DIVERSITY AMONG PENNSYLVANIA STATE BOARDS

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UNIVERSITY OF PITTSBURGH

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EXECUTIVE SUMMARY

Ralph Bangs, Leila Lucas, and Joseph Olaore University Center for Social and Urban Research University of Pittsburgh December 2006

This report presents findings from our study of diversity among Pennsylvania state boards, commissions, councils, committees and authorities (hereafter referred to as boards). State boards make many important decisions, and having minorities and women adequately represented on these boards is necessary for decision processes to be higher quality and more democratic, fair and inclusive.

For the purposes of this study a state board is defined as one where at least 50% of the voting members are PA state officials or members appointed by a PA state official and at least one member must be appointed by a PA state official. A PA state official is defined as a PA state elected official or the director or secretary of a particular PA state department.

To create a list of state boards we examined over 2,000 appointments made by the Governor of PA between January 2000 and September 2005. After reviewing websites for boards to which the governor had appointed at least one member, we found 312 boards that satisfied the above definition and appeared to currently exist.

Information on board members was obtained from January to June 2006 by calling the secretary or administrative manager for each board and by examining board websites. Although not all state boards provided the information requested, we did obtain information on a large number of boards. Out of the 312 PA state boards, we collected gender and race/ethnicity information on members of 162 boards (52%), board functions information on 241 boards (77%), and board member compensation information on 226 boards (72%).

The key findings are:

- Women are under-represented on many state boards since women are 31.2% of the members of the boards studied but are 51.7% of the state's population.
- 19% of the state boards studied do not have any women members, and 54% have fewer than three women members. Note that recent research by Alison Konrad and Vicki Kramer (*Harvard Business Review*, December 2006, p. 22) shows that boards need at least three women members for the women to be taken seriously.
- Minorities (blacks, Asians, Hispanics, Native Americans, and persons of two or more races) are under-represented on many state boards since minorities are 12.4% of the board members studied but are 15.9% of the state's population.
- 51% of the state boards studied do not have any minority members, and 84% have fewer than three minority members.

- The most common functions of state boards are advising state officials (79.7%), developing and recommending policy (58.9%), serving as a liaison between the board and other agencies (38.2%), providing public education (36.5%), exercising financial control over state or federal money (33.6%), regulating licensing of professionals (19.1%), participating in appointing agency directors or presidents of boards (8.7%), contracting for goods and services (7.1%), conducting research (4.6%), providing advocacy on issues (3.7%), and participating in the hiring of state agency staff or staff of the boards (3.3%).
- Women are under-represented on the boards studied for each of the functions.
- Minorities are under-represented on the boards studied for each of the functions except advocacy and hiring.
- 9.3% of the boards provide no compensation for board members, 85% provide travel and related expenses, 19% provide a per diem (usually \$51-\$100), and 5.3% provide a salary (usually in the range of \$10,000 to \$35,000 per year).
- Women are under-represented on the boards studied with no compensation and boards with any type of payment for members.
- Minorities are under-represented on the boards studied with all types of compensation except for boards with a per diem of \$51-100 and boards that pay members a salary.

Given these findings, we recommend that state officials:

- 1. Work with local professional and civic organizations, many of whom already prepare screened lists of qualified candidates and in some cases train potential candidates, in order to identify qualified and interested women and persons of color to serve on boards.
- 2. Create an appointment process that is accessible and transparent to ensure openings are well publicized and that all interested and qualified individuals are able to apply.
- 3. Pass legislation specifying that membership of any and all publicly appointed bodies in the State of Pennsylvania should represent the population of the Commonwealth in regards to gender and race/ethnicity.
- 4. Require all state boards to report information on member diversity to the governor's office or some other office so that complete instead of partial information can be obtained.
- 5. Annually update the data in this study to monitor progress in increasing diversity on state boards.
- 6. Gather information on participation on boards for other important segments of the population, such as the disabled.

DIVERSITY AMONG PENNSYLVANIA STATE BOARDS

FINAL REPORT

Ralph Bangs, Leila Lucas, and Joseph Olaore University Center for Social and Urban Research University of Pittsburgh December 2006

Introduction

This report presents findings from our study of diversity among Pennsylvania State boards, commissions, councils, committees and authorities (hereafter referred to as boards). The study specifically examines the number and percent of PA state board members by gender, race, and ethnicity as well as determining the functions of the boards and the types of payments the members are receiving.

State boards make many important decisions, and having women and minorities adequately represented on these boards and commissions is necessary for decision processes to be higher quality, more democratic, fair and inclusive. Greater diversity leads to better decision making because people with different perspectives may not share the assumptions and beliefs of the rest of the group. This encourages plurality of ideas and opinions, which enhances the quality of decision making.

Under-representation of, and sometimes total absence of, women and minorities on state boards and commissions could send a message to those segments of the population that their input is not valued. More diverse state boards, by contrast, promote essential democratic values of representation and give a voice to all citizens. It is incumbent on the appointing authorities to ensure that they are not excluding any part of the public that has the right to serve and be represented on state boards.

Funding

Funds for this study were provided by three organizations: The Maurice Falk Fund, Women and Girls Foundation of Southwest Pennsylvania, and WOMENS WAY.

Data Collection Methods

Two steps were involved in creating a list of PA state boards. First, we identified all types of boards which have at least one member appointed by the Governor of Pennsylvania. To do this we examined every appointment (more than 2000) made by the Governor between January 2000 and September 2005 as listed on the website for the Governor's Office of Public Liaison and examined the Senate's website list of confirmations for the Governor's appointees. This generated a list of 357 boards.

Second, we conducted a web search to obtain information on these boards to see if they qualified as a PA state board based on the following definition:

For the purposes of this study, a PA state board is defined as one where at least 50% of the voting members are PA state officials or members appointed by a PA state official and at least one member must be appointed by a PA state official. A PA state official is defined as an employee of the PA government, such as an elected official (e.g., Governor or Senator) or the director or secretary of a particular government department (e.g., Director of the Bureau of Consumer Protection in the Office of the Attorney General).

As a result of this review of the 357 boards, we found that 312 existed and satisfied the above definition and 45 no longer existed or did not satisfy the definition (see Appendix 1). In addition to creating a revised list of PA state boards, the web search was conducted to obtain information about board functions and compensation of board members.

Functions of Boards

A sample of 20 PA state boards was selected and reviewed to find common functions among these entities and create a preliminary list of function categories. The websites of all of the PA boards on our list were then examined to collect information, if available, about their duties and responsibilities. The information was recorded in a spreadsheet (see Appendix 2). Definitions of the functions are in Appendix 3. Phone calls later in the project were used to collect functions information when not available from websites (see descriptions of phone calls below). The list of common function categories was then revised to reflect the more complete information after completing data collection.

Compensation of Board Members

A sample of 20 PA state boards was selected and reviewed to find common types of payments to board members. A preliminary list of payment categories was created based on the sample. The websites of all of the PA state boards on our list were then examined to collect information about their payments to board members. The information was recorded in a spreadsheet (see Appendix 4), and definitions of the compensation categories are in Appendix 5. Later in the project, phone calls were used to collect payment information when not available from websites (see descriptions of phone calls below). The list of common payment categories was then revised to reflect the more complete information after completing data gathering.

Description of Call 1 and Call 2

Two phone scripts (Call 1 and Call 2) were developed to obtain information on the gender, race/ethnicity, functions, and types of payments for board members (see Appendices 6 and 7). In Call 1, the secretary or administrative manager of each board was contacted to obtain the current list of voting members. Copies of the board list were received by fax, e-mail, or from websites. For the board lists that were obtained from the websites, we confirmed with the board secretary or administrative manager that the list posted on the webpage is up-to-date. Information from Call 1 was obtained between January 2006 and June 2006. Table 1 shows the outcome of Call 1.

Note that we were not able to obtain information on the geographic location of the board members during this study. Most of the board secretaries or managers were not willing to give us the address or location of board members.

	Number	Percent
Refused	19	6.1%
No response	34	10.9%
No contact number	47	15.1%
Referred to Governor's Office	10	3.2%
Obtained members' list	202	64.7%
Total existing boards in our original list	312	100%

Table 1. Telephone Outcomes for Call 1

In Call 2, the board secretary or administrative manager was contacted a second time to obtain information about the gender, race, and ethnicity of board members, and, if needed, board functions and the type of payment board members receive. This information was collected between February 2006 and June 2006. Table 2 shows the outcomes of Call 2.

Table 2. Telephone Outcomes for Call 2

	Number	Percent
Received gender & race/ethnicity information	162	80.2%
Refused	34	16.8%
No response	1	0.5%
Referred to Governor's Office	5	2.5%
Total boards with board members' list	202	100%

The final telephone outcome for Call 1 and 2 is that we obtained gender and race/ethnicity data for 162 boards (51.9%) out of the 312 PA state boards known to exist. The boards that did not provide gender and race/ethicity information are shaded in yellow in Appendix 8. No particular type of state board tended to provide or not provide the data.

Findings

The following is a summary of the information obtained on gender, race/ethnicity, and other items from the 162 PA state boards. The 162 PA state boards had a total of 1854 voting members. We were able to obtain gender information on all 1854 voting members and obtained race and ethnicity information on 1731 members (93.7%). Race and ethnicity information on 123 members (6.3%) was unknown.

Gender

Out of 1854 total board members on the 162 boards, women comprise 31.2% while men comprise 68.8%. According to the year 2000 US census, men make up 48.3% of the total population in PA, while women make up 51.7%. Thus, women are grossly under-represented on the state boards compared to their share of the state's population (see Tables 3 and 4). In addition, there are 30 boards (19%) that have no women members and 88 boards (54%) that have fewer than three women members. For findings on gender by board see Appendix 8.

Number of Members	%
1854	100
1276	68.8
578	31.2
	Members 1854 1276

Table 3. P	Percentage of	Women on	PA S	State 1	Boards
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Source: Appendix 8

Table 4. Pennsylvania Population by Gender

Gender	%
Male	48.3
Female	51.7
Source: US	Census 2000

Race and Ethnicity

Of the 1731 members on the PA boards for which we obtained race/ethnicity information, 1517 (87.6%) are non-Hispanic white and 214 (12.4%) are minorities (see Table 5). The breakdown of the minorities by race and ethincity shows that 158 (9.1%) are African American, 29 (1.7%) are Asian American, and 27 (1.6%) are Hispanic. No Native Americans were represented.

Table 5. PA Board Members by Race and Ethnicity

	# of board members with information on race and ethnicity	Percent
Race and ethnicity	1731	100%
White, non-Hispanic	1517	87.6
Minorities	214	12.4
Black or African American	158	9.1
Asian	29	1.7
Native American	0	0
Hispanic or Latino	27	1.6

Source: Appendix 8

Race and ethnicity	%
White, non-Hispanic	84.1
Minorities	15.9
Black or African American	10.0
Asian	1.8
Native American	0.1
Hispanic or Latino	3.2
Other	0.8

Table 6. Race and Ethnicity of Pennsylvania's Population

Source: US Census 2000: demographic profile

Table 6 provides data on race and ethnicity of the state's population. Comparing Tables 5 and 6, we find that the percentage of minorities represented on state boards (12.4%) is below their share of the state's population (15.9%). At the same time, the percentage of non-Hispanic Whites among board members (87.6%) is above their share of the state's population (84.1%). In addition, there are 83 boards (51%) that do not have any minority members and 136 boards (84%) that have fewer than three minority members out of the 162 that provided race/ethnicity information. For findings on race and ethnicity by board see Appendix 8.

