

372 Franklin Avenue  
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Nutley, New Jersey 07110  
973-819-9488  
[cskinner@njwla.org](mailto:cskinner@njwla.org)

## 2025 SCHOLARSHIP PROGRAM

NJWLA has established a scholarship program to benefit students who are pursuing juris doctorate degrees. In 2025, NJWLA intends to award grants of \$5,000 each, to one student from each of New Jersey's law schools: Rutgers University Law School – Camden, Rutgers University Law School – Newark, and Seton Hall University Law School.\*\*

In order to qualify, each applicant must be a matriculating law school student who:

- Has completed at least twelve (12) credits at the time of application;
- Is carrying a minimum of six (6) credits per term; and
- Has been recommended by either (1) a professor, an instructor, an adjunct faculty member, a clinical instructor, a Dean, a Director of their law school or (2) a lawyer or a judge with whom the applicant has worked as a clerk or intern during the past two (2) years.

## SELECTION PROCESS AND CRITERIA

In addition to the above requirements, applicants will be judged according to their commitment and dedication to their law school, dedication to the mission of NJWLA, and the practice of law, as well as their essay.

Scholarship awards may be used for tuition, fees, books, and personal expenses, and are given directly to the students.

Applicants who work for companies that offer tuition reimbursement are eligible to apply.

Scholarship application forms are available from the Deans of each New Jersey law school and are also available on our website at [www.njwla.org](http://www.njwla.org).

## PREVIOUS WINNERS ARE NOT ELIGIBLE.

All applications must be **received** by February 3, 2025 at 5:00 pm. **NO EXCEPTIONS.**

- Incomplete applications and/or applications received after the deadline WILL NOT BE CONSIDERED.

\*\* Please note that for purposes of this scholarship process NJWLA treats Rutgers – Newark and Rutgers – Camden as separate schools.

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Nominations Director



## APPLICATION SUBMISSION CHECKLIST

Multiple reviewers will evaluate each application. For an application to be considered complete and eligible for consideration, we must receive from you by the deadline your:

- Application
- Essay
- Letter of recommendation
- Law school transcript (first year students should submit undergraduate transcript)
- Resume

### Means of Submission:

The application and essay can be submitted by mail (see below) or by email (pdf format) to [cskinner@njwla.org](mailto:cskinner@njwla.org) and [nanlottin@gmail.com](mailto:nanlottin@gmail.com).

**Mailing address:** NJWLA  
372 Franklin Avenue  
Suite 713  
Nutley, New Jersey 07110.

Letters of Recommendation and transcripts must be in original, hard copy, and the recommendations, if sent by the applicant (and not the party providing the recommendation directly) must be in a sealed envelope from the party providing the recommendation.

### TIMELINE

**February 3, 2025 5:00 pm** – Deadline for submission of *all materials* to **ARRIVE** at NJWLA Mailbox and/or email addresses provided above. **MATERIALS POSTMARKED FEBRUARY 3, 2025, BUT RECEIVED THEREAFTER ARE NOT TIMELY SUBMISSIONS AND WILL NOT BE CONSIDERED.**

By end of February 2025 – All candidates and Deans will be notified of the outcome of the application review.

The scholarships will be publicly recognized on March 18, 2025 at The Grove in Cedar Grove, NJ. Winners are expected to attend. This is a truly inspirational evening not to be missed.



**SCHOLARSHIP APPLICATION FORM**

**DEADLINE FEBRUARY 3, 2025 5pm**

**I. Student Information (Please type or print neatly)**

Name: \_\_\_\_\_  
(Last) (First) (M)

Email: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_

Employer \_\_\_ Current or \_\_\_ Previous

\_\_\_\_\_

Date of Employment: \_\_\_\_\_ Position: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_

Number of hours worked per week during the 2023/2024 academic year \_\_\_\_\_

Anticipated hours to be worked per week during the 2024/2025 academic year \_\_\_\_\_

How did you hear about the NJWLA Scholarship award? \_\_\_\_\_



**II. ACADEMIC INFORMATION**

High School Graduation (Year): \_\_\_\_\_

Undergraduate Degree: \_\_\_\_\_ Year: \_\_\_\_\_ Major: \_\_\_\_\_

College or University: \_\_\_\_\_

**Law School Information:**

Name of Law School: \_\_\_\_\_

Date of Matriculation: \_\_\_\_\_ Number of credits completed: \_\_\_\_\_

Expected date of completion: \_\_\_\_\_ Total credits required for law degree: \_\_\_\_\_

Student Status: Full Time: \_\_\_\_\_ Part Time: \_\_\_\_\_

Number of Credits to be taken during the academic year: \_\_\_\_\_

(Minimum is six (6) per term, but you do not need to be enrolled all terms.)

(Approximate dates: Fall: Sept. – Dec. Winter: Jan. – May Summer: June – Aug.)

