1906, and received a law degree from the New Jersey Law School in 1912. At the time of her admission to the Vermont Bar, she was living in St. Albans Bay.

27. Phyllis W. Page Weinrich (admitted 1951)

Phyllis Page Weinrich was born in Burlington. Her father and grandfather both practiced law in Burlington. George Powers, Chief Justice of the Vermont Supreme Court, was her uncle. She graduated from the University of Vermont in 1948 and from Boston University Law School in 1951. She was admitted to the Vermont Bar in 1951 along with her brother, Guy Page, Jr.

Weinrich practiced law with her father in Burlington for several years. She later earned a M.A. in Latin from the University of Vermont and married Francis Weinrich, a music professor at UVM. Today she lives in Edenton, North Carolina and keeps a summer home in Waterville, Vermont. She still has a good working knowledge of the common law and can cite Vermont Supreme Court decisions by name. She has two nephews who are currently practicing law in Vermont: John Page, at the firm of Zalinger, Cameron & Lambek, P.C., in Montpelier, and Joel Page, who is Lamoille County State's Attorney.

28. Margaret E. Lillie (admitted 1953)

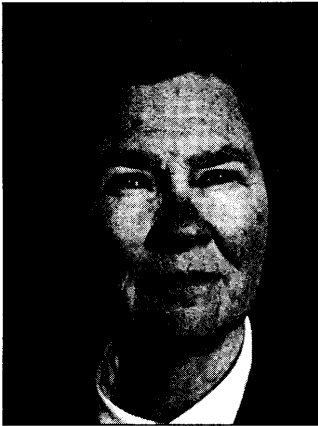


Margaret Lillie was born in Bennington, Vermont. She received her B.A. in political science from the University of Vermont in 1944, and her J.D. from Boston College Law School in 1953. She has been practicing in Bennington, Vermont ever since her admission. She clerked with John B. Harte, now retired. She served as the Bennington County State's Attorney from 1955 to 1961, and the Bennington Probate Judge from 1961 to 1974. She was in private practice with Eugene Clark and Joseph Parks from 1974 to 1975, and from 1975 through 1999, was in practice with Eugene Clark and Peter Holden. She retired "on the eve of the Millennium." Lillie reports that she was encouraged in her legal career by her parents, her high school principal, by Judges John Harte, James Holden, and Mary Adams, and by attorneys Reuben Levin and George Plumb.

29. Marilyn S. Alexander (admitted 1955)

30. Elizabeth K. Dollard (admitted 1956)

31. Phyllis Irene Armstrong (admitted 1960)



Phyllis Irene Armstrong was born in her paternal grandparents' farmhouse in New Haven, Vermont and, except for the first ten days of her life, has resided on Seymour Street in Middlebury. She graduated from Boston University School of Law in 1960 and was admitted to the Bar that same year, becoming only the second woman from Addison County to be so admitted. For the past forty years, Armstrong has enjoyed a quiet solo practice in the fields of residential real estate, wills and probate law. Her Middle Seymour Street office is located in a modest house purchased by her grandfather in 1891. Armstrong is known as the "Mayor of Middle Seymour Street" for her interest in local politics. Her hobbies include organic vegetable gardening and the hunt for yet another piece of Depression Era furniture or glass. She also hopes to learn to speak and read French.

32. Rose Marie Fucci (admitted 1964)

33. Leslie G. Black (admitted 1969)

Leslie G. Black was born in New York City in 1942. She received her A.B. in American history from Barnard College in 1964, and her J.D. from George Washington University in 1965. She obtained an LL.M. in taxation from Boston University in 1967. On her graduation from law school she clerked at the United States Court of Claims in Washington, D.C., for a year. She moved to Vermont and began practice with Black & Plante in 1968. She remained with that firm until 1980, when she and her husband, Harry, formed Black and Black (now Black, Black & Davis). She received the Vermont Bar Association's distinguished service award in 1998. She served as chair of the Judicial Conduct Board from 1993 to 1998, and as chair of the Professional Conduct Board from 1985 to 1989. She served as a commissioner to the National Conference of Commissioners on Uniform State Laws from 1992 to 1994. Black says that she owes a great deal to her grandmother, who, she says, "encouraged me to believe that I could do anything I put my mind to." Her advice

to new women lawyers is: “Have fun, get involved with your clients, but not to the point of losing your objectivity. Do some volunteer work for the bar or for the court. You will form great friendships, and the work is rewarding. Don’t be afraid to leave the profession and move on to something else.”

34. Georgiana O. Miranda (admitted 1970)

“Inspire civility.”

Georgiana Miranda was born in Jamaica, New York. She now lives in Montpelier with her husband. She has two sons, and two grandchildren. She graduated from the College of Notre Dame of Maryland in 1957, with a degree in English, and received her law degree from St. John’s University in 1965. At the time she began seeking employment after law school, many firms openly admitted that they did not hire women as lawyers. She received rejection letters that stated this bluntly. Nonetheless, she was admitted to the New York bar, and practiced as a Hearing Officer in the New York City Controller’s office, as an Assistant District Attorney in Queens County, and then as an Assistant U.S. Attorney for the Eastern District of New York. She was admitted to the Vermont bar in 1970, and practiced as an assistant attorney general for 11 years before going into private practice. She is a partner at McKee, Giuliani & Cleveland, P.C. in Montpelier, where she concentrates on education and special education law, administrative law, and wrongful termination and harassment law. Her father encouraged and guided her in her decision to train and practice as a lawyer.

35. Jo-Ann Benford (admitted 1970)

“Regarding the balance of family life and practice: Know thyself”

JoAnn Benford received her bachelors degree in political science from Douglass College in 1965 and her J.D. from Rutgers in 1968. After clerking with Vermont Legal Aid, she was admitted to the bar in 1970 and continued with Vermont Legal Aid as a staff attorney. Benford’s practice became inactive during family and elder care years, and she is currently a part-time sole practitioner in Johnson, Vermont. Benford also serves on the Board of Trustees of the Johnson Public Library. She is married to Steven Benford, and they have three children.

36. Rita F. Villa (admitted 1970)

37. Karen McAndrew (admitted 1970)

“I didn’t know any women lawyers and it was several years before there were any others in the firm. But Judge Oakes always encouraged me, as did everyone at the firm....and, of course, my mother always thought I could do whatever I wanted to do.”

Born in New Castle, Pennsylvania, McAndrew is a graduate of Vassar College in 1966 and Boston University School of Law in 1970. From 1970-71, McAndrew clerked for the Honorable James L. Oakes, U.S. Court of Appeals 2nd Circuit. She has practiced law as an Assistant US Attorney for the District of Vermont and is presently a partner in the law firm of Dinse, Knapp and McAndrew.

38. Diane E. Gauthier (admitted 1971)

Diane E. Gauthier was born in North Adams, Massachusetts. She was a graduate of the College of Saint Rose, and also received a Masters Degree there in 1965. She received her J.D. from Albany Law School in 1970, and was a resident of Bennington at the time of her admission to the Vermont Bar.

39. Charity Ann Downs (admitted 1971)

Charity A. Downs was born in Lakewood, New Jersey. She earned her B.S. in math, magna cum laude, from Georgian Court College in 1966 and then taught math at Springfield High School. Dissatisfied with that job, and not knowing what else to do, she decided to become a lawyer, and she received her J.D. from Rutgers in 1971. Having clerked at Conley & Foote in Middlebury during law school, she became an associate there after admission to the Bar in 1971 and was named a partner in 1980. In 1995, Downs left the firm and opened a solo practice in her home in Wells, where she concentrates in real estate and estate planning.

Downs has been a long-time member of the Vermont Bar Association, where she has served on various committees, including the Tort Law Committee and the Nominating Committee. For nine and a half years, Downs was a member of the Professional Conduct Board, and she has also served as counsel for the Judicial Conduct Board. Downs is also active in St. Paul’s Episcopal Church in Wells, and she serves on the Canon Law Committee for the Diocese of Vermont. She is currently Chair of the Wells School Board.

Downs credits Donald Ferland, Ralph Foote and John Barrera of Conley & Foote as her mentors.

40. Susan W. Liebeler (admitted 1972)



Liebeler received her B.A. from the University of Michigan in 1963, and her LL.B. from UCLA Law School in 1966. She served as senior editor of the UCLA Law Review, was ranked 4th in a graduating class of 214, and received the Order of the Coif. She was admitted to the bar in Vermont in 1972. She is also a member of the bars of California and the District of Columbia.

Liebeler now lives in Malibu, California. Since 1995, she has been the president of Lexpert Research Services, a firm specializing in legal research and expert witness referrals. She clerked for Hon. Gordon Files of the California Court of Appeal on her graduation, and then was associated with law firms in Los Angeles. She has served as associated general counsel to Republic Corp., and general counsel to Verit Industries. She was special counsel to the Securities and Exchange Commission in the early 1980s. She taught at Loyola Law School for 12 years. She was the chair of the U.S. International Trade Commission from 1986 to 1988, and vice-chair from 1984 to 1986. From 1988 to 1994, she was a partner with Irell & Manella, in Los Angeles. She has published widely on foreign trade and other economic issues. She is an expert on the North American Free Trade Agreement.

41. Jean Brewster Baldwin (admitted 1972)

Jean Brewster Baldwin was born in Sioux Falls, South Dakota. She was a graduate of Middlebury College and the Washington College of Law.

42. Nancy E. Kaufman (admitted 1972)

“The practice of law requires specific skills that not all women or men possess. To enjoy the law, legal analysis must feel natural and be interesting for its own sake. Without this instinct, the practice of law can feel dehumanizing. For me, there are few things more engaging than unraveling a legal problem. If you also feel this way, the practice of law will be an enormously satisfying profession.”

Nancy Kaufman was born in Washington, D.C. and graduated from the University of Massachusetts at Amherst with a degree in French in 1968. After graduating from New York University School of Law in 1972, Kaufman clerked with Vermont Legal Aid in Rutland, Vermont, before being admitted to the Vermont bar later that year. She began her varied practice of law with three years as a staff attorney at Vermont Legal Aid, first in Rutland, then in St. Johnsbury and finally in Montpelier. She then went on to organize and act as consultant to the New England

Regional Energy Project for one year. After that, she spent more than a year as a partner at Rubin, Silverman & Kaufman in Plainfield, Vermont, followed by two years as a Public Defender in Barre. Kaufman then moved to New York City, where she was assistant corporate counsel for a year and a half before returning to Vermont in 1981 to open her own law office in Montpelier. Three and a half years later, in 1985, Kaufman moved to Massachusetts and became Assistant Bar Counsel for the Office of Bar Counsel in Boston. In 1992, she was appointed First Assistant Bar Counsel of this office, a position she continues to hold today.