Functions

Of the 312 boards studied, 241 (77.2%) provided information on the functions of their members. Table 7 shows the common types of functions and the number and percent of boards that perform such duties. The most frequently mentioned functions are advising state officials (79.7% of the boards), developing and recommending policy (58.9%), liaison between the board and other agencies (38.2%), public education (36.5%), and financial control over state or federal money (33.6%). The findings on functions by board are shown in Appendix 2.

Table 7 also shows the distribution of board members by gender and race/ethnicity for boards that perform a particular function. Compared to women's share of 51.7% of the state's population, women are under-represented on boards in relation to all functions. Compared to the minority share of 15.9% of the state's population, minorities are under-represented on boards in relation to all functions except advocacy and hiring. Women and minorities have the lowest representation on boards engaged in licensing and the greatest representation on boards engaged in advocacy.

	# of	% of	% women	% minority
Function Type	boards	boards	members	members
Advise	192	79.7	34.1	12.1
Develop Policy	142	58.9	31.3	13.8
Liaison	92	38.2	42.3	14.6
Public Education	88	36.5	40.6	13.2
Finance	81	33.6	20.9	12.4
Licensing	46	19.1	11.2	9.3
Appointments	21	8.7	22.6	13.2
Contract	17	7.1	15.9	12.3
Research	11	4.6	24.5	10.3
Advocacy	9	3.7	50.5	40.9
Hiring	8	3.3	19.4	32.2
Other	34	14.1	31.0	8.6

Table 7. Functions of PA State Boards and Representation by Function

Payment Categories

Out of the 312 boards, we were able to obtain compensation information from 226 boards (72.4%). We found that 9.3% of the boards provide no compensation for board-related expenses of board members, 85% provide travel and related expenses, and 19% provide a per diem. The most common per diem rate was \$51-\$100 (Table 8). The findings on compensation by board are shown in Appendix 4.

Table 8 also shows the distribution of board members by gender and race/ethnicity for boards with a particular type of payment for board members. Compared to women's share of 51.7% of the state's population, women are under-represented on boards with all types of payments for members. Compared to the minority share of 15.9% of the state's population, minorities are under-represented on boards with no compensation, paid travel and related expenses, a per diem of \$50 a day or less, and a per diem of greater than \$100. Minorities are over-represented on boards with a per diem of \$51-100 and boards that pay members a salary.

Women have the lowest representation on boards that pay members a salary, and minorities have the lowest representation on boards that pay a per diem of greater than \$100. Women have the highest representation on boards that pay members a per diem of greater than \$100, and minorities have the highest representation on boards that pay a per diem of \$51-100.

Payment Category	Number	% of	% women	% min.
	of boards	boards	members	members
No compensation	21	9.3	33.5	14.2
Travel and other expenses	192	85.0	33.9	10.9
Boards with per diems	43	19.0	20.0	8.0
Per diem of $<$ or $=$ \$50/day	5	2.2		
Per diem of \$51-100/day	26	11.5	14.3	22.9
Per diem of $>$ \$100/day	4	1.8	35.0	3.8
Amount unknown	8	3.5	7.5	5.0
Salary	12	5.3	12.3	20.0

Table 8. Payments for PA State Board Members

Recommendations

The following recommendations provide the Governor, Senate, House of Representatives, and other state officials and appointing authorities the opportunity to better uphold the principles of fair representation, equality, inclusiveness, and good goverance. Concerted efforts must be made to ensure that appointments to state boards fairly represent the state population in regards to gender, race, and ethnicity.

Given these findings, we recommend that state officials:

- Work with local professional and civic organizations, many of whom already prepare screened lists of qualified candidates and in some cases train potential candidates, in order to identify qualified and interested women and persons of color to serve on boards.
- Create an appointment process that is accessible and transparent to ensure openings are well publicized and that all interested and qualified individuals are able to apply.
- Pass legislation specifying that membership of any and all publicly appointed bodies in the State of Pennsylvania should represent the population of the Commonwealth in regards to gender and race/ethnicity.
- Require all state boards to report information on member diversity to the governor's office or some other office so that complete instead of partial information can be obtained.
- Annually update the data in this study to monitor progress in increasing diversity on state boards.
- Gather information on participation on boards for other important segments of the population, such as the disabled.

Appendix 1. Boards Not Included in the Study

- 1. States Coastal Organizations
- 2. Chesapeake Executive Council Citizens Advisory Committee
- 3. Brigadier General Pennsylvania National Guard
- 4. Erie-Western PA Port Authority
- 5. Erie County Convention Center Authority
- 6. Southwestern Pennsylvania Commission
- 7. General Counsel
- 8. Great Lakes Commission For The Commonwealth of Pennsylvania
- 9. Local Government Advisory Committee
- 10. Medical Advisory Board (State Athletic Commission) chairman
- 11. Brandywine Battlefield Park Commission
- 12. Education Commission of The States
- 13. Pennsylvania State University, Board of Trustees of the
- 14. Agricultural By-Product Management Technology
- 15. Lincoln University of the Commonwealth System of Higher Education, Board of Trustees of
- 16. Temple University of the Commonwealth System of Higher Education, Board of Trustees of
- 17. Thomas Jefferson University, Board of Trustees of
- 18. University of Pittsburgh of the Commonwealth System of Higher Education, Commonwealth Trustee of the
- 19. Thaddeus Stevens College of Technology, Board of Trustees of
- 20. Abandoned Mine Voids and Mine Safety, Governor's Commission on
- 21. Blue Cross Independence, Board of Directors
- 22. Hathaway County Probation and Parole Officers' Firearm Education and
- 23. Major General, Pennsylvania National Guard
- 24. Veterans' Commission, State
- 25. Arthritis, PA Department of Health Advisory Board of
- 26. Ben Franklin Technology Development Authority Board of Directors
- 27. Cameron County Board of Assistance
- 28. Crime Victim's Compensation Board
- 29. Central Youth Development Centers, Board of Trustees of
- 30. Montgomery County Board of Assistance
- 31. Business Tax Commission, Pennsylvania
- 32. Chester County Board of Assistance
- 33. Pike County Board of Assistance
- 34. Messenger and Agent Advisory Committee
- 35. Interscholastic Athletic Oversight Council, Pennsylvania
- 36. Veterans' Memorial Commission, Pennsylvania
- 37. College and Career Success, Commission on
- 38. Operational Committee of the Pennsylvania Community
- 39. Venango County Board of Assistance

- 40. Compliance Advisory Committee Environmental Hearing Board, Pennsylvania Interstate Oil And Gas Compact Commission
- 41. Small Business Advocate
- 42. Interstate Commission on the Potomac River Basin

- 43. Interstate Mining Compact Commission
 44. Delaware River Master's Advisory Committee
 45. Delaware River Basin Commission County Board of Assistance

Appendix 3. Board Function Definitions

- 1. Advise Serve in advisory capacity to the Governor or the Secretary of the Department and or make recommendations to the PA state officials.
- 2. Policy Develop, review and recommend policies, procedures, rules and regulations. Oversees the recommendation and implementation of certain policies
- 3. Contracting Power to contract with other institutions/agencies/individuals for procurement of goods and services.
- 4. Appointment- Participate in the appointment of the executive director of the agency or president of the board.
- 5. Hiring- Participate in the hiring of agency staff or staff of the board.
- 6. Liaison Serve as liaison between the government and other agencies including NGOs; consult and cooperate with other agencies
- 7. Research Conduct/coordinate research activities; collect and analyze data, and carry out study of any issue under the agency's jurisdiction
- 8. Public Education Promote public education, enlightenment, awareness, and serve as resource to the community
- 9. Public Advocacy- Conduct and promote advocacy on the issues/areas of interest of the board or commission
- 10. Professional Licensing- Regulates the practice, procedures, and licensure of professional practitioners. Carries out certification of certain professional conduct and practices, grants approval, and conduct programs monitoring and evaluation
- 11. Finance Utilizes federal and state monies, collection of fees, resource allocation and management, provide funding and grants for projects, and budget approval
- 12. Other- Special functions different from the above.

Appendix 5. Definition of Compensation Categories

- 1. No Compensation Board members do not receive any type of compensation
- 2. Travel/ Other related expenses Members are reimbursed or receive a stipend for expenses such as mileage, lodging, and food.
- 3. Per Diem Members receive compensation per diem (per meeting)
- 4. Per Diem (amount not specified) Members are compensated per diem but the amount was not specified
- 5. Per Diem (< or = \$50) Members are compensated at \$50 or less per diem
- 6. Per Diem (\$51-\$100) Members are compensated from \$51 and \$100 per diem
- 7. Per Diem (>\$100) Members are compensated at \$100 or more per diem
- 8. Salary Members are given a salary or stipend

Appendix 6. Phone Script for Call 1

Board Name: _____

Hello my name is ______ and I'm calling from the University Center for Social and Urban Research at the University of Pittsburgh.

Are you the right person to talk to regarding getting some public information about the composition of ______Board/Commission?

I would like to request your participation in a research study we are conducting that will examine the race, gender, and geographic location of state board members, as well as the function of the board and the type of payment, if any, board members receive. This information is important to our study because it will show the diversity of state boards, which is necessary for decision processes to be higher quality and more democratic. All identifiable information collected on individual commission and board members in this study will remain strictly confidential. You are also under no obligation to participate in this research and can withdraw from the study at any time.

Screening Question: Could you please tell me how many members are on this board? And how many of the members were appointed by the Governor or another PA State official?

At this time we would like to have a copy of the current list of all the board members for the <u>(name of board)</u>. Could you please fax this list to us at this number? **412-624-4810**

Response: _____

If NO: Could you please tell me where I could obtain a copy of the current list of the board members.

Could you tell me your name, title, and phone number?

Name: _____

Title:

Phone #:_____

Date: _____

Interviewer Name: _____

Thank you very much for your time and participation.

Appendix 7. Phone Script for Call 2

Board Name:

Hello my name is ______ and I'm calling from the University Center for Social and Urban Research at the University of Pittsburgh. Is this ______ (name of person previously contacted)?

Thank you for sending your list of board members. Now we would like to ask you a few questions about these board members. Information on individual board members will remain confidential.

Of the appointed voting board members, could you tell me the gender of each voting board member?

Of the appointed voting board members, could you tell me the race of each member?

Of the appointed voting board members, could you tell me whether each voting board member is Hispanic or Non-Hispanic?

Of the appointed voting board members could you please tell me the geographic location of each voting board member?

Could you please tell me how many voting board members hold a PA state official position

Could you please tell me the function of the board?

Could you please tell me what type of payments, if any, voting board members receive?

Could you please fax a copy of the founding legislation for the board?

Could I please have your name, title, and phone number?

Title: _____

Phone #:_____

Date: _____

Interviewer Name: _____

Thank you very much for your time and participation.

