



EMBRACING THE CHALLENGE

At age 44, Scott Cooper will become one of the youngest chancellors in the history of the Philadelphia Bar Association. As someone used to fast track accomplishments, Scott brings a fresh perspective and bold vision: a desire to put the Bar Association at the epicenter of our world class city.

Spend time with this CEO-style Chancellor, and you'll come away impressed that his energy, leadership skills, and experience will help take *us* there.

Photos by Ed Cunicelli



Scott Cooper loves the challenge of leadership.

In 2010, Scott Cooper will bring his high-energy optimism and innovative programs to the Philadelphia Bar Association and help move an already great Bar to the next level.

His brand of empowerment leadership – like that of a strong CEO – seeks to mobilize the membership and guide the Bar through unprecedented changes racing through the profession.

As 83rd Chancellor, Cooper is one of the youngest members to lead the Philadelphia Bar Association. But he has a wealth of experience learned from leaders of the judiciary, government, nonprofits and private industry, and he is a well-known friend to the courts and others who serve the public.

In 2010, Cooper will launch several ambitious new programs – all while strengthening the core missions of the Bar. His agenda is unapologetically bold. He brazenly will tell you that now is the time to position the Bar for continued relevance well into the next decade and beyond.

This style is uniquely his own and one that is often a study in contrasts. He is a passionate and fiery orator, but revels in the quiet art of consensus-building outside the spotlight. He is comfortable in both the courtroom and the board room, but is

“He’s one of the best people I’ve seen on his feet — in seminar settings, making oral arguments or in a trial setting — that I have ever come across.”



Richard S. Seidel and Scott Cooper at the Eagles-Cowboys game in November 2009. Siedel will serve as Chair of the Board of Governors in 2010. Photo provided by Scott Cooper

equally content retreating to the shore with his family or writing fiction (he has even finished a sports and political novel). He has patiently argued cases *en banc* yet passionately captains an indoor soccer team.

He has a rare talent for both mastering the big picture and coordinating the details. He is quintessentially East Coast cosmopolitan, yet true to his rugged Western roots. He instinctively gets the connection between law, politics and business and how they must all serve the greater community.

Scott Cooper’s 2010 Agenda

During his inaugural address, Cooper made the case for positioning the Bar at the center of Philadelphia’s future. Essentially, he believes in strategic partnerships and innovation to secure the Bar’s core missions and grow its relevance.



The 2010 Board of Governors leadership team includes (from left) Joseph Prim, Sophia Lee, John Savoth, Kathleen Wilkinson, Chancellor Scott Cooper, Wesley Payne, Rudolph Garcia and Richard Seidel. Photo by Jeff Lyons.

In Cooper's view, the Philadelphia Bar Association is a critical component for helping attorneys – in all segments of the profession – respond to unprecedented changes.

Partnering with the Profession, Positioning for the Future

At the center of his philosophy is a concern that forces larger than any one legal employer are moving against the profession at a time when we can least afford it. Changes in international financing of law firms, regionalism, increasingly discerning and more sophisticated clients, the possibility of a national bar, the evolving Internet, tax policy, project management infrastructure and a regulatory code that is barely keeping pace with technology are just some of the examples he cites.

“We have been so focused on unemployment figures for lawyers that we have dropped our vigilance about what is happening to those who are still employed,” says Cooper. “The very structure of what it means to be a law firm is now up for grabs. This is not just a big firm issue. The market changes will literally affect employers of all sizes and in all market spaces and geographies.”

“We are in the worst economic climate since the Great Depression,” says Scott's law partner and former Chancellor Lawrence J. Beaser. “Fortunately for the bar, Scott is a labor and employment lawyer. So labor and employment is at the forefront of his consciousness.”

On his watch, Cooper will invite the leaders of Philadelphia's legal employers to gather and answer one simple question: How can the Association help? Through a series of no-holds-barred and closed-door meetings, he will attempt to reconnect the Bar's resources with the members who need them. “While the Bar Association may be of little help answering how many people a firm hires or its ratio of partners, we can certainly talk about how we address broad-based regulatory and tax issues that bear on all of us. It is as simple as micro versus macro economics. Firms A and B can fight with each other. But if they are fighting on a sinking ship, they both drown. The Bar Association can help to keep the ship afloat.”