In addition to being a member of the Vermont, New York and Massachusetts bars, Kaufman is admitted to practice before the U.S. District Courts for Vermont and Massachusetts, the U.S. Court of Appeals for the Second Circuit and the U.S. Supreme Court. She was the Liberty Union candidate for Attorney General of Vermont in 1974 and that party's candidate for the U.S. Senate from Vermont in 1976. Kaufman has also served as a member of the Vermont State Nuclear Advisory Panel and the Vermont Board of Bar Examiners. She has also taught law as a member of the adjunct faculty at Suffolk Law School from 1988 to 1993 and as a member of the adjunct faculty at Northeastern Law School, from 1989 to 1995. She has also been a frequent MCLE lecturer and panelist.

As for her mentors, Kaufman states: "I was not encouraged or guided in choosing law as a career. Law was a logical choice for me, given my abilities and instincts. In my early years, I benefitted from working with experienced attorneys at Vermont Legal Aid, especially Richard Cohn and Richard Axelrod. Concentrating my practice early on in public utility regulation, I learned a great deal from VPIRG attorney Caroline Nickerson and from observing other attorneys, especially Allen Martin, during rate-making cases. What writing skills I have I owe to Bill Nelson."

43. Mary Just Skinner (admitted 1972)

Mary Just Skinner earned her A.B, cum laude, from Barnard College in 1968 and her J.D. from Columbia University of Law in New York City in 1971. After working for nearly a year in New York at Bronx Legal Services, she came to Vermont and was admitted to the Bar in 1972. For the next four years, she served as managing attorney of the Montpelier office of Vermont Legal Aid, where she prevailed on a constitutional challenge to the military's mandatory discharge policy on behalf of a pregnant Marine. Since 1976, she has maintained a solo practice in Montpelier focusing on domestic relations, trusts and estates, workers' compensation, personal injury and civil litigation. Skinner is a member of the Vermont, New York, and Pennsylvania Bar Associations and is admitted to practice before the U.S. Supreme Court, the Second Circuit Court of Appeals, the Federal District Court for the District of Vermont, and the U.S. Court of Claims.

Skinner also has extensive political experience. From 1979 to 1992, she served as a Vermont State Senator. At various times during her legislative tenure, she served on the Joint Housing Committee, the Judicial Rules committee, the Joint Energy Committee, the Judicial Retention Committee, the Joint Rules Committee, the Joint Transportation Oversight Committee and the Vermont Emergency Board, chairing several of these. She has also chaired the Senate Finance Committee (1988-92), the Senate Judiciary Committee (1984-88), the Senate Institutions

Committee (1982-84) and the Joint Fiscal Committee (1990-92). Skinner was also a member of the Vermont Task Force on Gender Bias in the Legal System, created by the Vermont Supreme Court in conjunction with the Vermont Bar Association, and she was appointed by the Chief Justice to a group charged with implementing the recommendations of this Task Force. She sponsored or was instrumental in the passage of legislation which created the first-in-the-nation state small business investment corporation and one of the nation's strongest fair credit reporting laws, established funding for home weatherization programs, and modernized Vermont's securities laws. Skinner was also instrumental in passage of laws which revised Vermont criminal law by strengthening the State's bail statute, establishing an aggravated murder law with a mandatory life sentence, strengthening domestic abuse laws, establishing a stronger and fairer conspiracy law, allowing certain child victims to testify by videotape and creating a Victim's Assistance Program.

Skinner has also been involved in many community activities, and has been a Select Board member in the Town of Middlesex since 1998.

44. Christine N. W. Garvey (admitted 1972)

45. Kathleen Mitchell (admitted 1973)

"I work hard to practice law in a way in which I can be in right relation with all I encounter. I am not always successful. It is a spiritual and daily practice."

Kate Mitchell was born in Boston, Massachusetts. Mitchell is a graduate of Emmanuel College and Boston College Law School, where she was President of the Legal Assistance Bureau. She was also an LL.M. candidate and teaching fellow at Harvard Law School. Mitchell was a staff attorney at the Legal Aid Society in New York City (1971- 1972), and at Vermont Legal Aid (1972-1974). She was assistant professor at Boston College Law School, 1975-1977. Her career combines public interest law and construction, with her now general practice of law on Cape Cod and Nantucket Island. In 1978, she established her construction company in Boston, then relocated to Nantucket, Massachusetts in 1982 where she created Island Women Construction Co., Inc. For the next decade her company hired and trained women in the building trades while building homes, renovating historic buildings, and generally having a great time. Her current practice focuses on construction matters, real estate, environmental law and land use, as well as a mediation practice with respect to family matters. She believes that the vast majority of disputes are best resolved by and for the participants outside of the litigation process. She has served on the Board of Directors of the Northeast Sustainable Energy Association, carpentered with Habitat for Humanity on Cape Cod, and as legal counsel for Habitat. A lesbian, she resides with her partner of over 20 years in West Barnstable, MA in an old 1790 federal house, requiring lots of carpentry work for their weekends.

46. Caroline Nickerson (admitted 1973)

Caroline Nickerson was the first attorney for Vermont Public Interest Research Group (VPIRG).

47. Marguerite H. Bernstein (admitted 1973)

Marguerite Hutchinson Bernstein was a graduate of the East Carolina Teachers College and the University of Connecticut Law School. She was first admitted to practice law in Connecticut in 1955. She lived in Londonderry at the time of her admission to practice law in Vermont.

48. Maureen Dewan (admitted 1973)

Maureen Dewan was born in Teaneck, New Jersey. She graduated from Rutgers University in 1969, and received her J.D. from Suffolk University Law School in 1973. At the time of her admission to the Vermont Bar, she was living in Burlington.

49. V. Louise McCarren (admitted 1973)

V. Louise McCarren received her undergraduate degree in economics at the University of California at Berkeley, and her J.D. at UCLA. On her admission to the Vermont Bar she worked as a Reginald Heber Smith Fellow and VISTA attorney for Vermont Legal Aid, and then as a public defender in Chittenden County. From 1977 to 1981 she was a partner at the firm of Blodgett and McCarren, in Burlington. From 1974 to 1977 she was the director of the New England Regional Energy Project. She served as the Chair of the Vermont Public Service Board from 1981 to 1987.

From 1987 to 1989, she was a senior vice president at Chittenden Bank. She returned to private practice as a partner at Sheehey, Brue, Gray and Furlong between 1989 and 1991. In 1990, she ran for lieutenant governor. She served as the Commissioner of the Department of Public Service in 1991.

From 1991 to 1993 she acted as special assistant to the president at UVM. Between 1993 and 1995 she served as a full-time consultant to NYNEX, developing and implementing their New York performance regulation plan. From 1995 to 1997, she was the managing director of state regulatory planning at Bell-Atlantic, and since 1997 she has been the state president and CEO-Vermont for Bell-Atlantic.

McCarren has also been involved in many community and charitable activities. She is a member of the Vermont Technology Council, and a board member of Resolution, Inc. She is on the boards of the Champlain Valley Chamber of Commerce and the Vermont Business Roundtable. She also serves on the boards of Vermont Law School and Vermont Public Television.

50. Phoebe Morse (admitted 1973)



Born in Waterbury, Connecticut, Phoebe Morse was admitted to the Vermont Bar in 1973. She graduated from Chatham College in 1970 and from Boston College Law School in 1973. Morse has served the public in a variety of legal positions. After clerking for the Vermont Supreme Court in 1973-74, she spent several years working as an assistant attorney general in Vermont and then as Deputy Commissioner of Health. In 1979-80, Morse was the Vermont Secretary of Civil and Military Affairs. Morse was the first author of an informative pamphlet on Women and the Law published by the Governor's Commission on Women. In 1980, Morse was awarded a prestigious White House Fellowship and then spent most of the next two decades working as an attorney for the federal government. Morse is currently the Clerk of the Court for the U.S. Court of Appeals for the First Circuit in Boston.

51. Anita C. Lobo-Berg (admitted 1974)

Anita Lobo was born in New York City. She graduated from Barnard in 1963, and received her LL.B. degree from New York University Law School in 1966. She was admitted to the New York Bar in 1967. At the time of her admission to the Vermont Bar she was residing in Rutland. She now lives in Portland, Oregon.

52. Lucy Ely Adams Billings (admitted 1974)

Lucy Billings was born in Watertown, New York. She was a graduate of Smith College and the Boalt Hall Law School. She lived in St. Johnsbury at the time of her admission to the Vermont Bar.

53. Susan R. Harritt (admitted 1974)

“Through most of my legal practice, I have had the exciting opportunity of arguing on the State’s behalf in criminal cases. In many of those cases, I tried to convince the state high court of a constitutional interpretation in a particular factual situation that would have been unfathomable to the original drafters. It was my job to advocate for a fair and just outcome that combined the original meaning of the provision with the practical realities of contemporary life, In my current position, I work to ensure that the State provides uniform and accurate benefits and services to eligible recipients in a way that is consistent with state and federal requirements and restrictions. In my experience, a lawyer is part inventor, mediator, writer, researcher, advocate, story teller, and snake charmer.”

Susan Harritt was born in Newark, New Jersey. She now lives in Jericho. She graduated from Brandeis University, cum laude, in 1970 with a B.A. in sociology, and received her law degree from Northeastern University Law School in 1974. During law school she clerked with Ben Scotch in the Office of the Attorney General, and she completed her clerkship at the Vermont Supreme Court. She has worked as a deputy public defender (Washington and Caledonia Counties); Deputy State’s Attorney, Chittenden County State’s Attorney’s Office; and as an Assistant Attorney General, Vermont Office of the Attorney General (present employer). She is currently employed as the chief of the Human Services Legal Division in the Attorney General’s Office. She is responsible for supervising 21 lawyers, paralegals, and clerical staff. Susan also works as general counsel to the Secretary, Agency of Human Services and as general counsel to the Commissioner, Dept. of Social Welfare. Until this year she worked as a criminal appellate attorney for the Attorney General’s Office. In that capacity, Susan argued regularly before the Vermont Supreme Court where she appeared approximately 200 times. Susan also argued once before the United States Supreme court.