Appendix 2. Board Functions

PA State Board	Advise	Dolicy	Contract	Appointmonto	Uirina	Liaison	Docoarch	Public Education	Advacacy	Liconcina	Financa	Others	Notos	No Data
A State Board Accountancy, State Board	AUVISE	Policy	Contract	Appointments	Hiring	LIAISUIT	Research	PUDIIC EDUCATION	Advocacy	Licensing	Finance	Ouners	Notes	NU Dala
Adams County Board of Assistance	1	1 1		1		1			1	1	1			
		1							1					
Adult basic and Literacy Education Interagency														
Council, Pennsylvania		I		_					1					-
African American Affairs, Governor's Advisory														
Commission on	1	1 1				1			1 1					
Aging,Pennsylvania Council on	1	1							1					
Agricultural Advisory Board	1	1 1												
Agricultural Land Preservation Board, State												1	Review, accept or reject recommendation for purchase of land	
Agricultural Lands Condemnation Approval Board	1	1												
Allegheny County Board of Assistance	1	1				1			1					
Allentown State Hospital, Board of Trustees of														1
Amusement Ride Safety Advisory Board	1	1 1												
Animal Health and Diagnostic Commission	1	1 1					1				1			
0														
													Compile data on population, employment trends, industrial vocational and industrial	
Apprenticeship and Training Council, State				_			1		1				education and job requirements	-
Architects Licensure Board	1	1 1		+		<u> </u>			1	1	1			L
Armstrong County Board of Assistance	1	1				1			1					
Asian American Affairs, Advisory Committee for	1	1 1			1	1			1 1				Monitor the hiring, retention, and promotion practices of the Commonwealth as they relate to the employment of Asian Americans	
Assess Sexually Violent Predators, State Board to												1	Conducting an assessment on convicted sexual offenders	
Athletic Commission, State				1						1	1			
													Review and approve all contracts dealing with the terms and conditions of employment of staff of the organizations	
Athletic Oversight Council, The Pennsylvania	1	1 1		1	1					1			licensed.	
Auctioneer Examiners, State Board of		1								1	1			
Automobile Theft Prevention Authority		1							1					
Aviation Advisory Committee	1	1 1					1		1		1			
Barbers Examiners, Sate Board of		1								1	1			
Beaver County Board of Assistance	1	1				1			1					
Bedford County Board of Assistance	1	1				1			1					
Berks County Board of Assistance	1	1				1			1					
Blair County Board of Assistance	1	1	1		1	1	İ		1		1			1
Blind Advisory Committee for the	1	1 1			1	İ					1	1		1
Bloomsburg University of Pennsylvania of the State System of Higher Education,Council of Trustees of	1	1 1									1		Fix the levels of tuition fees, including a differential for such charges between students who are residents of the Commonwealth and students who are nonresidents.	
				1									Have exclusive jurisdiction to hear and determine all claims against the Commonwealth arising from contracts hereafter entered into with the Commonwealth.	
Board of Claims				1										
Board of Claims Board of Pardons	1	1 1												

Bradford County Board of Assistance	1	1	Г	1		1		1						
						1		1						
Bucks County Board of Assistance						1								
Butler County Board of Assistance	1					1		1						
	l I												Fix the levels of tuition fees, including a	
	1												differential for such charges between	
California University of Pennsylvania of the	1												students who are residents of the	
State System of Higher Education, Council of	1												Commonwealth and students who are	
Trustees of	1	1		1							1		nonresidents.	
Cambria County Board of Assistance	1					1		1						
Cancer Control, Prevention and Research														
Advisory Board , Pennsylvania														1
													Monitor the maintenance, restoration,	
	1												preservation and rehabilitation of historical	
	1												documents, artifacts and other historical	
	1												objects or resources located within and	
	1												around, or associated with, the State	
	1												Capitol Building.	
Capitol Preservation Committee	l I	1	1								1	1	Capitor Danang.	
Carbon County Board of Assistance	1	<u> </u>				1		1	1			<u> </u>		
Center for Rural Pennsylvania, Board of	<u> </u>								1				<u>}</u>	
Directors of the	i i	1					1				1			
Centre County Board of Assistance	1	<u> </u>					I						<u> </u>	
Centre County Board of Assistance Certification of Water and Wastewater Systems	<u> </u> '							l					<u> </u>	
	1													
Operators, State Board									-	I				
Certified Real Estate Appraisers, State Board														
of	1	1								1	1			
	1												Fix the levels of tuition fees, including a	
	1												differential for such charges between	
Cheyney University of Pennsylvania of the	1												students who are residents of the	
State System of Higher Education, Council of	1												Commonwealth and students who are	
Trustees of	1	1		1							1		nonresidents.	
Children and Families, Commision on	1	1				1								
Children's Trust Fund Board		1				1		1			1			
Chiropractic, State Board of		1								1	1			
Citizen's Advisory Council	1	1										1	Evaluating environmental issues and laws	
-													Conduct investigation on petition of a	
	1												citizen concerning any matter in cases of	
	1												demotion, furlough, suspension and	
Civil Service Commission, State	1	1			1								removal.	
Clarion County Board of Assistance	1					1		1						
	· ·			i					1	İ			Fix the levels of tuition fees, including a	
	i i												differential for such charges between	
	l I												students who are residents of the	
Clarion University of Pennsylvania of the State	1												Commonwealth and students who are	
System of Higher Education,Council of	1												nonresidents.	
Trustees of	1	1		1							1		nomesidents.	
Clarks Summit State Hospital,Board of				1										
														1
Trustees of	1					4								(
Clearfield County Board of Assistance	1					1		1						
Clinton County Board of Assistance	1		L			1		1	1					
Columbia County Board of Assistance	1					1		1						
Community Development Bank, The														
Operational Committee of the Pennsylvania														1
Community Partnership for Safe Children,	i i													
Governor's	1	1				1		1			1			
	1												Monitor the effectiveness and	
	1												geographical distribution of community	
Community Service Advisory Board	1	1						1				1	service programs.	
				•				•	•				· · · · · ·	

Conservation and Natural Resources Advisory												<u> </u>
Board	1	1										
												Administers and enforces the Pennsylvania Nutrient Management Act program through state staff and county conservation districts, and oversees and
Conservation Commission, State	1	1			1		-					supports local administration through conservation districts of the state Dirt and Gravel Roads Maintenance Program
Conservation Commission, State					1							Establish, implement and administer the Constables' Education and Training
Constables' Education and Training Board	1	1	1					1			1	Program Conduct investigation to consumers'
Consumer Advisory Council to the Pennsylvania Public Utility Commission	1	1									1	inquiry or request
Convention Center Authority, Pennsylvania	1		1						1			
Convention Center Design Commission,Southwestern Pennsylvania	1		1	1								
Coroners' Education Board											1	Approves course work for new coroners and deputies
Cosmetology, State Board of		1							1	1		
Council on the Arts, Pennsylvania	1	1								1	1	The Arts in Education division fosters educational improvement through participation in the creative process in schools and community settings.
County Record Committee		1										The Committee's primary responsibility is to develop records retention schedules and disposition procedures for certain county offices.
Crawford County Board of Assistance	1				1		1					county onces.
Crime and Delinquency, Juvenile Advisory Committee,Pennsylvania Commission on		1								1		
Crime and Delinquency,Pennsylvania Commission on		1			1	1			1	1		Provides Constables and Deputy Sheriff's education and training programs
Cumberland County Board of Assistance	1				1		1					
Danville State Hospital, Board of Trustees of Dauphin County Board of Assistance	1				1		1					
Deaf and Hard of Hearing, Advisory Council for the	1	1			1		1	1				
Delaware Basin Regional Water Resources Committee												
Delaware County Board of Assistance Delaware River Joint Toll Bridge Commission	1				1		1					
(five from each state) Delaware River Port Authority (eight from each state)	1	1	1							1		
Delaware Valley Veterans' Home, Advisory Council for	1											
Denistry, State Board of	1	1							1	1		
Deputy Sheriffs' Education and Training Board									1			The board is empowered to determine the training needs of the deputy sheriffs and provide for the administration of these training programs.
Developmental Disabilities		1			1		1	1		1		
Drug and Alcohol Abuse, Pennsylvania Advisory Council on,	1	1								1		

Drug, Device and Cosmetic Board,					1									
Pennsylvania	1	1												
E-911 Emergency Service Advisory Committee														1
													Fix the levels of tuition fees, including a	
													differential for such charges between	
East Stroudsburg University of Pennsylvania of													students who are residents of the	
the State System of Higher Education, Council													Commonwealth and students who are	
of Trustees of	1	1		1							1		nonresidents.	
Eastern State School and Hospital, Board of		1		1									noniesidents.	
Trustees														1
Eastern Youth Development Centers, Board of														1
Trustees of														1
Ebensburg Center, Board of Trustees of	1													1
Ebensburg Center, Board of Trustees of	1								1					
Economic Development Financing Authority,														
Board of Directors of the Pennsylvania														
													Fix the levels of tuition fees, including a	
													differential for such charges between	
Edinboro University of Pennsylvania of the													students who are residents of the	
State System of Higher Education, Council of													Commonwealth and students who are	
Trustees of	1	1		1							1		nonresidents.	
Education, State Board of	1	1					1			1	1			
Elk County Board of Assistance	1					1		1						
Embreeville Center, Board of Trustees of														1
Employees' Retirement Board, State														1
Energy Development Authority, Pennsylvania											1			
Environmental Hearing Board Rules													The Board holds non-jury trials and issues	
Committee												1	Adjudications.	
Erie County Board of Assistance	1					1		1						
Ethics Commision, State	1	1						1						
Fairview State Hospital, Board of Trustees of														1
													Plan for, and conduct and manage	
													exhibitions of agricultural, industrial, and	
Farm Products Show Commission, State	1	1									1	1	farm products	
Fayette County Board of Assistance	1					1		1						
Financing Authority											1			
Firearm Education and Training Commission,														
County Probation and Parole Officers'	1	1	1		1					1				
Fish and Boat Commission, Pennsylvania	1	1						1	1	1	1			
Forest County Board of Assistance	1					1		1						
Franklin County Board of Assistance	1					1		1						
Fulton County Board of Assistance	1					1		1						
Funeral Directors, State Board of		1								1	1			
Game Commission, Pennsylvania	1	1	1			1		1		1	1			
Gaming Control Board		1								1	1			
Gender, Racial and Ethnic Fairness,														
Interbranch Commission for	1	1												
Gender, Racial and Ethnic Fairness, Interstate														
Commission for														1
Gino Merli Veterans' Center, Advisory Council														
for	1													
				1					1				Identify barriers and obstacles preventing	
Governor's Youth Sportsmen's Advisory					1								youth participation in conservation and	
Council	1	1										1	outdoor recreation	
Greene County Board of Assistance	1					1		1	1					
Hamburg Center, Board of Trustees of	1								1					
		1	1	1	1			1	1			ı	I	

