



Pennsylvania Bar Association

WOMEN
IN THE
PROFESSION

1997 REPORT CARD



MESSAGE FROM THE CHAIR **ROBERTA D. LIEBENBERG**

For over a year, members of the Commission have been working very hard on plans for the Annual Conference to be held on May 15, 1997 in Hershey, PA. This year's Conference, entitled, "Fractured Families—Fragmented Courts," will focus on whether Pennsylvania can better meet the needs of families and children by establishing a unified one judge/one family court system. Pennsylvania Supreme Court Justice Sandra Schultz Newman and Pennsylvania Superior Court Judge Kate Ford Elliott are serving as honorary Co-Chairs of the Conference. Conference Co-Chairs Elizabeth Bennett and Bunny Baum have planned a very innovative day-long conference which will feature a number of nationally prominent judges, educators and practitioners, and will include workshops on the emotional trauma of divorce, alimony, mediation and current trends in custody disputes.

In addition to planning the Annual Conference over the past year, the Commission held its first Retreat at Eagle Lodge. The Retreat provided a unique

opportunity for the Commission to assess the progress it has made since its inception and to lay the groundwork for formulating long-range plans for the future.

The Commission is also preparing a directory of its members. The directory will not only allow Commission members to familiarize themselves with one another but will also hopefully promote networking opportunities for them.

The Commission's resolution urging the addition of a voluntary check-off box to the Pennsylvania Supreme Court's bar admission application form has been adopted by the Supreme Court and should be implemented this Summer. We are hopeful that this check-off will allow the Commission to gather much-needed statistics on women admitted to practice law in Pennsylvania and to use that information to monitor the progress of women lawyers in the profession.

The Commission has continued publishing its quarterly Newsletter, *Voices and Views*. The Newsletter provides an update on the Commission's activities and includes articles of interest to women PBA members.

One of the Commission's most important activities each year is the preparation of the Report Card, which enables us to assess the level of participation of women in the PBA in terms of overall member-

ship as well as the attainment of leadership positions. The Report Card demonstrates that women attorneys have made progress in obtaining leadership positions within the PBA over the past year. While there is still room for improvement, particularly in the number of women on the Board of Governors, there was an increase in the number of women participating in the House of Delegates. The annual assessment of progress reflected in the Report Card will serve the salutary purpose of ensuring that the PBA leadership will continue to fulfill its commitment to increasing the participation of women in the PBA.

I will be completing my term as Chair this month and will be succeeded by Audrey Talley and Nora Barry Fischer. I am confident that their enthusiasm, commitment and leadership skills will enable them to continue the success that the Commission has already enjoyed. It has been my honor and privilege to Chair the Commission for the last two years. I am proud of the many accomplishments that we have already achieved, but we should not rest on our laurels since there is much work that remains to be done.

Roberta D. Liebenberg



PBA COMMISSION ON WOMEN IN THE PROFESSION REPORT CARD **INTRODUCTION**

The Commission on Women in the Profession continues to be a viable source for networking and promotion of women in the Pennsylvania legal community. Since the publication of the first Report Card in 1995, women continue to emerge as leaders in the legal arena, with an increased number of women becoming active in the bar association and legal profession. Pennsylvania law schools report more females are entering law school, which will move the ratio of men and women in the legal profession toward a level playing field in the coming years.

An historic event took place in May, 1996. Leslie Anne Miller became the first woman Vice President of the Pennsylvania Bar Association. When she takes over the reins of President in 1998, she will become the first female president in the one hundred and three year history of the association. Her election to this office sets a milestone for other female members of the bar to pursue leadership roles in the association.

The Commission held its first Retreat in November, 1996. The fundamental purpose of the Retreat was to map out future projects and goals for the Commission. A major outcome of the Retreat was the formulation of Operating Procedures for the Commission. The procedures establish a governing council and formalizes the methods for the Commission to conduct business.