Founding a Bar Association Academy

Beyond these Bar Leadership Roundtables, Cooper will launch a broad-based initiative to shore up much needed training and life skills for attorneys – reconnecting with Philadelphia's rich arts, sports and cultural institutions.

In 2010, Cooper will launch the Philadelphia Bar Association Academy. The Academy will offer non-CLE courses so lawyers can grow as people for life. By partnering with cultural and academic institutions, Cooper hopes that members will get an added value at a time when employers simply cannot afford many of the training programs that existed even two years ago. He sees a vast curriculum of substantive learning, lectures, behind-the-scenes tours, technology updates, meetings with key actors and directors, food and wine clubs, sports briefings and more.



Amanda (from left), Karen, Colin and Scott Cooper enjoy horseback riding. (Stable and horses provided by Majoda Stables, Moorestown, N.J.)

“Clients and civic leaders are demanding more well-rounded and connected attorneys,” offers Cooper. “If the Bar Association partners with a theater company or a sports team, suddenly the member is more knowledgeable. Think about how many lawyers are frozen out of client interactions because they are not conversant in cultural events, political activities or sports. A few courses through the Academy, and now this attorney becomes a great connector. I cannot think of anything more relevant to a practicing attorney.”

The Academy will be offered on a modest fee or free basis, utilizing a mix of online offerings and live interactions and classes. A Board of Trustees will evaluate the success of the programs, renewing successful courses and canceling unpopular programs.

Cooper sees increased civility as an inevitable byproduct from participation. “It’s kind of hard to get angry at an adversary over discovery delays once you have been up to your elbows cooking together,” he notes.

Taking the Bar Green

Cooper will also launch an initiative to take the Bar, its members and the profession “green.” Cooper’s plan calls

for environmental awareness and waste reduction in the Association’s operations and a voluntary standards code for members. But his real passion is engaging all the Bar’s Sections, Divisions and Committees to look inward and find waste. He also wants the Bar to author guidelines to reduce waste in all phases of the practice.

“Whether in discovery, document reviews, real estate closings or hearings, we can all do better,” says Cooper. “If our work is successful, I hope we can take our findings to the judiciary and ask them to mandate in case management orders practices that can help save our planet.”

Cooper says his work in this area is literally inspired by his children. “We may not be production factories, but we share the same planet. People see us as consuming lots of paper and killing lots of trees. I think we can do something about that.”

Appointing a Pro Bono/DLS Czar

Another key component of Cooper’s agenda is innovation and improved efficiencies for members and the community. There is no better example than his appointment of a Pro Bono and Delivery of Legal Services Czar to his Cabinet.

“We have so many amazing volunteers helping those most at risk and in need of legal services,” says Cooper. “Unfortunately, many of them are forced to duplicate efforts. We also spend a lot of time reacting, rather than being proactive, on funding and other crises affecting those most at risk.”

The essential function of this Cabinet-level position will be to help coordinate these efforts and keep the Chancellor informed and proactive on these vital issues.

Tapping none other than Lou Rulli for the first-ever appointment, Cooper is backing up his pledge to the Bar’s core mission by putting in an “All Star.” Rulli, who is now the director of clinical programs at the University of Pennsylvania Law School and a former executive director of Community Legal Services, is universally regarded as a leader in these fields.

Continuing the Commitment to Diversity

Cooper will also make another key appointment. For the first time in the Bar’s history, the Cabinet will have a volunteer appointed to help coordinate the Bar’s diversity efforts. Continuing a pledge he made to former Chancellor A. Michael Pratt, Cooper plans to give this issue top billing.