		1			1							1	To assume the stand and the formation during
													To support and assist the forest products industry in developing domestic and international markets for value-added
Hardwoods Development Council						1		1				1	products;
Harnessing Racing Commission, Sate	1	1 1								1	1		
Harrisburg State Hospital, Board of Trustees of													
Haverford State Hospital, Board of Trustees of													
							1						To study, upon request, the issue of access to care for those Pennsylvanians who are uninsured
Health Care Cost Containment Council	I												
Health Family Hearing Board Health Policy Board	1	1								1			
Health Research Advisory Committee	1	1		-			1		ł	1			
Hearing Aid Sales Registration Law Advisory	1	1					I						
Council													
Higher Education Assistance Agency, Board of Directors of the Pennsylvania	1	1 1											
Historical and Museum Commission,Pennsylvania	1	1	1			1	1				1	1	Preserve public records, historical documents and objects of historical interest
Hollidaysburg Veterans' Home, Advisory Council for													
Homeland Security Advisory Council	1	1		1		1		1			1		
Horse Racing Commission		1								1	1		
Housing Advisory Committee, Pennsylvania													
Housing Finance Agency, Pennsylvania		1											
Human Relations Commision, Pennylvania		1										1	Investigate complaints of discrimination problems and adjudicate on such cases
Humanities Council, Pennsylvania													
Hunting, Fishing and Conservation, Governor's Advisory Council on	1	1 1		1									
Hunting, Fishing and Conservation, Governor's													
Youth Advisory Council on	1	1				1		1					
Huntingdon County Board of Assistance						I		I					Providing, expanding and improving the
Independent Living Council (SILC), Statewide	1	1				1						1	provision of IL services The commission shall act as a clearing
Independent Regulatory Review Commision	1	1 1				1							house for complaints, comments and other inputs from members of the General Assembly and from the public regarding existing, proposed, final-form and final- omitted regulations
Indiana County Board of Assistance	1	1				1		1					
Indiana University of Pennsylvania of the State System of Higher Education,Council of Trustees of	1	11		1							1		Fix the levels of tuition fees, including a differential for such charges between students who are residents of the Commonwealth and students who are nonresidents.
													The board has authority to grant variances to Regulations.
Industrial Board	1	1 1										1	-
Industrial Development Authority, Pennsylvania													

		r		1	1			1				rr	
Infrastructure Investment Authority													
(Pennvest),Pennsylvania		1								1			
Insurance Fraud Prevention Authority	1	1					1						
Interagency Coordinating Council for Early													
Intervention	1	1											
Intergovernmental Cooperation													
Authority, Governing Board of the	1									1			
Intra-governmental Council On Long-term Care	1	1					1						
IRC Strategic Advisory Board													1
Jefferson County Board of Assistance	1					1	1						
Joint Committee On Documents													1
												It investigates allegations of ethical	
												misconduct against Pennsylvania judges.	
												If necessary, the Board prepares and	
												brings cases against judges who are	
												accused of unethical actions.	
Judicial Conduct Board											1		
Judicial Council of Pennsylvania													1
Juniata County Board of Assistance	1					1	1						
Juvenile Court Judges' Commission		1	1	1		1							
		-										Fix the levels of tuition fees, including a	
												differential for such charges between	
Kutztown University of Pennsylvania of the												students who are residents of the	
State System of Higher Education, Council of												Commonwealth and students who are	
	1	1		1						1			
Trustees of									-			nonresidents.	
												To remedy and prevent unfair labor	
Labor Relations Board, Pennsylvania		1									1	practices	
Lackawanna County Board of Assistance	1					1	1						
Lake Erie and Genessee Basin Regional Water													
Resources Committee													1
Lancaster County Board of Assistance	1					1	1						
Landscape Architects, State Board of	1	1							1	1			
												Monitor the hiring, retention and promotion	
Latino Affairs, Governor's Advisory Commission												practices of the Commonwealth as they	
On	1	1			1	1		1				relate to the employment of Latinos	
Laurelton Center, Board of Trustees of								1				relate to the employment of Edinos	1
Lawrence County Board of Assistance	1					1	1						
Lebanon County Board of Assistance	1					1	1						
Lebanon County Board of Assistance		l										<u> </u>	
	1	-	ł		 	1	1					<u> </u>	
Library Development, Advisory	1	1			 								
												Control of liquor in PA, establishment and	
Liquor Control Board, Pennsylvania		1					1		1	1	1	maintenance of liquor stores	
Local Government Records Committee		1					 						
					1							Fix the levels of tuition fees, including a	
					1							differential for such charges between	
Lock Haven University of Pennsylvania of the					1							students who are residents of the	
State System of Higher Education, Council of					1							Commonwealth and students who are	
Trustees of	1	1		1						1		nonresidents.	
Lower Susquehanna Basin Regional Water	1									· ·		non colucito.	
Resources Committee													1
Luzerne County Board of Assistance													
ILLIZED COUNTY BOARD OF Assistance				1		1	1	1			1		
Lycoming County Board of Assistance						1	I						

Г		1									1	Fix the levels of tuition fees, including a	
												Fix the levels of tuition fees, including a	
												differential for such charges between	
Mansfield University of Pennsylvania of the												students who are residents of the	
State System of Higher Education, Council of												Commonwealth and students who are	
Trustees of	1	1 1		1						1		nonresidents.	
Mayview State Hospital, Board of Trustees of													1
Mckean County Board of Assistance	1	1				1	1						
Medicine, State Board of	1	1							1	1			
Mental Health and Mental Retardation,												Monitor, review and evaluate mental	
Advisory Committee for	1	1 1									1	health services	
Mercer County Board of Assistance	1					1	1						
Mifflin County Board of Assistance	1					1	1						
Milk Marketing Board	1								1	1			
Milk Marketing Doard												Fix the levels of tuition fees, including a	
												differential for such charges between	
Millerer ille Haisseriks of Domassic settle												students who are residents of the	
Millersville University of Pennsylvania of the													
State System of Higher Education, Council of												Commonwealth and students who are	
Trustees of	1			1						1		nonresidents.	
												The board conducts continuing education	
												for district justices, senior district justices,	
												Philadelphia Traffic Court judges, Bail	
												Commissioners and for those individuals	
												who wish to maintain a current certification	
Minor Judiciary Education Board		1							1		1	in one or more of these areas.	
Minority Business Development													
Authority, Pennsylvania													1
Monroe County Board of Assistance	1					1	1						
Montour County Board of Assistance	1	1				1	1						
Motor Carrier Safety Advisory Committee	1	1 1					1						
Municipal Police Officers' Education and													
Training Commission	1	1				1			1	1			
Municipal Retirement Board, Pennsylvania	1	1 1								1			
Navigation Commission for the Delaware River	1												
and its Navigable Tributaries													1
Norristown State Hospital, Board of Trustees of													1
	1					4							1
Northampton County Board of Assistance				-		1							
Northumberland County Board of Assistance	1					1	1						
Nursing Home Administrators, State Board of													
Examiners of		1							1	1			
Nursing, State Board of	1	1 1							1	1			
Occupational Therapy Education and													
Licensure, State Board of	1	1 1							1	1			
Ohio Basin Regional Water Resources													
Committee													1
Ohio River Valley Water Sanitation													
Commission for the Commonwealth of													
Pennsylvania (various commissioners 3 for													
each state)													1
Optometry,State Board of	1	1							1	1			
Organ Donation Advisory Committee	1	1											
Osteopathic Medicine, State Board of	1	1	1	1				1	1	1			
Patient Safety Authority	1			<u> </u>				1	1	1			
Pedalcycle and Pedestrian Advisory		+	+	<u> </u>				ł				<u> </u>	
Committee													
	1			 	ļ		-	ł					
Perry County Board of Assistance	1	<u> </u>	L	ł	<u> </u>	1	1	ł					
Pesticide Advisory Board	1	·											
Pharmaceutical Assistance Review Board													1

Dharmany Chata Danad af	4	1								1	1	1	1	
Pharmacy,State Board of	1	1								1	1			
Philadelphia County Board of Assistance	Ĩ					1		1						
Philadelphia Parking Authority (group 2)														1
Philadelphia Regional Port Authority	1	1	1							1	1			
Philadelphia School Reform Commission														1
													Develop and support efforts and programs	
Physical Fitness and Sports, Governor's													in communities to increase physical	
Advisory Council on	1	1				1						1	activity	
Physical Therapy, State Board of	1	1								1	1		-	
Planning Board, State	1	1												
Podiatry,State Board of	1	1								1	1			
Polk Center, Board of Trustees of														1
Port of Pittsburgh Commission		1	1			1					1			
Potomac Basin Regional Water Resources						'								
Committee														1
Potter County Board of Assistance	1					1		1						
Preservation Pennsylvania, Board of Directors	I					1								
	-													
of (wrong website)	1											l		
Prevailing Wage Advisory Board	1	1	L											
													Hear and determine any grievance or	
													appeal arising out of the administration of	
Prevailing Wage Appeals Board	1	1										1	this act.	
Probation, Advisory Committee on														1
													The Board has authority to grant parole, a	
													conditional release, to offenders	
													sentenced to a maximum sentence of two	
													years or more, on or after the expiration of	
													the minimum sentence date.	
Probation and Parole, PA Board of											1	1		
Professional Engineers, Land Surveyors and														
Geologists, State Registration Board for	1	1								1	1			
Professional Standards and Practices	-													
Commission														1
Psychology,State Board of	1	1								1	1			
Public Employee Retirement Commission	1	1												
Public School Employees' Retirement Board														1
Public Television Network														
	1	1				1		1						
Commission, Pennsylvania		1				1		1						
Public Utility Commission, Pennsylvania	4	I												
Rail Freight Advisory Committee			-											
Real Estate Commission, State		1								1	1			
Rehabilitation Advisory Council, State	1	1				1								
Renal Disease Advisory Committee														1
Request for Information Review Committee														1
Rural Development Council, Pennsylvania		1				1		1						
Schuylkill County Board of Assistance	1					1		1						
Scotland School For Veterans' Children Board														
of Trustees														1
Scranton State School for the Deaf, Board of														
Trustees of	1	1		1	1									1
Seasonal Farm Labor Committee														1
Securities Commission, Pennsylvania								1		1				
Selection Committee (Department of General		1										1		
Services)	1		1										Reviews applications from design firms	
Selinsgrove Center, Board of Trustees of	1		· · ·			1			1				resteres applications norm design niths	
Senior Citizen Advisory Committee	1					1								1
Sentencing, Pennsylvania Commission on	1	1					1							1
Sewage Treatment Plant and Waterworks														
Operators,State														

		1		1										
													Fix the levels of tuition fees, including a	1
													differential for such charges between	i i
Shippensburg University of Pennsylvania of the													students who are residents of the	i i
State System of Higher Education, Council of													Commonwealth and students who are	i i
Trustees of	1	1	1	1							1		nonresidents.	i
Thustees bi	1		1	1										i
													Fix the levels of tuition fees, including a	i i
													differential for such charges between	i i
Slippery Rock University of Pennsylvania of the													students who are residents of the	i i
State System of Higher Education, Council of													Commonwealth and students who are	i i
Trustees of	1	1	1	1							1		nonresidents.	i i
Snyder County Board of Assistance	1					1		1						
Singuel County Board of Assistance	1					1		1						ł
Small Business Complianxe Advisory														i i
Committee	1	1	1											I
Social Workers, Marriage and Family														i i
Therapists and Professional Counselors, State														i i
Board of		1	1							1	1			1
Soldiers' and Sailors' Home, Advisory Council											,			
for Pennsylvania														I
Somerset County Board of Assistance	1					1		1						
Somerset State Hospital, Board of Trustees of														1
South Mountain Restoration Center, Board of														
Trustees of	1	1	1			1								i i
Special Education, State Advisory Panel for	1	1	1						ł					i
Special Education, State Advisory Panel Ion	I		1											ł
Speech-Language and Hearing, State Board of														i i
Examiners in		1	1							1	1			1
Sportsmen's Advisory Council, Governor's	1	1	1	1										í
State Charter School Appeal Board														1
State Health Facility Hearing Board														1
State System of Higher Education, Board of													Approvos now acadomic programs, sot	· · · ·
													Approves new academic programs, set	i i
Governors of the			1								I	I	tuitions	l
Sullivan County Board of Assistance	1					1		1						I
Susquehanna County Board of Assistance	1					1		1						i i
Targeted Community Revitalization and Crime														ſ
Prevention Advisory Committee	1	1	1											i i
·····													Determine annually the aggregate market	
Tay Equalization Deard State														i i
Tax Equalization Board, State												1	value of taxable real property	l
Technical Advisory Committee on Diesel-														i i
Powered Equipment	1	1	1											1
Tioga County Board of Assistance	1					1		1						í
Tobacco Settlement Investment Board														1
Torrance State Hospital, Board of Trustees of														1
Training America's Teachers Commission	4						4							
Training America's Teachers Commission		<u> </u>		+					l					<u> </u>
Transportation Advisory Committee, State	1	1	1			1								L
Transportation Authority														
(SEPTA), Southeastern Pennsylvania														1
Transportation Commission, State		1	1		1									
Transportation Funding and Reform		† '	1	1	1			1	ł					
Commission	1	-	,								1			1
			1	+					l					<u> </u>
Travel and Tourism Council, Governor's	1	1	1								1			L
Travel and Tourism Partnership, Pennsylvania														1
Tuition Account Program Advisory Board														1
Turnpike Commission, Pennsylvania	1		1		1						1			·
Underground Storage Tank Indemnification			+'										<u> </u>	<u> </u>
• •												1		i i
Board	1	1	1 1								1			L
Unemployment Compensation Advisory														
Council,State														1
Unemployment Compensation Board of Review														1
onemployment compensation board of Review														