Once again the Commission will hold its annual conference, this year focusing on the adoption of a unified family court in Pennsylvania. Respected members of the judiciary and legal profession will address issues vital to women and children involved in the family court system. The presentation of the annual Anne X. Alpern Award will highlight this annual event.



THE **ANNE X. ALPERN** AWARD

Esther F. Clark has been a Professor of Law at Widener University Law School since 1976. Prior to entering the academic arena, Professor Clark was a sole practitioner in Chester, Pennsylvania. Professor Clark is a woman of many firsts. She is the first woman to receive tenure at Widener University School of Law, the first woman elected president of the Delaware County Bar Association and the first woman elected president of the Delaware County Legal Assistance Association. Professor Clark has also achieved many firsts in the Pennsylvania Bar Association, serving as the first woman appointed as a Zone 9 Delegate to the PBA House of Delegates and the first woman appointed as chair of the Bylaws Committee. For over forty years, Professor Clark has served as a role model and mentor for both female and male attorneys as well as law students, and has gained the respect and admiration of her colleagues.



PENNSYLVANIA BAR ASSOCIATION **METHODOLOGY**

The Women in the Profession Report Card was created to illustrate the participation and leadership roles of women in the PBA. The Report Card is produced annually and an in-depth analysis of women in the leadership positions will be completed every five years.

An explanation of the methodology used to compile this report is necessary to confirm its validity. The calculations describing female participation are based on the PBA's annual VIP Book and the membership database. The VIP Book lists the association's governing bodies, committees and sections. To measure the participation, this report includes the gender composition from 1992 to 1997 of the 1) Board of Governors, 2) House of Delegates, 3) Nominating Committee, 4) Committees, 5) Sections of the PBA and 6) the Young Lawyers Division. Leadership positions with the committees and sections, such as the chair and vice chair, have been identified.

As with all studies, some flaws exist within the calculation system. Names of some members of the PBA are gender neutral, and in the case of ambiguous names, chairs and vice chairs of committees and PBA files were consulted for clarification.

The percentages presented may also be deceptive at first glance, as small sample sizes can result in large fluctuations of percentages. As an example, since some of the PBA House of Delegates zones consist of as few as four delegates, having one female delegate in that zone would be interpreted as a 25 percent participation. Therefore, sample sizes must be recognized in the interpretation of these statistics.



TODAY IN THE PENNSYLVANIA BAR ASSOCIATION

Active membership in the PBA is open to any lawyer in good-standing who is admitted to practice law in Pennsylvania. The number and percentage of women members have grown slightly over the past year to now represent nearly 24 percent of the PBA membership in 1997.

In addition to active membership, the association offers associate membership to lawyers not admitted to practice in Pennsylvania. Associate members are not included in the total percentages reflected in this report.

■ Men	20,579
■ Women	6,450
Total Members ... 27,029	

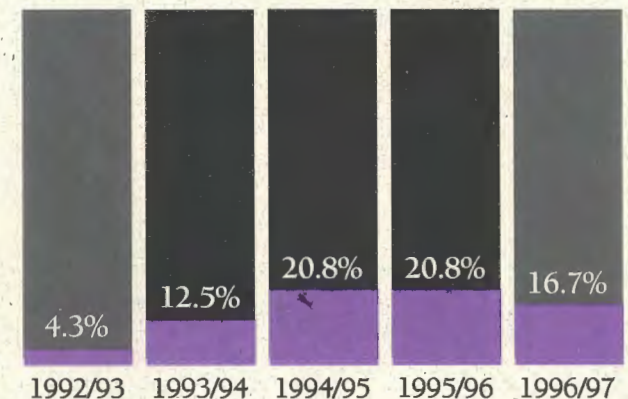
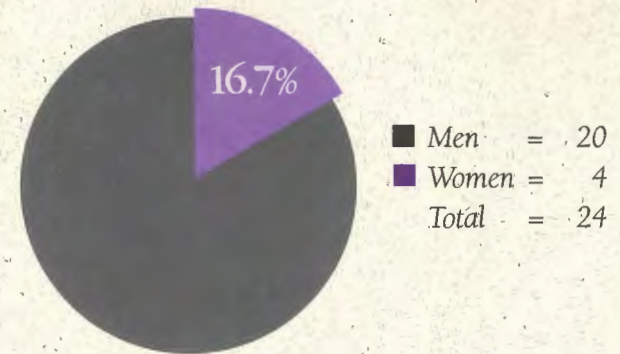
23.9%
Women
Membership
in the
PBA Today

