

And as if that task weren't challenge enough, Carey is working with the governor and lieutenant governor to improve Maryland's racing industry, encourage child and adult literacy, improve air quality by reducing vehicle emissions, stop sprawl, and expand the numbers of well-qualified women and minorities who are eligible for appointments to Maryland's courts.

What does Carey cite as the motivation behind these efforts? "To help all Marylanders realize their highest potential."

Jana Howard Carey considers achieving a sense of balance to be her greatest personal achievement. At equilibrium in her life are a home and environment that her family and friends can enjoy; caring for her husband, stepdaughter and grandchildren; service to her community; professional accomplishments and contributions at Venable, Baetjer and Howard, where she's been employed for 26 years; and intellectual development through reading, travel and continuing education courses.



This same poise undoubtedly comes into play with her most recent appointment with the American Bar Association. In August, Carey will begin serving as chair of the association's Labor and Employment Law Section, which comprises lawyers who represent all sides in labor and employment law disputes — employers, employees, government enforcement agencies and neutrals.

To attain this position, Carey had to win the respect and confidence of her colleagues on both sides of the fence — further evidence of her successful balancing act.

The Hon. Alice P. Clark is finding great success the second time around. After spending 20 years in the Washington, D.C., public school system as teacher and counselor, Clark turned her attention to her own education. In 1982, she completed her Juris Doctor degree at the University of Maryland Law School.



Then, at age 43, Clark began a private law practice, Clark & Clark P.A. From there, in 1990, she was hired as attorney at the Howard County Office of the Public Defender, making her the first African American to hold the position. Then in 1997, she was appointed judge of the District Court of Maryland for Howard County — again becoming the first African American to serve in that capacity.

And even while switching careers at mid-life, her service to her profession and her community did not wane. Currently, she is a member of the Commissioner Education Committee for the District Court of Maryland, the Joint Committee on Parole Issues and the editorial board of *Justice Matters*, the newsletter for the Maryland judiciary.

Harriet E. Cooperman, Esq., formerly a partner with Weinberg & Green LLC, was part of the three-member executive committee that, in 1998, steered the merger with Saul Ewing.



Though only a partner at Saul Ewing in Baltimore for just four years, she has stepped forward and distinguished herself. Currently, she chairs the firm's statewide Labor and Employment Department.

Cooperman represents clients involved in manufacturing, service, wholesale, automobile, technology, financial services, entertainment and retail, as well as public entities and nonprofits. She has litigated labor and employment cases in both federal and state trial and appellate courts nationwide.

Cooperman also has taken a leadership role at Saul Ewing by bringing her 24 years of legal experience to the cafeteria. She started a monthly lunch series for women lawyers at her firm to discuss issues relating to business development and professional practices. Each meeting has a specific topic and a lead person responsible for developing the program and spurring conversation.

The Hon. Kathleen O'Ferrall Friedman's educational background includes master's degrees in both law (University of Maryland) and social work (University of Pennsylvania). She puts both degrees to use as associate judge of the Circuit Court for Baltimore City.



Since her appointment in 1985, Friedman served nine years as the judge-in-charge of the domestic docket. As such, she helped the court develop a new approach to serving litigants by instituting a differentiated case management system. Additionally, in coordination with the Baltimore City Office of Child Support Enforcement, Friedman coordinated efforts to improve child support enforcement, streamline procedures and develop model forms.

She also hosted parenting seminars, held settlement conferences, offered mediation and provided social work services to victims of domestic violence — the last of which has, in

many ways, become a sort of personal mission for Friedman.

She is a founding member and legal counselor of The House of Ruth, a domestic-violence shelter that, according to Friedman, "provides important and lasting services for women."

TSue Gladhill appreciates the vote of confidence and added responsibilities given to her by the University of Maryland.



In addition to her responsibilities as the university's vice president of external affairs, Gladhill last year was named president of the University of Maryland Baltimore Foundation, which is responsible for raising funds for the institution. She has met the major challenge that both of her positions entail: Philanthropic contributions to the university have increased fourfold during Gladhill's tenure.

The governor also has expressed his faith in Gladhill's expertise in educational management. She received an appointment to chair an initiative to reorganize Maryland's higher-education community — the public, private and community colleges and proprietary schools. This grassroots effort succeeded in improving fiscal policy at the state level.

For her part, Gladhill seems pretty confident that her golf game will continue to improve.

The Hon. C. Sue Hecht serves about 110,000 Western Maryland citizens — however, she feels a certain added responsibility to give voice to her women and minority constituents.



Her efforts have not gone unnoticed. A colleague calls Hecht: "an excellent role model for women in politics because she is tireless in her efforts to make a difference in the state, especially on behalf of women."

Last year, as the president of the Women Legislators of Maryland, Hecht achieved some significant "firsts," including: facilitating two-day legislative planning retreat during interim to establish priorities; establishing historic coalition with the Maryland Black Caucus, which led to the passage of a law that significantly increases access for women a minority business owners to Maryland state contracts; helping to establishment the Office of Women's Health, which brings together female health initiatives and enables additional state grant opportunities; and moving the Women History Month from an annual commemorative month status to law.

more; 2001: Member, Women's Leadership Forum of the Democratic National Committee; 1995-Present: Advisory Board Chair, Chana, Counseling, Helpline and Aid Network for Abused Women

Awards/Honors:

1997: Order of the Coif from University of Maryland School of Law

Personal Accomplishment:

This year, I turn 30. Although every decade that passes causes certain anxiety, I proudly look back on all I have accomplished. I have been married for 11 years, have four beautiful children, and a thriving career in a field occupied mostly by men and women much older than me. All of these are significant accomplishments.