Her community service includes several terms on the Vermont Board of Bar Examiners (left as Vice-chair), member of non-profit boards including Woman Centered in Montpelier and the YWCA in Burlington. She is currently Chair of the Jericho Elementary School Board (member for three plus years). Her special activities include membership in Karelia/Vermont Rule of Law Project involving program participation as a lecturer in Petrozovosk, Karelia.

54. Dona L. Heller (admitted 1974)

Dona Heller was born in Hanover, New Hampshire. She now lives in Encino, California with her husband and daughter. She graduated from Bryn Mawr College in 1970, having majored in sociology. She graduated from the University of Pennsylvania Law School in May 1973. She completed her Vermont law clerkship with Frank Mahady. Frank Mahady, and Dona's husband and current law partner, Michael Saphier, have been her mentors. During her legal career she has worked as assistant to the president of Dartmouth-Hitchcock Medical Center, as an associate and partner at Memel, Jacobs, Pierno, Gersh & Ellsworth in Los Angeles, and now as name-partner in Saphier & Heller Law Corporation, also in Los Angeles. Her advice to new women lawyers is to try to keep as much balance as possible between professional and family life. She believes that "when push comes to shove, there's only one mommy, and your kids should come first." The struggle to play a large role in our children's early upbringing is one of the greatest challenges faced by women lawyers in busy practices.

55. Betty Ann Nuovo (admitted 1974)

"There is always another way... to solve a problem. You have to look for it and use it. If that doesn't work, there is still another way. Keep searching. You will find the way to solve your problem, it is there, just think about it. If you start working in one area of law and you can't seem to get it going, go into another area and there you will excel. Make sure that life is fun and that your competing attorneys are still your friends."

Betty A. Nuovo was born in Englewood, New Jersey and earned her B.S. in Education from Bucknell University in 1953. She read for the law with Langrock & Sperry from 1968 to 1973 and with William Sessions, Esq. in 1974 before admitted to the bar later that year. Nuovo was a sole practitioner in Middlebury from 1974 until 1983, and a partner in Nuovo & Marsh for the next eleven years. In 1994, she became of counsel to her sons' firm, then Nuovo & Edwards, and retired from the practice of law in 1998. Nuovo has been an Acting District Court Judge in Addison County and is a member of the Vermont and Addison County Bar Associations.

Nuovo has long been active in state, regional and local politics. In the 70's she focused on local politics, serving as Chair of the Middlebury Charter Committee, which was charged with writing the charter for the town. She also served on and chaired the Middlebury Planning Committee and was a member and Director of the Addison County Regional Planning Committee. In 1981, Nuovo entered the state political arena when she was elected Representative for the Town of Middlebury to the Vermont House of Representatives, where she served for the next nine years. Nuovo was a member of the House Judiciary Committee from 1981 to 1988 and Chair of this committee from 1985-88. She also served as Chair and Vice Chair of the Judicial Rules Committee and was a member of the Administrative Rules and Ways and Means Committees. From 1995 to 1998, Nuovo served the Town of Middlebury as a member of the Select Board, where she sat on several committees, including the Middlebury Area Land Trust Committee, the Public Works and

Riverfront Committees, the Town/School Bond Committee and the Opinion Poll Committee. In 1995, Nuovo was appointed to the State Public Records Board, a position from which she resigned when she was reelected to the Vermont House in 1997. There, she has been a member of the Natural Resources Committee, of which she is now ranking member, and she is Vice Chair of the Judicial Rules Committee. Nuovo has long been a member of the Addison County and Middlebury Democratic Committees and has been a member of the League of Women Voters since 1962, having served as President, Co-President and Treasurer of that organization at various times. Nuovo has also served on a wide variety of community service organizations, including the Addison County Community Action Group, the Addison Central Educational Endowment Fund and the Addison County Economic Development Corporation, to name a few.

Nuovo credits her husband, Victor, with helping get her started in the law and with supporting her throughout her studies and her practice. The folks at Langrock & Sperry encouraged her and helped her continue her practice, and Judge William Sessions supported her and helped her in many ways during her first years as a sole practitioner and part-time defender.

56. Sarah E. Vail (admitted 1974)

Sarah E. Vail was born in Springfield, Vermont. She graduated from Wheaton College with a bachelor's degree in government and math in 1970 and earned her J.D. at the University of Connecticut School of Law in 1973. She was admitted to the Bar later that year, after clerking with Ainsworth & Richards in Springfield, and she practiced with that firm for the next three years. In 1976, Vail opened a general solo practice in Chester, Vermont, where she now concentrates in real estate. In 1981, Vail was elected Windsor District Probate Judge, a post which she continues to hold today.

Vail is a member of the Vermont Association of Trial Judges and was President of the organization from 1984-93. She is also a member of the American, Vermont and Windsor County Bar Associations and the American Trial Lawyers Association. Vail has also been very active in the community. She has served the Chester Chamber of Commerce over the years as a member, director and officer and has also been a member of the Springfield Human Society, the American Legion Auxiliary, the Vermont Lottery Commission and the Tri State Megabucks Commission (both of which she Chaired), the Chester-Andover Elementary School Board and the Chester Planning Commission. Vail is also President of the Chester Academy Board of Trustees, a non-profit scholarship foundation.

Vail was encouraged by her parents, especially her mother, and credits them with "instilling in me the idea that I was able to anything I set out to do." Doug Richards was her lawyer mentor in the early years of her career in law.

57. Margaret K. Arthur (admitted 1974)

Margaret K. Arthur, born in Hartford, Connecticut, earned her B.A in History from the University of Connecticut in 1967 and her J.D. from the same university in 1971. After clerking for National Life Insurance Company she rose through the company from counsel to Senior Vice-President and General Counsel. In 1997 she elected to take early retirement, but continued with National Life as Senior Vice-President in charge of Special Litigation through 1998. Currently, she is consulting with a Massachusetts insurer with regard to a class action suit. Arthur is married to the Honorable Alan Cheever, Vermont Superior Court Judge.

Arthur has high praise for mentors Jim Brock and Fred Mehlman. “These fine lawyers assured that my responsibilities and opportunities advanced as I acquired the skills and knowledge to succeed. Both of these men looked exclusively to my skills and development as a young lawyer rather than ‘gender,’ but at the same time helped others in the organization look past gender issues.”

58. Carol A. Feldmann (admitted 1975)

Carol Feldmann was born in Wilmington, Delaware. She was a graduate of Penn State and received her law degree from George Washington University Law School in 1974. She was residing in Middlebury at the time of her admission to the Vermont Bar.

59. Linda Levitt (admitted 1975)

Judge Levitt was born in Woodmere, NY. She now lives in Williston. She graduated from New York University in 1970, having majored in dramatic literature, theater history and cinema. She received her law degree from Boston University in 1975. She completed her Vermont clerkship during the summers of 1973 and 1974 with Bill McCarty in Brattleboro. After law school, she worked as an assistant attorney general with the Department of Corrections, then as a Deputy State’s Attorney in Windham County, and in private practice at Carroll, George & Pratt, in Rutland. She was the first woman hired as a Deputy State’s Attorney in Vermont. Since 1984, she has been a District Court judge. Judge Levitt was the first woman appointed to a state-level trial court judgeship. The people who guided and assisted her in her early years as a lawyer included Bill McCarty and John Rocray, both of whom were willing to hire women as lawyers. Her advice to new women lawyers: “Keep or get a sense of humor-don’t take yourself too seriously.”

60. Stephanie A. Lorentz (admitted 1975)

Stephanie Lorentz was born in San Angelo, Texas. She obtained her BA in history and political science from Texas Tech University in 1971, and her J.D. from St. Mary's University in 1974. She was admitted to the Texas Bar Association in 1974, and to the Vermont Bar Association in 1975. Lorentz was an associate with the firm of Ryan Smith & Carbine, Ltd., from 1975 to 1978. Since 1978, she has been in private practice with her husband, Thaddeus, in Rutland. She has a general practice, with an emphasis on real estate and environmental law. She has served as general counsel for Rutland Mental Health Service, Inc. since 1990. From 1981 to 1983, she served as the Rutland Probate Judge. She has served on the boards of directors of the Rutland Mental Health Service, and the Rutland Industrial Development Corporation. She has served on the Rutland City Board of Zoning Adjustment since 1987, and served on the District 1 Environmental Commission from 1979 to 1981. She says that she was not encouraged to become a lawyer. "In fact," she says, "it was very unusual for a woman from a West Texas town to be a professional, much less an attorney." She names R. Clarke Smith as one of those who helped her a great deal when she was first admitted to the Vermont Bar. Her advice to new women lawyers is: "Perform your work to the best of your ability with integrity and honesty without regard for gender."

61. Judith G. McEntyre (admitted 1975)

"Try to do something you love in your work and take time to enjoy your other interests."

Judith McEntyre is a native of Washington, D.C. She graduated from Goddard College in 1963 with a degree in child development and preschool education. She read for the law, completing her clerkship with Joseph P. McEntyre. After being admitted to the bar in 1975, she was a partner at McEntyre & McEntyre for two years. McEntyre then took a position in the law department of National Life Insurance Co. where, during the next twenty years, she rose from attorney to assistant counsel to associate counsel and finally to counsel. She retired in 1997. McEntyre is a member of the Vermont Bar Association and an associate member of the American Land Title Association. McEntyre is married to Joe McEntyre and she has a grown son and daughter and three grandchildren.

McEntyre credits her husband's step-grandmother, a newspaper reporter and later writer for several associations, with greatly encouraging her to do a clerkship.

62. Elizabeth J. Grant (admitted 1975)

“Law is a wonderful career, involving infinite variations in subject matter and a great variety of roles for the lawyer as well. It presents opportunities consistent with a range of values and life styles. It is not more challenging, overall, in terms of work and family balance, than other demanding professional careers. At least the work is portable and telecommuting is logistically possible for many types of legal work. Continue to think creatively about these balance issues, and read Deborah Tanne’s Talking 9 to 5.”