PENNSYLVANIA BAR ASSOCIATION **BOARD OF GOVERNORS**

The PBA Board of Governors manages and carries out policies established by the House of Delegates. The Board is comprised of the following members:

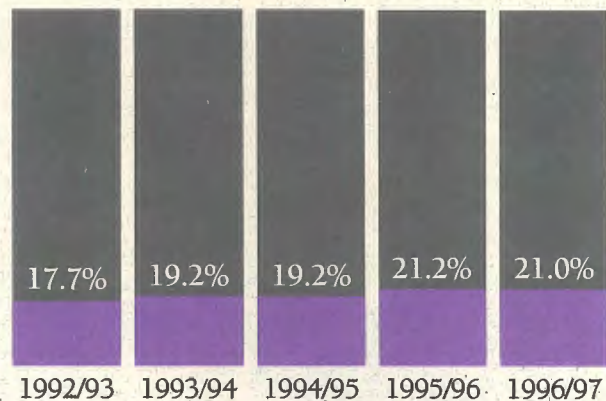
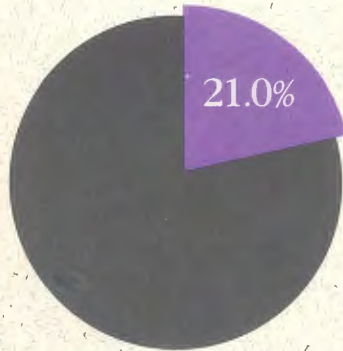
- PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary and Treasurer);
- the Immediate Past President;
- three representatives from the Young Lawyers Division;
- one Zone Governor from each of the twelve zones; and
- two governors-at-large (one minority governor and one woman governor)

The participation of women on the Board of Governors has grown during the 1990's. This was due in part to the 1991 Bylaws amendment establishing the position of an at-large governor to represent women's interests. In 1996/97, the number of women on the Board decreased by one from the previous year. The four members represented approximately 17 percent of the Board's total composition. The decrease was due to the expiring terms of the At-Large Minority Governor and the Young Lawyers Division Immediate Past Chair, which were two seats held by women. The At-Large Minority seat was filled with a male appointment and a male candidate was elected as Chair-Elect of the Young Lawyers Division. A seat was gained with a woman being elected to the position of Vice President of the Association.



PENNSYLVANIA BAR ASSOCIATION HOUSE OF DELEGATES

■ Men = 188
 ■ Women = 50
 Total = 238



The PBA House of Delegates sets the policy of the association. The House of Delegates consists of the following members:

- PBA general officers (President, President-Elect, Vice President, Chair of the House of Delegates, Secretary and Treasurer);
- all Zone Governors;
- one member from each zone for each 100 active members;
- one additional member from each unit membership zone;
- living former PBA presidents and chairs of the House;
- the preceding secretary, treasurer and zone governors;
- delegates of sections and the YLD;
- the Attorney General of Pennsylvania;
- state delegates to the ABA House;
- unrepresented county bar delegate;
- the Court Administrator of Pennsylvania; and
- deans of Pennsylvania law schools

Participation by women in the House of Delegates decreased slightly to 21 percent in 1996/97 compared to 21.2 percent in 1995/96. The decrease was partly due to an increase in the number of House members from 1995/96 that were not filled with a proportionate amount of women. The increase in House seats was due to zone growth and the filling of previously vacant seats.