“Diversity is really about having a meaningful seat at the table, where the full import of diverse views can be heard on all major issues,” says Cooper. “For me, appointing an attorney to the Cabinet is the single best way to expedite this effort.” Cooper has appointed Scott Reid from Cozen O’Connor, who also served as a former president of the Barristers’ Association, to be his Diversity Coordinator at the Cabinet level.

The Diversity Coordinator will work with all stakeholders in the Bar’s diverse minority communities. One of his first projects will be to review and help revise the job description for a new director of diversity on the Bar Association staff.

A Few More Innovations

Beyond these large initiatives, Cooper wants to quickly implement a list of infrastructure and governance matters for the good of the membership. He has already passed a balanced budget, including a dues freeze. Beyond that, he will:

- Invite the deans of the local law schools to join the Bar’s Board of Governors;
- Streamline the Bar’s operations to make it easier for members to get policy matters to the Board of Governors;

- Close at least seven defunct and underperforming committees;
- Seek enhanced cooperation between the Bar Associations in the Delaware Valley on issues of common interest;
- Continue growing relations with city leaders; and
- Create the Bar Association’s own Historical Society.

It is a bold agenda.

How is he going to get it done? His answer always comes back to empowering the right people. One of his favorite lines about organizational leadership is the quote: “Share credit liberally, hoard blame selfishly.”

“There is no way I can finish all these things in a year,” Cooper says unapologetically. “And that is precisely the idea. If these programs do not energize and excite broad-based support and people who want to run with them, they should die on the vine.

“I do not want special projects. I want projects that advance an agenda for the good of the entire Bar.”

Getting it Done

Despite the scope of the agenda, Cooper has a quiet confidence that it can and will be completed. Much of that assuredness comes from the path he has taken to get to this point. Growing up outside of Denver, Cooper is a mix of collaborative teammate and rugged individual. The oldest of three brothers, he took naturally to team activities with an emphasis on individual contributions.

He was born in Honolulu while his father was stationed at Tripler Army Hospital. Before he turned two, his family returned to Denver. He was a varsity track and cross-country runner, lettering six times at Cherry Creek High School, a campus of nearly 4,000 students. He also successfully ran the Denver Marathon twice. But skiing is still the only sport he claims to have been “really good” at.

“It was real simple where we grew up,” Cooper remembers fondly. “Your parents dropped you on a ski bus each Saturday. You were gone all day, skiing crazy with your friends. You came home exhausted. If you were lucky, you got sent back out on Sunday. At some point along the way, the skiing became instinctive.” His favorite type of skiing, no contest: “My passion was never slalom racing, but the moguls. The more jagged and steeper, the better.”



Cooper tees off at the June 2009 Philadelphia Bar Foundation Golf Classic. Photo by Jeff Lyons

He was raised as a true Westerner: riding horses, hiking mountains and camping outdoors with family and friends.

In high school, Cooper also found his first calling with oral advocacy. He joined the speech and debate team as a sophomore. By his senior year, he won the right to represent the state of Colorado at the National Debate Championships in the Lincoln Douglas Debate (one-on-one). He also won a public oratory competition that earned him the right to travel to and present in Scotland before starting college. While in school, Cooper also worked for his state assemblyman and his congressman.

“Go East, Young Man!”

Cooper decided early that he did not want to migrate from his large high school campus to the university scene in Colorado. He knew that meant going either to the East Coast or the West Coast for a smaller school. He ultimately settled on Vassar College, which he admits was based almost entirely on the advice of his college guidance counselor.

At Vassar, he double majored in economics and political science. He thrived in the liberal arts atmosphere and took classes outside his majors in ancient history, literature, astronomy, art history and physics. “The key to me in college was asking how the world works, not what to think. I use that multi-disciplinary

“Judge Hutton inspired me to think about the Bar Association as the soul of our profession.”



Cooper captains his indoor soccer team, The Red United, accompanied by his son Colin on Family Night. Photo by Jeff Lyons

approach to problem solving from college everyday,” says Cooper.