Born in Hyde Park, Vermont, Elizabeth Grant received her B.A. in English, cum laude, in 1972. She earned her J.D. from Union University in 1975 and was admitted to the bar that same year. After clerking for the Vermont Supreme Court, she went on to become an assistant attorney general for Vermont, representing various state agencies with respect to employment law. Later, she also served as legal counsel to the Vermont Department of Education. Grant is now a partner in the Burlington firm of Paul, Frank & Collins, where she manages the firm’s employment and education law department.

Grant has also been very active in the law outside of her employment. In addition to being the first chair of the Women’s Section of the Vermont Bar Association, she has served on the Advisory Panel to the Vermont Governor’s Commission on the Status of Women and was a Commissioner on the Vermont Governor’s Commission on Dispute Resolution. As a trained mediator, Grant has advised the Attorney General’s Civil Rights Unit in its creation of a mediation panel and was responsible for the creation and initial implementation of the Vermont Department of Education’s Mediation Program. In addition, Grant serves on the American Bar Association’s Committee on Employment Law and the Personnel Committee for the Greater Burlington YMCA, and she sits on the Board of Directors of Burlington College. Grant is married to Stephen G. Norton, Esq., also a partner in Paul, Frank & Collins, and she has four sons, ranging in age from ten to twenty, and one step-daughter, age 15.

As for her mentors, Grant states: “My mother encouraged me on my choice of career, once I had made it. Florence Kennedy, Esq. spoke to a women’s group at my college and urged women to consider a career in law. Prior to her speech in 1970, I had not met a woman attorney. A paradigm shifted for me.”

63. Julia T. Waggener (admitted 1975)



I can't imagine any job that is more satisfying and rewarding than practicing law."

Julie Waggener was born in Washington, D.C. She now lives in Denver, Colorado. She graduated from the University of California at San Diego in 1972, with a degree in history, and attended California Western Law School, in San Diego, graduating in 1974. She clerked for Frank G. Mahady, who was then in private practice in White River Junction, in 1975. She was admitted to the Vermont Bar in October 1975. She worked as an associate in the Mahady law office until June 1977, when she moved to Colorado. She has worked for several small firms there, and is now of counsel to Walters & Joyce, P.C., in Denver. She specializes in real estate related work. She has been actively involved in local and state-level bar activities throughout her career. She served as secretary to the Windsor County Bar Association in 1976.

She is married and has three children. After her graduation from college, she worked with a woman lobbyist in Washington, who had a law degree. She lobbied a congressional committee with two women congresspersons, who, along with her boss, served as role models for her. Frank Mahady was her greatest mentor and supporter after her graduation from law school. He hired her when she was 7 months pregnant, and told her he always wanted to hire qualified women if he could. He gave her pay equal to that of his male associates, and gave her generous paid parental leave. As Julia says: "He taught me about the law, modeled the ethics of fair play and collegiality, and showed me the ropes, at a time when the old boys' network was very alive and well. His respect for, and trust in me, earned me respect wherever I went in the state on behalf of our firm. His example in mentoring me has encouraged me to do the same whenever I've had the opportunity with young lawyers." Judge Mahady passed on to her "the surprising simple wisdom from his mentor, the late Judge Henry Black: "You'll always be amazed what you find when you read the law.'" Her advice to young women lawyers is that they should "rely on those skills we depend upon in our relationships: intuition, empathy, careful listening, looking at and considering the "whole" client (and not just the immediate problem) and sound communication skills — using those strengths which we have naturally makes us better lawyers.

64. Mary Allhiser (admitted 1975)

"A determination to be scrupulously honest will make and maintain your reputation. Your integrity should rate above your competitive spirit."

Mary Allhiser was born in Milwaukee, Wisconsin. She now resides in Mountain View, California. She attended the University of Wisconsin, and graduated with a B.S. in psychology in 1970. She received her J.D. from the University of Wisconsin in 1975. Allhiser came to Vermont to

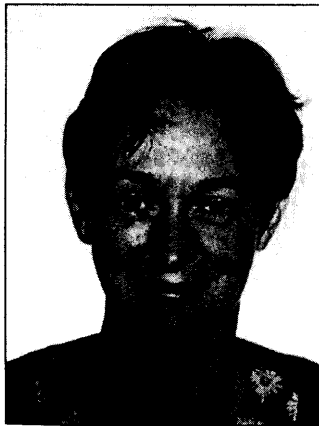
work with Legal Aid under the VISTA program in 1975. She worked in the Rutland office of Vermont Legal Aid for one year. She then returned to Wisconsin, where she was employed as an Assistant District Attorney in Ontonagon County from 1976 to 1978, and then worked for Legal Action of Wisconsin, Inc., from 1979 to 1984. Since 1985, she has been a deputy district attorney in San Mateo County, Redwood City, California.

65. Betty Ann Cohen (admitted 1975)

66. Wendy A. Kaplan (admitted 1975)

Wendy Kaplan was born in Long Branch, New Jersey. She was a 1968 graduate of Barnard, and received her J.D. from Boston University in 1975. She was a resident of Springfield, Vermont at the time of her admission to the Vermont Bar. She now has a solo practice, focusing on employment discrimination law, in Boston, Massachusetts.

67. Catherine Phyllis Hancock (admitted 1976)



“The world is round - so whatever you do for others and give to others will come back to you.”

Born in Los Angeles, Catherine Hancock was admitted to the Vermont Bar in 1976. She graduated from Stanford University in 1972 with distinction and from the University of Chicago Law School in 1975. After clerking for the Honorable James L. Oakes, U.S. Court of Appeals for the Second Circuit, she joined the faculty of Tulane University Law School where she teaches criminal law, criminal procedure and First Amendment today. Twice she has been voted best teacher by graduating classes of Tulane Law School. In the 1980s, Hancock served pro-bono as co-counsel for Robert Sawyer, a Louisiana death row inmate, and then argued his case before the U.S. Supreme Court. Among those that encouraged her to become a lawyer was her father, Moffatt Hancock, who was a professor of law at Stanford.

68. Mary Miles Teachout (admitted 1976)

“I did not realize, when I began, what rich opportunities were available in the law to help others and grow personally.”

Born in Fort Worth, Texas, the Honorable Mary Miles Teachout was admitted to the Vermont Bar in 1976. Teachout is a graduate of Harvard and Radcliffe College and of the University of Washington Law School. She was a member of the University of Washington Law Review, and the Order of the Coif. She served on the Commission on the Future of the Judiciary in Vermont. Teachout began her legal career as a sole practitioner and became a managing partner of the law firm Teachout, Brooks and McNally. She was a research consultant to the Harvard Law School International Tax Program and served as the Chair of the Vermont State Board of Appraisers. In 1992, Teachout was appointed Superior Court Judge.

69. Jane A. Adams (admitted 1976)

70. Patricia A. Barr (admitted 1976)

Patricia Barr was born in Chicago, Illinois. She now lives in Shaftsbury, Vermont with her husband, Rolf Sternberg, and her two daughters. Barr has not actively practiced law since 1989, but has continued to use her law-related skills and knowledge. She graduated from Bennington College in 1971, with a major in social science. She did not attend law school but instead completed a four-year law office study. She clerked with Putter & Carrington, Jim Cormier, Christine Newman (another of the first 100 women), and with Neil Moss, who was then the Bennington County State’s Attorney. She had a private practice, specializing in family law, from 1976 to 1989. She was one of the founding partners of the firm of Barr, Sternberg, Moss, Lawrence & Silver, in Bennington. Her mentors in the law included the late Tom Hayes, and former governor Phil Hoff.

Barr was a founder of the Breast Cancer Network. From 1993 to 1998, she served as a member of the National Breast Cancer Coalition Board. She served on the Vermont Board of Education from 1984 to 1989, and again in 1997 and 1998. She was a member of the Vermont Task Force on Gender Bias in the Legal System from 1988 to 1990. She is chair of Americans for Peace Now, an organization devoted to efforts to bring peace to the Mideast. She is an expert on genetic testing as it relates to breast cancer. She was instrumental in achieving the significant increases in funding for breast cancer research and treatment that have been obtained over the past 11 years.

Talking about her second career as a policy-maker, lobbyist, and advocate, Barr has said: “Serving as a resource and problem solver and a connection builder, as well as having an opportunity to influence policy on an issue of great importance to all women and their families, has been more a privilege than a set of tasks, and has more often been an exciting and stimulating pleasure than any other work I have done. Necessity and opportunity joined to provide me with work that I

love to do. I used to wrestle with where difference gets made, at the policy level or with small, individual acts. I now understand that every policy change requires commitment from the actors to make it happen. Every small act ripples within the community and helps set the way toward policy change and the greater good.”

71. Judith F. Dickson (admitted 1976)

Judith Dickson was born in Boston, Massachusetts. She lives in Burlington with her husband, Don. They have three adult children. Dickson graduated from Connecticut College in 1967 with a degree in psychology, and from Harvard Graduate School of Education, with a masters in education in 1970. After getting her master’s degree she attended Northeastern University School of law, graduating in 1976. While in law school she clerked with Langrock, Sperry, Parker & Wool, and with Vermont Legal Aid (supervised by attorneys Steve Kimbell and William Dalton). Except for a brief hiatus from 1981 to 1983, she has practiced with Vermont Legal Aid since 1976. From 1988 to 1999, she was the director of VLA’s Disability Law Project. She retired from Vermont Legal Aid in October, 1999. Dickson has also been involved in the community, serving as a board member of Vermont ACLU, a founding member of the Child Care Resource and Referral Network, on the Vermont State Library Board, and on the Vermont Bar Association Task Force on Gender Bias in the Legal Profession. Her law school encouraged her to consider public interest law as a career, and her mentors in her legal career have been the directors and other staff attorneys at Vermont Legal Aid. She considers herself an advocate who uses the law, rather than a lawyer first. She recommends that new women lawyers try to make time for family and friends, remembering that work will always be there, and that they remember the women who went before them and maintain loyalty and connection to other women in the profession.