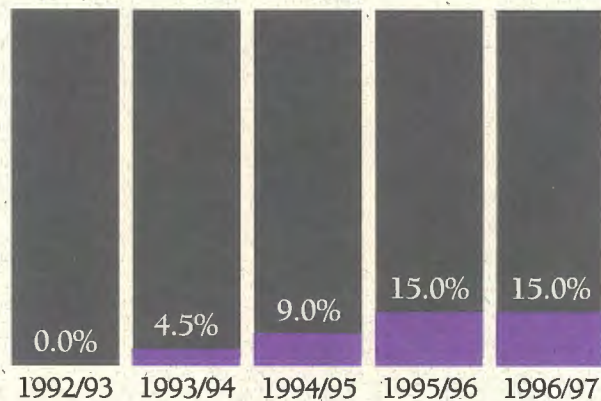
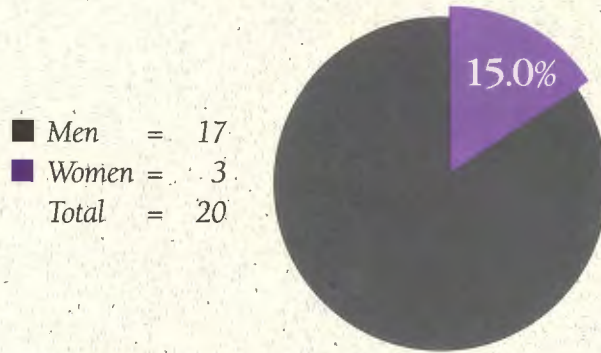
PENNSYLVANIA BAR ASSOCIATION **HOUSE OF DELEGATES**

The number of women House of Delegates increased in 1996/97 over the previous year. However, due to a change in the overall House numbers, they only equaled the 1995/96 high mark with an overall 27 percent representation. A duplicate mark was also present with nine of the twelve zones having women representatives.

Several zones have yet to name women House members, while others continue to move ahead. Fluctuations in membership and the number of representatives in a particular zone have affected the percentages of female vs. male in some instances.

	Men	Women	= % of Women
	1992/93		
Zone 1	43	13	23.2%
Zone 2	13	1	7.1%
Zone 3	23	3	11.5%
Zone 4	3	0	0%
Zone 5	10	0	0%
Zone 6	8	1	11.1%
Zone 7	6	0	0%
Zone 8	5	0	0%
Zone 9	34	4	10.5%
Zone 10	6	0	0%
Zone 11	1	0	0%
Zone 12	25	11	30.6%
	1993/94		
Zone 1	37	13	26.0%
Zone 2	15	1	6.3%
Zone 3	22	5	18.5%
Zone 4	3	0	0%
Zone 5	11	0	0%
Zone 6	8	1	11.1%
Zone 7	5	0	0%
Zone 8	5	0	0%
Zone 9	36	4	10.0%
Zone 10	5	0	0%
Zone 11	1	2	66.7%
Zone 12	22	11	33.3%
	1994/95		
Zone 1	34	16	32.0%
Zone 2	15	2	11.8%
Zone 3	19	5	20.8%
Zone 4	4	0	0%
Zone 5	11	0	0%
Zone 6	4	1	20.0%
Zone 7	6	1	14.3%
Zone 8	5	0	0%
Zone 9	36	5	13.9%
Zone 10	6	0	0%
Zone 11	3	1	25.0%
Zone 12	22	12	35.3%
	1995/96		
Zone 1	36	13	26.5%
Zone 2	15	3	16.7%
Zone 3	18	8	30.8%
Zone 4	4	1	20.0%
Zone 5	10	2	16.7%
Zone 6	8	1	11.1%
Zone 7	6	1	14.3%
Zone 8	5	0	0%
Zone 9	37	6	14.0%
Zone 10	5	0	0%
Zone 11	5	0	0%
Zone 12	26	12	31.6%
	1996/97		
Zone 1	43	12	21.8%
Zone 2	16	3	15.8%
Zone 3	21	9	30.0%
Zone 4	5	0	0%
Zone 5	11	2	15.4%
Zone 6	7	2	22.2%
Zone 7	6	1	14.3%
Zone 8	6	0	0%
Zone 9	39	7	15.2%
Zone 10	5	2	28.6%
Zone 11	3	0	0%
Zone 12	26	12	31.6%