Fall 2024 \_\_\_\_\_ Winter 2025 \_\_\_\_\_ Summer 2025 \_\_\_\_\_

Total Credits for the Academic Year 2024-2025: \_\_\_\_\_

**By submitting this application, applicant hereby grants to NJWLA the right to use, publish, exhibit and/or reproduce the applicant's name, law school information and scholarship essay in any and all media now known or later developed, and for any and all purposes, without the payment of any royalty or compensation of any kind. Further, if applicant is selected as one of the grant recipients, the n applicant further agrees that NJWLA may use images, including photographs and videos, of applicant from the NJWLA Gala in any and all media now known or later developed, and for any and all purposes, without the payment of any royalty or compensation of any kind. The applicant herein releases NJWLA, its officers, directors, employees and agents and any affiliated or related persons or entities from any and all claims and causes of action based upon NJWLA's use of the essay. By signing this application, applicant warrants that he/she is the sole owner of the rights granted and that the essay submitted does not infringe upon the copyright or rights of anyone.**

Applicant Signature: \_\_\_\_\_

Date: \_\_\_\_\_



### III. Essay to respond to one of the following:

#### Topic 1:

##### 2016-2026: Is the “Decade of the Female Lawyer” Coming to an End?

The American Bar Association’s (“ABA”) Sixth Annual “Profile of the Legal Profession 2024, Women in the Profession,” published November 18, 2024 (“ABA Profile”) posits that the period between 2016 and 2026 may become known as the “Decade of the Female Lawyer.”<sup>1</sup> The ABA Profile is based upon the statistics compiled by the US Department of Labor, the National Association of Law Placement and other groups analyzing American legal demographics.<sup>2</sup>

The very encouraging news is that a decade ago, 36% of lawyers were women, whereas by 2023, 41% of all lawyers were women.<sup>3</sup> In 2023, women outnumbered men in key entry level and career milestones and comprised 56.2% of law students, 51.5% of federal government general lawyers, 50.3% of law firm associates and 49.2% of law school faculty.<sup>4</sup> In 2023, 55% of graduates from ABA accredited law schools were women, and between 2019 and 2023, 12,175 more women were awarded JD degrees than men.<sup>5</sup>

However, the ABA Profile report reveals less encouraging statistics regarding career paths for women in the profession. The percentage of female Article III federal judges - which is only 33% - is well below the US female population of 50.5%.<sup>6</sup> Becoming a law firm associate is the employment choice for 58% of female and 60% of male law school graduates, and while the percentage of female associates in law firms has steadily risen from 38.4% in 1991 to 50% in 2023,<sup>7</sup> only 28% of female associates achieve partnership. Further, only 22 % of female non-equity partners achieve equity positions within law firms.<sup>8</sup> Worse yet, only 12% of firm leadership positions, i.e., managing partners, are filled by female lawyers.<sup>9</sup>

Likewise, while 51.5 % of the 44,000 federal government general attorneys are now female, there are notable differences in the proportions of men to women attorneys in various Cabinet level agencies. For example, women comprise 69% of attorneys in the Department of Education, but only 46% of the much larger Department of Justice. Women are also a minority in the Departments of Defense, Army, Navy and Air Force.<sup>10</sup>

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<sup>1</sup> ABA Profile at 1, available at <https://www.americanbar.org/news/profile-legal-profession/women>

<sup>2</sup> Coe, Aebra, “Where Women Are and Are Not Getting Ahead in Law”, Law 360, Nov. 18, 2024.

<sup>3</sup> ABA Profile, at 9

<sup>4</sup> ABA Profile, at 2.

<sup>5</sup> ABA Profile, at 5

<sup>6</sup> ABA Profile at 17

<sup>7</sup> ABA Profile at 5-6

<sup>8</sup> ABA Profile, at 14

<sup>9</sup> ABA Profile, at 14

<sup>10</sup> ABA Profile, 6-7.



Discuss:

A. Does the statistical analysis presented in the ABA Profile justify the designation of 2016-2026 as the “Decade of the Female Lawyer?” Are the majority numbers of women law students, law firm associates, and law school faculty enough to support this assertion?

B. Do the statistics reported indicate an acceptable rate of growth in leadership and equity positions in light of the overall majority of women lawyers? Or does the growth in total numbers of women attorneys occur primarily in support roles or in the so called “rank and file?”

C. Is there a basis for concern that the achievement by women of an overall majority of all lawyers in the United States may render diversity, equality and inclusion consideration of women inapplicable?

D. Has the ABA Profile considered the performance and qualifications of women lawyers against the “agonizingly slow” to “almost invisible” progress in law firm advancement?<sup>11</sup>

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<sup>11</sup> ABA Profile at 13.



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**Topic 2:****Exploring Gender Equality in the Workplace: Legal Protections, Maternity Leave, and the FMLA**

Women in the workplace continue to face challenges related to gender equality, with maternity leave and job protection being key areas of concern. This essay should explore the legal protections related to maternity leave, particularly focusing on the Family and Medical Leave Act (FMLA) and its impact on working women in the U.S. Additionally, consider how legal cases, such as *Young v. United Parcel Service, Inc.*, 575 U.S. 206 (2015), have shaped the legal landscape of pregnancy discrimination and accommodations in the workplace.

In the *Young v. United Parcel Service* case, the Supreme Court addressed whether employers must provide the same accommodations to pregnant workers as they do to other employees with temporary disabilities under the Pregnancy Discrimination Act (PDA). The Court's decision highlighted the challenges women face in balancing work and family responsibilities, and the case contributed to an evolving understanding of workplace protections for pregnant women.

In your essay, analyze the role of the FMLA in supporting women's rights to take maternity leave without the fear of losing their jobs, while recognizing its limitations, such as the lack of paid leave in most cases. Examine how legal cases like *Young v. UPS* and other relevant rulings have influenced policies on maternity leave and workplace accommodations for pregnant employees.

Finally, assess the current state of maternity leave and protections under the FMLA, considering whether further reforms are necessary to ensure gender equality in the workplace. What steps could be taken to improve legal protections for women who need to take maternity leave or other family-related medical leave?

**Please use separate pages for your essay (do not print it here).**

**Please only answer one of the questions.**

**Your essay is not to exceed 1500 words.**

**Please note that if you use or refer to cited work, citations should be in Blue Book format.**

**We reserve the right to edit all essays for publication.**