Cooper joined the debate team and became active in student government. He represented his dorm on the student council three times. He won many awards for public speaking in college, but none were more meaningful than his senior trip to Ireland, for the World Debate Championships. During this excursion, his team went to Trinity College, and then crossed to England and spoke at Oxford and the London School of Economics.

Time on Capitol Hill

Between college and ultimately ending up in law school, Cooper took two years doing “a lot of different things.” He worked for members of Congress in Washington, D.C. On the Senate side, he helped process constituent requests and appropriations matters. He also learned how elected officials approached campaigns and elections.



After Cooper left Washington, D.C., he moved to Pittsburgh to be closer to his then-girlfriend. There, he worked briefly on a congressional campaign. When the money for staff dried up, he got a restaurant job. “In hindsight,” Cooper recalls, “it was one of the best things that ever happened to me. I learned how to bartend, and I met a ton of really interesting people.” Cooper continued to bartend all the way through law school, helping pay his way.

While in Pittsburgh, Cooper also applied to join the Navy’s flight program. He was accepted, but then his vision slipped to 20/25 in one eye. “When my application washed out, I knew it was time to redouble my efforts concerning law school,” he says.

Hitting His Stride in the Law

Cooper will always tell you that he has a special place in his heart for Temple University Beasley School of Law saying, “I have the affinity for Temple law school that most people have with their undergraduate institution.” It is also the place where he discovered his strengths and skills as an advocate.

Cooper’s career at Temple has become legend. He was the first student in the law school’s history to make the Moot Court Honor Society, serve as managing editor of the *Temple Law Review*, clerk for a Third Circuit judge and try for the National Trial Team in the national championship round.

Cooper made moot court as a 1L, finishing as the runner-up in the Stern Moot Court Competition. He and his partners then won the National Moot Court Championship in Constitutional Law. That same year he wrote for and later become managing editor of the Law Review. Cooper published his law review article on the Dormant Commerce Clause of the U.S. Constitution. In his third year, he led the National Trial Team, ultimately finishing runner-up in the National Championships in San Antonio, Texas, by a vote of 7-6. Edward D. Ohlbaum, a professor at Temple Law since 1985, calls Cooper a standout and exclaims that “he is in my top 15 of all students in my 25 years at the helm.”

As senior coach of the law school’s championship mock trial team, Prof. Ohlbaum tells the same story to the incoming crop of students. “Every year, they ask the same question: Will I have time to do trial team and moot court, or will I have time to do trial team and law review? It takes so much time and effort!” says Prof. Ohlbaum.

“And I always answer, let me tell you about Scott Cooper.” Cooper accomplished all this while also graduating with honors. He also spent a summer interning for U.S. District Court Judge Clarence Newcomer and interning in the Judicial Honors Clinical for then-Chief Judge Delores Sloviter of the U.S. Court of Appeals for the Third Circuit. He also had a work-study internship with Judge Marvin Halbert in the Philadelphia Court of Common Pleas.

Cooper never hesitates to say that the best job he ever had was his clerkship with the late Judge Herbert J. Hutton in the U.S. District Court following graduation from Temple. “He was singularly the best boss and best mentor I ever had,” said Cooper. “He would literally spend hours with the law clerks, explaining what just happened in the courtroom and what was good and bad with our writing. He also taught me the incredible value of advocating with a hint of humor and self-deprecation.”

The success Cooper has had in court and in labor arbitration since entering private practice ties back to the many “life lessons” Judge Hutton shared during his year at 6th and Market streets.

“I ultimately got involved in the Bar Association because Judge Hutton repeatedly talked about how much it meant and what a great organization it is,” says Cooper.

His Role as a Litigator

After clerking, Cooper came to Blank Rome LLP, where he has spent his career in private practice.

He has worked on some of his firm’s most important cases. These include matters involving trade secret and non-compete cases, the Commonwealth’s takeover of the School District of Philadelphia, the cost of building public housing, collective bargaining and the Pennsylvania Wiretap Act. To this day, Cooper still celebrates having clients in nearly every phase of the private-sector economy and some of the most important public-sector employers.