PENNSYLVANIA BAR ASSOCIATION **NOMINATING COMMITTEE**



The Nominating Committee selects one candidate for each of the general offices of the association to be presented to the House of Delegates for consideration. The committee, derived from the Board of Governors, consists of:

- all zone governors;
- the minority governor;
- the woman governor;
- the five living immediate past presidents of the PBA and;
- the immediate past chair of the Young Lawyers Division.

The Nominating Committee seats held by women in 1996/97 remained the same as the previous year with three members, representing 15 percent of the committee.



PENNSYLVANIA BAR ASSOCIATION **COMMITTEES**

In 1996/97, there were 38 full-year committees. Each of the 38 committees address an area of concern in the practice of law such as Lawyer Advertising or Civil and Equal Rights. Generally, each committee has a chair, vice chair and members.

The following table indicates the percentage of women members in each of the 38 committees. For the first time in three years, all committees have women representation. Participation of women on committees continues to fluctuate from year to year.

The overall average of women's participation on committees is 28 percent compared to a 24 percent representation of the total PBA membership. This higher than average participation may be explained by the appointed and voluntary characteristics of committee membership. Membership in the few appointed committees is by presidential appointment. Membership on the majority of the PBA committees is on a volunteer basis open to any association member.

In terms of committee leadership, 16 women served as chairs of the 38 committees in 1996/97. This is an increase of four women leaders compared to 1995/96. The number of women vice chairs in 1996/97 decreased to 17, down from 21 the previous year.



PENNSYLVANIA BAR ASSOCIATION **COMMITTEES**

Committee	Men		Women		= % of Women										
	1992/93	1993/94	1994/95	1995/96		1996/97									
Advertising Committee*	12	4	25.0%	10	3	23.1%	16	3	15.8%	16	3	15.8%			
Agricultural Law Committee	25	5	16.7%	34	7	17.1%	25	9	26.5%	25	6	19.4%	38	8	17.4%
Amicus Curiae Brief Committee*	8	0	0%	9	1	10.0%	10	1	9.1%	10	1	9.1%	9	1	10.0%
Arbitration and Mediation							54	15	21.7%	74	21	22.1%			
Attorney Discipline Study Committee	44	6	12.0%	54	18	25.0%	28	12	30.0%	27	14	34.1%	49	11	18.3%
Bylaws Committee	7	0	0%	6	3	33.3%	6	4	40.0%	4	2	33.3%	7	3	30.0%
Children's Rights Committee*							8	9	52.9%	14	13	48.1%	12	16	57.1%
Civil and Equal Rights Committee							37	25	40.3%	41	19	31.7%	59	21	26.3%
Code of Evidence Committee*													14	4	22.2%
Committee on the Corrections System	27	12	30.8%	22	13	28.9%	33	11	25.0%	41	10	19.6%	36	17	32.1%
Communications Advisory Panel*							17	2	10.5%	14	3	17.6%	10	4	28.6%
Dispute Resolution Committee	62	18	22.5%	77	32	29.4%	58	21	26.6%	66	22	25.0%	111	46	29.3%
Editorial Board*	12	5	29.4%	12	4	25.0%	14	4	22.2%	14	4	22.2%	14	4	22.2%
Health Care and Hospital Law Committee	88	53	37.6%	134	68	33.7%	83	45	35.2%	102	44	30.1%	143	72	33.2%
In-House Counsel Committee				148	68	31.5%	57	29	33.8%	84	32	27.6%	84	44	34.4%
Interdisciplinary Committee on Medical and Health Related Issues	41	23	35.9%	38	27	41.6%	34	17	33.3%	37	17	31.5%	50	16	24.2%
Judicial Selection and Administration Committee	55	15	27.3%	78	23	22.8%	38	13	25.5%	106	18	14.5%	123	25	16.9%
Lawyers Assistance Committee	47	8	14.5%	45	7	13.5%	28	10	26.3%	31	10	24.4%	37	7	15.9%