72. Marguerite R. Shreve (admitted 1976)

Marguerite R. Shreve was born in Cohasset, Massachusetts. She earned her A.B., with honor and distinction in English literature, from Mount Holyoke College in 1968, her J.D. from Boston University in 1971 and her LL.M. in tax from New York University in 1988. Shreve began practicing law as a VISTA volunteer lawyer and then staff attorney at the Boston Legal Assistance Project. She then became a trust representative at New England Merchants National Bank. In 1975, she began her Vermont clerkship in the offices of Black & Plante, and she was admitted to the Bar in 1976. Shreve stayed on at Black & Plante, first as an associate and later as a partner in Black, Black & Shreve. She then took a position as tax editor at Warren, Gorham & Lamort in New York City before moving to Indiana, where she was an associate and later partner at Harrell, Clendening & Coyne in Bloomington. Since 1992, she has been a solo practitioner practicing in the areas of personal and business tax planning, wills, trusts and elder law.

Shreve is a member of the American, Massachusetts, Vermont, New York and Indiana Bar Associations, and also of the Indiana Bar Character and Fitness Committee and the Bloomington Rotary Club. She is admitted to practice before the U.S. Supreme Court, the U.S. Tax Court and the Federal Courts for Indiana, Massachusetts and Vermont. Shreve is currently Secretary of the Board of Directors of Bloomington Hospital and Health Care System and Chair of Planned Giving for Bloomington Hospital Foundation Development Council. Shreve is married to Gene R. Shreve, Melvin Professor of Law at Indiana University in Bloomington.

Shreve's mentors were Harry and Leslie Black and her husband, Gene Shreve. She reports that she went to law school because "people said girls could not be lawyers." Shreve adds, "When I built my current offices, I constructed a room with a glass ceiling, in case I ever had a male associate." Despite large numbers of women in the profession, Shreve finds that bias still persists, and she considers her license to practice to be a privilege. "Do not forget to make things better than you found them," she says.

73. Shireen Avis Fisher (admitted 1976)

"I don't remember who said it, but I've always liked it: 'A woman has to work twice as hard to go as far as a man . . . but that really isn't very difficult.' "

Shireen Fisher was born in Woodbury, New Jersey. She attended Hobart and William Smith College, earning a B.A. in History. After graduate studies in medieval legal history at Southern Illinois University, she received her J.D. from Catholic University of America in Washington, D.C., in 1976.

Before being admitted to the bar, Judge Fisher worked with Florence Roisman, Esq., in Washington, D.C. and with the United Mine Workers Welfare and Retirement Fund. After coming to Vermont, she served her clerkship at the Springfield, Vermont, Legal Aid office. Following her admission to the Vermont Bar in 1976, she served as a VISTA volunteer attorney at Vermont Legal Aid and as a Public Defender in St. Johnsbury before opening her own firm in Hardwick. In November 1985, Fisher was appointed a District Court Judge by then Governor Madeline M. Kunin. With her swearing in on January 2, 1986, Fisher became the second woman ever to sit as a trial judge in Vermont. Judge Fisher retired from full-time work on the bench in January, 1999, but remains on active retired status, hearing cases as the need arises. Judge Fisher is also currently involved in private arbitration of class action suits with Judicial Resources International. Judge Fisher is a past president of the Vermont Trial Judges' Association. She is married to Gregg R. Fisher, and she has two daughters, one in college and one in high school.

Judge Fisher credits Florence Roisman, Esq., law professor and low income housing lawyer, for whom she worked in D.C., with encouraging her in the practice of law. She also gratefully acknowledges the following as her mentors: "The Hon. John Dooley—for whom I

worked at Vermont Legal Aid; the Hon. James Morse and David Curtis, Esq.—with whom I worked as a Public Defender; all of my colleagues on the Bench who shared their experience and caring, but especially, the Hon. Linda Levitt, the Hon. Patricia Whalen and the Hon. Francis McCaffrey; and Joanne Goodnow an extraordinary Clerk of Court who trained me and most of the Vermont Trial Bench.”

74. Paula J. Kane (admitted 1976)

Paula Jean Kane is a native Vermonter who grew up on a farm in Franklin County. She graduated cum laude from the University of Vermont in 1973 with a B.A in economics and earned her J.D. from the State University of New York at Buffalo Law School in 1976. Kane divided her Vermont clerkship between the Franklin County Public Defender’s office and the firm of Brown & Cahill, (now Brown, Cahill, Gawne & Miller) in St. Albans, and was admitted to the bar in 1976. Kane then worked for Vermont Legal Aid in St. Albans for approximately fifteen years, as a Senior Citizens’ Law Project attorney for the first one and a half years and thereafter as a general staff attorney. When the St. Albans office of Legal Aid closed in 1991, Kane opened her own office as a general solo practitioner in St. Albans, where she continues to carry on a satisfying practice today.

Kane is a member of the board and vice-president of Legal Service Law Line of Vermont, Inc., secretary of the Franklin-Grand Isle Counties Bar Association and a member of the Franklin County Family Court Bench Bar Committee. She also serves as a volunteer mediator in Small Claims Court and as a volunteer attorney at the Franklin County Legal Clinic. Kane is active in the First Congregational Church in St. Albans.

Kane became interested in law, government and civil rights in grade school, while watching John F. Kennedy and Dr. Martin Luther King Jr. in action. Her interest waned during high school but was rekindled in college by Charles Ross, a Vermont attorney and adjunct professor at UVM, whose practical nuts-and-bolts approach demonstrated to her how the legal system should work for the benefit of people. During her clerkship at Brown & Cahill, she was supported and encouraged by Robert Brown, who made sure that she did not get stuck with the “scut work.” He also introduced her to court personnel and the local bar, taught her the ins and outs of title searches and set an example for honesty and fairness in his billing practices.

75. Sara Rosenbaum (admitted 1976)

76. Kathryn Aring Piper (admitted 1977)



“I believe that I can make the greatest difference by working to stop the cycle of family dysfunction and violence . . . That is my passion.”

Born in Wisconsin, Piper was admitted to the Vermont Bar in 1977 simultaneously with her husband, William Piper. She graduated from the University of Wisconsin in 1973 and from Suffolk University Law School in 1976. In 1989, Piper obtained a Masters in Education from Lyndon State College in Teaching and Counseling. Piper practiced law as a Public Defender in the Northeast Kingdom of Vermont and has worked as an advocate for children and family issues throughout her career. She has served on several community boards and commissions, including the State Board of Education, the Vermont Family Proceedings Advisory Committee and Umbrella, a women’s advocacy organization.

77. Barbara Ellen Cory (admitted 1977)

Born in Illinois, Barbara Cory was admitted to the Vermont Bar in 1977. She graduated from Wellesley College in 1973 and Cornell Law School in 1976. In 1977 she was the law clerk for the Honorable James C. Holden of the U.S. District Court. After her federal clerkship, Cory became an associate at Dinse, Knapp and McAndrew in Burlington, Vermont. She was the first woman to become a partner at the firm in 1982. Cory has served on the boards of several non-profit organizations including the Child Care Center, Inc., Discovery Museum, and the YMCA.

78. Ellen L. Howard (admitted 1977)

79. Sandra L. Baird (admitted 1977)

“I see myself as an agitator for social change and the law is a tool for achieving that.”

Baird was born in Springfield, Massachusetts and was admitted to the Vermont Bar in 1977. She is a graduate of the University of Massachusetts in Amherst and received a Masters degree in history and education from the University of Wisconsin. Baird read for the law at Vermont Legal Aid, under the supervision of the Hon. John Dooley. Baird has a strong commitment to public interest and public service work. From 1978 to 1980, Baird worked as an assistant states attorney for Chittenden County and then spent several years in private practice. Baird was elected to the

Vermont House of Representatives in 1992, where she served for two terms until 1996. As a member of the legislature, Baird served on the House Judiciary Committee. Currently Baird works as a staff attorney for Legal Services Law Line of Vermont and teaches courses in history and politics at several Vermont colleges and universities. In 1985, Baird won the Susan B. Anthony Award and in 1998 she was awarded “Best Commentary” from the Associated Press for her radio commentaries which she started producing in 1973. Baird serves on the boards of several public interest organizations including the National Abortion Rights Action League, the Burlington Bethlehem Arad Sister City Program, and the international paper “Toward Freedom.” She is also a founding member of the Vermont Women’s Health Center in Burlington and Women Helping Battered Women.

80. Leslie E. Black (admitted 1977)

Leslie Black was admitted to the Vermont bar in 1977 after attending State University of New York at Buffalo Law School and clerking with Vermont Legal Aid and the Public Defender system. She has practiced law in Johnson and Morrisville at the firm of Molde, Black & Govoni, P.C. since 1980, while also the primary caretaker of her two young children.

Black was one of the founders of Women Against Rape, the predecessor of the Women’s Rape Crisis Center in Burlington, a founder of the Clarina Howard Nichols Center in Morrisville (a shelter for battered women and their children), and has served on the boards of the American Civil Liberties Union and Vermont Trial Lawyers Association. She is currently Chair of the Lamoille County Bar Association. A violinist and professional potter, Black lives in Morrisville with her law partner husband, Graham H. Govoni, and their six-year-old daughter.

81. Cynthia Daman Giordano (admitted 1977)

“In family law you need to practice with compassion and a sense of fairness . . . a family must go on long after the attorneys are out of the picture and you need to leave everyone with a sense of dignity and the ability to get on with their lives.”

Cynthia Giordano was born in Philadelphia, Pennsylvania. She is a graduate of Ohio University in 1982 and of the Vermont Law School. Giordano was admitted to the Vermont Bar in 1977. Giordano served as a law clerk for the Vermont Superior Court. She was a partner in the law offices of Diana, Conti and Houck and is now a partner at Ford, Oberg, Manion and Houck where she practices family law.

82. Martha Davis (admitted 1977)

“Don’t be a woman lawyer; just be a lawyer.”