Uniform State Laws, Board of Commissioners														
on State Laws, board of Commissioners														1
Union County Board of Assistance	1					1	<u></u>	1						•
Upper and Middle Susquehanna Basin	1					1		1						
Regional Water Resources Committee														1
Vehicle Manufacturers, Dealers and														1
Salespersons, State Board of		1								1	1			
Venue,Interbranch Commission on		I								1	I			1
														1
Veterans' Center, Advisory Council for														1
Southwestern														1
Veterans' Center, Advisory Council for														
Southeastern														1
Veterinary Medicine, State Board of	1	1								1	1			
Victims Services Advisory Committee	1	1									1			
Vocational Rehabilitation, State Board of		1												
Warren County Board of Assistance	1					1		1						
Warren State Hospital, Board of Trustees of														1
Washington County Board of Assistance	1					1		1						
Washington Crossing Park ,Commission on														1
Water Resources Committee, Statewide	1	1				1								
Wayne County Board of Assistance	1					1		1						
Wernersville State Hospital, Board of Trustees														
of														1
													Fix the levels of tuition fees, including a	
													differential for such charges between	
West Chester University of Pennsylvania of the													students who are residents of the	
State System of Higher Education, Council of													Commonwealth and students who are	
Trustees of	1	1		1							1		nonresidents.	
Western Youth Development Centers, Board of														
Trustees of the														1
Westmoreland County Board of Assistance	1					1		1						
White Haven Center, Board of Trustees of						'								1
													Monitor women's educational and	
Women, Pennsylvania Commission for	1	1				1		1	1				employment needs and opportunities	
	1	1				1		1	1				employment needs and opportunities	
Woodville State Hospital, Board of Trustees of														1
Woodville State Hospital, Board of Hustees of Workers' Compensation Appeal Board														1
	1	4												
Workforce Investment Board, Pennsylvania	1	I				4								
Wyoming County Board of Assistance	1					1		1						
York County Board of Assistance	1				_	1		1						
Total	192	142	17	21	8	92	11	88	9	46	81	34	0	71

Note: We were unable to obtain data for the shaded rows.

Appendix 4. Board Member Compensation

		Travel /		Per Diem							No
	No	Other		(amount	Per Diem						Payment
	Compen-	related	Per Diem	not	(< 0r =	Per Diem	Per Diem			Missing	Informa-
PA State Board	sation	Expenses	Boards	specified)	\$50)	(\$51-100)	(>\$100)	Salary	Notes	Data	tion
Accountancy, State Board		1	1		, /	1					
Adams County Board of Assistance		1									
Adult Basic and Literacy Education Interagency											
Coordinating Council, Pennsylvania	1										
African American Affairs, Governor's,											
Advisory Commission on	1										
Aging, Pennsylvania Council on		1									
Agricultural Advisory Board		1									
Agricultural Land Preservation Board, State		1									
Agricultural Lands Condemnation Approval											
Board		1									
Allegheny County Board of Assistance		1									
										Mike	
Allentown State Hospital, Board of Trustees of										Marsico	1
										Could not	
Amusement Ride Safety Advisory Board										Contact	1
Animal Health and Diagnostic Commission		1	1			1					
Apprenticeship and Training Council, State		1	1		1						
										Refused	
Architects Licensure Board										Call 2	1
Armstrong County Board of Assistance		1									
Asian American Affairs, Advisory Committee for		1									
Assess Sexually Violent Predators, State Board									Chairman receives \$500 additional		
to		1	1				1		compensation per annum		
Athletic Commission, State								1	\$10,000 per year		
Athletic Oversight Committee, The		_									
Pennsylvania		1									
										Could not	
Auctioneer Examiners, State Board of										contact	1

Automobile Theft Prevention Authority	1							
Aviation Advisory Committee		1	1					
Barber Examiners, State Board of							Could not contact	1
Beaver County Board of Assistance	1							
Bedford County Board of Assistance	1							
Berks County Board of Assistance	1							
Blair County Board of Assistance	1							
Blind, Advisory Committee for the							Could not Contact	1
Bloomsburg University of Pennsylvania of the								
State System of Higher Education, Council of								
Trustees of	1							
Board of Claims	1				1	Annual Compensation for all board members		
Board of Pardons					1	Members receive \$13,500 p.a; Ex-officio receive \$0		
Boating Advisory Board	1							
Bradford County Board of Assistance	1							
Bucks County Board of Assistance	1							
Butler County Board of Assistance	1							
California University of Pennsylvania of the State System of Higher Education, Council of Trustees of	1							
Cambria County Board of Assistance	1							
Cancer Control, Prevention and Research Advisory Board ,Pennsylvania							Could not contact	1
Capitol Preservation Committee	 1				ļ			
Carbon County Board of Assistance	 1							
Center for Rural Pennsylvania, Board of Directors of the	1							
Centre County Board of Assistance	1							
Certification for Water and Wastewater Systems and Operators, State Board for	1							
Certified Real Estate Appraisers, State Board of	1	1		1				

Cheyney University of Pennsylvania of the State									
System of Higher Education, Council of									
Trustees of		1							
Children and Families, Commission on		1							
Children's Trust Fund Board	1								
Chiropractic, State Board of		1	1		1				
Citizens Advisory Council		1			-				
Civil Service Commission, State		1							
Clarion County Board of Assistance		1							
Clarion University of Pennsylvania of the State									
System of Higher Education, Council of									
Trustees of		1							
Clarks Summit State Hospital, Board of								Mike	
Trustees of								Marsico	1
Clearfield County Board of Assistance		1							
Clinton County Board of Assistance		1							
Columbia County Board of Assistance		1							
Community Development Bank, The									
Operational Committee of the Pennsylvania								Could not	
								contact	1
Community Partnership for Safe Children,									
Governor's		1							
								Could not	
Community Service Advisory Board								contact	1
Conservation and Natural Resources Advisory									
Council	1								
Conservation Commission, State			1	1					
Constables' Education and Training Board		1							
Consumer Advisory Council to the Pennsylvania									
Public Utility Commission		1							
Convention Center Authority, Pennsylvania						1	Stipend		
Convention Center Design Commission,									
Southwestern Pennsylvania		1							
Coroners' Education Board	1								
Cosmetology, State Board of		1	1		1				
Council on the Arts, Pennsylvania	1								
County Records Committee		1							
Crawford County Board of Assistance		1							

Crime and Delinquency, Juvenile Justice and								
Delinquency Prevention Advisory Committee							Could not	
Pennsylvania Commission on							contact	1
Crime and Delinguency, Pennsylvania							CUIIIACI	1
Commission on							Could not	
Commission on								1
Current ordered County Decard of Assistence		1					contact	I
Cumberland County Board of Assistance		1						
Danville State Hospital, Board of Trustees of								
							Could not	
							contact	1
Dauphin County Board of Assistance		1						
Deaf and Hard of Hearing, Advisory Council for								
the		1						
Delaware Basin Regional Water Resources								
Committee		1						
Delaware County Board of Assistance		1						
Delaware River Joint Toll Bridge Commission	1							
Delaware River Port Authority								
							Could not	
							contact	1
Delaware Valley Veterans' Home, Advisory							oontaot	
Council for	1							
Dentistry, State Board of	I	1	1		1			
Dentistry, State Doard of		I	I		I			
							Could not	
Doputy Shoriffe' Education and Training Board							contact	1
Deputy Sheriffs' Education and Training Board							 CUIIIACI	1
Developmental Disabilities Council							Operated and	
							Could not	1
							contact	l
Drug and Alcohol Abuse, Pennsylvania Advisory				_				
Council on,		1	1	1				
Drug, Device and Cosmetic Board,								
Pennsylvania		1	1		1			
							Could not	
E-911 Emergency Service Advisory Committee							contact	1
East Stroudsburg University of Pennsylvania of								
the State System of Higher Education, Council								
of Trustees of		1						
of Trustees of		1						

Eastern State School and Hospital, Board of Trustees						Could not contact	1
Eastern Youth Development Centers, Board of Trustees of						Could not contact	1
Ebensburg Center, Board of Trustees of	1						
Economic Development Financing Authority, Board of Directors of the Pennsylvania	1						
EdinboroUniversity of Pennsylvania of the State System of Higher Education, Council of							
Trustees of	1						
Education, State Board of	1						
Elk County Board of Assistance	1						
Embreeville Center, Board of Trustees of						Count not contact	1
Employees' Retirement Board, State						Count not contact	1
Energy Development Authority, Pennsylvania						Count not contact	1
Environmental Hearing Board Rules Committee						Count not contact	1
Erie County Board of Assistance	1						
Ethics Commission, State		1	1				
Fairview State Hospital, Board of Trustees of						Could not contact	1
Farm Products Show Commission, State	1						
Fayette County Board of Assistance	1						
Financing Authority (Missing File)						Missing File	1
Firearm Education and Training Commission,							
County Probation and Parole Officers'	1						
Fish and Boat Commission, Pennsylvania	1						
Forest County Board of Assistance	1						
Franklin County Board of Assistance	1						

Fulton County Board of Assistance		1						
Funeral Directors, State Board of		1	1		1			
Game Commission, Pennsylvania		1			I.			
Gaming Control Board		1				1		
Gender, Racial and Ethnic Fairness, Interbranch		I				1		
Commission for		1						
		I						
Gender, Racial and Ethnic Fairness, Interstate							Could not	
Commission for							contact	1
							CONTRACT	I
Gino Merli Veterans' Center, Advisory Council		1						
for		1						
		1						
Governor's Youth Sportsmen's Advisory Council		1						
Greene County Board of Assistance		1						
Hamburg Center, Board of Trustees of		1						
Hardwoods Development Council	1							
Harness Racing Commission, State		1	1	1				
							Could not	
Harrisburg State Hospital, Board of Trustees of							contact	1
							Could not	
Haverford State Hospital, Board of Trustees of							contact	1
Health Care Cost Containment Council		1						
							Could not	
Health Family Hearing Board							contact	1
Health Policy Board	1							
Health Research Advisory Committee		1						
Hearing Aid Sales Registration Law Advisory							Could not	
Council							contact	1
Higher Education Assistance Agency, Board of							Contact	_
Directors of the Pennsylvania		1						
Historical and Museum Commission,							Could not	
Pennsylvania							contat	1
Hollidaysburg Veterans' Home, Advisory							CUIIIdi	1
	1							
Council for	1	1						
Homeland Security Advisory Council								