* denotes appointed committee



PENNSYLVANIA BAR ASSOCIATION COMMITTEES

Committee	Men		Women		= % of Women	
	1992/93	1993/94	1994/95	1995/96	1996/97	
Elder Law Committee	66 29 30.5%	99 48 32.7%	64 37 36.6%	109 43 28.3%	113 55 32.7%	
Legal Ethics and Professional Responsibility*	46 9 16.8%	49 11 18.3%	40 9 18.4%	47 11 19.0%	45 10 18.2%	
Legal Services for Exceptional Children	19 23 54.8%	29 26 47.3%	35 22 46.8%	35 37 51.4%	38 40 51.3%	
Legal Services to Persons with Disabilities	33 14 29.8%	47 23 32.9%	26 14 35.0%	28 15 34.9%	46 20 30.3%	
Legal Services to the Public Committee	65 39 37.5%	81 53 39.6%	37 29 43.9%	35 28 44.4%	53 41 43.6%	
Legislative and Government Affairs*			12 5 29.4%	13 4 23.5%	14 4 22.2%	
Long Range Planning Committee*	11 2 15.4%	10 2 16.7%	8 3 27.3%	7 4 36.4%	10 2 16.7%	
Member Benefits and Services Committee			8 0 0%	9 0 0%	10 1 9.1%	
Membership Development Committee	9 2 18.2%	12 6 33.3%	13 7 35.0%	13 7 35.0%	14 11 44.0%	
Minority Bar Committee	31 14 31.1%	30 19 38.8%	23 19 45.2%	18 21 53.8%	32 32 50.0%	
PBA Commission on Women in the Profession		0 19 100%	1 28 96.6%	2 58 96.7%	3 75 96.1%	
PBA-PAC*	6 1 14.2%	8 1 11.1%	8 1 11.1%	6 3 33.3%	6 3 33.3%	
Personnel Advisory Committee*			3 3 50.0%	3 3 50.0%	3 3 50.0%	
Professional Liability Committee	31 2 6.1%	34 4 10.5%	25 5 20.0%	45 4 8.2%	51 9 15.0%	
Professionalism Committee	44 10 18.5%	69 20 22.5%	38 11 22.5%	40 15 27.3%	62 21 25.3%	
Sports, Entertainment and Art Law	22 2 8.3%	114 18 13.6%	46 16 25.8%	80 20 20.0%	97 27 21.8%	
Senior Lawyers Committee					364 15 4.0%	
Statewide Computerization Committee	57 9 13.7%	56 8 12.5%	46 16 25.8%	53 4 7.0%	91 9 9.0%	
Statutory Law Committee	40 13 24.5%	60 15 20.0%	34 12 26.1%	42 7 14.3%	48 14 22.6%	
Unauthorized Practice of Law Committee	23 1 4.2%	28 8 22.2%	24 4 14.3%	34 5 12.8%	51 10 16.4%	