Martha Davis was born in Hanover, New Hampshire. She earned her B.A. in 1968 from the University of Florida and her J.D. in 1972 from Northeastern School of Law. While a law student, Davis interned with the Massachusetts Law Reform Institute and drafted three bills for women’s rights—one for maternity leave, one for equal access to public accommodation and one for equal access to public education—all of which became law and broke new ground in Massachusetts for women’s rights. Davis was admitted to the bar in New Hampshire in 1972 and, after clerking with Alexander Evarts of Windsor, to the Vermont bar in 1977. From 1974 to 1977, Davis served as the managing attorney of the Lebanon office of New Hampshire Legal Assistance, thereafter serving as co-managing director of the Franklin Pierce Law Center Family and Housing Law Clinic until 1978. In 1979, she and Thomas Rounds opened the firm of Davis and Rounds, PC., in Windsor, Vermont, and Davis practiced in both Vermont and New Hampshire. Since 1996, Davis has maintained a solo practice in Windsor, where she continues to serve clients in both states. Davis served as chair of the Vermont Bar Association Arbitration of Fee Complaints Committee from 1989 to 1993, and she received the Vermont Bar Association’s Distinguished Service Award in 1991. She has also served as Acting Judge in the Windsor Family, District and Superior Courts. Davis credits Judge (now Justice) William Johnson (of the New Hampshire Supreme Court) as her mentor in New Hampshire and Douglas Richards, Esq., Thomas Salmon, Esq., and Nat Divoll, Esq., with supporting and encouraging her in her law practice in Vermont. She has long espoused the philosophy expressed by former United States Supreme Court Chief Justice Earl Warren: “It is the spirit and not the form of the law that keeps justice alive.”

83. Ellen Mercer Fallon (admitted 1977)

“Develop your own personal style, take the ‘high road’ and never compromise your personal dignity or integrity.”

Fallon was born in Syracuse, New York. She graduated from Middlebury College in 1972 and cum laude from the University of Pennsylvania Law School in 1977. Fallon was admitted to the Vermont Bar in 1977. She is a partner in the law office of Langrock, Sperry and Wool. She served as legal counsel to Governor Madeleine Kunin in 1985-1986. She was President of the Vermont Bar Foundation in 1989 and of the Vermont Bar Association from 1987-88. She has served on several commissions and Boards, including the Federal Judicial Nominating Advisory Commission in 1989 and 1992, Vermont Legal Aid, Vermont Law School and the Sentencing Guidelines Study Commission.

84. Shelley J. Gartner (admitted 1977)



“Law is a wonderful profession. Its challenging, stimulating and allows you to be creative. Women, in particular bring to the law a sense of caring and sensitivity. Taken all together; the law is a fulfilling profession and wonderful career choice for women.”

Born in Brooklyn, New York, the Honorable Shelley Gartner graduated in 1972 from the University of Buffalo and in 1975 from New England School of Law. She was admitted to the Vermont Bar in 1977. Gartner practiced for more than a decade as a Supervising Staff Attorney in the Vermont Office of Child Support. In 1990, Gartner was appointed as one of the first magistrates to the Vermont Family Court, a position in which she still serves.. She serves on the Board of Directors of First Night in Rutland and on the National Council of Juvenile and Family Judges.

85. Susan F. Eaton (admitted 1977)

“I would urge all young women lawyers about to embark on maternity to talk to several of the many women attorneys who have successfully combined work and family life (both those who currently have young children and those whose children are grown) and come up with a realistic plan that meets your needs. Women bring so much competence to lawyering that they can and should demand whatever flexibility makes it work for them.”

Born in Fergus Falls, Minnesota, Susan F. Eaton earned her B.A. from Shimer College in 1970 and her J.D. from Northeastern University in 1977. She clerked at Langrock & Sperry before being admitted to the bar in 1977 and spent the next two years as an associate at that firm and at Langrock, Sperry, Parker & Stahl. From 1980-85 she was a partner in the firm, leaving Langrock Sperry Parker & Wool when the premature birth of her second child forced her to reevaluate her priorities. Eaton has not returned to the practice of law, but has remained active in family and community matters. She has served as a member and Chair of the District Environmental Commission from 1982 to the present and has been a UD # 3 Board member and Vice-Chair since 1997. Eaton lives with her husband Max and their two children, Max III, 18, and Alex, 15, in Cornwall.

Eaton’s mentors, beginning in law school, were the partners of Langrock & Sperry—Peter Langrock, Mark Sperry, Fred Parker and Jon Stahl. She adds: “There were also so many wonderful examples of Vermont women attorneys who preceded me that I never considered myself a novelty.”

86. Leslie S. Linton (admitted 1977)

Leslie Linton is now living in San Diego, California, where she works at the Pre-Teen Health Project. She received her bachelor's degree from the University of Vermont, and received her law degree from Northeastern University School of Law.

87. Wendy Morgan (admitted 1977)

“Whatever you do in your career; care about your work. Life is too short to spend most of your waking hours doing something you don’t enjoy or feel passionate about. I’ve cared most about balancing differences in power; providing a voice for those who otherwise might not be heard. I wouldn’t trade it for anything—except the health of my kids.”

Born in San Francisco, Morgan was admitted to the Vermont Bar 1977. She is a graduate of University of California, Berkeley and of Boalt Hall School of Law where she was President of the Berkeley Law Foundation, a public interest legal organization, and an editor on the Ecology Law Quarterly. From 1977 to 1978, Morgan was a law clerk for Albert W. Coffrin of the United States District Court in Burlington. A committed public interest attorney, Morgan began her legal practice at Vermont Legal Aid in St. Johnsbury, where she spent 19 years as a staff attorney as well as Deputy Director. In 1997, Morgan was elected President of the Vermont Bar Association and was appointed Chief of the Public Protection Division of the Vermont Attorney General’s Office. Morgan is an active member of her community: she served on the Governor’s Commission on Women, served as President of Catamount Arts and Peacham Community housing, and is a founding member of The Stevens School of Peacham, an independent middle school.

88. Leigh Keyser Phillips (admitted 1977)

“Always keep your client’s best interests as your priority and don’t let gender bias hold you back.”

Leigh Keyser Phillips was born in New Bedford, Massachusetts. She received her B.A. from the University of Pennsylvania in 1972 and her law degree from the Villanova University School of Law in 1976. She practiced with Villa and Hurst, then went into partnership with Patricia Gabel in the firm of Gabel & Phillips. She was also an associate at the firm of Carroll, Sussman and Obuchowski for several years. She is now a sole practitioner in South Burlington. She has served as chair of the VOSHA Review Board since 1994, and has worked on many Vermont Bar Association committees. She has also been active in many non-profit and community organizations. Phillips was encouraged in her early practice of law by her former law partner, Patricia Gabel.

89. Anne W. Scarff (admitted 1977)

Anne Scarff is a graduate of Stanford University in 1969, Suffolk Law School, Cum Laude, in 1977, and in 1995 she obtained a Master of Divinity degree from the Weston Jesuit School of Theology in Cambridge, Massachusetts. She was admitted to the Vermont Bar in 1978. Scarff works as both a chaplain and lawyer. Scarff was a law clerk for Chief Justice Daley of the Vermont Supreme Court in 1977-78. She practiced law as Chief Legal Counsel to the Vermont State Board of Education from 1985-87, and as Assistant Attorney General and Public Defender in Vermont.

90. Lisa L. Barrett (admitted 1977)

“Our courts are about law, not justice. It’s our job to make the law do justice.”

Lisa Barrett was born in New York City in 1945 and became a member of the Vermont Bar in 1977. Barrett is a graduate from Radcliffe College, cum laude, and from Columbia University School of Law, magna cum laude. Barrett has worked in several public interest legal positions: she served as assistant legal counsel of the Knapp Commission from 1970-71 and worked as a staff attorney for the New York Legal Services Project from 1971-73. Barrett was appointed Deputy Commissioner of the Vermont Department of Health in 1973, worked as a staff attorney for Vermont Legal Aid from 1977-83, and as a staff attorney for the Vermont Attorney Generals’ Office in the Public Protection Division from 1985-90. In the early 1990s Barrett worked as an aide to United States Congressman Bernie Sanders. She is currently a staff attorney for Legal Services Law Line of Vermont.

91. Catherine C. Stern (admitted 1977)

Catherine Stern was born in New York City and earned her bachelor’s degree from the University of New Hampshire in 1970, her masters in education from Harvard in 1972 and her J.D. from Vermont Law School in 1976. She was admitted to the bar in 1977, after completing her clerkship with William Field, Esq. in Chelsea. Stern has specialized in special education law since 1984 and has been a hearing officer for the Vermont Department of Education since 1989. Stern lives in Hartland with her attorney husband, Howard Myers, and her two children, Anna, age 10 and Ian, age 8.

92. Sally Fox (admitted 1977)

“Be true to yourself and your own style. There are many paths to effect change.”

Sally Fox was born in Omaha, Nebraska. She lives in Essex, Vermont with her husband, Michael Sirotkin, and their two sons. She obtained a B.A. in social work from the University of Wisconsin, in Madison. She graduated from the Law School of the State University of New York at Buffalo in 1975. She clerked at Vermont Legal Aid with Neil Mickenberg. From 1976 to 1989, she worked as an attorney with the Vermont Developmental Disabilities Law Project at Vermont Legal Aid. She now serves in the Vermont House of Representatives, where she chairs the Appropriations Committee. She has served in the legislature since 1987. From 1991 to 1994 she chaired the House Judiciary Committee, and from 1985 to 1987, she served as assistant majority leader. She has received awards for her work in the house from the Vermont Trial Lawyers’ Association and the Vermont Center for Crime Victims. Her mentor in the law was the Hon. John Dooley, who was the director Vermont Legal Aid when she began practicing. He kept her going when she got discouraged. Her political role model is Madeline Kunin, who has showed her “that women can succeed in politics without having to act like a man.”

93. Jane C. Watson (admitted 1977)

“Follow ‘your bliss’ and never give up-change approach or direction-but never give up!”

Jane Watson was born in Joliet, Illinois. She graduated in 1973 from Indiana University with a degree in public and environmental affairs and metropolitan studies and went on to earn her J.D., also from Indiana University, in 1977. From 1975 to 1977, she clerked for the Indiana Court of Appeals. Watson was admitted to the Vermont bar in 1977, and she worked as an investigator for the Chittenden County Public Defender before being appointed as a Chittenden County Public Defender later that year. From 1980-83, she was the Managing Attorney of that office. In 1983 and 1984, Watson moved to Connecticut, where she practiced briefly before returning to the Public Defender’s office in Vermont on a part-time basis. In 1984, Watson opened a solo practice, which included being the conflicts contractor in Chittenden County with the Vermont Defender General’s office. From 1988 to 1992, she was a litigating partner at Bauer, Gravel & Watson, in Burlington. Watson left that firm in 1992 to attend graduate school at Georgetown University Law Center, where she earned her LL.M. in 1994. After graduation, Watson moved frequently for the next few years. She now resides in Atlanta, Georgia, where, after a brief stint of freelancing, she became President of the DeKalb County Public Defender’s Office, a position which she holds today.