Birth Date/Place:

4/28/71 Brooklyn, N.Y.

Spouse:

Howard E. Friedman

Children:

Gabrielle, 7; Aryeh, 7; Alexander, 18 months; Daniella, 18 months



The Hon. Kathleen O'Ferrall Friedman

*Associate Judge
Circuit Court for Baltimore City*

111 N. Calvert St.
Baltimore, Md. 21202
(410) 396-5060
(410) 545-7327 fax

E-mail:
Kathleen.O'Ferrall.Friedman@courts.state.md.us

Education:

Master of Social Work, University of Pennsylvania School of Social Work, 1969
Bachelor of Laws, University of Maryland School of Law, 1966
Bachelor of Arts, College of Notre Dame of Maryland, 1962

Career History:

1985-Present: Circuit Court for

Baltimore City, Associate Judge
1983-1985: Constable, Alexander, Daneker and Skeen, Partner
1981-1983: Ruther, Erlich, Friedman and Greenberg, Partner
1977-1981: Friedman and Hede-
man, Partner
1971-1977: Legal Aid Bureau
Inc., Staff Attorney/Managing
Attorney
1964-1970: State Department of
Public Welfare and State Depart-
ment of Juvenile Services, Juve-
nile Probation Agent
1962-1964: Baltimore City,
Junior High School History
Teacher

Significant Accomplishment:

For nine years, I was the judge in charge of the domestic docket for the Circuit Court for Baltimore City. During that time, the court developed a planned approach to serving litigants, instituting a differentiated case-management system. Other initiatives included parenting seminars, settlement conferences, mediation and social work services for victims of domestic violence. In coordination with the Baltimore City Office of Child Support Enforcement, I coordinated efforts to improve child support enforcement, streamlined procedures and developed model forms.

Example of Mentoring:

During the past 16-plus years, I have been a role model, teacher and mentor for young lawyers, female judges and male judges. Recently, the Baltimore City Bar Association recognized my role in advancing women in the law by awarding me the Margaret Brent-Juanita Jackson Mitchell Award.

Officer/Board Membership in Professional/Business/Trade Organizations:

2000-Present: Chair, Maryland State Bar Association, Professionalism Committee; Present: Board of Directors, Baltimore Courthouse and Law Museum Foundation; 1995-1997: President, Maryland Circuit Judges Association; 1993-1995, Treasurer, Maryland Circuit Judges Association; 1993-1994: Chair, Maryland Judicial Conference Committee on Child Support Enforcement

Officer/Board Membership in Civic/Nonprofit Organizations:

2001: Maryland Mediation and Conflict Resolution Office (MACRO), Family Mediation and Conflict Resolution Initiative; 1995-Present: Board of Directors, College of Notre Dame of Maryland; 1999-2000, Treasurer, College of Notre Dame of Maryland

Awards/Honors:

1997: The Women's Law Center, Rosalyn B. Bell Award; 1992: Baltimore City's Women's Hall of Fame; 1992: Baltimore Zonta Club, Women of the Year

Personal Accomplishment:

As a founding member of the House of Ruth Inc. and a founding member and past president of the Women's Law Center, I feel that I have participated in the creation of organizations that provide important and lasting services for women. As chair of the Governor's Commission to Study Implementation of the Equal Rights Amendment, I led an effort to improve the legal status of both men and women. Most of all, I am proud of having raised, with my husband, two stepdaughters who are wonderful mothers and good people.

Birth Date/Place:

1/19/41 Baltimore

Spouse:

Richard Friedman

Children:

Kathy F. Byman, 37; Beth E. Friedman, 35



T. Sue Gladhill

*Vice President, External Affairs,
University of Maryland
President, University of Maryland
Baltimore Foundation Inc.*

515 W. Lombard St.
Baltimore, Md. 21201
(410) 706-3386

(410) 706-0986 fax

E-mail:

sgladhill@oeemail.umaryland.edu

Education:

Harvard University, Institute for Educational Management, 1995
Master of Social Work, University of Maryland School of Social Work, 1976
Bachelor of Arts, Bachelor of Science, Randolph-Macon Woman's College, 1974

Career History:

1996-Present: University of Maryland, Vice President, External Affairs
1996-Present: University of Maryland Baltimore Foundation, Vice President
1996-Present: University of Maryland School of Social Work, Adjunct Clinical Associate Professor
1991-1999: University of Maryland, Vice President, Governmental Affairs
1989-1991: University of Maryland Association, Vice President, Governmental Affairs

Corporate Board Seats Held:

2000-Present: University of Maryland Baltimore Foundation Inc., President

Significant Accomplishment:

Becoming president of the University of Maryland Baltimore Foundation last year is a major additional responsibility. Having responsibility and accountability for the university's philanthropic dollars is a major challenge. Fund-raising has increased four-fold since I assumed the vice president position.

Example of Mentoring:

As chair of the board of trustees of Anne Arundel Community College, I work hard at mentoring new board members, particularly for the other women and student members. Also, I supervise graduate social work students and provide significant mentoring.

Officer/Board Membership in Professional/Business/Trade Organizations:

2000-Present: Chairman, Board of Trustees, Anne Arundel Com-