Scott has collectively bargained with and arbitrated against many of the region’s most powerful labor organizations, including the Fraternal Order of Police, the Teamsters, the Federation of Teachers and the Steelworkers, among others.

He has been working successfully as a labor lawyer at

Blank Rome since 1993 and is a partner in the firm’s Labor, Employment and Benefits Practice Group. He made partner at Blank Rome at age 33, in record time – just over five years.

Sheryl Axelrod of The Axelrod Firm, LLC and president-elect of the Temple Law Alumni Association has known Cooper since law school. “When he made partner, I wasn’t at all surprised,” says Axelrod. “I knew that whatever he decided to do, he was going to be something special in the legal community.”

“The Bar Association is our collective voice that represents us in the community. Scott will do credit to himself, the firm, the Bar Association and the community to make our profession a better place.”

“That says he is exceptional,” adds Anthony Haller, who works closely with Cooper each day as practice leader for Blank Rome’s Labor, Employment and Benefits group.

“Scott is a phenomenal speaker and trial lawyer,” adds Haller. “He’s one of the best people I’ve seen on his feet – in seminar settings, making oral arguments or in a trial setting – that I have ever come across. He is at the very top of the profession in that respect.”

Scott has a national practice in all areas of employment relations and appears in courts across the country. He has earned an AV distinction from

Martindale-Hubbell and is recognized as among the best in *Chambers USA: America’s Leading Lawyers for Business* in 2008 and 2009.

He has remained on the fast track. The *Philadelphia Business Journal* named him one of the city’s “Top 40 Under 40” in 2004, and *The Legal Intelligencer* recognized him as a “Lawyer on the Fast Track.”

Scott also served as Blank Rome’s Philadelphia-based hiring partner and was a co-chair of the firm’s recruiting and retention committee.

Getting Hooked on the Bar

Scott’s first interest in the Philadelphia Bar Association stems from Judge Hutton. “Judge Hutton served on the Bar’s Board of Governors when he was in private practice,” Cooper recalls. “He told me and my co-clerk that no matter what we did in practice, we should get involved in the Bar. It was Judge Hutton who inspired me to think about the Bar Association as the soul of our profession.”



Sayde Ladov joins newly elected District Attorney Seth Williams and Scott and Karen Cooper at the Philadelphia Bar Foundation's Andrew Hamilton Benefit on Nov. 21 at the Please Touch Museum. Photo by Mark Garvin

Cooper was elected to the Young Lawyers Division Executive Committee. He later served as its Financial-Secretary and Treasurer. He recalls attending an early Bar retreat as a member of the YLD with then-Chancellor Frank Devine. "Frank was so sincere and inclusive, and he treated us young lawyers so seriously," says Cooper. "It was infectious. I realized I could be part of changing some small piece of the world."

Cooper has been elected as an at-large member of the Board of Governors, twice co-chaired the Labor and Employment Committee and has served on numerous special task forces.

He has been elected to six positions in the Cabinet, holding every position of fiduciary responsibility including Treasurer, Assistant Treasurer, member of the Budget and Audit Committees, and chair of the Audit Committee. He won election in 2007 as Vice Chancellor, running unopposed.

Serving in the Bar Association's leadership is also a part of the culture at Blank Rome. "The Philadelphia Bar Association is an esteemed institution that has been serving the profession and the public for more than 200 years," says Carl M. Buchholz, Blank Rome's managing partner and CEO. "We're proud that members have recognized Scott's longstanding commitment, contributions and leadership by electing him Chancellor."

He notes that Cooper "shares this tremendous honor" with past Chancellors from Blank Rome, including Marvin Comisky in 1965 and Beaser in 1994, and views this as "further strengthening our firm's culture of commitment to the community."

Buchholz adds, "I am confident that Scott will extend the same level of excellence in his new leadership role with the Association as he does to his practice and clients."

Another Side of Scott

Scott met Karen, his "true love," in the summer of 1992 while both were studying for the bar. Married since 1993, the Coopers live in Moorestown, N.J., with their two children: Amanda, 9, and Colin, 6. "They are the love of my life," says Cooper, who can be found cheering on the sidelines whenever his kids play soccer.