								Missing	
Horse Racing Commission, State								File	1
Housing Advisory Committee, Pennsylvania								Could not contact	1
Housing Finance Agency, Pennsylvania		1						Contact	<u> </u>
Human Relations Commission, Pennsylvania		1	1		1				
			'						
								Could not	
Humanities Council, Pennsylvania								contact	1
Hunting, Fishing and Conservation, Governor's									
Advisory Council on		1							
Hunting, Fishing and Conservation, Governor's									
Youth Advisory Council on		1							
Huntingdon County Board of Assistance		1							
								Could not	
Independent Living Council (SILC), Statewide								contact	1
Independent Regulatory Review Commission			1	1		1			
Indiana County Board of Assistance		1	1	1		1			
Indiana University of Pennsylvania of the State		1							
System of Higher Education, Council of									
Trustees of		1							
Industrial Board									
								Could not	
								contact	1
								Could not	
Industrial Development Authority, Pennsylvania								contact	1
Infrastructure Investment Authority								Could not	
(Pennvest),Pennsylvania		1						contact	<u> </u>
Insurance Fraud Prevention Authority Interagency Coordinating Council for Early		I						Miccing	
Intervention MISSING FILE								Missing File	1
Intergovernmental Cooperation Authority,									
Governing Board of the	1								
							Travel expenses is paid to		
Intra-governmental Council On Long-term Care	1	1					consumers only		

								Could not	
IRC Strategic Advisory Board								contact	1
Jefferson County Board of Assistance	1	1						oontaot	
								Could not	
Joint Committee On Documents								contact	1
Judicial Conduct Board		1							-
Judicial Council of PA		1							
Juniata County Board of Assistance		1							
Juvenile Court Judges' Commission		1							
Kutztown University of Pennsylvania of the									
State System of Higher Education, Council of									
Trustees of		1							
Labor Relations Board, Pennsylvania			1			1	All members receive a salary		
Lackawanna County Board of Assistance		1							
Lake Erie and Genessee Basin Regional Water									
Resources Committee		1							
Lancaster County Board of Assistance		1							
Landscape Architects, State Board of		1	1		1				
Latino Affairs, Governor's Advisory Commission									
On		1							
								Could not	
Laurelton Center, Board of Trustees of								contact	1
Lawrence County Board of Assistance		1							
Lebanon County Board of Assistance		1							
Lehigh County Board of Assistance		1							
Library Development, Advisory		1							
Liquor Control Board, Pennsylvania		1							
Local Government Records Committee									
								Could not	
								contact	1
Lock Haven University of Pennsylvania of the									
State System of Higher Education, Council of									
Trustees of		1							
Lower Susquehanna Basin Regional Water									
Resources Committee		1							
Luzerne County Board of Assistance		1							
Lycoming County Board of Assistance		1							

Mansfield University of Pennsylvania of the									
State System of Higher Education, Council of		ſ							
Trustees of	1	ľ							
								Could not	
Mayview State Hospital, Board of Trustees of								contact	1
Mckean County Board of Assistance	1								
Medicine, State Board of	1	1			1				
Mental Health and Mental Retardation, Advisory							Compensated only if not		
Committee for	1	ſ					nominated from an org.		
Mercer County Board of Assistance	1						Ŭ.		
Mifflin County Board of Assistance	1								
Milk Marketing Board						1	All members receive a salary		
Millersville University of Pennsylvania of the									
State System of Higher Education, Council of		ľ							
Trustees of	1	ſ							
Minor Judiciary Education Board	1	1	1						
Minority Business Development Authority,								Could not	
Pennsylvania								contact	1
Monroe County Board of Assistance	1								
Montour County Board of Assistance	1	ľ							
								Mike	
Motor Carrier Safety Advisory Committee								Marsico	<mark>1</mark>
Municipal Police Officers' Education and		ľ							
Training Commission	1								
Municipal Retirement Board, Pennsylvania	1								
Navigation Commission for the Delaware River								Refused	
and its Navigable Tributaries								Call 2	<mark>1</mark>
								Mike	
Norristown State Hospital, Board of Trustees of								Marsico	<mark>. 1</mark>
Northampton County Board of Assistance	1								
Northumberland County Board of Assistance	1								
Nursing Home Administrators, State Board of									
E1aminers of	1	1			1				
Nursing, State Board of	1	1			1				
Occupational Therapy Education and Licensure,									
State Board of	1	1		1					
Ohio Basin Regional Water Resources									
Committee	1								

Ohio River Valley Water Sanitation Commission								Mike	
for the Commonwealth of Pennsylvania								Marsico	1
Optometry, State Board of		1	1			1		Indi Sico	
Organ Donation Advisory Committee		1							
Osteopathic Medicine, State Board of		1	1			1			
Patient Safety Authority		1							
Pedalcycle and Pedestrian Advisory Committee			1	1					
Perry County Board of Assistance		1							
Pesticide Advisory Board	1								
								Mike	
Pharmaceutical Assistance Review Board								Marsico	1
Pharmacy, State Board of		1	1			1			
Philadelphia County Board of Assistance		1							
								Could not	
Philadelphia Parking Authority								contact	1
Philadelphia Regional Port Authority		1							
Philadelphia School Reform Commission	1								
Physical Fitness and Sports, Governor's								Mike	
Advisory Council on								Marsico	1
Physical Therapy, State Board of		1	1			1			
								Mike	
Planning Board, State								Marsico	1
Podiatry, State Board of		1	1			1			
								Mike	
Polk Center, Board of Trustees of								Marsico	1
Port of Pittsburgh Commission		1							
Potomac Basin Regional Water Resources									
Committee		1							
Potter County Board of Assistance		1							
Preservation Pennsylvania, Board of Directors	_								
of	1								
Prevailing Wage Advisory Board		1	1		1				
Prevailing Wage Appeals Board		1	1		1			 	
								Mike	
Probation, Advisory Committee on								Marsico	1
Board of Probation and Parole, Pennsylvania		1					1		

Professional Engineers, Land Surveyors and	1										
Geologists, State Registration Board for		1	1			1					
Professional Standards and Practices										Mike	
Commission										Marsico	1
Psychology, State Board of		1	1			1					
									Only non-public school		
									system members are paid \$100		
Public School Employees' Retirement Board		1	1			1			per diem		
Public Employee Retirement Commission		1	1		1						
Public Television Network Commission,										Mike	
Pennsylvania										Marsico	1
									Chairman receives approx		
									\$113,000 p.a. Commissioners		
Public Utility Commission, Pennsylvania		1						1	receive approx \$105,000 p.a.		
Rail Freight Advisory Committee	1										
Real Estate Commission, State		1	1			1					
									Compensation for unemployed		
									members or those that must forfeit		
Rehabilitation Advisory Council, State		1							wages		
										Refused	
Renal Disease Advisory Committee										Call 2	1
										Mike	
Request for Information Review Committee										Marsico	1
Rural Development Council, Pennsylvania	1	1									
Schuylkill County Board of Assistance		1									
Continued Calego L Fax Materianal Children Doord										Cauld nat	
Scotland School For Veterans' Children Board										Could not	1
of Trustees										contact	<u> </u>
Consisten Clote Calcul for the Deef Deerd of										Could not	
Scranton State School for the Deaf, Board of											1
Trustees of	1									contact	<u> </u>
Seasonal Farm Labor Committee	1								Chairman receives \$35,253 p.a.		
Securities Commission, Pennsylvania								1	Members receive \$32,163 p.a.		
Selection Committee (Department of General								1	ivieniners receive \$32,103 p.a.	-	
Selection Committee (Department of General Services)			1				1				
Selinsgrove Center, Board of Trustees of		1					I				
	┢─────┦	1		 				 	l	┨───┤	
Senior Citizen Advisory Committee	J	1									
Sentencing, Pennsylvania Commission on		I									

Sewage Treatment Plant and Waterworks									
Operators, State								Could not	
								contact	1
Shippensburg University of Pennsylvania of the									
State System of Higher Education, Council of	4								
Trustees of	1								
Slippery Rock University of Pennsylvania of the									
State System of Higher Education, Council of Trustees of	1								
Small Business Compliance Advisory	I								
Committee	1								
Snyder County Board of Assistance	1								
Shyder county board of Assistance	I								
Social Workers, Marriage and Family Therapists							Commissioner does not receive		
and Professional Counselors, State Board of	1	1			1		compensation/per diem.		
Soldiers' and Sailors' Home, Advisory Council	•							Mike	
for Pennsylvania								Marsico	1
Somerset County Board of Assistance	1								
								Mike	
Somerset State Hospital, Board of Trustees of								Marsico	1
South Mountain Restoration Center, Board of									
Trustees of	1								
Special Education, State Advisory Panel for	1								
Speech-Language and Hearing, State Board of							Commissioner does not receive		
E1aminers in	1	1			1		compensation		
								Mike	
Sportsmen's Advisory Council, Governor's								Marsico	1
State Charter School Appeal Deard	1						State Gov't. employees receive no travel reimbursement		
State Charter School Appeal Board	I						liaverreinibursement	Mike	
State Health Facility Hearing Board								Marsico	1
State System of Higher Education, Board of									-
Governors of the	1								
Sullivan County Board of Assistance	1		ļ	ļ	L	ļ			
Susquehanna County Board of Assistance	1								
	-								
Targeted Community Revitalization and Crime								Could not	
Prevention Advisory Committee								contact	1

						Chairman receives \$21,000 p.a.		
					1			
		1		1				
	1			1				
	1							
	1							
	1							
							Marsico	1
	1					Non-gov. members reimbursed		
1								
							Oradalarat	
								1
	1				1		contact	l
	I					\$26,000 per annum		
	1							
	I						Milco	
								1
								1
								1
								1
								1
	1							1
	1							
					$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	1 1	1 1	1 1 Members receives \$20,000 p.a. 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 </td

Vehicle Manufacturers, Dealers and Salespersons, State Board of	1	1		1		Commissioner of Professional & Occupational Affs or his designee, the Dir of the Bur of Consumer Protection in the Office of Attorney General or his designee, and the Secty of the Dept of Transportation or his designee do not receive payment		
Versue Interference Commission on							Mike Marsico	1
Venue, Interbranch Commission on Veterans' Center, Advisory Council for							Mike	I
Southwestern							Marsico	1
Southwestern							Refused	1
Veterans' Center, Advisory Council for							Call 2	
Southeastern							Combo	1
Veterinary Medicine, State Board of	1	1		1				1
Victims Services Advisory Committee	1	1		I				
	I						Refused	
							Call 2	
Vocational Rehabilitation, State Board of							(combo)	1
Warren County Board of Assistance	1							· · ·
Warren oburty board of Assistance	 '						Mike	
Warren State Hospital, Board of Trustees of							Marsico	1
Washington County Board of Assistance	1						Marsico	
							Mike	
Washington Crossing Park ,Commission on							Marsico	1
Water Resources Committee, Statewide	1							
Wayne County Board of Assistance	1							
Wernersville State Hospital, Board of Trustees							Mike	
of							Marsico	1
West Chester University of Pennsylvania of the								
State System of Higher Education, Council of								
Trustees of	1							
Western Youth Development Centers, Board of							Mike	
Trustees of the							Marsico	1
Westmoreland County Board of Assistance	1							
							Mike	
White Haven Center, Board of Trustees of							Marsico	1
Women, Pennsylvania Commission for	1							

									Mike	
Woodville State Hospital, Board of Trustees of									Marsico	1
									Refused	
Workers' Compensation Appeal Board									Call 2	1
Workforce Investment Board, Pennsylvania		1								
Wyoming County Board of Assistance		1								
York County Board of Assistance		1								
TOTAL	21	192	43	8	5	26	4	12		
Note: We were unable to obtain data for the sha	ded rows.									