Watson has been very active in both law and community projects. She was a member and chair of the Vermont Bar Association’s Public Education Committee, acted as representative for the Chittenden county Bar Association in a partnership of businesses and public schools to support and enhance public education, served as Youth at Risk Volunteer Coordinator for community projects and has spoken before community groups, high school classes and professional groups. Watson was

a faculty advisor for the Congressional Youth Leadership Council and has been an active volunteer for the Democratic Party. As well, she has served on many community-based committees and has been an avid supporter of and volunteer for a wide variety of community projects.

Regarding her mentors, Watson credits “primarily Cornelia Watson, my grandmother, who assured me that I could do and be whatever I wanted. I also received support from my aunts and my high-school teachers, who respected my abilities and made me believe that my education and career goals were a ‘fait accompli.’”

94. Catherine W. Scott (admitted 1977)

“The toughest thing about private practice is that it is so difficult to control your caseload and the ebbs and flows of your work. As you become more invested in your practice, changing your work conditions becomes even more difficult. I think it wise to try to place some firm limits on your work from the very start, even at what seems to be the expense of advancement opportunities financial rewards. You’re much better off in the long run if you can avoid being controlled by your practice instead of the other way around.”

Catherine (Kitty) Scott was born in West Palm Beach, Florida. She lives in Norwich, and practices in White River Junction, where she is a partner with the firm of Hershenson, Carter, Scott, & McGee. Scott received her B.A. from Northwestern University in 1974, and her law degree from Vanderbilt University School of Law in 1977. She clerked with and then served as an associate for Frank Mahady. In the late seventies, she and Mahady merged with Dan Hershenson, John Dunne and Peter Carter. She later married Hershenson. They recently celebrated their 17th anniversary. They have two children.

Scott served for many years on the Board of Bar Examiners, and was the Chair for about 2 years. She now serves on the Bar Association’s subcommittee on Title Standards. The substantive responsibilities of these committees nurtured the lingering student in her, and, she says: “After I finished my term on the Board of Bar Examiners, I began studying for and took the New Hampshire bar exam, thus breaking the pledge I made to myself in 1977 that I would never take another bar exam.” Under New Hampshire’s rules she had to take and pass all parts of the written examination despite her many years of active practice in Vermont. She was admitted in New Hampshire in 1998.

For many years Scott has also been on the board of Revels North, the non-profit organization that produces the Christmas Revels every year at Dartmouth College.

Scott decided to be a lawyer at 11 or 12 years old, partly out of a (then) passion for politics. She credits Skip Mahady as her chief mentor during her early years of practice. “He was a wonderful teacher and was pretty happy to spend most of the day answering questions, no doubt to the detriment of his own practice.”

95. Jean Brewster Giddings (admitted 1978)



Born in New Jersey, Jean Brewster Giddings earned her bachelors degree from Mount Holyoke College in 1971. Six years later, she received her J.D. from Case Western Reserve University, where she was editor of the law review and a member of the Order of the Coif. After clerking with a law firm in Ohio during law school, she served her Vermont clerkship at Fitts & Olson, as it was then known, in Brattleboro. Following her admission to the bar in 1978, Giddings practiced as an associate of the firm and became a partner in 1980, a position she continues to hold today in the firm now known as Fitts, Olson & Giddings, LLC.

Giddings is a member of the Windham County Bar Association, of which she is a past secretary, and the American Bar Association. She has served on the boards of the Big Brothers/Big Sisters of Windham County Youth Services, the Windham Arts Council, Community Action Brattleboro Area, Inc., and Friends of Brattleboro Music Center and has also been an officer in all of these organizations at one time or another. She has also served as Treasurer of Putney Family Services.

Giddings was supported and encouraged in her choice of career by her uncle, the Honorable Evans V. Brewster, her parents and her close friends during her post-college years in Colorado. In the early years of her practice in Brattleboro, the members of her firm—Paul Olson, John Carnahan, Eric Anderson, Jonathan Bump and Bertram Baldwin—were immensely supportive. Giddings also gratefully acknowledges the willingness of the Windham County bar to assist new attorneys with answers to questions regarding practice and legal issues.

96. Patricia A. Peoples (admitted 1978)

Patricia Peoples was born in Worcester, Massachusetts. She now lives in Hampton, Tennessee. She graduated from the University of Massachusetts at Amherst in 1965, having majored in government. She received her law degree from the University of Dayton School of Law in 1977. She completed her Vermont clerkship with Richard Burstein, in Randolph, Vermont. After law school she practiced with Richard Burstein for three years, worked with the Panama Canal Commission from 1982 to 1984, and then with the Department of Veteran's Affairs in White River Junction from 1988 to 1995. She has now retired. She was encouraged in her practice of law by her husband, her parents, Dick Burstein, and other women attorneys, like Karen Miller.

97. Harriet Ann King (admitted 1978)

Born in Chicago, Harriet King was admitted to the Vermont Bar in 1978. She graduated from the University of Michigan in 1964 and New York University Law School in 1969. King practiced at the New York City law firm of Simpson, Thatcher & Bartlett from 1969-1974. She was the General Counsel for the Vermont Banking and Insurance Department and then for the Vermont Public Service Board in the late 1970s. In 1979 King served as the Vermont Commissioner of Taxes. King is now a partner in the law firm of King & King in Waitsfield, Vermont.

98. Gretchen G. Babcock (admitted 1978)



“Being an effective advocate means being an effective communicator. You must be able to convince someone of the value of your position, using all the communications tools and techniques available to you.”

Gretchen Babcock was born in Pittsburgh, Pennsylvania, and earned a B.A. in political science from the University of Rochester in 1965. She read for the law for four years before being admitted to the bar in 1978. For the next three years, she worked in the Attorney General’s office, where she had done most of her clerkship. In 1981, Babcock was named general counsel to the Department of Banking and Insurance (now the Banking, Insurance, Securities & Health Care Authority). She later became deputy commissioner of banking and was appointed commissioner in 1987. During her tenure as commissioner, Babcock served on a number of state boards, ex officio. In 1990, she went to Washington, D.C., as a senior enforcement attorney for the Federal Reserve Board. A year later, she joined Blue Cross and Blue Shield Association in Washington as executive director of its state government relations program, a position which she continues to hold today. Babcock also belongs to several professional associations devoted to health policy and law. She has been married to Robert Babcock, Jr. for thirty-four years, and she has two grown children.

Regarding her mentors, Babcock states: “Rick Hubbard helped launch my legal career as my first supervising attorney. Jerry Diamond, Ben Scotch and Louie Peck mentored me at the Attorney General’s office, and I will forever be indebted to Vivian Bryant, head law librarian, who taught me all there was to know about legal research. I couldn’t have become a lawyer without her help and encouragement.” She notes: “Even after my many years of being away from active practice, I find the fact of being a lawyer still carries enormous clout and credibility. It’s a good way to jump-start a career in almost any field.”

99. Charlene R. Bohl (admitted 1978)

Charlene Bohl was born in Columbus, Ohio, and now lives and practices in Chelsea, Vermont. She received her B.A. in anthropology in 1971, and her law degree in 1974, from the University of Wisconsin. She completed her Vermont clerkship in the Defender General's office and at the firm of Rexford, Kilmartin and Chimelski in Newport. She worked as a legal writing instructor at Vermont Law School for the first year after her admission, and since that time has been a solo practitioner. She has been extensively involved in her local community, serving on the Safeline Board of Directors from 1989 to 1999, and on the Chelsea Health Center Board of Trustees. She is a Justice of the Peace for the Town of Chelsea. She is the "perpetual secretary" of the Orange County Bar Association. She has two daughters.

100. Jane C. Glendinning- Johnson (admitted 1978)

101. Holly K. Harris (admitted 1978)

"Strive for balance. Never stop learning."

Holly Harris was born in Homell, New York, and now lives and practices in Cohasset, Massachusetts. She graduated from Cornell University with a Bachelor's degree in English in 1973, and received her law degree from George Washington University National Law Center in 1978. She clerked at Vermont Legal Aid in St. Albans and Rutland. She worked as a Legal Aid staff attorney, a public defender, and an assistant U.S. Attorney after her Vermont admission. In 1984, she relocated to Pennsylvania where she continued to work as an assistant U.S. Attorney. In 1986, she entered private practice in Cohasset, where she is an associate with the firm Stanton & Davis. She focuses on elder law, estate planning, probate administration, real estate and bankruptcy. Harris is a member of the National Academy of Elderlaw Attorneys, and lectures regularly on real estate law issues. She was encouraged to practice law by her parents, "except when they saw me working too hard."

102. Janice E. Hill (admitted 1978)

103. Marianne Lipscombe Marshall (admitted 1978)

Marianne L. Marshall was born in Seattle, Washington, and has been practicing in Swanton, at the firm of Marshall & Marshall, since 1983. She received her B.A. from Sophie Newcomb College at Tulane University, New Orleans, and her law degree from St. Mary's University in San Antonio, Texas. She was Deputy Franklin County States' Attorney, 1978-1983, and now has an active practice in Franklin & Grand Isle courts. She is an elected justice of the peace and Chair of the Board of Civil Authority in Swanton. She is the Chair of the Bishop Booth Conference and Retreat Center of the Episcopal Diocese of Vermont, and serves on the United Way Board for Franklin County. She is married to law partner Steve Marshall. They have four children, age between 10 and 19.