His friends and colleagues know this to be true. "He is very devoted to his wife and adores his kids," says Axelrod, who has known Scott since he was a law student wearing jeans and a cowboy hat.

Haller adds, "For all he does professionally, both for his clients and within the bar, Scott is dedicated to his family. He doesn't miss stuff."

"Also, he and Karen have a balance in terms of how they manage their family life that is a model for other people."

Cooper also contributes to his community outside of bar matters. He is a member of the Moorestown Township Ethics Committee and its Recreation Advisory Committee, and he is also an elected member of the Burlington County Republican Municipal Committee. Cooper is a graduate of the Leadership, Inc., CORE Leadership Training Program and the MS Society Leadership Class of 1996.

He also has twice been asked to serve on the Temple University General Alumni Association Executive Board. Noting that Cooper is also an active member of the board, JoAnne Epps, Dean, Beasley School of Law, says, "Having an actively involved Chancellor also means that he stays connected to the changes taking place in legal education and can channel information from the organized bar back to us."



“It also solidifies the connection between the bar and the law schools, as well as the bar and our students.”

Cooper also serves as a shining example of success to aspiring lawyers. “Seeing a Chancellor who is an alumnus is inspiring to our students and reminds them of the impact they can have,” adds Dean Epps.

An avid (but admittedly not-so-good) golfer, Cooper has been a fixture at the Philadelphia Bar Foundation’s outing for years.

Now most of his recreation time is spent captaining his indoor soccer team – the Red United. “We are the tightest-knit band of old soccer players you could ever meet. We are so far from being one of the elite teams in the 35-plus indoor league as to be laughable, but there is a waiting list to get on our squad,” says Cooper.

His team plays every week, sometimes kicking off as late as 10:15 p.m. He also authors the team’s parody newsletter.

Shaping His Vision

People who know Cooper all use the same adjectives to describe him: Smart. Driven. Hard working. Forward thinking. Balanced. Perceptive. Most describe him as “the real deal,” and someone who backs up what he says by getting it done.

But there is another side, too. For those who know him well, Cooper has a great sense of humor, with a self-deprecating

wit. He has a great smile and loves to have fun. And he cares genuinely about people.

“Scott has a wonderful sense of humor and can be incredibly charming,” says Prof. Ohlbaum. “Scott also brings a degree of measure and balance. He is somebody who is proud of his roots, and I think those characteristics will serve him well as Chancellor.”

Former Chancellor Lawrence J. Beaser has worked with Cooper at Blank Rome for almost 20 years. “Scott is very concerned about other human beings, and he has a good heart,” he says. “The Bar Association is our collective voice that represents us in the community. Scott will do credit to himself, the firm, the Bar Association and the community to make our profession a better place.”

Dean Epps concurs. “Scott really likes people and is interested in this position not just for his own glory, but as a way of helping members of the Bar Association and the greater Philadelphia community,” she says.

“He is certainly a person who presents well and will make a wonderful spokesperson for the bar.”

With this set of skills in place, it should come as no surprise that our 83rd Chancellor has set such an ambitious agenda. Or that Scott Cooper thinks it is obtainable. ■



TEMPLE UNIVERSITY

Beasley School of Law



Temple University Beasley School of Law proudly recognizes the accomplishments of **Scott F. Cooper**, Class of 1992, and congratulates him on being named the *83rd Chancellor of the Philadelphia Bar Association*.



The Law School also congratulates the **Honorable Annette M. Rizzo**, Class of 1983, of the Philadelphia Court of Common Pleas, the 2009 recipient of the prestigious *Justice William J. Brennan Jr. Distinguished Jurist Award*, presented by the Philadelphia Bar Association.

The Temple Law School community applauds Judge Rizzo and Chancellor Cooper for their dedication to the legal profession and to the City of Philadelphia, and for their pursuit of the Temple tradition of excellence.