Appendix 8. Gender, Race, and Ethnicity of Board Members

		al Minority								Gender	
PA State Board	Total Members		Tatal		A -		llion	ا ا ا	Mala	Famala	الماد
Accountancy, State Board of	Weinbers	White, NH	Total	AA	As	NA	Hisp.	UNK.	Male	Female	UNK.
Adams County Board of											
Assistance											
Adult Basic and Literacy Education Interagency Coordinating Council, Pennsylvania African American	29	26	3	2	0	0	1		13	16	
Affairs, Governor's, Advisory											
Commission on	15	0	15		0				11	4	
Aging, Pennsylvania Council on	21	18	3		1				11	10	
Agricultural Advisory Board	23	23	0	0	0	0	0		17	6	
Agricultural Land Preservation Board, State	18	18	0	0	0	0	0		15	3	
Agricultural Lands Condemnation Approval Board	6	6	0	0	0	0			4	2	
Allegheny County Board of Assistance											
Allentown State Hospital, Board of Trustees of											
Amusement Ride Safety Advisory Board											
Animal Health and Diagnostic Commission	15	15	0	0	0	0	0		14	1	
Apprenticeship and Training Council, State											
Architects Licensure Board											
Armstrong County Board of Assistance	2	2	0	0	0	0	0		2	0	
Asian American Affairs, Governor's Advisory Commission on	15	0	15	0	15	0	0		12	3	

Assess Sexually Violent Predators,										
State Board to (PA Sexual										
Offenders Board)	70	68	2	1	0	0	1	42	28	
Athletic Commission, State	5	4	1	0	0	0	1	5	0	
Athletic Oversight Committee, The										
Pennsylvania	6	6	0	0	0	0	0	6	0	
Auctioneer Examiners, State Board of										
Automobile Theft Prevention										
Authority	7	6	1	1	0	0	0	5	2	
Aviation Advisory Committee	25	24	1	1	0	0	0	25	0	
Barber Examiners, State Board of										
Barber Examiners, Glate Board of								 		
Beaver County Board of										
Assistance										
Bedford County Board of	7	7	0	~	0	0		4	0	
Assistance	7	7	0	0	0	0	0	1	6	
Berks County Board of Assistance	10	9	1	0	0	0	1	3	7	
Blair County Board of Assistance										
Blind, Advisory Committee for the										
Pennsylvania of the State System										
of Higher Education, Council of										
Trustees of	11	11	0	0	0	0	0	8	3	
Board of Claims										

Board of Pardons	5	2	3	2	0	0	1		2	3	
Boating Advisory Board	8	8	0	0	0	0	0		8	0	
Boating Advisory Board	0	0	0	0	0	0	0		0	0	
Bradford County Board of Assistance	4	4	0	0	0	0	0		3	1	
Bucks County Board of Assistance											
Bucks County Doard of Assistance											
Butler County Board of Assistance											
Pennsylvania of the State System of Higher Education, Council of Trustees of	11	9	2	2	0	0	0		7	4	
Cambria County Board of Assistance	4	3	1	1	0	0	0		1	3	
Cancer Control, Prevention and Research Advisory Board ,Pennsylvania											
Capitol Preservation Committee	14	14	0	0	0	0	0		11	3	
Carbon County Board of Assistance	6	6	0	0	0	0	0		4	2	
Center for Rural Pennsylvania, Board of Directors of the	11	10	1	1	0	0	0		9	2	
Centre County Board of											
Assistance Certification of Water and	4	4	0	0	0	0	0		2	2	
Wastewater Systems Operators, State Board for	7	7	0	0	0	0	0		5	2	
Certified Real Estate Appraisers, State Board of											

Pennsylvania of the State System of Higher Education, Council of Trustees of	11	1	10	9	1	0	0		8	3	
Children and Families, Commission on	43	28	14	11	1	0	2	1	17	26	
Children's Trust Fund Board	15	11	4	3	1	0	0		4	11	
Chiropractic, State Board of											
Citizens Advisory Council	14	13	1	1	0	0	0		8	6	
Civil Service Commission, State	3	2	1	0	1	0	0		2	1	
Clarion County Board of Assistance											
Clarion University of Pennsylvania of the State System of Higher Education, Council of Trustees of	8	6	2	1	1	0	0		7	1	
Clarks Summit State Hospital, Board of Trustees of											
Clearfield County Board of Assistance	9	8	1	1	0	0	0		5	4	
Clinton County Board of Assistance	8	8	0	0	0	0	0		5	3	
Columbia County Board of Assistance	6	6	0	0	0	0	0		3	3	

Community Development Bank,											
The Operational Committee of the											
Pennsylvania											
Community Partnership for Safe											
Children, Governor's											
Community Service Advisory Board											
Conservation and Natural											
Resources Advisory Council											
	18	18	0	0	0	0	0		12	6	
Conservation Commission, State	11	0	0	0	0	0	0	11	10	1	
, , , , , , , , , , , , , , , , , , , ,											
Constables' Education and											
Training Board	3	3	0	0	0	0	0		2	1	
Consumer Advisory Council to the											
Pennsylvania Public Utility Commission	17	14	3	3	0	0	0		12	5	
	17	14	5	5	0	0	0		12	5	
Convention Center Authority,	45	40	~	0	0	0			45	0	
Pennsylvania Convention Center Design	15	12	3	2	0	0	1		15	0	
Commission, Southwestern											
Pennsylvania			_	-							
	14	12	2	2	0	0	0		11	3	
Coroners' Education Board	4	4	0	0	0	0	0		2	2	
Cosmetology, State Board of											

Council on the Arts, Pennsylvania	8	5	3	2	0	0	1	6	2	
	10	10	0	0	0	0	0	0		
County Records Committee	13	13	0	0	0	0	0	9	4	
Crawford County Board of Assistance										
Crime and Delinquency, Juvenile Justice and Delinquency Prevention Advisory Committee, Pennsylvania Commission on										
Crime and Delinquency, Pennsylvania Commission on										
Cumberland County Board of Assistance										
Danville State Hospital, Board of Trustees of										
Dauphin County Board of Assistance	5	3	2	1	0	0	1	4	1	
Deaf and Hard of Hearing, Advisory Council for the										
Delaware Basin Regional Water Resources Committee										
Delaware County Board of Assistance										
Delaware River Joint Toll Bridge Commission	5	4	1	1	0	0	0	4	1	

Delaware River Port Authority										
Delaware river i on Autionty										
	8	6	2	1	0	0	1	8	0	
Delaware Valley Veterans' Home,										
Advisory Council for										
Dentistry, State Board of										
Deputy Sheriffs' Education and										
Training Board	10	10	0	0	0	0	0	10	0	
Developmental Disabilities Council										
Drug and Alcohol Abuse, Pennsylvania Advisory Council on	8	5	3	2	0	0	1	6	2	
			Ű		Ű	Ű		Ű		
Drug, Device and Cosmetic Board, Pennsylvania										
E-911 Emergency Service										
Advisory Committee										
East Stroudsburg University of										
Pennsylvania of the State System										
of Higher Education, Council of		-						_		
Trustees of	11	9	2	1	1	0	0	7	4	
Eastern State School and Hospital,										
Board of Trustees										
Eastern Youth Development										
Centers, Board of Trustees of										
Ebensburg Center, Board of Trustees of	0	0	0	0	0	0	0	0	0	
	9	9	U	0	0	0	0	0	9	

			-					-	1		
Economic Development Financing Authority, Board of Directors of the Pennsylvania	15	14	1	0	0	0	1		12	3	
Pennsylvania of the State System of Higher Education, Council of Trustees of	11	9	2	2	0	0	0		8	3	
Education, State Board of	22	17	5	4	0	0	1		17	5	
	22	17	5	4	0	0	I		17	5	
Elk County Board of Assistance											
Embreeville Center, Board of Trustees of											
Employees' Retirement Board, State	11	0	0	0	0	0	0	11	11	0	
Energy Development Authority, Pennsylvania											
Environmental Hearing Board Rules Committee	9	9	0	0	0	0	0		7	2	
Erie County Board of Assistance	7	2	5	5	0	0	0		3	4	
	-										
Ethics Commission, State	7	7	0	0	0	0	0		6	1	
Fairview State Hospital,Board of Trustees of											
Farm Products Show Commission, State	13	0	0	0	0	0	0	13	11	2	
Fayette County Board of Assistance	5	5	0	0	0	0	0		4	1	
Financing Authority, Commonwealth	7	6	1	1	0	0	0		7	0	

Firearm Education and Training Commission County Probation and Parole Officers'	9	9	0	0	0	0	0	7	2	
Fish and Boat Commission, Pennsylvania	10	10	0	0	0	0	0	10	0	
Forest County Board of Assistance	1	1	0	0	0	0	0	1	0	
Franklin County Board of Assistance	5	5	0	0	0	0	0	4	1	
Fulton County Board of Assistance	3	3	0	0	0	0	0	0	3	
Funeral Directors, State Board of										
Game Commission, Pennsylvania	8	8	0	0	0	0	0	7	1	
Gaming Control Board	7	6	1	1	0	0	0	6	1	
Gender, Racial and Ethnic Fairness,Interbranch Commission for	24	16	8	4	2	0	2	8	16	
Gender, Racial and Ethnic Fairness, Interstate Commission for										
Gino Merli Veterans' Center, Advisory Council for	14	14	0	0	0	0	0	13	1	
Governor's Youth Sportsmen's Advisory Council										
Greene County Board of Assistance	5	5	0	0	0	0	0	2	3	
Hamburg Center, Board of Trustees of	5	5	0	0	0	0	0	4	1	

[]										
Hardwoods Development Council	25	25	0	0	0	0	0	23	2	
Harness Racing Commission, State	2	2	0	0	0	0	0	2	0	
Harrisburg State Hospital,Board of Trustees of										
Haverford State Hospital,Board of Trustees of										
Health Care Cost Containment Council	23	21	2	2	0	0	0	16	7	
Health Family Hearing Board										
Health Policy Board	13	10	3	2	0	0	1	9	4	
Health Research Advisory Committee	9	6	3	3	0	0	0	7	2	
Hearing Aid Sales Registration Law Advisory Council			-		-	-				
Higher Education Assistance Agency, Board of Directors of the Pennsylvania	20	17	3	3	0	0	0	18	2	
Historical and Museum Commission, Pennsylvania	13	12	1	1	0	0	0	6	7	
Hollidaysburg Veterans' Home, Advisory Council for										
Homeland Security Advisory Council										
Horse Racing Commission, State	3	3	0	0	0	0	0	3	0	

Housing Advisory Committee, Pennsylvania										
Housing Finance Agency, Pennsylvania	13	13	0	0	0	0	0	13	0	
Human Relations Commission, Pennsylvania	11	3	8	4	2	0	2	8	3	
Humanities Council, Pennsylvania	13	11	2	2	0	0	0	7	6	
Hunting, Fishing and Conservation, Governor's Advisory Council for	26	26	0	0	0	0	0	23	3	
Hunting, Fishing and Conservation, Governor's Youth Advisory Council for										
Huntingdon County Board of Assistance										
Independent Living Council (SILC),Statewide										
Independent Regulatory Review Commission	5	5	0	0	0	0	0	5	0	
Indiana County Board of Assistance	5	5	0	0	0	0	0	5	0	
Indiana University of Pennsylvania of the State System of Higher Education, Council of Trustees of	11	11	0	0	0	0	0	9	2	
Industrial Board										
Industrial Development Authority, Pennsylvania										
Infrastructure Investment Authority (Pennvest),Pennsylvania	12	12	0	0	0	0	0	10	2	