104. Pat Murphy (admitted 1978)

Born in Pearl River, New York, Pat Murphy graduated cum laude from State University of New York at Albany in 1973. Three years later she earned her J.D., with honors, from Rutgers University School of Law, Camden, where she was Notes and Comments Editor of the Rutgers Camden Law Journal. She then spent two years at the Office of the Public Defender in Camden, New Jersey before moving to Vermont, where she served her clerkship at the law offices of James Farrell in Burlington. After admission to the bar in 1978, Murphy spent three years as an associate at Paul, Frank & Collins in Burlington, where she handled civil trial defense cases. In 1981 she moved to California and became an associate at Hurley, Murphy, Googooian, in North Hollywood. There she handled plaintiff's litigation, winning verdicts as high as twenty-six million dollars for her personal injury and business litigation clients during the next eleven and a half years. After two years with Sparagna, Sparagna, Ferrone & Murphy in Encino, California, Murphy opened the Law Offices of Pat Murphy, Esq. in the farming community of Littlerock, California. She enjoys handling a wide variety of civil and criminal matters in her thriving practice, and has recently taken on an associate. Murphy is admitted to practice in New Jersey, Vermont, and California and in the United States District Courts for the Districts of New Jersey and Vermont and the Central and Southern Districts of California, as well as the the Ninth Circuit Court of Appeals.

105. Sarah E. Stahl (admitted 1978)

106. Alexandra Thayer (admitted 1978)

“The law is a hard mistress. I have come to believe that in order to maintain balance and grace while practicing law, it is essential to also devote energy and attention to one's spiritual development. My advice to new (and old) women lawyers is to give oneself the gift of spiritual practice and awareness in order that one's practice of law not become misdirected and destructive of self; family, clients, and other's touched by a lawyer's life. I would recommend that new women lawyers remember to live each day as if it were their last.”

Alexandra Thayer was born in Brooklyn, New York. She received her B.F.A. from Kean University (then Newark State College) in 1972. She studied law through a four-year clerkship between 1974 and 1978 in the Public Defender's office in St. Johnsbury with supervising attorneys Arthur Johnson, David Reid, and Stephen Elias, and in the Defender General's Office with supervising attorney James Morse. After her admission to the bar in 1978 she worked as a public defender for 2 years, then ran a solo law practice for 7 years. From 1987 to 1998 she was an assistant attorney general for the Department of Social and Rehabilitation Services. Since 1999 she has returned to solo practice. She has taught at CCV, Lyndon State College, Woodbury College and Springfield College. She was the co-director of Woodbury's weekend paralegal program from 1985 to 1987. Thayer has also been involved in the community, as chair of her town zoning board for nearly a decade and as town moderator, as chair of her church's board of directors, and as a member of the board of directors of NETO, Inc., a weatherization and employment retraining non-profit.

Thayer says: “On reflection, my most important career achievement was applying the lessons learned during my clerkship and practice as a Public Defender to my own life and realizing that parenting my adolescent daughter needed to win out over the full-time practice of law for a period of time.”

Her mentors included David Reid, who supported her decision to undertake a law office clerkship, Steve Elias, who believed in her abilities and accepted her as a peer, Hon. Shireen Avis Fisher, who provided encouragement during her preparation for the bar exam and after her admission, and who, along with Tony Balivet, was a resource to Alex as a fledgling lawyer. “The willingness of each of these lawyers to share freely their knowledge and encouragement modeled the collegiality which is a hallmark of the practice of law in Vermont.”

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Adams, Jane	30	Howard, Ellen L.	34
Alexander, Marilyn S.	14	Jennings, Edna Goodfellow	6
Allhiser, Mary	28	Kane, Paula J.	33
Anair, Helen Leona	8	Kaplan, Wendy A.	29
Armstrong, Phyllis Irene	14	Kaufman, Nancy E.	17
Arthur, Mary C.	8	Kendall, Laura Walbridge	12
Arthur, Margaret K.	25	King, Harriet Ann	43
Atheron, Beryl Elizabeth	7	Laddey, Paula	13
Babcock, Gretchen G.	43	Leonard, Dorothy Frances	6
Bailey, Consuelo Northrup	7	Levitt, Linda	25
Baird, Sandra L.	34	Liebeler, Susan W.	17
Baldwin, Jean Brewster	17	Lillie, Margaret E.	13
Barr, Patricia	30	Linton, Leslie S.	38
Barrett, Lisa L.	39	Lobo-Berg, Anita G.	21
Beebe, Florence Meigs	9	Lorentz, Stephanie A.	26
Benford, Jo-Ann	15	Marshall, Marianne Lipscombe	45
Bernstein, Marguerite H	20	McAndrew, Karen	16
Bigwood, Jessie D.	5	McCarren, V. Louise	2
Billings, Lucy Ely Adams	21	McEntyre, Judith G.	26
Black, Leslie G.	14	McGuire, Grace Johnson	11
Black, Leslie E.	30	Miranda, Georgianna O.	15
Bohl, Charlene R.	44	Mitchell, Kathleen	19
Brown, Beatrice Y.	6	Montgomery, Doris C.	9
Bundy, Gladys Wilson	10	Morgan, Wendy	38
Cohen, Betty Ann	29	Morrissey, Rose E. Michaels	10
Cory, Barbara Ellen	34	Morse, Phoebe	21
Davis, Martha	36	Murphy, Pat	45
Dewan, Maureen	2	Nickerson, Caroline	20
Dickson, Judith F.	31	Nuovo, Betty Ann	23
Dollard, Elizabeth K.	14	Penn (Kovalcek), Irene Madeline	10
Downs, Charity Ann	16	Peoples, Patricia A.	10
Eaton, Susan F.	37	Phillips, Leigh Keyser	38
Estey, Bernice Hicks	11	Piper, Kathryn Aring	34
Fallon, Ellen Mercer	36	Pitkin, Hazel Thomas	11
Feldmann, Carol A.	25	Rosenbaum, Sara	33
Fisher, Shireen Avis	32	Ross, Elizabeth Sherburne	12
Fox, Sally	40	Scarff, Anne W.	39
Fucci, Rose Marie	14	Scott, Catherine W.	41
Gartner, Shelley J.	37	Shreve, Marguerite R.	31
Garvey, Christine N. W.	19	Sims, Stella Hackel	12
Gauthier, Diane E.	16	Skinner, Mary Just	18
Giddings, Jean Brewster	42	Stahl, Sarah E.	45
Giordano, Cynthia Daman	35	Stern, Catherine C.	39
Giudici, Lena	6	Teachout, Mary Miles	30
Glendinning-Johnson, Jane G.	44	Thayer, Alexandra	46
Grant, Elizabeth J.	27	Vail, Sarah E.	24
Hancock, Catherine Phyllis	29	Villa, Rita F.	15
Harris, Holly K.	44	Waggener, Julia T.	28
Harritt, Susan R.	22	Ward, Marion Llewella	10
Heller, Dona L.	23	Watson, Jane C.	40
Hill, Janice E.	44	Weinrich, Phyllis W. Page	13
Hoar, Ellen M. W.	5	Wood, Madeline Cecelia	9

Chronological Listing

1902	Jessie D. Bigwood	1974	Dona L. Heller
1914	Ellen M. W. Hoar	1974	Anita G. Lobo-Berg
1921	Lena Giudici	1974	Betty Ann Nuovo
1922	Beatrice Y. Brown	1974	Sarah E. Vail
1922	Edna Goodfellow Jennings	1975	Mary Allhiser
1922	Dorothy Frances Leonard	1975	Betty Ann Cohen
1927	Mary Holden Adams	1975	Carol A. Feldmann
1927	Helen Leona Anair	1975	Elizabeth J. Grant
1927	Beryl Elizabeth Atheron	1975	Wendy A. Kaplan
1927	Consuelo Northrup Bailey	1975	Linda Levitt
1928	Florence E. Moore Holden	1975	Stephanie A. Lorentz
1929	Mary C. Arthur	1975	Judith G. McEntyre
1933	Florence Meigs Beebe	1975	Julia T. Waggener
1933	Doris C. Montgomery	1976	Jane Adams
1934	Madeline Cecelia Wood	1976	Patricia Barr
1935	Rose E. Michaels Morrisey	1976	Judith F. Dickson
1937	Marion Llewella Ward	1976	Shireen Avis Fisher
1938	Gladys Wilson Bundy	1976	Catherine Phyllis Hancock
1940	Grace Johnson McGuire	1976	Paula J. Kane
1940	Irene Madeline Penn (Kovalcek)	1976	Sara Rosenbaum
1941	Hazel Thomas Pitkin	1976	Marguerite R. Shreve
1943	Bernice Hicks Estey	1976	Mary Miles Teachout
1943	Laura Walbridge Kendall	1977	Sandra L. Baird
1943	Elizabeth Sherburne Ross	1977	Lisa L. Barrett
1948	Stella Hackel Sims	1977	Leslie E. Black
1949	Paula Laddey	1977	Barbara Ellen Cory
1951	Phyllis W. Page Weinrich	1977	Martha Davis
1953	Margaret E. Lillie	1977	Susan F. Eaton
1955	Marilyn S. Alexander	1977	Ellen Mercer Fallon
1956	Elizabeth K. Dollard	1977	Sally Fox
1960	Phyllis Irene Armstrong	1977	Shelley J. Gartner
1964	Rose Marie Fucci	1977	Cynthia Daman Giordano
1969	Leslie G. Black	1977	Ellen L. Howard
1970	Jo-Ann Benford	1977	Leslie S. Linton
1970	Karen McAndrew	1977	Wendy Morgan
1970	Georgianna O. Miranda	1977	Leigh Keyser Phillips
1970	Rita F. Villa	1977	Kathryn Aring Piper
1971	Charity Ann Downs	1977	Anne W. Scarff
1971	Diane E. Gauthier	1977	Catherine W. Scott
1972	Jean Brewster Baldwin	1977	Catherine C. Stern
1972	Christine N. W. Garvey	1977	Jane C. Watson
1972	Nancy E. Kaufman	1978	Gretchen G. Babcock
1972	Susan W. Liebeler	1978	Charlene R. Bohl
1972	Mary Just Skinner	1978	Jean Brewster Giddings
1973	Marguerite H. Bernstein	1978	Jane G. Glendinning-Johnson
1973	Maureen Dewan	1978	Holly K. Harris
1973	V. Louise McCarren	1978	Janice E. Hill
1973	Kathleen Mitchell	1978	Harriet Ann King
1973	Phoebe Morse	1978	Marianne Lipscombe Marshall
1973	Caroline Nickerson	1978	Pat Murphy
1974	Margaret K. Arthur	1978	Patricia A. Peoples
1974	Lucy Ely Adams Billings	1978	Sarah E. Stahl
1974	Susan R. Harritt	1978	Alexandra Thayer