* denotes appointed committee



PENNSYLVANIA BAR ASSOCIATION SECTIONS

Sections/Councils	Men		Women		= % of Women	
	1992/93	1993/94	1994/95			
Administrative Law	3	1	25.0%	5	0	0%
Aeronautical Law	1	0	0%	2	0	0%
Civil Litigation	10	5	33.3%	9	6	40.0%
Corporation, Banking & Business Law	11	0	0%	11	0	0%
Criminal Law	7	1	12.5%	7	1	12.5%
Educational Law	10	2	16.7%	9	3	25.0%
Environmental Law	2	3	60.0%	3	2	40.0%
Family Law	14	7	33.3%	14	7	33.3%
International & Comparative	6	3	33.3%	6	3	33.3%
Labor Law	14	1	6.7%	13	1	7.1%
Municipal Law	9	2	18.2%	7	1	12.5%
Public Utility Law	4	2	33.3%	3	3	50.0%
Real Property Law	11	1	8.3%	12	0	0%
Solo & Small Firm	8	3	27.3%	8	3	27.3%
Tax Law	6	0	0%	5	1	16.7%
Workers Compensation	10	1	9.1%	9	2	18.2%

There are currently 16 sections in the Pennsylvania Bar Association. Sections are comprised of active PBA members, and any PBA member may become a member of any section or sections. Each section is run by a chair, vice chair, secretary and any other officers within a subsection and/or committee established by that section's bylaws. The section's bylaws may also provide that the section have a council to conduct its business.

In 1996/97, four women held the position of section chair, and three vice chairs were filled by women as compared to three chairs and three vice chairs in 1995/96. Secretary/Treasurer positions held by women decreased from six to two and Section Delegate positions increased from zero to two in 1996/97.

As in previous years, there was a varied fluctuation in section councils in 1996/97 with seven increasing in women representation, two decreasing and seven remaining unchanged as compared to 1995/96. One section had no women participating as members of council. This was an improvement over the previous year when three section councils had no women representation.



PENNSYLVANIA BAR ASSOCIATION SECTIONS

Men Women = % of Women

Sections/Councils

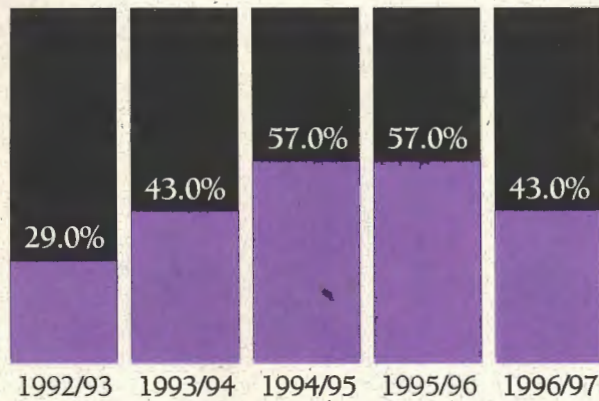
	1995/96	1996/97
Administrative Law	6 0 0%	4 2 33.3%
Aeronautical Law	2 0 0%	2 0 0%
Civil Litigation	9 3 25.0%	8 4 33.3%
Corporation, Banking & Business Law	8 3 27.3%	9 2 18.2%
Criminal Law	7 1 12.5%	7 1 12.5%
Educational Law	10 1 9.1%	9 1 10.0%
Environmental Law	5 1 16.7%	5 1 16.7%
Family Law	11 10 47.6%	11 10 47.6%
International & Comparative	5 3 37.5%	5 3 37.5%
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Public Utility Law	5 0 0%	5 1 16.7%
Real Property Law	11 1 8.3%	10 2 16.7%
Solo & Small Firm	6 1 14.3%	10 3 23.1%
Tax Law	5 1 16.7%	5 1 16.7%
Workers Compensation	6 2 25.0%	10 1 9.1%

96/97 Sections/Leadership

	Chair	VChair	Sec/Treas	Sec Del
Administrative Law	■	■	■	■
Aeronautical Law	■		■	■
Civil Litigation	■	■	■	■
Corporation, Banking & Business Law	■	■	■ ■	■
Criminal Law	■		■	■
Educational Law	■		■	■
Environmental Law	■	■	■ ■	■
Family Law	■	■	■ ■	
International & Comparative	■		■	■
Labor Law	■		■ ■	■
Municipal Law	■	■	■ ■	■
Public Utility Law	■	■	■	■
Real Property Law	■	■	■ ■	■
Solo & Small Firm	■		■	■
Tax Law	■	■	■	■
Workers Compensation	■	■	■ ■	■