Insurance Fraud Prevention Authority	7	7	0	0	0	0	0	7	0	
Interagency Coordinating Council for Early Intervention	16	15	1	1	0	0	0	3	13	
Intergovernmental Cooperation Authority, Governing Board of the	5	5	0	0	0	0	0	4	1	
Intra-governmental Council On Long-term Care	27	26	1	1	0	0	0	5	22	
IRC Strategic Advisory Board										
Jefferson County Board of Assistance	5	5	0	0	0	0	0	2	3	
Joint Committee On Documents										
Judicial Conduct Board	9	8	1	1	0	0	0	7	2	
Judicial Council of Pennsylvania										
Juniata County Board of Assistance										
Juvenile Court Judges' Commission	9	8	1	1	0	0	0	4	5	
Kutztown University of Pennsylvania of the State System of Higher Education, Council of Trustees of										
Labor Relations Board, Pennsylvania	11 3	10 3	1	1	0	0	0	8	3	

Lackawanna County Board of Assistance	8	8	0	0	0	0	0		7	1	
Lake Erie and Genessee Basin Regional Water Resources Committee											
Lancaster County Board of Assistance	4	4	0	0	0	0	0		2	2	
Landscape Architects, State Board of											
Latino Affairs, Governor's Advisory Commission On											
Laurelton Center, Board of Trustees of											
Lawrence County Board of Assistance	5	4	1	1	0	0	0		3	2	
Lebanon County Board of Assistance											
Lehigh County Board of Assistance	4	4	0	0	0	0	0		2	2	
Library Development, Advisory Council on	12	0	0	0	0	0	0	12	6	6	
Liquor Control Board, Pennsylvania	3	3	0	0	0	0	0		3	0	
Local Government Records Committee											
Lock Haven University of Pennsylvania of the State System of Higher Education, Council of Trustees of	11	10	1	1	0	0	0		10	1	

Lower Susquehanna Basin Regional Water Resources											
Committee											
Luzerne County Board of											
Assistance											
Lycoming County Board of											
Assistance	5	5	0	0	0	0	0		4	1	
			0		0	0				•	
Mansfield University of											
Pennsylvania of the State System											
of Higher Education, Council of											
Trustees of	11	11	0	0	0	0	0		8	3	
Mayview State Hospital,Board of											
Trustees of											
Mckean County Board of											
Assistance	2	0	0	0	0	0	0	2	2	0	
Medicine, State Board of											
Mental Health and Mental											
Retardation, Advisory Committee											
for											
Mercer County Board of											
Assistance											
Mifflin County Board of Assistance											
	~	~	_		_	_			_		
Milk Marketing Board	3	3	0	0	0	0	0		2	1	
Pennsylvania of the State System											
of Higher Education, Council of			_		_						
Trustees of	11	9	2	2	0	0	0		8	3	
	_	_	_		_						
Minor Judiciary Education Board	7	1	0	0	0	0	0		6	1	

Minority Business Development Authority, Pennsylvania											
Monroe County Board of Assistance											
Montour County Board of Assistance											
Motor Carrier Safety Advisory Committee											
Municipal Police Officers' Education and Training Commission	17	0	0	0	0	0	0	17	16	1	
Municipal Retirement Board, Pennsylvania	10	9	1	0	0	0	1		8	2	
Navigation Commission for the Delaware River and its Navigable Tributaries											
Norristown State Hospital,Board of Trustees of											
Northampton County Board of Assistance	3	2	1	0	0	0	1		1	2	
Northumberland County Board of Assistance	8	8	0	0	0	0	0		7	1	
Nursing Home Administrators, State Board of Examiners of											
Nursing, State Board of											
Occupational Therapy Education and Licensure, State Board of											

Ohio Basin Regional Water										
Resources Committee										
Commission for the Commonwealth of Pennsylvania										
(various commissioners 3 for each										
Optometry, State Board of										
Organ Donation Advisory Committee	13	10	3	3	0	0	0	8	5	
	10	10	0	0	0	0	0	0	0	
Osteopathic Medicine, State Board										
<mark>of</mark>										
Patient Safety Authority	11	8	3	3	0	0	0	7	4	
Pedalcycle and Pedestrian Advisory Committee	15	15	0	0	0	0	0	14	1	
	10	10	0	0	0	0	0	17		
Perry County Board of Assistance	5	5	0	0	0	0	0	 3	2	
Pesticide Advisory Board	18	17	1	0	1	0	0	18	0	
Pharmaceutical Assistance Review Board										
Pharmacy, State Board of										
Philadelphia County Board of Assistance										
Philadelphia Parking Authority										

Philadelphia Regional Port Authority	11	9	2	2	0	0	0	11	0	
Philadelphia School Reform Commission	5	3	2	2	0	0	0	4	1	
Physical Fitness and Sports, Governor's Advisory Council on										
Physical Therapy, State Board of										
Planning Board, State										
Podiatry, State Board of										
Polk Center, Board of Trustees of										
Port of Pittsburgh Commission	14	12	2	1	1	0	0	12	2	
Potomac Basin Regional Water Resources Committee										
Potter County Board of Assistance										
Preservation Pennsylvania, Board of Directors of	22	20	2	2	0	0	0	13	9	
Prevailing Wage Advisory Board										
Prevailing Wage Appeals Board	7	6	1	1	0	0	0	7	0	

Probation, Advisory Committee on											
Probation and Parole, Pennsylvania Board of	10	8	2	2	0	0	0		9	1	
Professional Engineers, Land Surveyors and Geologists, State Registration Board for											
Professional Standards and Practices Commission											
Psychology, State Board of											
Public Employee Retirement Commission	9	8	0	0	0	0	0	1	8	1	
Public School Employees' Retirement Board											
Public Television Network Commission, Pennsylvania											
Public Utility Commission, Pennsylvania	5	4	1	1	0	0	0		4	1	
Rail Freight Advisory Committee	24	24	0	0	0	0	0		22	2	
Real Estate Commission, State											
Rehabilitation Council, State	23	23	0	0	0	0	0		7	16	
Renal Disease Advisory Committee											

Request for Information Review Committee										
Rural Development Council, Pennsylvania	28	26	2	1	0	0	1	24	4	
Schuylkill County Board of Assistance	6	6	0	0	0	0	0	4	2	
Scotland School For Veterans' Children Board of Trustees	8	6	2	2	0	0	0	8	0	
Scranton State School for the Deaf, Board of Trustees of (how to classify Middle Eastern member?)	9	9	0	0	0	0	0	6	3	
Seasonal Farm Labor Committee	9	7	2	1	0	0	1	7	2	
Securities Commission, Pennsylvania	3	3	0	0	0	0	0	3	0	
Selection Committee (Department of General Services)	5	4	1	1	0	0	0	5	0	
Selinsgrove Center, Board of Trustees of										
Senior Citizen Advisory Committee	11	10	1	1	0	0	0	7	4	
Sentencing, Pennsylvania Commission on	11	10	1	1	0	0	0	8	3	
Sewage Treatment Plant and Waterworks Operators, State										
Shippensburg University of Pennsylvania of the State System of Higher Education, Council of Trustees of	11	10	1	1	0	0	0	9	2	

Slippery Rock University of										
Pennsylvania of the State System										
of Higher Education, Council of										
Trustees of	11	10	1	1	0	0	0	8	3	
Small Business Compliance										
Advisory Committee	11	10	1	1	0	0	0	7	4	
Cruder County Decaded										
Snyder County Board of	7	7	0	0	0	~	0		-	
Assistance	7	7	0	0	0	0	0	2	5	
Family Therapists and										
Professional Counselors, State										
Board of										
Soldiers' and Sailors' Home,										
Advisory Council for Pennsylvania										
Somerset County Board of										
Assistance	7	7	0	0	0	0	0	2	5	
Somerset State Hospital,Board of										
Trustees of										
South Mountain Restoration	0	0	0	0	0	0	0	0	0	
Center, Board of Trustees of	8	8	0	0	0	0	0	6	2	
Special Education, State Advisory										
Panel for	22	19	3	3	0	0	0	12	10	
Speech-Language and Hearing,										
State Board of Examiners in										
Sportsmen's Advisory Council,										
Governor's										
State Charter School Appeal Board										

State Health Facility Hearing Board										
State System of Higher Education, Board of Governors of the	19	16	3	3	0	0	0	16	3	
Sullivan County Board of Assistance	5	5	0	0	0	0	0	2	3	
Susquehanna County Board of Assistance	7	7	0	0	0	0	0	1	6	
Targeted Community Revitalization and Crime Prevention Advisory Committee										
Tax Equalization Board, State	3	3	0	0	0	0	0	3	0	
Technical Advisory Committee on Diesel-Powered Equipment										
Tioga County Board of Assistance	6	6	0	0	0	0	0	3	3	
Tobacco Settlement Investment Board										
Torrance State Hospital,Board of Trustees of										
Training America's Teachers Commission	55	50	5	4	0	0	1	37	18	
Transportation Advisory Committee, State										
Transportation Authority (SEPTA),Southeastern Pennsylvania	15	12	3	3	0	0	0	12	3	

Transportation Commission, State										
Transportation Funding and Reform Commission										
Travel and Tourism Council, Governor's										
Travel and Tourism Partnership, Pennsylvania										
Tuition Account Program Advisory Board										
Turnpike Commission, Pennsylvania	6	4	2	0	0	0	2	6	0	
Underground Storage Tank Indemnification Board	8	8	0	0	0	0	0	6	2	
Unemployment Compensation Advisory Council, State										
Unemployment Compensation Board of Review										
Uniform State Laws, Board of Commissioners on										
Union County Board of Assistance	7	7	0	0	0	0	0	 2	5	
Upper and Middle Susquehanna Basin Regional Water Resources Committee										
Vehicle Manufacturers, Dealers and Salespersons, State Board of										

Venue,Interbranch Commission on											
Veterans' Center, Advisory Council for Southwestern											
Veterans' Center, Advisory Council for Southeastern											
Veterinary Medicine, State Board of											
Victims Services Advisory Committee	14	0	0	0	0	0	0	14	5	9	0
Vocational Rehabilitation, State Board of											
Warren County Board of Assistance	9	9	0	0	0	0	0		3	6	
Warren State Hospital,Board of Trustees of											
Washington County Board of Assistance	6	4	2	2	0	0	0		3	3	
Washington Crossing Park ,Commission on											
Water Resources Committee, Statewide											
Wayne County Board of Assistance											
Wernersville State Hospital,Board of Trustees of											

West Chester University of Pennsylvania of the State System of Higher Education, Council of Trustees of	12	11	1	1	0	0	0		8	4	
Western Youth Development Centers, Board of Trustees of the											
Westmoreland County Board of Assistance											
White Haven Center, Board of Trustees of											
Women, Pennsylvania Commission for	29	24	5	3	1	0	1		0	29	
Woodville State Hospital, Board of Trustees of											
Workers' Compensation Appeal Board											
Workforce Investment Board, Pennsylvania	41	0	0	0	0	0	0	41	32	9	
Wyoming County Board of Assistance											
York County Board of Assistance											
TOTAL	1854	1517	214					123		578	0
NOTE: 162 of the 312 boards provide	ded informat	ion on race a	and ger	nder. W	e were	unable	to obta	ain data	a for the	e shaded	rows.