PENNSYLVANIA BAR ASSOCIATION **YOUNG LAWYERS DIVISION**



The PBA Young Lawyers Division represents slightly less than one-third of the association's membership. Members of the PBA/YLD are those lawyers who are 36 years of age or younger, or have been practicing law for five years or less, regardless of age. The leadership positions in the YLD are:

- Chair; (M)
- Chair-Elect; (M)
- Immediate Past Chair; (F)
- Secretary; (F)
- Treasurer; (M)
- Division Delegate; (M) and
- ABA/YLD District Representative. (F)

Women continue to participate actively in leadership roles of the Young Lawyers Division although there was a decrease in one seat over 1995/1996. The expiring term of the Immediate Past Chair, held by a women, was replaced by a male candidate that was elected as Chair-Elect. This resulted in a 43 percent representation of women in leadership positions this year.



PENNSYLVANIA BAR ASSOCIATION REPORT CARD **CONCLUSION**

The Commission on Women in the Profession presents this Annual Report Card to bring to the attention of the PBA membership the continuing significant service rendered by women in the legal profession. The report card also serves as a yearly measuring stick by which to review past participation as well as to monitor future participation and progress of women members in all aspects of the PBA.

With the continuing increase of women's membership in the PBA, this Commission envisions that women in leadership positions will increase proportionately. The statistics presented in this Annual Report Card support that this expectation is indeed a realistic one. It is the belief and goal of this Commission that with all members working together we will create a strong and vital PBA, prepared to meet the challenges facing our society and our profession.



PENNSYLVANIA BAR ASSOCIATION **COMMISSION** ON WOMEN IN THE PROFESSION

Chair

Roberta D. Liebenberg

Co-Vice Chairs

Nora Barry Fischer
Lynette Norton

Commission Members

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Susan L. Anderson
Mary K. Austin
Hon. Cynthia A. Baldwin
Bunny B. Baum
Vicki L. Beatty
Hon. Phyllis W. Beck
Ann L. Begler
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Judy F. Berkman
Brett M. L. Blyshak
Phyllis Tatik Bookspan
Patricia T. Brennan
Michael M. Coleman
Joy Flowers Conti
Elizabeth C. Detwiler
Mary Cushing Doherty
Nancy H. Fullam
Lynne Z. Gold-Bikin
Debra S. Goodman
Francine Greising

Deborah R. Gross
Marcia H. Haller
Heather S. Heidelbaugh
Joann M. Jofery
Linda L. Kelly
Camille M. Kostelac-Cherry
Maureen E. Lally-Green
Lisa Pupo Lenihan
Ellen Check Levy
Penina Kessler Lieber
Arlene Jolles Lotman
Maryam Mahdavi
Cynthia M. Maleski
Kathy M. Manderino
Lynn A. Marks
Lucille Marsh
Christine E. Miller
Leslie Anne Miller
Kathleen Daily Mock
Gretchen A. Mundorff
Bernadine J. Munley
Marion K. Munley
Debra N. Nathanson
Dianne I. Nichols
Beatrice O'Donnell
Barbara Seman Ochs
Kathy L. Papé
Sara L. Petrosky
Frances M. Piccoli
Mary E. Platt
Roslyn G. Pollack
Consuelo Puente
Amy Lowell Putnam
Hon. Rosalyn K. Robinson
Lila G. Roomberg

Janet L. Sargent
Hon. Norma L. Shapiro
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Judy Shopp
Barbara Oaks Silver
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Harriet F. Withstandley

Report Card Subcommittee

Chair

Bonnie Donahey Stein
Lucille Marsh
Kathleen Daily Mock

PBA Staff Liaisons

Elizabeth K. Bertrand
Francis J. O'Rourke





100 South Street

P.O. Box 186

Harrisburg, PA 17108

(717) 238-6715

(800) 932-0311